



City of Gainesville Agenda Item Report

File Number: 2026-86

Agenda Date: February 5, 2026

Department: Human Resources Department

Title: 2026-86 Policy C-4 Compensation to Employees for Hours Worked During Incident Response (B)

Department: Human Resources Department

Description: Human Resources Policy C-4: Compensation to Employee for Hours Worked During Incident Response is amended to expand coverage from MAPs employees to include all full-time and part-time regular employees of the City of Gainesville – General Government who are not part of a public safety bargaining unit (Fire and Police). The policy will not apply to Department Directors and above.

Policy C-4 currently does not provide provision for compensation to employees deemed essential personnel during a critical incident/emergency when city facilities are closed for regular business. The proposed amendment would provide compensation to those eligible employees that report to work during facility closure on a regular business day.

Policy C-4 currently does not provide direction for recordkeeping of such incidents. The proposed amendment includes a section providing direction for appropriate recordkeeping in preparation for, response to, or recovery from a Declared Emergency/Incident.

Fiscal Note: Fiscal impact will vary depending on the operational needs during the Declared Emergency/Incident. However, compensation provided under this policy may be eligible for reimbursement by FEMA.

Strategic Connection:

- Goal 1: Equitable Community
- Goal 2: More Sustainable Community
- Goal 3: A Great Place to Live and Experience
- Goal 4: Resilient Local Economy
- Goal 5: “Best in Class” Neighbor Services

Recommendation: The City Commission approve revisions to Human Resources Policy C-4.