

BOARD OF COMMISSIONERS MEETING - Adhoc  
Fresno EOC Board Room  
July 24, 2019  
6:00 PM

MINUTES

I. **CALL TO ORDER**

Linda Hayes, Board Chair, called the meeting to order at 6:10 PM

II. **ROLL CALL**

Roll was called and there was a quorum.

III. **APPROVAL OF AGENDA**

*M/S/C –Isaak/Rodgers to approve the agenda as presented. All in favor.*

IV. **NEW BUSINESS**

A/B. Listening Sessions Reports

- The notes from the individual Listening Sessions were distributed.
- It was clarified that the Catalyst reports separated community comments from staff comments. In the final report there is a chart on page 19 that shows the top attributes by group – internal, external and online survey.
- There was discussion on some of the comments from the reports. The ultimate goal of this exercise was to give the community a chance to express themselves with regard to the next CEO.
- The community organizations were charged with organizing attendees from their representative communities.
- This will be a good tool for the new CEO to see what the community wants.
- This report can be used by supervisors to see if there are internal issues that should be addressed.

C. Next Steps – Recruitment

- Over 200 applications were received. Many are not qualified.
- Using the results from the Listening Sessions and the recruitment brochure, Ed Rogan, Recruiter, will narrow the applicant field. This should take three to four weeks.
- The Board agreed to allow Ed to continue to recruit, with the understanding that we want a robust pool but don't want to hold up the process looking for the "perfect candidate".
- Chair Hayes will talk to Ed Rogan and get his next steps for the remainder of the process.

Next steps to be discussed:

- Board will meet to create questions
- Decide how to move forward with interviews. Timeframe for interviews; how they will be conducted, etc.

- How will Catalyst report and Rogan’s interviews with board and top management be integrated.

Decisions made by consensus:

- Listening Report will be used to create interview questions, but will not be sent to candidates.
- Executive Committee will be the voting body but all members can be involved.
- Overview of the process and how to supplement the recruiter’s short list:  
Ed will take the 200 down to 20 most qualified and the Executive Committee will narrow the list to those to be interviewed. If a board member knows of a candidate that didn’t make the interview list, they will have the opportunity to discuss that candidate with the board and a decision will be made to add that candidate to the interview list.

The dates for the August meetings will be sent out as soon as possible.

V. **ADJOURNMENT**

Meeting was adjourned at 6:55pm