

# **City of Gainesville**

*City Hall  
200 East University Avenue  
Gainesville, Florida 32601*



## **Meeting Minutes**

**Thursday, March 20, 2008**

**1:00 PM**

**City Hall, Room 16**

## **Equal Opportunity Committee**

*Commissioner Craig Lowe, Chair  
Commissioner Jack Donovan, Member*

*Persons with disabilities who require assistance to participate in this meeting are requested to notify the Office of Equal Opportunity at 334-5051 or call the TDD phone line at 334-2069 at least two business days in advance.*

## CALL TO ORDER - 1:06 PM

## ROLL CALL

Present: Craig Lowe and Jack Donovan

## ADOPTION OF THE AGENDA

### **070932. Equal Opportunity Committee (EOC) Minutes (B)**

*The agenda was adopted with the modification of: 1) correcting the title of referral item 070889 to read Coverage of Anti-Discrimination by Governmental Entities; and 2) moving item 061164 to first item on the agenda.*

**RECOMMENDATION** *The EOC approve the minutes of 01/17/08 as circulated.*

## DISCUSSION OF PENDING REFERRALS

### **070159. Preference (tie-breaker) Given to City Contractors Who Provide Domestic Partner Benefits (B)**

*Chair Craig Lowe recognized staff Sr. Attorney Charlie Hauck, Assistant Attorney Stephanie Marchman, Finance Director Mark Benton, and Risk Management Director Steve Varvel who spoke to the matter.*

*Chair Lowe provided information on larger cities Miami Beach and North Miami who have ordinances compared to a smaller Gainesville economic market who may not have a sufficient number of contractors who would qualify under such an ordinance. Broward County was noted as providing bonus points that functions more as a tie breaker to contractors who provide DP benefits to their employees.*

*The Equal Opportunity Committee made the following recommendation:*

*1) staff to investigate further with other entities like Lambda Legal Defense and Education Fund, Miami Beach and North Miami; and 2) seek additional information that would ensure not to impoverish employees by any category and report back at the next meeting.*

**RECOMMENDATION** *The Equal Opportunity Committee: 1) resume discussion to hear of Broward county conflicts including any other investigative information found on this matter; 2) hear a report on jurisdictions which are requiring in order to obtain this preference that it be health benefits provided to domestic partners; 3) hear a report on what impact this matter may*

have on small businesses; 4) receive a matrix showing what items are prohibited; and 5) take whatever action deemed appropriate.

**Continued**

**070241. Definition of Family Implications of Domestic Partner Registry (B)**

*Chair Craig Lowe recognized EO Director Jimmie Williams, Risk Management Director Steve Varvel, Senior Attorney Charlie Hauck, Code Enforcement Manager James Garrett, and Code Enforcement Supervisor David Watkins who spoke to the matter.*

*Commissioner Lowe acknowledged his review of the matrix indicating his research and agreement with the data. A second matrix prepared by Risk Management resulted in discussion of long term care insurance. Also the EOC discussed FMLA, current domestic partner forms, and creating a local equivalent entitlement to benefits as with the federal government. Staff suggested involving Human Resources in this process considering they write the policies.*

*The Equal Opportunity Committee made the following recommendation:*

*1) adopt the recommendations as listed in (matrix) terms of the ordinances; 2) adopt the recommendations as listed in (matrix) the benefits with the one outstanding issue being the Family Medical Leave policy ordinance; 3) change the eligibility for registered domestic partners to remove anyone who is related in a manner that they would not be eligible for marriage; 4) at the next meeting address the mechanism for how to implement changes including (matrix, page 2) housing ordinance 30-23.*

**RECOMMENDATION** *The Equal Opportunity Committee: 1) continue discussion of incorporating "domestic partner" into City codes and develop ways to achieve the highest level of equality for employees; 2) hear a report from staff on landlord ordinance to see if there are additional changes to be made; 3) again review backup from Risk Management; and 4) take whatever action deemed appropriate.*

**Continued**

**070716. GRU Utility Rates Referral (NB)**

*Chair Craig Lowe recognized EO Director Jimmie Williams who spoke to the matter. Dr. Heidi Lannon was not in attendance but indicated plans to make a presentation at the next EOC in April 2008.*

*The Equal Opportunity Committee made the following recommendation:*

*1) hear results of the analysis from other municipal utilities (electric, water/wastewater, and natural gas) at the next meeting.*

**RECOMMENDATION** *The Equal Opportunity Committee: 1) hear a report from GRU staff on data obtained from other municipal utilities (electric, water/wastewater, and natural gas) to perform a quadratic analysis using family size, energy usage, and income level; 2) hear a report from EO staff on data obtained from Gainesville's Community Action Agency; 3) and continue discussion of information relevant to help with comparisons and take whatever action deemed appropriate.*

**Continued**

**070788.**

**National Summit on Your City's Families (B)**

*Commissioner Jack Donovan and staff EO Director Jimmie Williams gave a presentation on information obtained from the National League of Cities 2007, "National Summit on Your City's Families".*

*The Equal Opportunity Committee made the following recommendation:*

*1) request approval from the City Commission to authorize the City Attorney draft and the Clerk of the Commission advertise a resolution to adopt "A City Platform" for strengthening families and improving outcomes for children and youth; and 2) remove this item from the referral list.*

**RECOMMENDATION** *The Equal Opportunity Committee: 1) hear a report from staff on information obtained at the Summit; 2) discuss the platform; and 3) take action as deemed appropriate.*

**Approved as Recommended**

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**070889.**

**Coverage of Anti-Discrimination by Governmental Entities (B)**

**RECOMMENDATION** *The Equal Opportunity Committee: 1) discuss the issue of coverage of anti-discrimination by governmental entities to the Equal Opportunity Committee; and 2) take whatever action deemed appropriate.*

**Deferred**

**MEMBER COMMENT**

**CITIZEN COMMENT****OLD BUSINESS****061164. Race Relations Follow-up (B)**

*Chair Craig Lowe recognized staff EO Director Jimmie Williams and ChangeWork Principal Consultant Karimah Nonyameko who gave an overview of the dismantling racism process and introduced consultants Tameka White and Maria Reniat Pumarejo. Also introduced were members of the change team: Jamal Williams, Juanita Miles-Hamilton, NKwanda Jah, Emily Brown, Adkins Warren, Bill Northcutt and Shelton Davis who spoke to the matter.*

*Consultant Karimah Nonyameko presented an 18-24 month plan of action to the EOC which includes two more workshops before the end of July 2008, and a citywide event in early fall with emphasis on the need of financial and political support.*

*The EOC made the following recommendation:*

*1) EO Director develop a budget item for the 2009-2010 budget year.*

**RECOMMENDATION** *The Equal Opportunity Committee: 1) hear a presentation from the consulting staff on sample material to be used by the company for follow-up process; 2) discuss costs associated with follow-up process; and 3) take whatever action deemed appropriate.*

**Approved as Recommended**

**NEXT MEETING DATE - April 17, 2008 at 5:30 PM**

**ADJOURNMENT - 3:05 PM**