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LIQUOR CONTROL COMMISSION
DEPARTMENT OF LIQUOR CONTROL
COUNTY OF MAUI, STATE OF HAWAII

TRANSCRIPT OF PROCEEDINGS
SPECIAL MEETING

Held via Blue Jeans video conference, commencing at
9:04 a.m., on October 20, 2021.

REPORTED BY: SANDRA J. GRAN, RPR/CSR #424

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APPEARANCES

COMMISSION MEMBERS PRESENT:

CHAIRPERSON: LEON BOLOSAN
VICE CHAIR: JAMIE BECRAFT
COMMISSIONERS: ROBERTO ANDRION, JR.
AARON BOSWELL
JERRYBETH DE MELLO
SYLVIA HO
SNEHAL PATEL
STANLEY RUIDAS
BRUCE U'U

STAFF PRESENT:

DEPUTY CORPORATION COUNSEL: MIMI DESJARDINS
DIRECTOR: LAYNE N. SILVA
DEPUTY DIRECTOR: JARRETT KAHOOHANOHANO
COMMISSION SECRETARY: MARIA KHANGSENGSING
PRIVATE SECRETARY: LIANNE SUZUKI

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(October 20, 2021, 9:04 a.m.)

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CHAIR BOLOSAN: Our special meeting of the liquor commission is now called to order. Let's have a roll call. I'm gonna start off with calling on Jamie Becraft.

VICE CHAIR BECRAFT: Present.

CHAIR BOLOSAN: Roberto Andrion.

COMMISSIONER ANDRION: Here.

CHAIR BOLOSAN: Jerrybeth De Mello.

COMMISSIONER DE MELLO: Here in spirit.

CHAIR BOLOSAN: Aaron Boswell.

COMMISSIONER BOSWELL: Present.

CHAIR BOLOSAN: Sylvia Ho. Sylvia?

COMMISSIONER HO: I'm here.

CHAIR BOLOSAN: Okay, all right. Thank you. Stanley Ruidas.

COMMISSIONER RUIDAS: Present.

CHAIR BOLOSAN: Bruce U'u.

COMMISSIONER U'U: Present.

CHAIR BOLOSAN: Snehal Patel.

COMMISSIONER PATEL: Here.

CHAIR BOLOSAN: Thank you very much. Oh, no, not yet. I'm sorry, I forgot.

Mimi Desjardins. Mimi, are you there?

CORP COUNSEL DESJARDINS: Good morning, everyone.

1 CHAIR BOLOSAN: Yes. Thank you, Mimi.

2 Layne Silva.

3 DIRECTOR LAYNE N. SILVA: I'm here.

4 CHAIR BOLOSAN: Maria Khangsenssing.

5 MS. KHANGSENSSING: I'm here.

6 CHAIR BOLOSAN: Lianne Suzuki.

7 MS. SUZUKI: Present.

8 CHAIR BOLOSAN: Now I'm gonna ask, did I miss
9 anyone? Did I miss anyone?

10 DEPUTY DIRECTOR KAHOOHANO HANO: Leon, I'm present
11 also. Jarrett.

12 CHAIR BOLOSAN: Oh, Jarrett, I'm so sorry. Jarrett
13 Kahoochanohano, okay, is present. I apologize, Jarrett.

14 Okay. Is there any more that I missed?

15 (No response.)

16 CHAIR BOLOSAN: If not, I'm gonna go on by the
17 agenda of October 20, 2021. May I have a motion for approval?

18 COMMISSIONER DE MELLO: I make a motion to accept
19 the agenda for October 20, '21.

20 CHAIR BOLOSAN: Jerrybeth, you've got it.

21 Anyone to second?

22 COMMISSIONER U'U: I'll second.

23 CHAIR BOLOSAN: Bruce seconds.

24 All in favor, say aye, please raise your hands.

25 (Response.)

1 CHAIR BOLOSAN: Opposed?
2 (No response.)
3 CHAIR BOLOSAN: Okay. I see everyone, but opposed?
4 (No response.)
5 CHAIR BOLOSAN: Motion carried.
6 COMMISSIONER ANDRION: Mr. Chair.
7 CHAIR BOLOSAN: Yes.
8 COMMISSIONER ANDRION: Mr. Chair, I have a question.
9 CHAIR BOLOSAN: Yes.
10 COMMISSIONER ANDRION: We're talking about the
11 agenda. Unfortunately, I don't have an agenda. I don't know
12 if I received one. I did check; it wasn't -- I didn't receive
13 it.
14 CHAIR BOLOSAN: Okay. Maria.
15 COMMISSIONER ANDRION: In other words, if any packet
16 was sent out, I do not have it.
17 CHAIR BOLOSAN: Okay. I just got mine yesterday,
18 pretty much in the evening. So sorry to hear that, Robert,
19 but it's pretty much a simple agenda that we have, so I would
20 ask Commissioner Andrion just to go along with us because I
21 think we don't have that many.
22 CORP COUNSEL DESJARDINS: Chair.
23 CHAIR BOLOSAN: Yes.
24 CORP COUNSEL DESJARDINS: Hi, it's Mimi. You know
25 what, Commissioner Andrion, if you can get on the Maui County

1 Liquor Commission website, the agenda is posted under Agendas,
2 and then the board packet materials are all available as well
3 online, so you should be able to then access everything that
4 would have been provided to you in the mail.

5 COMMISSIONER ANDRION: So which -- which website is
6 that, Mimi?

7 CORP COUNSEL DESJARDINS: Just Google Maui County
8 Liquor Commission, and then you'll get to the website.

9 MS. KHANGSENGSING: Actually, I -- if you go to the
10 chat, I just gave the hyperlink on the chat.

11 CORP COUNSEL DESJARDINS: Well, that's the modern
12 way --

13 COMMISSIONER ANDRION: Okay. Thank you.

14 CORP COUNSEL DESJARDINS: -- to do it.

15 COMMISSIONER ANDRION: All right. Save me some
16 typing.

17 MS. KHANGSENGSING: Commissioner Bobbie.

18 COMMISSIONER ANDRION: That's good.

19 MS. KHANGSENGSING: Commissioner Roberto, if you go
20 to the chat section, I gave you the hypertext. So if you
21 click on that, it'll take you to the data center, which has
22 all the documents that was given to all the commissioners.

23 COMMISSIONER ANDRION: Okay. I do have it. I'm on
24 it. Thank you.

25 MS. KHANGSENGSING: Okay. And I'm gonna -- also on

1 the chat, I'm gonna give you the agenda.

2 CHAIR BOLOSAN: Okay. For the meantime, is that
3 okay?

4 Thank you, Mimi and Maria.

5 COMMISSIONER ANDRION: (Pause - referring.)

6 CHAIR BOLOSAN: Just a pause for Robert, if you guys
7 don't mind.

8 COMMISSIONER U'U: Not a problem.

9 CHAIR BOLOSAN: Okay.

10 COMMISSIONER ANDRION: Mr. Chair, we can continue.

11 CHAIR BOLOSAN: Okay. Thank you very much.

12 Okay. Now we have public testimony. Public
13 testimony is limited to three minutes per agenda item. Please
14 sign up in the chat and indicate which agenda item you wish to
15 testify on.

16 I checked my chat area --

17 VICE CHAIR BECRAFT: Mr. Chair.

18 CHAIR BOLOSAN: Yes.

19 VICE CHAIR BECRAFT: I'm sorry. Just a point of
20 order. I'm not sure. So we accepted the agenda, is that
21 correct? And did we cover the minutes, approval of the
22 minutes?

23 CHAIR BOLOSAN: Oh, I'm very sorry, I got --

24 VICE CHAIR BECRAFT: Yeah, so we were at -- we were
25 at nays, if we had any nays for agenda.

1 CHAIR BOLOSAN: Okay. Any opposed?

2 (No response.)

3 CHAIR BOLOSAN: Then motion carried.

4 Okay. Now I covered the public testimony, and I
5 looked at the chat area, I do not see anyone there.

6 VICE CHAIR BECRAFT: Mr. Chair, I think we still
7 need to cover the minutes.

8 COMMISSIONER PATEL: What minutes?

9 VICE CHAIR BECRAFT: Am I on the wrong agenda?

10 COMMISSIONER PATEL: Yeah. This is a special
11 meeting, Jamie.

12 CHAIR BOLOSAN: Yes.

13 VICE CHAIR BECRAFT: I'm on the wrong agenda, Mr.
14 Chair.

15 CHAIR BOLOSAN: You would if not --

16 VICE CHAIR BECRAFT: I'm on the right one now.

17 CHAIR BOLOSAN: Okay.

18 VICE CHAIR BECRAFT: Okay. Thanks.

19 CHAIR BOLOSAN: You spooked me.

20 All right. Then I did cover that public testimony,
21 and I don't see anyone at the chat area, so I'm gonna close
22 public hearing.

23 Next is -- moving on pretty quick. It's Unfinished
24 Business, a Continuation of the Discussion About Drafting of
25 the Performance Evaluation Form For the Director of the

1 Department of Liquor Control. At this time, I would like to
2 open up for comment and discussion from the commissioners to
3 be considered for a final draft. Commissioners?

4 (No response.)

5 CHAIR BOLOSAN: Okay. I'm looking for comments and
6 discussion.

7 COMMISSIONER ANDRION: So, Mr. Chair, Roberto
8 Andrion.

9 CHAIR BOLOSAN: Go ahead.

10 COMMISSIONER ANDRION: Do we -- I'm assuming that
11 the draft is in the other documents?

12 CHAIR BOLOSAN: Yes, correct.

13 COMMISSIONER ANDRION: Okay. I'm still --

14 CHAIR BOLOSAN: Okay.

15 COMMISSIONER ANDRION: I'm still trying to get on
16 that. I do have the agenda in front of me.

17 CHAIR BOLOSAN: Okay, all right.

18 COMMISSIONER ANDRION: Let me see if I can go
19 another way here.

20 CHAIR BOLOSAN: Okay. Did that satisfy temporarily
21 for a while for you, Robert?

22 VICE CHAIR BECRAFT: Mr. Chair -- I'm sorry.

23 COMMISSIONER ANDRION: I'll go on with what other
24 people are saying. I'm just now --

25 CHAIR BOLOSAN: Okay.

1 COMMISSIONER ANDRION: -- trying to get it on board.

2 CHAIR BOLOSAN: Okay. Anyone from the
3 commissioners, comments, and discussion?

4 COMMISSIONER PATEL: Yeah, I have something.

5 CHAIR BOLOSAN: Sne, go ahead.

6 COMMISSIONER PATEL: Thank you, Chair. So there's
7 two items there, one is the draft of the report, right, from
8 the director of --

9 CHAIR BOLOSAN: Correct.

10 COMMISSIONER PATEL: -- of the short-term and
11 long-term goals, so are we starting the discussion for that?

12 CHAIR BOLOSAN: Not yet. We're gonna move on that
13 right after this. I just wanted to have some comments from
14 you guys, and then we're gonna move on to the --

15 COMMISSIONER PATEL: Okay.

16 CHAIR BOLOSAN: -- short- and long-term report after
17 that. Yeah, I'm still -- we're gonna cover this item first,
18 and then we're gonna move on on A1.

19 COMMISSIONER U'U: (Gesturing.)

20 CHAIR BOLOSAN: Yes, Bruce, go ahead.

21 COMMISSIONER U'U: Yeah, Chair. So I just want to
22 make mention that -- so I'm assuming -- I've looked over the
23 goals and I looked over some of the -- I guess we're gonna
24 have to accept or look at what's -- what we're looking at as
25 far as an evaluation of the director. I've looked over some

1 of them.

2 CHAIR BOLOSAN: Okay.

3 COMMISSIONER U'U: And I guess -- it's up to the
4 body, I guess, to come up with answers and ideas, I'm
5 assuming, and I know it's in our interest that we must find
6 one, again, as part of the commission's rules to evaluate the
7 director. So I think -- I think we can match some together to
8 come up with something, or I'm open for ideas with anybody on
9 -- on the commission.

10 CHAIR BOLOSAN: Okay. Thank you, Bruce.

11 Before we go further, can I ask Maria to give some
12 kind of a background, explain on --

13 COMMISSIONER U'U: That would help.

14 CHAIR BOLOSAN: -- about the forms, Maria.

15 MS. KHANGSENGSING: Good morning, everyone. So in
16 your packet, you should have gotten the director's short-term
17 and long-term goals. Also in the packet should include the
18 County of Maui Performance Evaluation Supervisory Manual. I
19 did some research, and I found that on the internet for the
20 county employees. When I found it, I double-checked with the
21 department of personnel services to make sure that I could
22 share it with you guys, and they said it was fine. So you
23 guys got a copy of that, and also included in that packet is
24 the County of Maui Performance Evaluation Report, which is
25 being used by all of the county employees, that is the County

1 of Maui Performance Evaluation for everybody that the county
2 is using. And the last one that -- example is the department
3 of personnel's director's performance evaluation, that is from
4 the civic service commission. They are using that form as an
5 example of what the civic service commission is using to
6 evaluate their director.

7 I made some calls per request by Commissioner
8 Becraft. I called the Honolulu Liquor Commission to see if
9 they could share their director's evaluation, performance
10 evaluation form. I have not been able to get a call back from
11 them. I called the Maui Police -- Maui Police Commission and
12 spoke to a staff support there, and she suggested that our
13 chair submit a formal request for a copy of that. So if you
14 guys want to move forward, she is suggesting submit a formal
15 request. I called also the public works commission, and they
16 don't do an evaluation for their director. So that's what
17 I've been doing. And if you guys have any questions.

18 CHAIR BOLOSAN: Thank you. Thank you, Maria. I
19 wanted to add on there's other forms prior to this too, right,
20 Maria?

21 COMMISSIONER U'U: Right.

22 MS. KHANGSENGSING: Yes.

23 CHAIR BOLOSAN: Yeah.

24 MS. KHANGSENGSING: There are other forms from the
25 previous meetings that was -- that was submitted. I believe

1 it was from the fire and public safety commission that was
2 given to you by -- in the last meeting, and also the Kauai
3 Liquor Commission, you guys got a copy of that too --

4 CHAIR BOLOSAN: Okay.

5 MS. KHANGSENGSING: -- from the last meeting.

6 CHAIR BOLOSAN: Yeah, thank you. Okay. Is there
7 any more additional information that you want to give?

8 MS. KHANGSENGSING: That's all unless you guys have
9 questions for me.

10 CHAIR BOLOSAN: Okay. Any question from the
11 commissioners?

12 COMMISSIONER ANDRION: Mr. Chair, Bobbie Andrion.

13 CHAIR BOLOSAN: Go ahead, Robert. Yeah.

14 COMMISSIONER ANDRION: I'm looking -- I'm looking at
15 the eval -- on the very top, it says Department of Personnel
16 Service Director's Performance Evaluation. Am I to believe
17 that this is what we are looking at as a -- as a final draft?
18 I think you have -- if I'm looking -- if I'm looking at it, on
19 the top it says Director's Performance Evaluation, you have
20 one, two, three, four, five, six subsections starting from
21 reliable -- reliability and achieving goals, moving on to
22 relationship with others; job knowledge; problem-solving and
23 decision-making; planning/organizing; setting priorities, and
24 No. 6 is leadership. Is this the form that you're asking us
25 for our input?

1 CHAIR BOLOSAN: Robert, to -- for me, I think we're
2 not there yet.

3 COMMISSIONER ANDRION: Okay. I'm sorry.

4 CHAIR BOLOSAN: Yeah. Pretty much, we're gonna be
5 asking the -- the body for their opinion first, and then we
6 can arrive to a final decision. I believe so, yeah.

7 COMMISSIONER ANDRION: So --

8 MS. KHANGSENGSING: I can -- Chair, I can answer
9 that.

10 CHAIR BOLOSAN: Okay.

11 MS. KHANGSENGSING: Roberto, that is just an example
12 of what the civic service commission is using to evaluate
13 their director. It is not our form; that is just for you guys
14 to review to get ideas or to use as a reference to create our
15 own. The form that -- the template that I submitted to you
16 guys to review, that could be used for you guys to revise or
17 update or make changes, the one that I submitted was back in
18 -- I believe in the September meeting. If you guys wanted to
19 take a look at that, I can put it in the chat for you. It
20 would be under -- it would be the document for the director's
21 evaluation form packet. The form is in there. So I'm gonna
22 give you the guys the link to look at it.

23 CHAIR BOLOSAN: Did that satisfy the question,
24 Robert?

25 COMMISSIONER ANDRION: Yes, Mr. Chair. Thank you.

1 CHAIR BOLOSAN: Okay. Any -- any from the
2 commissioners? Any comment?

3 COMMISSIONER U'U: (Inaudible.)

4 CHAIR BOLOSAN: Go ahead. Aaron, you have the
5 floor. I'm sorry, Bruce, you will be next. Aaron, go ahead.

6 COMMISSIONER BOSWELL: So I'm not -- so this is the
7 one -- or, shucks, my screen is -- the regular county
8 performance evaluation, I'm actually kind of in favor of just
9 using that, and the reason being is it also comes with a
10 manual that tells you the qualifications and how to grade
11 someone as opposed to being a partial or subjective, it's a
12 matter of just following the manual and filling out an
13 evaluation. And, really, everybody in the county uses the
14 exact same form, so me personally, I don't see why the
15 director should be any different. I think it would be okay if
16 we were to just use it -- use the same form that everybody in
17 the county uses.

18 CHAIR BOLOSAN: Okay.

19 MS. KHANGSENGSING: Chair, it's Maria again.

20 CHAIR BOLOSAN: Yes, Maria.

21 MS. KHANGSENGSING: Commissioner Boswell, I did
22 double-check with the department of personnel services to make
23 sure that the commission can use the form if they choose, and
24 they said yes. So if you guys choose to want to use the
25 county performance evaluation, you have that option.

1 CHAIR BOLOSAN: Thank you, Maria and Aaron.

2 Is there any more? Okay. Now, I believe, Bruce,
3 you were; next, you get the floor.

4 COMMISSIONER U'U: Yeah, and I'm -- I saw -- I
5 looked at -- I looked at it all and -- and I'm looking at the
6 performance evaluation supervisory manual, and I guess maybe I
7 gotta go more into detail in it. I think some of that covers
8 things that may be not related to -- to what we're looking.
9 And, again, I could be wrong. I mean, it has blue-collar
10 workers, it has -- so I guess -- I guess it could conform. I
11 guess if that's what the county's using, maybe I gotta put
12 more input into it, but, yeah, that's an option.

13 I like -- I like the simplicity of the civil service
14 commission. It's simple, but maybe -- maybe, you know, I
15 don't know, it'll get us off the floor if we look at one. I
16 like the -- I like the easy use, and maybe that's too easy,
17 but I think it's on -- it's never been done in years. I think
18 this will be some -- a good starting point.

19 Even the Maui Fire and Public Safety Commission one
20 looks -- looks okay for me too. Again, just my input, but
21 that would be one of the three I'm looking at right now
22 currently that I -- I see that some of -- I think it doesn't
23 directly link to a liquor director, to me. And, again,
24 correct me if I'm wrong, maybe I'm missing something, but
25 that's my two cents.

1 CHAIR BOLOSAN: Oh, Bruce, yeah, yeah. Thank you
2 for your opinion.

3 More from the commissioners? Jamie, I did not see
4 you raise your hand, but I'm gonna call on you.

5 COMMISSIONER DE MELLO: Jamie, your mic.

6 CHAIR BOLOSAN: Jamie.

7 COMMISSIONER ANDRION: Wow, it's the first time I've
8 heard Jamie speechless.

9 (Laughter.)

10 CHAIR BOLOSAN: Can you hear us, Jamie?

11 COMMISSIONER ANDRION: Jamie, we can't hear you.

12 CHAIR BOLOSAN: You heard me.

13 COMMISSIONER DE MELLO: Turn your mic on.

14 CHAIR BOLOSAN: Okay. Jamie? Not here. Okay,
15 we're having difficulties from Jamie. Robert is right; the
16 first time I hear Jamie speechless. Jamie, can you hear us?

17 VICE CHAIR BECRAFT: -- time? I couldn't find the
18 screen.

19 CHAIR BOLOSAN: Okay, all right.

20 VICE CHAIR BECRAFT: I'm so bad. I was trying to
21 find -- I was trying to see the stuff that Maria sent us, and
22 I'm in that, and I was lost. That was -- I'm not
23 technologically capable.

24 CHAIR BOLOSAN: Okay. But I know, I see your face
25 that you wanted to speak, so I -- you didn't raise your hand,

1 but I am calling on you.

2 VICE CHAIR BECRAFT: See, everybody's gonna tell you
3 after this meeting, I don't need encouragement. You shouldn't
4 encourage me.

5 (Laughter.)

6 VICE CHAIR BECRAFT: You should've allowed me to
7 remain silent.

8 CHAIR BOLOSAN: No, no. We need your input. We
9 need your input.

10 VICE CHAIR BECRAFT: I think that -- I'm gonna say
11 this off the top, and I'm not trying to make this more
12 difficult, but I too only got my packet yesterday. You know,
13 we took this time, so we all had time to look this over and --

14 CHAIR BOLOSAN: Okay.

15 VICE CHAIR BECRAFT: And I feel for Robert because I
16 feel like him, like Robert's like -- he doesn't even have his
17 packet, so he's like, what are we trying to do here at this
18 meeting?

19 CHAIR BOLOSAN: Okay.

20 VICE CHAIR BECRAFT: But I think what we're trying
21 to accomplish here is -- what we seem to be moving forward
22 with --

23 CHAIR BOLOSAN: Yes.

24 VICE CHAIR BECRAFT: -- is that we're trying to use
25 all of these examples and craft what is best and put -- get

1 everyone's input, including the public and Layne and
2 everybody, you know, is welcome to say what, you know, thing
3 this should involve.

4 With Aaron, I started reading that thing last night,
5 and I love that book. I think they should be using it for
6 their -- for -- as a guide also in our department for all of
7 the employees. I think that that booklet that's made by the
8 county was -- had a lot of good stuff. But the same as what
9 Bruce said, but it doesn't -- it doesn't go directly to the --
10 to the director. There's some stuff that needs to be removed
11 and some stuff that needs to be added. I just don't -- I
12 haven't said anything because I just haven't had an
13 appropriate amount of time to fully -- I wanted to come to
14 this meeting with a full "this is exactly what I'd like to
15 see," you know what I mean? But I cannot because I just
16 haven't had enough time to put it together.

17 But I think that each one of these performance
18 eval's has a lot to offer. I think the Maui Fire Department
19 one is great because it has all the listed -- if you look at
20 that one, it really does say like you can -- you know, it
21 says, you know, customer service, and then it just has all of
22 these examples, you know. This is bad, this is good, this is
23 mediocre, this is above average, and this is excellent in the
24 areas, you know. It just says what needs to be done, and
25 that's where I would like to see us head, is into an

1 evaluation that really directs the director -- not directs,
2 but gives him a fair chance. Like the wording is there, so he
3 knows like, hey, if he wants a superior eval, these are the
4 things he -- you know, there's no surprises, you know what I
5 mean. That's my biggest thing with this. As long as we get
6 to wherever we are and that we don't have any surprises for
7 Director Silva, because that just to me would be completely
8 unfair. You know, I want it to be fair to everyone, and I
9 want everybody to be happy with what we're expecting.

10 The other one that's really good is I thought
11 Kauai's was pretty excellent. It's -- it's kind of
12 simplistic, and its wording seems to cover a lot. If you
13 really look at Kauai's evaluation, I just like the wording
14 'cause it leaves it open for that, you know, we want a good
15 job and stuff.

16 Last, on the manual, I know I made two notes. Let
17 me just look at that, and then I'll probably be done because,
18 as I said, I haven't put enough homework into this. On the
19 eval -- oh, see, this would be something if -- I don't even
20 know if we want to get into this. Do we want it on his -- on
21 the director's yearly evaluation on how he's evaluating his
22 employees, but one thing that's different on -- I'm not sure
23 --

24 I'm gonna ask Aaron. Aaron, in the fire department,
25 you guys get evaluated monthly or just yearly?

1 COMMISSIONER BOSWELL: The fire department evaluates
2 annually, or if leadership is changed prior to -- there's a
3 couple of different reasons to get a performance eval. One is
4 if you pass probation, which is kind of, I guess -- I don't
5 know if Layne is in that area. I don't -- I don't know if
6 he's a probationary director. Usually, there's a six-month
7 period on a county employee getting promoted. Another reason
8 would be when there's a change in leadership, the -- your
9 leader -- the leader that you're leaving would give you a
10 performance eval, and then there's an annual one.

11 I think what's important to note with this one is
12 you only fill the parts of the eval that relate to the job at
13 hand, yeah? The thing isn't designed for you to fill the
14 whole thing out for every -- everyone. You only fill out the
15 ones that pertain to the position.

16 VICE CHAIR BECRAFT: Right. I agree with that too.
17 And because I haven't -- and I don't know that it's not a
18 perfect one, I just -- I've got a bunch of highlighting real
19 quick. I only read it last night because I too only got mine
20 in the mail in the evening mail, so I put in what time I
21 could. And then -- so I'm not a hundred percent that this one
22 wouldn't work by itself, but I know -- so it's just so wide.
23 I don't know how wide we want to go as far as direct -- you
24 know, do we want to make sure that the director is doing
25 evaluations how we think would be best?

1 I know for the Maui Police Department; you don't get
2 -- you get monthly. If you're in patrol, if you're the line
3 person doing enforcement, you get a monthly update. If you --
4 and I read through this, the county's one, I read the whole
5 thing, actually, and they got real good points. They just
6 don't seem to outline that they do it monthly. They really
7 point out which is ever -- which is so important in any
8 employment, to me, is either for Layne or how Layne's gonna
9 supervise his people. 'Cause you never want somebody at the
10 end of a year to be suddenly told you've been a bad employee
11 all year, that's not fair, you know, you wouldn't be able to
12 do that. You shouldn't be able to do that. You should be
13 correcting a person as they're going and supplying, you know,
14 guidance and whatnot, which I would assume that we too would
15 do with -- if -- and Layne's not doing anything wrong, in my
16 opinion, right now, so I -- I'm not implying anything. But if
17 he were, I mean, I wouldn't want to wait till the end of the
18 year either with him. I'd -- you know, I'd hope we would let
19 him know during the time so he can make the changes, you know
20 what I mean?

21 So I don't know which one's the best, guys; I just
22 know that I don't personally feel like I've put enough into
23 this yet. But I think there's some good material here.

24 COMMISSIONER ANDRION: (Gesturing.)

25 CHAIR BOLOSAN: Okay. Robert, go ahead.

1 COMMISSIONER ANDRION: Just a follow-up or just a
2 comment on what Jamie is saying. If this is a one-year thing,
3 it's a rolling period, and I can see where the dilemma would
4 be if we only did that once a year. But in the process of the
5 first year going to the end of the year for us to make an
6 evaluation, there should be things that is mentioned if there
7 is any -- any problems with the director or any director, for
8 that matter, to have notes on there and to be put in his file
9 so that, yeah, we did talk to him about this, he has improved,
10 so that we can -- we can at the end of the grading period,
11 that we can -- there is sufficient material to evaluate the
12 director, whoever that person would be going -- going forward.
13 So I can -- I can see what Commissioner Becraft is saying, is
14 that -- and it would be truly unfair for -- just to evaluate a
15 person at the end of the year, on a yearly basis, if, you
16 know, there is no -- no talk as far as his performance if his
17 performance has somehow gone south. But I'm sure that if
18 there is issues, we will address them at that time, and it
19 should be documented so that it can be put on his evaluation
20 at the end of the year. Because if there is no -- no talk as
21 far as if he's doing his job, nobody's saying anything, then
22 at the end of the year, I would think that he would be
23 satisfactory or even exceeds his expectations.

24 CHAIR BOLOSAN: Thank you, Robert.

25 VICE CHAIR BECRAFT: (Gesturing.)

1 CHAIR BOLOSAN: Okay. Go ahead, Jamie.

2 VICE CHAIR BECRAFT: Yeah. And, Robert, that's
3 exactly what I'm saying, and that's how I feel. If we don't
4 say anything to him, then that's -- we've inferred he's doing
5 a good job and that we -- we just couldn't do the opposite;
6 that would just be so unfair.

7 And the other is, is that in regard to talking about
8 monthly's and stuff, that's why I'm wondering how far we're
9 gonna go with this is -- I'm actually talking about, are we
10 gonna have in his evaluation whether he's doing monthly eval's
11 of his personnel? Not him; I don't suggest that we do any
12 monthly or any quarterly; I think it should be yearly. And
13 exactly how you just said it, if we see things, it's incumbent
14 upon us to bring it up as it's going, not to save it, you
15 know, or what -- I don't know what the -- I forget the legal
16 term, notebooking or booking down stuff and not telling him,
17 which is illegal anyway. You would know in the -- as a union
18 guy that you can't do that; you've gotta bring it all up
19 upfront. So, yeah, that's exactly where I'm at with this,
20 that -- make it -- make it the best we can, but make it fair.

21 CHAIR BOLOSAN: Thank you, Jamie and Robert.

22 Any more take from the commissioners? I thought I
23 seen Aaron raise his hand. Yes. Go ahead, Aaron.

24 COMMISSIONER BOSWELL: So -- so along with the
25 county's performance evaluation, they're actually missing a

1 page in this, it's called the performance evaluation
2 worksheet, and that is exactly what you guys are talking
3 about. And what it's designed for is whenever -- let's say
4 the commission goes and we have a talk with Layne and say,
5 Okay, Layne, we want you to work on this, or we think you're
6 excelling at this, or we think the department is lacking in
7 this area, it is on the worksheet and it is actually a part of
8 this performance eval that gets documented and people sign.
9 It's a record of the conversations that you've had throughout
10 the year, and you use that to grade progress. I don't -- I'm
11 sure Layne must be familiar with it.

12 MS. KHANGSENGSING: This is Maria again.
13 Commissioner Boswell, the one -- the form that you're
14 referring to, the performance eval -- evaluation worksheet,
15 there is a copy of it on -- on the manual packet. It's on
16 page 59, so it's in the back. That's -- that's what it looks
17 like. Is that the form you're referring to?

18 COMMISSIONER BOSWELL: Yes, that is.

19 DIRECTOR LAYNE N. SILVA: And if I might add
20 something that, yeah, Aaron is exactly right about that. And
21 going along with what you guys are saying in regards to that's
22 -- that's the record that would be kept throughout the year
23 because it is an annual evaluation, the typical county
24 evaluation is an annual evaluation, but like you said, you
25 know, it would be something that we would allow that employee

1 to be regularly informed of where they're at and what they're
2 -- their productivity or whatever they're being evaluated on,
3 whether it's substandard or exceeds, you need to have those
4 notes in place.

5 CHAIR BOLOSAN: Thank you, Layne.

6 Any more from anybody?

7 VICE CHAIR BECRAFT: (Gesturing.)

8 CHAIR BOLOSAN: Okay. Jamie, I see your hand's up.
9 Go ahead. You have the floor.

10 VICE CHAIR BECRAFT: I guess this is like more of a
11 question, and I want to feel the water where we're headed, you
12 know. This is more of a question to all of -- to the rest of
13 the commissioners. You know, where -- where do we go -- I'm
14 good with going with what Aaron's saying. I mean, we can go
15 as -- we can adopt any of these. I think anything -- any of
16 these will work, but where are -- what are our goals? What
17 are your guys' goals? Like I'll speak for myself real quick
18 like my goal would be --

19 COMMISSIONER HO: Question.

20 VICE CHAIR BECRAFT: Go ahead.

21 CHAIR BOLOSAN: Okay. Some --

22 VICE CHAIR BECRAFT: Somebody said question.

23 CHAIR BOLOSAN: Yes. Okay.

24 COMMISSIONER PATEL: It was Sylvia, but she's having
25 issues.

1 VICE CHAIR BECRAFT: You're locked up.

2 CHAIR BOLOSAN: Oh, okay.

3 VICE CHAIR BECRAFT: She locked.

4 COMMISSIONER U'U: Yeah.

5 CHAIR BOLOSAN: Okay. You may go ahead, then,
6 Jamie, and then --

7 VICE CHAIR BECRAFT: Okay. So I guess what -- and
8 my question is: Are we headed to things like we had talked
9 about in -- and then Layne's interview have like changing the
10 culture and stuff, and how do we measure that? So are we
11 looking to put in our eval things like, and I'll just shoot it
12 out there bluntly, like training, ongoing, consistent training
13 to address -- 'cause to change a culture, you don't have one
14 -- one training class. That's my opinion, you know, you don't
15 go, okay, here's a training class on how to do fill in the
16 blank or we're gonna work on verbal skills, so we're gonna
17 give you what's called Verbal Judo class which teaches you how
18 to speak tactfully, and so we write it down and say we --
19 okay, we gave one -- one class. See, to me, that doesn't
20 address the issue. One class never makes a difference. You
21 know, it gives somebody something to talk about, you want to
22 change something like how you speak to the public, which is
23 something -- then that's gotta be an updated training and keep
24 going and even if it just means supervisors bringing it up
25 with you or something. So are we gonna be addressing this

1 type of stuff in his -- the evaluation and spelling it out?
2 Because if that's the case, then we need to go more towards --
3 I would vote more for going towards like Maui Fire
4 Department's style, and we're gonna need to add in specific
5 things, you know. I don't know the wording.

6 So I'm gonna stop there and just get feedback from
7 the rest of you guys because if we're not, if we're -- if
8 we're just gonna go for the overall and stuff, you know, I'm
9 gonna -- you know, I'm gonna -- I'll have to respect what the
10 board wants, and that's fine with me and we'll -- then we can
11 just probably move on.

12 CHAIR BOLOSAN: Right.

13 VICE CHAIR BECRAFT: But I just wanted to get
14 feedback if I could.

15 CHAIR BOLOSAN: Thank you, Jamie. I did not hear
16 from Stan, Sne, Jerrybeth, and Sylvia yet, yeah. I like that
17 --

18 COMMISSIONER RUIDAS: (Gesturing.)

19 CHAIR BOLOSAN: Go ahead, Stan.

20 COMMISSIONER RUIDAS: So, yeah, I agree with Aaron,
21 you know. This is the last performance evaluation report; I
22 like the format, okay, but, you know, we've gotta -- we've
23 gotta tweak the questions and, you know, the content. But I
24 like the format the way it's laid out as far as, you know,
25 what to put in the evaluation. That's why, you know, I

1 referred prior to this, to the last meeting, going back and
2 looking at the interview questions because that would be, you
3 know, for me, sufficient to see if that -- those questions was
4 being satisfied.

5 And looking at -- it's not the total interview, but
6 what -- I know I am jumping ahead, but what Layne had wrote
7 was a lot of those questions came out from the interview so if
8 we, you know, tweak the way the -- the report is written and
9 make it to satisfy our needs, then I agree with that. That's
10 my thoughts. Thank you.

11 CHAIR BOLOSAN: Thank you, Stan.

12 I'm gonna go down the road about the -- the
13 commissioners that didn't speak up yet. I'm gonna put you on
14 the spot, Sne.

15 COMMISSIONER PATEL: Okay.

16 CHAIR BOLOSAN: What is your take on this?

17 COMMISSIONER PATEL: Yeah, I think, you know, a
18 couple of things, and one is addressed to Mimi. I just want
19 to make sure when we're talking about other evaluation forms
20 that are included in this packet; we're able to discuss those?
21 Like the Kauai one was brought up, the police commission, or
22 are we only allowed to discuss what's here in front of us?

23 CORP COUNSEL DESJARDINS: For -- for Sunshine Law
24 purposes, you're pretty much limited to discussing what's in
25 front of you.

1 COMMISSIONER PATEL: Okay.

2 CORP COUNSEL DESJARDINS: With the -- and then
3 suggesting if you think there's other things out there that
4 you'd like to see for the next meeting.

5 COMMISSIONER PATEL: Just 'cause people are bringing
6 up other forms that aren't in front of me right now, and I
7 wanted to be clear that for this discussion and this purpose
8 of this meeting is to discuss the material that's in front of
9 us.

10 CORP COUNSEL DESJARDINS: That's correct.

11 VICE CHAIR BECRAFT: Mimi, may I get a clarification
12 on that? These forms were given to us in a prior meeting, and
13 so we have -- we have this knowledge already, and it's been
14 presented, so are we allowed to talk about that or not?

15 CORP COUNSEL DESJARDINS: Are you talking about the
16 Kauai one? Has that one already been disseminated to you
17 folks?

18 VICE CHAIR BECRAFT: Yes.

19 COMMISSIONER U'U: Yes.

20 VICE CHAIR BECRAFT: All these -- all these forms
21 I'm talking about were given to me by the body, by the --

22 CORP COUNSEL DESJARDINS: Then you can -- I'm sorry.
23 You can talk about it if you've already been given it, but if
24 it's something that's coming up out of the blue --

25 VICE CHAIR BECRAFT: Yeah, nothing --

1 CORP COUNSEL DESJARDINS: (Inaudible.)

2 VICE CHAIR BECRAFT: Thank you, Mimi, that's my
3 clarification. Sne, I -- everything I've been referring to
4 has already --

5 COMMISSIONER PATEL: Okay.

6 VICE CHAIR BECRAFT: Was from last week.

7 COMMISSIONER PATEL: Okay. I just want to make sure
8 'cause not everything's in front of me. There's a few
9 different things. Because one of the things is the one that
10 Maria had initially done, I did like that one, so, you know, I
11 wanted to -- that to still be in consideration because I think
12 the idea has always been to kind of merge a few of these
13 together that works for us. I like the simplicity of the
14 county one, I like the fact that it does have a manual, and I
15 like the worksheet a lot, actually, to show progression and to
16 show where things can, you know, kind of be changed midyear
17 versus waiting all the way till the end of the year, right?
18 So I think that's crucial. You know, what I want to see from
19 the evaluation, I think I've referenced it a few times, is
20 really, you know, what our goals are and what Layne's goals
21 are and where we kind of work together to implement those
22 goals. Right?

23 And for me, I know education is one of those
24 priorities, as well as some other people creating an education
25 program for the community, not just for the employees but for

1 the community. And then also making sure that the liquor
2 commission, you know, as a whole, the group itself is looked
3 at from the community as a positive resource. And so that's
4 where, you know, I'd like to see this -- see the department
5 headed.

6 And, you know, just putting it out there, I like the
7 simplicity of what the county one has along with the civil
8 service. And I think that combined with what Maria's put
9 together, maybe we could fine-tune it to something that is
10 gonna work for, you know, our purposes here, so (pause) --

11 CHAIR BOLOSAN: Sne. Sne, are you through?

12 COMMISSIONER PATEL: Yes.

13 CHAIR BOLOSAN: Are you through? Okay.

14 CORP COUNSEL DESJARDINS: Chair, can I -- can I
15 comment real quickly?

16 CHAIR BOLOSAN: Go ahead, Mimi.

17 CORP COUNSEL DESJARDINS: Thanks. So remember, too,
18 that the one small difference in this evaluation for this
19 director compared to other directors in different departments
20 is the fact that the charter requires you to submit a report
21 to council and the mayor on the evaluation. So in the back of
22 your minds, when you're thinking about formulating your eval,
23 do you envision a report, see attached Appendix A, which is
24 the actual performance evaluation itself, or do you make an
25 evaluation that somehow morphs in the format of a report? So

1 I'm not telling you what to do but just think about that as
2 also part of your endgame here is to somehow compile a report.
3 It could just be a transmission to the mayor and to the
4 council, or it could be something more in-depth or detailed.
5 Thank you.

6 CHAIR BOLOSAN: Thank you, Mimi.

7 I want to call on either Jerrybeth or Sylvia. Any
8 take from you? I don't see you on my screen, so -- Sylvia,
9 Jerrybeth, I don't see you on my screen, so can you --

10 MS. KHANGSENGSING: Chair, it's Maria. Sylvia lost
11 connection, so she's trying to connect back again.

12 CHAIR BOLOSAN: Okay, all right. Thank you, Maria.

13 COMMISSIONER DE MELLO: Hey, Leon.

14 CHAIR BOLOSAN: Jerrybeth, are you there?

15 COMMISSIONER DE MELLO: Yes.

16 CHAIR BOLOSAN: What is your input, sistah, on this?

17 COMMISSIONER DE MELLO: Well, I wanted to say that
18 we don't want to -- well, we want to invent the wheel or upon
19 the evaluation for the liquor director. And all of the inputs
20 that's coming in is very educational, trying to pull
21 everything together to be what is his responsibility. And I
22 guess some of the commissioners didn't receive the documents,
23 and it'll be only fair for everyone to have it and write down
24 their -- their goals and then we can consolidate and try to
25 get everything out together. That's my -- yeah, that's me.

1 CHAIR BOLOSAN: Okay. Thank you, Jerrybeth.

2 So, Sylvia, not here yet?

3 COMMISSIONER HO: Sorry, I am. I just returned.

4 The internet was down, so --

5 CHAIR BOLOSAN: Okay. I'm gonna give you your
6 chance to come up with your input on this item. Sylvia, go
7 ahead.

8 COMMISSIONER HO: Sorry, I couldn't hear what you
9 said. Could you please repeat?

10 CHAIR BOLOSAN: I'm asking you to come up with your
11 opinion on this item.

12 COMMISSIONER HO: Okay. So I was actually about to
13 say earlier that I think -- do you think we all need to get
14 familiar with the director's duties and responsibilities so
15 that we know what -- what we are going to evaluate, actually,
16 his duties and responsibilities. And also, Maria did not
17 include her draft evaluation form that she drafted; she did
18 not attach that in the packet, but I still -- I feel that that
19 is a pretty good draft because she breaks it down to different
20 categories and then say. For example -- oh, for example,
21 she'll start with leadership, so she will actually -- this is
22 almost like a -- you take all the director's duties and
23 responsibilities divided into different categories. So
24 leadership, what else, management, communication, policy
25 matters, staff development, all of those things. I think it's

1 pretty comprehensive, so -- and on the other hand, is actually
2 very close to the Kauai one as well. Same thing we have --
3 they break it down to different categories.

4 So I think when we evaluate the director, we need to
5 know we got familiar with his job duties, his
6 responsibilities, and I think he should have some copy once
7 the draft is complete. He should have -- we should give him
8 the same copy, he should do a self-evaluation so that whether
9 we are -- we are all on the same page. We are thinking of him
10 doing this, but he thinks maybe he is doing something else, so
11 -- because after each evaluation of the category, so there --
12 say, for example, look at Maria's one, so outstanding, above
13 average, satisfactory, needs improvement, unacceptable, those
14 kind of stuff. So he may think that he did everything
15 outstanding, but for us, maybe he's only satisfactory. So how
16 are we gonna have the same opinion on his work, right?

17 So that would be my opinion. So I think -- I think
18 -- I mean, for all of us, I think we need to come up with what
19 do we want to evaluate him. So we've been talking about, you
20 know, so many different things, yeah, so I think for his job,
21 I think to start with his leadership, his management, his
22 communication skills, staff development. Say the staff is
23 telling him we need to do this, we need to learn more, so how
24 -- you know, so has he done anything? He may think he has
25 done a lot, but maybe in reality, probably he didn't do

1 enough. So that's the kind of stuff I think we should do.
2 Start with a category, what category that we want to evaluate
3 him, and then just like Maria's and the Kauai one, actually
4 (inaudible) his responsibility to category so that he
5 understands. I mean, that would be my -- my input. Thank
6 you.

7 CHAIR BOLOSAN: Thank you, Sylvia. That's the
8 reason why that we have all these forms and, you know, from
9 our body, we can come up with something that we can agree, all
10 agree. Okay?

11 So is there any other input? And, you know, the
12 question is: How can we arrive to a final draft?

13 So go ahead, Bruce.

14 COMMISSIONER U'U: I just got one suggestion, and I
15 -- good points made. Sne, I liked what you said. I think
16 that's the goal, clean 'em up, you know, change the culture
17 even on the commission side. I think Sylvia and Aaron had
18 good input also. Sylvia, I like the input, even Aaron's input
19 about the County of Maui, you know. I think we all know that
20 November's around the corner. I mean, time can fly; one year,
21 they went through the move, they went through COVID. I
22 couldn't believe that it -- is it a year? Am I wrong? When's
23 the year up? Is it next month?

24 CHAIR BOLOSAN: Yearly, I believe it's March every
25 year. Am I right, Layne? Yeah.

1 COMMISSIONER U'U: Okay, okay. So my thought
2 process was -- even Sylvia brought it up, but I like -- I like
3 the Kauai's one. I like the civil service one 'cause I think
4 it's more towards the director and we can -- I like that one.
5 And -- or not, but -- but I think we need to -- that would be
6 my first-year, short-term one if I had to say. The civil
7 service commission one or even the liquor -- the County of
8 Kauai one that would be our first-year evaluation. And I
9 think moving forward; we could adopt, I think, what Aaron
10 brought up because that one, I think we would need, I'd say,
11 more time. So like during the course of the year, the
12 meetings, we'll leave one that -- what you call it,
13 communication or new something within the verbiage of our
14 commission meetings, and we could bring up the phrases that we
15 probably need to go over as an ongoing potential as far as
16 evaluation. I'm not sure, you know. And we kind of walk
17 before you crawl -- I should say crawl before you walk. And
18 come up with some type of format as we ease -- and I'm not
19 saying ease into the process. I think it's for us, like
20 myself, the first year, as you kind of get this going and --
21 you know, I'm here for the long haul, my first year, and I
22 agree with Sne where we're looking to improve, and we're not
23 gonna do 'em overnight. It is a process, but I'm in it on the
24 process. And just my two cents, but I like what you said,
25 Sne; I believe in that too, and what Aaron said.

1 CHAIR BOLOSAN: Okay. So that we can kind of go on
2 and come up with the final task turn. So, Bruce, you're
3 saying the Kauai one, and which one?

4 COMMISSIONER U'U: Well, the civil service one I
5 like too. I mean, I think both -- both works. I mean, I'm
6 not gonna be picky on which one.

7 CHAIR BOLOSAN: Okay.

8 COMMISSIONER U'U: But I think we've gotta build up
9 with the --

10 CHAIR BOLOSAN: Yeah.

11 COMMISSIONER U'U: And for me, maybe, like Aaron is
12 familiar with it, and maybe I need to digest more time into
13 it. And my other question, I forgot, sorry, the performance
14 evaluation report I have here, it goes with the County of Maui
15 Performance Evaluation Supervisory Manual, correct?

16 CHAIR BOLOSAN: Guys, yeah.

17 VICE CHAIR BECRAFT: It's blurry, but I'm familiar
18 with that form, so that goes with --

19 COMMISSIONER U'U: Okay.

20 VICE CHAIR BECRAFT: -- the other stuff, yeah.

21 COMMISSIONER U'U: Okay.

22 VICE CHAIR BECRAFT: Yeah, that was -- I think Aaron
23 guys have the same at the end of the day, you have that form.

24 COMMISSIONER U'U: Okay. For me, I would have to
25 build up. And if need be, we can go directly to that one, I

1 would have to just digest more time into understanding how it
2 would work, but that's my manao.

3 CHAIR BOLOSAN: All right.

4 COMMISSIONER U'U: Thank you.

5 CHAIR BOLOSAN: Thank you, Bruce.

6 Aaron, I'm gonna put you on the spot, braddah.

7 Which form would you be pretty much more interested in favor
8 to use for the evaluation?

9 COMMISSIONER BOSWELL: Me personally, I favor the
10 county one because there's like legal -- there's legal things
11 for evaluating any employee of the county. There has to be a
12 rubric that you evaluate them on, and it's based off of a job
13 description, not if -- it's really -- it's really, really
14 difficult, and the county spent a lot of money streamlining
15 this process and trying to make it as general as possible so
16 that they could cover the most amount of bases. What you
17 don't want to do is you don't want to subject a supervisor to
18 my personal opinions. It has to be -- it has to be
19 subjective, you know. It's gotta be this is your job; this is
20 how you did your job. There has to be a rubric that you
21 follow and everything -- if you were to read the manual,
22 everything in the manual is based off of Layne's job
23 description. That's the only thing you can evaluate him on is
24 his job description, and if it isn't there, you're not allowed
25 to evaluate them on it, and that's for legal reasons. I'm

1 sure Mimi could tell you and, correct me if I'm wrong,
2 everything that I've been taught, that's, you know -- and all
3 of these are all very similar, it's -- the only difference is
4 one of them has a manual with the rubric in place.

5 CHAIR BOLOSAN: Okay, all right. Thank you, Aaron.

6 I see Sne's face want to speak, so, Sne, I'm gonna
7 put you on the spot.

8 COMMISSIONER PATEL: Yeah. Well, I mean, that's
9 exactly kind of the thing, right? Yeah, I agree. It's like
10 what are -- what's the -- like there has to be a criteria
11 standard that needs to be looked at in terms of making sure
12 it's fair to Layne as well as any other -- you know, as his
13 employees, right? So I don't know if a director can be
14 evaluated differently, you know, like I said, meaning that we
15 grade on that, but the end goal -- I think, you know, Mimi
16 brings up a good point -- is who is going to put together --
17 my question is: Who is going to put together this report to
18 the -- to the council and to the -- to the mayor? So --

19 CHAIR BOLOSAN: Yeah.

20 COMMISSIONER PATEL: Who is that person?

21 CHAIR BOLOSAN: Sne, in the past, the chair normally
22 create that letter to the office of the mayor and to the
23 council.

24 COMMISSIONER PATEL: Okay. How long --

25 CHAIR BOLOSAN: In the past.

1 COMMISSIONER PATEL: Yeah. And that's the
2 assistance of perhaps --

3 CHAIR BOLOSAN: Yeah.

4 COMMISSIONER PATEL: -- like the secretary or -- or
5 whoever?

6 CHAIR BOLOSAN: Yeah, that could be.

7 COMMISSIONER PATEL: Right? Whoever you tell.

8 CHAIR BOLOSAN: But based on the report of the body
9 of the commissioners.

10 COMMISSIONER PATEL: Okay.

11 CHAIR BOLOSAN: I spoke to past chairs, you know,
12 Chair Tanaka did write to the council and the mayor, and he
13 was the guy that did the letter --

14 COMMISSIONER PATEL: Okay.

15 CHAIR BOLOSAN: -- based on the report. Okay?

16 COMMISSIONER PATEL: So, yeah, for -- my thing is if
17 we used the county's evaluation, which I think is going to be
18 a good starting point, once again, we're gonna be -- the next
19 year we can replace things or look at things. But under where
20 it says comments, if we change that from comments to simply
21 examples -- 'cause I do like that in the civil service where
22 it does state, you know, give at least one example of what
23 you're talking about. There's planning, organizing, setting
24 priorities, right, and then it has comments below. If we
25 added that, is that a huge change to where we're getting now

1 in trouble legally or setting a different standard for Layne?
2 And I know Mimi has something to say, I think, but, yeah,
3 that's where -- that's all I wanted to bring up.

4 CHAIR BOLOSAN: Okay. Thank you, Sne.

5 CORP COUNSEL DESJARDINS: I just wanted --

6 CHAIR BOLOSAN: Go ahead, Mimi.

7 CORP COUNSEL DESJARDINS: Sorry. Just to clarify,
8 again, the language in the -- in the charter just says
9 annually review and evaluate the performance of the director
10 of the liquor control and submit a report to the mayor and the
11 council. So you folks would put the report together, you
12 would vote on it.

13 CHAIR BOLOSAN: Yeah.

14 CORP COUNSEL DESJARDINS: You would all agree to it
15 as a body, and then the chair could transmit it on behalf.
16 You would -- you would -- part of your motion would be to
17 authorize the chair to transmit, but it has to be collectively
18 your work, but you know that.

19 CHAIR BOLOSAN: Yeah, yeah. I spoke to past chair.
20 Mimi, so thank you for that opinion.

21 Okay, all right. Go ahead, Bruce.

22 COMMISSIONER U'U: I'm good with the county one if
23 that's where the body leans to. I mean --

24 CHAIR BOLOSAN: Okay.

25 COMMISSIONER U'U: -- I'm open, just to let you guys

1 know.

2 CHAIR BOLOSAN: Yeah. Thank you, Bruce. That's the
3 reason why that I'm calling on all the commissioners asking
4 which form would they favor, and then, later on, we can tweak
5 it, right?

6 Go ahead, Jamie.

7 VICE CHAIR BECRAFT: And, Aaron, I don't have enough
8 knowledge, and I'm -- I'm reading you that you have a lot of
9 knowledge on this, so I'm gonna ask you some questions if you
10 don't mind. On the county one, which I understand exactly
11 what you're talking about, does that -- when you read it -- I
12 read the whole thing, but I didn't read it under this thought
13 pattern. Does that cover things like -- would it cover like
14 has drafted a -- a necessary standard of operating procedures,
15 SOPs, so has gone over his rules and regs, has met his goals
16 and objectives? 'Cause if we talk about -- which we may not
17 need to, but if we talk about the goals and objectives that
18 Director Silva has submitted, you know, that he kind of goes
19 over that. When -- when looking over that -- that evaluation,
20 as I -- I know you already have, would you feel like right now
21 that has the ability for us to grade that and stuff and make
22 sure that we're -- that he's making his goals and objectives?

23 COMMISSIONER BOSWELL: Yeah. You can put that kind
24 of stuff in a couple of different areas. You could put them
25 under job knowledge where he talks about policies, procedures.

1 You could put them under problem solving and decision-making.
2 You know, as -- as leader, he -- this is where his -- he
3 recognizes the problem as such, he set this goal, and he was
4 -- this is how he accomplished his goal. There's a couple of
5 -- you can put them under planning and organizing and setting
6 priorities. There's multiple places that you can put them,
7 but the key to it all is it has to -- and the example that you
8 give has to relate back to his job description.

9 VICE CHAIR BECRAFT: And I agree with you on --

10 COMMISSIONER BOSWELL: If it's within his job
11 description to set priorities, you absolutely can judge him on
12 it.

13 VICE CHAIR BECRAFT: Right. And I -- the one thing
14 about that manual -- and I know we all got it last minute, so
15 if you haven't got a chance, I'm not judging you for it. When
16 you do get a chance, read it. As Aaron was saying, I do agree
17 with this. I mean, it literally gives you examples of this is
18 what not to write. I mean, it says this is what to write,
19 keep it subjective, no opinion, don't talk about discipline,
20 those aren't -- you know, it just tells you, it really does
21 spell out what -- you know, how you're supposed to evaluate a
22 person. So I -- I support that. I do think that this was
23 made more for regular employees that are covered by the union
24 and stuff. The difference here is is that Layne is not
25 covered by the union, so we do have the ability, if we want

1 to, go on our own, and we don't need the county one. But on
2 the flip side of the coin, I'll speak for myself; I think I
3 need all the guidance I can get. So I'm gonna throw my
4 support towards Aaron.

5 CHAIR BOLOSAN: Thank you, Jamie.

6 I'm going down the road. I got Aaron, Jamie, Bruce,
7 Sne. So I'm gonna go on, Robert, is there any opinion or any
8 form that you might favor to use on this process?

9 COMMISSIONER ANDRION: As far as the forms, I don't
10 pick one specifically. What I'm looking at is the same thing
11 as what Sylvia said if we can come up with our own in the
12 sense of those six items, five items from leadership to
13 policies, and actually put it down, that would, again, reflect
14 what is said or what is needed on the performance, that the
15 performance eval -- the performance requirements of the job.
16 Then we can have those listed, and as we -- we are talking
17 about that, it has to match, and I think that says -- been
18 brought up numerous times, just pick one specifically. It
19 might not be the catchall, so let's take a look at what we are
20 -- what we need.

21 CHAIR BOLOSAN: Okay.

22 COMMISSIONER ANDRION: So we can take a look at his
23 job requirements from when -- job description and put that in
24 place if we have five items, six items, and start from there.
25 Because if we pick one and then I hear that we're gonna tweak

1 it as we go, okay, and that's the same thing that we're doing.
2 Because if we're gonna have to have one done in March, okay,
3 and that's just the month that I've heard, then we gotta get
4 going on this. Put something down so that we can take a look
5 at it, agree on the six topics, five topics, as what Sylvia is
6 saying that would basically mimic what the -- the job
7 description is, and go from there. I mean -- and you're
8 right, you know, the standard operating procedures, if he
9 drafted one, it's gonna be his standard operating procedures,
10 and I can tell you that if a new person comes in, they might
11 change that. So it's gonna be his -- his process as far as
12 how he's gonna run the department and that standard operating
13 procedure could be something that we can take a look at and
14 say, this is what you wrote, have you achieved it, and that
15 would be part of his performance evaluation. But for him to
16 write the SOP, it would have to be looked on as -- as his own
17 guide and our guide as well so that he reaches achievement.
18 So there's a lot of things that we take a look at.

19 I'm not in favor of just picking one because we say
20 that some of them doesn't -- doesn't meet our criteria, so we
21 have to formulate one close enough so that it does meet the
22 criteria and what we can agree on. Because a lot of that is
23 leadership. Okay? Yeah, leadership skills, professional
24 qualities. Okay? We can just sub line that to say, you know,
25 leadership, how he does that; planning, whatever you do

1 planning; you need to know what the policies are. So it leads
2 in with that and, again, communication, okay, as a leader, you
3 need to communicate. So that could all be lumped up into
4 that.

5 I think what we need to do is make something that's
6 -- that's simple enough that we can build on for now, not make
7 it so watered down that we miss so many things. We make it
8 general, and we put our own comments on there. Okay? This is
9 the reason why I'm doing that because of -- of what I wrote.
10 I don't know if I made sense of that, but that's my -- my take
11 on this form.

12 CHAIR BOLOSAN: A really very helpful opinion,
13 Robert. Thank you very much.

14 I want to go back on when Sne did ask about the
15 annual for Layne Silva's directorship; I want to be corrected;
16 I believe it's in November. The commissioners are March,
17 okay, but the -- he came in a year ago, pretty much, November.
18 Okay?

19 So now, thank you, Robert; I want to thank you
20 again.

21 And I -- I want to call on you, Stan. I'm going
22 down the road just, I mean --

23 COMMISSIONER ANDRION: Mr. Chair.

24 CHAIR BOLOSAN: Yes.

25 COMMISSIONER ANDRION: Mr. Chair, if I could say

1 something.

2 CHAIR BOLOSAN: Go ahead.

3 COMMISSIONER ANDRION: One more thing, please. If
4 we put ourselves in that position to be evaluated, what are
5 the things that we want to be evaluated on? Okay? 'Cause
6 everybody would think differently --

7 CHAIR BOLOSAN: Yes.

8 COMMISSIONER ANDRION: -- if they were on that spot
9 to be evaluated.

10 CHAIR BOLOSAN: Yes. Thank you, Robert. Yeah.
11 That satisfy what you wanted to say?

12 Yeah. I'm just gonna go down to everyone. I'm
13 taking some notes, you know, of each individual commissioner,
14 so from there we can cut it out, you know, narrower, narrow
15 it, then we can come up with what form we gonna start from.
16 And if we need to tweak the form, you know, it's up to, you
17 know, you guys. Okay? I'm just trying to, you know,
18 facilitate the meeting, and that's the reason why that I'm
19 calling on each member.

20 Stan, I want to call on you. Where do you stand on
21 this one?

22 COMMISSIONER RUIDAS: I stand on Stan. I mean, Stan
23 -- original stand.

24 (Laughter.)

25 COMMISSIONER RUIDAS: But what I said earlier is

1 what I stand on, is, you know, we go with this format, and
2 then we go down the line, you know, piece by piece, tweak it
3 to our needs, and then we can come up with a pretty much
4 conclusive evaluation that everyone can agree on.

5 CHAIR BOLOSAN: Yeah.

6 COMMISSIONER RUIDAS: And -- and that's what I
7 think.

8 CHAIR BOLOSAN: Which form do you favor pretty much?

9 COMMISSIONER RUIDAS: Aaron's form.

10 CHAIR BOLOSAN: Okay.

11 COMMISSIONER RUIDAS: The one -- the county
12 performance --

13 CHAIR BOLOSAN: Yeah.

14 COMMISSIONER RUIDAS: -- evaluation.

15 CHAIR BOLOSAN: Yeah.

16 COMMISSIONER RUIDAS: Yeah.

17 CHAIR BOLOSAN: County, yeah.

18 COMMISSIONER RUIDAS: We stick on that and then, you
19 know, yeah, look at the job description. I cannot even
20 remember what the job description is. Does anyone have the
21 job description available?

22 CHAIR BOLOSAN: Yeah, things like that --

23 VICE CHAIR BECRAFT: May I ask a question. I want
24 to make sure that I understand what Stan is saying and
25 everybody's getting his -- what he's saying.

1 Stan, are you saying that you're -- I think the
2 question that the chair is asking is: Are you saying you want
3 to go with the county form as it is? But I'm hearing you say
4 -- what I'm hearing when you're speaking is you want to use
5 what Aaron's saying using the county manual, but use it as a
6 template and add to it to make it more specific. Which one
7 are you saying, go with it as it is or make some changes and
8 add to it?

9 COMMISSIONER RUIDAS: Go as it is and look -- just
10 looking at the form. Just looking at the form. I'm not
11 looking at anything attached to the form. So we're looking at
12 this form and using this as the evaluation form, but the
13 format where, you know, it says the checkmarks, comments, and
14 like Sne said, you know, put in examples and, you know, Aaron
15 said we can put, you know, something else, you know, to do --
16 I guess put the performance, what you call, items in there
17 under different areas. That's what I'm saying.

18 CHAIR BOLOSAN: Okay.

19 VICE CHAIR BECRAFT: Okay. So make some changes?

20 CHAIR BOLOSAN: That satisfy your question?

21 VICE CHAIR BECRAFT: You're saying massage it some?

22 COMMISSIONER RUIDAS: Exactly, exactly.

23 VICE CHAIR BECRAFT: All right. 'Cause that's more
24 like what Roberto is saying and Sylvia is saying, that we want
25 to kind of tune this to our own liking. But you're saying use

1 it as a template, as direction, but we'll massage it?

2 COMMISSIONER RUIDAS: Yes, exactly.

3 VICE CHAIR BECRAFT: Okay. Just wanted to get that
4 clear.

5 COMMISSIONER RUIDAS: Yeah. Thanks, Jamie.

6 CHAIR BOLOSAN: Thank you, both gentlemen.

7 Now, the two ladies never speak up yet. Jerrybeth,
8 sistah, go ahead, what would -- which form or other ways we
9 can arrive to a final form.

10 COMMISSIONER DE MELLO: I listened to everybody's
11 ideas, and I think Aaron had hit it right on the button
12 regarding the job description and what's in the job
13 description that you can have the evaluation based on the
14 director. To turn around and say you want to tweak it later
15 on, that wouldn't be feasible because you already have it in
16 line that this is what the evaluation is about on this --
17 yeah, on this leadership changes. So that would be the County
18 of Maui.

19 CHAIR BOLOSAN: Okay. Thank you, Jerrybeth.

20 I want to hear from Sylvia before we move on. Is
21 there any form or any type of ways where we can come up to a
22 final draft opinion? Thank you. Sylvia, you got the floor.

23 VICE CHAIR BECRAFT: Sylvia, you're muted.

24 COMMISSIONER HO: Try it. Thank you. Okay. I
25 would like to actually compliment our -- our Chair Leon that

1 you have a very good leadership style that makes sure everyone
2 speak out. Thank you.

3 CHAIR BOLOSAN: Thank you, sistah.

4 COMMISSIONER HO: Everyone have a chance, right?
5 Okay. That's the -- all right. So I actually would like to
6 say, you know, did we actually voted on Unfinished Business
7 A1, accept the director's written report of his short- and
8 long-term goals? Did we accepted this?

9 CHAIR BOLOSAN: Yeah, we did not -- yeah, we did not
10 receive the short- and long-term goal like -- we skipped. We
11 skipped that.

12 COMMISSIONER HO: Oh, we skipped.

13 CHAIR BOLOSAN: We skipped that for some reason that
14 -- you know, but we can do that. We can do that after we're
15 doing all this if you guys don't mind.

16 COMMISSIONER HO: Because, actually, I read that a
17 few times, and I do feel that he -- he showed he's
18 responsible, and he actually tell us, you know, his short-term
19 goals and then long-term goals and especially in the
20 short-term goal there's the transparency of the department.
21 Okay? So I agree with everyone's suggestion and opinion. So
22 Maui County, actually, the performance evaluation report is a
23 good basis to -- to work on. Of course, you know, for the
24 director, actually, he is a -- how do call? He's a director,
25 so his job responsibilities a lot -- I mean, obviously is --

1 actually be more than what is actually on the report, so
2 that's how we can tweak it. We can actually make changes or
3 make updates on -- on the form. But something to base on, to
4 start with, I mean, following the Maui County one is a good
5 one. Of course, you know, we have to add. For example, even,
6 you know, he himself will identify he has some short-term
7 goal. One of them he said the transparency of the department,
8 so how is he going to accomplish it, or how are we going to
9 evaluate him on that? So that it needs to be somehow -- it
10 needs to be put into the -- the evaluation. And his long
11 term, because he is in -- he's on the job, he knows what needs
12 to be done, what needs to be, you know, he has to make
13 changes, update and make the department more -- to perform
14 more effectively. So those are the things that we need --
15 that's why I was going back to his -- to his submission so
16 that we can actually implement that as well into the -- you
17 know, the evaluation report, so -- but I think overall to
18 start with, you know, based on the Maui County one as a -- as
19 basis to start with and then also have to look at his -- what
20 -- because he is telling us what needs to be done and what he
21 wants to do, right, either short term or long term. And that
22 is -- that is a -- I'll call it is the reality of his job, and
23 then we've got to listen to him what his difficulties, where
24 we need to assist him, right, to make him -- you know, to
25 perform the work more effectively. So, overall, I mean, I

1 agree with -- you know, to go with the Maui County one. Of
2 course, you know that, but he is on -- it's the director, has
3 he leadership, he has management that he has to work on more
4 than the evaluation of the Maui County that probably can -- we
5 can actually make updates on that. Yeah, that would be my
6 suggestion.

7 CHAIR BOLOSAN: Okay, Sylvia. Are you finished?
8 Thank you very much.

9 By looking at my notes, that most of our members, we
10 somehow agreed on what Aaron -- the county form. Pretty much
11 everyone pretty much agree into that form, but like we can,
12 you know, change some of the wordings in there if we do choose
13 to do that. And there's a couple also -- Sne and Bruce also
14 mentioned civil service.

15 I like to ask an advice from Mimi how we can go
16 forward into speeding up this process. Mimi, may I have your
17 advice.

18 CORP COUNSEL DESJARDINS: And I'm just listening to
19 the conversation. I would suggest either a motion to adopt
20 the county form with the possibility of amendments and then if
21 you guys formally adopt that -- or a motion to adopt the
22 department of personnel's form with room for amendments and
23 modifications. You could initially adopt that, or you could
24 start discussing modifications now and then make a motion to
25 adopt personnel with the modifications that were discussed.

1 But it sounds like you're all in agreement that one of those
2 forms is gonna work as your template, and then you can start
3 doing -- maybe taking one by one asking commissioners what
4 modifications would you like to see to this form to
5 specifically address this department head.

6 CHAIR BOLOSAN: Yeah.

7 CORP COUNSEL DESJARDINS: And that would be one way
8 to do it.

9 CHAIR BOLOSAN: Thank you, Mimi. That's one of the
10 reasons why that I took notes asking every member which form
11 they are in favor with, and now, as you mentioned and advising
12 us to do, is make a motion so that we can go, you know,
13 further. At this point --

14 VICE CHAIR BECRAFT: Chair.

15 CHAIR BOLOSAN: Yes, Jamie.

16 VICE CHAIR BECRAFT: Yeah, I appreciate Mimi's
17 answer because she answered the question as it was asked, you
18 know.

19 CHAIR BOLOSAN: Yes.

20 VICE CHAIR BECRAFT: But I don't know that we're --
21 I'm -- I may not be hearing things as you're hearing them.
22 That's what I was trying to clarify through Stan, what he was
23 saying, and -- and I believe Roberto and Sylvia and Sne and I
24 believe that -- I believe what people are saying -- and I
25 would like more input before we start getting into this

1 motion. I believe what people are saying is they like the
2 framework of the county, which Aaron's brought up, but they're
3 all saying that they want to modify it, and I don't believe
4 they want to modify it after we implement it. I don't want to
5 -- I believe they want to modify it before we implement it.
6 They want to make some changes before we adopt it as our form.
7 And if that's the case, if we can just ask them if that's the
8 case, then my suggestion wouldn't be to push this through as
9 his -- as his eval right now. We may need to wait and just
10 push this off to our next meeting and give everybody the
11 chance and say, hey, listen, use -- we've kind of agreed that
12 the county form looks good, why doesn't everybody sit down and
13 make -- pen in what they think should be changed on that form
14 or added, removed, whatever their own personal opinions, of
15 course, what they are, and then -- and then we can all sit
16 down maybe at the next meeting and say, you know, this is what
17 I think should add, this is what I think should take away.
18 But that's my take. I don't believe we've actually -- I don't
19 believe everybody's been saying that they want to go with this
20 form as it is, but that's my take. So maybe we should
21 continue this discussion some more.

22 CORP COUNSEL DESJARDINS: Can I -- can I clarify
23 what I said?

24 CHAIR BOLOSAN: Yes.

25 CORP COUNSEL DESJARDINS: Because I agree with

1 Commissioner Becraft. So I know that one way to do it is if
2 you settle -- or if you think you have an idea of which
3 template you have a consensus of, we're probably gonna go with
4 template A or template B, prior to the next meeting what you
5 could do is ask that all members who wish to make or suggest
6 modifications to that template submit them in writing to the
7 chair, they can all get posted prior to the next meeting, and
8 then you'll all have in writing what everybody's agreed, you
9 know, is out there as their thoughts of what should be
10 modified and that might help speed or direct your conversation
11 as another suggestion of how to get all those modifications
12 out there. And you can do all of that before a final motion
13 for sure, Commissioner Becraft, you don't have to make any
14 motion.

15 CHAIR BOLOSAN: Uh-huh. Thank you, Mimi. Thank
16 you, Mimi. That's where I was gonna go. We could have a
17 motion, but there's conditions on it, okay, to -- to change
18 some of the wordings. If I heard you right, Jamie, at first
19 you did agree with the form that Aaron and them using, but if
20 there was a motion, the motion should be there's a condition
21 after, okay? But to me, I think we -- today, we could find a
22 template. Am I right, Mimi? And next meeting, yes, we can
23 work on the -- well, we putting in a condition right now and
24 then the next meeting we can -- we can do it rather than
25 holding back on which form we want to start with. Majority --

1 when I talked to every commissioner, somehow pretty much the
2 majority agrees about using the form that Aaron and them use.
3 And a couple of -- some of our commissioners did say their
4 second choice was civil service, but, you know, pretty much
5 majority everyone had agreed to use the county form that Aaron
6 and them use.

7 So would it be fair, Mimi, if we were to come up
8 with a motion with a condition for the next meeting?

9 CORP COUNSEL DESJARDINS: Well, it's whatever motion
10 is gonna pass, right? You folks will make your own motion.
11 But procedurally, if somebody wanted to move to adopt the
12 county template, for example, with modifications to be
13 discussed before a final determination is made, you could do
14 it that way.

15 CHAIR BOLOSAN: Yes.

16 CORP COUNSEL DESJARDINS: Or you could just have a
17 consensus on which template you folks are identifying today
18 that you'd like to modify and then make a grand motion next
19 time. You don't have to pin yourself down today if you don't
20 want to.

21 CHAIR BOLOSAN: Yeah.

22 CORP COUNSEL DESJARDINS: Really, it's whatever you
23 folks want to do. I don't think there's any legal way.

24 CHAIR BOLOSAN: Yeah.

25 CORP COUNSEL DESJARDINS: It's whatever the majority

1 likes or wants to do.

2 CHAIR BOLOSAN: Okay.

3 MS. KHANGSENGSING: Chair, it's Maria. I have a
4 question.

5 CHAIR BOLOSAN: Yes. Go ahead, Maria.

6 MS. KHANGSENGSING: This is for Mimi also. This is
7 like a county form. Can you actually tweak it? Is that --
8 and still call it the county form? Can you -- can you make
9 modification and still --

10 CORP COUNSEL DESJARDINS: Yes, you can modify this
11 form for your personal use. There's nothing that I've seen
12 that says that you cannot modify this form. You're using it
13 as an example. If you're gonna modify it, then you're
14 probably gonna type up your own form, you know, with -- with
15 tweaks. Maybe you can find out if there's a Word version of
16 it floating around in the department of personnel or whatever
17 and tweak it. But it's going to become the department of
18 liquor control's form or the commission's form.

19 MS. KHANGSENGSING: I see. So once -- so once you
20 tweak it or modify it to the way that the commissioners want,
21 you can change that to the liquor commission form.

22 CORP COUNSEL DESJARDINS: They would adopt it as
23 their own form.

24 MS. KHANGSENGSING: It wouldn't remain as the county
25 -- yeah. We would adopt it as the commission's form; it

1 wouldn't remain as the County of Maui --

2 CORP COUNSEL DESJARDINS: You got it.

3 MS. KHANGSENGSING: -- general form?

4 CORP COUNSEL DESJARDINS: Yeah. You don't have the
5 authority to change it for the countywide use, but definitely,
6 for your own use, I don't -- I don't see a legal problem.

7 MS. KHANGSENGSING: Okay. Thank you.

8 CHAIR BOLOSAN: All right. Thank you, Maria and
9 Mimi.

10 So, again, you know, is it fair -- you know, I
11 really believe -- thank you, Jamie, you know, for your concern
12 and whatnot, but I just -- actually, we need -- you know, not
13 so often so I just actually wanted to move on and -- is it
14 fair enough for you commissioners that we -- someone would
15 come up with a motion with condition for the next meeting?
16 Did I say it right, Mimi?

17 VICE CHAIR BECRAFT: Mr. Chair, I think you said it
18 right. I hear what you're saying.

19 CHAIR BOLOSAN: Yeah.

20 VICE CHAIR BECRAFT: If I can reword it for you,
21 you're saying is it okay -- I know it's legal. We can make a
22 motion right now, and we can approve it and then put all sorts
23 of stipulations that's completely legal, and we can do it.
24 I'm just saying that -- and I did throw my support on Aaron
25 'cause I, at the time, was thinking, yeah, let's just work

1 through this. I wasn't sure if everyone was interested in
2 modifying this. But as Mimi -- like I said, Mimi answered the
3 question as it was answered to her, is it legal. It's a
4 hundred percent legal. There's -- we can do -- we can make a
5 motion, and then we can doctor it, you know, massage it, do
6 whatever later. But like Mimi -- she had said a word that's
7 in my head too is since we're gonna be massaging this, I mean,
8 we can just as we're doing right now consensus seems like,
9 hey, guys, everybody, in two weeks we meet again. Let's use
10 the template, you know, as a guide, add in, subtract what you
11 like, and at the next meeting, we will talk about this again
12 and, at that point, make our motion. Because the key here is
13 I don't want to pin anybody -- if we make a motion now
14 prematurely, we may be pinning ourselves. Of course, we can
15 always undo a motion and make another or vote it down, but I
16 just think it might be cleaner -- unless, Mr. Chair, I -- I
17 could also really be missing everything right now.

18 CHAIR BOLOSAN: Yeah.

19 VICE CHAIR BECRAFT: And I might not be
20 understanding. Unless what you're saying is we're gonna make
21 a motion right now, and we're gonna make a motion for this,
22 and we're gonna say modify and if your thought was that we're
23 gonna make our motions here and now today and everybody's
24 prepared to do that.

25 CHAIR BOLOSAN: Yeah. I'm not asking for the body

1 would, you know, come up with something, you know, firm. I'm
2 just trying to ask you to make a motion with some conditions.
3 Now, which template are we interested that we can start from
4 is what I'm trying to, you know, accomplish here.

5 VICE CHAIR BECRAFT: Mr. Chair. Mr. Chair, I make
6 -- I make a motion that we use the body of the county
7 evaluation form as a template and that all members prepare
8 their input further using it as a template for our next
9 meeting where we can firm up a -- an actual evaluation form
10 for our director at our next meeting in two weeks. That's my
11 motion.

12 CHAIR BOLOSAN: Okay.

13 COMMISSIONER DE MELLO: Jamie, are you looking at
14 the -- the performance evaluation manual?

15 VICE CHAIR BECRAFT: Yeah, yes.

16 COMMISSIONER DE MELLO: Okay.

17 VICE CHAIR BECRAFT: Yes, Jerrybeth, that's the one
18 we're looking at, and I think we're kind of all talking about.
19 So just kind of use that as a template, a guide, and that I
20 make a motion we use it as a template and guide and that
21 everybody get their information ready for our next meeting in
22 two weeks and then we'll story about what changes we want to
23 make or not and then get a final version before making a final
24 approval of an overall evaluation.

25 COMMISSIONER DE MELLO: Okay. So all the other

1 documents will be pushed aside, just the manual we're gonna be
2 using?

3 VICE CHAIR BECRAFT: You can use the documents as
4 you wish, as information. You may want to --

5 COMMISSIONER DE MELLO: As a guide.

6 VICE CHAIR BECRAFT: Right, as that verbiage
7 wording, go in and out.

8 COMMISSIONER DE MELLO: Okay.

9 VICE CHAIR BECRAFT: Changing them in, right?

10 COMMISSIONER DE MELLO: Okay.

11 VICE CHAIR BECRAFT: But we're just gonna kind of
12 use the same template, so when you type it up or, if you want,
13 present it early so that everybody can see it, like which was
14 a good suggestion and would help our meeting go faster. But
15 we'll use theirs as the template, but use all that other
16 information we got. And if you don't have it, everybody,
17 because I'm missing a couple, I'm gonna contact Maria after
18 this and have her email me what's already been published in
19 our previous meeting. So it's not gonna be a Sunshine Law
20 violation unless I'm mistaken. Mimi will correct me.

21 CORP COUNSEL DESJARDINS: No. You just need a
22 second for your motion before you get into this discussion.
23 Does somebody want to second?

24 COMMISSIONER U'U: I'll second. Bruce.

25 CORP COUNSEL DESJARDINS: Okay.

1 VICE CHAIR BECRAFT: Thanks.

2 COMMISSIONER U'U: Second for discussion.

3 CHAIR BOLOSAN: Okay. I see Robert and Stan raising
4 their hand. Is it fair for them to say anything, Mimi?

5 COMMISSIONER U'U: Discussion, yeah.

6 CHAIR BOLOSAN: Discussion, yeah. Go ahead, Robert.

7 COMMISSIONER RUIDAS: You're on mute, Robert.

8 CHAIR BOLOSAN: Robert.

9 COMMISSIONER RUIDAS: Got to unmute, Robert.

10 COMMISSIONER ANDRION: Okay. Can everybody hear me?

11 CHAIR BOLOSAN: Yes.

12 COMMISSIONER ANDRION: Good. Okay. Just -- just a
13 clarification, Mr. Chair. I'm hearing template, and I'm
14 hearing manual. Okay? The template that we are looking at is
15 that the performance evaluation that has the county symbol,
16 which I believe has five pages or four pages? Is that -- is
17 that the template that we're referring to?

18 CHAIR BOLOSAN: Okay. Are you following, Maria?

19 COMMISSIONER HO: Is it page 55?

20 CHAIR BOLOSAN: Maria, are you following us?

21 MS. KHANGSENGSING: Yes.

22 CHAIR BOLOSAN: Okay. Now, Robert came up with a
23 question. Okay? Now, can you answer that for us, please?

24 MS. KHANGSENGSING: Yes, that would be -- that is my
25 understanding that that's the form, that's the county --

1 County of Maui Performance Evaluation Report.

2 COMMISSIONER ANDRION: Okay. So that is the
3 template that we will be modifying?

4 MS. KHANGSENGSING: That's my understanding, yes.

5 COMMISSIONER ANDRION: Okay.

6 CHAIR BOLOSAN: Okay. Stan, you -- I see you raised
7 your hand.

8 COMMISSIONER RUIDAS: Oh, okay. Upon making the
9 motion Jamie did, Jerrybeth asked him if it was the
10 performance evaluation report -- I mean, supervisory manual.

11 COMMISSIONER DE MELLO: Manual.

12 COMMISSIONER RUIDAS: And he said yes, but I think
13 he was referring to the performance evaluation report as a
14 template. Correct?

15 CHAIR BOLOSAN: Okay. Can you verify that?

16 VICE CHAIR BECRAFT: Mr. Chair, for clarification, I
17 thought was supporting what Aaron and what we've all been
18 talking about, which is all within this manual, the -- the
19 department personnel services performance evaluation
20 supervisory manual, and the forms are all within there.

21 CHAIR BOLOSAN: Okay. I think we have some --

22 COMMISSIONER RUIDAS: Do you have this, Jamie?

23 CHAIR BOLOSAN: Yeah. I think we have kind of mixup
24 over here. Jamie has -- you know, I like to have Aaron, you
25 know, clarify all this. There's a motion, but then, Aaron,

1 I'd like you to clarify the form.

2 COMMISSIONER BOSWELL: Okay. So this packet right
3 here, the County of Maui Department of Personnel Services
4 Supervisory Manual, is the instruction, and within the manual,
5 there includes the performance evaluation report as part of
6 the manual. The manual is how to fill out the report.

7 CHAIR BOLOSAN: Right.

8 COMMISSIONER BOSWELL: So they are one and the same
9 thing.

10 CHAIR BOLOSAN: So what you're saying, Commissioner
11 Becraft, motion, would be in line of yours?

12 COMMISSIONER U'U: Yes.

13 VICE CHAIR BECRAFT: I think the answer to Stan's
14 questions and your question --

15 CHAIR BOLOSAN: Are they the same?

16 VICE CHAIR BECRAFT: Yes.

17 CHAIR BOLOSAN: Are they the same?

18 VICE CHAIR BECRAFT: Yes, Mr. Chair, the answer to
19 your question and Stan, they are the same. That form you
20 showed, Stan, is in the back of that manual. If you look at
21 that packet, it should be in the back also.

22 CHAIR BOLOSAN: Thank you, Jamie. But I like the
23 answer would come from Aaron. Okay. Well --

24 COMMISSIONER BOSWELL: Everything that I'm hearing
25 are -- they are one and the same. I think what everybody is

1 talking about or adjusting is the five entitled performance
2 evaluation report, that is what we -- if I understand
3 correctly, the motion is for us to go home, review this
4 report, and if we want to make changes on the evaluation
5 report, we suggest those changes. But those -- but the report
6 and the manual are one and the same document. The report is a
7 part of the manual.

8 CHAIR BOLOSAN: Okay.

9 COMMISSIONER BOSWELL: Any questions?

10 COMMISSIONER U'U: (Gesturing.)

11 CHAIR BOLOSAN: Okay, Bruce.

12 COMMISSIONER U'U: Aaron said it perfectly. He said
13 it perfectly. The performance evaluation supervisory manual
14 is a part of the performance evaluation report, which goes
15 hand in hand. And we are asking add, delete, or make changes
16 as we see fit moving forward to the next meeting. So that was
17 my question also back then, and I kind of put it together, so
18 works for me if that was the motion, Jamie. Sorry.

19 VICE CHAIR BECRAFT: (Thumbs up.)

20 CHAIR BOLOSAN: So --

21 COMMISSIONER DE MELLO: Jamie, Jamie, can you say
22 the motion again?

23 VICE CHAIR BECRAFT: Okay. So I want to make sure
24 Stan has that. Stan, did you get -- did you -- does that
25 satisfy your answer, everybody?

1 COMMISSIONER RUIDAS: Yes. I just wanted to make
2 sure because we received it separately. Okay? We didn't have
3 it in the manual. We received it separately.

4 VICE CHAIR BECRAFT: And I just want to make sure if
5 you have -- did you have that manual? Did that arrive to your
6 house or no?

7 COMMISSIONER RUIDAS: Yeah, I got it. But is this
8 the one that -- the one that you show -- the one that you
9 showed on screen was different from this, or was it the same?

10 VICE CHAIR BECRAFT: Try look back, Stan, at page
11 57, 58, like that at the back of the manual, and see if you
12 can't see the form you have in front of you. I thought I was
13 showing you the one --

14 COMMISSIONER ANDRION: I believe that's the same.

15 VICE CHAIR BECRAFT: Yeah.

16 COMMISSIONER RUIDAS: Okay. That's the same.

17 VICE CHAIR BECRAFT: Yeah. Okay. Good.

18 COMMISSIONER RUIDAS: That's the same.

19 VICE CHAIR BECRAFT: It's the same thing. And
20 Jerrybeth, I'll address yours right now. My motion is -- I
21 make the motion that we utilize the County of Maui Department
22 of Personnel Services Performance Evaluation Supervisor Manual
23 packet that we received with all the documents that are
24 included as a guide, a template for the director of the County
25 of Maui Liquor Commission's evaluation and that we add and

1 subtract anything from within that manual that we feel fit and
2 bring it up at our next meeting, which is in two weeks, to try
3 and finalize an evaluation of our director for the liquor
4 department.

5 COMMISSIONER DE MELLO: I make a motion to -- I make
6 the second. Sorry. Second the motion. Did I say it right?

7 VICE CHAIR BECRAFT: You're good.

8 CHAIR BOLOSAN: Okay. Okay, Commissioners, all in
9 favor, say aye.

10 (Response.)

11 CHAIR BOLOSAN: Opposed?

12 (No response.)

13 CHAIR BOLOSAN: Then motion carried. All right. I
14 did believe that.

15 MS. KHANGSENGSING: Chair, it's Maria. Can -- I
16 have a question. Are you guys agreeing to submit your input
17 prior to the meeting, or you're gonna submit your input during
18 the meeting?

19 VICE CHAIR BECRAFT: Maria, as I brought up in
20 discussion earlier, that's just an elective. We're not bound
21 to do any of that. But if we have time, I said, you know,
22 submit it so that it makes the meeting faster. But if they
23 don't have time to do it -- so that's not something that's
24 part of the motion that they have to do. It's gonna be submit
25 it if you can; we can all review it, but if cannot, then we

1 just bring it up on that day so that we can get, you know.

2 MS. KHANGSENGSING: Okay.

3 VICE CHAIR BECRAFT: So we can get the best possible
4 (inaudible).

5 MS. KHANGSENGSING: So I guess my question is --
6 will be for those that can -- want to submit it, there will
7 have to be a deadline because I would have to provide it and
8 include it in your packet before posting of the next agenda.
9 If you choose to submit it so that all the other commissioners
10 would have a copy of it by the post date, the due date would
11 have to be November 1st, Monday, November 1st. If you choose
12 to submit your input, please email it to me by November 1st.

13 VICE CHAIR BECRAFT: Chair, okay, just for
14 clarification, we need -- that's for the meeting on November
15 10th, is that correct?

16 MS. KHANGSENGSING: Correct.

17 VICE CHAIR BECRAFT: Okay, all right. Thank you.

18 CHAIR BOLOSAN: Did that satisfy your question,
19 Maria?

20 MS. KHANGSENGSING: Yes, thank you.

21 CHAIR BOLOSAN: Okay.

22 COMMISSIONER HO: Chair, I have a question.

23 CHAIR BOLOSAN: Yeah, I do see Sylvia raising her
24 hand. Go ahead.

25 COMMISSIONER HO: Okay. My question -- yeah, I

1 understand Maria just mentioned the deadline to submit any
2 updates or changes to her before -- is it before 5:00 p.m. on
3 November 1st or before midnight November 1st and send it by
4 email to you with our -- say, for example, my own suggestions?

5 MS. KHANGSENGSING: Yeah, you can email it to me.
6 As long as I could get it by the time I come in on Tuesday
7 morning, it should be fine.

8 COMMISSIONER HO: Thank you.

9 CHAIR BOLOSAN: Okay. Any more?

10 (No response.)

11 CHAIR BOLOSAN: Okay. Seems like, I think, we -- I
12 just bypassed the review of the county -- hang on. Accept the
13 director's written report for his short- and long-term goals.
14 I don't remember. I did cover that; we didn't acknowledge
15 that we are going to accept the director written report for
16 his short and long term. So for the record, I would like to
17 say that we will receive these copies from the director.

18 Before we adjourn, I would like to call on the director, if --

19 Is that legal, Mimi, just to come up with --

20 CORP COUNSEL DESJARDINS: It depends what you want
21 to call on him for.

22 CHAIR BOLOSAN: Yeah, you know, any -- anything to
23 cover his short- and long-term, you know, goals, yeah.

24 CORP COUNSEL DESJARDINS: Yeah, I don't think it's
25 inappropriate to ask for comments on that subject matter if

1 you wish to --

2 CHAIR BOLOSAN: Yeah, yeah.

3 CORP COUNSEL DESJARDINS: -- have him provide one.

4 CHAIR BOLOSAN: Thank you.

5 Seems that, you know, we just about to adjourn and
6 -- and Director Silva is with us, I believe so. Layne, would
7 you like to say anything about your short and long-term?

8 DIRECTOR LAYNE N. SILVA: Yes, absolutely. Thank
9 you, Leon. So what I submitted to you guys, that is the
10 listing of what my short-term and long-term goals have been
11 throughout the course of this past year and going forward.
12 You know, I know a lot of you were involved with the process
13 when we did go through the -- the interviews. There was a lot
14 of discussion revolving around the audit, and so a lot of my
15 goals were formulated based on some of the things that were
16 described in the audit as being shortcomings as well as things
17 that I have recognized, you know, in my own experience.

18 So what I provided to you are basically the short-
19 term goals are a lot of the things that I have been working on
20 throughout the course of -- of this first year in office, you
21 know, while juggling the COVID and -- and all of the things
22 that come into play that are unexpected. But I'd like to say
23 that I feel -- and, again, this is just my own opinion from
24 seeing what it looks like from the inside, is that a lot of
25 these short-term goals that were presented to you have seen a

1 lot of improvement within the department. I have received
2 comments from, you know, customers, I guess, as you can call
3 them, people come in that have actually noticed differences
4 within the department, things like morale, things like
5 approachability, of openness, and -- and, hopefully, more
6 transparency, which is one of my biggest goals to accomplish.
7 You know, the department itself held somewhat of a reputation
8 in the past that I am hoping and trying to diligently work
9 towards, you know, relieving. We try to be accessible, and we
10 try to be as helpful and answer any questions that come
11 through the door regardless of what they are.

12 So I -- I offer these short-term and long-term goals
13 to you. Just to clarify also, I know that I've described a
14 lot of these as short-term goals, but, in essence, it --
15 although they're described as short-term goals, they're gonna
16 be ongoing goals. These are not something that you can
17 consider that you have accomplished and you're done. These
18 are things that have to constantly, you know, garner attention
19 and -- and to try to foster and to maintain those types of --
20 that type of environment in order to maintain it. So although
21 they are short-term goals, they're also ongoing goals.

22 And as well as the long-term goals that are listed
23 in the report as well, you know, we are making great strides
24 in a lot of these listed items that I put in the report as
25 well. These are things that take a little bit longer, but

1 they are moving forward. And other than that, if anyone has
2 any questions, I'd be more than happy to answer.

3 CHAIR BOLOSAN: Commissioners?

4 VICE CHAIR BECRAFT: (Gesturing.)

5 CHAIR BOLOSAN: Jamie, go ahead.

6 VICE CHAIR BECRAFT: So, Layne, I appreciate -- I
7 read through this, and I've made notes throughout, and then
8 I've been reading over my notes, and they're all kind of based
9 -- I can probably summarize 20 minutes of questions in just a
10 couple. The -- I see where you're headed here, and I guess
11 for the big thing -- because my mind is on how we're gonna
12 evaluate it and based -- under transparency and to help us
13 evaluate things, I don't know if it's -- I'm just gonna make a
14 suggestion. I know we can't tell you what to do, but when it
15 comes to these goals, for us to be able to see it, you know,
16 under transparency, I would ask that you consider adding
17 things in to -- things like you're -- how you're gonna do so
18 -- (change audio file.)

19 VICE CHAIR BECRAFT: Somebody's gotta turn off their
20 mic. I'm getting feedback. Sorry.

21 So how often that training is and then the reporting
22 of that training to us and to the public. So I appreciate
23 everything you're saying; I'm absolutely certain that you are
24 doing exactly what you're saying, but without documentation,
25 without proof, without, you know, records of training, records

1 of just -- even if it means the training as you -- I don't
2 know, you know, once a month, twice a week, whatever you're
3 doing, addressing your people and making sure that it's
4 documented and that the board knows, the commission knows so
5 that we can reward you for your efforts and give you a good
6 evaluation, you know, and be knowledgeable. But also which
7 the big -- the big one has always been transparency, right?
8 And I notice you touch on that in your -- in your goals.

9 So that's pretty much what my notes were throughout.
10 It's like what type of public, you know, presentations to the
11 public, what have we shared with them, what have we told them,
12 how -- how is it that you've improved on their communication
13 skills, why is it you're getting positive -- you know, you
14 didn't just get that because you were wishing it. Obviously,
15 you're doing some legwork, and we just need to document that.
16 If that can somehow be added in there somehow, that's just
17 mine on that. But everything else, I appreciate your efforts,
18 and I know things are moving in a positive direction, and I
19 thank you.

20 DIRECTOR LAYNE N. SILVA: Absolutely, I will include
21 that, that information.

22 CHAIR BOLOSAN: Thank you, Jamie and Layne.

23 Any from the commissioners? Something that I didn't
24 do was to formally accept the short- and long-term goals from
25 the director.

1 DIRECTOR LAYNE N. SILVA: I'm sorry, Leon, I'm sorry
2 to interrupt, but I believe Sne raised his hand.

3 CHAIR BOLOSAN: Oh, Sne, I'm sorry.

4 DIRECTOR LAYNE N. SILVA: He had a question.

5 CHAIR BOLOSAN: Go ahead, Sne. You have the floor.

6 COMMISSIONER PATEL: Yeah. No, I'd like to thank
7 Layne for putting this together 'cause I think it's, you know,
8 crucial in us moving forward and, you know, I like the
9 direction Layne's headed with. This, I think -- you know, I
10 had already addressed it that education I think is an
11 important component. So, you know, I'd like to -- I'd like to
12 see that looked at and explored a little bit more.

13 The other -- the other thing too is just, you know,
14 maybe looking at an organizational chart and positions within
15 the department that you had talked about being in long term,
16 maybe shifting that to short term just because I think it's
17 important to get to that early on so we can achieve some of
18 those long-term goals, so -- but otherwise, yeah, I think it's
19 a great start, and I appreciate you taking the time to put
20 that together.

21 DIRECTOR LAYNE N. SILVA: Absolutely. And thank you
22 for that, Sne. Just to reply, the -- my wishes are especially
23 when it comes to the organizational chart; I'd love for it to
24 be a short term, and I would actually like that to happen as
25 quickly as possible. I listed it as a long-term goal because

1 those are things that are gonna be affected by budget and
2 budgets approvals, so some of that will be outside of my
3 control, but I'm right there with you. I would love to
4 include that as short-term goals to make it happen as quickly
5 as possible.

6 CHAIR BOLOSAN: Okay. Anyone from the
7 commissioners? There's something that I didn't -- did not do
8 was to call on a formal motion accepting the short and long --

9 VICE CHAIR BECRAFT: Mr. Chair. Mr. Chair, Sylvia
10 is trying to ask a question.

11 CHAIR BOLOSAN: Oh, Sylvia, I'm so sorry. Okay. Go
12 ahead, Sylvia.

13 COMMISSIONER HO: Okay. I think we should have buzz
14 button, actually, even though on the screen. Right? So I did
15 the buzz, and then, you know, you can see whoever wants to
16 talk.

17 But, anyway, I would like to -- actually to thank
18 the director that he actually -- it seems like he's very
19 self-aware of the situation, what the department needs to
20 improve, because I would like put in the transparency of the
21 department and then like, you know, Commissioner Jamie
22 mentioned that, you know, how to do it, how often, and what
23 are you gonna do. So those are the things that -- you know,
24 just like to be more open. Okay? Then, you know, then it
25 comes down to how, what, you know, so I think those are

1 actually -- this is I would like to just compliment the
2 director actually put his own effort and then to show us, to
3 let us know he is aware of certain things and he wants to
4 actually improve on certain -- certain items, so -- and also
5 to modernize the department, you know, like electronic,
6 digital methods, those are all good things. And so I really
7 appreciate that, you know, openness, and you want to achieve
8 to make it more effective to your staff and as well to the
9 community. That is something I would like to just -- to
10 compliment you, so --

11 And then, of course, you know, for staff training,
12 so you may want to actually give us more -- like what areas
13 that you would like to accomplish, you know, the long --
14 that's the long-term goal, education, and training. So it
15 seems like the report says training, so what kind of training?
16 What are the needs, you know, to make the staff member to make
17 more effective, more knowledgeable, and also to -- including
18 also ethically as well. So all of those things I should -- I
19 think you actually include, I mean, just a paragraph. It
20 doesn't have all the breakdowns of items. Maybe I'm sure you
21 will actually implement that eventually as -- you know, as you
22 work on it, so would like to just know, you know, into
23 training, what kind of training; education, what kind of
24 education, in what area, what are you gonna try training them,
25 you know. Of course, I don't know really everything about

1 your job, so -- but you know what kind of training really,
2 really actually make each one to be a responsible staff
3 member. So, yeah, good job. Thank you.

4 DIRECTOR LAYNE N. SILVA: Thank you very much.
5 Thank you.

6 CHAIR BOLOSAN: Any more -- thank you, Layne and
7 Sylvia.

8 Any more comments?

9 DIRECTOR LAYNE N. SILVA: It looks like Bruce has
10 his hand up.

11 CHAIR BOLOSAN: Okay. Go ahead, Bruce.

12 VICE CHAIR BECRAFT: Bruce, you're muted. You're
13 muted.

14 COMMISSIONER U'U: Okay. Got it. Thank you, guys.

15 So I just wanted to add that if like for -- as for
16 -- if there was any training done or any training upcoming or,
17 you know, keep us abreast of what's happening and what's gonna
18 happen. And I know that you mentioned the budget part;
19 certain things are gonna be dependent on budget and how -- I
20 guess how we as a commission can get involved in helping you
21 achieve the goals, whether it's being budget or what parts we
22 need to play to run and, I guess, change the perspective of
23 the department and the commission, please do let us know like.

24 DIRECTOR LAYNE N. SILVA: Yes, absolutely. And, you
25 know, I appreciate the feedback. I appreciate your comments.

1 I know I've said this before, but I'll say it again, that
2 these are very exciting times, you know, to me, what I see is
3 I believe with the cooperation of the department as well as
4 the commission being willing to work together to move us
5 forward, I think that's what makes these times so exciting. I
6 believe we'll be able to accomplish great things. Thank you.

7 CHAIR BOLOSAN: Any more, Commissioners?

8 (No response.)

9 CHAIR BOLOSAN: Okay. If not, I just wanted to put
10 on the record that we did receive your short- and long-term
11 goals, objectives from you, Layne. Just for the record, we
12 received your short- and long-term goals reports.

13 Okay. Now, okay, if we're finished with the
14 discussion, is there any further question?

15 CORP COUNSEL DESJARDINS: Chair.

16 CHAIR BOLOSAN: Or comments by the chair.

17 CORP COUNSEL DESJARDINS: Sorry, it's Mimi.

18 CHAIR BOLOSAN: Yes.

19 CORP COUNSEL DESJARDINS: On that last item, since
20 the action item appears to be whether to accept it, can -- I
21 would suggest you make a motion, somebody make a motion to
22 accept the long- and short-term goals on behalf of the
23 commission rather than just acknowledge them.

24 CHAIR BOLOSAN: Okay. Thank you, Mimi.

25 COMMISSIONER U'U: I'll make the motion to accept

1 the short- and long-term goals as presented by the director.

2 COMMISSIONER RUIDAS: (Gesturing.)

3 CHAIR BOLOSAN: Okay.

4 COMMISSIONER DE MELLO: I second.

5 CHAIR BOLOSAN: Okay. Look like Stan raised your
6 hand first before Jerrybeth.

7 Okay. Is there any further question, comment by the
8 commission before we adjourn?

9 VICE CHAIR BECRAFT: We need vote. We also have to
10 do discussion, and I have discussion, please.

11 CHAIR BOLOSAN: Okay. Go ahead. Go ahead, Jamie.

12 VICE CHAIR BECRAFT: I'm all for voting for this and
13 fine accepting, but I know we had made suggestions and stuff,
14 and it sounded to me like Layne was saying, yeah, he's gonna
15 add in some of the things with transparency, training,
16 education, things of that nature. So are we -- are we firming
17 up now, or are we gonna give Layne -- I guess, let me ask
18 this: Layne, are you good with what it is right now, or did
19 you want to make changes?

20 DIRECTOR LAYNE N. SILVA: You know, I have no
21 problem, I can add more details to it. I can give some
22 examples of things that we've done along the way to move -- go
23 towards accomplishing these goals, so I don't have a problem
24 with that.

25 VICE CHAIR BECRAFT: So he can make changes, you can

1 make changes in the future, if you want, to your long-term
2 goals. We could accept this today, and you can add later, is
3 that correct?

4 DIRECTOR LAYNE N. SILVA: Absolutely.

5 VICE CHAIR BECRAFT: Okay. That's my only question.
6 I personally am ready to vote. Thank you.

7 CHAIR BOLOSAN: So those of you who are in favor,
8 say aye.

9 (Response.)

10 CHAIR BOLOSAN: Opposed?

11 (No response.)

12 CHAIR BOLOSAN: Motion carried.

13 Okay. Any more comments or questions before we
14 adjourn?

15 (No response.)

16 CHAIR BOLOSAN: Okay. Motion to adjourn?

17 COMMISSIONER U'U: Motion to adjourn.

18 CHAIR BOLOSAN: Come again.

19 COMMISSIONER U'U: I'll make a motion to adjourn.

20 VICE CHAIR BECRAFT: I second Bruce's motion.

21 CHAIR BOLOSAN: Thank you. Meeting adjourned.

22 Thank you very much.

23 MS. KHANGSENGSING: This is Maria again, Chair. Can
24 I have the commission -- I wanted to speak to you guys for a
25 second. I know -- I don't know what happened, why some of you

1 didn't get your packet because the packet was sent out last
2 week, so I'm not understanding why the post office is taking
3 so long to you guys, but a little FYI, all the documents I
4 provide you guys including the agenda is on our website. So
5 if you wanted to take a look at it a little early before the
6 meeting, it is up and available the day that the agenda is
7 posted. So all the documents, anything I provide you guys, is
8 up on our website, just to let you know. And it is -- if you
9 went to the liquor -- department of liquor control webpage,
10 homepage, there's a tab that says the liquor control
11 commission. If you click on that, it takes you to a page, the
12 homepage of the liquor commission page, and you'll see
13 hypertext for agendas, minutes, and meeting documents. So if
14 you click on one of those buttons, it's going to take you to
15 -- if you click on the agendas, it's gonna list all of the
16 agendas of -- all the agendas of the liquor commission
17 meetings. In the meeting documents, if you click on that,
18 it's gonna take you to a page which is the document center,
19 and it will have all the documents that -- that was provided
20 to you in all the meetings. So just to let you guys know that
21 if you didn't get it in time or, you know, you wanted to take
22 a look at it. Usually, the agenda is posted at least six days
23 before the meeting, so if you want to take a look at any of
24 the documents or agenda before your receive the packet, it is
25 available up on the website.

1 CHAIR BOLOSAN: Helpful. Thank you, Maria.

2 COMMISSIONER DE MELLO: Maria?

3 MS. KHANGSENGSING: Yes.

4 COMMISSIONER DE MELLO: Are you sending those
5 packets to all the commissioners' home addresses?

6 MS. KHANGSENGSING: To the address that I was
7 provided and that I have on file.

8 COMMISSIONER DE MELLO: Okay. Okay. Thank you.

9 CHAIR BOLOSAN: Okay. Hasta la vista.

10 DIRECTOR LAYNE N. SILVA: Thank you, everyone.

11 CHAIR BOLOSAN: Thank you, Commissioners. Thank
12 you.

13 (The proceedings were adjourned at 11:05 a.m.)

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