

PROPOSED PROCESS FOR RESOLVING BOARD DIFFERENCES OVER JOINT AUTHORITY ACTIONS

ACTION	SITUATION	ACTION PLAN	REQUIRE FURTHER BOARD ACTION?
1. CEO, CIO HIRING, DISCIPLINING, TERMINATING	Boards disagree on candidate or action to take	<ul style="list-style-type: none"> • Each Board votes again by roll call and reports to JPC • If action was approved by 10 of total 16 Board members, the action is confirmed • If action is not approved by above super-majority, JPC votes: <ul style="list-style-type: none"> ○ If JPC votes in favor of an action (with 2 votes in favor from each Board per the JPC Charter), it recommends final ratification to the Boards ○ If JPC does <u>not</u> reach approval of action, JPC reports stalemate to Boards to take further action 	<p>If JPC recommends final action, Boards vote to ratify.</p> <p>If JPC unresolved, then Boards continue to consider and vote, and follow this process until resolution</p>
2. CEO, CIO PERFORMANCE EVALUATIONS	Boards disagree on ranking category, but are within one category of each other	Same as above	<p>Boards continue to deliberate and vote for one additional round based on JPC recommendation</p> <p>If Boards continue to disagree, then Boards' respective performance evaluations stand</p>
	Boards disagree on ranking category and are <u>not</u> within one category of each other	JPC considers matter and makes recommendation to Boards to resolve	<p>Boards continue to deliberate and vote for one additional round based on JPC recommendation</p> <p>If Boards continue to disagree, then Boards' respective performance evaluations stand</p>

ACTION	SITUATION	ACTION PLAN	REQUIRE FURTHER BOARD ACTION?
1. CEO, CIO HIRING, DISCIPLINING, TERMINATING	Boards disagree on candidate or action to take	<ul style="list-style-type: none"> • Each Board votes again by roll call and reports to JPC • If action was approved by 10 of total 16 Board members, the action is confirmed • If action is not approved by above super-majority, JPC votes: <ul style="list-style-type: none"> ○ If JPC votes in favor of an action (with 2 votes in favor from each Board per the JPC Charter), it recommends final ratification to the Boards ○ If JPC does <u>not</u> reach approval of action, JPC reports stalemate to Boards to take further action 	<p>If JPC recommends final action, Boards vote to ratify.</p> <p>If JPC unresolved, then Boards continue to consider and vote, and follow this process until resolution</p>
2. CEO, CIO PERFORMANCE EVALUATIONS	Boards disagree on ranking category, but are within one category of each other	Same as above	<p>Boards continue to deliberate and vote for one additional round based on JPC recommendation</p> <p>If Boards continue to disagree, then Boards' respective performance evaluations stand</p>
	Boards disagree on ranking category and are <u>not</u> within one category of each other	JPC considers matter and makes recommendation to Boards to resolve	<p>Boards continue to deliberate and vote for one additional round based on JPC recommendation</p> <p>If Boards continue to disagree, then Boards' respective performance evaluations stand</p>

3. CEO, CIO COMPENSATION RECOMMENDATION TO CITY COUNCIL	The Boards disagree on compensation recommendation, but are within one performance evaluation ranking of each other	The average of the two recommendations becomes the final recommendation to send to City Council	None
	Boards disagree on compensation and are <u>not</u> within one performance evaluation ranking of one another	<ul style="list-style-type: none"> • Each Board votes again by roll call and reports to JPC • If action was approved by 10 of total 16 Board members, the action is confirmed • If action is not approved by above super-majority, JPC votes: <ul style="list-style-type: none"> ○ If JPC votes in favor of an action (with 2 votes in favor from each Board per the JPC Charter), it recommends final ratification to the Boards ○ If JPC does <u>not</u> reach of action, JPC reports stalemate to Boards to take further action 	<p>If JPC recommends final action, Boards vote to ratify.</p> <p>If JPC unresolved, then Boards continue to consider and vote, and follow this process until reach a resolution</p>
4. OTHER BOARD DISAGREEMENTS ON PERSONNEL ISSUES	Boards disagree	JPC considers matter and makes recommendation to Boards to resolve	Boards continue to deliberate and vote, and send to JPC, until resolution
5. OTHER BOARD DISAGREEMENTS ON NON-PERSONNEL ISSUES	Boards disagree	Boards each appoint equal number of member(s) to ad hoc committee to propose resolution	<p>Board considers the ad hoc committee's recommendation and votes again.</p> <p>If Boards continue to disagree, then Boards continue to consider and vote, and follow this process until resolution</p>

The above action plans are to be incorporated into the JPC Charter by amendment.

