Exhibit 1

PROPOSED

RESOLUTION NO. 2021-

A RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS OF BROWARD COUNTY, FLORIDA, AMENDING SECTION 14.227 OF THE BROWARD COUNTY ADMINISTRATIVE CODE ("ADMINISTRATIVE CODE"); PERMITTING COUNTY EMPLOYEES TO USE PERSONAL DAYS, ANNUAL LEAVE, OR UNPAID LEAVE FOR RELIGIOUS HOLIDAYS; AND PROVIDING FOR SEVERABILITY, INCLUSION IN THE ADMINISTRATIVE CODE, AND AN EFFECTIVE DATE.

(Sponsored by Commissioner Barbara Sharief, and Cosponsored by Mayor Steve Geller and Commissioners Lamar P. Fisher and Dale V.C. Holness)

WHEREAS, Broward County is rich in its diversity, ethnicities, and cultures, and our respect for the broad range of faiths and belief systems practiced by Broward County residents represents one of the strengths of our community; and

WHEREAS, the Board of County Commissioners (the "Board") wishes to amend the Broward County Administrative Code to expressly confirm that employees may observe religious holidays using available personal days, annual leave, or unpaid leave, subject to operational needs, NOW, THEREFORE,

BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF BROWARD COUNTY, FLORIDA:

Section 1.   Section 14.227 of the Broward County Administrative Code is hereby amended to read as follows:

14.227. Holidays.

a.   The following are designated as official holidays for full-time and part-time 20+ County employees:

Coding: Words in ~~struck-through~~ type are deletions from existing text. Words in <u>underscored</u> type are additions.

1	1.	New Year's Day.
2	2.	Martin Luther King Day.
3	3.	President's Day.
4	4.	Memorial Day.
5	5.	Independence Day.
6	6.	Labor Day.
7	7.	~~Veteran's~~ Veterans Day.
8	8.	Thanksgiving Day and the day after.
9	9.	Christmas Day.

10. ~~10.~~ ~~Two (2) days of the employee's choice in the form of annual leave. A full-time employee assigned to a five (5) day workweek shall receive sixteen (16) hours. Full-time employees assigned to a four (4) day workweek shall receive twenty (20) hours. Part-time 20+ employees shall receive eight (8) hours of annual leave regardless of their work schedule.~~

15. . . .

16. f. Personal days for full-time and part-time 20+ County employees:

17. 1. Employees are entitled to two (2) personal days in the form of annual leave. Full-time employees assigned to a five (5) day workweek shall receive sixteen (16) hours. Full-time employees assigned to a four (4) day workweek shall receive twenty (20) hours. Part-time 20+ employees shall receive eight (8) hours, regardless of their work schedule.

22. 2. Employees may utilize their personal days to take paid leave on any workday, subject to County operational needs.

1   3.   Employees observing religious holidays not designated as official County

2   holidays, including but not limited to, Good Friday, Yom Kippur, Eid al-Fitr,

3   or Eid al-Adha, may take such days off using available personal days or

4   annual leave, or as unpaid days off without use of any leave, subject to

5   County operational needs.

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7   Section 2.   Severability.

8   If any portion of this Administrative Code Resolution is determined by any court to

9 be invalid, the invalid portion will be stricken, and such striking will not affect the validity

10 of the remainder of this Administrative Code Resolution. If any court determines that this

11 Administrative Code Resolution, in whole or in part, cannot be legally applied to any

12 individual, group, entity, property, or circumstance, such determination will not affect the

13 applicability of this Administrative Code Resolution to any other individual, group, entity,

14 property, or circumstance.

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16   Section 3.   Inclusion in the Broward County Administrative Code.

17   It is the intention of the Board of County Commissioners that the provisions of this

18 Administrative Code Resolution become part of the Broward County Administrative Code

19 as of the effective date. The sections of this Administrative Code Resolution may be

20 renumbered or relettered and the word "resolution" may be changed to "section," "article,"

21 or such other appropriate word or phrase to the extent necessary in order to accomplish

22 such intention.

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1   Section 4.   <u>Effective Date</u>.

2   This Administrative Code Resolution is effective upon adoption.

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4   ADOPTED this   day of   , 2021.   **PROPOSED**

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6   Approved as to form and legal sufficiency:
    Andrew J. Meyers, County Attorney

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8   By <u>*/s/ Adam M. Katzman*</u>   <u>02/04/2021</u>

9   Adam M. Katzman   (date)
        Senior Assistant County Attorney

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11   By <u>*/s/ René D. Harrod*</u>   <u>02/04/2021</u>

12   René D. Harrod   (date)
        Deputy County Attorney

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23 AMK/jl
 Religious Holidays

24 02/23/2021
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