

# City of Gainesville

City Hall  
200 East University Avenue  
Gainesville, Florida 32601



## Minutes

Tuesday, January 13, 2015

1:00 PM

Roberta Lisle Kline Conference Room

## Equal Opportunity Committee

*Commissioner Yvonne Hinson-Rawls, Chair  
Commissioner Randy Wells, Member  
Commissioner Craig Carter, 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 - 1:15 PM**

**ROLL CALL**

**Present** 3 - Chair Hinson-Rawls, Member Carter, and Member Wells

**ATTENDANCE**

*Michael Scicchitano - UF/Florida Survey Research Ctr.  
Gwendolyn Saffo - Office of Equal Opportunity  
Donald Shepherd - Citizen  
Yvette Carter - GRU/Community Relations  
Beatriz Hernandez - City Attorney's Office  
Stephanie Marchman - City Attorney's Office  
Cheryl McBride - Human Resources/Org. Development  
Cecil Howard - Office of Equal Opportunity  
Kali Blount - Citizen  
Candasy Young - Office of Equal Opportunity*

**ADOPTION OF THE AGENDA**

**Adopted**

**APPROVAL OF MINUTES**

[140643.](#) **Equal Opportunity Committee (EOC) Minutes (B)**

**Attachments:** [140643 EOC Minutes 20150113.pdf](#)

**RECOMMENDATION** *The EOC approve the minutes of 12/9/14 as circulated.*

**Approved as Recommended**

**DISCUSSION ITEMS**

[140644.](#) **Quarterly Hiring Report, Qtr 4 (B)**

**Attachments:** [140644 Hiring Report Qtr 4 20150113.pdf](#)

*EO Director Cecil Howard presented the City's 4th Quarter Hiring report.*

**RECOMMENDATION** *The EOC hear a report from EO Director and take action as necessary.*

**Discussed**

[140645.](#) **2013-2014 Hiring Report (B)**

**Attachments:** [140645 2013-2014 Hiring Report 20150113.pdf](#)

*EO Director Cecil Howard presented the FY14 Hiring Report and recommended the*

Committee invite Thor Wishart of GRU to come and speak regarding what efforts he is making on hiring Meter Readers.

**RECOMMENDATION**            The EOC hear a report from EO Director and take action as necessary.

**Discussed**

[140648.](#)

**2010-2014 Hiring Trend Report (B)**

**Attachments:**            [140648 PPT 2010-2014 Hiring Trend 20150113.pdf](#)

EO Director Cecil Howard presented the City's Hiring report over the past five years. Chair Hinson-Rawls recommended this item be presented before the full City Commission. Member Carter recommended an amended report with numbers be emailed to Commissioners and the EOC recommended to not present this report at the January 15 City Commission meeting but rather focus on the Employee Diversity Survey.

Chair Hinson-Rawls recognized HR Director Cheryl McBride who spoke to the matter.

**RECOMMENDATION**            The EOC hear a report from EO Director and take action as necessary.

**Discussed**

[130835.](#)

**Employee Diversity Survey (B)**

**Attachments:**            [130835 Employee Diversity Survey 20140408.pdf](#)  
[130835 FSRC Diversity Survey Rpt 20150113.pdf](#)  
[130835 PPT FSRC Diversity Survey 20150113.pdf](#)

EO Director Cecil Howard introduced Dr. Michael Scicchitano, director of the UF Florida Survey Research Center, who gave a presentation and analysis of the City's Diversity Survey. The EOC discussed the report and felt the full City Commission should be made aware of the analysis.

Chair Hinson-Rawls recognized Attorney Stephanie Marchman who spoke to the matter.

**MOTION:** Add this item Employee Diversity Survey to the January 15, 2014 City Commission meeting.

**RECOMMENDATION**            Hear a report from EO Director and take action as necessary.

**Approved as shown above (motion) and referred**

[130487.](#)

**Human Rights Board Rules and Procedures (B)**

**This item is related to item 130448 Human Rights Board (HRB) Process.**

**Attachments:**            [130487 Human Rights Board Process 20140708.pdf](#)  
[130487 HRB Rules and Procedures 20150113.pdf](#)

Chair Hinson-Rawls recommended an appealant process be implimented for complainants who are not pleased with their Final Investigative Report.

*Chair Hinson-Rawls recognized Attorney Stephanie Marchman who spoke to the matter.*

**RECOMMENDATION**

*The EOC hear an update from the EO Director on the Human Rights Board Rules and Procedures and take action as necessary.*

**Continued**

**MEMBER COMMENT**

**CITIZEN COMMENT**

**NEXT MEETING DATE - February 10, 2015**

**ADJOURNMENT - 3:27 PM**