

City of Gainesville

City Hall
200 East University Avenue
Gainesville, Florida 32601



Meeting Agenda - Final

October 17, 2018

2:00 PM

City Commission Special Meeting

City Hall Auditorium

City Commission

Mayor Lauren Poe (At Large)

Commissioner Helen Warren (At Large)

Commissioner Gail Johnson (At Large)

Commissioner Gigi Simmons (District 1)

Commissioner Harvey Ward (District 2)

Commissioner David Arreola (District 3)

Mayor-Commissioner Pro Tem Adrian Hayes-Santos (District 4)

If you have a disability and need an accommodation in order to participate in this meeting, please contact the Office of Equal Opportunity at (352)334-5051 at least two business days in advance. TTY (Text Telephone Telecommunication Device) users please call 711 (Florida Relay Service). For Speech to Speech (STS) relay, please call 1-877-955-5334. For STS Spanish relay, please call 1-877-955-8773. For STS French Creole relay, please call 1-877-955-8707.

CALL TO ORDER**AGENDA STATEMENT**

"Citizens are encouraged to participate in City of Gainesville meetings. In general, speakers will be limited to 3 (three) minutes per agenda item. Additional time may be granted by the Mayor or by the City Commission as directed. The City of Gainesville encourages civility in public discourse and requests that speakers limit their comments to specific motions and direct their comments to the Chair. Signs or Props are not permitted in the meeting room. Citizens are encouraged to provide comments in writing to the Clerk of the Commission before meetings and/or during meetings for inclusion into the public record. Citizens may also provide input to individual commissioners via office visits, phone calls, letters and e-Mail, that will become public record. In some instances, i.e., Quasi-Judicial Hearings, these particular contacts may be prohibited.

ROLL CALL**ADOPTION OF THE AGENDA****BUSINESS DISCUSSIONS**

[170667.](#)

Selection of Equal Opportunity Director Charter Officer (B)

Explanation: In order to hire an Equal Opportunity Director, the City Commission authorized the Human Resources Department to engage the services of an Executive Search Firm to initiate a search to fill the vacant position. The Mercer Group, Inc. was selected to conduct the search and to present qualified candidates to the Commission for consideration.

Prior to today's meeting, the Mercer Group presented each Commissioner with the resumes of the top recommended semi-finalist candidates for consideration. During the September 6, 2018 City Commission meeting, the Mercer Group requested the City Commission to select between 3 to 5 finalists to be invited to interview with the Commission, in person, for the full-time Equal Opportunity Director role.

Below is an overview of who was recommended by the Mercer Group agency, for the in-person interviews with the Commission:

Candidates the agency recommended the Commission interview and consider:

*Bridget S. Lee
Teneeshia Marshall
Cheryl Seals Mobley Gonzalez
Lisa Matway
Gwendolyn Saffo*

The Commission reviewed those resumes and approved scheduling those candidates for in-person interviews with the Commission. Candidate interviews will be conducted by the City Commission on October 16th and 17th. All five (5) candidates' cover letters and resumes are included in the backup.

The in-person interviews will take place over two days; the schedule will include a panel-style interview with the full City Commission, a Community Forum which citizens and Commissioners are invited to, and finally, one-on-one interviews with each Commissioner.

Fiscal Note: Non-departmental funds of \$25,750 are available within the FY18 fiscal year operating budget for the executive search firm service and associated costs. Additional funds of \$5,500 were added to the original operating budget to cover the costs of the second search. Salary of \$100,000 to \$150,000 for the Equal Opportunity Director is approved in the budget.

RECOMMENDATION

The City Commission conduct interviews for the position of Equal Opportunity Director.

Legislative History

1/4/18	City Commission	Approved as Recommended
1/18/18	City Commission	Approved, as shown above
3/1/18	City Commission	Discussed
6/7/18	City Commission	Approved, as shown above
6/21/18	City Commission	Withdrawn
7/9/18	City Commission	Approved, as shown above
7/19/18	City Commission	Approved as Recommended
9/6/18	City Commission	Approved, as shown above

[170667-MOD_EO Director Executive Search_20180104pdf.pdf](#)
[170667_MOD_Job Description_20180118.pdf](#)
[170667C_Equal Opportunity Director Job Description_20180301.pdf](#)
[170667D_EO Director Recruitment Suggested Timeline_20180301.pdf](#)
[170667E_The Mercer Group Search Firm Contract for HR signature_20180301.pdf](#)
[170667A_EO Director Recruitment Suggested Timeline Adjusted_20180607.pdf](#)
[170667B_Semi-finalists for Equal Opportunity Director_20180607.pdf](#)
[170667A_Group 1 Applicant Resumes_20180621.pdf](#)
[170667B_Group 2 Applicant Resumes_20180621.pdf](#)
[170667A_Summary BOOKER_20180709.pdf](#)
[170667B_Summary JORDAN_20180709.pdf](#)
[170667C_Summary LEE_20180709.pdf](#)
[170667D_Summary STEWART_20180709.pdf](#)
[170667E_Summary NEWSOM_20180709.pdf](#)
[NEW_170667_Equal Opportunity Director City of Gainesville Brochure.pdf](#)
[NEW_170667_EO Director Selection Timeline & Public Engagement Plan_20180709.pdf](#)
[NEW_170667_Resumes and Cover Letters_Minimally Qualified Applicants_Equal Opportunity Director_20180709.pdf](#)
[NEW_170667_Lisa Matway Resume_20181018.pdf](#)
[NEW_170667_Cheryl Seals Mobley Gonzalez Resume_20181018.pdf](#)
[NEW_170667_Gwendolyn Saffo Resume_20181018.pdf](#)
[NEW_170667_Bridget S Lee Resume_20181018.pdf](#)
[NEW_170667_Teneeshia Marshall Resume_20181018.pdf](#)

ADJOURNMENT