

City of Gainesville

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



Meeting Agenda

December 18, 2007

1:00 PM

City Hall, Room 16

Equal Opportunity Committee

*Commissioner Craig Lowe, Chair
Commissioner Jack Donovan, 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

070719. Equal Opportunity Committee (EOC) Minutes (B)

RECOMMENDATION *The EOC approve the minutes of 11/07/07 as circulated.*

DISCUSSION OF PENDING REFERRALS

070159. Preference (tie-breaker) Given to City Contractors Who Provide Domestic Partner Benefits (NB)

Explanation: The City Commission referred the issue of "preference (tie breaker) given to City Contractors who provide domestic partner benefits to domestic partners" to the Equal Opportunity Committee.

RECOMMENDATION *The Equal Opportunity Committee: 1) hear a report from Comm. Lowe on information obtained from elected officials in other cities as it relates to this matter; and 2) take whatever action deemed appropriate.*

Legislative History

6/11/07	City Commission	Referred	Equal Opportunity Committee
6/26/07	Equal Opportunity Committee	Continued	
7/25/07	Equal Opportunity Committee	Continued	
8/15/07	Equal Opportunity Committee	Deferred	
10/10/07	Equal Opportunity Committee	Continued	
11/7/07	Equal Opportunity Committee	Continued	

070241.

Definition of Family Implications of Domestic Partner Registry (NB)

RECOMMENDATION

The Equal Opportunity Committee: 1) continue discussion of incorporating "domestic partner" into City codes and develop ways to achieve the highest level of equality for employees; and 2) take whatever action deemed appropriate.

Legislative History

6/11/07	City Commission	Referred	Equal Opportunity Committee
6/26/07	Equal Opportunity Committee	Discussed	
7/25/07	Equal Opportunity Committee	Continued	
8/15/07	Equal Opportunity Committee	Continued	
10/10/07	Equal Opportunity Committee	Continued	
11/7/07	Equal Opportunity Committee	Continued	

060013.

Definition of Employer Based on the Number of Employees in Equal Opportunity Ordinance (B)

Explanation: The City Commission referred the issue of the threshold within the City's Equal Opportunity Ordinance for the definition of employer based on the number of employees. The EO Committee discussed the various thresholds utilized by other Human Rights agencies including the EEOC and the FCHR and the potential impact of lowering it.

On November 19, 2007, this item was presented to the City Commission with the recommendation to change the threshold for definition of "employer" based on the number of employees from seven (7) to five (5) employees. After discussion, the Commission referred this item back to the EO Committee for further discussion and to invite stakeholders to participate in the discussion.

Fiscal Note: None

RECOMMENDATION

1) The Equal Opportunity Committee resume discussion of this matter to hear comments from participating stakeholders; and 2) take whatever action deemed appropriate.

Legislative History

5/1/06	City Commission	Referred (7 - 0)	Equal Opportunity Committee
6/5/06	Equal Opportunity Committee	Deferred	
7/20/06	Equal Opportunity Committee	Deferred	

10/10/06	Equal Opportunity Committee	Deferred	
1/18/07	Equal Opportunity Committee	Discussed	
3/14/07	Equal Opportunity Committee	Discussed	
6/26/07	Equal Opportunity Committee	Continued	
7/25/07	Equal Opportunity Committee	Continued	
8/15/07	Equal Opportunity Committee	Deferred	
10/10/07	Equal Opportunity Committee	Approved as Recommended	
11/19/07	City Commission	Approved as shown above and Referred (4 - 3)	Equal Opportunity Committee

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MEMBER COMMENT

CITIZEN COMMENT

OLD BUSINESS

061164. Race Relations Follow-up (B)

Explanation: The Office of Equal Opportunity held a two-day race and race relations summit in September of 2006. It was agreed by staff, other organizations in attendance, and citizens that there should be a follow-up process to take action concerning the various issues discussed.

The Equal Opportunity Committee discussed the proposed follow-up process including addressing funding and community involvement.

RECOMMENDATION *The Equal Opportunity Committee: 1) hear a presentation on sample material to be used by the consultant for follow-up process; 2) discuss costs associated with follow-up process; and 3) take whatever action deemed appropriate.*

Legislative History

6/26/07	Equal Opportunity Committee	Deferred
7/25/07	Equal Opportunity Committee	Deferred
8/15/07	Equal Opportunity Committee	Continued
10/10/07	Equal Opportunity Committee	Deferred
11/7/07	Equal Opportunity Committee	Deferred

NEXT MEETING DATE

ADJOURNMENT