

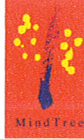
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TREE CITY USA

Who's Your City?




Your Mayor?

				
City Attorney first appointed in 1985—earns \$166,126.29 a year	Attorney elected Commissioner, earns \$30,388	Appointed City Manager earns \$171,525.69 a year	Elected Mayor earns \$38,695 a year; His assistant earns \$45,891.21 a year; Clerk who hired aide earns \$95,666.97	



The GRU Director took the position in 2008 without knowing the significance of his also being a Gainesville charter officer. His current salary is \$214,200. Being fair-minded, the GRU director apparently believes that the gap between his salary and those who work for GRU should not be too great. Many of his administrators therefore earn more than \$100,000 a year. A temporary employee GRU needed some time ago is paid more than \$140,000. GRU is the one department which lists a half-dozen employees as temporary professional. Somewhere along the way, he seems to have learned that he can hire as "temporary pros" people GRU needs, at competitive salaries, as he did for the private companies he led. He apparently is unaware of an obligation to assist the EO Director to be sure the City is in compliance with EO rules for each hire. GRU salaries are paid by Gainesville taxpayers.

"Temporary employees come in two kinds. One kind is prevalent in our parks and recreation department. That is employees who fill a seasonal need like summer lifeguards for our public pools. The second kind of temporary employee is the temporary professional employee. When a permanent employee is on leave - for maternity or military service - we often fill the vacancy with a temporary professional employee. Also, some temporary professional employees are in a second career or have highly specialized skills that are only needed for a short time. These persons may have another source of income - from a retirement or a spouse - that pays their health insurance. Moreover, they may only be with the city to complete a specific project." An elected city commissioner provided that information. He did not say whether such temporary professional positions are filled in accord with equal opportunity hiring requirements mandated for each vacancy by the City Charter.

Annual salary for the EO Charter Officer is \$102,000.

The Charter spells out his duties clearly. See the duties noted below



An EO staffer member is president of the North Florida chapter of the National Forum of



Black Public Administrators

Tim Bates is the highest paid temporary pro- \$142,804.90. Other GRU temporary pros are: Howard Rivers-\$65,520; Esther Kaufman-\$55,600; (Esther has been temporary for two and a half years); Steven Phelps-\$54,270; Harry Flanigan-\$49,600. At a recent poker tournament for charity, Harry was quoted about why he continued to play the card game he has enjoyed since he was 15: "What am I going to do at my age? Play hockey?" So its poker and engineering at GRU as a temporary professional which keeps Harry occupied nowadays.




Who is Milton Reid? Mr. Reid was listed as a temporary pro in 2005. He also was director of Fleet Management for the City then. In 2007, the City promoted him to general services director. He is a temp pro in 2012. In that capacity, he gets \$87,750. But he also is listed as a retired consultant.



Police chief (l) earns \$130,156.71; Last fire chief earned \$113,061 two years ago. No salary is given for the current fire chief (r).

True Love, in Gainesville



RM rose through the GRU water works system from the last century, to the top of the chain by 2010. He no longer is listed as an employee, but the family apparently still contributes to the City. His wife, said to be 56 years old, is a temporary professional salaried at \$31,990.40. Her job is not known.

Mrs. JV at the beginning of the 2011-12 school year was a 7th grade teacher in Alachua County. By March 2012, she is listed as a temporary professional, drawing \$46,800, from the City. Her husband, a utility engineer designer, also is paid by the City....\$84,455.83.

ARTICLE III. - ADMINISTRATION

3.01. - Charter officers. 3.02. - City manager. 3.03. - City attorney. 3.04. - Clerk of the commission. 3.05. - City internal auditor. 3.06. - General Manager for utilities.
3.07. - Audits and examinations of administrative departments. 3.08. - Equal opportunity director.

3.01. - Charter officers. The charter officers provided for in this article are vested with authority to administer the assigned duties of their offices including the employment and removal of all subordinate employees of their offices. They must make all appointments based on merit and fitness alone and, except as otherwise provided in this act, may remove nonprobationary personnel only for cause, obsolescence of position, budgetary restriction, or for other legitimate reasons. The charter officers may purchase and contract for supplies, materials, equipment, and services required to perform their assigned duties under procedures and limitations prescribed by the commission.

3.08. - Equal opportunity director. The commission shall appoint an equal opportunity director who shall serve at the will of the city commission. The equal opportunity director (6) shall review all proposed changes to current or proposed new city employment policies, procedures, and guidelines, job descriptions, and purchasing policies, procedures, and guidelines for compliance with equal opportunity laws, policies, procedures, and guidelines, and related matters. (7) Shall monitor all hires, transfers, demotions, promotions, and terminations for compliance with equal opportunity laws, policies, procedures, guidelines, and related matters. (9) Shall participate in the assessment and review of the city's employment practices, including recruitment, appointment, and promotion, as they pertain to all employees and applicants at all levels of city employment. (11) Shall perform all other functions as prescribed by ordinances or as otherwise directed by the commission. (Ord. No. 020024, § 2, 7-8-02)

Temporary, part-time and seasonal employees. This plan shall not be construed to include any temporary, part-time or seasonal employees (e.g., summer recreation program) of the city. If a temporary employee, part-time employee or seasonal employee subsequently becomes a permanent employee of the city as defined in this division, he/she shall not receive credited service for the period of employment as a temporary, part-time or seasonal employee, except that a member's period of employment while a CETA employee, as determined by the city, shall be considered as service as a permanent employee. Part-time employees as used in this section shall include only those persons not defined as "permanent employees" in this division.