

MEMORANDUM

TO: Sandpoint City Council

FROM: Mayor Jeremy Grimm

DATE: 11.13.2025

SUBJECT: Proposed Amendment to Sandpoint City Code §5-2-10 – Alignment with Federal and State Law

Overview

The current nondiscrimination ordinance includes local definitions, enforcement mechanisms, and processes that likely extend beyond the City's legal authority. The proposed amendment repeals the existing structure and replaces it with a concise reference to federal and Idaho civil rights law.

Key Changes

- Removes local definitions of protected classes.
- Eliminates the Human Relations Review Board and local complaint process.
- Incorporates federal and Idaho civil rights law directly by reference.
- Clarifies that individuals retain full rights to pursue complaints through state and federal agencies and the courts.

Rationale

This ensures legal consistency, reduces community division, prevents litigation risk, and keeps the City within its proper jurisdiction.

Recommendation

Discuss the amendment and, if supportive, direct staff to schedule it for formal adoption.