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Saturday, March 30, 2002

City post will have charter authority

By JANINE YOUNG SIKES
Sun staff writer

Gainesville officials say they want to leave the city's spotty record of dealing with discrimination and minority concerns in the past.

After Gov. Jeb Bush signs a local bill, which he is expected to do in coming weeks, the city will have a new charter officer - an independent director of equal opportunity given broad powers to investigate charges of discrimination, harassment and retaliation.

The position would report directly to the City Commission - a level now reserved only for the city attorney, city clerk, city auditor, utility director and city manager.

By elevating the status of the office, local officials say they are giving priority to equal opportunity at a time when the state leadership has abolished some traditional affirmative action programs.

"This is a new era of attack," said state Rep. Ed Jennings, D-Gainesville, who sponsored the bill in the House. "This is a legislative ray of hope, a beam of

Charter position

AT A GLANCE

The position would report directly to the City Commission - a level now reserved only for the city attorney, city clerk, city auditor, utility director and city manager. It is believed Gainesville is the first in the

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leadership for the state."

state to raise the profile of its equal opportunity director to such a high level.

It is believed Gainesville is the first in the state to raise the profile of its equal opportunity director to such a high level. With the position out from under the supervision of the city manager, the equal opportunity director may find it easier to investigate employee complaints.

For some, including two-term City Commissioner Pegeen Hanrahan, the position extends the city's options for addressing employee and community concerns.

She said it creates an "ombudsman" for those who may need help "negotiating the system."

But getting to this point has taken years - long after allegations began flying about racism in the Gainesville Police Department and misdeeds in the Equal Opportunity Office.

In the spring of 1999, the City Commission appointed a Blue Ribbon Committee on Equal Opportunity/Affirmative Action/Charter Officer to evaluate ways to improve race relations and diversity within city government.

Rodney Long, who had yet to be elected to the Alachua County Commission, chaired the panel, which ultimately recommended the city seek legislative help for a change to the city's charter. It had been done previously when the city auditor position and the director of Gainesville Regional Utilities were added to the City Charter.

In January 2000, city commissioners voted 4-1 to move forward with the plan to create a sixth City Charter officer.

But twice, Alachua County's legislative delegation refused to sponsor a bill changing the city's charter to allow for the equal opportunity position. Some members favored putting the proposal on the ballot so voters could decide.

Heavy lobbying by Long and others helped move the bill forward this year,

"If you stick with it long enough, eventually the stars will line up," Long said.

Janine Young Sikes can be reached at 337-0327 or janine.sikes@gainesvillesun.com.

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**Subscri
Service
The Gai**

House Bill hb0711er

CODING: Words bracketed are deletions; words underlined are additions.

ENROLLED

2002 Legislature

HB 711

1

2 An act relating to the City of Gainesville;

3 amending chapter 90-394, Laws of Florida;

4 revising the charter of the City of

5 Gainesville; providing for additional duties of

6 the internal auditor; providing for creation of

7 the charter officer position entitled "equal

8 opportunity director" to be appointed by the

9 city commission; providing powers and duties of

10 such officer; making the charter officers

11 responsible for implementing the equal

12 opportunity and human relations ordinances and

13 programs in their respective departments;

14 providing for application to persons covered

15 under collective bargaining agreements;

16 providing an effective date.

17

18 Be It Enacted by the Legislature of the State of Florida:

19

20 Section 1. Section 3.05 of Article III of the charter

21 of the City of Gainesville, as created by chapter 90-394, Laws

22 of Florida, is amended to read:

23 3.05 City internal auditor.--

24 (1) The commission may appoint a city internal auditor

25 who shall serve at the will of the commission. The city

26 internal auditor shall:

- 27 (a) Shall perform financial and compliance audits.
- 28 (b) Shall assist the commission in all it
- 29 accountability functions.
- 30 (c) Shall perform compliance audits on the
- 31 implementation of the city's human relations and equal

1

CODING: Words ~~deleted~~ are deletions; words underlined are additions.

ENROLLED

2002 Legislature

HB 711

1 opportunity ordinances, policies, and programs pertaining to
 2 the activities of the city within all departments of the city
 3 in accordance with schedules prescribed by the commission.

4 (d) Shall perform all other duties assigned by the
 5 commission.

6 (2) All financial and compliance audits and other
 7 reports of the city internal auditor shall be filed in the
 8 office of the clerk of the commission.

9 Section 2. Section 3.08 is added to Article III of the
 10 charter of the City of Gainesville, as created by chapter
 11 90-394, Laws of Florida, to read:

12 3.08 Equal opportunity director.--The commission shall
 13 appoint an equal opportunity director who shall serve at the
 14 will of the city commission. The equal opportunity director:

15 (1) Shall investigate complaints of discrimination,
 16 harassment, retaliation, and other related matters, and
 17 propose remedial action, as prescribed by the city's human
 18 relations and equal opportunity ordinances. No city employee
 19 shall suffer retaliation for filing a complaint or testifying,
 20 assisting, or participating in any investigation under these
 21 ordinances, and such complaints shall be held confidential to
 22 the extent allowed by federal and state law.

23 (2) Shall make reports, including an annual report, to
 24 the charter officers and the commission, as appropriate, as to

25 the activities of the year and the need, if any, to revise the
26 city's human relations and equal opportunity ordinances,
27 policies, and programs pertaining to, but not limited to,
28 equal opportunity, affirmative action, local minority business
29 and local small business enterprise procurement program, fair
30 housing, unlawful harassment, and accessibility to the city's
31 programs, services, and activities.

2

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ENROLLED

2002 Legislature

HB 711

- 1 (3) Shall propose policies for the implementation of
2 comprehensive equal opportunity and diversity programs and
3 adherence to equal opportunity laws, policies, procedures, and
4 related matters.
- 5 (4) Shall develop, prepare, and monitor the city's
6 affirmative action plan.
- 7 (5) Shall develop training, conduct workshops, and
8 propose strategies and initiatives related to diversity and
9 equal opportunity and related matters in employment,
10 purchasing, services, programs, and activities.
- 11 (6) Shall review all proposed changes to current or
12 proposed new city employment policies, procedures, and
13 guidelines, job descriptions, and purchasing policies,
14 procedures, and guidelines for compliance with equal
15 opportunity laws, policies, procedures, and guidelines, and
16 related matters.
- 17 (7) Shall monitor all hires, transfers, demotions,
18 promotions, and terminations for compliance with equal
19 opportunity laws, policies, procedures, guidelines, and
20 related matters.
- 21 (8) Shall develop instruments to monitor adherence to

22 diversity and equal opportunity laws, policies, procedures,
23 guidelines, and related matters for city services, programs,
24 activities, employment, and purchasing.

25 (9) Shall participate in the assessment and review of
26 the city's employment practices, including recruitment,
27 appointment, and promotion, as they pertain to all employees
28 and applicants at all levels of city employment.

29 (10) Shall compile various equal opportunity reports
30 and related reports required of the city by state and federal
31 agencies or that are necessary for compliance purposes.

3

CODING: Words ~~stricken~~ are deletions; words underlined are additions.

ENROLLED

2002 Legislature

HB 711

1 (11) Shall perform all other functions as prescribed
2 by ordinances or as otherwise directed by the commission.

3 Section 3. Section 5.07 is added to Article V of the
4 charter of the City of Gainesville, as created by chapter
5 90-394, Laws of Florida, to read:

6 5.07 Equal opportunity; duties of charter
7 officers.--The charter officers shall apply the city's human
8 relations and equal opportunity ordinances and implement its
9 human relations and equal opportunity programs within their
10 respective departments and shall coordinate the efforts of the
11 various departments to optimize the effectiveness of their
12 efforts. The charter officers shall, from time to time, make
13 individual and collective recommendations to the commission
14 pertaining to the effectiveness of the city's human relations
15 and equal opportunity ordinances and programs pertaining to
16 the activities of the city.

17 Section 4. Nothing in this act shall abrogate the
18 provisions of any collective bargaining agreement or the
19 city's responsibility to negotiate terms and conditions of

20 employment.

21 Section 5. This act shall take effect upon becoming a

22 law.

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Senate 2542: Relating to City of Gainesville/Charter Revision

S2542 LOCAL BILL by Smith (Identical H 0711)

City of Gainesville/Charter Revision; revises charter of said city; provides for creation of charter officer position entitled "equal opportunity director" to be appointed by city commission; provides powers & duties of such officer; makes charter officers responsible for implementing equal opportunity & human relations ordinances & programs in their respective departments; provides for application to persons covered under collective bargaining agreements, etc. EFFECTIVE DATE: Upon becoming law.

01/22/02 SENATE Filed

02/28/02 SENATE Introduced, referred to Rules and Calendar -SJ 00387

03/22/02 SENATE Died in Committee on Rules and Calendar

Bill Text: (Top)

Bill Name	Date Posted	Available Formats
S 2542	02/26/2002	Web Page PDF

Committee Amendments and Filed Floor Amendments: (Top)

S 2542:
No Amendments Available

Staff Analysis: (Top)

No Staff Analysis Available

Vote History: (Top)

No Vote History Available

Citations: (Top)

STATUTE CITATIONS:(Top)

NO STATUTE CITATIONS FOUND FOR REQUESTED BILL.

H 0711ER:
No Amendments Available

Bill Analysis: (Top)

Analysis ID	Sponsor	Available Formats
h 0711	Local Government & Veterans Affairs	PDF
h 0711a	Local Government & Veterans Affairs	PDF

Vote History: (Top)

Chamber	Roll Call	Vote Date	Available Formats
SENATE	0064	03/22/2002	HTML

Citations: (Top)

STATUTE CITATIONS: (Top)

NO STATUTE CITATIONS FOUND FOR REQUESTED BILL.

CONSTITUTION CITATIONS:

NO CONSTITUTION CITATIONS FOUND FOR REQUESTED BILL.

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House 0711: Relating to City of Gainesville/Charter Revision

H711 LOCAL BILL by Jennings; (CO-SPONSORS) Kendrick (Identical S 2542)
City of Gainesville/Charter Revision; revises charter of said city; provides for creation of charter officer position entitled "equal opportunity director" to be appointed by city commission; provides powers & duties of such officer; makes charter officers responsible for implementing equal opportunity & human relations ordinances & programs in their respective departments; provides for application to persons covered under collective bargaining agreements, etc. EFFECTIVE DATE: Upon becoming law.

01/04/02 HOUSE Prefiled

01/11/02 HOUSE Referred to Local Government & Veterans Affairs (SGC); Council for Smarter Government

01/22/02 HOUSE Introduced, referred to Local Government & Veterans Affairs (SGC); Council for Smarter Government -HJ 00051; On Committee agenda-- Local Government & Veterans Affairs (SGC), 01/24/02, 2:00 pm, Reed Hall

01/24/02 HOUSE Favorable by Local Government & Veterans Affairs (SGC); YEAS 8 NAYS 0 -HJ 00138

01/25/02 HOUSE Now in Council for Smarter Government -HJ 00138

01/28/02 HOUSE On Council agenda-- Council for Smarter Government, 01/30/02, 4:30 pm, Morris Hall

01/30/02 HOUSE Favorable by- Council for Smarter Government; YEAS 10 NAYS 0 -HJ 00189

02/04/02 HOUSE Placed on Calendar -HJ 00189

02/13/02 HOUSE Placed on Special Order Calendar

03/14/02 HOUSE Placed on Special Order Calendar; Read second and third times -HJ 01312; Passed; YEAS 112 NAYS 0 -HJ 01313

03/14/02 SENATE In Messages

03/19/02 SENATE Received, referred to Rules and Calendar -SJ 01026

03/22/02 SENATE Withdrawn from Rules and Calendar; Placed on Local Calendar; Read second and third times -SJ 01527; Passed; YEAS 39 NAYS 0 -SJ 01527

03/22/02 HOUSE Ordered enrolled

Bill Text: (Top)

Bill Name	Date Posted	Available Formats
H 0711	01/05/2002	Web Page PDF
H 0711ER	03/23/2002	Web Page PDF

Amendments: (Top)

H 0711:
 No Amendments Available

Subj:	Re: Bush asked not to sign Gainesville EO director charter office bill.
Date:	3/30/02 10:03:52 AM Pacific Standard Time
From:	GabeHK
To:	smith.rodweb@leg.state.fl.us , Jennings.ed@leg.state.fl.us , Kendrick.will@leg.state.fl.us , mcgriff.perry@leg.state.fl.us , rjlong@co.alachua.fl.us
CC:	comments@co.alachua.fl.us , sikesj@gvillesun.com , rabiroy@gainesvillesun.com , levinej@gainesvillesun.com , cunninr@gainesvillesun.com , nunn@law.ufl.edu , little@law.ufl.edu , GabeHK, laura@gru.net , mahoganyrevue@hitter.net , editor@moonmag.com , makare@mindspring.com , osteenj@gvillesun.com
BCC:	BDassler@aa.ufl.edu , jwl@nervm.nerdc.ufl.edu , lmiles5@bellsouth.net , janine.sikes@gainesvillesun.com

GABE KAIMOWITZ, Esq.
P.O. 140119, Gainesville, FL 32614
(352) 375-2670GabeHK@aol.com
March 30, 2002

To: Gov. Jeb Bush
The Capitol, PL-05
Tallahassee, FL 32399-0001
EXPRESS MAIL

Please don't sign House Bill 0711-SJ 01527, a local bill to allow the City of Gainesville to enact a charter revision to create a charter officer position entitled "equal opportunity director"

at least until the State of Florida Commission on Ethics resolves Complaint(s) I have filed against the small local "lobbying" machine headed by Alachua County Commissioner Rodney Long; Commissioner Long is the single-minded force behind this Amendment.

At least until the County Attorney/County Manager/County Clerk submit(s) a report at the direction of the Alachua County Board of County Commissioners last month to expose the scam developed locally since 1996 to have the Long machine get and control a local African-American to serve its interests as that charter officer.

To that end, I am enclosing documents that I believe will convince any reasonable observer that there is no need to rush enactment of that charter office first approved locally by a 4-1 Gainesville City Council vote in 2000.

If my allegations prove to be unfounded after a determination by the Florida Commission on Ethics, this same legislation which died in 2001 could wait one more year.

The alternative is to allow a local black political machine to bury the embarrassment surrounding the present Gainesville equal opportunity office dating back to the early 1990's, by selecting its own black official.

There is no sign now or in the past that the needs of other minorities, e.g., Hispanics, ever has been considered in the process of securing the approval of those who would have this bill go into effect locally. I am a former senior counsel for the Puerto Rican Legal Defense & Education Fund, Inc.

Because of Rodney Long's conflicts of interests and those of others combining public duties with their Martin Luther King, Jr., Commission of Florida tasks,

Saturday, March 30, 2002 America Online: GabeHK

because of the marriage of Ida Rawls Reynolds Elmore, Equal Opportunity Director for Alachua County since 1980-81, to Darrell Elmore, Gainesville Equal Opportunity Director, 1998-2000, and the conflicts that engendered for a still existing Inter-local County/City Equal Opportunity investigation agreement,

because of the City and County "sponsorship" claimed for a March 22, 2002 forum/discussion/speech on what whites owe to blacks in reparations, and announced publicly by Rodney Long,

there is much to be investigated about the "unique" operation Alachua County and Gainesville have maintained for so-called equal opportunity/affirmative action measures.

Again, please study the enclosed materials.

Thank you in advance for the consideration I hope you will give these materials.

Sincerely,
Gabe Kaimowitz
Gabe Kaimowitz, (Fla Bar 0633836)

w/o enclosures

Joseph W. Little,
Member, Blue Ribbon Commission
re: Recommendations for
Equal Opportunity in Gainesville
Professor of Law, Levin College of Law
Gainesville, FL 32611

cc: State of Florida Commission
on Ethics, P.O. Drawer 15709
Tallahassee, FL 32317-5709

Sen. Betty S. Holzendorf
Capitol Office:
Room 410
Senate Office Building 404 South Monroe Street Tallahassee, FL
32399-1100
(850) 487-5024
SunCom 277-5024

District Office:
816 North Ocean Street
Jacksonville, FL
32202-3083
(904) 359-6880
SunCom 826-6880
FAX (904) 359-6888

Sen. Rod Smith
2727 N.W. 43rd St., Ste. 2A
Gainesville, FL 32606

220 Senate Office Bldg.
404 S. Monroe St.

Tallahassee, FL 32399-1100

Rep. Ed Jennings, Jr.
Room 1001 The Capitol,
402 S. Monroe St.,
Tallahassee, FL 32399-1300
Phone (850)488-5794

District Office 1:
Suite A
1220 NE 8th Avenue
Gainesville, FL
32601-4597

(352)955-6232
District Office 2:
P.O. Box 5546
Gainesville, FL
32627-5546

Rep. Will Kendrick
District Office 1:, Suite A
1220 NE 8th Avenue
Gainesville, FL
32601-4597
(352)955-6232

District Office 2:
P.O. Box 5546
Gainesville, FL
32627-5546
1001 The Capitol,
402 S. Monroe St.
Tallahassee, FL 32399-1300

Rep. Perry C. McGriff, Jr.
Capitol Office:
Room 1003 The Capitol,
402 S. Monroe St.,
Tallahassee, FL 32399-1300
Phone (850)488-0887

District Office 1:
P.O. Box 1209
Gainesville, FL
32602-1209
(352)334-3820
District Office 2:
Suite 1
1120 NW 13th Street
Gainesville, FL
32601-4136

Subj: Kaimowitz, Gabe Date: 4/17/02 9:47:26 AM Pacific Daylight Time From: Don.Langston@LASPBS.STATE.FL.US (Langston, Don) To: GabeHK@aol.com ('GabeHK@aol.com')

April 17, 2002

Mr. Gabe Kaimowitz
GabeHK@aol.com

Dear Mr. Kaimowitz:

Thank you for your e-mail expressing your opposition to House Bill 711, relating to the City of Gainesville Charter. The Governor asked that I respond on his behalf.

The Governor's staff followed all bills as they moved their way through the legislative process and regularly apprised him of their content and progress. The Governor appreciates your input. He will keep in mind the important issues you and other concerned citizens have shared with him as he makes his decision regarding this legislation.

Again, thank you for taking the time to share your thoughts with Governor Bush.

Sincerely,

Don Langston
 Policy Coordinator
 Finance and Economic Analysis

----- Headers -----
 Return-Path: <Don.Langston@LASPBS.STATE.FL.US>
 Received: from rly-xj05.mx.aol.com (rly-xj05.mail.aol.com [172.20.116.42]) by air-xj03.mail.aol.com (v84.14) with ESMTP id MAILINXJ34-0417124726; Wed, 17 Apr 2002 12:47:26 -0400
 Received: from lms.laspbs.state.fl.us (lms.laspbs.state.fl.us [204.115.188.46]) by rly-xj05.mx.aol.com (v84.15) with ESMTP id MAILRELAYINXJ54-0417124715; Wed, 17 Apr 2002 12:47:15 2000
 Received: from no.name.available by lms.laspbs.state.fl.us
 via smtpd (for xj.mx.aol.com [64.12.137.184]) with SMTP; Wed, 17 Apr 2002 12:44:30 -0400
 Received: by laspbs02.laspbs.state.fl.us with Internet Mail Service (5.5.2653.19)
 id <JA1BFSG0>; Wed, 17 Apr 2002 12:46:51 -0400
 Message-ID: <80A58B5A0122D411BAFD0008C7865088011E0AA9@laspbs02.laspbs.state.fl.us>
 From: "Langston, Don" <Don.Langston@LASPBS.STATE.FL.US>
 To: "GabeHK@aol.com" <GabeHK@aol.com>
 Subject: Kaimowitz, Gabe
 Date: Wed, 17 Apr 2002 12:46:51 -0400
 MIME-Version: 1.0
 X-Mailer: Internet Mail Service (5.5.2653.19)
 Content-Type: multipart/alternative;
 boundary="----=_NextPart_001_01C1E62F.79029BB0"

Friday, May 17, 2002 America Online: GabeHK

Subj: **Re: Kaimowitz, Gabe**
Date: 4/17/02 12:39:04 PM Pacific Daylight Time
From: GabeHK
To: Don.Langston@LASPBS.STATE.FL.US
CC: GabeHK

Dear Mr. Langston:

Thank you for what I take as a form letter with the legislative number entered and the general content described.

Should the governor sign this local bill, granting protective status for a small group of blacks to control equal opportunity in the Gainesville area, because everyone other than me apparently favors it, I would appreciate his explaining how that action would coincide with his One Florida plan, especially as it affects minority and small business contract opportunities.

Alachua County specifically went on record by resolution in 1999 in opposition to One Florida with a call to the governor to approve it. All I am saying is that if he wants to enact this so-called liberal Democratic legislation, he should be free to do so--but at least declare he knows that is what he is doing.

Thank you for your interest and god bless....

Sincerely,

Gabe Kaimowitz
Fl Bar #0633836



MEMORANDUM


Office of the City Attorney

Phone: 334-5011/Fax 334-2229
Box 46



DATE: April 19, 2002

TO: Mayor and City Commissioners
City Manager
Risk Manager

FROM: Marion J. Radson, City Attorney 

SUBJECT: Voluntary Settlement of Darrell E. Elmore v. City of Gainesville and Wayne Bowers, Case No. 1:01CV35 SPM (U.S.D.C)

I am pleased to announce that we have reached an agreement with the Plaintiff to voluntarily settle this case. Some discovery (depositions and exchange of documents) has occurred and additional discovery would have proceeded until trial.

Janet Goldberg McEnery, Special Counsel, in this matter, represented the City. During discovery, nothing came to her attention that would lead to the conclusion that the City or Mr. Bowers discriminated or retaliated against the Plaintiff because of his race or based on any protected activity on Plaintiff's part. In particular, she reports that the witness statements support the City's actions and Mr. Bower's position that the decision was not race based or illegal retaliation.

The Plaintiff has offered to settle Plaintiff's entire claim for \$15,000 with a general release and inclusive of all fees and costs. The Release expressly states that the settlement should not be construed as an admission by the City of any acts of discrimination, and the City specifically disclaims any such acts against the Plaintiff.

The settlement of the case will avoid any additional expenditure of funds for attorney's fees and costs and a possible jury trial. Funds to pay the settlement were paid under the City's self-insurance program.

MJR/afm



CITY OF GAINESVILLE

Office of the City Attorney

Marion J. Radson
City Attorney

Ronald D. Combs
Charles L. Hauck
Walter Mathews, IV
Daniel M. Nee
Elizabeth A. Waratuke

VIA AIRBORNE EXPRESS

Fax to
Lisa Porcaro A
File

April 22, 2002

Gary Lee Printy
1301 Miccosukee Road
Tallahassee, Florida 32308-5068

Re: Elmore v. City of Gainesville, et al; Case No. 1:01cv35-SPM

Dear Mr. Printy:

Pursuant to paragraph Second of the Settlement Agreement and General Release, enclosed please find the check from the City of Gainesville in the amount of \$15,000. The settlement is now consummated and the obligations of the City are complete.

Sincerely,

Marion J. Radson
City Attorney

MJR:nmh

cc: Janet Goldberg McEnery, Esq.
Wayne Bowers, City Manager

S. 1. 02

DECISION STUNS AREA LEADERS

Bush veto of charter resonates

CHARTER: Referendum is planned

Continued from 1B

the charter change, but disagreement among local lawmakers kept it off the floor of the Legislature until 2002. The Legislature passed the bill in March.

But on Tuesday, Bush vetoed it. In a statement released late Tuesday afternoon, Bush said the city should have tried to amend its charter through a local referendum, not legislative action.

"The municipality is circumventing the local process of amending their charter and therefore has failed to seek the consent of its citizens by referendum," the statement read.

The bill's sponsor, Rep. Ed Jennings, D-Gainesville, said voters had already given their approval to the charter change by electing a group of city commissioners who made no secret of their support for the change.

"The representatives of the people of

■ The governor says the city should have tried to amend its charter through a local referendum, not legislative action.

By TIM LOCKETTE

Sun staff writer

Gov. Jeb Bush vetoed a bill Tuesday that would elevate Gainesville's equal opportunity director to the same level as its city manager or city attorney — a decision that upset local leaders who have been trying for years to push the bill through the state Legislature.

"We're not going to take this lying down," County Commissioner Rodney Long said. "I've been working on this for years and I can tell you that we're not going to let this die."

Long is one of several local government leaders who have campaigned for an amendment to the city's charter that would turn the city's equal opportunity office — which now answers to the city manager — into a more independent branch of city government, headed by a charter officer who answers directly to the City Commission.

Supporters say the change would make it easier for the city to investigate discrimination complaints — and show that diversity issues are a high priority for city government. The City Commission first voted in 2000 to ask the Legislature to approve

CHARTER on Page 4



Bush

Gainesville said they wanted this change," Jennings said. "For an administration that's always talking about giving more control to local governments, I think this veto is kind of hypocritical."

Other supporters of the bill saw a different message in Bush's veto.

"It's obvious that this is a governor who really doesn't care about diversity issues," City Commissioner Pegeen Hanrahan said. "I was surprised by the veto, but given his position on affirmative action and other issues, I guess shouldn't have been."

Representatives of the governor's office were not available for comment Tuesday night.

Supporters of the bill say they intend to present voters with a referendum on the bill and could have the issue on the ballot as early as September.

"I'm disappointed but not discouraged," Long said. "We'll get this done."