



**CITY OF FORT LAUDERDALE  
City Commission Agenda Memo  
REGULAR MEETING**

**#18-1135**

---

**TO:** Honorable Mayor & Members of the  
Fort Lauderdale City Commission

**FROM:** Lee R. Feldman, ICMA-CM, City Manager

**DATE:** October 23, 2018

**TITLE:** Ordinance Requiring Certain Contractors to Provide Non-discriminatory  
Health Benefits to Domestic Partners

---

**Recommendation**

It is recommended that the City Commission adopt an ordinance requiring vendors with contracts exceeding \$100,000 to offer the same health benefits to their employees' domestic partners as are offered to their employees' spouses.

**Background**

In an effort to reduce discrimination against persons with domestic partners, the Procurement Code will be amended to include a requirement for any vendor that enters into a contract with the City for \$100,000 or greater, to offer health benefits to the vendor's employees' domestic partners, or cash equivalent to benefits. New contracts are any contracts signed after the effective date of the Ordinance.

The proposed ordinance provides for the City Commission to waive by resolution the requirements in Section 2-187, relating to City vendors being prohibited from discriminating against their employees, when it is in the best interest of the City to do so. The proposed ordinance also allows the Chief Procurement Officer to waive requirements in Section 2-187 for purchases excluded from the solicitation and selection process as enumerated in subsection 2-176(e) of the Code.

**Resource Impact**

There is no fiscal year impact associated with this action.

**Strategic Connections**

This item is a *Press Play Fort Lauderdale Strategic Plan 2018* initiative, included within the Internal Support Cylinder of Excellence, specifically advancing:

- Goal 12: Be a leading government organization, managing resources wisely and sustainably.

This item also furthers the *Fast Forward Fort Lauderdale 2035 Vision Plan: We Are United*.

**Attachment**

Exhibit 1 – Ordinance – Second Reading

---

Prepared by: Jodi Hart, Finance  
Linda Blanco, Finance

Department Director: Kirk Buffington, Finance