Agenda Item #: 3EE2

PALM BEACH COUNTY BOARD OF COUNTY COMMISSIONERS

AGENDA ITEM SUMMARY

MEETING DATE: 8/20/19		[X] Consent	[] Regular		
		[] Ordinance	[] Public Hearing		
Department:	Equal Opportunity				
Submitted By:	Equal Opportunity				

I. EXECUTIVE BRIEF

Motion and Title: Staff recommends motion to receive and file: the FY 2019 Worksharing Agreement with the U.S. Equal Employment Opportunity Commission (EEOC).

Summary: The Worksharing Agreement is designed to provide individuals with an efficient procedure for obtaining redress for their grievances under Palm Beach County's Equal Employment Ordinance and Federal laws. The Worksharing Agreement is a prerequisite to the receipt of a Charge Resolution Contract with the EEOC. On November 26, 1996, the Board of County Commissioners approved staff's recommendation that future Worksharing Agreements be executed by the County Administrator, or designee, because of the recurring time constraints involved in this process. Pursuant to Countywide PPM-CW-O-051, the attached document is now being submitted to the BCC to receive and file. <u>Countywide (DO)</u>

Background and Policy Issues: On August 15, 1995, the BCC enacted an ordinance prohibiting discrimination in employment, granting the Office of Equal Opportunity investigative and enforcement authority and authorizing OEO to become a referral agency for the Federal Government. The Worksharing Agreement is a prerequisite to the receipt of a contract with EEOC.

Attachment:

1. FY 2019 Worksharing Agreement

Recommended by:_	Vanele Department	Director		23 July 2019 Date	
Approved by:	Mamoy Assistant Coun	y ty Admir	<u>Radin</u>	7/30/19 Date	

II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:

Fiscal Years	2019	2020	2021	2022	2022			
				2022	2023			
Capital Expenditures	-0-	-0-	-0-	-0-	-0-			
Operating Costs	-0-	-0-	-0-	-0-	-0-			
External Revenues	-0-	-0-	-0-	-0-	-0-			
Program Income (County)	-0-	-0-	-0-	-0-	-0-			
In-Kind Match (County)	-0-	-0-	-0-	-0-	-0-			
NET FISCAL IMPACT **	-0-	-0-	-0-	-0-	-0-			
# ADDITIONAL FTE								
POSITIONS (Cumulative)	_0	_0	0	0_	0			
Is Item Included in Current Budget? Yesx No								
Does this item include the use of federal funds? Yes No x								
Budget Account No.: Fund	_ Depa	rtment	Ū	nit	Object			
Program Category								

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

- **This item has no additional fiscal impact.
- C. Departmental Fiscal Review:

III. REVIEW COMMENTS:

A. OFMB Fiscal and/or Contract Dev. and Control Comments:

11241 OFMB \mathfrak{R}

B. Legal Sufficiency:

Assistant County Attorney

C. Other Department Review:

Department Director

125119 00 7 Contract Administration a D

THIS SUMMARY IS NOT TO BE USED AS A BASIS FOR PAYMENT.

Attachment 1

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Attachment 5

FY 2019 EXTENSION OF WORKSHARING AGREEMENT

Inasmuch as there have been no substantive changes in the processes, procedures, statutes, policies or regulations that would adversely affect or substantially alter the work sharing arrangement between the Miami District Office and the Palm Beach County Office of Equal Opportunity or that would affect the processing of charges filed under the pertinent Federal, state or local statutes, the parties agree to extend the current work sharing agreement that was executed on October 18, 2017 through the FY 2019 Charge Resolution Contract Option Period, from October 1, 2018 through September 30, 2019. The agencies agree to work together in furtherance of the provisions of EEOC's current Strategic Plan when assessing the allocation of charges under this agreement and to cooperate in compliance and enforcement efforts as well as training, outreach and technical assistance efforts encompassed by the Plan. By executing this extension, the parties agree to abide by the confidentiality provisions of GINA as well as the other statutes cited in the agreement. This agreement, as well as the attendant Worksharing Agreement may be reopened and amended by mutual consent of the parties.

Verdenia C. Baker, County Administrator Palm Beach County FEPA: Palm Beach County Office of Equal Opportunity

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Michael J. Farrell, District Director U.S. Equal Employment Opportunity Commission Miami District Office

Approved as to terms and conditions

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Pamela Guerrier Director, Office of Equal Opportunity

21. <u>9/24/18</u> Date

Approved as to form and legal sufficiency

David R. F. Ottey Chief Assistant County Attorney