

will be appointed by the Governor of Florida).

The committee members discussed the possibility of interviewing future members of the Airport Authority board.

**RECOMMENDATION** Discuss Airport Authority appointments and attendance and take any action deemed appropriate.

**Continued**

140511.

**“At-Will” Positions (B)**

**Discussion of At-Will positions.**

**Attachments:** [140511A AT WILL positions 20150120.pdf](#)  
[140511B Peer City Comparisons 20150120.pdf](#)

*This agenda item was continued from the previous Legislative and Organizational Policy committee meeting. Administrative Services Director Becky Rountree introduced this agenda item and stated that Gainesville's peer cities were contacted to inquire whether they had any At Will positions. Human Resource Director Cheryl McBride shared that all twelve peer cities in Florida responding to our inquiry have designated their department heads as At Will positions. Several of the peer cities also have their Managers and Professionals categorized as At Will.*

*City Manager Russ Blackburn explained that there is a provision in our Charter that allowed for the designation of At Will positions. With the assistance of the City Attorney, 23 mission-critical positions (that report to or could possibly report directly to the Manager) were designated as At Will. If these employees don't perform at a high level it could negatively impact our organization. If a Charter Officer loses confidence in the ability of an At Will employee to do their job, they can be terminated. There is no grievance process for At Will employees.*

*With the exception of the 23 At Will positions, Gainesville City employees are covered by a grievance process, progressive discipline process, and appeal points.*

**RECOMMENDATION** The Legislative and Organizational Policy Committee hear a presentation on At-Will positions provided by the Human Resources Department then discuss or take action as appropriate.

**Committee members recommended referring this item to the City Commission to remove from Legislative and Organizational Policy committee referral list.**

130131.

**Public Records Request (B)**

**Attachments:** [130131A G-5 Public Records Admin Procedures 20150120.pdf](#)  
[130131B G-5 Public Records Policy 20150120.pdf](#)  
[130131C Public Records Request Training Pkt 20150120.pdf](#)

*Agenda Items 130131 and 130276 were discussed simultaneously. The City Attorney recently facilitated a Public Records Request training for City employees. Administrative Services Director Becky Rountree explained that our public records policies and procedures, including the cost or fees, are in accordance with the State law. Citizens can request records or come to the City to inspect records. Confidential*