

# **City of Gainesville**

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



## **Meeting Agenda**

**October 10, 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**

**070499. Equal Opportunity Committee (EOC) Minutes (B)**

RECOMMENDATION      *The EOC approve the minutes of 08/15/07 as circulated.*

**DISCUSSION OF PENDING REFERRALS**

**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, due back to the full City Commission on November 1, 2006.*

*This item needs to have more information including the information on the Enterprise Zone before a decision can be made. More individuals would be covered if the ordinance threshold was lower.*

RECOMMENDATION      *The Equal Opportunity Committee: 1) hear additional findings from the EO Director as they relate to this matter; 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 Continued  
Committee  
7/25/07 Equal Opportunity Continued  
Committee  
8/15/07 Equal Opportunity Deferred  
Committee

**070159. Preference (Incentives) 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 from the EO Director findings from Broward County's ordinance as it relates to this matter; and 2) take whatever action deemed appropriate.*

**Legislative History**

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

**MEMBER COMMENT**

**CITIZEN COMMENT**

**OLD BUSINESS**

**070241. Definition of Family Implications of Domestic Partner Registry (B)**

**RECOMMENDATION** *The Equal Opportunity Committee: 1) discuss definition of family implications of Domestic Partner Registry; 2) hear a presentation from City Manager (or representative) on the definition of families in our City codes and how it affects City operations; 3) review revisions to Domestic Partner Registry forms; 4) review pamphlet on Domestic Partner Registry showing how it relates to benefits; and 5) take whatever action deemed appropriate.*

**Legislative History**

6/26/07 Equal Opportunity Discussed  
Committee  
7/25/07 Equal Opportunity Continued  
Committee  
8/15/07 Equal Opportunity Continued  
Committee

**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 Deferred  
Committee  
7/25/07 Equal Opportunity Deferred  
Committee  
8/15/07 Equal Opportunity Continued  
Committee

**NEW BUSINESS**

**061163. Equal Opportunity (EO) Policy Revisions (B)**

*Explanation: The City's Equal Opportunity Policies were adopted by ordinances (991374 and 000240) prior to the adopted charter. There are areas in the policies which have been superseded by the charter or inconsistent with it.*

**RECOMMENDATION** *The Equal Opportunity Committee: 1) hear a presentation of attempts to make EO policies consistent with the charter; and 2) take whatever action deemed appropriate.*

**Legislative History**

6/26/07 Equal Opportunity Deferred  
Committee

7/25/07 Equal Opportunity Deferred  
Committee  
8/15/07 Equal Opportunity Deferred  
Committee

**NEXT MEETING DATE**

**ADJOURNMENT**