

Executive Committee Meeting

July 14th, 2020

SHAWM FLEMING: Good morning. You have a quorum, sir. You have a full committee.

RANDALL BROWN: Good morning everyone. Can y'all hear me okay? How is everyone?

MICHAEL BILLINGS: Doing well.

RANDALL BROWN: Thank you for being here today. We have a quorum, so let's begin. I call the meeting to order and asking for approval of the minutes for the May 9th executive committee meeting summary. Have we had a chance to review that?

MARY TARVER: I make a motion to approve.

RANDALL BROWN: Do I have a second? Steven will be the second. Any objections? Any abstentions. Hearing none, the minutes are approved. And so, our next item is consideration of approval of the council budget fiscal year of 2021. Shawn, would you like to give us some details here.

SHAWM FLEMING: Yes, sir. Thank you, Randall. There are some significant changes. Lynsey, going to ask you to mute your phone. What I gave y'all previous years, and the expenditures from the previous years, and some changes I am going to recommend. I am going to mute everyone right now. Or unmute yourselves, I guess. Because of covid 19 we're not having council meetings in the foreseeable future. That is a significant hit on the travel budget. We don't have as much need. You can see where these numbers, I still left some funds in there. But just reduce the amount of travel. And travel is actually in one large category. Even though we pull it out by different areas. And a number of these things are in larger categories. This budget is being recommended to reduce. Our rent ends at the end of November and the cost for rent has gone up. So, no matter where we go or stay, we will need additional funds for rent. The amount for rent is increased rather substantially. Another significant shift is the operating expenses. This is primarily due to the cost for the transcriptionist for all of our meetings. A couple other cost in there. Previously we didn't, we only transcribed our full

council meeting and the self-determination community inclusion. And now transcribing as a general accommodation. Transcribing all meetings so people can have access to the printed words both during the meeting if someone is Deaf or Hard of Hearing they can see what is going on and type a question. And increase recommending increasing funds for computers basically. I don't know what the requests will be. But if we continue to have meetings virtually, we will have to ensure that all council members have the accommodations necessary and equipment necessary to function. Use Randall as one example. Randall is on his phone right now. It would make it a lot easier if I, if the council loaned him a computer. Not knowing how much that would need I just, we increased that. We usually have 3,000-dollars for equipment a year. That is just to replace computers in the office and projectors or other equipment. You can see in 2019, not this last year that just ended, but the previous year also purchased some additional sound equipment. To both the microphones and a larger board. which now y'all don't meet in person. Still available. But usually we just use 3,000. So really about 7,000 for that. And the last large, am I still here, sorry. Is in contracts. I was already planning on increasing contracts and this is partly due to not having spent all the funds on initiatives last year. Current federal fiscal year. To give more funds, make more funds available for contracts. The only other on this spread of the budget is we still will not use all the salary this year due to not having an executive director. And so, I didn't make a recommendation initially to move it. But as time progresses, I do now think it would be appropriate to make a recommendation to reduce the amount in salaries and put that money in contracts. One reason is I didn't factor in the cost of the executive director search. I was running all my numbers. I usually have a big chart with a bunch of numbers. If other things come up that y'all would want contractually to be able to do there will be funds, unused funds in the salary category due to the absence of the executive director.

RANDALL BROWN: I have a quick question with regards to that. Do we need a motion from the executive committee for you to move the money? Or you can do that?

SHAWM FLEMING: Yes, sir. What y'all have is an initial

recommendation. One of my thoughts would be to like reduce salaries, changing my recommendation, reducing this by 30,000 and adding that into contracts. And so, this is my, I guess, my revised recommended spread of the budget. And so, this would be due to the vacancy. I think if you just consider my revised recommendation, recommended spread, a motion to recommend the council adopt that spread. Or y'all can change it. Y'all can discuss and say more money or less money in different categories. This was just my trying to figure out the best spread. Leaving some money in travel. Y'all can come back and revisit that. Might not be any need for travel. Might be a need to move money back into travel. Given the current state I left about half. Little more than half so that in case something picks back up, y'all can meet again without having to make any huge adjustments, whatever.

HYACINTH MCKEE: Shawn, what made you come up with the number 30,000. How did you get that number?

SHAWM FLEMING: I could do 50,000 or even 60,000. What I don't know is in related benefits. When y'all do hire someone for the executive director y'all are fully staffed. Some of those values will change. And I don't know how much. Sandee was not, she did not have any employee expenses for healthcare, for example. Which is a chunk of change. There are some other personal decisions that are conditions of the staff that would come in who could make this number actually go up for different reasons. The short of it is in this overall category of staff I am trying to reserve money for those contingencies. So not taking it all out. Because in every category you can never go over. And you can't spend more in that category. Thirty was my compromise with myself. I also looked at how much money anticipating not being used in current contracts. But I do that every year. Which will be able to be used for your next year's plan cycle in contracts. You're right, 30,000 is just a guesstimate based on all those factors.

RANDALL BROWN: Do we have any questions.

MARY TARVER: Shawn, will you remind me the state starts July the first or October?

SHAWM FLEMING: It runs July 1st to June 30th of each year. And you do have a comment from Liz Gary, Randall.

RANDALL BROWN: Could we please read that.

SHAWM FLEMING: The budget from between 19 for salaries was down 30,000-dollars. That is correct. Then you stay the same in 21. Which was correct. Was the budget adjusted in 2020 after Sandee retired to have gone down 60,000-dollars. Should have been a question. The budget process actually starts in October. Like the request for the budget that starts next July, that conversation starts in October. Initial recommendations are put in. And then there are adjustments made by the Division of Administration in every category. Whether we ask for it or not. What had happened was in salaries there was 60,000-dollars more than we needed even if Sandee was here through the year. Because they kept increasing the amount we had. Now one of those reasons Sandee had been here almost 40 years. And so nearing retirement the Division of Administration calculates we would need funds for its called termination pay. When someone leaves, they get 300 hours of pay. If Sandee were to leave at the end of June the council would have to pay out that many hours basically. I don't know if that was their reasoning. They had an excessive amount of salaries. Something we never asked for. I actually asked to reduce it anyway. Because it was just excessive. I knew we wouldn't spend it all with our current staff. I requested to reduce it to 60,000. I don't know if that answered your question.

RANDALL BROWN: I think it did. Thank you, Liz, for your question.

STEVEN NGUYEN: I have a question. You mentioned earlier you wanted to add more to for things like laptops to rent out to council members that would need it. Would that 30,000, would some of that 30,000 go to staff.

SHAWM FLEMING: No. I have 10,000-dollars in the category computer acquisitions and stuff. That I think would cover that.

STEVEN NGUYEN: Where did that figure come from?

SHAWM FLEMING: A guess. Kind of like y'all travel.

STEVEN NGUYEN: You took it out of travel?

SHAWM FLEMING: Yes. Actually, like a 7,000-dollar increase. I think that's more than enough. Much more than enough than needed. But with all my budget for accommodations for council members for y'all travel, for computers, et cetera, I can't go under. If there are requests. One thing y'all are going to discuss next, I wanted there to be adequate funds to enable

those requests to be fulfilled.

RANDALL BROWN: Does anyone else have any questions regarding the budget as we see it before us? Hearing none, do I have a motion to approve the budget as we see it before us?

MICHAEL BILLINGS: I make a motion we approve the budget for FY21 as proposed.

MARY TARVER: Second.

RANDALL BROWN: We have a motion from Mike as proposed and a second from Mary. Do I have any abstentions to this motion? Hearing none, do I have any objections to this motion? Hearing none, the motion has carried. Thank you.

SHAWM FLEMING: The next thing on y'all agenda was the consideration of covid.

RANDALL BROWN: Executive orders, correct.

SHAWM FLEMING: Yes. And act 302 I think kicks in August 1st. If you know there are some slight differences to it. I did hyperlink act 302 of the regular session by Senator Hewitt. One, you should recognize everybody who is here. I will ask that you go back and recognize at least all the members of the committee and make sure it's stated verbally. But basically, I think from y'all position y'all develop these teleconference meeting protocols. They are, not good or bad, just telling you the law. And the executive order allows people to participate by telephone. Y'all had established previously to have people viewed. I think it's more accountable this way. But also if someone is not in front of a computer it can present an issue. I don't know if y'all wanted to revisit that. Up to y'all. Just to let y'all know y'all protocols are slightly more restrictive in that regard.

RANDALL BROWN: Thank you for reminding me to do roll call. I apologize being late today. So, do we have any questions with regard to act 302 our teleconference meeting protocols. Or any concerns or comments? Anyone had a chance to look over the act 302 regulations? I will be honest and say I have not at this time had a chance to review those.

HYACINTH MCKEE: I reviewed them.

RANDALL BROWN: Do you have any thoughts on them.

HYACINTH MCKEE: They are pretty much clear. I do not have any thoughts on them.

SHAWM FLEMING: You do have a comment, Randall from Liz Gary. If

we were at a meeting, we would be able to see who is present. If we are on zoom only committee can see who is present. Why is the public not allowed to see who is on the calls other than the committee members? And so, to do meetings the organization, there is two ways you can do it on the zoom. A webinar or do a web meeting. The webinar does split people from panelist to attendees. From a logistical standpoint, particularly as you roll into Thursday's meeting with 28 members, to be able to identify which members are present. And for when people raise their hands for the chairperson to be able to identify a council members' hand being raised, rather than I guess a member of the public. Which typically is prioritized in terms of the discussion. Like when the discussion around the table of committee members verses public discussion. Enables that chairperson to make that determination of when to call on whom. We felt this webinar method was better for that particularly when we have 28 members. It does have some features that we don't like. For example, I just realized somebody can call in. We were told people couldn't call in. But now today I saw there was the option and people can call in. Which is good. But Liz's concern they don't see the panelist and attendee list. Maybe they just see the panelists list, which includes who is all the staff. Cause we are hosting it and doing background operations and allows them to see who the committee members are. As far as public meeting, to me y'all are the ones who are accountable to the public to be able to say who is present, what did y'all say, and what did y'all vote on. Whenever a person from the public comes, I think they are identified. But it's up to y'all. We could figure out a way, I guess, to list attendees. They are listed after the fact. I guess they can't see who is on the call right now.

RANDALL BROWN: Can we look into that to see if there is a way for us to be sure we can list all attendees.

SHAWM FLEMING: I am being told Liz's next comment, I would ask that you please reconsider. You cannot see any attendees. Public should see everyone. Also, Jessica added a comment, we aren't able to see the council members. Probably cause I am sharing my screen. However, once you get to 28 members, I think it's going to exceed the number of panels, even on someone's computer, they can see. And Jessica, that might be you can go

on the top right of your thing and do speaker view and choose galleries view. You may be on speaker view. Might be a setting in their realm of control. If they have clicked speaker view only seeing like the person speaking at any given time. Like I can see all five of you and my monitor is not even showing. We can add those instructions for people to know how to use zoom to operate it from their end.

RANDALL BROWN: Anything we could do to help to make it more available to see who is on each call, on each meeting.

SHAWM FLEMING: What I see is even different from what y'all see cause I am always the host. We can get people to look at it from different angles and try and maximize access, I guess of people seeing stuff. It's a public requirement, I think the requirements are related to y'all participation. I would encourage y'all to make sure that whatever changes occur, or whatever you want us to do ensures integrity, I guess with the council actions, related to y'all being a public body. We will look into it.

RANDALL BROWN: We will look into it and discuss it further and do our best to make it where everyone can be seen and not interfere with our ability to get the work done. I guess I should do a quick roll call and I apologize for being late and not doing that. First thing, I will call on you and just say present please. Mike Billings.

MICHAEL BILLINGS: Present.

RANDALL BROWN: Randall. Thank you, sir. Mary Tarver.

MARY TARVER: Present.

RANDALL BROWN: Thank you. Steven Nguyen.

STEVEN NGUYEN: Present.

RANDALL BROWN: Thank you, sir. Hyacinth McKee.

HYACINTH MCKEE: Present.

RANDALL BROWN: Thank you. And of course, I am present. So, we have a full quorum today. Shawn, do you have the ability to put the agenda back up on your screen? Thank you, sir. Our next issue is the consideration of orientation of new council members.

SHAWM FLEMING: If Hyacinth needs to go I would encourage y'all to do this later. A few years ago, the council passed in y'all bylaws to no longer have the annual orientation. Even if it was like one or two members every January. The shift was if there

are four or more members who came on then we would have a large orientation. One issue it was never defined when they come on. For example, Brenda came on, I would have to look at her date, maybe February or March. And I have not orientated her because I am waiting for three or four vacancies and we can orientate them all together. But I do think last year y'all have two, I will call them, retreats or technical assistance visits to try and help the council and public understand some things about how the council functions. There seems to be a decline about the council's purpose and function and how it operates over the time that we discontinued these large orientations. They were not just for new members. The orientations were also refreshers for old members to come in and relearn things or see after they experienced a year or two. And also, to participate in the orientation. My recommendation would just simply be that y'all go back to annual orientations. The short of it for all those reasons.

RANDALL BROWN: I agree with you. I think very advantageous for us to go back to our model of the annual orientation for everyone. I don't see where there is a negative at all. Something we should do.

HYACINTH MCKEE: Do we need a motion?

RANDALL BROWN: Yes. We do.

HYACINTH MCKEE: I would like to make a motion that the Louisiana Developmental Disabilities Council consider returning back to having an annual meeting or annual professional development as well as orientation for council members.

RANDALL BROWN: Thank you. Do I have a second to Hyacinth's motion?

STEVEN NGUYEN: I would second.

RANDALL BROWN: We have a motion before us from our vice chair, Ms. McKee. And we have a second from Mr. Steven, our member at large, to reinstate our annual training for new members as well as refresher for current members. Any discussion needed?

STEVEN NGUYEN: I have a question to add. Does this include like the executive member orientations or could it include like those who are coming in or what is that right now.

RANDALL BROWN: It would include all of us.

SHAWM FLEMING: Well if I am to understand, Steven, your question there is two different orientations. There is the general

orientation and then like is y'all role as an executive committee. Steven, when you came on, I gave you a couple hours of orientation. I guess those rules and responsibilities, never done them with a whole group. My understanding a protocol or should be.

RANDALL BROWN: To continue to be.

STEVEN NGUYEN: I guess my question does that change anything with that.

RANDALL BROWN: No. It should not. You were a unique case due to April's death and had two vacancies to fill. That was a unique situation. Ordinarily what we would do when the executive committee has elections every two years when the new executive committee comes in, we would do an orientation based on what these roles' responsibilities are at that time. Everyone would get that orientation and that would remain so. In the event of a vacancy we do one like we did with you. Continue to do that if there is a vacancy between terms then we arrange the training. You actually requested it before I could arrange it. So, thank you, sir.

SHAWM FLEMING: I wouldn't perceive this as necessarily taking away, like if somebody came in January, like early part of the year. Just missed out on the orientation, not doing a brief assistance with them and understand how to operate what the council's role is. But not do a full fledged thing.

RANDALL BROWN: I believe that returning to the model of an annual training retreat would be good for all of us as a refresher for those who continue to serve. And of course, a training for those who are new to service to the council. I don't see this as a negative. I see as a positive way to get us informed and make sure that we have all that we need to begin our service together. Having said that, anymore discussion about the motion before us? Hearing none, do I have any objections to this motion? Any abstentions to this motion? Hearing none, this motion carries. Thank you. All right, our next thing is consideration of a council's position statement denouncing the oppression of black communities, police brutality, injustice and the council does not support any policies that discriminate against or marginalize black people. And the request came from council member Brenda Cosse. I will say I received, I went and actually looked at a very well-done

statement that the California DD Council has done. Very impressed. And look at a few others as well. And Hyacinth, I would encourage you, if you are willing to work with me, to draft our own statement for us to get that once we get this approval for us to get that written and get that posted publicly as soon as we can.

HYACINTH MCKEE: Absolutely.

RANDALL BROWN: Thank you very much. Work together to craft our own statement with regard to this motion. And we are in support of all of our community and certainly African American members are important to us. Make that very clear. Madam vice chair, we will work together to get this statement done relatively quickly. Do I have any comments or questions?

STEVEN NGUYEN: I think it would be appropriate we all participate.

RANDALL BROWN: Certainly fine. I welcome it.

STEVEN NGUYEN: I would like to participate anyway that I can.

RANDALL BROWN: Absolutely. We will do that. No problem at all. We need to pass a motion to allow us to draft the statement.

HYACINTH MCKEE: Randall, since Steven requested to participate do you think it would be appropriate to convene a committee? I received some information from another council member with concerns of wanting to take a position and also promote more education around culture competency as it relates to engaging with diverse populations and encouraging more participation from the black community on the DD Council. Bambi Polotzola requested that we also have some conversations around that as well. So, would it be appropriate to ask to establish an ad hoc committee so that we can allow all members, council members who want to participate be offered the opportunity to do so. I would like to make a motion to convene or establish an ad hoc committee to discuss diversity, equity and inclusion practices for the DD Council. And that committee would serve as one that would also ensure that we develop and draft an antiracism statement position for the DD Council.

RANDALL BROWN: Absolutely. I fully support that motion. I would ask that we meet fairly quickly. Because statements are already being issued by entities and actually kind of behind.

HYACINTH MCKEE: Let's say this, let me clear that up. I know that you and I want to be able to draft a statement, a position

statement as it relates to antiracism. I am not sure if we need a full committee to do that. I believe if we get approval from the executive committee as well as the full council to allow you and I, as well as Steven because he sits on the executive committee, to work to draft that statement I think would be great. But moving forward, if we can have an ad hoc committee meet to talk about diversity and equity practices as a whole.

RANDALL BROWN: I fully support both. We need to get the statement done.

HYACINTH MCKEE: If our executive committee will give us the permission meaning myself, Steven and you to work on executing that statement immediately that would be great. And then move onto the ad hoc committee.

RANDALL BROWN: Is the executive committee in full agreement to give the vice chair and I the authority to draft our statement on racial equality?

SHAWM FLEMING: Unfortunately, once y'all go over three members y'all have a quorum. This is my suggestion. Randall, you had presented what you thought was a good statement from California. Y'all don't actually need a motion to direct anybody to come up with suggested language. What I would recommend, if you don't have it to share right now, you can present it at the council meeting.

RANDALL BROWN: I will do so.

HYACINTH MCKEE: We will do that.

SHAWM FLEMING: You can make a separate motion and just say you would like to motion someone consider this statement. It could be amended at the council meeting and that would be in full public.

RANDALL BROWN: That is fine. We will handle it that way. Happy with that.

HYACINTH MCKEE: Perfect.

MICHAEL BILLINGS: I wanted to point out you have a comment out there from Kody Wilson. According to the White Paper produced by the Ruderman Family Foundation disabled individuals make up the majority of those killed in use of force cases. It is estimated they make up 1/3 of 1/2 of all people killed by law enforcement. If the DDC is to release a statement it should be disability focused first and in concert with the black lives matter movement. The council focused primarily on issues

concerning the disability community our statement would acknowledge that. And then she linked the Ruderman Foundation White Paper.

RANDALL BROWN: Thank you Kody for that recommendation. Certainly, take a look at that.

MICHAEL BILLINGS: Also, another comment from Liz Gary. And Liz states, please be sure to open that ad hoc committee to other people not members of the DD Council who would like to serve on that committee.

RANDALL BROWN: We will do so. Thank you for reminding us. It will be open to all council members who wish to serve on it. And of course, anyone can attend. Hearing no other comment, do I have a motion. Have a second. Any objections to this? Any abstentions to this motion?

STEVEN NGUYEN: I don't see you have a second.

RANDALL BROWN: I thought I had a second.

STEVEN NGUYEN: I will second.

RANDALL BROWN: I thought you already had Steven. I'm sorry. I have a motion from Dr. McKee and a second from Steven for the council to convene an ad hoc committee and the council to discuss statements and positions for the council's consideration. Passed without objection. Do I have any abstentions? And I will ask again, since we have the second, do I have any objections? No abstentions? This motion carries. Thank you. Next, we have consideration of confidentiality agreement of council members. This relates the confidentiality agreement used for all of our processes, Shawn? Or just related to membership committee processes.

SHAWM FLEMING: Actually, all processes. In the council bylaws there is a clause of confidentiality that council members already sign off to. It came to my attention mostly in the membership, but y'all frequently have access to information that is confidential and private and needs to be kept that way. Y'all have a statement that y'all do, a conflict of interest statement when y'all come on as a council member. Which is another section. Following the confidentiality clause in the bylaws. But I think a lack of understanding of confidentiality. Maybe a discussion. I came up with the agreement because I just want to make sure people were clear that there is a requirement of confidentiality for documents and people's privacy and what

not. I drafted that. Y'all can revise it. I just tried to cite the relevant laws and policies that we're under. Also, like participation in anything. Even including y'all information. I will tell you; I don't share the member address list. And a number of council members have indicated they are not comfortable with having their email address or phone numbers shared among council members because that has already been breached. A lot of reason to consider this and have a discussion about how to apply it. My recommendation would be y'all have, at a minimum, people sign on they understand the confidentiality clause. A larger scale, an item covered more in depth at the orientation y'all just discussed.

RANDALL BROWN: I will say with regard to this issue, I did have a council member reach out to me just late last week that they were uncomfortable having their city listed. They would prefer to have their region listed rather than the city in which they reside. That is an issue I wanted to bring forth for the council to consider. At the current moment when you go to our website and the about us page, we have our pictures and our current cities in which we reside listed. The council member felt it would be more appropriate to have their region, rather than the city listed. that was something brought to my attention recently and I am bringing to yours.

STEVEN NGUYEN: I just have a comment. If we do list our information by region, I would also recommend we list out all of the parishes within that region just so everybody understands.

RANDALL BROWN: Exactly. What region those parishes, what parishes those regions cover. Do I have any questions with regard to the statement Shawn has drafted before us?

MARY TARVER: When you are looking at this agreement and it gets down to the confidential information, which is supposed to be protected and says address, are we talking about, where are we protecting this information from social media.

RANDALL BROWN: We don't put addresses, like I said, on the website where we reside, the city is listed. So, we would never put your home address or anywhere that would make it open to all public sources.

MARY TARVER: But we have to have our names.

RANDALL BROWN: Yes.

MARY TARVER: I guess I am trying to figure out the things that

we have listed what that means. I agree, no address. Services provided means what?

RANDALL BROWN: Shawn if you can help me here.

SHAWM FLEMING: I interpret service like if they receive any waivers or IFS. Any services that are disclosed in any discussions about any individual. For them to discuss, not for anybody else to share publicly. You have some comments and people's hands raised.

RANDALL BROWN: Let's start with the hands raised.

LIZ GARY: Thank you. Just going to go back and say one thing real quick about the ad hoc. What I was trying to express in the bylaws it states the public can sit on any of those committees and it states that in the very end of the bylaws. What I was saying to ensure there are people other than the just the EC, other than just DD Council members, but also public who may be interested on serving. That they could also serve on that committee. That's what I was trying to say in the post when I posted that for you.

RANDALL BROWN: Okay. Thank you. You're right. That is in our bylaws. If anyone wishes to serve, they can certainly reach out and let the staff know. Or reach out to my email which is published on our web page. Reach out to me directly through that email and request to serve and I will consider their request. And of course, everyone will be open to the public as well. You won't need to serve on it to get your opinion heard. Thank you for making that clear Liz. Certainly, open for anyone who is wishing to serve.

LIZ GARY: Thank you. One more thing, relating to this confidentiality agreement. Y'all have spoken for several minutes on a name and address and not wanting that to be public and not wanting that information out there. If you all might recall that every year you have to fill out a board of ethics report. That report is required for you to fill out to sit. At this point in time you can go to the Louisiana ethics administration program disclosure portal and can pull up any one of you who are sitting there now, your name and address, your name of your spouse if you have one, where they work, company. So, remember, although you are trying to keep it off of the website and remain confidential, it's not confidential because I just pulled up every one of you on the Louisiana ethics website.

Keep that in mind, not something that is confidential when you serve on a public board. Thank you.

RANDALL BROWN: Thank you for that reminder and actually are aware of that. When I was speaking to that fact, I was speaking to our DD Council website. Yes, of course we are members of a public body and so that information is public.

MARY TARVER: So, this when you read through it get applications or when we are doing something with somebody's information. They fill out something, they give it to the council and want to keep that information confidential. I was looking at it wrong. You don't mean all of our information. Cause I think having a way for people to know I am a parent on the council in region six if they had comments about something that was going on in region six there would be no way for them to know how to get in touch. The same way as like you just said, if you want to be on the ad hoc committee then send me an email. But if we don't have our emails listed this wouldn't make sense. A confidentiality agreement if somebody fills out something and gives it to us as a membership that this is what this agreement is for. Not for what we are going to put on our social media or web page.

RANDALL BROWN: Correct. I attributed to the confusion I brought up what a council member had addressed to me. The information we collect for any purposes of our carrying out our work. Membership or any other process or project that we would carry out. We would need the information from people that we would take steps to safeguard these, all of these areas. Their name and addresses, the services provided, evaluation of personal information and medical data, of course. We would be expected to keep private. For our use, whatever committee work we are carrying out. Expected to keep that information private. We already do make that effort in the case of collecting personal data for any of our work that we do. As Liz rightly pointed out, our information is public to the ethics website. And through our own council website as well. We had some information, I believe most of us at least on the executive committee, have provided an email you can clearly see to contact us.

HYACINTH MCKEE: I wanted to make a point that in section seven of the LDH guidelines if you will, rules regarding health,

information it's very clear. And because we operate under LDH we should also abide by section seven of D and C in that LDH ruling as it relates to HIPPA and protected health information. And so that information was also placed in the agenda as well as made available for all who needed to see as well. We just want to make sure that individually identifiable health information as well as protected health information we are required to adhere to LDH's guidelines because we are operating under LDH.

RANDALL BROWN: Yes. And thank you for that clarification.

Okay, so do I have any more discussion?

NATALIE LAROSE: I had my hand raised. I just wanted to see if we could get more clarification as to what exactly is being published and verses what is being kept confidential.

Obviously, HIPPA guidelines regarding any medical conditions or disability certainly understand. What about the rest of this information? Obviously, name would need to be removed off of there, but we can't even see the full document from here. I don't know what all is listed on there.

SHAWM FLEMING: I thought this was hyperlinked inside the agenda. Kind of confused.

HYACINTH MCKEE: Are you speaking about the general privacy policy 17.1.

SHAWM FLEMING: I put the wrong hyperlink in there. My bad. I put the wrong hyperlink. I guess it grabbed it from within that document.

HYACINTH MCKEE: But I believe you made it available on our website. It is there and it's under the general privacy policy section 17.1. It outlines the purpose of protected health information, individually identifiable health information, as well as public confidential information about individuals. And it is LDH's guidelines as it relates to what is considered protected. And since we are operating under LDH's guidelines we must adhere to section 17.1. And so, Natalie, we will make sure you get that information as soon as possible. But it is on the LADDC website.

NATALIE LAROSE: Can you show me again where to get that because this was not known to me ahead of time.

HYACINTH MCKEE: It's in our agenda. If you have access to the agenda.

NATALIE LAROSE: Can you tell me where to find it.

HYACINTH MCKEE: Is our agenda posted on the LADDC website.

SHAWM FLEMING: It is. When I clicked the agenda, it pulled up the LDH document. I had that as one link in our document. For some reason, the only thing that is hyperlinked inside your agenda. That LDH guidance is guidelines and expectations is based off of HIPPA. Anyway, my bottom-line recommendation is y'all consider having this discussion because confusion with the membership committee what can be shared. I will tell you I pulled off of YouTube the whole membership committee because the LDH legal said you can speak about stuff, but don't talk about their disability. And I think y'all did a great job Hyacinth, I really do. Y'all have conversations about that. Technology to be able to go out and redact certain parts of conversations or lists of different things was beyond the scope to be able to do right now throughout that meeting. And I just think it would be good to have a conversation both in orientation and agreement among members about an understanding of what this is. And probably bring in some LDH legal people to discuss it so everybody is on the same page.

RANDALL BROWN: I would welcome that. I would like to see us have discussion from LDH legal from their legal team to give us feedback and guidance.

SHAWM FLEMING: Yeah. Cause what is happening right now everybody is constantly put in the position of trying to legally interpret which bits of information can be shared. Just so y'all know I err on the side of protecting people's private information. Even when we do transcripts of meetings, and this has been historical since we have shared them. I go through it and redact any information someone else said about someone else. If you are not speaking about you, I am not going to publicly put out there you said about something else. I take it out.

RANDALL BROWN: I would definitely welcome LDH to bring in legal teams to give us guidance. Because we are in a unique position as a public body. We do have to adhere to releasing information to the public whenever possible. Of course, we are also under LDH and we respect that. Want to be sure we are doing the right thing in all cases. And I think for us to be able to have the lawyers come in and work with us I think can only help clarify.

HYACINTH MCKEE: Do we need to make a motion for that.

NATALIE LAROSE: I still have questions that haven't gotten

answered.

RANDALL BROWN: Yes. Shawn, her question where to find the information, if the hyperlink is not up or not working, whatever that case may be, where can it be found on our website?

SHAWM FLEMING: That is not on our website. The only reason I would have shared it was for y'all to consider it. Really the recommendation is for y'all to really consider addressing confidentiality and understanding it across all members. And actions of the council. You have some other comments.

RANDALL BROWN: Before we move to those, Natalie do you have any other question or comments.

NATALIE LAROSE: I did, but so actually to Shawn's comment, actually it appears y'all are voting on is that you are saying whether this confidentiality agreement will be put into place and be practiced. However, that is not what you are saying Shawn. You are saying it's just a motion to consider having LDH, you know, people come in to tell them what is going on, what the best practices are. That is two different things, which makes me confused.

Also, I wanted to address that email addresses should definitely be made public. Because otherwise how is your public supposed to contact you. I understand I think Mary's suggestion about it stating regions instead of the specific city that people live in. I totally understand that. But I do agree with what someone else suggested about at least listing the different cities or areas those regions cover. And also making available either a public email address or public phone number. There is different ways you can get a Google voice number or something that is for the public. Verses it being for a personal phone number. I just wanted to make that statement as well.

RANDALL BROWN: Thank you. So, I have other comments or questions?

NATALIE LAROSE: I wanted to also ask has there ever been a citation on confidentiality for the DD Council in Louisiana.

SHAWM FLEMING: Not to my knowledge.

RANDALL BROWN: Not to my knowledge.

NATALIE LAROSE: Okay. So, what is the difference of why this is coming up now?

RANDALL BROWN: We had an opinion issued to us by LDH that we had asked for. And it was issued I believe in June. And so, we are

trying to balance our respect to HIPPA, and having to follow federal law, and our respect to state law, and the meetings law this being a public body. Just trying to figure out the best ways to balance those equally important issues as we carry out our business.

NATALIE LAROSE: Can we ask what prompted that opinion or discussion?

RANDALL BROWN: It was requested, I had requested it when I was vice chair of the council, I was chair of the membership committee. Shawn and I discussed it; we had requested LDH issue the opinion so we could get clarification on this issue.

NATALIE LAROSE: Is there anything, can you give us clarification why that was requested or what brought that up. Kind of vague.

RANDALL BROWN: At the time I was starting my time as membership chair and issues as to what was private information and what is public information. So, I asked for the LDH to issue an opinion for us or give us guidance on the issues. And they ultimately did issue the opinion that now we are endeavoring to follow.

And we also have our state law of open meetings law to consider as well. Because we are not a team of attorneys, we certainly want to welcome speaking with those attorneys from LDH and getting full clarification on how we proceed with keeping the information they expect to be kept private kept that way. As well as making information public as well. We are just trying to balance the issue and make a cohesive policy moving forward. That up to that point we have, frankly, lacked.

NATALIE LAROSE: Up to what point? Was this before or after the recording made?

RANDALL BROWN: This was after. But it relates to all things to do with what we carry out, not just our membership committee. This opinion would carry over for all the work we do.

NATALIE LAROSE: Okay

RANDALL BROWN: We want full clarification from LDH legal on the opinion issued in, I believe, June.

HYACINTH MCKEE: June 23rd, 3:45 p.m.

NATALIE LAROSE: That opinion they had made in June was stating what? I'm sorry. Little confused.

RANDALL BROWN: It gave us guidance what was to be considered for discussion as it relates to membership processes. And also, from what I can remember, I don't have it in front of me, buy it

would relate to all information related to disability would be protected by LDH.

NATALIE LAROSE: Has that opinion been made public.

RANDALL BROWN: Yes. Shawn, do we have it on our website.

SHAWM FLEMING: Yes. If you go into the membership committee summary on the agenda for the meeting on the 16th it is linked in there.

NATALIE LAROSE: Sorry. Can you tell me membership committee link and then where?

SHAWM FLEMING: This is the agenda for the 16th that is posted on the website. I am on the website right now. If you go into the membership committee meeting this is the summary and this is the legal opinion posted within it.

NATALIE LAROSE: Okay. All right. And then where did you say to find the LDH thing from before?

SHAWM FLEMING: The guidance, that is linked inside the agenda for this meeting.

NATALIE LAROSE: I thought you said that was the wrong hyperlink.

SHAWM FLEMING: I thought I linked a document that contained it and the federal laws that drive that guidance, etc. It had some other documents to references and kind of summarize that as it pertains to council business.

NATALIE LAROSE: Okay. So, and then the privacy of this issue was never a concern before last year?

SHAWM FLEMING: I think privacy has always been an expected, or confidentiality has always been an expected practice of the council. It is in the bylaws and has always been in the bylaws.

NATALIE LAROSE: Right. I understand that. But it hasn't been brought up as an issue before? Membership meetings were never closed before. There is a difference.

RANDALL BROWN: I can speak to the fact it was an issue from, I became vice chair of the council last year and from that moment it was a concern. And so that is why I asked Shawn to seek clarification from LDH. And he agreed to seek an opinion or guidance from them as to privacy issues related to membership committee.

NATALIE LAROSE: Okay. Cause membership committee meetings things were discussed openly in the membership meetings and in full council meetings before.

RANDALL BROWN: Yes. I am aware. One of the ways I was trying

to seek, since none of us are attorneys, trying to seek the legal opinion of LDH. Cause we are under LDH. So, I was trying to get the legal prospective of how they felt we could balance or should balance our duty to both protect information and make public all relevant information needed to carry out our work. SHAWM FLEMING: Up until last year there has never been anyone who tried to go to a membership meeting. There was never, I guess, reason to even think about what the practice should be. Upon having guests at that meeting, it was reevaluated what practices need to be taken to ensure that confidential information is protected. So that is what we have been trying to do try and figure out the balance between those. So right, people have never put themselves in the meeting to make it necessary to go into executive session if you are going to discuss certain things.

NATALIE LAROSE: They were not actually open meetings?

SHAWM FLEMING: They are open meetings. All published on the website. But no one has ever come to them. There was never a need to go into executive session because the committee didn't have to change any of its conversation cause there was no public involved.

NATALIE LAROSE: Okay. But yet it was also discussed in full council?

SHAWM FLEMING: Well, the names of the people once they were recommended those people were connected and their names were discussed. Because we had to put them out. I will be honest, I do think, I don't think, I know, there were some council meetings where discussions of people's personal situations, in my opinion, crossed the line. And that's the point of this whole conversation and the consideration for the council to consider confidentiality because each council member, each committee member is personally responsible for their own actions. To make sure that they are fully informed and aware of what is confidential and what can be said. And if any chairperson needs to go into executive committee if people want to discuss other things, they are privy to that are not public, that are private, is to make everybody aware of that.

NATALIE LAROSE: Can you describe more specifically as to what was discussed you felt was over the line? From what I know information that was shared discussed names, the child's

disability was discussed. Which that is allowed.

SHAWM FLEMING: No, ma'am. Not without that person's permission. That is incorrect

NATALIE LAROSE: That is the way it's been going on for years.

MARY TARVER: I appreciate that we have had some changes in the way we are doing things. And part of that is seeing just because we did it in the past, doesn't mean it's right for the future. With Randall's explanation and his understanding, I am taking over a new role and I want to know what I should be doing and how this should go. And us being more, try to be more where we are getting an opinion from somebody else. We are not going with what we think, we are going with what the opinion is. That is what happened in this case. And I think that is something we should be applauding we are trying to get the information. What we did in the past is what we did in the past. We have to move forward and want to be able to do that and appropriately.

RANDALL BROWN: And we certainly want to be aware and transparent and open with all of our meetings and all of our work as we possibly can be. And so, the goal of seeking that opinion was to try to balance our typical responsibilities, to protect information LDH wishes to keep protected based on HIPPA. And also, to be very mindful of, and I am always mindful of our duty to make all information that is pertinent public. I am committed to that. And will remain committed to that. But I do think it's very important, if we can, actually meet with or talk with LDH legal members to further clarify some of our concerns. And so that we do make a policy that is made in the best interest of the council's work and our public duty. And moving forward we will operate from that.

NATALIE LAROSE: I definitely appreciate that we are seeking the counsel of legal lawyers and people who actually knows a legal opinion for sure. I definitely applaud y'all for that and agree with that. That is not where I am confused. It was more of where this all of a sudden came from. And why the membership committees were all of a sudden being closed. And then trying to be able to make sure we can still reach our designated representatives for our region has become increasingly more necessary. I know if I was to apply, I know I am putting myself out there as a public servant open to the public saying hey, contact me. That is part of the public duty serving on a public

board. I also can definitely understand people not wanting like their specific residence, address. For sure I understand keeping that confidential. This confidentiality agreement, does it address the lack of it when DDC staff was recording the Partners in Policymaking class in a nonpublic meeting?

RANDALL BROWN: It is in response to that. We are trying to be responsive to what we understand to have been an issue in the past. And certainly, one we are looking to address so it doesn't occur again. We are being transparent on everything we do. I don't know that it directly takes care of past events such as that. But certainly my intent for us to, and I think all of our intent, for us to create policies and procedures that are clear and everyone involved to participate and have the information that needs to be protected, protected while getting the information that needs to be public to the public.

NATALIE LAROSE: Thank you. Appreciate that. One last question if I may. Sorry. The legal opinion that was given on June 23rd you had mentioned. Was that requested by DDC? You said that was requested by you or someone else?

RANDALL BROWN: I requested it in my role as vice chair at that time. I was chair of the membership committee prior to this one. And so, I was asking and taking over that role I was asking for clarification from LDH as it relates to the membership process. Because we were already having that issue as I came into office of being a public meeting verses protected information. So not being an attorney, and wanting to do the right thing by all parties involved because I am on a public body and a leader of the public body and to LDH practices they expect of our council, I wanted clarification from lawyers as to what we should be doing with regard to that.

NATALIE LAROSE: Thank you. And thank y'all for your time.

RANDALL BROWN: Thank you. Do I have any other comments or questions?

SHAWM FLEMING: Liz Gary has her hand raised and a number of comments.

LIZ GARY: I just wanted to draw back your attention I put something in the chat box, and I think it's important y'all read through this. Back last year when Sheryl Matney came in from ITAC, which is the information and technical assistance center for council on developmental disabilities. This is where money

is paid by each council to support them. And as y'all know Sheryl was there in April and then in October for y'all's retreat and stuff. So last year in November or December she posted a guidance to determine membership in alignment with DD Act requirements. In that thing if you go down to the bottom it clearly states frequently asked questions concerning this. And one of the first questions that is asked is can I ask an applicant disability related questions. And her answer is yes. The DD Act is the federal law authorizes DD Council and membership requirements. An applicant will need to tell about their disability or family's disability in order for the governor's appointments office staff to determine eligibility. And then the next question is, am I violating HIPPA by asking these questions. And it states the Health Insurance Portability and Accountability Act is a federal law that sets rules for underlined healthcare providers and health plans about who can look at and receive someone's health information and those closest to them. And quotes the US Department of Health and Human Services Office for civil rights. And goes on to say information from a healthcare provider about an applicant is not required or standard practice. I just think it's important that I understand what you guys from LDH and strictly said talking about the disability, but I think we need to remember that disability question is required on that application in order to determine whether or not. And other than that, there really shouldn't be any need to discuss a person's disability other than yes on the application it stated they did. I just wanted to share that, and I did put that in the chat box if anybody wants to further read. Like I said, that guidance came out last November 2019. Thank you.

RANDALL BROWN: Thank you for bringing it up Liz. And I do remember that being discussed at the retreat she did give in October. It added to my desire to make sure we had an understanding from our department of their expectations of the data. But I am aware of our responsibilities in relation to the DD Act as well. So, I am just seeking all clarification we can have from our legal team at LDH. Certainly, bring that up in the discussion. We're expected to be able to carry out our duties in a public way in accordance with the federal law. The DD Act. So, thank you for bringing that to our attention. Do I

have any other questions or comments?

SHAWM FLEMING: A number of comments in the comment section.

RANDALL BROWN: Can we rea

HYACINTH MCKEE: Some were answered, Shawn.

SHAWM FLEMING: I am trying to read through the ones that were not discussed. Katie Corkin says the legal opinion on June 23rd--

HYACINTH MCKEE: That was answered by Randall.

SHAWM FLEMING: I will share my, that actual opinion was not requested by the council. I did ask in 2019 LDH legal, the Office of Inspector General when he was contacting me about another issue cause they oversee boards. And I asked them if they could give me any guidance. The only guidance I received was the freedom of information request for all the documents for the membership committee and LDH legal refused to provide it. Which is consistent with a court decision of East Baton Rouge 911. They said all those documents have too much confidential information, be too redacted to be meaningful. I never received from my request a statement until that June 23rd statement came out. Katie asked, does this confidentiality agreement address the lack of when DDC staff secretly recorded the Partners in Policy class in a nonpublic meeting. I would like to address that. Because if it is going to be alleged that we violated confidentiality I would like for that accusation to be made clear and public. We did not violate any confidentiality. I understand violate people's trust because there was distrust in that room before I ever walked into it. We were advised by LDH legal to record that conversation. I want to make that absolutely clear to y'all. The same people who issued this opinion told us to record it. The transcript of that recording has been requested and provided. But it has been redacted to ensure confidentiality of anybody who was in that room to make sure we maintain confidentiality. I want to put that on the record to be clear. If y'all want to accuse staff of violating confidentiality, do so. But I will not accept that this and confidentiality because we were advised by legal to do things because of what was going on in that class. Make that very clear.

RANDALL BROWN: Let me say one of the things we certainly will ask if we meet with LDH legal, I assume we will and should, is

for them to give us clarification and understanding that they did in fact direct the staff to make it and under whatever conditions, all that was directed by legal to be done by you all. That will be part of my ask of them when we meet as it relates to privacy matters.

SHAWM FLEMING: Another comment that says from Natalie, says we have made that clear in public. But it was read by others not present at that meeting before being redacted. That statement is absolutely false. Absolutely false. I will tell you when I, and part of this is actually related to the confidentiality. I want to clarify how this plays into it. On April 15th of last year every council member received an email from Kody Wilson. At that time y'all emails were listed on a page that was stated to be confidential. And someone released all y'all contact information. Prior to that time, the council had decided this, had voted on this multiple times whether to have emails. And y'all choice whether you have emails or not. In July of, I believe, last year y'all voted to allow council members to have their email of their choice on the website. And so, we asked you each one of you and we published emails of your decision. That email that y'all received had a lot of acquisitions that were false. That were about Sandee and I's statements. As the people who are responsible to evaluate the executive director a redacted version of that was shared with, at the time, some members of the executive committee. But it was redacted. And Randall, I shared some pages with you. And to confirm it was redacted and whether you received any confidential information in that document.

RANDALL BROWN: The copy I saw was redacted.

SHAWM FLEMING: Thank you, sir. Because I told Sandee after reading that email, I was going to transcribe it. She actually did have it transcribed and I redacted it. I sent it to legal. I sent it to LDH legal to clarify my redaction was complete. Prior to sharing that document with anybody. So, if people want to continue to accuse a violation of confidentiality, I welcome it, but it's false. And like it to be on the record that it is just a continued misperception cause it never happened.

RANDALL BROWN: Certainly, on the record as having that be your position. I will state again, we will meet, in meeting with LDH legal, it will be something I will definitely ask as to it

relates what were the instruction as to staff what were the instructions as regards to partners meeting. Also, anything related to any work we do where information should be protected or private. So certainly, that meeting which did prompt us to change our policy, where he pointed out, where we begin to allow individual email contact information. That was brought about because we did feel we were responding to the public and their need to get information to us and feel like their voices are heard by their representatives. We certainly are sensitive to it. We take into consideration today everyone's points of view. Everyone is welcome. Everyone is valuable here. Certainly, want you to know that. And we will do everything we can to resolve the issues for all parties involved as best we can and move us forward.

HYACINTH MCKEE: Just a point of clarification to get back on the agenda. I am asking that, for the purpose of time and for us to get back to other matters that need to be discussed on this agenda, I think that we have spent an extended amount of time on this topic and there are other pressing matters that we must get to. Just trying to frame this up to ensure we are moving in the right direction. Are we going to continue to follow the guidelines of the opinion that was set forth on June 23rd of this year moving forward? Are we going to operate from that opinion to ensure that we are doing the best that we can to protect identifiable information? Operate from that opinion until we meet again or schedule an appointment to meet with LDH legal? Just seems as though that opinion gives us a frame of reference to start from. Or should I make a motion to do that.

RANDALL BROWN: I don't think we need a motion. I could be wrong. It is an opinion we requested and were given by our governing agency. So, I would say yes, we are under it until we receive further clarification from them. Which I will now be seeking to meet with members of LDH legal. Which I welcome and always welcome.

HYACINTH MCKEE: With that Randall, that opinion clearly states our requirement to adhere to HIPPA standards and HIPPA as well. And with that, there is some concerns about information that being disclosed when individuals submit their applications to us. Not necessarily on the applications, but on the interviews sometimes people disclose to council membership committee

members personal information. Sometimes people discuss their experienced on how they were diagnosed with a disability, diagnosed with a condition, or their child. In those situations when membership committee members on are the phone with those individuals and get that information I believe there is a confidentiality agreement out there that LADDC already has adapted that we need to bring to the full council for approval to ensure that all council members sign a confidentiality agreement as it relates to receiving protected information. That needs to be discussed as well. And moving forward. And then also individuals who supply their information to us that has protected information in it, them signing an informed consent as well. Because we are operating currently under that opinion, I need it to be made certain the DD Council members are accountable for any information that they receive from individuals during the membership process. And they don't disclose that information to the public until that information is selected to be a candidate. So, let me make that clear. If an individual is applying for membership to the DD Council that information, that private information disclosed on that phone interview should not be made public unless that individual assumes the role of being a public member. Until that time that individual still a private citizen and their protected health information should not be disclosed in the public setting. Just trying to get some clarification on that and if we should bring that to the full council's consideration to have DD Council members sign a confidentiality agreement as well as individuals who apply giving us informed consent that certain information will be disclosed.

RANDALL BROWN: I think it's pertinent and best to bring that before the full council for a full discussion.

HYACINTH MCKEE: Do I make a motion for that?

RANDALL BROWN: You certainly may.

HYACINTH MCKEE: Let me see if I can incapsulate that.

SHAWM FLEMING: I am typing what you said.

HYACINTH MCKEE: Now I see. Thank you. Since you have it there, that helps out. Also asked that confidentiality agreement be effective I think we need to have discussion about because we just went through a membership process and I am concerned that information regarding applicants may have been shared without

their consent. I don't want anyone sitting on that membership committee to be held personally liable. Individuals can actually be individually held liable for sharing information outside of the membership committee members.

RANDALL BROWN: A motion before you. You don't have a second yet. We need a second for the motion which states for the council to consider having members sign confidentiality agreements and require applicants for council membership to sign consent to release information for discussion of their application. So that is currently the motion on the floor. Do I have a second to that motion?

MICHAEL BILLINGS: This is mike. I will second the motion.

RANDALL BROWN: And to be clear, this will go before the full council for discussion and consideration on Thursday. Do I have any abstentions to the motion? Any objections to this motion? Hearing none, this motion is carried. Now, we have another issue, do we not, to discuss?

SHAWM FLEMING: Last item was consideration of personnel matters.

RANDALL BROWN: Shall we begin to do that now.

HYACINTH MCKEE: I would like to make a motion to go into executive session to discuss personnel matters.

RANDALL BROWN: Before we do that, do we have any comments?

SHAWM FLEMING: Kody Wilson stated, I thought if the person's name was stated in a public meeting had to be given prior notice. They're jumping. Katie Corkin said, that is correct Kody. Natalie LaRose said, nor were we given any prior notice that PIP meeting would be recorded. Especially since you knew ahead of time. You were supposedly instructed to record it. Very pertinent and affects everyone's lives, Natalie LaRose. So much time is needed to discuss such important topics. I'm very concerned with the fact that people are addressing their concerns and is being said that they are saying is false. Have the parents' concerns been heard by the council? Has the investigation been submitted as requested by Tara Smith from the October 2019 council meeting? Katie Corkin's comment, so the guidance from ITAC does not apply to Louisiana DDC. Natalie LaRose, Shawn, so our voices and opinions are not to be shunned, minimized or dissed without full third-party investigation. This investigation has been requested multiple times by multiple council members and the public. Katie Corkin, I would like to

urge the executive committee follow up on the letter that you all approved in January 2019 asking for clarity on a variety of issues.

RANDALL BROWN: Thank you all for those comments. I am aware of all those things you mentioned, and I am working on them. We will continue to look into issues, those issues. Again, I think meeting with LDH legal will help us to clarify their role in advising us, our staff to record the meeting and what not. And so, of course, and I am aware of the actions of the council previous. Last year when Tara made her motion that is still ongoing. Still as your chair looking into how that is to be played out and done properly. Still being done. It has been slowed by the covid crisis. And of course, April's death and my change in status as well. Just been a lot of things we had to go through. But not lost site in the council's directive in these matters. Having said that, Hyacinth, are you ready to make your request to go into--.

STEVEN NGUYEN: From Natalie LaRose, this was skipped in the meeting July 2019 Robert Paddy stated on the record he read it.

RANDALL BROWN: The copy I got was redacted. I would assume the copy I read was the copy Robert had read as well. There was some redaction on the pages. I would like, still would like clarification from legal on that redaction, and who asked for what from our staff, and how that was done. I will be asking that. The pages I saw did have some redactions on them.

STEVEN NGUYEN: Follow up comment Kody Wilson. Robert stated he did not read a redacted version, FYI.

RANDALL BROWN: Okay. Thank you for that Kody. Hyacinth, you had a question or comment?

HYACINTH MCKEE: Just wanted to make a motion to move into the executive session to discuss consideration of personnel matters.

RANDALL BROWN: Do I have a second to the vice chair's motion to go into executive session for personnel matters? We're asking to go into executive session to discuss personnel matters. So essentially be talking about staff personnel matters. The vice chair is asking for us to go into executive session to be able to do that. Do I have a second? I guess I would second it.

SHAWM FLEMING: I don't think you can second it.

RANDALL BROWN: I don't think I can either, but we need to move into it.

MICHAEL BILLINGS: My hesitance is I have to depart this meeting in two minutes.

RANDALL BROWN: Thank you for that Mike.

MARY TARVER: Me too.

STEVEN NGUYEN: I had something else to get on.

RANDALL BROWN: We will have to bring this up, we would have to have a second meeting. If you are agreeable Hyacinth, have another meeting to discuss personnel matters.

HYACINTH MCKEE: I am absolutely agreeable to that. I had a meeting at 11.

RANDALL BROWN: We all had things to juggle today and I thank you all for being here and present for us to be able to carry out the business today. We definitely have to schedule a second meeting. Doesn't necessarily have to be this week, but has to be soon for us to discuss personnel matters. Are you agreeable to that?

HYACINTH MCKEE: Absolutely.

RANDALL BROWN: We will table this motion and take it up at a future meeting to be determined. We have no other business to discuss, correct?

MARY TARVER: I do? I didn't know I had my hand raised. I would like to motion for us to adjourn, couldn't think of the word.

RANDALL BROWN: Do I have a second to Mary's motion.

STEVEN NGUYEN: Adjourning or recessing.

RANDALL BROWN: Adjourning. Won't necessarily be this week, case our week is filled with other things. But we do have to address this issue so we will have to call another meeting soon for us to discuss personnel issues.

STEVEN NGUYEN: Second.

RANDALL BROWN: Any objections to the motion? Any abstentions to this motion? Hearing none, this motion carries, and this meeting is adjourned. Thank you all for attending. Thank you for sharing your opinions and feedback. And thank you to the committee for your attendance today. Everyone have a good day.