

# City of Gainesville

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



## **Meeting Agenda**

**March 11, 2014**

**1:00 PM**

**Roberta Lisle Kline Conference Room**

## **Equal Opportunity Committee**

*Commissioner Randy Wells, Chair  
Commissioner Yvonne Hinson-Rawls, Member  
Commissioner Thomas Hawkins, 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****ROLL CALL****ADOPTION OF THE AGENDA****APPROVAL OF MINUTES**[130787.](#)**Equal Opportunity Committee (EOC) Minutes (B)****RECOMMENDATION**

*The EOC approve the minutes of 02-11-14 as circulated.*

[130787\\_EOC Minutes\\_20140311.pdf](#)

**DISCUSSION OF PENDING REFERRALS**[130625.](#)**Annual Hiring Report for FY13 (B)**

*Explanation: On March 6, 2014 the City Commission heard and passed the Annual Hire Report for 2013. This update report is to provide a trend analysis that covers the period 2010 through 2013.*

*During the March 6 Equal Opportunity Director's presentation of the 2012-2013 Hiring Report, he recommended as a way of increasing the diversity within the City's workforce, that (1) all internal candidates meeting minimum qualifications be entitled to interview for vacant positions when they timely apply for such positions; and (2) that racially diverse interview panels be established for all interviews for supervisor positions and above. During the report, the EO Director indicated that he had received communication from the City Attorney's Office opposing the racially diverse interview panels. Even though this matter had been addressed by the Equal Opportunity Committee, the Commission voted to refer the matter back to the EOC and to request the City Attorney to submit written recommendations accordingly.*

**RECOMMENDATION**

*The Equal Opportunity Committee: 1) hear a report on trend analysis from EO Director and take action as necessary; and 2) substitute the racially diverse hiring panel recommendation, and require that the EO Director (in his discretion) appoint a member of his staff (including himself) to serve on interview/hiring panels for all Supervisor and above positions.*

**Legislative History**

1/14/14	Equal Opportunity Committee	Heard
3/6/14	City Commission	Approved, as shown above

[130625 PPT Trend Analysis 20140311.pdf](#)

**MEMBER COMMENT**

**CITIZEN COMMENT**

**NEXT MEETING DATE - April 8, 2014**

**ADJOURNMENT**