



**LEBANON DIVERSITY, EQUITY, AND INCLUSION  
COMMISSION  
SEPTEMBER 16, 2025 - 6:00 PM  
COUNCIL CHAMBERS, CITY HALL OR  
REMOTE VIA VIRTUAL PLATFORM  
LEBANONNH.GOV/LIVE**

---

**1. Call to Order**

The September 16, 2025, Diversity, Equity & Inclusion Commission (DEI) Meeting is hereby called to order.

**2. Approval of Minutes**

A. July 15, 2025

**3. Old Business**

A. Update on Status of HB 511, Anti-Sanctuary Act, and City Code Chapter 185 Welcoming Lebanon

**4. New Business**

A. Discussion regarding an event for Trans Awareness Week, November 13 – 19, 2025, and Trans Day of Remembrance on November 20, 2025

**5. Open to the Public**

Any member of the public who desires to speak on any item may do so when the item is taken up by the Commission and will be allowed to speak on the subject for not more than three minutes. (Note: Speakers are asked to state their name, ward of residence, and to use the microphone provided.)

**6. Future Agenda Items**

**7. Other Business: None**

**8. Adjournment**

Meetings are open for in-person and remote attendance. Members of the public who wish to attend remotely may do so by going to [LebanonNH.gov/Live](https://LebanonNH.gov/Live) where you will find instructions on how to enter the meeting. Members of the public will be able to participate and ask questions through the City's virtual platform or by phone. Please note: Should technical difficulties occur during the meeting that disrupt virtual or phone connection(s), the meeting will continue without remote access capabilities.

Any person with a disability who wishes to attend this public meeting and needs additional accommodation, please contact the ADA coordinator at City Hall by calling 603-448-4220 at least 72 hours in advance so that the City can make any necessary arrangements.

DRAFT

**CITY OF LEBANON**  
**DIVERSITY, EQUITY & INCLUSION COMMISSION**  
**July 15, 2025— 6:00pm**  
**COUNCIL CHAMBERS, CITY HALL or**  
Remote Via Microsoft Teams: LebanonNH.gov/LIVE

**MEMBERS PRESENT:** Richard Ford Burley (Secretary); Keiselim Montas (Public Representative); Bise Wood Saint Eugene (Chair); Devin Wilkie (City Council Representative); Simone Whitecloud (Public Representative Alternate); Tia Winter (Vice-Chair as Acting Chair)

**MEMBERS ABSENT:** Karen Zook (City Council Alternate)

**STAFF PRESENT:** Deputy City Manager David Brooks

1 -----  
2  
3 **1. CALL TO ORDER**  
4

5 The July 15, 2025 meeting of the Diversity, Equity & Inclusion Commission (DEI) was called to  
6 order by Chair Bise Wood Saint Eugene at 6pm.  
7

8 **2. APPROVAL OF MINUTES**  
9

10 **Minutes of June 17, 2025**

11 Errors were corrected: incorrect dates in items 2 and 4.B.

12  
13  
14 *A MOTION by Vice-Chair Tia Winter that the DEI Commission approve the minutes of the*  
15 *June 17, 2025 meeting of the DEI Commission as amended.*

16  
17 *Seconded by Councilor Devin Wilkie.*

18  
19 *\*The Motion was passed unanimously.*  
20

21 **3. OLD BUSINESS**  
22

23 **A. Update on the Status of HB 511**  
24

25 Councilor Wilkie reported that they spoke with the City’s legal counsel about the extent of the  
26 conflict between the Ordinance and the law coming into effect, identifying many areas of  
27 conflict. Spoke to the Ordinance’s original sponsors to determine what of the original Ordinance  
28 could be salvaged, which does not appear to be much. Now the plan is to try to craft a resolution  
29 for the City Council to consider that could serve a similar purpose without being in violation of

30 the law. Timing: push off decisions as late as possible to allow for hiring of the new City  
31 Manager. Still hoping to have something to present by September, but will report back in the  
32 next meeting.

33  
34 Commission Member Keyselim Montas clarified that the Ordinance was passed by local voters  
35 and are now being overridden by state-level actions.

36  
37 **B. Update on the Final Environmental Justice Task Force Report**

38  
39 Councilor Wilkie spoke briefly on the version of the report in the packet, which is the finalized  
40 version after integrating feedback from various City Boards and Committees. Changes being so  
41 minor, Wilkie suggested that the endorsement given last month by the Commission should still  
42 stand. This was met with general agreement.

43  
44  
45

46 **4. NEW BUSINESS**

47  
48 **A. After-Action Report on Juneteenth**

49  
50 Vice-Chair Tia Winter reported that an estimated 150 people attended the event. Representatives  
51 from Bethel attended for the first time this year.

52  
53 Commission Member Simone Whitecloud reported that, with the heat, some older community  
54 members were struggling and a cooling tent might be a good idea next year. Hannaford was  
55 handing out free cold water, which helped. Bethel’s representatives bussed themselves and other  
56 attendees in, which might be an idea for expanding the celebration in future years.

57  
58 Chair Bise Wood Saint Eugene asked what the key takeaways are and what we could learn for  
59 next year. Key takeaways were: that a cooling area would be nice; that more collaboration with  
60 Bethel would be desirable, especially further in advance, as well as more collaboration with  
61 additional local communities Claremont, in order to better pool resources. To that end, Councilor  
62 Wilkie suggested that there are motivated people from Windsor who might like to be a part of it  
63 next year. Another takeaway was that attendees were optimistic to discover that Lebanon still has  
64 a DEI Commission, and so the event contributed to positive visibility.

65  
66 The Chair asked if there was any surveying or data gathering done. There was not, but the  
67 consensus was that it could be done next year. Commission Member Whitecloud suggested a  
68 raffle in exchange for attendees’ email addresses, in order to create a mailing list to invite and  
69 spread the word for the following year.

70  
71 **5. OPEN TO THE PUBLIC**

72  
73 No public comments were offered.

74  
75 **6. OTHER BUSINESS**

76  
77 No other business was discussed.

78  
79 **7. FUTURE AGENDA ITEMS**

80  
81 Commission members brainstormed about future agenda items. Commission Member Keyselim  
82 Montas suggested a discussion about the purpose and mission of the DEI Commission to help  
83 direct efforts in the current political environment. Councilor Devin Wilkie added that the  
84 Commission has vacancies and so it might be worth trying to recruit people to join, to avoid  
85 potential quorum issues. Chair Bise Wood Saint Eugene would like to help Councilor Wilkie  
86 with their efforts on the Ordinance. The Councilor would like to start talking to Lebanon  
87 Libraries, Lebanon Arts, Parks and Recreation, and Lebanon Opera House organizers to see if  
88 they would all like to coordinate efforts toward a joint multicultural festival next year. Chair  
89 Saint Eugene raised the idea of organizing DEI Commission listening sessions, and added that he  
90 would be taking suggestions by email as well.

91  
92  
93 **8. OTHER BUSINESS**

94  
95 Secretary Ford Burley suggested that the discussion at the next day’s City Council meeting about  
96 the potential closure of the bridge might benefit from comment by the Commission on any equity  
97 considerations, and asked whether the Commission should discuss submitting a comment.  
98 Deputy City Manager David Brooks presented information secondhand from the last Council  
99 meeting. “Closing the bridge could save as much as 25% or \$3 million” and take “4-6 months  
100 less time” according to the City Engineers. There are other considerations, including an  
101 unusually high number of bridges out to bid this year in New Hampshire. They are advising  
102 sending out for bid with two options, with and without closure. Because of the Federal Grants  
103 Process, all parameters must be set in advance, not after seeing proposals.

104  
105 Chair Saint Eugene indicated frustration with the limited amount of time for comment. Councilor  
106 Wilkie explained that the bid window is being set by the state, under pressure from challenging  
107 negotiations with the railroad, and time limitations on the matching funding, with all parameters  
108 to be set by the end of July.

109  
110 The City has reached out to many stakeholders, including Advance Transit and the School  
111 District and others, who would be in attendance at the next day’s meeting offering comment.

112  
113 Chair Saint Eugene suggested that, for future items, the City should send out notifications in a  
114 more active way. Notices were posted at both libraries, in LebNews, in an article in the Valley  
115 News, and other places. It was agreed that the DEI Commission should try to brainstorm and  
116 suggest additional ways to notify the public. Commission Member Whitecloud suggested posting  
117 flyers at bus stops, for those without internet access.

118  
119 Chair Wilkie said that they would welcome individual members submitting their own feedback,  
120 but it was agreed that the Commission members did not feel that a comment specifically from the  
121 Commission would be appropriate.

122

123 **8. ADJOURNMENT**

124

125 Chair Bise Wood Saint Eugene adjourned the meeting at 6:40pm.

126

127

128 Respectfully submitted,

129 Richard Ford Burley, DEI Commission Secretary

## DRAFT City of Lebanon Commitment to Community Resolution

A Resolution Affirming the City's Commitment to the Diversity and Belonging of all its residents, and opposing Discrimination

WHEREAS the City of Lebanon recognizes the inherent dignity and equality of all people regardless of race, skin color, national or ethnic origin, cultural group, language, gender identity or expression, sexual orientation, mental or physical ability, age, religious or political opinion or activity, economic status, immigration status, or housing status, including immigrants, BIPOC residents, Indigenous peoples, religious minorities, LGBTQ+ individuals, people with disabilities, and others who have historically faced exclusion and discrimination; and

WHEREAS the City of Lebanon has long been a community that values compassion, civic responsibility, and social justice, and has benefited socially, culturally, and economically from the contributions of diverse populations, regardless of their place of origin; and

WHEREAS recent legislation passed by the State of New Hampshire prohibits municipalities from enacting or enforcing certain anti-discrimination ordinances, limiting the autonomy of local governments to adopt policies that protect vulnerable communities and forcing the rescission of Lebanon City Code, Chapter 185, Welcoming Lebanon, undermining Lebanon's capacity to safeguard its residents from racial profiling, wrongful detention, and fear-based policing, particularly among immigrant and undocumented populations; and

WHEREAS the City of Lebanon refuses to be complicit in the erosion of civil liberties and affirms its responsibility to challenge discriminatory state policies and advocate for humane treatment of all individuals, regardless of immigration status;

NOW, THEREFORE, BE IT RESOLVED that the City of Lebanon, New Hampshire, opposes any policy that limits the City's ability to protect its residents from racial profiling, immigration-related discrimination, or collaboration with federal immigration enforcement without judicial oversight;

Affirms that no employee of the City of Lebanon shall profile, target, or otherwise discriminate against any person because of any of the following, whether actual or perceived: age, sex, gender identity, race, creed, color, marital status, familial status, physical or mental ability, national origin, sexual orientation, ethnicity or culture, language or religion, economic or housing status, or citizenship or immigration status;

Reasserts its intention to express moral leadership and uphold human rights, even in the face of restrictive or unjust state policies;

Instructs all city departments to continue fostering inclusive and non-discriminatory environments and to prioritize public safety policies that build trust with marginalized communities, including by declining to collect, retain, or utilize personal information in a discriminatory manner or to a discriminatory effect, except as mandated in order to implement a municipal program or to comply with state and federal laws;

Work in partnership with local and regional organizations to monitor the impacts of discriminatory state and federal legislation and pursue legal and legislative remedies to challenge or overturn it if appropriate.

Establish a subcommittee of the Lebanon Diversity, Equity, and Inclusion Committee, composed of residents from diverse backgrounds including immigrants, to serve the following purposes:

1. Seek or provide support for immigrant members of our community, including navigating resources and services (legal, housing, and human services) in the City,
2. Serve as a complaint review board for discrimination complaints,
3. Provide regular equity reports to the City Council, documenting the city's efforts to mitigate harm, promote safety, and ensure equal treatment for all communities,
4. Recommend policy changes and advise on anti-discrimination practices;

Support education campaigns to inform the public about their rights and the city's policies concerning discrimination, inclusion, and civic participation.

BE IT FURTHER RESOLVED that while Lebanon must comply with the letter of state law, it will do so without surrendering its moral and ethical obligation to protect human rights, and without participating in or facilitating any acts of hate, fear, or exclusion.

2020 ballot language:

"ARE YOU IN FAVOR OF THE WELCOMING LEBANON ORDINANCE,  
AS PROPOSED BY CITIZENS BINDING INITIATIVE?"

If adopted the Ordinance would, in summary, seek to ensure the safety of persons residing in or otherwise present in the City by prohibiting its agents from aiding or participating in enforcement of immigration laws and also generally from questioning or taking any actions with respect to a person in Lebanon based upon that person's citizenship or immigration status. Copies of the complete text of the proposed Ordinance are available from the City Clerk and will be available for review at the polling places."

**CITY OF LEBANON**  
**ORDINANCE #2020-195-\*\***

AN ORDINANCE TO AMEND the Code of the City of Lebanon by adding a new Chapter 185, ~~to be~~ entitled WELCOMING LEBANON, which provides for the procedures concerning residents' ~~immigration~~ protected status and responsibilities within the City of Lebanon and powers regarding federal civil ~~immigration~~ enforcement.

Be it ordained by the City Council of the City of Lebanon as follows:

Section 1.

The "Welcoming Lebanon Ordinance" which was enacted by the voters of the City by citizen initiative pursuant to §C419:23a of the City Charter, and which as to take effect on January 1, 2021, is hereby repealed and replaced by adding a new chapter to the Code of the City of Lebanon to become Chapter 185, Welcoming Lebanon, and to read as follows:

- §185-1. Purpose/Intent
- §185-2. Definitions
- §185-3. Provisions
- §185-4. Implementation and Enforcement

**§185-1. PURPOSE/INTENT**

The people of Lebanon voted by Citizens' Initiative Ballot measure to enact the Welcoming Lebanon Ordinance. The purpose of this Ordinance is to establish the City's procedures concerning its residents' immigration status and its responsibilities and powers regarding federal civil immigration enforcement.

This Ordinance gives substance to the sentiments in the City of Lebanon's "Resolution for Inclusiveness" proclaimed by the City Council on June 20, 2018 and commits the City to preserve the public trust, affirm human rights and constitutional rights, and promote community identity, civic pride, and quality of life for all people regardless of race, skin color, national or ethnic origin, cultural group, language, gender identity or expression, sexual orientation, mental or physical ability, age, religious or political opinion or activity, economic status, immigration status, or housing status. The City of Lebanon commits to protecting civil liberties, promoting tolerance, and providing equal protection under the law to all persons in the city. Such protections strengthen trust and collaboration among community members in keeping all residents and visitors safe.

Furthermore, the City recognizes that a person's presence in the United States without documents is a civil, not a ~~crime~~ criminal matter and that ~~the City presently lacks the~~ enforcement of noncriminal civil violations of federal immigration law are the responsibility and obligation of Federal agencies. ~~legal authority to enforce noncriminal civil violations of federal immigration law.~~

Due to the City's limited resources; the complexity of immigration laws; the clear need to foster the trust of and cooperation from the public, including members of the immigrant communities; and to effectuate the City's goals, we find that there is a need to articulate guidelines regarding the relationship between the City and the federal government and to clarify the federal Constitutional

protections Lebanon has ~~against~~ related to federal agencies commandeering its resources.

## §185-2. DEFINITIONS

As used in this ordinance, the following words and phrases shall mean and include:

**ADMINISTRATIVE WARRANT** - An immigration warrant issued by a federal agency charged with the enforcement of civil immigration laws, used as a non-criminal, civil warrant for immigration purposes.

**AGENCY** – Includes every department, agency, division, commission, council, committee, board, or other body of the City of Lebanon established by authority of state law, the Lebanon City Charter, or an ordinance, executive order, or order of the Lebanon City Council.

**AGENT** - Any person employed by or acting on behalf of an Agency, whenever any such person is acting within the scope of that person’s employment or agency capacity, or when utilizing or disclosing any information that may be learned in the course of that person’s employment or agency capacity. The term includes any volunteer acting on behalf of an Agency, as well any person with access to Agency information which is not available to the general public.

**CITIZENSHIP OR IMMIGRATION STATUS** - All matters regarding questions of citizenship of the United States or any other country or of the authority to reside in or otherwise be present in the United States.

**FEDERAL IMMIGRATION AUTHORITIES** – Includes federal agencies, departments, or employees tasked with enforcement of immigration law and border, entry, including without limitation, the Department of Homeland Security (DHS), Immigration Control and Enforcement (ICE), and U.S. Customs and Border Patrol (CBP).

**IMMIGRATION DETAINER** - An official request issued by ICE, or another federal agency charged with the enforcement of civil immigration laws concerning the custody or detention of any individual based on a violation of a civil immigration law.

**PHYSICAL OR MENTAL ABILITY** - Includes, but is not limited to, “disability” as defined in RSA 354-A:2, IV.

## §185-3. PROVISIONS

1. No law enforcement agent or other agent or agency of the City of Lebanon, shall profile, target, detain, or otherwise discriminate against any person ~~because~~ solely on the basis of any of the following, whether actual or perceived: age, sex, gender identity, race, creed, color, marital status, familial status, physical or mental ability, national origin, sexual orientation, ethnicity or culture, language or religion, economic or housing status, or citizenship or immigration status. Any civil detention requested of the City of Lebanon by State and/or Federal agencies must be requested through an appropriately filed and fully executed warrant.
2. No person shall be questioned in a manner which is biased or discriminatory, as described in Provision 1, and no personal information may be collected, retained, utilized, or disclosed in

any discriminatory manner or to any discriminatory purpose or effect by any agent or agency of the City.

3. No agent or agency of the City of Lebanon shall request, collect, or retain information about, or otherwise investigate or assist in the investigation of the United States citizenship or immigration status of any person in the City of Lebanon. ~~-This section shall apply not apply to the Lebanon Police Department or any staff of the department operating under the policies of the police department~~ only to the extent allowed under State and Federal law. to the extent required by RSA 106-P.
4. No agent or agency of the City shall disclose information regarding the U.S. citizenship or immigration status of any person, except in the following circumstances:

  - a. Such disclosure has been authorized in writing by the individual to whom such information pertains, or if such individual is a minor or is otherwise not legally competent, by the individual's parent or guardian.
  - b. Such disclosure has been requested by Federal Authorities through an appropriately filed and fully executed Right To Know Request under RSA 91-A or other lawful process.
  - c. This section shall apply only to the extent allowable under State and Federal law and/or governed by Provision 5.
5. In addition to Provisions 3 and 4, any agent or agency of the Lebanon Police Department shall be governed by the following provisions:

  - a. No agent or agency of the Lebanon Police Department shall themselves request, collect, or retain information about the immigration status of any person in the City of Lebanon, except to the extent that such information is received by the Lebanon Police Department as part of a routine background investigation.
  - b. Any transmission and/or sharing of information by the Lebanon Police Department with Federal Agencies shall only be performed after the receipt of the appropriate and fully executed Right to Know Request and/or Warrant, unless such transmission occurs as a result of running a routine background investigation.
  - c. Notwithstanding the above, the Lebanon Police Department or any staff of the department operating under the policies of the police department shall be exempted from Provision 5 to the extent necessary to comply with State and Federal law.

~~— No agent or agency of the City shall disclose information regarding the U.S. citizenship or immigration status of any person, unless such disclosure has been authorized in writing by the individual to whom such information pertains, or if such individual is a minor or is otherwise not legally competent, by the individual's parent or guardian. This section shall not apply to the Lebanon Police Department or any staff of the department operating under the policies of the police department to the extent required by RSA 106-P.~~
- 5.6. Notwithstanding Provisions 1-4 above, agents of the City may question about, collect, retain, utilize, and disclose information concerning the criteria listed in Provisions 1-4 in the following circumstances, as long as that is done on an impartial basis and in a non-

discriminatory manner and as long as no agent of the City provides or requests any of this information from federal immigration authorities.

- A. Where collection, retention, utilization, or disclosure of the specific information is mandated in order to implement a municipal program, process, or function which is performed by the City unrelated to the enforcement of federal immigration law, but whose rules and parameters are imposed by state or federal law or authority, including but not limited to federal and state laws governing employment and elections.
- B. Where collection, retention, utilization, or disclosure of the specific information is required by statute or court order, or where the specific information constitutes an essential evidentiary element in an ongoing investigation or prosecution of a violation of law unrelated to civil immigration law or citizenship status.
- C. Where the information is being collected or retained solely for purposes of evaluating and improving the performance of the Police Department or other City agency with respect to its compliance with the impartiality and non-discrimination requirements of Provision 1 and 2 above.
- D. Where relevant economic information is being collected, retained, or utilized in the course of administering a program of benefits based on financial need, including but not limited to general assistance under RSA Ch. 165.

~~6.7.~~ No Agent or Agency shall condition the provision of City of Lebanon benefits, opportunities, or services on matters related to citizenship or immigration status unless required to do so by statute, federal regulation, or court decision. Where presentation of a New Hampshire driver's license or identification card is accepted as adequate evidence of identity, presentation of a photo identity document issued by the person's nation of origin, such as a driver's license, passport, or matricula consular (consulate-issued document), shall be accepted and shall not subject the person to a higher level of scrutiny or different treatment than if the person had provided a New Hampshire driver's license or identification card, except that this subsection shall not apply to the completion of the federally mandated 1-9 forms.

~~7.8.~~ No Agent or Agency of the City of Lebanon, ~~in~~excluding Law Enforcement to the ~~extent~~except to the extent- required by State and Federal law ~~the provisions of RSA 106-P,~~ shall aid or participate in immigration enforcement actions. An Agent or Agency is authorized to communicate with Federal immigration authorities in order to determine whether any matter involves enforcement based solely on a violation of a civil immigration law, other than to the extent required by the provisions of RSA 106-P State and Federal law. No Agent or Agency shall, except to the extent required by State and Federal law:

- A. arrest, detain, or continue to detain a person based solely on suspected or actual civil immigration violation.
- B. arrest, detain, or continue to detain a person on an Administrative warrant or upon an Immigration detainer based solely on a violation of immigration law.

C. accept requests by Federal immigration authorities to support or assist in operations that are for civil immigration enforcement.

~~D. permit Federal immigration authority access to a person being detained by, or in the custody of, the Agent or Agency.~~

~~E.~~D. permit Federal immigration authorities use of agency facilities for investigative interviews or other investigative purpose.

~~F.~~—respond to Federal immigration authorities’ inquiries or share information about an individual with Federal immigration authorities, except in the event that such disclosure has been requested by Federal Authorities through an appropriately filed and fully executed Right To Know Request under RSA 91-A, Warrant, or other authorized and documented legal channel. Such information includes but is not limited to the individual's custody status, release date/time, court dates, whereabouts, residence, employment, identification numbers, appearance, telephone number, and familial relations. For the purpose of aiding an individual who may qualify for a U, S, or T Visa, information may be shared if such disclosure has been authorized in writing by the individual to whom such information pertains. Nothing in this Section shall be construed as prohibiting participation in an inter-agency data-bases such as the National Crime Information Center, so long as its utilization by City agents is not biased or discriminatory and does not violate the prohibitions in Provisions 3 and 4 above. Nothing in this section shall prohibit the Lebanon Police Department or staff of the department to the extent required from complying with the provisions of RSA 106-P.

~~8.9.~~ In order to maintain public safety and the orderly processes for all persons traveling in and through the City of Lebanon, if the City Manager or someone acting on the City Manager's behalf learns of a delay or obstruction in the City of the normal flow of traffic including, ~~for example, due to a Federal immigration authority checkpoint,~~ the City Manager or someone acting on the City Manager's behalf shall make a reasonable effort to confirm that one exists and then cause the public to be promptly notified which may be done through the LebAlert system.

#### **§185-4. IMPLEMENTATION AND ENFORCEMENT**

A. Failure by agents of the City to comply with the Welcoming Lebanon Ordinance shall be addressed under the terms of the City’s policies.

B. Any person who believes that they have been subjected to a violation of this Ordinance by a City employee, or who otherwise has personal knowledge of such a violation, may submit a complaint in whatever form or manner the complainant chooses, to the employee or department involved, or to the City Manager, and may submit such a complaint anonymously. Reasonable efforts shall be made to accommodate any language or access barriers. Such complaints shall be handled in accord with applicable City complaints and investigations policies; provided, however, that at the discretion of the Manager, the complaint may be referred to the appropriate law enforcement agency having jurisdiction, and any internal investigation may be delayed pending the outcome of the law enforcement agency’s involvement.

- C. Complaints alleging violations of this Ordinance by non-employee agents of the City, including appointed or elected officials, shall be filed with or forwarded to the City Manager, who may take such action as is appropriate in light of the nature of the complaint, including referral to the law enforcement agency having jurisdiction, and/or referral to the Council for such action as it deems justified.
  
- D. This Ordinance shall not be construed to create any civil cause of action or any cause of action under the criminal code or to form any basis of liability on the part of the City or its agents. Nothing herein shall be deemed to pre-condition or restrict any person from pursuing a complaint in court or from seeking such alternative remedies as may be available under law.

### Section 2. Severability

The provisions of this ordinance are declared to be severable, and if any section, subsection, sentence, clause or part thereof is, for any reason, held to be invalid or unconstitutional by a court of competent jurisdiction, such decision shall not affect the validity of any remaining sections, subsections, sentences, clauses or part of this ordinance. Such severability shall also apply to the extent required by State and Federal law.

### Section 3. Effective date.

This amended ordinance shall become effective January 1, 2026~~+~~