

City of Gainesville

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



Meeting Minutes

Thursday, April 17, 2008

5:30 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 - 5:39 PM

ROLL CALL

Present: Craig Lowe and Jack Donovan

ADOPTION OF THE AGENDA

The agenda was adopted with the modification of moving item 070716 to first on the agenda and item 070889 to second on the agenda. The remaining items were deferred until the next EO Committee meeting.

APPROVAL OF MINUTES

071091. Equal Opportunity Committee (EOC) Minutes (B)

RECOMMENDATION *The EOC approve the minutes of 03/20/08 as circulated.*

Approved as Recommended

DISCUSSION OF PENDING REFERRALS

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

RECOMMENDATION *The Equal Opportunity Committee: 1) hear a report from staff on findings with other entities to include Lambda Legal Defense and Education Fund, Miami Beach and North Miami who have ordinances on this matter; to obtain information that would ensure not to impoverish employees by any category; and 2) take whatever action deemed appropriate.*

Deferred

070159_20080714.pdf

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

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) address the mechanism for how to implement changes adopted into City codes including (matrix, page 2) housing*

ordinance 30-23; and 4) take whatever action deemed appropriate.

Deferred

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

Chair Craig Lowe recognized staff Managing Utility Analyst Dr. Heidi Lannon who gave a presentation to the EO Committee on findings of GRU Utility Rates in relation to family size and rate structure. Commissioner Donovan also spoke to the matter.

The Equal Opportunity Committee discussed this matter and determined that GRU's rate design should not be amended and made the following recommendations:

1) refer this item back to the City Commission as consent item; and 2) remove this item from the referral list.

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) continue discussion of information relevant to help with comparisons; and 3) take whatever action deemed appropriate.*

Approved as Recommended

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070889.**Coverage of Anti-Discrimination by Governmental Entities (B)**

Chair Craig Lowe recognized staff EO Director Jimmie Williams, Senior Attorney Charlie Hauck who spoke to the matter.

EOC discussed the matter and made the recommendation to keep things as they are. The following motion was made and passed:

1) request approval from the City Commission to authorize the City Attorney draft and the Clerk of the Commission advertise an ordinance adding gender identity to the City's anti-discrimination policies; 2) make a presentation on the issue as to why it makes sense for the City not to subject itself to another way to punish itself sufficiently; 3) to the extent allowed by law, the City Manager would add gender identity protections in City policies and practices in all facets; and 4) remove this item from the referral list.

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.*

Approved as Recommended

MEMBER COMMENT

CITIZEN COMMENT

OLD BUSINESS

061164. Race Relations Follow-up (B)

RECOMMENDATION *The Equal Opportunity Committee: 1) hear a presentation from the EO Director on a developed budget item for the 2009-2010 budget year for this matter; and 2) take whatever action deemed appropriate.*

Deferred

NEXT MEETING DATE - May 20, 2008, 5:15 PM

ADJOURNMENT - 7:06 PM