

City of Gainesville

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



Meeting Agenda

March 27, 2018

5:30 PM

WORKSHOP - Modified

**GRU Multipurpose Room
301 SE 4th Avenue
Utility Advisory Board**

*Darin Cook
Mary Alford
Michael Selvester
David Denslow
Wendell Porter
Wes Wheeler
Barry Jacobson*

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

CALL TO ORDER**ROLL CALL****ADOPTION OF THE AGENDA****CITIZEN COMMENT****DISCUSSION ITEMS**[170929.](#)**Contract for GRU Diversity and Inclusion Consultant Services (B)**

****For Informational Purposes Only****

Explanation: The utility industry as a whole is battling labor issues that include: an aging workforce, the exodus of skilled/technically trained employees, and the lack of qualified job applicants. To magnify concerns, this industry has a perceived culture that is not diverse or inclusive.

A best practice in companies today is to have a workforce that mirrors the community it serves. There are many benefits to adhering to this business model, including building trust among customers and other stakeholders, better understanding of customers' needs to provide services to meet those needs, and enhancing communication with all segments of the community.

Despite diversity recruitment and retention efforts, there remains a gap in our workforce in regard to women and minorities. In order to be successful in the future, a culture of inclusion must be created, one that permeates from executive leadership throughout every area of the utility. We must create an environment that allows and requires every employee to fully contribute to our success. Employee engagement, productivity and efficiency, synergy in teams, and brand loyalty all increase when all employees feel included.

Our goal is to have engaged employees, which means we must have a culture that is both diverse and inclusive. To achieve this goal, we need to fully understand where we are, what gaps exist and then develop strategies to close those gaps related to diversity and inclusion.

In an effort to build a diverse workforce and culture of inclusion, funds were approved in the 2018 budget by the General Manager and City Commission to obtain proposals and contract with a professional services firm specializing in Diversity and Inclusion.

GRU Staff (i.e., Yvette Carter, Community & Government Relations

Officer; Glenda Russell, Community Relations Coordinator; Cheryl McBride, Chief People Officer; and Bridget Lee, Interim Equal Opportunity Director) evaluated bid proposals from respondents to GRU's RFP for Diversity and Inclusion consulting services on March 8, 2018. Staff ranked the proposals and recommends issuing the contract to the firm with the top ranking.

GRU expects the consultant to conduct a two phase process: Phase 1) Analyze GRU's current work environment and develop a strategy and implementation plan and, Phase 2) Implement the approved Diversity and Inclusion Strategy. Utilities' Purchasing sent notification of the availability of the Request for Proposal (RFP) to 188 consulting firms. Twenty-six vendors requested a copy of the RFP package and five responses were received (one was deemed non-responsive). After careful evaluation of the proposals, the firms were ranked in order of their demonstrated capability to assist GRU in achieving its diversity and inclusion goals. deepSEE Consulting received the highest ranking. The Intent to Award notification is attached.

Fiscal Note: Funds in the amount of \$100,000 was approved and budgeted in the 2018 FY O&M Budget. Funds to cover expenses that extend into FY 2019 will be proposed in the next budget.

RECOMMENDATION

Receive information regarding GRU's efforts to improve Diversity and Inclusion at the Utility.

[170929 Notice of Intent to Award 20180327](#)

[170930.](#)

Human Resources Update (B)

****This item is for informational purposes.****

Explanation: The UAB asked for information regarding Time-to-Fill vacant positions at GRU, and that information was shared at the January 11, 2018 UAB regular meeting. During the course of that presentation, the UAB asked for additional information relating to Human Resources support of GRU. The Human Resources Director will present information in response to the Board's request.

Fiscal Note: There is no fiscal impact.

RECOMMENDATION

Hear a presentation by the Human Resources Director.

[170933.](#)

Update on Cost to Operate Deerhaven Renewable (B)

Explanation: When GRU sought to purchase the former Gainesville Renewable Energy Center, staff anticipated that the cost of owning and operating the plant would result in significant savings over the cost of the 30 year power

purchase agreement (PPA) between the two entities. At the time of the purchase on November 7, 2017, management committed to providing the UAB and the City Commission an update on GRU's operating costs for the newly-named Deerhaven Renewable after a couple of months. Staff is now prepared to present GRU's costs of operating the plant from November 7, 2017, to February 7, 2018, with a comparison to the costs that would have been incurred over the same period under the PPA.

RECOMMENDATION

Hear a presentation on the operating costs of Deerhaven Renewable with a comparison to the cost of the former PPA.

[170933 DHR Comparison \(Revised\) 20180327](#)

[170931.](#)

GRU Budget Update (NB)

Explanation: Staff provided updates on the FY19 budget process at the February 8 and March 8, 2018 UAB meetings. Today staff will provide a new update on the FY19 budget process and will take feedback from the Board on anything they would like to see in the budget or have additional information about.

RECOMMENDATION

Hear an update on the budget process and provide feedback to staff about anything the Board needs more information on or would like to see in the budget.

MEMBER COMMENT**CITIZEN COMMENT****NEXT MEETING DATE**

Next regular meeting - April 12, 2018

Next workshop - April 24, 2018

ADJOURNMENT