

Approved by: Baldwin 12/10/07
Assistant County Administrator Date

II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:

Fiscal Years	<u>2008</u>	<u>2009</u>	<u>2010</u>	<u>2011</u>	<u>2012</u>
Capital Expenditures	_____	_____	_____	_____	_____
Operating Costs	_____	_____	_____	_____	_____
External Revenues	_____	_____	_____	_____	_____
Program Income (County)	_____	_____	_____	_____	_____
In-Kind Match (County)	_____	_____	_____	_____	_____
NET FISCAL IMPACT	_____	_____	_____	_____	_____
# ADDITIONAL FTE POSITIONS (Cumulative)	_____	_____	_____	_____	_____

Is Item Included in Current Budget? Yes____ No____
Budget Account No.: Fund____ Dept____ Unit____ Object____
Program Code _____

B. Recommended Sources of Funds/Summary of Fiscal Impact:

County Funds

C. Departmental Fiscal Review:

III. REVIEW COMMENTS

A. OFMB Fiscal and/or Contract Administration Comments:

If denied, there will be no fiscal impact. If approved, however, there will be an impact which is currently indeterminable.

Jan. Del 12-14-07
ATN 12-13-07 OFMB SP 12/11/07 CN 12/11/07

Ernest L. Jacobowitz 12/14/07
Contract Dev. and Control
E. Jacobowitz 12/14/07

B. Legal Sufficiency:

This item complies with current
County policies.

EWC 12-14-2007
Assistant County Attorney

C. Other Department Review:

Department Director

This summary is not to be used as a basis for payment.

EXHIBIT A:

An internet search of governmental entities throughout the State found thirteen agencies allowed employees to use some type of regularly accrued leave to care for a domestic partner, four of which have a leave policy mirroring the protections and benefits of the FMLA.¹

FLORIDA MUNICIPALITIES			
ORGANIZATION	DOMESTIC PARTNER LEAVE POLICY	ORGANIZATION	DOMESTIC PARTNER LEAVE POLICY
Broward School District	No leave policy covering domestic partners	City of Lake Worth	Accrued leave can be used for domestic partners
Broward County	Accrued leave can be used for domestic partners	Palm Beach Gardens	Accrued leave can be used for domestic partners (eff. 11/15/07)
Town of Jupiter	No leave policy covering domestic partners	Miami-Dade School District	Accrued leave can be used for domestic partners
PBC Tax Collector	FMLA-like leave for domestic partners	Monroe County	Accrued leave can be used for domestic partners
Port of Palm Beach	FMLA-like leave for domestic partners	PBSO	No leave policy covering domestic partners
West Palm Beach	Accrued leave can be used for domestic partners	City of Gainesville	Accrued leave can be used for domestic partners
Palm Tran	Accrued leave can be used for domestic partners	PBC Clerk and Comptroller	No leave policy covering domestic partners
Solid Waste Authority	Accrued leave can be used for domestic partners	PBC Property Appraiser	FMLA-like leave for domestic partners
Key West	FMLA-like leave for domestic partners		

¹The governmental entities selected based on inclusion of data provided by *Partners Task Force for Gay & Lesbian Couples: Governments Offering Benefits* and *Gay Rights Info: States, Counties, Cities and Towns with Some Type of Benefit or Recognition to Domestic Partners for Homosexuals* governmental agencies which allowed internet access to leave policies.