

Transcript

October 6, 2025, 7:02PM

□ **ALBERT Todd * PRA** started transcription

AP **ALBERT Todd * PRA** 0:03

I recommend to get started.

SS **Scott Stauffer** 0:05

Agreed.

ML **Mark Landauer** 0:05

Yeah. Was it? Yeah, I agree.

I agree. Let's go.

SS **Scott Stauffer** 0:10

Well, good afternoon. Are we recording?

I think it said it was.

Yeah, we're going, OK.

AP **ALBERT Todd * PRA** 0:15

Oh yeah, I'm recording. Sorry, yes.

SS **Scott Stauffer** 0:16

Yeah, you're good.

Alright, good afternoon everybody.

Let me get organized here real quick.

Welcome to the Public Records Advisory Council's bylaw subcommittee meeting today's October 6th, 2025, and I think the general gist of this meeting is to take a look at some draft bylaw changes that we will and I put together, and I think we may have present.

It or we at least told the Council, I think we told the full Council.

Show them that their their language.

So this is an opportunity for the subcommittee to look at the language before it goes

to the full Council.

Per consideration and approval, this is our agenda. I won't necessarily need a formal motion, but there are any objections or additions that people would like to make to the agenda as presented on your screen.

AP **ALBERT Todd * PRA** 1:09

I have one thing and it's more extending 3A. Review draft provides bylaws language because I realized kind of late to the game. There's one aspect of the reporting from whoever's doing the annual review to the Council that I think we have to think about in more.

Detail that I could get to at that point, but I just wanted to say I wanted to add that to the agenda.

SS **Scott Stauffer** 1:33

And that's the annual biannual report, right?

AP **ALBERT Todd * PRA** 1:36

No, sorry. The Advocate review process.

SS **Scott Stauffer** 1:39

OK, SO2A.

AP **ALBERT Todd * PRA** 1:42

Oh, I my agenda has it is 3.

SS **Scott Stauffer** 1:45

No.

AP **ALBERT Todd * PRA** 1:46

I looked at the wrong agenda.

SS **Scott Stauffer** 1:48

The PRA review process.

You want to talk about it?

AP **ALBERT Todd * PRA** 1:50

Yes.

SS **Scott Stauffer** 1:50

Got it.

All right. If there are no further additions or corrections to the agenda, I will consider it that we're all good with it.

OK.

So just really quick, we have two processes that we've been asked to look at and drive bylaws for.

I have this little slide here that tells us where we are in the process. We're in October. We're drafting language, per the discussion we had at Council and the last bylaw subcommittee meeting.

Assuming we can get some good language here agreed to, it's understood that a annual review will happen with the chair and the PRA before the next Council meeting in Council formally adopts this language. But at the Council meeting just a couple weeks ago, we we explained that and.

I don't recall any reject objections to that. So. So we're gonna look at language, assuming we're on the same page, then that'll happen.

And we'll signal back with presenting that language that counts on December.

On a similar.

Track somewhat the biannual process report. We're drafting language.

That language would be presented to the Council in December.

That report is on a different schedule than the annual review, obviously, so that will need to be done before the end of this calendar year.

Any questions about the timing for either those processes?

Nope. OK.

Let's get to the.

ML **Mark Landauer** 3:10

Hey, Scott, I'm sorry. I apologize.

SS **Scott Stauffer** 3:11

Yes, mark.

ML **Mark Landauer** 3:14

So what report are we coming up with before the end of this calendar year?

SS **Scott Stauffer** 3:19

Not not so much.

Well, perhaps a report, but for our discussions before.

We're putting together into into the bylaws a annual review process for the chair and the The Advocate. We are not going to have an opportunity before the end of the calendar year and the current Chair's term ending for the Council to adopt that language, but there's agree.

And I've heard no objections that the chair and the Advocate can conduct an annual review in November.

So you and and Todd can meet and and per the outline, we're kind of the process we're outlining, but it hasn't.

It will not have been officially adopted, but we wanna get you guys an opportunity to do that and there was no objection at the last Council meeting or in the bylaws meetings that we've had. So, so you and Todd have a chance to meet in November, basically and.

And if there's a report to the Council that comes out of that, that would be up to you. How official you make that verbal versus written, whatever.

That's the thing that we were talking about getting done before your term ended.

ML **Mark Landauer** 4:18

Yeah, that's fine.

I'm I'm fine with that.

I I doubt there will be any kind of formal report. One thing that I do plan on doing just for everybody's awareness is I do plan on soliciting any feedback from the Council members that I can share during our annual review. And then Todd, on that point.

Sorry, we're conducting business extraneous to the point of this.

I am gonna ask the Co chair.

To join me if she chooses to do so.

So that's, that's all I got. Thank you.

SS **Scott Stauffer** 4:53

I think that sounds great.

I think that may have been mentioned because Shasta was on the Council meeting and I think that all sounds as discussed. So now. So I think the bulk of the rest of this meeting is talking about the language that will and I drafted.

And hopefully you now see that Word document and I can zoom in a little better here maybe so.

I think I thought it just made the most sense to go through the document top to bottom.

There it'll make, I think clear enough sense as to what the edits the proposed revisions.

Which which of the two processes they reference.

So, uh, we'll just go ahead and look at this document.

Hope it it it has been shared before.

I'm pretty sure we shared it for the full Council meeting. If not, I know it was posted with the agenda notice for today. So this has been out there for a while.

I've not made any changes since will and I kinda agreed to the the current stage back in the beginning of September. So. So we're gonna go through it.

We'll go line by line, but don't let that scare you.

I think it's all fairly straightforward.

So remember, there's the PRA annual performance review and then the biannual report to the legislature.

Those are the two main categories of reviews we're talking about, and the first time it comes up is an Article 2, subsection B #2, and we added language that under the purpose we just wrote, review the performance of the PRA as necessary with praise.

Questions, comments, thoughts on that?

As one of the duties of the the Council.

Hearing none, then the same section, subsection 6, we added to the the section that talks about when a report's written to the governor and the legislator.

Let's say assembly.

We added a sentence to just clarify that the chair leads the effort to write the biannual report.

Any concern with that language?

OK.

And the rest of it, as is, except for one little fun thing. That apparent I'm guessing I found it.

We forgot a period under agenda order next to adjourn. Super controversial, but I added a period or will put a period on so there's that cleanup there.

ML **Mark Landauer** 6:58
I object.

SS **Scott Stauffer** 7:05
And then so kind of the medias of the sections we we thought we'd put there's two places where most of this text falls. Some of the duties of the chair which is in Article 5.
Section B. So just sort of enhancing that and then as you'll see further down.
Under committees, so under the dues, the chair, we added two subsections that did not exist before.
One is the PRI performance reviews and then biannual report to the legislature.
I'm not going to bother to read it all, but I will pause here for a few seconds if folks want to take that in in a moment and tell me.
Tell us if you have any further edits.

AP **ALBERT Todd * PRA** 7:44
Edit which is it's it's. It sounds like based on our discussions that in the fourth year of an advocate's term when that person is up for renewal, we won't do the usual annual review.

SS **Scott Stauffer** 7:44
Yes, and this is the yeah.

AP **ALBERT Todd * PRA** 7:55
We'll just do the 360 review, so I thought it would be helpful if that language were reflected in here because it just says the chair will conduct an annual performance review, which obviously makes it sound like it's every year. So maybe so something like an all but.
The fourth year of the Advocate's term.
Or something.

SS **Scott Stauffer** 8:14

10 subsection B1 there, says PRA.

Annual performance review is different than the three six review. We just run the praise for your term.

Oh, so do you want to add something in here?

AP **ALBERT Todd * PRA** 8:24

Right. But it doesn't say you won't do the annual that year.

SS **Scott Stauffer** 8:27

Do you want to add some?

Do we?

Do you want to propose adding something here?

AP **ALBERT Todd * PRA** 8:31

Yeah, I'm just saying 'cause that that line about the 360 doesn't say you won't.

SS **Scott Stauffer** 8:31

Or.

ML **Mark Landauer** 8:34

Yeah.

AP **ALBERT Todd * PRA** 8:35

You know you won't do the annual review that year.

SS **Scott Stauffer** 8:38

So I'm just gonna start writing first thoughts.

Tell me if it's wrong.

360 review. Oh no, I'll say it in the fourth year of the term. The 360 review will replace the annual performance review.

ML **Mark Landauer** 8:59

Perfect.

SS **Scott Stauffer** 9:00
Something like that.

AP **ALBERT Todd * PRA** 9:00
Yeah, works for me.

SS **Scott Stauffer** 9:03
OK.
Anything else on B1?
Will do that new sentence make sense to you?
OK.

AP **ALBERT Todd * PRA** 9:16
I well, OK, so I did want to talk about how the chair reports the findings to the Council 'cause it's relevant to the survey. We then have to take every year. That would include, in part, what the Council learned about the Advocate's annual performance review.

SS **Scott Stauffer** 9:32
OK.

AP **ALBERT Todd * PRA** 9:32
So let me can I just share my screen for a minute to show you what I'm talking about.

SS **Scott Stauffer** 9:35
Stop sharing. Yep.

AP **ALBERT Todd * PRA** 9:38
OK.
Let's see window.
OK. Should we see in my screen by now?
I hopefully hopefully highlighted the three questions that the Council members need to answer individually each year that, in my opinion, is connected to the Advocate's annual performance review and there's 15 questions in total. The Council will need to

get this the other information, other ways like maybe.

The advocates report.

Or something like when we have our big meetings. But I think question the ones I've noted.

There's 1-2 and three I think are directly linked to the annual review and should in some way inform how the Chair reports the annual review results to the Council.

SS **Scott Stauffer** 10:24

OK so.

How do we want to document that inclusion?

AP **ALBERT Todd * PRA** 10:30

Yeah. Mark, I want to get your take too. Since you know we decided and which makes sense that the the review will be informal and probably the reporting will be informal as well. So and your current role as chair would you feel better if this was like sort?

Of a mandatory portion of the bylaws.

Or it was suggested that the chair you know.

Seek to answer these questions and report them to the Council as such, like what makes sense to you.

ML **Mark Landauer** 11:00

I.

I I would.

I would kind of defer to discretion to the chair.

And how the annual performance review takes place.

My my preference personally is informal.

AP **ALBERT Todd * PRA** 11:16

Hmm.

ML **Mark Landauer** 11:17

And.

But that may not be the case for a future chair, and as a result.

My my preference is to keep it.

Open as possible.

For flexibility purposes, unless others feel differently, you know that's just my.

My personal preference, but I'm not opposed to, you know, perhaps making it more stringent or formal.

Frankly.

My intention is to do an informal review in November and.

Given informal report during our December meeting, I believe we have one just to report out that we conducted the annual review. If there were anything, if there's anything worthy of sharing with the full Council, I'll do it. But I also don't feel particularly.

Inclined to just, you know, hammer out a bunch of details about the annual performance review of The Advocate.

Does that answer your question, Todd?

It was a sort of long winded, but I'm I'm kind of thinking thinking out loud here.

 **ALBERT Todd * PRA** 12:31

Thank you.

Kind of.

I mean.

Yeah. And I appreciate that.

So keeping in mind the desire to keep it flexible, how do you how would you incorporate these three questions or directions in the bylaws about these three questions or or anything related to that 'cause this information needs to be conveyed to the Council somehow so that when they.

Have to answer the survey in the spring.

They can have the information they need for these three highlighted questions to say yes or no.

And I think that the information to answer those questions would come from the chairs reporting on the annual review.

 **Mark Landauer** 13:07

Well, first of all.

The director's performance expectations.

I don't even know if we have.

Director expectations, right, I mean.

Do your training. Do your mediation.

Have a balanced budget.

You know I right.

AP **ALBERT Todd * PRA** 13:37

We well, yeah. I mean the expectations could be basically what they've been.

You know, don't mismanage the office and keep hitting those two benchmarks I report on in our meetings.

You know trainings and mediations.

I mean the the chair and or the Council could develop those differently later, but I think at least statutorily, I do have expectations you could report on.

ML **Mark Landauer** 13:57

Yes. So I mentioned two or three that those are our expectations.

Executive director receives annual performance feedback.

Well, that's the point of the of the meeting in November. So that'll be a yes. And then the board and then the board reviews the annual Performance Progress Report.

AP **ALBERT Todd * PRA** 14:26

Which I guess is what you'll tell them.

ML **Mark Landauer** 14:29

Well.

I don't know if we've ever done a annual performance Progress report.

I mean, it sounds kind of formal to me.

Don't exactly know what that is.

I guess, I guess that's sort of connected to question #1, right?

If you're meeting those performance expectations, the board reviews the annual Performance Progress report, which would be, I presume.

AP **ALBERT Todd * PRA** 14:52

Mm-h.

ML **Mark Landauer** 15:02

Your trainings and your mediations.

Yeah, I mean, this seems to me like it's gonna be a two paragraph report.

AP **ALBERT Todd * PRA** 15:14

Maybe the annual Progress report could be your sort of informal summation that accompanies whatever you report to the Council that we we can check this box.

SS **Scott Stauffer** 15:26

Is this for? For this for this moment?

AP **ALBERT Todd * PRA** 15:27

I don't know.

SS **Scott Stauffer** 15:29

Is this perhaps solvable by adding a sentence that's like the annual review process may refer to and include information collected during the what was the name of the survey? And I know I should know this, but this survey.

You're pulling these questions from Todd, the one that you're gonna do in the spring.

AP **ALBERT Todd * PRA** 15:45

Oh well, it's it's. Yeah, I'll tell you in a second.

It's for KPM 2 and it's called Public Records Advisory Council's best practices.

SS **Scott Stauffer** 15:50

Yeah.

Survey.

AP **ALBERT Todd * PRA** 15:57

Survey. Yeah.

SS **Scott Stauffer** 15:59

OK.

So what if?

What if we add a sentence?

It's up to the fact of the animal review process, may refer to and include information collected during the prax Best Practice survey.

AP **ALBERT Todd * PRA** 16:03

Yeah, I'll stop sharing.

SS **Scott Stauffer** 16:10

Best practices survey.

Is that that because I I kind of tend to agree.

AP **ALBERT Todd * PRA** 16:14

Wait. Sorry, say that one more time.

SS **Scott Stauffer** 16:16

Yeah, I'll share my screen I was typing.

WG **William Glasson** 16:20

Yeah, I don't think we want to add additional report requirement here or if there is one implied we can at least make that discretionary and or as needed.

AP **ALBERT Todd * PRA** 16:35

Yeah. No this.

Yeah, this is kind of reverse 'cause we need.

We need the information.

Wait, the annual review process when you refer to?

Yeah, we need the best practices survey to refer to the annual review process.

So it's like reversed from what you have.

SS **Scott Stauffer** 16:59

I guess I'm confused.

AP **ALBERT Todd * PRA** 17:01

OK.

So basically.

ML **Mark Landauer** 17:02

I'm with you, Scott, but I'm I'm willing to remain confused.

AP **ALBERT Todd * PRA** 17:07

OK.

So essentially, so the annual review occurs at like the end of the year and then you can look at it as the Council survey occurring the next spring.

And so when the Council does its survey that spring, it needs information from the advocates annual review that occurred at the end of the previous year, specifically the three questions I highlighted. The Council needs info from The Advocate Review to answer those questions in the survey.

SS **Scott Stauffer** 17:26

Oh, I see.

AP **ALBERT Todd * PRA** 17:36

And it doesn't have to be formal.

It doesn't have to be in writing because all question 4 refers to is the board reviews the annual Performance Progress report, but the chair could choose to deliver that progress report as like an informal statement to the Council.

Rather than something in writing.

SS **Scott Stauffer** 17:56

So.

AP **ALBERT Todd * PRA** 17:57

I think we're we're just clashing with the the required language of the survey versus what we wanna do with the advocates annual review.

And so we just need to find a way to bridge the two.

SS **Scott Stauffer** 18:09

The Council, and so. So you're you're like, you're proposing that this annual review process be the answer to those questions in the best practices survey every spring.

AP **ALBERT Todd * PRA** 18:20

Yes.

SS **Scott Stauffer** 18:22

OK.

So maybe it's adding a sentence.

Maybe this isn't the right place for the moment, but the Council? Yeah.

AP **ALBERT Todd * PRA** 18:27

Oh, yeah, yeah, no, sorry. I was going to say it could be as simple as when the ad when the chair.

Reviews the advocate.

They should like.

They should make sure at least. OK. It's something like they should.

They should strive to like ensure.

They like collect information to answer questions 1-2 and four of KPM #2.

That's like the basic of it. And then and then report. Same to council.

SS **Scott Stauffer** 19:06

May be the basis.

For the for the Council's answers to questions about the PRA and the and Best practices survey.

AP **ALBERT Todd * PRA** 19:29

Yeah, but maybe she didn't be specific about which questions, because that part is like not gonna change.

SS **Scott Stauffer** 19:34

You obvious you want to be specific.

Is that who you said?

AP **ALBERT Todd * PRA** 19:36

Yeah, like KPM #2.

Questions 1-2 and four that way, like, say, we're all gone in the future. The transcripts

are lost.

They these KPMS are not going to change.

So they would go to the bylaws, see what the KPM questions are and know what they need to do.

ML **Mark Landauer** 19:54

It.

I'm I'm fine with this approach.

Todd, I have seen KP miss change though.

SS **Scott Stauffer** 20:04

Yeah.

AP **ALBERT Todd * PRA** 20:05

Well, true.

ML **Mark Landauer** 20:05

I don't.

I don't see this one necessarily changing.

Maybe rather than referring to the specific KPM.

Do we need to just list out those three questions that?

Are contained within KPM 2.

AP **ALBERT Todd * PRA** 20:28

I mean that's fair, but I think there are kind of two sides of the same coin because if the KPM changes, if the survey numbering changes, if the state changes the questions, it sounds like any change to the KPM would require an update of the bylaws.

ML **Mark Landauer** 20:40

Exactly. And that's kind of what I'm trying to avoid.

AP **ALBERT Todd * PRA** 20:42

And.

SS **Scott Stauffer** 20:44

Yeah.

AP **ALBERT Todd * PRA** 20:45

But I mean, if the KPM changes, I think anyway we refer to it would require an update in the bylaws.

Because what if just that survey goes away?

ML **Mark Landauer** 20:55

Well, let let's let's do the let's do this.

I.

I don't see the KP miss changing.

AP **ALBERT Todd * PRA** 21:02

Mm-hmm.

ML **Mark Landauer** 21:03

Not, at least not right away.

I think that's a good way to solve it.

Scott is by doing referring to the 2025 one, two and four.

That that may make more sense.

And you know, we'll just have to.

We'll just have to watch that, I suppose in the future.

Sure, if a KPM is changed, we'll have to go back into the bylaws and adjust it.

But frankly, it's kind of rare that a KPM changes.

I'll I'll admit and confess to that, but I have seen them change.

So I think that this is probably the best way to deal with it is is just leave it like that if that makes sense.

SS **Scott Stauffer** 21:46

In summary, my.

AP **ALBERT Todd * PRA** 21:46

OK. Then let me just offer one more **** edit instead of, as of 2025, can we say the 202527 biennium 'cause that's the most accurate reflection of what it is.

ML **Mark Landauer** 21:54
Yeah. Yeah, Yep, Yep.

SS **Scott Stauffer** 22:00
Stand for.

AP **ALBERT Todd * PRA** 22:01
Key performance measure.

SS **Scott Stauffer** 22:01
That's my.

ML **Mark Landauer** 22:02
Key performance measure.

SS **Scott Stauffer** 22:06
That that's my OCD kicking him spell out all the acronyms.
OK.
So we're adding this sentence the PRA Annual Performance Review report to the PRAC may be the basis for the Council's answers.
Two questions. 20252027 by don't like that. OK 1-2 and four and the PRA and the Prax annual Best practice survey. That is wordy. ****, I wrote that. I'm not sure I like that, but that is a lot of words.

AP **ALBERT Todd * PRA** 22:34
I'm more than happy delegating to you cleaning that up.

ML **Mark Landauer** 22:35
And.
Todd, when we do the annual review, all have the expectation that you bring all the questions that we're supposed to pose to you.
Is that I think that that's fair, right?

AP **ALBERT Todd * PRA** 22:50

Will do.

I'll make sure we got him.

ML **Mark Landauer** 22:54

OK.

I.

I don't want to miss something.

My final farewell review. I want to make sure I'm sticking to the right things.

Alright, so biennial report to the did we have we have we concluded this one.

SS **Scott Stauffer** 23:04

At.

Yeah, I'm very.

It's very likely that I will look at this later and cut down the words, but for the moment the gist is there.

Yeah, I think we're good, yeah.

ML **Mark Landauer** 23:19

The intent is there.

OK.

SS **Scott Stauffer** 23:23

Yeah, biannual reported legislature.

This one may be a little more straightforward.

ML **Mark Landauer** 23:25

Bye.

SS **Scott Stauffer** 23:29

Anything is that? Is that read OK section?

ML **Mark Landauer** 23:31

That's fine.

Yeah, that's fine, Scott.

SS **Scott Stauffer** 23:35

OK. And then I think we just wanted to know in the vice Chair's duties that they may help the performance review.

There.

Discretion to chair that, OK.

ML **Mark Landauer** 23:48

Yeah, I think that the vice chair or.

Other members may participate.

In the PRA Annual Performance review, at the discretion of the chair.

SS **Scott Stauffer** 24:09

It's not me.

Is that OK if you will.

ML **Mark Landauer** 24:15

Yep.

SS **Scott Stauffer** 24:16

Add.

Yeah, OK. All right, rolling on.

WG **William Glasson** 24:21

I mean the chairs in the position of identifying who participates. I think. I think it's important.

For PRAC members to feel like they have all PRAC members to feel like they have agency to this and an ability to kind of add their voice. And so.

That may happen.

Not in the annual performance review process, but at some point after the review is done, when the the reviews presented.

To the Council.

But does that sound reasonable?

SS **Scott Stauffer** 24:58

Yeah, just 'cause you may may not be.

Maybe someone doesn't have the graduation for the chair and they're not asked to participate.

There will be opportunities for the Council to weigh in when the report's provided or or through the annual Best Practices Survey. I suppose, too, is that without you being wanted to make sure that they have that voice will.

ML **Mark Landauer** 25:13

What?

WG **William Glasson** 25:17

I think that's that.

That captures it, yeah.

ML **Mark Landauer** 25:21

I also think and maybe I'm wrong here, but I do think that the chair should be seeking input from the Members for the annual review as well.

Now, does that need to be spelled out? Maybe.

I don't know, but it does seem to me that.

It's important for the chair and vice chair to get feedback from other members.

Of the Council, before you do an annual review, I mean, to me that's just common sense.

And maybe you don't have to spell out common sense.

But sometimes you have to spell out common sense, right?

SS **Scott Stauffer** 26:07

Well, here's an interesting observation to that point.

WG **William Glasson** 26:09

Common sense can be developed into these documents as something actionable.

Or is the context that's intended to be used?

To inform how the chair and vice chair proceed. And I think I I would kind of go into that latter category.

If it provides transparency, but it also provides.

A little bit more discretion on the chair.

And vice chairs, part to set up the process in a way that they think makes sense.

SS **Scott Stauffer** 26:46

In the.

In the, due to the chair, it says that the chair will be form a subcommittee, and that'll include the vice president and other members as determined by the chair.

So the will former committee says that it will sub former subcommittee, but it also leaves discretion as to who's on the subcommittee.

We feel like that's sufficient enough, gentle direction to future chairs and also discretion is that is that good?

ML **Mark Landauer** 27:08

I think that's fine.

Yeah, I'm good.

Scott, I'm good.

SS **Scott Stauffer** 27:14

Does that work? Will.

ML **Mark Landauer** 27:15

Yep.

SS **Scott Stauffer** 27:15

It's there, OK.

And to that point, I think further down the last tranche of those here is I guess under the due to the PRA, we added the PRA regular report updates to the Council on the PRA work.

And it's counts on budget reports, which I I think we've talked about before.

That sounds good, Todd.

No objections there.

AP **ALBERT Todd * PRA** 27:40

No, and I think it leaves discretion too, because right now my report to the Council

when we have our big meetings and time permits, so at least twice a year is on trainings and mediations, and then there'll probably be other times where I'll need to report on other.

Things or the Council may want me to report on other things, so I think I think it's clear, but it's also flexible, so it works.

SS **Scott Stauffer** 27:59

And it I think it reflects in my tenure anyway.

It reflects what you do, so it's not anything new, but the other media section here, as you see I think is the last batch of it. But I think so.

We've been talking about it from the perspective of the chair and the Vice chair, and now we're talking about it. A peer review committee as a perspective of this new subcommittee that we're putting into writing here.

So I'll give focus a second to to reabsorb this text.

But I hope it should reflect kind of the things we talked about, so.

AP **ALBERT Todd * PRA** 29:03

So I have a question then is is 1 little two saying like every year they have to come up with a new process or we approve the process for the Advocate's review.

WG **William Glasson** 29:22

No, not a. Not a problem here.

SS **Scott Stauffer** 29:22

Yep.

WG **William Glasson** 29:26

The concept was.

That in providing feedback.

It'd be best if we could have sort of a consensus of feedback or feedback incorporated together.

I think.

At least I've seen in my career that that sometimes that's not possible and and so this replays I think a theme.

That we just talked about in the review by providing folks with.

The opportunity to provide separate recommendations so that their their full range of opinions or their particular expression of an opinion can be offered.

AP **ALBERT Todd * PRA** 30:11

So this is talking about what they do with the information from the the performance review.

Not how to do the performance review.

WG **William Glasson** 30:19

Right.

AP **ALBERT Todd * PRA** 30:21

OK.

SS **Scott Stauffer** 30:23

I think, at least in my mind, but might be throwing this an additional review kind of throws me off.

Is that throwing bails off?

WG **William Glasson** 30:34

Yeah, I think we can take out.

Initial.

That that does signal that there's a sequence and sequence raises the question what's our order here, right?

SS **Scott Stauffer** 30:47

Yeah.

So yeah, it does say a lot about what happens. In particular, if this subcommittee has differing opinions, that is not consensus Andy.

SA **Smith Andrew** 31:09

So maybe I'm I'm pretty fresh to this, but when I read it the first time, it's not clear.

He kind of touched on this, but these are recommendations regarding what.

You might want to say you might want to give a little more clarity about. Is this just commentary on performance?

Is it recommendation regarding?

I mean, maybe say what?

WG **William Glasson** 31:32

So.

SA **Smith Andrew** 31:33

It is what are what are these recommendations about?

WG **William Glasson** 31:36

Yeah. So the the tie, the, the word that ties these two together is feedback.

To performance feedback and then recommendations based on feedback in sub two.

These would be recommendations.

To the advocate as to things that the Advocate could do to address feedback or.

Or to to incorporate into the Advocate's performance in the next term.

SS **Scott Stauffer** 32:11

To the Andy's point, we need to add some sort of reference to what this is in the in this here maybe can the first paragraph and maybe if I go back to.

Is this an ORS requirement to every member of the top your head?

To review the annual yeah.

OK, maybe.

AP **ALBERT Todd * PRA** 32:33

It's on ORS requirement to perform an annual review where we created it for regularity, but also to align with the KPM requirements.

SA **Smith Andrew** 32:52

I mean just seems like if you put a couple words after recommendations rather than go, you know recommendations.

SS **Scott Stauffer** 32:53

OK.

SA **Smith Andrew** 33:00

For improved performance for, I'm not.
I'm not sure.

ML **Mark Landauer** 33:08
Hmm.

SS **Scott Stauffer** 33:18
Oh my God.

SA **Smith Andrew** 33:21
Yeah, just so it's a little more if someone was reading this, they knew, I mean it was just a little more clear.

SS **Scott Stauffer** 33:31
OK.
Maybe just mark, the committee will continue early at the time that the chair begins the annual review, because it's a chair driven process, right?
So instead of Council, so the committee will convene annually. At the time the chair begin the performance to PRA.

ML **Mark Landauer** 33:47
Yeah.

SS **Scott Stauffer** 33:57
Something like that.
OK.
I'm seeing a lot of red.
Any other thoughts or comments or questions here?
Todd, did we get to the the piece you want to you mentioned earlier?
The reporting I think we did right.

AP **ALBERT Todd * PRA** 34:22
Yeah, yeah, I'm sorry.

SS **Scott Stauffer** 34:24
OK.

AP **ALBERT Todd * PRA** 34:24
Maybe it's too early for me.
I'm still not wrapping my head fully around what this section is saying.

SS **Scott Stauffer** 34:30
This is.

AP **ALBERT Todd * PRA** 34:30
So there's a there's a subcommittee that's gonna be convened at the time of the annual review, but the subcommittee is not doing the annual review or they are.

SS **Scott Stauffer** 34:33
The.
They with the chairwoman.

AP **ALBERT Todd * PRA** 34:43
So I thought it was up to the. Sorry. I thought it was the chair's discretion.

SS **Scott Stauffer** 34:47
Yep, as it says here and it says above, the chair is going to convene a committee.
That will include the vice chair and other members at the discretion of the chair, and they'll conduct the performance review.
This first end kind of talks about that, yeah.

AP **ALBERT Todd * PRA** 35:03
Well, where does it say?
It just says they will convene at the time the chair begins.
Their performance review of the PRA. So what is the point of this committee in relation to the chair performing the annual review?

ML **Mark Landauer** 35:18

Yeah, that's a good point, Todd.
I see what you're saying.
So there's a sequence issue here, right?

AP **ALBERT Todd * PRA** 35:25

Yeah, maybe I'm just too process focused like I'm just not getting the steps.

ML **Mark Landauer** 35:30

So I think what?
All right.

WG **William Glasson** 35:35

So so you want the the paragraph drafted?

ML **Mark Landauer** 35:37

So, so maybe what we need to I'm sorry will go ahead.

WG **William Glasson** 35:40

I was gonna say you want the paragraph drafted differently.

ML **Mark Landauer** 35:43

Well, I I think what what Todd is saying is that you know rather than starting with the committee will be comprised of.

SS **Scott Stauffer** 35:54

Mm-hmm.

ML **Mark Landauer** 35:55

What you want to say is the chair.
And the vice chair.
Well, no, the chair.
Yeah, let's include the vice chair. I think that that's reasonable.
The the Chair and the vice chair.
Well.
We'll.

Serve as the committee.

And other PRAC members may join at the discretion of the chair.

The committee will convene annually.

At the time the chair begins.

Their performance review of the PRA.

And then you can remove that middle sentence.

There you go.

Does that address it, Todd?

AP **ALBERT Todd * PRA** 36:58

It's getting better.

ML **Mark Landauer** 37:01

Yeah, yeah, yeah.

AP **ALBERT Todd * PRA** 37:01

So then sorry, maybe it's just me.

I'm happy to just be confused here 'cause.

ML **Mark Landauer** 37:04

No, I I get what?

I get what you're saying.

There's sort of a there's sort of confusion, a little bit as it was. I'm trying to make it more sequential, if you will.

AP **ALBERT Todd * PRA** 37:15

Yeah, no, I that's improved now serving as the body that provides a review of PRA performance feedback that is received by the PRAC and connecting it.

So in other words, if the PRAC received information about the PRA that you want to include in the review, that's what it's saying they should do.

ML **Mark Landauer** 37:37

Well, remember what my my intent is to ask members of the Council to provide any feedback on the PRA.

AP **ALBERT Todd * PRA** 37:37

Is that what this?

ML **Mark Landauer** 37:48

I don't plan.

My plan again is to just simply ask the vice chair to join me once we've collected feedback from members of the PRAC in order to conduct the review.

AP **ALBERT Todd * PRA** 38:01

Right, but this?

So this this little eye just sounds like it's it says like as a general.

Thing this subcommittee.

Provides a review of performance feedback that are received by the Council from anywhere.

And connects those to the advocates work.

But should we say something like the committee as as part of its review, the committee is tasked with and then sub I could be, you know, making sure like.

Back is mentioned to the Advocate and then.

SS **Scott Stauffer** 38:36

I think what we're trying to do here is craft a mission statement to clearly articulate what this thing is right.

And I think maybe that's what if you look what I just wrote, that's kind of what we lead off at the this first paragraph here as called for in these bylaws, the chair shot convening committee annually to review the Pra's performance. And then you talk about who?

In membership of the chair, the membership of the committee, it's a chair and vice Chair and other PRAC members at the discretion of the Chair.

But we annually.

When the chair starts it, then I think we don't need this.

ML **Mark Landauer** 39:05

Yeah.

SS **Scott Stauffer** 39:05

First aid.

AP **ALBERT Todd * PRA** 39:07

OK, 'cause. See, that was hanging me up.

I didn't know where it went.

Like what it did?

SS **Scott Stauffer** 39:11

Does that make sense to you? Well.

OK.

So if we cut that and then this maybe don't need this, then we just kinda have a paragraph in here that says and this language is only really necessary if for some reason the committee which we we are setting up to be rather informal. But if there is.

Disagreement, even if it's just the chair and the vice chair and the vice chair, has really big opinions, and the chair has different big opinions this second. This paragraph here to me, says what what happens in that case?

And it provides a mechanism for sort of for divergent reports.

AP **ALBERT Todd * PRA** 39:41

And is that?

And that's after the review is performed.

SS **Scott Stauffer** 39:48

But yeah, yeah.

AP **ALBERT Todd * PRA** 39:49

Who can maybe say that?

SS **Scott Stauffer** 39:51

Yeah, yeah. How do we say that?

AP **ALBERT Todd * PRA** 39:52

At the conclusion of the review, comma.
Brand new review.

SS **Scott Stauffer** 40:00

If there is a difference of opinions.
Among Review Committee members, one or more recommendations to address.

AP **ALBERT Todd * PRA** 40:11

Sure.

SS **Scott Stauffer** 40:20

Maybe submitted the frac?
Yeah.

AP **ALBERT Todd * PRA** 40:26

Yeah.
That works for me. Thanks.

SS **Scott Stauffer** 40:34

I think that can then replace the entire. This long sentence here.
Right.
OK.
How's that?
OK.
The eyes we deep dived into a set of bylaws.
How's that feel?
OK.
Gonna stop there, I think.
The only thing left on our agenda if I circle back, I'm not even sure, but I think the only thing left is to take public comment.
But before I do that, I just want to doublecheck on both these processes, subcommittee members.
Any anything else to say?
Anything else?

Any other thoughts that we didn't mention?

In that deep dive.

AP **ALBERT Todd * PRA** 41:29

No other than my gratitude for all of you putting this together, especially you and you, Scott and Wilford doing all the hard drafting.

ML **Mark Landauer** 41:36

Yes, thank you. Thank you.

AP **ALBERT Todd * PRA** 41:39

For the ages, it'll outlive us.

SS **Scott Stauffer** 41:44

Very good. Then just for my thought process, Mark and time I will send.

I'll keep it in a redline version I suppose, and I'll send that document to you for the Council meeting in December. And as discussed previously, as discussed today.

The changes we made to the text, I don't think change the intent of you you, the chair and the Advocate, and having an interview between now and December so. Godspeed and good luck.

Good luck on that.

Yeah, let us know if you need any guidance, help some if you need our help from that, let me know, but I think I'll just send you the draft.

Todd and then you can get those to the December meeting. Sorry, mark.

ML **Mark Landauer** 42:25

Yeah, no worries.

I just wanted to make sure this so our intent here just want to be clear on the intent here that we're going to formally adopt these bylaws at our December meeting, correct? OK.

With that, Todd, when we notice the the meeting for December, we'll want to be sure that the draft bylaws are available, say a week in advance on the website to ensure that everybody has an opportunity.

To review those.

And when we send out the notice of the meeting, I would hope that we can.

Make a note that new bylaws are going to be voted on and should be reviewed prior to the meeting.

And hopefully we won't have any major questions.

But in the event that we do.

And that we have to make any more adjustments, God forbid, will and Scott.

We will likely need a follow up meeting in the event that we can't correct or make the corrections during the December meeting. I really want to get those bylaws and I won't be the chair after December, right?

But I really want to get these things adopted, hopefully.

In time so that the next chair has a set of bylaws, right. And so in the event that we can't get this done, we'll probably have to have a 15 minute meeting in early January, right? To finally put this behind us.

Once and for all.

SS **Scott Stauffer** 44:11

Yep, Yep. I think we've done good work and I I agree with you on all the things, Ted. Mark.

ML **Mark Landauer** 44:19

OK, good.

Well, again, gentlemen, will and Scott, thank you for working through this.

I know this is probably the highlight of both of your careers and.

In any event, thank you very very much.

And Andy, is there anything we need to hear from you?

I.

I gather your boss is somewhere.

Out of out of country, if I recall correctly.

SA **Smith Andrew** 44:47

He is still in Cornwall, England, swimming as we speak.

No, I don't.

He's swimming, but he is at the beach.

SS **Scott Stauffer** 44:53

Thanks.

ML **Mark Landauer** 44:54

Great. That's awesome.

And then Cameron, anything else for the you're the only public person here?

So do you have any comments?

So we can conclude this meeting.

M **MILES Cameron D * GOV** 45:05

I do not.

ML **Mark Landauer** 45:07

Oh, that's disappointing.

I wanted an update.

All right. Well, continue your great work, Cameron and gather were at the conclusion here, Scott.

SS **Scott Stauffer** 45:20

We are. That is all.

That's all there is on the agenda.

ML **Mark Landauer** 45:24

I'll make a motion to adjourn.

SS **Scott Stauffer** 45:28

The move is there a second?

WG **William Glasson** 45:30

2nd.

AP **ALBERT Todd * PRA** 45:30

2nd.

ML **Mark Landauer** 45:31

All right. Have a great rest of your week, everybody.

Enjoy this wonderful fall weather. This is outstanding.

Enjoy yourselves and we'll see you again shortly.

Todd, I'm going to reach out to you and the vice chair to set up a date.

To get together for our annual review, OK.

AP **ALBERT Todd * PRA** 45:56

Sounds good.

I'll keep an eye out for it.

ML **Mark Landauer** 45:57

All right. Have a great day everybody. Thank you.

SA **Smith Andrew** 45:59

Thanks all of you. Thanks. Bye.

SS **Scott Stauffer** 46:01

Aye.

AP **ALBERT Todd * PRA** 46:01

But.

□ **ALBERT Todd * PRA** stopped transcription