



**Personnel Work Group  
Notice & Agenda**

Thursday, December 4, 2024, at 10:00 A.M.  
*Virtually only*

**MINUTES**

**In Attendance:**

Rochelle Palache, Chair of the SCSB  
James Marpe, Chair of the Personnel Sub-Work Group  
Lauren Gauthier

Greg Daniels, Executive Director  
Samson Anderson, Research Analyst  
Aaron Felman, Staff Attorney  
Carmen Hufcut, Training Specialist  
Maritza Lopez, Accounts Examiner

1. **Call to Order:** The meeting was called to order at 10:17 a.m. by Chair Marpe
  - a. Roll Call of Board Members: James Marpe, Rochelle Palache, and Lauren Gauthier are present; Tom Ahneman is not able to attend.

**2. Discussion of Evaluation Criteria and Instrument**

Mr. Marpe stated to the Sub-Work Group that the Board members are in general agreement with the Evaluation Criteria Instrument that was presented. The challenge is the process and how to proceed with it. He is concerned about proceeding with the evaluation process without having set objectives for the Executive Director. From his standpoint, he is not aware that we have established a set of goals that we can fully evaluate the Executive Director on. Although members that have been on for years may have a different perspective. This is an important exercise, and they cannot evaluate against the goals without set of objectives.

Ms. Gauthier said there is comingling of vocabulary. With Mr. Daniels participating, in February 2023 goals were voted on by the Board. They were not distinctly created as goals for Mr. Daniels to be counted towards performance, and that is why they were removed from the evaluation process. To say that there were no Board objectives is not accurate. She stated that they should otherwise proceed with the process as they feel fit and did not have anything else to contribute to the conversation.

Chair Palache thanked them for leading the charge to develop the instrument. Having had many discussions since assuming the role as Chair in June, she said her goal is to look for a path forward, despite what may have taken place prior to her tenure as Chair and the arrival of several Board members. She would like to meet in the middle by proposing that they do

an evaluation based on 2023-2024 to get feedback from the Board Members who want to give their feedback on our Executive Director. They will give the forms to her, and she will have a conversation with the Executive Director. She would like to set up clear objectives moving forward for Executive Director and CPO (Chief Procurement Officer) with the full complement of Board members.

Addressing Ms. Gauthier, Chair Palache reiterated that this process is not intended to be punitive. This process is to provide support for the Executive Director and CPO, so they can do their jobs in line with the mission of the Board and provide helpful feedback. For the benefit of the Sub-Work Group, she has talked to some Board Members who have been here for many years, and they have shared that they are not comfortable providing feedback right now using the form; however, they would send me their thoughts to have a conversation with Greg (referring to Executive Director Daniels) so that we can move forward.

Mr. Marpe confirmed that at the next Board meeting, Chair Palache will request that Board members, particularly those who have been on the Board for a longer time, be allowed an opportunity to provide their feedback on the Executive Director's performance to Chair Palache for her to share with Greg (referring to Executive Director Daniels).

Chair Palache asked Ms. Gauthier if she had any objections to this proposal, to which Ms. Gauthier responded that she would have to think it through a little bit more. She believes they adopted a process when they voted on the evaluation criteria and an amended vote would need to go to the Board to change that process and have it on record. She would like to think it through and discuss it offline.

Mr. Marpe said one of the challenges is that he does not sense anonymity if this is done in a public discussion or an executive session. Executive Director Daniels can request that it be done either way, or in the form of the Chair directly communicating with him. This is an open-ended part of the process. Mr. Marpe does not remember it the same way as Ms. Gauthier stated.

Ms. Gauthier sought clarification from Chair Palache that the conversation with Executive Director Daniels be done outside of a formal session. Chair Palache confirmed that is her recommendation. She believes her proposal, as a compromise, is to get feedback now, but have the conversation privately with Greg at this time.

Mr. Marpe's shared that his experience is that these are one-to-one discussions rather than group discussions. He referenced his previous educational experience and different ways that evaluations have been facilitated. Unless they involved public funds and salary increases, they were not done in a group setting. Since salaries are not in our purview, he is comfortable with Chair Palache meeting with the Executive Director and believes it would be more beneficial to have those conversation privately. He will wait to see how the rest of the Board feels.

3. **Adjournment:** Having no further discussion, the members adjourned at 10:35 a.m.

Respectfully submitted,

Aleshia Hall  
Administrative Assistant

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