

# City of Gainesville

City Hall  
200 East University Avenue  
Gainesville, Florida 32601



## **Minutes - Draft**

December 3, 2019

2:00 PM

City Commission Special Meeting

City Hall Auditorium

## **City Commission**

*Mayor Lauren Poe (At Large)*  
*Commissioner Helen Warren (At Large)*  
*Commissioner Gail Johnson (At Large)*  
*Commissioner Gigi Simmons (District 1)*  
*Mayor-Commissioner Pro Tem Harvey Ward (District 2)*  
*Commissioner David Arreola (District 3)*  
*Commissioner Adrian Hayes-Santos (District 4)*

*If you have a disability and need an accommodation in order to participate in this meeting, please contact the Office of Equal Opportunity at (352)334-5051 at least two business days in advance. TTY (Text Telephone Telecommunication Device) users please call 711 (Florida Relay Service). For Speech to Speech (STS) relay, please call 1-877-955-5334. For STS Spanish relay, please call 1-877-955-8773. For STS French Creole relay, please call 1-877-955-8707.*

**CALL TO ORDER - 2:04 PM**

**AGENDA STATEMENT**

**ROLL CALL**

**Present** 7 - Commissioner Arreola, Commissioner Warren, Commissioner Johnson, Commissioner Simmons, Commissioner Hayes-Santos, Mayor Poe, and Mayor-Commissioner Pro Tem Ward

**ADOPTION OF THE AGENDA**

**Adopted**

**BUSINESS DISCUSSION ITEMS**

**190656. Charter Officers' Annual Performance Evaluations and Pay Increases (B)**

**The City Commission evaluate the performance of the Charter Officers from October 1, 2018 - September 30, 2019, and approve pay increases for the Charters.**

*Motion by Commissioner Arreola, seconded by Commissioner Warren: 1) Accept evaluations, Motion passed 7-0; 2) 2% merit increases, Motion passed 7-0; and 3) 3-year implementation of Total Rewards Study. Motion passed 6-1; Commissioner Hayes-Santos in dissent.*

*Lisa Jefferson, Human Resources Director, introduced the item and gave an overview of the Charter Officer evaluation process. Ms. Jefferson commented about market adjustments for the Charters, referred to the Total Rewards analysis for the Charters. Recommends following the same process for general employees.*

**RECOMMENDATION**      *The City Commission: 1) review the performance of each Charter Officer; 2) establish appropriate performance ratings; and 3) consider pay increases for FY19.*

**A motion was made that this Matter be Approved, as shown above. The motion carried by the following vote:**

**PUBLIC COMMENT**

**MEMBER COMMENT**

**ADJOURNMENT - 2:55 PM**

