

KING CONSERVATION DISTRICT

Board of Supervisors Special Meeting Minutes

June 21, 2007

1 **Supervisors Present:** Matt Livengood, Chair, Scott Wallace, Vice-Chair, Bill Knutsen, Secretary/  
2 Auditor, Bobbi Lindemulder, Member, Bob Vos, Member

3 **Associate Supervisors Present:** Max Prinsen, David Irons

4 **Guests Present:** Jim Reid, District Consultant, Sara Hemphill, District Consultant, Barry  
5 Bartlett, District Consultant, Steve Olwhencamp, The Bartlett Group, Jim Reid, The Falconer  
6 Group

7 **Staff Present:** Brandy Reed, Marla Hamilton Lucas, Matt Dunahoe, Ken Halgren, Pete Landry,  
8 Jessica Saavedra, Roseanne Campagna, Paul Borne

9 **NRCS Staff Present:** None

10 Chair Livengood called the meeting to order at 6:15 pm and apologized for the late start as a  
11 subcommittee meeting had gone on longer than expected.

12 Agenda was reviewed, introductions made. It was decided to reverse the order of the agenda to  
13 allow the consultant contracts to be discussed first, and to add a discussion about the Falconer  
14 Group proposed contract amendment.

15 Vos suggested a moment of silence be observed in honor of Geoff Reed on the death of his father  
16 earlier this week.

17 The consultant subcommittee met directly before this special board meeting and discussed the  
18 consultant proposed scopes of work and contracts, but time ran out to come to a resolution on  
19 moving forward with SOW and contract approval. Additional time is needed to review and  
20 finalize. A 30 day contract extension was proposed for the two contracts up for renewal to allow  
21 the committee more time to have additional discussion.

22 **Wallace Moved, Knutsen Seconded, Passed unanimously a motion to extend the contracts**  
23 **with Sustainable Solutions and Bartlett Communications for 30 days after their June 30**  
24 **expiration dates.**

25 Vos asked if this extension was acceptable to the consultants and they said it was.

26 Due to overwhelming interest in the Falconer Group's work on the District's organizational  
27 review, Jim Reid has done additional interviews. He has provided a summary of the work and the  
28 difference in the cost due to the additional work undertaken. He distributed a summary of the  
29 work performed and the additional amount requested (\$ 3,176.25) to the Board. Livengood  
30 suggested increasing the amount to \$3,500 to cover finishing any remaining tasks resulting from  
31 the extra interviews, and two pending interviews after tonight.

32 **Vos Moved, Knutsen Seconded, Passed Unanimously a motion to approve the increase in**  
33 **the Falconer Group contract in the amount of \$3,500.**

34 Wallace asked if the Falconer Group could be engaged to help the District implement the  
35 recommendations contained in the report. Wallace asked if Reid would make a presentation to the  
36 board on this subject and produce a scope of work.

37 Livengood set the context for the group about the report on the Falconer Group's work on  
38 evaluating the District. The intent of this meeting is to hear the report and ask questions about it.  
39 No action on the recommendations is planned for tonight's meeting. The report will be received  
40 and accepted, and the Board will appoint a team to review and prepare an implementation plan for  
41 recommendations that are chosen for implementation. It is expected that this team will include  
42 board and staff members and possibly a facilitator.

43 Ultimately the Board is responsible for the response to the report and any decisions made  
44 resulting from it, as well as the timing and sequence of the actions. Livengood said he wanted to  
45 engage the staff in the process of determining the appropriate direction. As there is potentially  
46 sensitive information in the report, Livengood asked that all board and staff present at the meeting  
47 respect the sensitive issues and not get specific-the Board has the option for an executive session,  
48 but otherwise specific comments are not appropriate for a public meeting.

49 Livengood's perspective on the process is that it is an assessment as a whole, for both the Board  
50 and the staff to get some insight and provide information for positive changes and to identify areas  
51 for changes in business and structure. He sees it as an opportunity for the District to improve.

52 Reid presented the Falconer Group report. He said that he had two remaining interviews after this  
53 meeting. He has distributed the findings and recommendations, and in addition has prepared a  
54 summary of the comments made by King County officials that he will go through after his  
55 presentation. He said that there have been some revisions to the findings after the first draft was  
56 released three weeks ago.

57 Reid made comments on the findings as he listed them. The board then discussed the findings and  
58 Reid's comments on them.

59 Irons left at 7pm.

60 Reid moved on to the 18 recommendations and again made comments. He included comments  
61 made by interviewees where they had given permission to be identified. Discussion ensued.

62 **Wallace Moved, Knutsen Seconded, Passed Unanimously a motion to accept the Falconer**  
63 **Group report as presented by Jim Reid to the Board of Supervisors.**

64 Knutsen asked where the process should go from here. He said there need to be deep  
65 conversations and he doesn't believe teambuilding will be useful. Reid said that the strategic plan  
66 needs to be clear and concise, long term objectives should be SMART goals and values should be

67 identified. Team building could happen as a part of this process. The results need to be used for  
68 marketing and the sooner the better.

69 It was suggested to bring in a facilitator to help. The long range plan that was done earlier will  
70 need to be reviewed and updated.

71 Livengood suggested that the Board go to a staff meeting first and have them ask questions and  
72 get clear on recommendations. Then set up a team and plan actions to complete.

73 Maybe a retreat is the first step. Livengood doesn't want to identify a team yet, but would like  
74 board and staff members to volunteer. Ultimately the board is responsible for the sequence and  
75 timing of making changes based upon the recommendations- some of these changes are happening  
76 already. Maybe it would be good to wait until G. Reed comes back for the presentation to the  
77 staff. The suggestion was made that the board attend the staff meeting for the report presentation,  
78 and that the meeting be advertised as a public meeting so that all board members could attend.

79 Wallace said it would be good for staff members to think in terms of where they wanted to be in  
80 5-10 years.

81 More discussion ensued. Vos asked for a "process check" as he heard anxiety regarding the  
82 results of the report. He asked if the around the report had been a good or fair or faulty.  
83 Campagna mentioned that she felt there were a few more people that should have been included in  
84 the interviews. Prinsen said that the board and staff should keep all of the report in sight and not  
85 respond to just a few pieces.

86 It was mentioned that the review was ill timed for several reasons- the main being that it was too  
87 soon after the contentious assessment renewal. Additionally, there was concern about only one  
88 citizen group being interviewed. There was a desire to test the current management system under  
89 more "normal" conditions.

90 Vos asked for clarification on the report where he thought it suggested the District has not yet  
91 have identified its vision and core values. Reid responded that the District does have a vision and  
92 values in its strategic plan, but that the current vision and core values are largely organizational in  
93 nature; Reid feels it is important for the District to personalize the vision and core values in order  
94 to communicate with our external partners who we are as individuals and to bring them life.

95 Reid detailed a few other comments from Council who wanted their comments to be identified. 7  
96 of the 9 members said that the current system of Board of Supervisor elections undermines the  
97 credibility of the Board, and as long as it is place the Board will be perceived as "junior partners".  
98 It was suggested that the election cycle be made the same as other County elections or maybe the  
99 names should appear on the County ballot. Maybe some board members should be appointed by  
100 cities? Maybe the board should be expanded? The County council members felt that since they are  
101 elected by a much greater number of people that they should have more authority for how and  
102 where tax money is spent.

103 Kathy Lambert said that she was more worried about how DDES operated than how the KCD  
104 operated. Dow Constantine noted he knew of a project on Vashon that the District should be  
105 involved in. He suggested that the District call his staff and keep them informed. Steve Mullet of  
106 Tukwila said he “wanted the District to survive”.

107 The 7 council members wanted the District to show how it can prove it is making a difference and  
108 become more outcome based. They wanted us to help them “wake up” to us.

109 Lindemulder asked if the council was surprised that the District was undertaking this management  
110 review. Reid said that they were not surprised and thought it was a good idea. The county is in a  
111 wait and see mode, waiting for us to prove our value. They would like us to ask them “what are  
112 your interests? How can we help?” Reid suggested due to the recent assessment renewal that the  
113 District hold back on working on the relationship with the County and concentrate first on the  
114 cities and WRIAs. The District should work to get on the County Executive’s rural committee  
115 calendar.

116 Wallace said that these are the areas where our consultants can assist us.

117 **The board went into executive session to discuss personnel issues at 8:42pm**

118 **There being no more business before the Board, the meeting was adjourned at 9:42pm.**

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121 \_\_\_\_\_  
Authorized Signature

\_\_\_\_\_ Date

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123 **Summary of Motions**

124 **Wallace Moved, Knutsen Seconded, Passed unanimously a motion to extend the contracts**  
125 **with Sustainable Solutions and Bartlett Communications for 30 days after their June 30**  
126 **expiration dates.**

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