

City of Gainesville

City Hall
200 East University Avenue
Gainesville, Florida 32601



Minutes - Final

December 3, 2019

2:00 PM

City Commission Special Meeting

City Hall Auditorium

City Commission

Mayor Lauren Poe (At Large)
Commissioner Helen Warren (At Large)
Commissioner Gail Johnson (At Large)
Commissioner Gigi Simmons (District 1)
Mayor-Commissioner Pro Tem Harvey Ward (District 2)
Commissioner David Arreola (District 3)
Commissioner Adrian Hayes-Santos (District 4)

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CALL TO ORDER - 2:04 PM

AGENDA STATEMENT

ROLL CALL

Present 7 - Commissioner Arreola, Commissioner Warren, Commissioner Johnson, Commissioner Simmons, Commissioner Hayes-Santos, Mayor Poe, and Mayor-Commissioner Pro Tem Ward

ADOPTION OF THE AGENDA

Adopted

BUSINESS DISCUSSION ITEMS

190656. Charter Officers' Annual Performance Evaluations and Pay Increases (B)

The City Commission evaluate the performance of the Charter Officers from October 1, 2018 - September 30, 2019, and approve pay increases for the Charters.

Motion by Commissioner Arreola, seconded by Commissioner Warren: 1) Accept evaluations, Motion passed 7-0; 2) 2% merit increases, Motion passed 7-0; and 3) 3-year implementation of Total Rewards Study. Motion passed 6-1; Commissioner Hayes-Santos in dissent.

Lisa Jefferson, Human Resources Director, introduced the item and gave an overview of the Charter Officer evaluation process. Ms. Jefferson commented about market adjustments for the Charters, referred to the Total Rewards analysis for the Charters. Recommends following the same process for general employees.

RECOMMENDATION *The City Commission: 1) review the performance of each Charter Officer; 2) establish appropriate performance ratings; and 3) consider pay increases for FY19.*

A motion was made that this Matter be Approved, as shown above. The motion carried by the following vote:

PUBLIC COMMENT

MEMBER COMMENT

ADJOURNMENT - 2:55 PM

