

991374

**BLUE RIBBON COMMITTEE ON EQUAL OPPORTUNITY
AFFIRMATIVE ACTION/CHARTER OFFICER**

May 4, 2000

To: Members of The Blue Ribbon Commission

From: Rodney J. Long, Chairman, Blue Ribbon Commission

RE: Report to City Commission on May 8, 2000, 3:00 p.m.

Enclosed, please find a copy of the report to be presented to the City Commission at their next meeting. I encourage each of you to attend the meeting in support of the recommendations. If for some reason you are unable to attend, please contact me at 374-2245.

Looking forward to seeing you at the May 8, 2000, City Commission meeting.

Respectfully submitted,



*Rodney J. Long, Chairman, Blue Ribbon Commission
cc. Honorable Mayor and Members of the City Commission
Charter Officers*

**BLUE RIBBON COMMITTEE ON EQUAL OPPORTUNITY
AFFIRMATIVE ACTION/CHARTER OFFICER**

May 8, 2000

To: Honorable Mayor and Members of The City Commission

From: Rodney J. Long, Chairman of The Blue Ribbon Commission

REF: Recommendations on EEO/Affirmative Action/Charter Officer

At your April 24, 2000, City Commission meeting, you requested that the Blue Ribbon Commission reconvene in order to provide you with a final report to be presented at the May 8, 2000, Commission meeting (see attached).

As you may recall, the City Commission on January 24, 2000, adopted the Blue Ribbon Commission revised proposed Charter Amendment Bill and referred the same to our Legislative Delegation for implementation. On March 6, 2000, the City Commission adopted a resolution in support of the proposed bill (see attached). Representative Cynthia Chestnut, to her credit, filed House Bill 1839 on March 9, 2000, and withdrew it on March 29, 2000, because no companion bill was filed in the Senate before the deadline for filing local bills (see attached legislative history). As chairman of the Committee, I took for granted that members of our delegation would carry out the wishes of their constituents without involving their personal views, personality conflicts and politics. I was wrong. Because of a short timeline, I take full responsibility for not developing a strategy involving the members of the Blue Ribbon Commission, the City Commission and staff for success of the bill.

Since the bill's failure, a great deal of finger pointing has occurred. It is not our intent to list the reasons given by members of the delegation or others for the bill's failure, but, to recommend a course of action to accomplish the objective of the City Commission and the Blue Ribbon Commission. Even though I and other members of the Commission are disappointed, we are not discouraged. As a matter of fact, we are encouraged by the fact that we will have a NEW Legislative Delegation after the elections this fall.

The Blue Ribbon Commission reconvened on May 2, 2000, to consider your referral. The following are unanimous recommendations of the Blue Ribbon Commission:

Recommendations

1. The City Commission resubmit the proposed Charter Amendment Bill along with a resolution of support to our new Legislative Delegation upon their swearing in this fall and to make the Bill a City priority in the 2000-2001 session. This will give us a longer timeline and a better opportunity to work closely with members of the new delegation and solidify our sponsors.

**BLUE RIBBON COMMITTEE ON EQUAL OPPORTUNITY
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~~2. Even though there would be no fiscal impact in the fiscal year 2001 budget for the proposed Charter Officer of Equal Opportunity, if it is approved in next year's session there will be an impact in the fiscal year 2002 budget. Since the City plans budgets in two year cycles, we recommend the City Commission direct the City Manager to begin planning now for the fiscal impact of the new proposed Charter Officer of Equal Opportunity, including one Executive Assistant, one Equal Opportunity Officer (for internal investigations), one Support Staff position and start up costs so that funding over a four- year, two budget cycle may begin in fiscal 2002.~~

3. As an interim measure, we recommend the City Commission direct the City Attorney to prepare an ordinance, to be reviewed by the Blue Ribbon Commission prior to submission to the City Commission, which incorporates those provisions of the Bill consistent with placing the direct appointment and supervision of the Office of Equal Opportunity, as proposed by the Blue Ribbon Commission, under of the authority of the City Auditor.

4. Pending adoption of the proposed ordinance, the Blue Ribbon Commission recommends that the City Commission direct the City Attorney, City Auditor and Equal Opportunity Director to prepare a resolution to be adopted at the May 15, 2000, City Commission meeting which accomplishes this change.

The following are recommendations previously submitted to the City Commission for consideration at the January 24, 2000, meeting and which require action:

- 1 ♦ *Regardless of the outcome of the Charter Amendment Bill, the City Commission direct the City Manager to adopt the fiscal and organizational change necessary to implement the reclassification of the MBE Coordinator position to a department head position to be effective as of October 1, 2000.*
- 2 • *The City Commission direct the City Auditor to include in the scope of his duties compliance audits on all human relations programs.*
- 3 • *The City Commission appoint members to the Equal Opportunity Diversity Council, as approved by the City Commission several years ago.*
- 4 • *The City Commission direct the City Attorney to draft an ordinance adopting the internal investigative process for complaints of discrimination, retaliation, harassment, and other related matters as described in the current Equal Opportunity Handbook.*
- 5 • *The City Commission should adopt measurable performance-based goals for all city supervisory administrators in order to achieve affirmative action and equal opportunity objectives..*

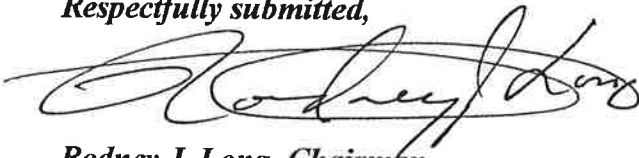
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- 6 ♦ *The City Commission authorize the Blue Ribbon Commission to continue in existence until the completion of the transition of the proposed Charter Office of Equal Opportunity to the City Auditor.*

In closing, the members of the Blue Ribbon Commission would like to once again thank the City Commission for the opportunity to serve. For nearly a year, we have worked to provide recommendations and solutions to some of the problems of race relations in our city. We are confident that the Charter Amendment Bill once approved, would address the structural problems that currently exist pertaining to the investigation of discrimination complaints filed by city employees. This interim change will give needed autonomy to the Equal Opportunity function and provide useful experience by which Citizens and the City Commission could measure the efficacy of the proposed new office. It is our hope that the City Commission will take immediate action on each of the above recommendations.

Respectfully submitted,



Rodney J. Long, Chairman

Blue Ribbon Commission on Equal Opportunity/Affirmative Action/Charter Officer

cc. Charter Officers

Blue Ribbon Commission Members

City of Gainesville

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



Meeting Minutes

Monday, April 24, 2000

1:00 PM

City Hall Auditorium

City Commission

*Mayor Paula M. DeLaney (At-Large)
Mayor-Commissioner Pro Tem Bruce L. Delaney (At-Large)
Commissioner Edward L. Jennings, Sr. (District 1)
Commissioner John R. Barrow (District 2)
Commissioner Pegen Hanrahan (District 3)*

991374

Blue Ribbon Task Force - Reconvene for a Final Report

RECOMMENDATION *The City Commission request that the Blue Ribbon Task Force reconvene in order to provide the City Commission with a final report at the May 8, 2000 City Commission Meeting.*

A motion was made by Commissioner Hanrahan, seconded by Commissioner Barrow, that this matter be Approved as Recommended. The motion carried by the following vote:

Votes: Ayc: Peger Hanrahan, Edward L. Jennings, Sr., John R. Barrow and Paula M. DeLaney
Absent: Bruce L. Delaney

Kurt M. Lannon, Clerk of the Commission



City of Gainesville
Paula M. DeLaney
Mayor

March 8, 2000

Senator George Kirkpatrick, Chair
400 Senate Office Building
404 South Monroe Street
Tallahassee, FL 32399

Senator Betty S. Holzendorf
213 Senate Office Building
404 South Monroe Street
Tallahassee, FL 32399

Senator Richard Mitchell
212 Senate Office Building
404 South Monroe Street
Tallahassee, FL 32399

Representative Cynthia Moore Chestnut
224 Capitol
404 South Monroe Street
Tallahassee, FL 32399

Representative Robert "Bob" K. Casey, M.D.
1302 Capitol
402 South Monroe Street
Tallahassee, FL 32399

Representative Janegale Boyd
411 House Office Building
402 South Monroe Street
Tallahassee, FL 32399

Re: Proposed Bill Amending the Charter of the City of Gainesville

Honorable Members of the Legislative Delegation:

The Gainesville City Commission adopted a resolution on Monday, March 6, 2000 urging the Alachua County Legislative Delegation to support and seek enactment into law the local bill that would amend the City Charter to create the Charter Officer position of Equal Opportunity Director.

Enclosed you will find a copy of the Resolution. Thank you for your consideration.

Sincerely,

Paula M. DeLaney
Paula M. DeLaney
Mayor

RESOLUTION NO. 991156

A Resolution of the City Commission of the City of Gainesville, Florida, urging the Alachua County Legislative Delegation to support and seek enactment into law of the local bill that would amend the City Charter to create the Charter Officer position of Equal Opportunity Director; providing directions to the Clerk of the Commission; and providing an immediate effective date.

WHEREAS, on April 12, 1999, the Gainesville City Commission created a Blue Ribbon Committee to discuss the appropriate structure in City government for affirmative action, equal opportunity, and related policies and programs; and

WHEREAS, on January 3, 2000, the Blue Ribbon Committee submitted its report and recommendation to the City Commission to amend the City Charter by creating the charter officer position of equal opportunity director; and

WHEREAS, on January 24, 2000, the Gainesville City Commission voted in favor of the charter amendment, and requested the Alachua County Legislative Delegation to amend the City Charter by creating the charter officer position of equal opportunity director; and

WHEREAS, in 1979 the Alachua County Legislative Delegation supported the enactment into law without referendum of the local bill that amended the City Charter that created the charter officer position of internal auditor; and

WHEREAS, in 1990 the Alachua County Legislative Delegation, after receiving a recommendation from its blue ribbon committee that studied the operations of Gainesville Regional Utilities, supported the enactment into law without referendum of the local bill that amended the City Charter and, among other things, created the charter officer position of general manager for utilities;


**NOW, THEREFORE, BE IT RESOLVED BY THE CITY COMMISSION OF THE
CITY OF GAINESVILLE, FLORIDA:**

SECTION 1. The City Commission urges the Alachua County Legislative Delegation to support and seek enactment into law during the 2000 Legislative Session of the local bill amending the city charter to create the charter officer position of equal opportunity director.

SECTION 2. The Clerk of the Commission is directed to send a true copy of this Resolution to all members of the Alachua County Legislative Delegation.

SECTION 3. This Resolution shall become effective immediately upon adoption.

PASSED AND ADOPTED this 6th day of March 2000.




Paula M. DeLaney
Mayor

Attest:



Kurt Lannon
Clerk of the Commission

APPROVED AS TO FORM AND LEGALITY
BY: 

MARION J. RADSON, CITY ATTORNEY
CITY OF GAINESVILLE, FLORIDA
MAR - 7 2000

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House 1839: Relating to Alachua Co./Gainesville

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H 1839 LOCAL BILL By Chestnut

Alachua Co./Gainesville; revises charter of City of Gainesville; provides for additional duties of Internal Auditor; provides for creation of charter officer position entitled Equal Opportunity Director to be appointed by city commission; provides that city shall not discriminate on basis of certain protected characteristics & requires city commission to adopt ordinances; provides for application to persons covered under collective bargaining agreements, etc. EFFECTIVE DATE: Upon becoming law.

03/08/00 HOUSE Filed

03/09/00 HOUSE Introduced -HJ 00214

03/14/00 HOUSE Referred to Community Affairs (PRC); Governmental Operations (PRC); Business Development & International Trade (EDC) -HJ 00285

03/29/00 HOUSE Withdrawn from Community Affairs (PRC); Governmental Operations (PRC); Business Development & International Trade (EDC); Withdrawn from further consideration -HJ 00341

Bill Text: [\(Top\)](#)

Bill Name	Date Posted	Available Formats
H 1839	03/09/2000	HTML , PDF

Amendments: [\(Top\)](#)

H 1839:
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.

CONSTITUTION CITATIONS:

NO CONSTITUTION CITATIONS FOUND FOR REQUESTED BILL.