

PRAC Bylaws Subcommittee meeting-20240313_120140-Meeting Recording

March 13, 2024, 7:01PM

55m 27s

● **ALBERT Todd * PRA** started transcription

AP **ALBERT Todd * PRA** 0:10

I believe we have three Members present and I don't recall how many people are on the subcommittee.

SS **Scott Stauffer** 0:21

But it's not for the course, so.

AP **ALBERT Todd * PRA** 0:29

I'm I'm checking the list.

I believe we need 4 for a quorum.

SS **Scott Stauffer** 0:37

My counting sick, yeah.

AP **ALBERT Todd * PRA** 0:41

Fix voting members.

SS **Scott Stauffer** 0:43

Based on the last email.

Membership, yeah.

AP **ALBERT Todd * PRA** 0:50

I believe we have five voting Members, you and I, Mark, Emily, Andrea. Right.

SS **Scott Stauffer** 0:56

That's right.

AP **ALBERT Todd * PRA** 0:59

Ohh and Tony?

SS **Scott Stauffer** 0:59

Figure and representative Anderson's.

AP **ALBERT Todd * PRA** 1:03

I forgot to count myself.

OK, so there are six voting members, so we need four Members present for a quorum.

Looks like Andrea declined.

But we need Tony or Emily.

SS **Scott Stauffer** 1:27

That I share my sorry I just did.

AP **ALBERT Todd * PRA** 1:27

Although if we're not ohh sorry, go ahead.

SS **Scott Stauffer** 1:30

I share my screen.

Last time I've got the slides ready to go.

AP **ALBERT Todd * PRA** 1:33

You did.

It worked.

SS **Scott Stauffer** 1:35

OK.

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

You know, I don't think we're voting on anything today.

So you know, we could proceed and advisory fashion if you'd like.

SS **Scott Stauffer** 1:43

I'll be my preference, but there's no objection from anyone else.
I think I think this is an information sharing opportunity, so.

AP **ALBERT Todd * PRA** 1:52

Objection here.

SS **Scott Stauffer** 1:57

Want to give it a minute just to make sure we get here ourselves to go and shut up.

AP **ALBERT Todd * PRA** 2:02

OK.

 **MILLER HARRINGTON Michelle * ODOE** joined the meeting

SS **Scott Stauffer** 2:37

Of the joys right, mark.

I feel like I for me it's been partly this headset, but I think I feel like teams pushes out update.

You know, sometimes they break things.

So you have to like 12 or five and then describe and start.

AP **ALBERT Todd * PRA** 3:13

I'm fine with starting now, but I'll I'll defer to you.

I guess we can't approve the agenda, we could just read it off.

SS **Scott Stauffer** 3:20

True.

Looks like Mark that between the call in.

AP **ALBERT Todd * PRA** 4:10

Is not coming up yet, Mark.

 **52cf8061-ff67-4fcd-9224-b23f52a2d4fa** joined the meeting

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 4:41
Alright, that's.

SS Scott Stauffer 4:44
There you go.

OK, we got marked phone.

Very good.

What?

Being that it's 1206 and I think we'll go ahead and call ourselves to order in an advisory capacity only, given that I believe we only have 3 voting Members of this bylaw subcommittee present.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 4:49
What?
Orders.

SS Scott Stauffer 5:02
Umm to make that official.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 5:03
I don't think that.

SS Scott Stauffer 5:05
Todd, do you wanna call?

AP ALBERT Todd * PRA 5:08
Absolutely.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 5:09
Not too.

AP ALBERT Todd * PRA 5:10
Todd Albert, President Scottsdale for president.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 5:11
I know.

AP ALBERT Todd * PRA 5:15
Mark Landauer, present and regathered.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 5:15
Parkland president.

AP ALBERT Todd * PRA 5:22
Andrew ship hella.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 5:24
Hello.

AP ALBERT Todd * PRA 5:25
Tony Hernandez.
Rep Anderson.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 5:29
OK.

AP ALBERT Todd * PRA 5:32
OK, we have 3.

SS Scott Stauffer 5:35
All right.
Well, yeah, good to see you, Todd, Mark and the folks here in the audience.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 5:35
Alright, right.
Yeah.
Give it to your car and you're close.

You're in the audience.

You're the audience.

SS **Scott Stauffer** 5:40

We'll go ahead and get started.

5 **52cf8061-ff67-4fcd-9224-b23f52a2d4fa** 5:41

Don't get started.

Started, started.

SS **Scott Stauffer** 5:44

I am hearing myself feedback a little bit.

5 **52cf8061-ff67-4fcd-9224-b23f52a2d4fa** 5:44

Started.

I am.

Yeah, that's it, that's probably me.

That any better?

SS **Scott Stauffer** 5:54

Testing 123 that is about it. Very good.

OK.

Thank you, mark.

5 **52cf8061-ff67-4fcd-9224-b23f52a2d4fa** 5:58

Sorry about that.

SS **Scott Stauffer** 6:00

No worries.

The joy of technology.

5 **52cf8061-ff67-4fcd-9224-b23f52a2d4fa** 6:01

4.

SS **Scott Stauffer** 6:03

Let's I'll share my screen and this will probably be since it's an advisory meeting I imagine fairly.

Fairly quick.

I believe it seemed like when you get situated on the screen here.

OK.

All right.

Uh, so I think the the main gist of what we wanna do today is just start getting our heads wrapped around a hiring practice.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 6:28

I.

SS Scott Stauffer 6:36

And I think this was the meeting where we had planned to kind of report out to each other what we may have figured out and I went ahead and proposed just a starting point for some sort of process based on what I've taken in from some of the research that Todd and I did, conversations we've had and just in my experience being the hiring process before.

So I think that's where we are.

But today, I here's our agenda.

We can't obviously approve it since we don't have a quorum or majority here, but that's the general gist of what we'll what.

We'll go forward.

Mark or Todd, you wanna add or change anything on this agenda?

So then the timeline in general, what we're going, this is our second meeting, the March report meeting, begin drafting and and this is sort of taking a step by step.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 7:22

Speech.

SS Scott Stauffer 7:25

It might evolve over time, but this is the general direction we're going to get this in place before we need to do it, need to go through a hiring process there this year.

And so last time we talked about this, this meeting going through the job description and the HR example was another agency examples as I mentioned and have sent to

the committee and was posted online, I kind of proposed a process umm, then we can go over here in a second.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 7:35

Uh.
Alex.

SS Scott Stauffer 7:53

I did not get to reviewing the job description for the public record to have to get at this stage, but if anybody else did this, I think is the time where I would.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 7:53

I did.

SS Scott Stauffer 8:02

I look to my colleagues on the committee, if anybody have any examples or research or observations on the job description as it stands now that you want to share with the group.
I'm.

AP ALBERT Todd * PRA 8:17

Yeah, I'll just say uh, during the previous hiring process, when the PRAC had to undertake hiring an advocate after the parture of the former one, they created the current job description.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 8:22

Right.
Sorry.

AP ALBERT Todd * PRA 8:29

Uh, essentially a new and marked probably speak to this better than I can and put a fair amount of detail into it to update it so I don't know if additional work is needed on that front.

I feel like it was pretty descriptive and compared to what I remember the original Java posting back in maybe 2017 of sort of like a vague paragraph right mark?

Oh wow.

What?

My dogs is howling outside.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 8:52

Yeah.

AP ALBERT Todd * PRA 8:53

Sorry and it's since and they did a great job, in my opinion, it was pretty clear what I was applying for back then.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 9:01

Yeah, I I think we'd find and I apologize her by poor.

Don't forget me.

SS Scott Stauffer 9:12

Mark, I can barely hear you, all right?

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 9:18

Can you hear me a little better?

A little better. Yeah.

SS Scott Stauffer 9:19

Yeah, yeah.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 9:21

Yep.

OK, well I I I do agree with Todd.

 Carrie Stewart, Lane Transit joined the meeting

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 9:27

We did put together a pretty detailed failed job description when we went out for.

The hiring process when Todd ultimately landed the permanent job, I do think that it would be helpful for us to.

That's find that job description.

I have no idea where it is.

I suspect that that death would have it.

I'm trying to recall call.

Who was responsible for putting out the job availability announcement?

But my recollection was that it was DAS.

SS **Scott Stauffer** 10:16

I think, uh, I have a copy of it.

5 **52cf8061-ff67-4fcd-9224-b23f52a2d4fa** 10:17

I think.

I have.

SS **Scott Stauffer** 10:19

Maybe I collect it in the last few months, so I might have a reason that I can share with the committee.

5 **52cf8061-ff67-4fcd-9224-b23f52a2d4fa** 10:23

I.

And I may have it too, buried away in my copious electronic crack file.

SS **Scott Stauffer** 10:33

Sure, sure.

I think for today's meeting at I think that's a good to note that the job descriptions then updated relatively recently and it should be in overall good shape and and we'll distribute it to the entire bylaws committee that to have an opportunity to think that over look that over, umm, great and saying there's nothing else about the job description.

5 **52cf8061-ff67-4fcd-9224-b23f52a2d4fa** 10:35

I think.

SS **Scott Stauffer** 10:55

Anybody have any other hiring examples or research reports provide at this stage?

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 11:04

I have a question on that, Scott.

SS Scott Stauffer 11:06

Sure.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 11:08

My recollection, and I apologize, I haven't looked at the materials that you had sent out for for since you actually sent them out.

I've been involved with a thing called the legislative session and trying to wrap up what they did to us.

So forgive me, I haven't looked at that more recently, but I was curious about the H-HR examples.

I think you had used 2 examples, one from OGEC and then the long term care buzzman or something like that.

And I was just wondering if we're going to review those examples today.

SS Scott Stauffer 11:55

Todd, good.

Good questions, mark.

Todd, my recollection is OG C actually did provide us the whole lot that was directly usable because they're turned out.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 12:01

Hold on.

Better turned up private my father as well.

SS Scott Stauffer 12:03

There was an appointee by the Governor Senate process as well, so the only one that we found was remotely close was the long Term Care Ombudsman, and I thought my head, I can't remember where those if I'm assuming we share those materials.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 12:08

So the only one pound.

Like their own.

And I I'm having cancer where the I'm assuming you, uh, because I want probably.

SS **Scott Stauffer** 12:19

Uh, did we tell the tales of the Bylaws Committee?
How do you member?

AP **ALBERT Todd * PRA** 12:23

Well, I, you know, honestly I don't recall which material.

5 **52cf8061-ff67-4fcd-9224-b23f52a2d4fa** 12:24

Well, I I remember that we received much in the way of materials.

AP **ALBERT Todd * PRA** 12:25

I remember the conversation, but did we receive much in the way of materials from them?

SS **Scott Stauffer** 12:30

I and my full are looking here.

5 **52cf8061-ff67-4fcd-9224-b23f52a2d4fa** 12:30

I am here to do a couple of things to take care of that record.

SS **Scott Stauffer** 12:31

I see a couple of things that's in particular the Director 360 guidance document they sent us and I can make a share that with the subcommittee.

5 **52cf8061-ff67-4fcd-9224-b23f52a2d4fa** 12:36

The guidance proximately you'll have to.
If I can, you have said that.

AP **ALBERT Todd * PRA** 12:46

That sounds good.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 12:46
That sounds good.

AP ALBERT Todd * PRA 12:46
Maybe it'd be helpful to detail to Mark and everyone what they told us about their process.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 12:47
Maybe I don't wanna tell.
I've been looking at the one where they talked about their process.

SS Scott Stauffer 12:53
Yep.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 12:53
Yeah.
Yeah.

SS Scott Stauffer 12:54
Apologize, Mark, that we didn't do that before today, but we will and I'll I'll share with you or via time the notes from that long term care home.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 12:55
I apologize my computer for today, but they were all I'm.
I'm out there.
I just took that long.

SS Scott Stauffer 13:03
But it's been, and I feel like we did contact DAS, but I don't know that they had much to share and the air election time.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 13:04
I feel like we did contact ask.

I don't know that they fly much, is there?
And that you're talking about?

AP ALBERT Todd * PRA 13:15

No, I gave you our HR business partners, contact information.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 13:15

No, I didn't fart fart apartment.
Uh, check the station.

AP ALBERT Todd * PRA 13:19

I wasn't sure if you reached out to her yet.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 13:20

I wasn't sure about early in.

AP ALBERT Todd * PRA 13:21

As of not they.

5 52cf8061-ff67-4fcd-9224-b23f52a2d4fa 13:22

No, they they it might they say wise you.

AP ALBERT Todd * PRA 13:25

In my, in my experience they would play and like an advisory or an administrative role, but not have much substantive involvement given our our statuses.

 **Carrie Stewart, Lane Transit** left the meeting

AP ALBERT Todd * PRA 13:35

Independent.

But then my office contracts with them for services including, you know, care of the proc.

SS Scott Stauffer 13:37

I.

AP **ALBERT Todd * PRA** 13:42

And so I'm sure they'd be ready to assist if needed.
But wouldn't really define the process.

SS **Scott Stauffer** 13:47

Got it.

I feel like I emailed somebody at the ASK and I'll revisit that.

I I kind of feel like it's what they didn't have a whole lot to share with us at this juncture, but they say that when we go to higher, they would be our partner in terms of the post and then it would just exit the process.

I'll double check that too.

Other than those examples which will share predict, the Bylaws, Committee or anything else that people end up bring up.

If not, then moving on to the next one, I this is just the the the screenshot flow of.

Umm, what I sent to the group there was text below that kind of described each step and this is just a really starting place.

I mean, I'm not necessarily advocating, this is what we adopt full, full heartedly, but based on my experience on hiring panels and input from the the long Term Care Ombudsman, a lot of what we talked about in that discussion was they do a what they call a 360 review of their executive director.

Just sort of like a.

You could take it in several different directions, but like, how are things going?

More or less especially important if you have an incumbent, we're probably interested in retaining the position and opportunity for the governing body to to do this 360 and and here they may have had help from DAS, but they conducted this 360 essentially get their, get their report of that and they have a discussion either could be an executive depending on perhaps the nature of the report or it can be in a public meeting that just kind of review that that 3360 review.

And then from there it would be a decision point for the governing body, the crack to if the review turned out well and the conversation with the PR goes well, then we could move on to one of two options there.

Have got mark.

5 **52cf8061-ff67-4fcd-9224-b23f52a2d4fa** 15:34

Here.

From I don't like this idea of a 360 review.

I guess my question to you is Scott.

Dot dot I apologize there.

So an echo.

So it's very hard to concentrate here.

My question I guess, is who would be?

Doing the review, so would we be asking the public and those who have taken place in?

Consultative services.

By the advocate to provide that review to the PR, a review committee.

SS **Scott Stauffer** 16:20

Excellent question.

If I think playing the general gist of what the Lt Co did is they they created a byop where the but they created a subcommittee of the governing body to have like one or two members and then work with HR, DAS and then they they put out questions to the staff.

5 **52cf8061-ff67-4fcd-9224-b23f52a2d4fa** 16:25

And they treat them.

They painted out there reporting to have like one or two members, and then we're gonna start and then they would have questions.

Staff.

SS **Scott Stauffer** 16:41

So you know, that's relatively limited in this case.

5 **52cf8061-ff67-4fcd-9224-b23f52a2d4fa** 16:42

So you know, that's really limited. OK.

SS **Scott Stauffer** 16:44

Umm could be members of the Council, but that's who it's reporting to.

But the staff and then in this case my thought would be probably folks that have have worked with the, the the Advocates Office Office.

So maybe wanna consider the local government state government.

You know, special districts sort of get a range of and you're not asking probably for a ton, maybe I don't remember is 345 to write input so that that would be my my thought.

Sorry Mark, I can't hear you.

Ah.

I can't think of any other in the in the long Term Care Ombudsman example.

I can't think of who I looked at the notes, but it was generally like agency.

Staff and customers provide the feedback.

Not sure what we play with.

The other you're expecting other stakeholders, but.

A members of the press.

Ohh sure I think.

Well, my initial reaction to that question, Mark would be that's one of the customer stakeholder groups for the PR.

So I I would I think that'll be a natural group of folks.

Umm, so we would do that 360 and I'm sure there be a conversation that practical to have trying to call back and got it, umm.

 **52cf8061-ff67-4fcd-9224-b23f52a2d4fa** left the meeting

 **Scott Stauffer** 18:29

And then from there I mean if if all party, if the review goes well and then the the current PR is interested, then we could probably just proceed to negotiating a new contract review that place before the current 1 expires in October.

The fish if if other if the other decision tree would be if if there is an interest in doing a recruitment and it could be even if the incumbent is interested and it went well, it could be that the feeling of the practice that we should do recruitment process for for good measure, then we would work with HR task to yeah you met the job is happening job description that could necessary and put it out there and do it recruitment for a couple months and then called interviews or coming to a selection and.

Umm, no marks trying to call back in.

So I'll give that a second.

 e001f766-4fd7-41fd-8434-5baa7c0f0c1d joined the meeting

E e001f766-4fd7-41fd-8434-5baa7c0f0c1d 19:37

OK, there we go.

See if that helped.

That helps.

So I'm trying to once we get a 360 review, I want to talk about the PR review.

One of the decision points that I think is really going to be important for.

Is that review and whether or not it is a public meeting or an executive session?

And I've struggled with this.

My little smiling.

It's the one thing that I've been sort of high centered on, if you will.

Because I do think that it's important for us as a Council Council, we have to have frank and direct conversation.

While also providing the public, public and the opportunity for input.

And I apologize for this feedback.

My inclination is that we do both.

Because again, I think it's really important for us to have that pray and direct conversation as the deliberative body.

Well, while being fair to the individual who are who we are discussing government.

And so so so.

My inclination, Scott, is to have a public.

Discussion where it's a humbling humbling can provide input input to the review committee.

But then once that that.

Information is provided to the review committee.

That review committee can enter into an executive session to have a deliberative discussion and make a recommendation, I think.

That's my thinking at the moment anyway, and I'll put myself on you on you.

Hopefully, hopefully to avoid this echo chamber that I'm creating for everybody, I apologize.

SS Scott Stauffer 22:27

We're all there with you marking this point in the life we have post pandemic, we've

all been in the in the effect of chamber.

If I can attempt to summarize Altar, you can see them.

AP **ALBERT Todd * PRA** 22:38

I was gonna say Marky Mayak actually have to turn down the volume on us when you're talking, because I think your phone is picking up our volume coming out of the computer.

And then you'll have to turn it back up when you want to hear us again.

SS **Scott Stauffer** 22:51

Or when when Mark?

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 22:54

Or does is that any better?

I think it is.

SS **Scott Stauffer** 22:57

Yeah.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 22:58

Hey, God, you're my new IP.

Go to man.

How can I fix my my microphone on my computer?

Sorry, I apologize.

SS **Scott Stauffer** 23:10

No, that was good.

Thank you.

Talked to that and mark, I think if I can summarize what you were saying you you believe that the the review piece for the public records advocate should be both public have a public component and an executive session to balance the need for receiving public input and also allowing a space for the Council to have a frank discussion about the review findings.

E e001f766-4fd7-41fd-8434-5baa7c0f0c1d 23:16

And then you know.

SS Scott Stauffer 23:32

But then also the Office of the Advocate and I would just say that I agree with that sentiment completely.

Umm so I I would really like to build both those elements into a review as well.

Umm and I and I, I feel like that's probably makes the most sense to do that review piece 1st and then I'm yeah.

E e001f766-4fd7-41fd-8434-5baa7c0f0c1d 23:52

Yes.

SS Scott Stauffer 23:53

So I think that's great.

I think that's I agree with that.

I kind of did a summary already of what's on the screen there.

Uh, you know, pending the discussion in that public and then that executive review part, how we would then proceed to whatever the recommendation is.

So I don't know if I have much more to elaborate on this in terms of what I've written here, but Mark or Todd, maybe you have any other further thoughts on on the hiring practice?

E e001f766-4fd7-41fd-8434-5baa7c0f0c1d 24:26

Well, Skype I I guess.

Can you?

Am I?

You can hear me correct. OK.

I think we got from one and two, right.

So now we're at the the routine, or to recruit portion, and I think that.

SS Scott Stauffer 24:44

Yep.

E e001f766-4fd7-41fd-8434-5baa7c0f0c1d 24:53

God, you're gonna have to help us out here.

If we decided to retain, is it at that point that we actually do, we have to actually negotiate a contract with the Advocate? Hi.

AP ALBERT Todd * PRA 25:10

Well, but let me answer that then I wanna say something else.

So the way it works for state hiring in general, at least in my experience, and certainly since pay equity was instituted, which applies to agency leaders like myself, is that if there's a desire to hire a particular candidate, a background check is conducted as long as the candidate passes that background check.

Das HR I guess conducts a.

E e001f766-4fd7-41fd-8434-5baa7c0f0c1d 25:39

Ohh.

AP ALBERT Todd * PRA 25:40

Which determines out you know what the appropriate, you know, pay level is for that person within the range described in the job that offers made to the applicant, at which point there is room for some negotiation as to whether or not they can go, you know, go a little higher if that's what the person's asking for.

There are guidelines around this that you would need to get assistance from DAS on, but at the same time, because of our independence, I think there's a lot more latitude here as compared to someone else and not to shoot myself in the foot.

In case you're looking to save money, but I am currently at the top step of my range anyway, so I don't know if you you know, if if I were to selected person, if there's much that could actually be done anyway.

E e001f766-4fd7-41fd-8434-5baa7c0f0c1d 26:25

Right.

I I guess I guess the push question is I and Scott and Todd, you're gonna have to answer this and maybe we have to talk to HR at Dash.

You know, if we decided to retain the existing advocate, I would hope that we could kick the can todas HR to finish that work.

I don't think that we as a public record Advisory Council have been asked to negotiate contracts.

We have been asked to either hire or fire the advocate depending on the circumstance and maybe maybe I'm wrong on that, but it it seems like negotiating the terms and conditions of the advocates employment is sort of outside of our

I responsibilities, but I knowing that you're in independent and says as independent as any agency head could possibly be in our state government.

I don't know who the appropriate that person is to do that.

AP **ALBERT Todd * PRA** 27:45

Well, yeah.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 27:45

I guess that's my question.

AP **ALBERT Todd * PRA** 27:47

Well, my past experience might be helpful, so I really don't think the crack itself should be conducting the pay equity analysis.

That's what the experts are dassett for us and and that's what I that's what our budget in part is for us to pay them for these services.

So I think they will conduct that.

I will say they're worth salary negotiations.

Last time when I was appointed as the Permanent Advocate and those were conducted between me and Dez and the Governor's office because at that time it was the governor's office that had hiring authority.

So I do think DAS can establish the numbers.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 28:14

Right, right.

AP **ALBERT Todd * PRA** 28:18

The range for you, but it would like if I you know if you chose me and I accepted and I was attempting to negotiate my salary.

I actually do think it is this Council that would have the final word on yes, we'll give them more.

No, we'll stick it.

Whatever he came in on at the pay equity analysis because it is the prac that's the hiring authority now for this role.

So again, I don't think you need to do nuts and bolts.

I do think it might be the Council, though, that has to do the negotiation, which would be odd and confusing, and even how, but.

I do think you might be stuck with that Mark and maybe it's you as chair.

SS **Scott Stauffer** 28:51

Well.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 28:51

I think we.

AP **ALBERT Todd * PRA** 28:54

Or maybe you and Shasta as chair and vice chair, and maybe you'll need to be empowered by the pract to do that.

I'm not sure.

So these are questions I think that we probably need to have answered.

SS **Scott Stauffer** 29:02

Yeah.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 29:04

I I yeah, I I just think we need to get some answers from perhaps DAS on this very question of do you know once once the Council makes a decision to retain?

Or to hire a new person. Right.

You're gonna have to negotiate a contract at some point.

Right.

Because it it if we decided to recruit, we we we recruit we interview and then Scott you're missing another bubble.

AP **ALBERT Todd * PRA** 29:33

Yeah.

And a lot.

Ohh sorry Mark.

E e001f766-4fd7-41fd-8434-5baa7c0f0c1d 29:41

There you have to negotiate a contract.

And then the apparently approves the contract.

AP ALBERT Todd * PRA 29:55

And Mark, I will add, you know, I really think the only part that is up in the air would be salary because you know the the terms of the office are established in statute, the time of service is 4 years.

That's established in statute, but certainly if a candidate like, say, the candidate doesn't land at the top step in the equity analysis, pay equity analysis.

But you have that wiggle room to consider other factors and increase their pay.

Then right, someone would have to do that and I think it is the practice, the hiring authority.

SS Scott Stauffer 30:25

And I think the example we have in long term care found buzzman, which may not have been charged with negotiating salary.

But I feel like that body appointed a subcommittee of like one or two members to probably take the lead on all of it.

I could very well be comfortable with the chair and vice chair doing that in in our case, but that's definitely a question I think we want to think about.

Who?

Who is who's taking lead in negotiating?

E e001f766-4fd7-41fd-8434-5baa7c0f0c1d 30:49

Well, well.

And my subsequent question and I don't you know, I'm sorry I I don't mean to try to complicate things, but let's say the chair and the vice chair did negotiate a salary.

Would.

Dash and HR, except that I I mean, that's the sort of conundrum that we're facing here because this is this is a new animal that that has been created frankly, right.

And we don't know how that animal gets from point A to point B and that's why I

think a discussion with DAS and in particular HR needs to be conducted so that we have clarity on these on these questions, I guess.

And it's gonna be new to them as well, but I think it's important that we as a Council, the Advocate Staff, HR, all are on the same page because God forbid, you know, we go through the entire process, we negotiate a contract and all of a sudden deaths and HR a WTF we don't want we we have a problem with XY or Z.

What happens we we need clarity on that and that's where I get a a little.

I begin to stumble and I don't mean to be problematic here.

I'm just trying to be practical.

SS **Scott Stauffer** 32:29

Early agree Mark only agree.

I will.

I will double down my efforts to reach out to the HR and to get maybe invite them to come to our next file, the next meeting of this group.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 32:40

I think that might make make might be helpful just to talk about, you know, once we identify candidate, whether it's the existing candidate or a new candidate who who's doing what, and do we have the authority to do what each side has agreed to do right.

And are both sides gonna be willing to accept those agreements if you will.

SS **Scott Stauffer** 33:15

Yep, I totally agree with you.

I will.

I will on this and I think it's a fair question.

There's a couple questions.

One question that you raised I think the Bylaws committee should come to a conclusion, make the recommendation for full Council.

But who's who's the negotiators for us?

That's the thing that you want.

We can talk about next time and then reaching out to DAS HR and getting.

Hopefully someone comes at our next meeting or nothing else.

Some answers to those questions I I agree with everything you're saying in question.

E e001f766-4fd7-41fd-8434-5baa7c0f0c1d 33:45

Well, that that's a relief that somebody does.

SS Scott Stauffer 33:51

Umm, right.

Anything else?

So this is a starting point.

I will inform by this conversation and future conversations, but also would make with the ask I'll update this graphic so this isn't, you know, where we're ending, but anything else we won't talk about in terms of hiring practices for today.

AP ALBERT Todd * PRA 34:09

Well, I'm just wondering, are we at a point where at the next project meeting, which hopefully more Members will respond, so we could set it soon for early April?

Is it time to suggest a path to them or paths for the full Council of vote on so?

Like for instance, if they adopt this path, do a 360 to determine, retain or recruit, that'll define our work moving forward.

Or do you think it's too soon?

SS Scott Stauffer 34:32

I would like to have said if we'd have a quorum here and we could have come somewhere concrete solutions and if frankly if I had done a better job of reaching out to that's HR before today, I think I would have been a better spot personally to feel like the whole project should talk about it.

I am comfortable reporting to the full crack and I don't know how much your conversation we want at that point.

But I I'm kind of feeling like we need to chew on this.

At least one more meeting of this bias committee before the full crack takes any stand.

But I'm also cognizant of the fact that it's it's March, middle of March.

Before you know it, it's gonna be June and we need to get a review if that's what we're going.

We need to get that initiated soon ago.

E e001f766-4fd7-41fd-8434-5baa7c0f0c1d 35:13

It's got what?

When's our next meeting scheduled or do we have one scheduled yet?

SS Scott Stauffer 35:19

I think my initial proposal was going to be for like May, June, but of course subject to the and editable when we're available.

E e001f766-4fd7-41fd-8434-5baa7c0f0c1d 35:27

And we we may need to.

Yeah, we may need to accelerate that just a little bit trying to find a meeting between now and that.

SS Scott Stauffer 35:33

Yep.

E e001f766-4fd7-41fd-8434-5baa7c0f0c1d 35:39

I'm sorry I didn't see that.

You you changed the screen on me on the timeline.

SS Scott Stauffer 35:43

Alright.

E e001f766-4fd7-41fd-8434-5baa7c0f0c1d 35:46

There we go.

Before May and June, right, maybe we.

Maybe we need something in April.

Just a brief touch, that sort of updates the the.

SS Scott Stauffer 35:55

Yeah.

E e001f766-4fd7-41fd-8434-5baa7c0f0c1d 35:59

Linear process that you had created?

Umm, that includes.

Maybe this 360 review before uh, let's go down.

Let I'm sorry, I wish I could control the the the pages here.

If you could go down to your linear process.

SS **Scott Stauffer** 36:16

Yeah.

It's one.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 36:21

That's the one.

So sort of a a outreach is the first step that sort of 360 review of the public and and maybe even members of the practice itself, right?

Umm.

Then that PR a will take public comments or the pract will take public comments from those who wanna provide input, and then the prack goes into an executive process to review to make a decision, right?

Whether to retain or recruit.

I I do think, though that we would have to make it a public meeting at the time of the decision whether to retain or to recruit, right?

SS **Scott Stauffer** 37:15

Yep.

Yep.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 37:22

Because that is actually a an action that we're taking, right.

And so that would have to be public.

SS **Scott Stauffer** 37:33

Agreed.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 37:34

And then and then what we need are those discussions to take place between US and H DAS HR as to who does what with each other's understanding and approval.

Right.

And and then I think the pack have to empower either the chair and vice chair or other members who want to be involved in the negotiation and we finish wrap it up.

SS **Scott Stauffer** 38:13

Yep, I agree.

I took.

I took all those notes.

I'm gonna update this graphic and and the there are the draft text that's below this in the thing I sent out earlier to include all those pieces.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 38:28

And the and then what we can do, hopefully we can have a quorum at the next at the next meeting to get to get the approval of the Subcommittee to bring this to the full Council.

SS **Scott Stauffer** 38:32

Yeah.

You're here.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 38:45

If, if, if if I if my sequencing is correct here.

SS **Scott Stauffer** 38:51

I think so.

And Todd, I know I feel like there is a a reason you wanted to counsel the meets in April at beyond this.

So I hope that that we're not throwing up the the full practice timeline for holding meetings, no.

AP **ALBERT Todd * PRA** 39:04

No, mark.

Yeah, Mark and Shasta decide on a short meeting to check in about the legislative session, and one or two other things.

So I think we're, I think, Mark, you would said 15 minutes, we said maybe we'll

actually be 30, but it's going to be a short meeting in April, kind of a check in for everyone in an update and then we'll add your update to this as well.
Scott, just let everybody know where we're at and I guess that will define our work moving forward.

SS **Scott Stauffer** 39:25
Perfect.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 39:26
So so when?
Sorry, Todd.
One is that April meeting of the full project, do you recall?

AP **ALBERT Todd * PRA** 39:33
I'm still trying to get.

 **LANE Mindy J * WRD** joined the meeting

AP **ALBERT Todd * PRA** 39:34
I'm still trying to get enough members, not not including those present in this meeting to fill out.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 39:37
Ohh, that's right, you have a.
You have a doodle out there that I haven't responded to, so I my bad.
I I I get it.
I'm still just catching up from what I said earlier. Umm.

AP **ALBERT Todd * PRA** 39:50
It's OK and I'm going to be out the 19th to the 26th.
I was hoping to lock this in beforehand, but that may not happen.
We'll see.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 39:58
OK.

Well, I think what we need to do here, Scott, if I may be so bold, is trying to get another meeting of this subcommittee prior to whenever that pract April full PRAC meeting is going to take place and I'm I'll be as flexible as possible.

But I do think that it's gonna be important for us to get the approval of the subcommittee to bring this sort of flow chart updated flow chart to the full PRAC by April, so that we can set this thing in motion.

 **MILLER HARRINGTON Michelle * ODOE** left the meeting

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 40:33

I'm I do have another question though, and I think that this is probably directed to. Pod and Lou Fang.

You Fang, sorry.

Who puts together a 360 review?

AP **ALBERT Todd * PRA** 40:55

There are options including paying outside parties.

The state is moving towards doing that for executive directors.

I'm not sure yet if I'm actually subject to that given our small size, it would be incredibly expensive and may not occur by the time it's needed for this Council, the Government ethics Commission did volunteer their deputy director, not the government ethics long term care and buzzman did volunteer their deputy director.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 41:13

It's not.

AP **ALBERT Todd * PRA** 41:20

You know, it's a little consternation given the the professional relationships involved.

Two draft that 360 collect and compile the information and then provide it in like a presentation form to their Council to decide what to do.

And I think it's worth noting that what we learned from them is this was actually their first time doing this as well.

Previously, their council wasn't involved in the retention or appointment of a long Term Care ombudsman, so this is the process they settled on for themselves.

That made sense.

Let's collect information on the incumbent 2 or 360 and use that information to decide are we going to reappoint, are we going to go to a new hiring process?
So she did do it.

E e001f766-4fd7-41fd-8434-5baa7c0f0c1d 41:57

I'm sorry.

AP ALBERT Todd * PRA 41:58

It sounded like she did a really good job.

You Feng has graciously volunteered, if necessary, to do it for us as well, and she's in contact with their deputy director.

And can get this information so, but I don't want to speak for the Council to, you know, I have this unique relationship to the process.

So if the Council ultimately prefers to go that way, she is available and and we thank her for her service.

E e001f766-4fd7-41fd-8434-5baa7c0f0c1d 42:18

OK.

Yeah.

Yeah, no.

I apologize, I I I very much appreciate that because that is obviously a critical component and will be the first thing we need to sort of kick off.

And if I I appreciate you.

You, Fang, you're always in the background.

Hiding and I'm glad to see your face here today, but.

I I do think that it's important for us to understand how that will work and move forward as well.

I agree with you, Todd, that hiring an outside consultant to do that is probably a budget Buster, and if there's a way for us to do so in a manner that is umm.

Well, not necessarily wholly comprehensive, but gives us a good sense of.

Stay colder.

Viewpoints.

I think that that's fine.

I also feel pretty strongly that members of the Council have a pretty strong grasp of your work and and your offices work as well.

So I just want to be sure though that we do have input from outside stakeholders who are not members of the Council.

And so if there is a process to undertake a 360 review as you have described, there is and that you Fang would be.

Sort of meeting that I I feel much better knowing that the Council won't have to actually undertake that because I think that that would be a pretty substantial undertaking.

So I'll I'll shut up.

I've probably spoken far too much today already.

SS **Scott Stauffer** 44:25

We appreciate it, Mark.

No, and I agree with your sentiments.

And I also wanna say thank you.

Thanks for being open to take him on that task and I and I'm I'm I'm frankly glad that the long term care Ombudsman's teams gone to it first.

Yeah, there's a few secrets in some regards in government and cribbing from other agencies like this is what we should do when when it makes sense.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 44:46

Yeah.

SS **Scott Stauffer** 44:46

So thank you.

You think?

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 44:48

Yeah.

Thank you.

You can.

SS **Scott Stauffer** 44:51

Uh, I think all fair point.

I'm gonna be doing quite a bit of updating to this this graphic in the text that was underneath it in the that I sent out earlier.

Uh, I think this is great and I'm sorry you're saying you you turned your camera, did did you hang one then say anything?

LP **LUO Yufeng * PRA** 45:08

I could just add that I have the actually.

Can you hear me?

OK, since we're all having technicalities so I actually have the agency performance review criteria open right now and it will include all direct reports, which will be easy since we're such a small agency, parties of interest.

SS **Scott Stauffer** 45:11

Yes.

Yes, I can hear you.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 45:12

Yeah.

LP **LUO Yufeng * PRA** 45:29

So I think that can include, I suppose the customers that the office of the Public Records advocate served.

So members of the media kind of routine, umm, requesters folks who reach out and we can determine how we wanna frame that.

But it's pretty broad.

I mean, I I think there's a lot of space.

For us to be creative about what kind of input and how much input we want from interested parties, of course, board and Commission members is expressly a part of the consideration.

So I think all current members of the prack potentially even past members of the Prague would be recipients of a survey as well.

But again, we can be fairly creative with that.

SS **Scott Stauffer** 46:17

Yep, that's great.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 46:17

Right.

And and and and and we don't want.

I think it's going to be important for us to.

Ensure that we don't make it too big and cumbersome that.

People get overwhelmed with it.

I think this shouldn't be a review that takes an individual more than 10 minutes to provide some useful feedback, right?

I think we can get too much into the weeds and I'd prefer to avoid.

Avoid that and also encourage feedback by my making it to onerous.

SS **Scott Stauffer** 47:08
I concur.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 47:08
So I guess I I'm sorry Scott and Todd and Yufang and those of you who were else, are I I I guess I do have one other question.
Umm, we are a part of the bylaw committee, right?
We're a subcommittee of the bylaw committee, and when I think a bylaws I think of written words right, not flow charts.

SS **Scott Stauffer** 47:33
Mm-hmm.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 47:34
Right.
And and so I guess my question is and and flow charts, pictures 1000 words, right?
But we don't have words here.
That would be actually put into bylaws and I guess the question Scott is and and Todd, if we're creating bylaws for the hiring or the recruitment of the PR a do we need the, I don't think we can put a flow chart into the bile.
I well, we could put a flow chart into the bylaws, but does it need to be in written word as well?
I guess that's that's my question.
And and there it is.
Perfect, Scott.

SS **Scott Stauffer** 48:20

Yeah, I I totally agree with you, Mark.

And these are the words that I flying around my head and we talked about things.

So this is, you know, obviously done before the meeting.

So this after today's session I'm gonna go and update all this to reflect what we talked about, the pieces, the steps and the graphic.

But I I totally agree with you and I don't even know.

I think we'll have to see how it plays out, but I don't know all this exact text needs to go into the bylaws and depending how proscriptive we want the bylaws to be, sometimes it's nice to be vague.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 48:48

OK.

SS **Scott Stauffer** 48:52

But but absolutely I agree with you, we need written stuff and and I've taken a swing at it, but we'll chew on this one here.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 49:00

Great.

AP **ALBERT Todd * PRA** 49:00

Yeah, and if.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 49:01

And and actually go ahead.

Sorry for interrupting.

AP **ALBERT Todd * PRA** 49:04

Yeah.

Sorry, I was just gonna say I think, you know, I think this work is to define what the process will be like.

For instance, if the PRAC agrees, yes.

If there is an incumbent advocate and they, you know, and they're seeking

reappointment is step one of 360, if step one is A3 you know then that becomes the process that could be written into the bylaw.

So that next time we don't have to go through this, we'd say, oh, there's no incumbent advocate.

They're seeking reappointment, so we do a 360 and then decide after that retaining recruit, uh, they're not seeking reappointment, go right to recruiting.

So I think what we're doing now is figuring that out and then we can reduce it to a permanent bylaw after that.

SS **Scott Stauffer** 49:41
Yeah.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 49:42
Perfect.
Perfect.

SS **Scott Stauffer** 49:45
Cool, this is I, despite the lack of a quorum my I think this has been a productive conversation.
I think it'll go a long way to updating this.
I think I agree with Mark.
Let's try to get another meeting.
Hopefully the quorum for our next full practice if if that doesn't happen then nothing else happens.
Track meeting.
I can provide an update but.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 50:06
Yeah, Scott, it.
If we can't achieve a quorum for approval, I, you know, I'll take the chairs prerogative and just say this is what we came up with.
We couldn't reach a quorum to formally approve this, to bring it forward to you, but my suspicion is that if we have a very short meeting and and describe what it is we talked about today, there's probably going to be very little.
I I hope there's very little pushback or need for changes.

SS **Scott Stauffer** 50:41

I'll I'll share your optimism.

Uh.

And so with that, umm, I do want, I do know that there is other folks on this call and so the rest of the slides I have is basically leave this into starting to draft it, which I think through maybe a start of writing the action text.

So we'll work on that.

And then the other side was an opportunity to take public comment.

So and then again, this is not this an advisory meeting.

We don't have a quorum, cousin, and I believe Todd and Albert, Todd and Martin, anything else to say before we take public comment, OK.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 51:16

Thank you for your work on this, Scott.

Really appreciate it.

And I I think that it really helped sort of crystallize how we need to move forward on this.

And I think today's discussion is really sort of sharpened it to the point where I I'm comfortable going before, umm, the full crack, but agree with you that we need to get sign off from from the rest of the Members of this subcommittee.

SS **Scott Stauffer** 51:45

Three, that's given the try and and just be real enough to know that that we may have to just go back to the full Council.

So with that being said, let's let's open the floor to public comment.

Again, this is advisory.

We don't have a quorum present, but if anybody who is here not on the Bylaws Subcommittee would like to make remark, this is your opportunity.

So that everyone say anything.

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 52:12

Come on, Melissa.

SS **Scott Stauffer** 52:19
15 more seconds?

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 52:20
Alright.

SS **Scott Stauffer** 52:21
Yeah.

Sir, someone's scrambling or find the unmute button for their mics not working.

But it looks like like like we're good.

So I think that was our final piece of business.

Anything else with a good of the order?

I think we've covered in summarized a couple times in this point.

AP **ALBERT Todd * PRA** 52:41

I'm just a little confused on dates.

I'm trying to.

I'm trying to set this practice to full PRAC meeting for early April.

Are we trying to meet as the Bylaws Subcommittee before that, and if so, I probably won't be able to join.

SS **Scott Stauffer** 52:51

Yeah.

That was the ideal.

I think I'm also out the same.

It's like you're on spring break week, have.

AP **ALBERT Todd * PRA** 52:58

Yeah.

Then actually I get back on the 26th and two days later I have to drive my older daughter to Spokane for volleyball tournament, so I'll be out that Friday as well.

SS **Scott Stauffer** 53:07

I think we can write Mark top.

Yeah, and and yeah, probably right, my job.

So I think I think if you don't mind giving it a try to reach out to the bylaws that community is just to see if there's a 1530 minute sliver somewhere that exists, I think I would feel better going to the full crack and saying like Mark suggested, we tried.

We have a meeting.

Could folks that could didn't work come together?

So if you don't mind, please giving it an attempt to get a bylaws committee together before the next crack meeting, I think we do appreciate that.

But but going into that fully understanding that this is where we are.

E e001f766-4fd7-41fd-8434-5baa7c0f0c1d 53:40

Yeah.

Yeah.

And I think the idea here is hopefully Scott, you will have been able to update the flow chart and the actual wordsmithing, umm, uh, so that we can.

Share with the subcommittee that it is our intent to get your approval of this process, to bring it to the full committee, and again, this shouldn't take more than 15 minutes unless there are questions or concerns.

If there are questions or concerns, we would hope that the members of the subcommittee would share those prior to the meeting actually taking place, right?

So that we may be able to address those or umm, you know in in advance of the meeting so that we can get swift approval.

SS Scott Stauffer 54:37

Cheers to being as efficient as possible.

Yeah, so being realistic, but yeah, let's try to see if we can get some.

Anything else?

E e001f766-4fd7-41fd-8434-5baa7c0f0c1d 54:46

Awesome.

SS Scott Stauffer 54:47

Ohh yeah, anything else.

E e001f766-4fd7-41fd-8434-5baa7c0f0c1d 54:50

Again, thank you, Scott for all your work on this.
Really appreciate it and glad glad you are cheering this subcommittee.

SS **Scott Stauffer** 55:00

Happy to do it.
Happy there.
That's the write it out and we'll we'll hopefully get.

AP **ALBERT Todd * PRA** 55:03

Here here.

SS **Scott Stauffer** 55:05

Thank you both.
So with that, I think we will call this advisory meeting to German and I hope everyone has a great day yesterday.

 **ADAMS Blair * DEQ** left the meeting

 **MERCER Kristen * DEQ** left the meeting

E **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** 55:15

Hey, thanks again.

 **Leoni Melissa** left the meeting

AP **ALBERT Todd * PRA** 55:17

Thanks.

 **LUO Yufeng * PRA** left the meeting

 **YELLESETTY Leela * DEQ** left the meeting

 **Mark Landauer** left the meeting

 **e001f766-4fd7-41fd-8434-5baa7c0f0c1d** left the meeting

 **Scott Stauffer** left the meeting