

City of Gainesville

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



Meeting Minutes

Wednesday, 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 - 1:10 PM

ROLL CALL

Present: Craig Lowe and Jack Donovan

ADOPTION OF THE AGENDA

The agenda was adopted with the modification of moving item 070241 to first item on the agenda and adding a second item for discussion (draft Ordinance) item 051225.

APPROVAL OF MINUTES

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

Approved as Recommended

DISCUSSION OF PENDING REFERRALS

060013. Definition of Employer Based on the Number of Employees in Equal Opportunity Ordinance (B)

Staff Charlie Hauck, Jimmie Williams, and Rodney Bickel spoke to the matter.

The committee made the following recommendations:

1) The Equal Opportunity Committee request approval from the City Commission to authorize the City Attorney draft and the Clerk of the Commission advertise an ordinance changing the threshold for definition of "employer" based on the number of employees from seven (7) to five (5) employees; and 2) remove this item from the referral list.

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.*

Approved as Recommended

070159. Preference (Incentives) Given to City Contractors Who Provide Domestic Partner Benefits (NB)

Staff Charlie Hauck, Jimmie Williams, and Mark Benton spoke to the matter.

The Committee made the following recommendations: 1) staff to communicate with Broward County's purchasing staff to obtain data/information on its practices; 2) Comm. Lowe to obtain information from elected officials in other cities and report back to the EOC; and 3) take whatever action deemed appropriate.

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.*

Continued

MEMBER COMMENT

CITIZEN COMMENT

OLD BUSINESS

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

Staff Charlie Hauck, Jimmie Williams, and Steve Varvel spoke to the matter.

The Equal Opportunity Committee heard language from staff on the definition of families in our City codes and how it affects City operations and made the following recommendations:

1) develop ways to achieve the highest level of equality for employees and how that affects City operations in the ability to alter living wage, retiree health and pension provisions; and 2) staff develop chart to include proposals for both certified and registered domestic partners.

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.*

Continued

061164. Race Relations Follow-up (B)

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.*

Deferred

NEW BUSINESS

051225. **Gender Identity and Expression (B)**

Based upon the original recommendation and backup, the proposed Ordinance No. 0-07-88 relating to gender identity was prepared. Two issues related to this proposed ordinance were discussed in some detail during and after the last EO Committee meeting and, as a result of those discussions, the ordinance was not in fact placed before the City Commission.

RECOMMENDATION *The City Commission: 1) hear a presentation on including gender identity and expression in the City's Anti-discrimination Ordinance; and 2) authorize the City Attorney to draft and the Clerk of the Commission to advertise an ordinance adding gender identity to the list of protected classes against whom discrimination in employment, public accommodation, housing practices, and credit opportunities is prohibited by Chapter 8 of the Gainesville Code of Ordinances. Gender identity would be defined as "An inner sense of being a specific gender, or the expression of a gender identity by verbal statement, appearance, or mannerisms, or other gender-related characteristics of an individual with or without regard to the individual's designated sex at birth."; and 3) remove this item from the referral list.*

Continued

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

The Equal Opportunity Committee heard a presentation on attempts to make EO policies consistent with the Charter and made the following recommendation:

1) The Equal Opportunity Committee request approval from the City Commission to authorize the City Attorney draft and the Clerk of the Commission advertise an ordinance changing EO policy to become consistent with the Charter.

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.

Referred to City Commission

NEXT MEETING DATE - November 7, 2007 at 3:00 p.m.

ADJOURNMENT - 3:00 p.m.