In Attendance

Council Chairwoman Carol Berz called the meeting to order at 3:00 p.m. A quorum was present, including Vice Chair Moses Freeman and Councilpersons Chris Anderson, Larry Grohn, Chip Henderson, Jerry Mitchell and Ken Smith. Also present was City Attorney Wade Hinton. Councilman Russell Gilbert arrived at 3:02 p.m. Councilman Yusuf Hakeem was not present.

Others in Attendance

Human Resources: Todd Dockery, Administrator; Sustainability: Eric Schmidt, Director

Approval of Minutes

On motion of Councilman Anderson and seconded by Councilman Henderson, the minutes of the last meeting (August 11, 2015) were approved as published.

Ordinances (Final Reading) - Agenda Item 5A

There were no questions on this agenda item; therefore, the issue was closed.

Ordinances (Final Reading) – Agenda Item 5B

Councilman Grohn stated there were some issues that the developer wanted to work out; therefore, he will move to defer this agenda item at tonight’s Council meeting.

[Councilman Gilbert arrived at this time.]

Resolutions – Agenda Item 6A

Councilman Henderson asked the City Attorney to verify if the EEO language that he presented for possible amendment to the Employee Information Guide is the same as the codified EEO law. Councilman Anderson distributed documents on the current EEO for federal employees and the Executive Order by President Obama. Attorney Hinton agreed to verify the language by tonight’s Council meeting.

Resolutions – Agenda 7D

Mr. Dockery clarified that HR will get with stakeholders within the next six (6) months and will present to the Council any additional changes or enhancement to the Employee Information Guide. He also stated the EIG would be reviewed and presented to the Council one year after the effective date and every year thereafter. Upon no further questions, the issue was closed.

Resolutions – Agenda 7F

Attorney Hinton clarified that the Council can move the agenda on this item if item 6B is passed. He stated that this item would not be needed if 6B is passed.
Resolution 71

Mr. Schmidt introduced himself to the Council and discussed the grant funding application related to this agenda item. Upon no questions, the issue was closed.

City Attorney Opinion: Revisiting Agenda Item 6A

In response to questions previously asked, Attorney Hinton gave the opinion:

1. That the codified EEO language does not include gender identity and sexual orientation.
2. That courts have recently included gender identity and sexual orientation in its interpretation of “sex” in the EEO; and
3. That Councilman Henderson’s proposed amendment would remove the anti-harassment policy from the Employee Information Guide.

Adjournment

There being no further business, Chairwoman Berz adjourned the meeting at 3:20 p.m.