

City of Gainesville

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



Minutes

Tuesday, December 2, 2014

5:00 PM

City Hall 4th Floor Room 408

Legislative and Organizational Policy Committee

*Mayor Ed Braddy, Chair
Commissioner Craig Carter, Member*

CALL TO ORDER

Mayor Braddy called the meeting to order at 5:07PM

ROLL CALL

*Committee Members: Mayor Braddy, Commissioner Carter
Guests: Commissioner Chase, City Manager Blackburn*

ADOPTION OF THE AGENDA

Adopted

DISCUSSION OF PENDING REFERRALS

The minutes are a summary of the meeting and are not verbatim discussion.

140542. 2016 Federal Legislative Agenda (B)

This is a request for the Committee to approve the Federal Legislative Agenda and provide policy direction on future referrals to the Legislative Agenda.

Attachments: [140542_Draft 2016 Fed Agenda_20141202.pdf](#)
[140542_Draft 2016 Legislative Agenda_20141218.pdf](#)
[140542-MOD_2016 Federal Agenda_20141218.pdf](#)

City Manager Russ Blackburn introduced this agenda item. Marilyn Berry Thompson, Federal Lobbyist, is scheduled to visit the City this month. The Federal Agenda is scheduled for discussion at the December 18, 2014 City Commission meeting. Staff and departments updated their list of projects and the information was forwarded to Marilyn Berry Thompson. Committee members requested several revisions to the project list, including the removal of BRT and adjusted cost estimate; additional buses for the elderly; the removal of 1603 and the addition of EPA. Members requested an opportunity to review the revised report prior to e-mailing it to each City Commissioner in advance of Marilyn Berry Thompson's visit.

The committee members requested the carbon neutrality of the Biomass plant be submitted by Lewis Richardson as a stand-alone agenda item at the December 18, 2014 City Commission meeting. If approved it can be added to the federal agenda.

RECOMMENDATION *The Committee: 1) approve the 2016 Federal Legislative Agenda and forward to the City Commission for approval; 2) request City Commission to direct all new referral items to the Legislative Agenda to the Legislative and Organizational Policy Committee for review and recommendation; and 3) direct staff to provide the 2016 Federal Legislative Agenda to the Florida League of Cities and other interested parties.*

Approved as Recommended, with Noted Revisions

[140511.](#) **“At-Will” Positions (B)**

Discussion of At-Will positions.

Attachments: [140511A_AT WILL positions_20150120.pdf](#)
[140511B_Peer City Comparisons_20150120.pdf](#)
[140511_Jan 20 2015 Meeting Minutes_20150219.pdf](#)

Human Resource Director Cheryl McBride introduced this agenda item. Florida is an "at will" state meaning that an employee can be dismissed by an employer for any reason (that is, without having to establish "just cause" for termination). The City Manager put a policy in place when he came to the City of Gainesville identifying 23 mission-critical positions as at will. The 23 employees in the at will positions, at the time the policy was put into place, were grandfathered in and they will be provided with due process prior to termination. There have not been any at will firings.

This item was continued to the January Legislative and Organizational Policy Committee meeting to discuss whether there are controls that can be adopted to empower individuals to speak without fear of retribution, while encouraging a culture of innovative thinking. The charter language sets limitations with respect to commissioners and staff. City Commissioners want access to unfiltered information, ideas and dialog with employees.

Committee members requested Cheryl McBride contact peer cities for their number of at will employees; what positions they categorize as at will; and do they have any alternatives to at will positions.

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.*

Continued to the January Legislative and Organizational Policy Committee meeting for further discussion.

[140512.](#) **Hiring Middle Managers (B)**

Discuss the City's policies and practices on hiring middle managers.

Attachments: [140512A_E-1 Employment Policy_20141202.pdf](#)
[140512B_Ppt Hiring Middle Mngrs_20141202.pdf](#)
[140512A_Ppt Hiring Middle Mngrs_20150305.pdf](#)
[140512B_Dec 2 2014 Meeting Minutes_20150305.pdf](#)

Human Resource Director Cheryl McBride introduced this agenda item. The policy and practices to hire middle managers is the same as hiring other positions. Audrey Gainey, Human Resource Manager, gave a presentation on Recruiting and Hiring Middle Management. The presentation explained the recruitment process for both internal and external candidates. When an external candidate is hired, communication to internal candidates should apply.

Audrey Gainey was asked to present this PowerPoint in the afternoon portion of the January or February City Commission meeting.

RECOMMENDATION

The Legislative, Organization and Personnel Committee hear a presentation on the City's policies and practices on hiring middle managers provided by the Human Resources Department, and discuss or take action as appropriate.

Committee members made a Motion to 1) Present this item to the full City Commission; and 2) Remove this item from the Legislative and Organizational Policy Committee's referral list.

Approved by Consensus

MEMBER COMMENT

CITIZEN COMMENT

NEXT MEETING DATE

The next meeting of the Legislative and Organizational Policy Committee is scheduled for January 20, 2015 at 5:00PM in the Roberta Lisle Kline (#16) conference room. Potential topics for discussion include At Will Hiring, Airport Authority and Annexation Strategies.

ADJOURNMENT

Mayor Braddy adjourned the meeting at 6:52PM.