

City of Gainesville

City Hall
200 East University Avenue
Gainesville, Florida 32601



Minutes - 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 - 1:00 PM

ROLL CALL

- Present** 6 - Commissioner Johnson, Mayor Poe, Commissioner Hayes-Santos, Commissioner Saco, Mayor-Commissioner Pro Tem Arreola, and Commissioner Ward
- Absent** 1 - Commissioner Simmons

ADOPTION OF THE AGENDA

Modification: Combine Item No. 201083 (Gender Pay Equity) with Item No. 200749 (Charter Officer Salary Data Discussion and Continuation of Charter Officer Pay and Salary Ranges).

A motion was made by Commissioner Ward, seconded by Commissioner Saco, that this Matter be Adopted with Modification. The motion carried by the following vote:

- Aye:** 6 - Commissioner Johnson, Mayor Poe, Commissioner Hayes-Santos, Commissioner Saco, Mayor-Commissioner Pro Tem Arreola, and Commissioner Ward
- Absent:** 1 - Commissioner Simmons

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.*

A motion was made by Mayor-Commissioner Pro Tem Arreola, seconded by Commissioner Ward, that this Matter be Approved as Recommended. The motion carried by the following vote:

- Aye:** 6 - Commissioner Johnson, Mayor Poe, Commissioner Hayes-Santos, Commissioner Saco, Mayor-Commissioner Pro Tem Arreola, and Commissioner Ward
- Absent:** 1 - Commissioner Simmons

DISCUSSION OF PENDING REFERRALS

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

Jon Reiskind, Chair of the Nature Centers Commission gave a presentation.

RECOMMENDATION

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

Heard

[200744.](#)

Candidate Qualifying (B)

Motion by Commissioner Hayes-Santos: 1) Have the Clerk and City Attorney bring back an ordinance change and have two ways to qualify, qualifying to run for the City Commission set 4% of the Commission or Mayor salary, or in lieu of the fee, collect 1% of signatures of the last election in their election district. 2) Clerk and City Attorney update Section 9 of our city ordinances to match changes in the city charter with new fall elections, changes for election dates should align with new fall election dates, and election qualifying dates for the candidates should align with the County qualifying dates. Motion died for lack of a second.

Motion by Commissioner Ward, seconded by Commissioner Saco: 1) Have the Clerk and City Attorney bring back an ordinance change to have two ways to qualify, the qualifying fee to run for City Commission set at 2% of the Commission or Mayor salary. Motion passed 4-2. Commissioner Johnson and Mayor-Commissioner Pro Tem Arreola in dissent. Commissioner Simmons absent. 2) Or in lieu of the fee, a candidate may collect signatures from 1% of the registered electors in the last election in their election district. Motion passed unanimously. Commissioner Simmons absent. 3) Have the Clerk and City Attorney update Section 9 titled "Elections" of our city ordinances to match changes in the city charter with new fall elections. Changes for election date should align with new fall election dates, and election qualifying dates for candidates should align with the County Commission qualifying dates. Motion passed unanimously. Commissioner Simmons absent.

Zeriah Folston, Policy Oversight Administrator gave a presentation.

Donald Shepherd and Tayari Appiah spoke to the matter.

RECOMMENDATION

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

Approved, as shown above

[201086.](#)

Historic Neighborhood Signage (B)

Motion: Refer this to the neighborhood overlay district process and offer this as one consideration for neighborhoods.

Lee Feldman, City Manager introduced.

Zeriah Folston, Policy Oversight Administrator spoke to the matter.

Phil Mann, Interim Assistant City Manager spoke to the matter.

Donald Shepherd spoke to the matter.

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

A motion was made by Mayor-Commissioner Pro Tem Arreola, seconded by Commissioner Ward, that this Matter be Approved, as shown above. The motion carried by the following vote:

Aye: 6 - Commissioner Johnson, Mayor Poe, Commissioner Hayes-Santos, Commissioner Saco, Mayor-Commissioner Pro Tem Arreola, and Commissioner Ward

Absent: 1 - Commissioner Simmons

[201057.](#)

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

Motion: Direct staff to research and plan how best to move forward with language access opportunities and information across different departments and communities, and how that can be implemented.

Lee Feldman introduced the item.

Deborah Bowie, Assistant City Manager gave a presentation.

Sophia Corugedo, Fellow gave a presentation.

Robin Lewy, Director of Programming, Women's Rural Health Project gave a presentation.

Donald Shepherd and Armando Grundy-Gomes spoke to the matter.

Recess: 2:42 PM

Reconvene: 2:50 PM

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.*

A motion was made by Commissioner Saco, seconded by Mayor-Commissioner Pro Tem Arreola, that this Matter be Approved, as shown above. The motion carried by the following vote:

Aye: 6 - Commissioner Johnson, Mayor Poe, Commissioner Hayes-Santos, Commissioner Saco, Mayor-Commissioner Pro Tem Arreola, and Commissioner Ward

Absent: 1 - Commissioner Simmons

[200749.](#)

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

Motion by Mayor-Commissioner Pro Tem Arreola: Increasing our Charter Officer salaries to the new mid-point based on the Korn Ferry study and give our Charter Officers the option to keep the car allowance, or put that into their salary. Motion died for a lack of second.

Motion by Commissioner Johnson. Mayor Poe passed the gavel to Mayor-Commissioner Pro Tem Arreola who is now Chair of the meeting. The Mayor seconded the motion: 1) Come back to the Commission with a job audit for the Director of Equity and Inclusion and the City Clerk. Motion passed unanimously. Commissioner Simmons absent. 2) Disaggregated by gender and race for actual salary for jobs that are similar in scope and duties. Motion passed unanimously. Commissioner Simmons absent. 3) Pay our current women Charter Officers at the mid-point effective January of 2021. Motion passed 4-2. Commissioner Hayes-Santos and Commissioner Saco in dissent. Commissioner Simmons absent. Rodney Long, Armando Grundy-Gomes, Donald Shepherd, Nathan Skop and Nick Gonzalez spoke to the matter.

Motion by Commissioner Hayes-Santos, seconded by Commissioner Ward: Move car allowance for Charter Officers into the base salary. Motion failed 2-4. Commissioner Hayes-Santos and Commissioner Ward in affirmative. Commissioner Simmons absent. Michele Martin, Senior City Attorney spoke to the matter. Nathan Skop, Donald Shepherd and Armando Grundy-Gomes spoke to the matter.

Steve Varvel, Interim Human Resources Director spoke to the matter.

Zeriah Folston, Policy Oversight Administrator gave a presentation.

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

Approved, as shown above

201083.

Gender Pay Equity (B)

This Item was combined with Item No. 200749 (Charter Officer Salary Data Discussion and Continuation of Charter Officer Pay).

Mayor-Commissioner Pro Tem Chair moved the gavel back to the Mayor.

Recess: 4:35 PM

Reconvene: 4:40 PM

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

Discussed

200739.

GRU FY22 Budget Process (B)

Motion: Direct GRU staff to bring back for the budget, to have a mix of labor frozen/reduced and non-labor reduced, as well as the rate increases.

Ed Bielarski, GRU General Manager introduced.

Claudia Rasnick, GRU Chief Financial Officer gave a presentation.

Nathan Skop and Donald Shepherd spoke to the matter.

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

A motion was made by Commissioner Hayes-Santos, seconded by Commissioner Ward, that this Matter be Approved, as shown above. The motion carried by the following vote:

Aye: 3 - Mayor Poe, Commissioner Hayes-Santos, and Commissioner Ward

Nay: 2 - Commissioner Johnson, and Mayor-Commissioner Pro Tem Arreola

Absent: 2 - Commissioner Simmons, and Commissioner Saco

MEMBER COMMENT

NEXT MEETING DATE

May 13, 2021

ADJOURNMENT - 5:05 PM