

City of Gainesville

City Hall
200 East University Avenue
Gainesville, Florida 32601



Meeting Agenda - Final

April 22, 2021

1:00 PM

City Hall Auditorium

General Policy Committee

Mayor Lauren Poe (At Large)
Commissioner Reina Saco (At Large)
Commissioner Gail Johnson (At Large)
Commissioner Gigi Simmons (District 1)
Commissioner Harvey Ward (District 2)
Mayor-Commissioner Pro Tem David Arreola (District 3)
Commissioner Adrian Hayes-Santos (District 4)

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CALL TO ORDER**ROLL CALL****ADOPTION OF THE AGENDA****APPROVAL OF MINUTES**

[201110.](#) **Approval of Minutes from the April 8, 2021 General Policy Committee Meeting (B)**

RECOMMENDATION *The General Policy Committee approve the minutes of April 8, 2021.*

[201110_April 8, 2021 Minutes_2021040422.pdf](#)

DISCUSSION OF PENDING REFERRALS

[200718.](#) **Advisory Board and Committee Annual Reports (B)**

Explanation: At the September 17, 2020 meeting the Commission moved to request annual reports from all Advisory Boards and Committees.

In accordance with the motion, the reports in the backup have been compiled. The City Clerks' Office will continue working with the Advisory Boards and Committees to submit outstanding reports.

Fiscal Note: N/A

RECOMMENDATION *The City Commission receive and review the advisory board and committee annual reports and hear a presentation.*

Legislative History

1/21/21	City Commission	Approved as Recommended
1/28/21	General Policy Committee	Heard
2/11/21	General Policy Committee	Heard
2/18/21	City Commission	Approved, as shown above
3/4/21	City Commission	Approved as Recommended
3/25/21	General Policy Committee	Heard
4/8/21	General Policy Committee	Heard

4/15/21 City Commission Striken From the Agenda

[200718_NCC_Annual_Report_20210422](#)

[200718_Board_Report_presentation_RTS_20210422](#)

[201083.](#) **Gender Pay Equity (B)**

Explanation: Since the second half of the 20th century, women's labor force participation has grown significantly. However, despite this progress, significant wage gaps between men and women persist. This discussion should help us better understand Gender Pay Equity and its impact on women.

Note: This item is in reference to File 200749 (Charter Officer Pay Equity) from the January 20, 2021 meeting.

RECOMMENDATION *The General Policy Committee discuss and take any action deemed appropriate.*

[201083_Gender_Pay_Equity_Presentation_20210422.pdf](#)

[201083_Gender_Pay_Equity_Research_20210422.pdf](#)

[201083_Charter_Officers_Study_and_Analysis_20210422.pdf](#)

[201083_City_Clerk_Class_Specification_20210422.pdf](#)

[200744.](#) **Candidate Qualifying (B)**

Explanation: A review of ways to expand the options for Candidate Qualifying within the City of Gainesville.

RECOMMENDATION *The General Policy Committee hear a presentation, discuss, and take any action deemed appropriate.*

[200744_Candidate_Qualification_Requirements_Research_20210422.pdf](#)

[200744_Candidate_Qualification_Presentation_20210422.pdf](#)

[200744_Alachua_County_Candidate_Qualifying_Process_-_Fees_and_Petition_Me](#)

[201086.](#) **Historic Neighborhood Signage (B)**

Explanation: This is an item to identify historically black neighborhoods in the City of Gainesville. It is important to remember and honor the City's past and its culture and diversity. This proposal would identify streets in historically black neighborhoods by denoting the name of the neighborhood on the bottom of the street name sign. These signs would look similar to the historic district signs with the exception that the name of the neighborhood will be on the bottom of the sign instead of the historic

street name.

Strategic Plan Connection: Goal 1 - Equitable Community - Building Equity and Inclusivity - this project preserves the historical characteristics of some of Gainesville's oldest neighborhoods. Goal 3 - A Great Place to Live & Experience - Revitalize eastside neighborhoods with expanded and upgraded housing, well maintained and upgraded city infrastructure and more neighborhood businesses serving the daily needs of neighbors.

Fiscal Note: It is estimated that this project will cost \$350,000.

RECOMMENDATION

The General Policy Committee hear a presentation, discuss, and take any action deemed appropriate.

[201086 Map of Historically Black Neighborhoods 20210422.pdf](#)

[201086 Historically Black Neighborhood Street Name Signs 20210422.pdf](#)

[201057.](#)

Gateways for Growth Grant by New American Economy (NAE) and Welcoming America (B)

Explanation: The City of Gainesville has been awarded Gateways for Growth (G4) research and technical assistance grants by the New American Economy (NAE) and Welcoming America(WA). The competitive awards are part of the 2020 G4G Challenge to improve immigrant inclusion and economic opportunities in communities across the nation. As recipient of two grants, the city will receive in-kind support of NAE and WA which, beyond technical assistance, includes \$10,000 in research costs and \$10,000 in Welcoming America membership value per calendar year, to leverage \$20,000 or more in local match funding to support the process. Additionally, the City will receive customized quantitative research reports on the demographic and economic contributions by immigrants, as well as tailored technical assistance to help communities draft, execute, and communicate a multi-sectoral immigrant inclusion strategy. Over the last few months, City staff, along with volunteer leadership, have held several virtual strategy sessions as part of its Gainesville Immigrant Neighbor Inclusion (GINI) effort featuring a cross-section of public, non-profit, higher education, business and higher education leaders to begin laying the groundwork for a more robust strategic plan to improve the quality of life for immigrants living in Gainesville. Through the partnership, the City will bring together area community leaders, advocacy organizations, academic institutions, health care providers and business partners to build a stronger environment of inclusion and social cohesion that maximizes the contributions of all area residents. Ultimately, the group will help to advise City leaders on the development of inclusive policies that reflect immigrant issues, including operational improvements that focus on more equitable service delivery to immigrants living in the City of

Gainesville and the Greater Gainesville community.

Strategic Connection

This item is connected to Goal 1: Equitable Community; Goal 3: A Great Place to Live and Experience; Goal 4: Resilient Local Economy; and Goal 5: Best in Class Neighbor Services

RECOMMENDATION

Hear a presentation by Assistant City Manager Deborah Bowie, Robin Lewy, Director of Programming with the Rural Women's Health Project and Sophia Corugedo, a Fellow in the City Manager's office.

[201057_Gateways4Growth Final Presentation_final_20210422](#)

[200749.](#)

Charter Officer Salary Data Discussion and Continuation of Charter Officer Pay and Salary Ranges (B)

Explanation: On January 20th, 2021 the City Commission held a special meeting that included an item related to Charter Officer's evaluations and pay increases. The Commission took action on the evaluations and provided pay increases for the evaluation period ended September 30, 2020.

In addition to the annual evaluation and pay increases item, there was discussion regarding pay equity and whether the pay ranges were reflective of the market and the duties of each Charter Officer. The Commission asked staff to provide salary data for the Charter Officer positions to confirm the current pay structure or to consider modifications to the structure based on the data provided.

The Charter Officer's pay structure was previously provided and is included as backup to the item for reference. The pay structure was developed by the City's Total Rewards consultant Korn Ferry in 2019 and it utilized both custom and aggregate salary data to develop the structure. This is consistent with the methodology employed for the pay structures utilized throughout the organization. Salary data is provided for each Charter Officer, the data contains multiple source tabs for consideration. The NeoGov tab shows pay structure for other government agencies that provided it to NeoGov, The Economic Research Institute (ERI) provides aggregate data and also includes a size of the organization reference, the Department of Labor (DOL) also provides aggregate data but also provides that data by industry, and finally, there is the Korn Ferry (KF) salary structure for reference.

There were two Charter Officers that were difficult to find comparable positions within our peer City group. Those Charters, the Equal Opportunity/Equity and Inclusion (EO/EI) Director and the General Manager (GM) of Utilities have very few peers for different reasons. The

EO/EI Director is a direct appointment of the City Commission, we did not find a comparable appointed position within the peer group or broader list of data points. The GM is also problematic finding many data points that include the breadth of services and appointment by the governing body. The data we found is provided, however, the Commission should consider using the aggregate data used to develop the Korn Ferry pay structure as attached. Both structures appear to provide the Commission with the ability to retain the current Charters and if necessary, recruit qualified individuals should the need arise in the future.

The salary data also supports the current structure for the City Manager, City Attorney and City Auditor.

The City Clerk data suggested the Commission may want to consider some modification of the pay structure as the peer average was \$131,662 and a median of \$121,691 as compared to the current structure that has a market midpoint of \$110,850. The current pay grade that captures the salary data would be MAPS 19 and the minimum, midpoint and maximum are indicated in the table below:

<i>Title:</i>	<i>Grade:</i>	
<i>Min:</i>	<i>Mid:</i>	<i>Max:</i>
<i>City Clerk</i>	<i>19</i>	<i>\$99,922</i>
<i>\$127,400</i>	<i>\$154,587</i>	

If the City Clerk was part of the City’s normal classification structure, this would be considered a reclassification as this is an upgrade in the pay structure. Reclassifications typically include a modification in pay commensurate with the reclassification.

The peer cities represent a small sample size and are a snapshot of largely current pay for the positions that our peers provided data. The peer cities may have significant differences in the in size of their general and all funds budget. The City Commission’s adopted compensation policy states that “the City utilizes the 50% percentile for the market median.” It is staff’s belief that the pay structures as modified in the attachment, are consistent with that policy benchmark. The modified structure includes the adjustment made to the City Clerk’s salary ranges indicated above.

Strategic Connection

Goal 5: “Best in Class” Neighbor Services

Fiscal Note: The Fiscal cost of this is dependent upon the City Commission’s action and direction.

RECOMMENDATION *The City Commission review the data and take action as appropriate*

Legislative History

- 1/20/21 City Commission Approved, as shown above
- [200749.A Modified and Proposed Pay Structures Charter Officers Final 20210](#)
- [200749.B Charter Salary 3 2021 Master Rev 4 5 2021 Florida Peers Final 202](#)
- [200749.C City Manager Market Review Jan 2021 Final 20210422](#)
- [200749Cc Employment Contract Feldman Final 20210422](#)
- [201105.D City Attorney Market Review Jan 2021 Final 20210422](#)
- [201105.Dd Employment Contract - Shalley Final 20210422](#)
- [201105.E City Auditor Market Review Jan 2021 Final 20210422](#)
- [201105.Ee Employment Contract - Bigbie Final 20210422](#)
- [201105.F City Clerk Market Review Jan 2021 Final 20210422](#)
- [201105.Ff Employment Contract - Gainey Final 20210422](#)
- [201105.G General Manager Utilities Market Review Jan 2021 Final 20210422](#)
- [201105.Gg Employment Contract - Bielarski Final 20210422](#)
- [201105.H EO Directir Market Review Jan 2021 Final 20210422](#)
- [201105.Hh Employment Contract - Marshall Final 20210422](#)
- [201105.I Total Compensation Summary Charter Officers Final 20210422](#)

[200739.](#)

GRU FY22 Budget Process (B)

AGENDA UPDATE - NEW POWERPOINT PRESENTATION

Explanation: During the April 8 General Policy Committee meeting the committee set the required GRU profit level for FY22 at \$36,283,000. The projected FY22 profit level absent adjustments is \$27.7 million. Staff is requesting direction from the committee regarding the development of the FY22 budget.

Fiscal Note: None at this time.

RECOMMENDATION

The General Policy Committee provide direction to GRU staff on development of the FY22 budget.

Legislative History

- 3/25/21 General Policy Committee Approved, as shown above
- 4/8/21 General Policy Committee Approved, as shown above

[200739 GRU GFT Presentation to GPC 20210325](#)

[200739 GRU GFT Options Evaluation 20210120 20210325](#)

[200739 nFront Response Letter 2021_01_29_F 20210325](#)

[200739 nFront Response Letter 2021_02_04F 20210325](#)

[200739 GRU GFT Options Evaluation Commission Presentation Rev 202103](#)

[200739 GG GFT Presentation 20210408.pdf](#)

[200739 GRU Follow-Up to GFT Presentation 2010408](#)

[200739 GRU Budget Process 20210422](#)

MEMBER COMMENT

NEXT MEETING DATE

May 13, 2021

ADJOURNMENT