



Work Session 1

Board Turnover

Work Group

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Issue Summary

The Board is in the process of experiencing significant turnover. This may create challenges related to succession planning, policy continuity, and long term vacancies.

1. Succession planning: key characteristics of Board Members/desired qualities
2. Policy continuity: loss of institutional knowledge
3. Long term vacancies: quorum, stakeholder voice

Issue Background

- (1) The Board has three appointments that will expire July 1, 2015. Two of those positions are currently filled by members who have been on the Board since its inception. The Governor has recently informed boards and commissions about his policies related to appointments including a preference against reappointments for more than two terms.
- (2) Stakeholder groups are responsible for nominating Board Members. What are their criteria for deciding who they will nominate? Should the Board develop desired criteria for board members and share that with stakeholder groups?
- (3) The strategic plan is the primary expression of the Board's key expectation for the team to assist the Board in responsibly governing the plan. Significant turnover can create confusion about changing expectations. For instance, this meeting is the first time participating in the Boards strategic planning for five members on the Board.
- (4) The Board currently has a vacant employer representative position which has been vacant since December 2013. The Senate position was previously vacant for over two years. Vacancies create a challenge getting a quorum. What are the reasons for long term vacancies (not a priority for nominating organizations, difficulty finding candidates)? What is the responsibility of the Board and/or the Team when a position is vacant?

Action Plan

What are the Board's Expectations? What would you like to see done next by the Team? What would the Board like to do next?

- (1) Should the Board develop a list of desired qualities for potential Board Members to share with nominating organizations?
- (2) Should sharing the Board's strategic plan with new members or potential candidates be a greater emphasis?
- (3) Should the Team and/or board communicate with nominating organizations when a position is vacant?



Work Session 1

Stakeholder Alignment

Work Group

David
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Issue Summary

Lack of agreement among stakeholder groups creates difficulty getting legislative support for the Board's policy goals.

Issue Background

There was opposition from the Fraternal Order of Police (FOP) and the Council of Municipal and Sheriffs (COMPAS) to the Board's Career Change Fix legislation during the 2014 legislative session. The Association of Washington Cities also expressed concern over the proposal. The lack of agreement among stakeholder groups was cited by legislators as the primary cause for the bill failing to receive legislative support.

Historically, the Board meetings have operated as a forum for facilitating agreement among LEOFF stakeholder groups. Do board members consider facilitating agreement among the stakeholder groups to be a responsibility of the Board? Should the Board do more to facilitate communication between the stakeholder groups? How should the Board communicate its policy actions to stakeholder groups?

COMPAS represents a significant segment of the LEOFF member population but does not currently have a representative on the Board. How should the Board address this issue?

The multiple organizations representing employers and members will often have differing positions on issues, including LEOFF Plan 2 issues. What is the Board's responsibility for resolving these issues?

The Board has had extraordinary legislative success for its proposals that were supported by all the organizations representing employers and members. Should the Board be doing more to identify issues where there is common ground?

Action Plan

What are the Board's Expectations? What would you like to see done next by the Team? What would the Board like to do next?

1. Should the Board facilitate more meetings amongst stakeholder organizations?
2. Should the Board attempt to identify or develop common goals for all stakeholder groups?