

City of Gainesville

City Hall
200 East University Avenue
Gainesville, Florida 32601



Minutes - Final

January 20, 2021

5:00 PM

City Commission Special Meeting

City Hall Auditorium

City Commission

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

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CALL TO ORDER - 5:06 PM

AGENDA STATEMENT

ROLL CALL

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

ADOPTION OF THE AGENDA

A motion was made by Commissioner Hayes-Santos, seconded by Commissioner Ward, that this Matter be Adopted. The motion carried by the following vote:

Aye: 7 - Commissioner Johnson, Commissioner Simmons, Commissioner Hayes-Santos, Mayor Poe, Commissioner Saco, Commissioner Ward, and Mayor-Commissioner Pro Tem Arreola

BUSINESS DISCUSSION ITEMS

[200704.](#)

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

Motion by Commissioner Hayes-Santos, seconded by Commissioner Ward: Accept the performance evaluations with one correction to Commissioner Johnson's score of Clerk Omi Gainey (overall score should be 4.8 not 4.0 scrivener's error). Motion passed 7-0.

Motion by Commissioner Hayes-Santos, seconded by Commissioner Ward: Approve the 2.5% merit pay increase. Motion passed 6-1. Commissioner Simmons in dissent.

Nurilda Alers, Learning & Organizational Development Manager introduced.

Fred Murry, Assistant City Manager introduced.

Steve Varvel, Interim Human Resources Director spoke to the matter.

Nathan Skop and Armando Grundy-Gomes spoke to the matter.

RECOMMENDATION

The City Commission: 1) review the performance of each Charter Officer; 2) establish appropriate performance ratings; and 3) consider pay increases for FY21.

Approved, as shown above

200749.**Charter Officer Pay Equity (B)**

Motion: 1) Direct Human Resources to come back with ten peer cities for wages and possibly different cities for each position comparable to the City of Gainesville (not limited to those in Florida). Once the comparative cities are settled, bring back to the Commission for approval; 2) Request job audit for the Director of Equity and Inclusion and City Clerk; and 3) Schedule a special meeting when the data is available.

Steve Varvel, Interim Human Resources Director spoke to the matter.

Armando Grundy-Gomes and Nathan Skop spoke to the matter.

RECOMMENDATION *The City Commission discuss and take action deemed necessary.*

A motion was made by Commissioner Hayes-Santos, seconded by Commissioner Saco, that this Matter be Approved, as shown above. The motion carried by the following vote:

Aye: 6 - Commissioner Johnson, Commissioner Simmons, Commissioner Hayes-Santos, Mayor Poe, Commissioner Saco, and Commissioner Ward

Nay: 1 - Mayor-Commissioner Pro Tem Arreola

ADJOURNMENT - 6:21 PM