

**COMPARISON OF EQUAL OPPORTUNITY OFFICES
BETWEEN ALACHUA COUNTY AND
THE CITY OF GAINESVILLE**

**PREPARED BY THE STAFF OF
ALACHUA COUNTY AND
THE CITY OF GAINESVILLE**

FEBRUARY, 2009

COMPARISON OF EQUAL OPPORTUNITY PROGRAMS		
	CITY OF GAINESVILLE	ALACHUA COUNTY
DIRECTOR	Charter Officer appointed by City Commission	EO Manager hired by Department Director
STAFF	1 EO Director 1 Executive Assistant to Director 1 Senior EO Specialist 1 EO Specialist 2 EO Technicians	1 EO Manager 1 Staff Assistant to Director 1 EO Supervisor .75 Senior EO Specialist/Investigator 1 Program/Intake Specialist
BUDGET	\$518,500	\$414,897
Personal Services	\$393,500	\$305,681
Operating	\$125,000	\$109,216

COMPARISON OF EQUAL OPPORTUNITY PROGRAMS, CONTINUED		
DISCRIMINATION ORDINANCE		
	CITY OF GAINESVILLE	ALACHUA COUNTY
Jurisdiction	Within City of Gainesville limits	All unincorporated areas of Alachua County
Prohibited Discrimination Areas	Employment, Fair Housing, Public Accommodation, Credit	Employment, Housing, Public Accommodation
Protected Basis	Race, Color, National Origin, Gender, Marital Status, Age, Religion, Disability, Sexual Orientation, Gender Identity	Race, Color, National Origin, Sex, Marital Status, Age, Religion, Disability, Familial Status in Housing
Discrimination Areas:		
Employment	<p>Employer must have 5+ employees.</p> <p>Religious exception for religious institutions, including parochial schools.</p> <p>Citizen must file complaint within 180 days of alleged activity.</p> <p>After investigation by the EO Office, complaints are forwarded to the City Commission appointed Human Rights Board.</p>	<p>Employer must have 15+ employees.</p> <p>Religious exception for religious institutions, including parochial schools.</p> <p>Citizen must file complaint within 180 days of alleged activity.</p> <p>After investigation by the EO Office, complaints are forwarded to the County's Fair Housing/Human Rights Board.</p>
Fair Housing		
Public Accommodation		
Credit		

COMPARISON OF EQUAL OPPORTUNITY PROGRAMS, CONTINUED		
BENEFITS		
	CITY OF GAINESVILLE	ALACHUA COUNTY
Retirement/Pension	Pension plan with ?% employee contribution. The City matches with a contribution of ?% of the employee's gross earnings on the employee's behalf.	Florida State Retirement System – employee contributes 0, County contributes 8.69% (Pension Plan) or 9.0% (Investment Plan) of gross earnings on employee's behalf.
Leave	Combined leave	Sick leave earned at 4 hours per pay period (104 hours annum) for a full time employee. There is no maximum on accrual and employees are paid for ½ their accrued leave upon termination after 10 years of service. Annual leave accrual based upon employee's length of service with the County. Unlimited accrual, with a maximum of 280 hours carried into the new calendar year and a 280 maximum payout at termination.
Bereavement Leave		5 days, not to exceed 48 hours; does not have to be taken consecutively.
Volunteer Leave		Employee may take up to 52 hours per year to volunteer at a non-profit or 501C3 agency.
Holidays		10 County wide holidays and 2 floating holidays.
Health Insurance		I will have our Risk Manager give me basics on this to add to this comparison.