

SC Campaign Finance Board Meeting Agenda
May 12, 2020 - 9:30 AM
via Conference Call

Participants on call: Lisa Scott-Chair, Honorable John Toomey, Adrian Fasset, Dan Dubois, Steve Randazzo, Gina Popovich

- 1. Call to Order: 9:30AM**
- 2. Public Comments: None**
- 3. Review/approve May 5, 2020 meeting minutes:**
Motion by **Honorable John Toomey**; Seconded by **Adrian Fasset and Lisa Scott**
- 4. Discussion:**

Lisa Scott - Okay, thanks Jack, thanks Adrian. Okay, so right now, and Steve this is kind of your coordination, you got the one for the woman who works at the MTA and then I had heard from my friends and family connections about the young man who also sent one in to Stell and apparently there are, I guess, I don't know how to ask the question, you know, and this individual is, I haven't seen or heard of this individual in the last 20 years, and I knew more about him when he was in college actually, but how many resumes are coming into Civil Service? Not that we want to go through them but that end up not being pursued because they don't seem to be appropriate. And I don't say that in a disparaging way because we saw what happened in March when we got a gazillion people with financial backgrounds...

Steve Randazzo - I don't have an exact number on that, but either I or someone can follow up with Patty I'm sure she'd be able to shed some light on that.

Lisa Scott- Yeah, and again it's not, I don't want to suggest that we're second guessing or she's not doing what we want, she's been terrifically collaborative on this stuff, but you know, because it's such an odd fit and she's done so well snatching resumes where she prospects and finds people with good backgrounds, I guess the questions is, you know, things fall through the cracks, but is it even a concern? You know, if we got a bunch of good candidates that we should start talking to virtually now. And Jack, Adrian? Do you want to give your input on that?

Adrian Fasset - I guess we should start interviewing people, we are running out of time here. I think we should start to proceed.

Lisa Scott - Okay.

Honorable John Toomey - I mean as far as we don't know what we're missing I mean I don't know, we don't know how many applications are coming in that we're not getting of course they deem them not fit, I mean which is fine with me because I thought the beginning was just, we're inundated with them, we can see what we have now, I don't know, start the interview process.

Lisa Scott - Yeah, and would you define starting the process? And again, this is just for the record more than anything, as getting in touch and trying to set up to an hour slot of time, not that we would necessarily use that for the people we consider A and B candidates, and we add to that pool to talk to them about the position and get a better feel for them.

Honorable John Toomey - I think we can start to set up, reach out to people we think are the most qualified candidates, I think two just came in recently that look like they're worth pursuing, just to see if they're interested in taking the job, what qualifications they have, and you know, can they commit to it.

Adrian Fassett - That sounds reasonable to me.

Lisa Scott - Okay, so we have the, I think its five, who responded to my email a week ago, saying yes, they were definitely still interested and available, and then you have maybe these two, and I can send these two if you agree, a variation on that same email.

Honorable John Toomey - I would definitely do that, yeah.

Lisa Scott - Okay, so I'll do that and who knows how we set up the Zoom? Is that Gina, something you guys would do or...how do we do this?

Gina Popovich - I was told that the County Exec. IT, they are supposed to be the ones to set that up, that's what I was told.

Honorable John Toomey - When do they plan, does the County Exec. Have any plans on re-opening county employees in the next two weeks?

Steve Randazzo - I mean there are plenty of essential county employees who are in the office, I think the rest is all dictated by the Governor, we are under orders that non-essential employees, we had to trim the non-essential staff by 50% or so, then all, so I imagine that they'll be a gradual phase in, we have to meet the 7 metrics that the Governor's office recently put out, now we're only hitting 5 of the 7 so the hope is that would be sometime in June but that's really just me speculating...

Honorable John Toomey - I was wondering when we would be able to, some sort of in office interview potential, with the applicants even if we did it like, I understand Lisa can't do that but if Adrian and I, maybe can do it by the end of the month, we could have an in-person interview and have it done remotely at the same time?

Dan Dubois - Jack, I don't think anything would be stopping you now and even using the Legislative building to do so because its considered essential work so I don't think anyone would be stopping you at this point, I don't know, Steve, if you have a different take on it?

Honorable John Toomey - Yeah, I just figured for myself if we could do that in two weeks, get out some interviews then, I mean if Adrian is okay with it, stay to protocols for safety, and Lisa could zoom in, and I know that would give me a much better feel on who we are talking to and who we want to go with.

Adrian Fassett - I'm good with that Jack, I have no problem with that.

Lisa Scott - Okay, and clearly my first choice would be to be there, I absolutely agree in person is vital to this, but my only question would be, like the guy from Massachusetts, who did make our A and B list, would we want to ask him to come down? And it could be one of the other candidates too, might have a compromised family member or something and is reluctant to come down until there is more of an "all clear" in terms of meeting in an office as opposed to socially distancing outside.

Honorable John Toomey - I mean that's up to them if they want to come down or not, I would invite them down, where everyone's staying, we'll deal with that, we can do an interview. I'm not going to say when we are going to do it in the next couple of weeks, and invite him down for whatever time slot is good for him and if he doesn't want to come down, we'll deal with that. But I don't know what they are going to say, if they're going to come in or not. If the guy says I don't want to come down from Massachusetts it's too far, well you know, then what are you sending in your resume for?

Lisa Scott - Yeah, and I wouldn't argue against that clearly, but depending on the person's spouse or immediate relatives or themselves...

Honorable John Toomey - Well, we can discuss it at that point.

Lisa Scott - Yeah, what I was kind of asking is, do we give them the option, and what I'm hearing and again would agree with is we will tell them we'd like to do an in person at the end of May, socially distanced, just to tell them we understand about the health and safety protocols too. So, do you want me to draft that then, for those 5 A and B's?

Honorable John Toomey - I think we might be up to 7 at this point.

Lisa Scott - Yeah, but we just said the two that just came in I would first email and ensure that they were in and when they respond, that get added to the other five.

Honorable John Toomey - I think what we should do then is, if we get to 7 or whatever we get to, we take the top 3 and maybe set up appointments with them or something, see where that takes us.

Lisa Scott - Alright, you just lost me then. Let's take it from the top...

Honorable John Toomey - We have 5, first thing to do is send out to the other 2, if they say yes, we have 7, and I think then we have to figure out the top 3, and set up interviews with the top 3, see how that goes, and then we have the top 4 and the remaining 3, you know? And then, you know, take it from there, what we like, we don't like, in the meantime maybe more applications will come in.

Lisa Scott - Okay, even though we sent those 5, the emails saying we'd be in touch, we're now saying we won't be except for the top 3, not the top 5 or 7...

Honorable John Toomey - You want to do 7 interviews? I mean however you want to do it...

Lisa Scott - Yeah, well the question is, how do you evaluate them if you're not talking to them, we already have everything and we said that group of 5 was interesting, so I don't see, unless we do a virtual shorter conference, how do you really cut it down...

Honorable John Toomey - I think you're getting into the interview process. We have to do them one at a time, and we have to figure out how we're bringing them in. I would say we set up 3 appointments with the top 3, and then go down from there.

Lisa Scott - Okay.

Adrian Fassett - Lisa, why don't we take the top 7 and do Zoom interviews and then when we get down to our final, say we do the 7, then we like 3, then we invite the 3 in to do personal interviews.

Lisa Scott - Makes sense to me, but Jack, are you comfortable with that?

Honorable John Toomey - I don't feel like doing 7 interviews on Zoom to be honest with you but you know, if you guys want to it, we can do it. We can definitely do it, then take the top 3, that could work. But the thing is, we're in a fluid situation because last week we had 5, now we have 7, next week we may have 10, hear what I'm saying? I mean these resumes that I'm reading seem to be getting better as we go along, so what may have been a B last week, might be a C next week, I don't know...

Adrian Fassett - Only thing Jack, I don't see us weeding it down to three people...

Honorable John Toomey - I'm not saying we weed it down, I'm saying we take 3 and then we can go further from there, you know what I mean? Or we can do 4 and go further. But it's the same thing, say we weren't in this situation, we have 7 people, we can bring them all in for I guess 15 - 20 minute interviews, but I don't know how you would proceed, or say "look, this guy's looks really good" or "this one looks good", let's do these, but I guess we can do a Zoom on 7, but I think you just lose so much, especially if you're doing 3 or 4 at a

time, I think it becomes difficult, I know from doing it in the law school, watching kids do oral presentations on Zoom, you do 3 or 4 of them and you really, I think the presenter, the applicant, is kind of at a disadvantage.

Lisa Scott - Yeah, I'm sorry Jack, but nobody is talking about making these sequential in a period of time, each one is one unique conference on Zoom or in person. In private industries forever, you bring candidates in and you decide how long a period, and the personnel office isn't necessarily doing them one after the other after the other...

Honorable John Toomey - Oh no, I have no problem with that, don't get me wrong.

Lisa Scott - Yeah, well to me, and remember, I play devil's advocate, I just want to clarify so that we're all in agreement and looking at the pros and cons. Another intermediate step would be to get back to them, and this may sound too much like, you know, junior high or something, but come up with 2 or 3 questions that we want them to respond to in an email. And we can drill down in the nature of the questions, and you know, it would help us weed them out, so we know better who we want to invest our time and effort in a Zoom or in person.

Adrian Fassett - I don't see, you know, taking 15 minutes to interview 7 people is a waste of time, on Zoom, we have 7, we have 10, we space them out over a few days, do quick 15-minute interviews, then widdle it down to 3 or 4 finalists, then bring them in in person. I don't see that as a waste of time.

Lisa Scott - Yeah, but 15 will not be enough time, you have to allow half an hour because by the time we...

Adrian Fassett - I mean, I was just saying any number. Throwing a number out there, I'm not holding to any time.

Lisa Scott - Okay, well you're saying not an endless kind of interview, you came all this way, we'll talk for an hour and a half, let's get to know you, let's get a feel for you, as a potential manager and your knowledge base, and then we'll pursue it further. Yeah? Alright, Jack? You buy into that?

Honorable John Toomey - Oh yeah, no problem.

Lisa Scott - So what we're saying then again, because I'm writing it down in my notes and Gina has it on tape, the first thing I'm going to do is shoot that quick email off this morning to the 2 that just came in, that we are intrigued by. Then as soon as they respond, we will email all 7 of them, and at that point, we will have agreed on what that email will say exactly, basically inviting them to an initial Zoom interview sometime about 10 days from now or so, or a little after, and we'll just give them a couple of windows of time once they indicate if yes, that will work with them. Yes?

(All agree)

Lisa Scott - Dan, Steve? Do you have any comments on that?

Dan Dubois - Nope, that sounds like a reasonable plan.

Lisa Scott - Steve?

Steve Randazzo - Yeah same. Again, you don't really know whether, these 7 or 10, or whatever we initially widdle it down to, this might not even be their first job choice, I know the markets kind of tough right now, but you are in theory competing with other employers and a quick screening while, you know, maybe it doesn't capture everything you want to know about someone, whether it is 15 or 20 minutes, I've had plenty of initial 20 minute calls, now we have Zoom, so you can actually see the person and how they present themselves, but I mean it's pretty standard in the private sector to have a phone screening as, you know, you still have to know that the person can string a sentence together and that they have a pulse because, you know, sometimes the resume doesn't capture that, I mean anyone, you can hire someone to write a resume, so I mean I do think there is value in a quick call, you know, you don't have to set a time, you should probably set a maximum timer because you don't want to be on the phone for an hour, but I tend to agree with Adrian that there's value in a quick conversation however format you all choose to do so.

Lisa Scott - Yeah. Okay, and Jack?

Honorable John Toomey – Yeah, I'm fine.

Lisa Scott - Okay, alright, so I'll get and send the email this morning with the verbiage we agreed to those 2, ill draft something, Jack and Adrian for you in the next day or two to send to everyone who's agreed their into the position, so that could be up to 7, and do you want me just to say the week of X and we'll give you a couple of times? You know, or do you want to put dates in there already?

Adrian Fassett - I wouldn't put dates in.

Lisa Scott - I'm uncomfortable doing it simply because with Don you never know exactly, I should know in advance, but not necessarily two or three weeks in advance. Okay, so looking at the calendar then, what week are we talking about that we will probably do this with them. What do you guys think? Today, yesterday was the 11th, so the week, you want to do it next week? Or the week of the 25th?

Adrian Fassett - Next week is not good for me so, the week after that.

Lisa Scott - Yeah, the week of the 25th. Jack?

Honorable John Toomey - That's good.

Lisa Scott - Alright, and offline we'll go into what buckets of time are good and, so back to the original question, who sets up the Zoom?

Gina Popovich- Now Steve, I was told from my IT Department that since this is a County Exec. Board that the County Exec. side should be setting up the Zoom? Do you agree with that?

Steve Randazzo - I don't know if I would call it the County Exec. Board, I mean the Legislature has two appointments, the County Exec. has one...

Gina Popovich - Yeah, that's what I thought too...

Steve Randazzo - We could probably, you know, discuss that more, and never really get to an answer but, I mean the Legislature has an IT Rep, we obviously have an IT Department, it's just as simple as sending someone in IT and email to set you up with Zoom accounts, it's not terribly difficult so we can talk and facilitate that.

Dan Dubois - Let me talk to Rob, I'm sure we can get our IT Department to get it set up.

Lisa Scott - Yeah, because it's happening so much on all these levels of the Legislature too...

Lisa Scott - Okay, so somebody will get back to us we don't need to know in the next week but you know there needs to be a process.

Lisa Scott - Somebodies cutting out... You all there?

Gina - I'm here.

Lisa Scott - Okay there's a lot of background noise I couldn't hear the last thing that somebody said. Okay, so we'll wait to hear on that, and then Jack, in the agenda, you know, you and I and Adrian have talked a little bit about if we want to go into "executive session" do we need to call it that, when do we need to call it that, if we want to talk about candidates or some sort of decision, when I say decision I don't mean final final, you know, as part of the moving along process, I'm not clear on it, we had deferred to you Jack and you said you hadn't done meeting law in a long time and then, so I just don't know, if there are protocols we should be following or whether that...

Honorable John Toomey - I don't know, we should be able to speak to someone in the County Attorney's Office, they must deal with open meeting law all the time, I don't know, Steve is there anyone in the County Attorney's Office we can talk to?

Adrian Fassett - Didn't the Governor suspend open meetings rules or something like that?

Steve Randazzo - Yeah, their modified, so this is what enables us to do conference calls, you have to have a recording and minutes that are publicly available upon request...

Lisa Scott - Okay, but that just the fact that temporally there's this suspension you know...

Adrian Fassett - There's still modification, we need Legal Counsel to clarify it for us.

Lisa Scott - Absolutely. Okay, so Jack do you want to separately follow up with Steve on that? And you can best phrase this with another Attorney...

Honorable John Toomey - Yes.

Lisa Scott - Okay, appreciate that. So, I'm presuming we should meet again next Tuesday morning, just because we may get some more resumes and we want to kind of start kicking this bucket along, right?

(Everyone agrees)

Lisa Scott - Next week? Alright. Anything else anybody has?

Honorable John Toomey - No, I'll get in touch with Steve later.

Lisa Scott - Okay great, then I will send Jack and Adrian the draft we want to send regarding a Zoom conference the week of the 25th. Okay?

Honorable John Toomey - Very good.

Adrian Fassett - Okay

Lisa Scott - Okay, that is it guys.

Next Meeting: Tuesday, May 19th at 9:30am

Meeting was adjourned at 9:55am