

# AGENDA



## Recommendation for Council Action

Austin City Council	Item ID	38334	Agenda Number	50.
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Meeting Date:	12/11/2014	Department:	Human Resources
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### Subject

Approve third reading of an ordinance amending the City Code to prohibit discrimination based on an individual's source of income.

### Amount and Source of Funding

### Fiscal Note

There is no fiscal impact, thus a fiscal note is not required.

Purchasing Language:	
Prior Council Action:	Council Resolution No. 20140417-048
For More Information:	Mark Washington, Human Resources and Civil Service Director (512-974-3202); Jonathan Babiak, Administrator, Equal Employment/Fair Housing Office (512-974-3262).
Boards and Commission Action:	Human Rights Commission Resolution No. 20140728-004b; Community Development Commission Resolution No. 20140812-03a.
MBE / WBE:	
Related Items:	

### Additional Backup Information

On 2<sup>nd</sup> reading, Council approved the following exemption, which replaced the exemption approved during 1<sup>st</sup> reading:

Source of Income requirements do not apply to a person who owns less than five rental dwellings unless (1) the person has an ownership interest in one or more legal entities and the person and the entities own four or more rental dwellings; and (2) the person uses another person to manage their rental dwellings.

The exemption approved during 2<sup>nd</sup> reading includes the same exception approved during 1<sup>st</sup> reading concerning discriminatory advertising.

On 1<sup>st</sup> reading, Council approved December 1, 2014, as the effective date for the ordinance. Because the ordinance was not adopted on all three readings prior to December 1, 2014, the effective date will change. Staff recommends that the effective date for this ordinance be at least 30 days after it is approved.