



Legislation Details (With Text)

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**File created:** 12/15/2017      **In control:** City Commission  
**On agenda:** 11/1/2018      **Final action:** 11/1/2018  
**Title:** Selection of Equal Opportunity Director Charter Officer (B)

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. 170667-MOD\_EO Director Executive Search\_20180104pdf.pdf, 2. 170667\_MOD\_Job Description\_20180118.pdf, 3. 170667C\_Equal Opportunity Director Job Description\_20180301.pdf, 4. 170667D\_EO Director Recruitment Suggested Timeline\_20180301.pdf, 5. 170667E\_The Mercer Group Search Firm Contract for HR signature\_20180301.pdf, 6. 170667A\_EO Director Recruitment Suggested Timeline Adjusted\_20180607.pdf, 7. 170667B\_Semi-finalists for Equal Opportunity Director\_20180607.pdf, 8. 170667A\_Group 1 Applicant Resumes\_20180621.pdf, 9. 170667B\_Group 2 Applicant Resumes\_20180621.pdf, 10. 170667A\_Summary BOOKER\_20180709.pdf, 11. 170667B\_Summary JORDAN\_20180709.pdf, 12. 170667C\_Summary LEE\_20180709.pdf, 13. 170667D\_Summary STEWART\_20180709.pdf, 14. 170667E\_Summary NEWSOM\_20180709.pdf, 15. NEW\_170667\_Equal Opportunity Director City of Gainesville Brochure.pdf, 16. NEW\_170667\_EO Director Selection Timeline & Public Engagement Plan\_20181016.pdf, 17. NEW\_170667\_Resumes and Cover Letters\_Minimally Qualified Applicants\_Equal Opportunity Director\_20180906.pdf, 18. NEW\_170667\_Lisa Matway Resume\_20181018.pdf, 19. NEW\_170667\_Cheryl Seals Mobley Gonzalez Resume\_20181018.pdf, 20. NEW\_170667\_Gwendolyn Saffo Resume\_20181018.pdf, 21. NEW\_170667\_Bridget S Lee Resume\_20181018.pdf, 22. NEW\_170667\_Teneeshia Marshall Resume\_20181018.pdf, 23. NEW\_170667\_EO Director Employment Agreement Teneeshia Marshall\_20181101.pdf, 24. 170667\_Equal Opportunity Employment Agreement\_20181102, 25. 170667\_Teeneshia Marshall executed employment agreement\_20181101.pdf

Date	Ver.	Action By	Action	Result
11/1/2018	13	City Commission	Approved as Recommended	Pass
10/18/2018	13	City Commission	Approved, as shown above	Pass
10/17/2018	12	City Commission	Discussed	
9/6/2018	11	City Commission	Approved, as shown above	Pass
7/19/2018	10	City Commission	Approved as Recommended	Pass
7/9/2018	9	City Commission	Approved, as shown above	Pass
6/21/2018	7	City Commission	Withdrawn	
6/14/2018	6	City Commission		
6/7/2018	5	City Commission	Approved, as shown above	Pass
3/1/2018	4	City Commission	Discussed	
1/18/2018	3	City Commission	Approved, as shown above	Pass
1/4/2018	1	City Commission	Approved as Recommended	Pass

**Equal Opportunity Director Employment Agreement (B)**

Approve Equal Opportunity Employment Agreement.

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.

The Mercer Group presented each Commissioner with the resumes of the top recommended semi-finalist candidates for consideration and 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 were conducted by the City Commission on October 16th and 17th.

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

Following the interview process, during the October 18th City Commission Meeting, the City Commission selected an Equal Opportunity Director and authorized the Mayor to negotiate a contract with Teneeshia Marshall.

Salary of \$100,000 to \$150,000 for the Equal Opportunity Director is approved in the FY19 budget.

The City Commission approve the employment agreement of Teneeshia Marshall.