

140511.**“At-Will” Positions (B)****Discussion of At-Will positions.**

Attachments: [140511 AT WILL Positions 20141202.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.**

..Explanation

At the September 18, 2014 City Commission Meeting, the City Commission referred to the Legislative and Organizational Policy Committee a discussion of 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](#)

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 and Organizational Policy Committee hear a presentation provided by the Human Resources Department on the City's policies and practices for hiring middle managers then 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.