Minutes
DSD Reform (Human Resources)
15 June 2015, 1:00pm – 3:00pm
Location: Webb 4.G.4

Present:
- Patti Rowe
- Jodi Blair
- Melissa Ortega
- Emily Lauck
- Jane Cisneros
- David Cushen
- Evon Lopez
- Myra Simmons
- Toni Jones
- Melissa Lopez
- Norma Mock
- Connie Coyle
- Mark Valentine
- Cindy Bishop
- Karen Niparko
- Heather Britton
- Christopher M.A. Lujan
- Rory McLuster

Agenda:
1. Introduction and welcome: We are a subgroup of the DSD Reform Implementation Team that meets weekly. This group is tasked with developing timely and effective responses to each of the 277 recommendations in the DSD assessment. The DSD Reform Implementation Team consists of the EDOS, Sheriff Diggins, CAO, OIM, BMO, City Council, Sheriff Union, Shawn Smith, and Rob Davis from Hillard Heintze. This team meets regularly. This team was selected by the Mayor.

2. Briefing on Background & Why We are Here: Timely & Effective Implementation of Responses for each of the 31 recommendations.

3. Understanding of what is required and Expected from this Group

4. Meeting Times and Location(s)

5. Miscellaneous matters

Discussion:
1) Expectations
   a) Best Ideas Win. We cannot let our over-reliance on personal & professional pride to deter us from fulfilling our tasks. We must support the concept of “Best Ideas Win” – regardless of where the idea came from.

   b) Be mindful of scope. While we have the latitude to develop and implement effective ideas to meet the challenges raised in the DSD work, we are bound by the confines of budget and time. If our deliberations start to run afoul of our scope, we will need to course correct.

   c) Where possible, we will use collaboration and consensus to make decisions. Policy decisions will not be made in a vacuum and will not be made by who made the “after-five-phone-call.”

   d) Our work will overlap with the work from other groups. I have raised this issue with the Implementation Team and it is my job to ensure this redundancy will be addressed as soon as possible.

   e) We will meet at minimum once a week for the next three months. The purpose of this meeting schedule is to ensure that we are working towards timely completion of each recommendation and that we maintain tempo and momentum. I understand if you cannot make every meeting. That said, we need to ensure that absences do not unnecessarily interfere with production.
2) Identification of Team Leads
   a) Leads the work
   b) The group’s liaison to CMAL
   c) Responsible for completing implementation documentation

3) Identification of Estimated Reasonable Completion Times
   This selection of this time will drive the length of our group work.

**Action Items:**
Review individually the recommendations from H2 and develop plans for how to address every recommendation.

**Next Meeting:** Friday 26 June 2015, 9:00 – 11:00 a.m., Webb 4.G.4