

Alachua County, FL

12 SE 1st Street
Gainesville, Florida



Meeting Agenda - Final Policy Discussion

Tuesday, September 3, 2019
1:30 PM

Grace Knight Conference Room

Special Meeting

12 SE 1st Street ■ Gainesville, Florida 32601 ■ Tel. (352) 264-6900 ■ Fax (352) 338-7363 ■ TDD call 711 Relay
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An Equal Opportunity Employer M.F.V.D

Approval of Agenda

Items for Discussion

1. [19-0221](#) Broadband Access Presentation
Fiscal Consideration: None
Recommended Action: Hear staff presentation and discuss policy options

[BoCC 9-3-19 Broadband policies 2](#)
[Broadband Engagement Survey.docx](#)

2. [19-0250](#) Community Agency Partnership Program (CAPP) Policy Discussion
Fiscal Consideration: n/a
Recommended Action: Provide staff direction on key policy issues

[CAPP Policy Questions for 09032019 BoCC Meeting.pdf](#)
[CAPP Process for 09032019 BoCC Meeting.pdf](#)

Consent

3. [19-0171](#) Request to allow Building Inspectors previously employed by the County to be eligible for the pool of temporary/contract workers.
Fiscal Consideration: These previous County employees will be paid at the same rate as others in the pool, advertised at \$50/hour for a person with four or five inspector licenses. Funding is entirely out of the 410 Enterprise fund established for enforcing the State Building Code.
Recommended Action: Allow building inspectors previously employed by Alachua County to be eligible for the pool of temporary/contract workers.

[Alachua County Policy 3.2 Recruitment and Selection.docx](#)

Closing Comments

Public Comment

Commission Comment

Adjourn



Agenda Item Summary

Agenda Date: 9/3/2019

Agenda Item No.: 1.

Agenda Item Name:

Broadband Access Presentation

Presenter:

Michael Castine, Growth Management

Description:

Presentation on Broadband Access for policy discussion

Recommended Action:

Hear staff presentation and discuss policy options

Prior Board Motions:

Staff provide policies regarding Broadband internet access to discuss at a policy meeting to incorporate into the revision to the Comprehensive Plan.

Fiscal Consideration:

None

Background:

This is a follow up presentation per Board direction to provide policy options for discussion regarding Broadband accessibility.



Broadband Access

Board of County Commissioners Special Meeting

Growth Management Department
September 3, 2019⁴



Background

- Definition of Broadband
 - Broadband is a high data-transmission, high-speed internet connection (at least 25 megabits/second downstream and 3 Mbps upstream)
- Issue Paper presented to County Commission May 1, 2018
No specific policy direction; City Broadband study in progress at time
- Comprehensive Plan Transmittal Hearing June 25, 2019 included the following direction:
 - Staff provide policies regarding Broadband internet access to discuss at a policy meeting to incorporate into the revisions to the Comprehensive Plan.



Broadband Accessibility

Gainesville Community Broadband Study: Analysis of market potential for retail fiber network with lowest broadband price in US (\$50/mo)

- CCG Consulting presented results to Gainesville City Commission on June 20, 2019
- General Government and GRU staff reviewing Study results, conclusions, and recommendations. Report to City Commission in October 2019 on legal, financial, issues
- Letter from Mayor to community institutions (County, municipalities, School Board, SFC, UF, etc.) seeking partnerships for broadband expansion



Broadband Accessibility

Adopted Policies: Comprehensive Plan

Future Land Use Element

Policy 1.5.3 New residential developments shall provide for the provision of high speed internet access as specified in the land development regulations.

Economic Element

Policy 1.5.3 The County shall pursue funding opportunities, including grants and other funding sources, for the extension of essential infrastructure to encourage development or redevelopment in specific economically distressed areas identified in the "Understanding Racial Inequity In Alachua County" Report (2018).



Broadband Accessibility

Considerations:

- Gainesville Community Broadband Study



Broadband Accessibility

Considerations:

- Changing/emerging technology
- Guiding vision for Broadband strategy



Broadband Accessibility

Broadband Strategic Plan: Best Practices

- Make plans as comprehensive as possible.
- Develop a community vision.
- Consider other infrastructures and large-scale community needs.
- Consider existing providers, their networks, and future needs as well as government actors on various levels.
- Understand user requirements.



Broadband Accessibility

Variety of Community Approaches:

- Regional Planning and Community Coalitions
- Leveraging of Federal Stimulus funds
- USDA ReConnect grants
- State Funding
- Private Sector providers (Google, Microsoft)



Policy Options

- Direct staff to revise Economic Element policies as follows:

Policy 1.5.3 The County shall pursue funding opportunities, including grants and other funding sources, for the extension of essential infrastructure including high-speed internet accessibility to encourage development or redevelopment in specific economically distressed areas identified in the “Understanding Racial Inequity In Alachua County” Report (2018).

New Policy It is a goal of Alachua County for high-speed internet access to be available throughout the County as a means to encourage economic development, enhance education and healthcare access, facilitate inclusion and engagement of citizens, promote planning and resilience, and enhance public safety and emergency response.

New Policy The County should develop a Strategic Plan for broadband accessibility and pursue opportunities and partnerships to facilitate high-speed internet accessibility throughout unincorporated Alachua County.



Broadband Accessibility

Board Discussion & Questions



For More Information

Alachua County
Department of Growth Management
10 SW 2nd Avenue, 3rd Floor
Gainesville, FL, 32601
(352) 374-5249
Planning@alachuacounty.us

Engagement Survey

1. In regard to this item being submitted to the agenda, has County staff engaged with the stakeholders in a way that allowed input/ feedback to be shared?

Yes, please fill out the remainder of this form

No, please explain why: _____
(If no, there is no need to continue filling out this form)

2. Please provide the following information for each method of engagement used by County staff.
(Please write N/A for any items that are not applicable)

Engagement Activity	Quantity	Date(s)	Location(s)	Was community input recorded
Hosted by County	1	5/1/18	CAB	Yes
	1	5/15/19	CAB	Yes
	1	6/25/19	CAB	Yes
Hosted with stakeholders	1	04/18	CAB	Yes

Surveys

Interviews

Focus Groups

Other:

3. Please indicate what communication/ outreach was used to inform the public about your engagement activities. (Select all that apply)

- Email
- Letter from Mayor/ Commission
- Mailers
- Phone calls
- Print media (flyers, posters)
- Social Media
- Website
- Other: _____

4. How has stakeholder input/ feedback been incorporated into the recommendations being presented to the County Commission?

All public feedback was recorded by staff and provided to the Commission for their consideration and direction.



Agenda Item Summary

Agenda Date: 9/3/2019

Agenda Item No.: 2.

Agenda Item Name:

Community Agency Partnership Program (CAPP) Policy Discussion

Presenter:

Claudia Tuck 352-231-0058

Description:

Commissioners to discuss and provide staff direction on key policy issues related to CAPP.

Recommended Action:

Provide staff direction on key policy issues

Prior Board Motions:

n/a

Fiscal Consideration:

n/a

Background:

At previous regular and special Board of County Commission meetings, Commissioners have briefly discussed and identified issues related to CAPP including but not limited to:

- Coordination with the newly created Children's Trust of Alachua County regarding:
 - Identified needs and gaps in children's programming
 - Planned programs and services
 - Funding plans and priorities
- Broadening the scope of CAPP to include other priorities
- Ensuring a broader range of organizations are eligible to apply for CAPP funding

CAPP Policy Considerations

1. Revise the CAPP mission statement?
 - a. Current CAPP Mission Statement

“To reduce the impact of poverty among residents by funding 501(c)(3) organizations that provide basic needs services to eligible agency clients.”
 - b. Possible Mission Statement

Building partnerships to facilitate resiliency, social equity, sustainability, and self-sufficiency for Alachua County residents to alleviate and prevent generational poverty.
2. Expand funding priorities, e.g., family stability, financial education, job training, rural community support, self-sufficiency; expanded programs for seniors, aging in place, fraud and exploitation prevention; disabled citizens programs such as independent living and mental health services
3. Reserve a portion of CAPP funding for annual one-time grants for programs that would not ordinarily qualify for CAPP funding:
 - a. Innovation: new programs/collaborative efforts (no one year service history required)
 - b. Capital: one-time equipment purchases or facility enhancements
 - c. Quality Improvement: professional development, grant writing training, governance
4. In order to match appropriation to funding awards reduce the percentage of award equally across all programs, restrict agencies to one application, cap the maximum award, or reduce the number of awards
5. Focus on 1-2 key areas of need per funding cycle and encourage agencies to collaborate for funding?
6. In order to cast a wider net for programs, request a simple “letter of intent” describing the agency’s concept and identified community need?
7. Allow funds to be used for infrastructure and/or system enhancements to improve quality?
8. Should eligible applicants expand to include not just 501(c)3 but also private/public partnerships? Governmental entities?

CAPP Process

- Requested feedback from funded agencies
- Streamlined application and reporting requirements
- Simplified payment process using unit of service cost rather than cost reimbursement
- Multi-year contract to increase funding stability for grantees
- Currently funds 28 agencies and 37 programs.
- Allocations recommended by grant review committee; amounts determined via formula based on amount requested by the agency. Funding is contingent on number of recommended programs and the amount of funding requested.
- Current Funding priorities are Children's Education, Child Safety, Disabilities/Health Maintenance, Homeless/Housing, Hunger Relief, and Senior Citizens.



Agenda Item Summary

Agenda Date: 9/3/2019

Agenda Item No.: 3.

Agenda Item Name:

Request to allow Building Inspectors previously employed by the County to be eligible for the pool of temporary/contract workers.

Presenter:

Missy Daniels, 374-5249

Description:

The County Commission must approve all rehires of previous employees that have retired from the County including those employed on a temporary basis. This request is to allow previously employed and retired building inspectors to be eligible for the pool of workers the County is creating to draw from on an as need basis to fill in when inspectors are out sick or on vacation in order to maintain expected levels of service with the current high inspection workload.

Recommended Action:

Allow building inspectors previously employed by Alachua County to be eligible for the pool of temporary/contract workers.

Prior Board Motions:

In the past the Board has approved temporary 6 month hires of previously employed building inspectors. This is the first time Growth Management has created a pool of applicants to draw from on an as-needed basis.

Fiscal Consideration:

These previous County employees will be paid at the same rate as others in the pool, advertised at \$50/hour for a person with four or five inspector licenses. Funding is entirely out of the 410 Enterprise fund established for enforcing the State Building Code.

Background:

Currently building inspection requests are averaging 150 to 200 a day. In order to keep up with the County's desired level of service, especially when an inspector is out sick or on vacation, we have advertised for a pool of applicants that are licensed and able to fill in as temporary contract workers on an as needed basis. Given that building inspectors must be licensed and are a specialized group, the purpose of this agenda item is to seek County Commission approval of allowing building inspectors that have been previously employed by Alachua County to be eligible for this pool of workers.

Recruitment and Selection

Policy No.: 3-2

Effective: 09/24/2013

Revision No.: 2

Review Date: 09/24/2014

OVERVIEW: It shall be the policy of the Board to recruit, select, and promote employees on the basis of their qualifications and relative knowledge, skills, and abilities.

SCOPE: This policy applies to all vacancies, including temporary positions, .

PROVISIONS:

1. **General Rule.** All employees shall be hired by competitive selection in accordance with policies established by the Board and procedures established by the Administrating Official.
 - a. No position shall be filled unless a vacancy has been posted in accordance with recruitment and selection procedures, except as otherwise provided by policy.
 - b. Board of County Commission (BoCC) employees who have exited under the State of Florida Deferred Retirement Option Program (DROP) shall not be eligible for re hire for twelve (12) months following their termination under DROP. Once the twelve (12) month period after terminating has elapsed, the DROP employee may be re-hired pending Board approval.

2. **Exceptions to the General Rule.**
 - a. Under special circumstances, the Administrating Official may waive the general rule of competitive selection. Special circumstances include:
 - i. When the applicant has recently participated in the competitive selection process for another position.
 - ii. When an employee is successfully acting in a position, as long as the employee meets the minimum qualifications.
 - iii. Hiring for positions in the Executive Service.
 - iv. Other circumstances where applying the general rule will significantly hamper County operations.
 - b. A vacant position may be filled by emergency appointment by the Administrating Official for a period not to exceed six months, provided that there was a good faith effort by administration to achieve the goals and objectives of the current Equal Employment Opportunity Plan.
 - c. For the Executive Service and Professional level positions identified in Appendix XX, the Board of County Commissioners must approve all waivers requested under #2, Exceptions to the General Rule, listed above. The Administrating Official must show evidence of a clearly demonstrated good faith effort to achieve the goals and objectives of the current Equal Employment Opportunity Plan prior to requesting the waiver. The Equal Opportunity Office must review and comment

on these requests prior to their being placed on the Board's agenda. These requests for approval will be presented to the Board as a regular agenda item during a regularly scheduled Board meeting.

- d. A department director may fill a position while the departing incumbent is still in the position, when the department director determines that overlap is necessary.