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