

# City of Gainesville

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



## **Meeting Agenda**

**January 13, 2016**

**5:30 PM**

**Robert Lisle Kline Conference Room #16**

## **Legislative and Organizational Policy Committee**

*Mayor Ed Braddy, Chair  
Commissioner Todd Chase, Member*

*Persons with disabilities who require assistance to participate in this meeting are requested to notify the Equal Opportunity Department 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

[150678.](#)

### Legislative and Organizational Policy Committee Meeting Minutes from November 4, 2015 (B)

**RECOMMENDATION**

*The Legislative and Organizational Policy Committee approve the minutes from the November 4, 2015 meeting as submitted.*

[150678\\_Minutes 11-4-15 Meeting\\_201601013.pdf](#)

## DISCUSSION OF PENDING REFERRALS

[140804.](#)

### Reemployment of Retirees (B)

A discussion regarding rehiring retirees and the parameters in which City retirees may be rehired.

*Explanation: At its March 5, 2015 City Commission Meeting, the City Commission referred to the Legislative and Organizational Policy Committee a discussion regarding Rehiring Retirees, and asked for the parameters in which City retirees may be rehired.*

*Fiscal Note: There is no fiscal impact.*

**RECOMMENDATION**

*The Legislative and Organizational Policy Committee: 1) Discuss reemployment of retirees; 2) Take any action deemed appropriate; and 3) Remove the item from the referral list.*

**Legislative History**

3/10/15      City Commission      Referred to the Legislative and Organizational Policy Committee

[140804A\\_COG HR Practices Rehire Retirees\\_20160113.pdf](#)

[140804B\\_Prival Letter Ruling on Re-employment\\_20160113.pdf](#)

[140804C\\_Marchman letter to Jim Linn\\_20160113.pdf](#)

[150373.](#)

**Convert DROP Program to Florida Retirement Type System (B)**

*Explanation: On September 17, 2015, the City Commission referred an item concerning the DROP program to the Legislative and Organizational Policy Committee.*

*The discussion suggested that converting the City's DROP program to something similar to the Florida Retirement System (FRS) DROP Program.*

*The City has two Defined Benefit Pension Plans; the General Employee's Pension Plan and the Consolidated Police Officers' and Firefighters Pension Plan. In 2011 and 2012 the City negotiated changes to the General Employee's Pension Plan that included elimination of the DROP program for employee's hired after October 1, 2012. The DROP program still exists for the Consolidated Plan.*

*The FRS program outlines specific restrictions regarding re-employment with any FRS employer (pages 19-20 of the program document). The City's Pension Plans are qualified plans under IRS regulations. Our plans follow IRS guidelines on "intent to terminate employment with the City". It does not specify minimum timeframes similar to FRS.*

*All changes to City Pension Plans are subject to Collective Bargaining with the appropriate employee groups.*

*Fiscal Note: None*

**RECOMMENDATION**

*Legislative and Organizational Policy Committee members: 1) Discuss the City's DROP Program and the FRS DROP Program; 2) Take any action deemed appropriate; and 3) Remove from the committee referral list.*

**Legislative History**

9/17/15	City Commission	Referred
9/23/15	City Commission	Referred to the Legislative and Organizational Policy Committee

[150373A Florida Retirement System Pension Plan 20160113.pdf](#)

[150373B Florida Deferred Retirement Option Program 20160113.pdf](#)

[150104.](#)

**Review of Diversity Recruitment (B)**

**A review of diversity recruitment and placement of a Diversity Recruiter position under the Director of Equal Opportunity.**

*Explanation: At the June 10, 2015 City Commission meeting, the City Commission referred to the Legislative and Organizational Policy Committee a review*

*of Diversity Recruitment, including roles, plans and activities. At the November 19, 2015 City Commission meeting, the City Commission referred to the Legislative and Organizational Policy Committee a discussion regarding placing the Diversity Recruiter position under the Director of Equal Opportunity.*

*Fiscal Note: There is no fiscal impact.*

**RECOMMENDATION**

*The Legislative and Organizational Policy Committee: 1) Hear a presentation on Diversity Recruitment; 2) Discuss the roles of Human Resources, the Office of Equal Opportunity and all City Departments related to Diversity Recruitment; 3) Take any action deemed appropriate; and 4) Remove the item from the Legislative and Organizational Policy Committee referral list.*

**Legislative History**

6/10/15      City Commission      Referred to the Legislative and Organizational Policy Committee

[150104 Diversity Recruitment Ppt 20160113.pdf](#)

[150574.](#)

**Equal Opportunity Diversity Recruiter (B)**

**A review of diversity recruitment and placement of a Diversity Recruiter position under the Director of Equal Opportunity.**

*Explanation: At the June 10, 2015 City Commission meeting, the City Commission referred to the Legislative and Organizational Policy Committee a review of Diversity Recruitment, including roles, plans and activities. At its November 19, 2015 City Commission Meeting, the City Commission referred to the Legislative and Organizational Policy Committee a discussion regarding placing the Diversity Recruiter position under the Director of Equal Opportunity.*

*Fiscal Note: There is no fiscal impact.*

**RECOMMENDATION**

*The Legislative and Organization Policy Committee: 1) Hear a presentation on Diversity Recruitment; 2) Discuss the roles of Human Resources, the Office of Equal Opportunity and all City Departments related to Diversity Recruitment; 3) Take any action deemed appropriate; and 4) Remove the item from the referral list.*

**Legislative History**

11/19/15      City Commission      Referred to the Legislative and Organizational Policy Committee

[150574 Diversity Recruitment Ppt 20160113.pdf](#)

[150064.](#)

**Rules of the City Commission (B)**

*Explanation:* On August 18, 2015, the City Commission referred an item concerning the Rules of the City Commission to the Legislative and Organizational Policy Committee.

*The discussion was introduced by the Mayor and was related to discussion brought forward by citizens or other commission members regarding an item where action was taken at a previous meeting. Specifically, the Mayor was concerned about groups of citizens coming forward to discuss an issue and the potential to take action based on only one side of the issue being presented. He suggested that the issue should be scheduled for discussion on a later date and that notice be given to provide opportunity for both sides to present their case.*

*Page 15 of the Rules of the City Commission (Resolution #150370) outlines the process for reconsideration of a question and page 13 outlines the authority of the presiding officer to decide all questions regarding priority of business without debate.*

*Fiscal Note:* None

**RECOMMENDATION**

*The Legislative and Organizational Policy Committee members discuss the Rules of the City Commission and 1) take any action deemed appropriate; and 2) remove from the committee's referral list.*

**Legislative History**

6/18/15      City Commission      Referred to the Legislative and Organizational Policy Committee

[150064\\_Rules\\_20150618.pdf](#)

[150064\\_MOD\\_Mayor's Letter\\_20150618.pdf](#)

[150064\\_Resolution 150370 dated 10-15-15\\_20160113.pdf](#)

[150374.](#)

**Start City Commission Meetings in the Mornings (B)**

*Explanation:* On September 17, the City Commission referred an item concerning the start time for City Commission meetings to the Legislative and Organizational Policy Committee.

*The discussion was introduced by Commissioner Chase and was related to the start times for regular City Commission meetings. Commissioner Chase suggested that meetings begin in the morning in order to be more efficient with staff time. Rule I (page 1) of the Rules of the City Commission (Resolution #150370) outlines the day and time for regular City Commission meetings. Regular meetings are currently held on the*

*first and third Thursday of every month and commence at 1:00 p.m.  
Order of business and other specified start times are outlined through  
page 5.*

*Any change to the rules would require an amendment to the resolution.*

*Fiscal Note: None*

**RECOMMENDATION**

*Member of the Legislative and Organizational  
Policy Committee discuss Rule I of the Rules of  
the City Commission (Resolution 150370); 1) take  
any action deemed appropriate; and 2) remove  
from the committee's referral list.*

**Legislative History**

9/17/15      City Commission      Referred to the Legislative and Organizational Policy  
Committee

[150374\\_Resolution\\_150370\\_dated\\_10-15-15\\_20160113.pdf](#)

**MEMBER COMMENT**

**CITIZEN COMMENT**

**NEXT MEETING DATE**

*February 9, 2016 at 5:00PM in the Roberta Lisle Kline Conference Room*

**ADJOURNMENT**