



Legislation Details (With Text)

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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_Teneeshia 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6/21/2018	7	City Commission	Withdrawn	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.