



OFFICE OF MANAGEMENT AND BUDGET

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MEMORANDUM

November 16, 2020

TO: Board of County Commissioners

FROM: Norman Foster, Director
Office of Management and Budget

J. Steelman

SUBJECT: Fiscal Impact Statement Re: Proposed Ordinance Amending Section 16½-3 of the Broward County Code of Ordinances, Relating to Human Rights

Summary

The proposal amends section 16 ½ -3 of the Broward County Code of Ordinances, relating to Human Rights. Under this section the County aims to secure all individuals within the County freedom from discrimination because of race, color, religion, sex, national origin, age, marital status, political affiliation, familial status, disability, sexual orientation, pregnancy, gender identity or expression, veteran or service member status, lawful source of income, or because the individual is or has been the victim of dating violence, domestic violence, stalking, or human trafficking, in connection with employment, public accommodations, and real estate transactions, where applicable, and thereby to promote the interests, rights, and privileges of individuals within the County. The proposed ordinance would create a definition of race that includes historical traits associated with race, including, but not limited to, hair texture, hair type, and protective hairstyles such as braids, locs, and twists.

Fiscal Impact

Under the proposed ordinance, race will be defined to include hair texture, hair type, and protective hairstyles, which will provide protection for individuals in the County from discrimination based on those traits. The estimate provided by the Professional Standards and Human Rights Section of no more than three cases related to the changes in this ordinance are based on it being comparable to the number of race complaints received on an annual basis, but the actual number of complaints the County will receive is uncertain. The caseload for a Professional Standards Specialist, which is the classification responsible for investigating discrimination complaints, should be 20-25 complaints at any given time. If the number of complaints related to the changes to this ordinance were to approach this number, then an additional Professional Standards Specialist position would be needed in order to process the cases in a timely fashion. The starting annual salary for this classification is \$59,276 with estimated benefits of \$23,898, for a total of \$83,174 for an additional position excluding any startup costs.

NF:no

Broward County Board of County Commissioners

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