

# City of Gainesville

*City Hall  
200 East University Avenue  
Gainesville, Florida 32601*



## **Minutes - Final**

**Wednesday, August 12, 2015**

**1:00 PM**

**Roberta Lisle Kline Conference Room**

## **Equal Opportunity Committee**

*Commissioner Charles Goston, Chair  
Commissioner Todd Chase, Member*

*Persons with disabilities who require assistance to participate in this meeting are requested to notify the Equal Opportunity Department at 334-5051 or call the TDD phone line at 334-2069 at least two business days in advance.*

**CALL TO ORDER - 1:08 PM**

**ROLL CALL**

*Present - Commissioner Charles Goston, Chair  
Commissioner Todd Chase, Member*

**ATTENDANCE**

*Gwendolyn D. Saffo, Interim EO Director  
Cheryl McBride, Human Resources Director  
Liz Waratuke, City Attorney's Office  
Thomas Bledsoe, Office of Equal Opportunity  
Sue DeBose, Office of Equal Opportunity  
Zanorfa Lynch, Office of Equal Opportunity  
Donald Shepherd, Citizen*

**ADOPTION OF THE AGENDA**

**Adopted**

**APPROVAL OF MINUTES**

**Equal Opportunity Committee (EOC) Minutes (B)**

RECOMMENDATION

*The EOC approve the minutes of April 28, 2015 as circulated.*

**DISCUSSION ITEMS**

**FY 2014-2015 Quarterly Hiring Report, Qtrs 1 & 2 and Affirmative Action Background Data (B)**

RECOMMENDATION

*The EOC hear a presentation by Interim EO Director, Gwendolyn Saffo, on the hiring for the 1st & 2nd Quarters and on the Affirmative Action background data and take action deemed appropriate.*

**Heard**

**MEMBER COMMENT**

*1- Commissioner Charles Goston requested termination information to compare with hiring data presented by Interim Director Saffo. Commissioner Goston expressed concerns regarding diversity across City employment, specifically GRU's upper management structure. Commissioner Goston noted that the Diversity Recruiter should report to the EO Director. Commissioner Goston also discussed recruiting strategies targeted to women and minority candidates. The Interim EO Director stated that even when there is no Affirmative Action goal for a managerial position, the Office of Equal Opportunity still requests a recruitment plan for this*

*position when it is advertised.*

*Commissioner Goston recognized the Interim EO Director and HR Director, as both spoke to the matter.*

*2- Commissioner Todd Chase requested clarification on the information presented. Commissioner Chase agreed that termination information would be useful as well.*

**CITIZEN COMMENT**

*Donald Shepherd spoke to the matter.*

**NEXT MEETING DATE - September 16, 2015**

**ADJOURNMENT - 2:50 PM**