

City of Gainesville

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



Minutes - Final

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

[150211.](#) Equal Opportunity Committee (EOC) Minutes (B)

Attachments: [150211 EOC Minutes 20150428.pdf](#)

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

DISCUSSION ITEMS

[150212.](#) FY 2014-2015 Quarterly Hiring Report, Qtrs 1 & 2 and Affirmative Action Background Data (B)

Attachments: [150212_Qtrly Hiring Rpt PPT 20150812.pdf](#)

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