



**MEETING OF THE  
TEXAS WORKFORCE COMMISSION**

**DATE**

**MAY 4, 2021**

1 TUESDAY, MAY 4, 2021

2 CHAIRMAN DANIEL: All right, the work  
3 session is called to order. We're here for discussion,  
4 consideration, and possible action regarding workforce award  
5 categories and monetary amounts for 2021 and subsequent years I  
6 think there's a couple ways we could tackle this. This is what  
7 I'm gonna suggest, and see if you're in agreement. So, we need  
8 to really settle on something for this 2021 meeting which is  
9 coming up in November. I think I discussed briefly my intent in  
10 the last commission meeting. We discussed this, that, you know,  
11 I really think this needs to be kind of a separate case, perhaps  
12 even a special set of awards, related possibly to the pandemic.  
13 There's other items I think we can discuss here. And so I wanna  
14 set 2021 aside as its own thing, and then we're gonna need to  
15 deal with 2022, because honestly, I always felt like that we  
16 don't get enough lead time on these awards. We need to be a full  
17 year and a half out from the next annual meeting when we set  
18 these, so that there's some way that all the folks that are  
19 working toward these awards have some full amount of time to  
20 contemplate those and do that. So, if there's a better way to  
21 tackle it, this'd be the time to lay that out. But I think if we  
22 start with 2021, get that kinda lined out how we think that  
23 might work best, and get that information moving with staff, and  
24 then once we do that, I think we should come back around and  
25 give some thought to 2022 and see how that moves out. But that's

1 how I think it probably breaks down best, but if there's another  
2 idea, let's discuss that right now.

3 COMMISSIONER ALVAREZ: I'm okay with that,  
4 Chairman.

5 COMMISSIONER DEMERSON: [Inaudible]

6 COMMISSIONER ALVAREZ: [Inaudible]

7 distinction between the two.

8 CHAIRMAN DANIEL: All right, then let's  
9 tackle 2021 first. We saw staff's original package of  
10 recommendations. You know, I've been fairly clear; I just think  
11 we're too far into the year to really come at it like that. I've  
12 talked a little bit about streamlining that. I have an outline  
13 here of what I would want to see. I'm sure you have the same.  
14 Let's have a little bit of discussion and then try to understand  
15 kinda what we really would all like to see out of this, and  
16 let's--today, we really need to get that kind of put together in  
17 a comprehensive kind of package so staff can immediately start  
18 to work on that. So, I probably do have some other comments, but  
19 Commissioner Alvarez, I'd turn it over to you to hear your  
20 comments on this issue.

21 COMMISSIONER ALVAREZ: Thank you, Chairman.  
22 Chairman Daniel and Commissioner Demerson, I have a proposal for  
23 this year's awards. Given the significant changes brought on by  
24 the pandemic, many boards concentrating on tackling issues  
25 outside of the activities generally compared in determining

1 award winners. Complex economic, demographic, and geographic  
2 factors each board faced likely resulted in activities that  
3 would be difficult to compare against one another. I heard from  
4 boards that have expanded their broadband to provide free  
5 Internet from Workforce parking lots, purchase mobile hotspots,  
6 increase childcare for essential workers, used mobile units to  
7 bring workforce assistance to clients, and develop online job  
8 fairs to connect employers with the labor force. These are just  
9 a few initiatives of which I was informed, but every board has  
10 dealt with unique challenges in their own way and in their own--  
11 and have their own story to tell. I would like to see everyone's  
12 story recognized. With that said, we should use this opportunity  
13 to celebrate and highlight the various work of boards and COVID-  
14 19 skills grantees. The conference should provide a platform for  
15 everyone to share their stories with their peers, and to be  
16 recognized for the work that they have undertaken. Instead of  
17 attempting to provide monetary prizes, especially at a time when  
18 we are still recovering, I would prefer to see the money that we  
19 might otherwise be used on awards used instead towards possible  
20 COVID skills grants, similar to what we did last year. That  
21 concludes my remarks.

22 CHAIRMAN DANIEL: Thank you.

23 COMMISSIONER ALVAREZ: Yes, sir.

24 COMMISSIONER DEMERSON: Mr. Chairman,

25 Commissioner, I do think this represents an opportunity for us

1 to rethink, reimagine awards along those lines, so I'm  
2 interested in just the conversation, even to the point of this  
3 year, if it's do we do awards. You know, we're in 2021 right  
4 now, you mentioned a year and a half to do these things right,  
5 and so--but let's give that some thought, and if there are other  
6 ways to do some things, I think we give ourselves that time to  
7 discuss it and just see if there's something to that. 2022,  
8 we'll get to that one; 2021, Commissioner Alvarez, you just  
9 mentioned that there's gonna be differences all across the space  
10 from that standpoint. And so further fleshing out what our  
11 thoughts are, I think when we--hearing your initial comments  
12 about maybe rethinking the awards and maybe concentrating on  
13 pandemic type of initiatives, I thought that was a good thing  
14 for us to look to. And so, let's kind of continue that  
15 conversation to see if we land on anything there. And if we land  
16 to the point where maybe we don't do awards like we've done in  
17 the past, but we do something smaller, get the thoughts  
18 percolating around that is something that I think we should do.

19 COMMISSIONER ALVAREZ: So, the idea was not  
20 to present awards kind of in high level, and just let the boards  
21 at the conference recognize or share with everyone some of the  
22 things they did during the pandemic. And so it was to eliminate  
23 the awards this year, possibly use the money as we did last  
24 year. As I said, let the skills grant--the award, the money,  
25 let's deobligate it and maybe give it to the boards in other

1 respect. But to identify specific--and let the boards actually  
2 just let--share with us some of the things they did during the  
3 pandemic, was what I had in mind.

4 COMMISSIONER DEMERSON: Yeah, yeah, and--

5 COMMISSIONER ALVAREZ: Just share the story.

6 COMMISSIONER DEMERSON: --again, I think a  
7 conversation--because I wasn't totally talking about eliminating  
8 all the awards. I think, Chairman, if you have some pandemic-  
9 specific awards, I'd be curious to hear those.

10 CHAIRMAN DANIEL: Well, to be honest with  
11 you, I do, because I was thinking of it in terms of the best way  
12 to recognize boards for their efforts. But I gotta tell you,  
13 truthfully, if I heard what Commissioner Alvarez said, I'm  
14 actually much more inclined to work with his idea. And what I  
15 think I'd like to do, if he's in agreement, all three of us  
16 really need to be in agreement--I'd prefer we be as close to  
17 unanimous as we can get on this--is I don't wanna have, like--I  
18 don't wanna have open-mic night up there for the boards to come  
19 up and talk about what they've been working on, because some  
20 boards did very innovative things; other boards did some very  
21 predictable things. But I think all boards did things fairly  
22 well. I would want a recognition session, whether that's the  
23 awards banquet session or some other time during the meeting,  
24 I'm kinda agnostic about that. But I would want time set aside  
25 to really highlight from the stage, with appropriate, you know,

1 kind of video or other visual type supplementation, really  
2 highlight something that happened at each of the 28 boards.

3 COMMISSIONER ALVAREZ: I love that idea.

4 CHAIRMAN DANIEL: I think--I mean, this is  
5 my opinion, but I think boards see value in the awards for a  
6 couple of different reasons. You know, I think one, I think it's  
7 good for board staff, meaning the executive director, other  
8 folks that are hired to work at the board. I think they're  
9 elected board, their selected board locally likes to see  
10 validation that their board is competing well statewide. That's  
11 a great way for us to do that. That's what awards do. I think  
12 the second thing is when there's monetary awards associated with  
13 the recognition, that's some seed money they can use for other  
14 innovative things. So, if I'm just completely transparent about  
15 where I am on this, is you know, I think a kind of an all-boards  
16 kind of recognition for working on the pandemic. Commissioner, I  
17 might differ with you just slightly on where the money would go.  
18 But I would be very open to looking at establishing some sort of  
19 program to kind of continue to foster that innovation with the  
20 amount of money that we would have set aside for awards. So,  
21 whether that's skills development funds, honestly, I'm looking  
22 at the performance of our pandemic-related skills development  
23 fund awards, and that seems to be waning. I think we've done a  
24 good job of getting those monies out into the marketplace and  
25 letting those go to work. But I wouldn't--I would sort of

1 reserve the idea of asking staff to look at the amount of money  
2 we might have set aside traditionally for 2021 awards, and  
3 exploring the possibility of setting out some sort of innovation  
4 fund for boards to access that too. Perhaps take COVID  
5 innovations that they found success with during the pandemic,  
6 but realizing that they wanna keep doing this thing post-  
7 pandemic, in a non-pandemic sort of way. I hope that make sense.  
8 So, you know, a great idea I know about, I know out at  
9 Borderplex, at El Paso, I was absolutely thrilled to hear Layla  
10 [SP] talking about them setting up mobile hotspots so people  
11 could come access the Internet from various points in their  
12 region. We think about Borderplex as being in El Paso, but  
13 there's seven other counties, and that's a big chunk of Texas  
14 where there's just not a lot of people. And there's one county  
15 out there where cattle outnumber people five to one. So, it's a  
16 rural area in a lot of respects. El Paso, of course, is a  
17 global, world-class kind of city. That's a good thing, they're  
18 doing a great job in El Paso. But the board's committed to doing  
19 something in all eight of their counties, including the seven  
20 really rural ones. That's just one idea that they may wanna  
21 continue post-pandemic. So, what I'm suggesting is I would--I'm  
22 willing to kind of back off of my idea of having some award  
23 categories for the pandemic, do a general recognition, but ask  
24 staff to develop for us a plan with about the amount of money we  
25 would have used for awards to develop some sort of funding



1 mechanism to continue just various pandemic innovations, and how  
2 those might continue into the future. So, that, based on my  
3 reaction to your comments, Commissioner Alvarez, that's where I  
4 find myself right now.

5 COMMISSIONER ALVAREZ: I like your idea,  
6 Chairman. I like the idea.

7 COMMISSIONER DEMERSON: So, highlighting the  
8 work of the boards, that's good from that level. And then an  
9 innovative program--I think it falls in line.

10 COMMISSIONER ALVAREZ: And I like the idea  
11 of the video. I mean, that was my concept, was, you know, as the  
12 conference is going on you would have videos going on of what  
13 the various boards did. And who knows, we could even do that,  
14 you know, in the foyer, just kind of highlighting all that good  
15 stuff.

16 CHAIRMAN DANIEL: So, Courtney and Tom, we  
17 traditionally--if I remember right; I've just been to one big  
18 annual meeting. There's an awards luncheon time that's set  
19 aside.

20 COMMISSIONER ALVAREZ: Mm-hmm.

21 CHAIRMAN DANIEL: This is gonna sound really  
22 corny, but I got two kids, so I can make dad jokes if I want. I  
23 would really be in favor of turning that luncheon into more of a  
24 pep rally and recognition time for innovations that happened  
25 during the pandemic that helped people, so that we can clearly

1 get a spotlight on all the Workforce Solutions efforts that went  
2 into play, including some from TWC, quite frankly.

3 COMMISSIONER ALVAREZ: I agree.

4 CHAIRMAN DANIEL: I think we should use  
5 video and other visuals. I think we should use music and other  
6 things. Pyrotechnics, Tom? To really focus on that. Yeah, it's  
7 too early to celebrate, maybe, because I think there's still  
8 some pandemic work left to be done. But we've got to get a  
9 spotlight put on innovation that our group does. This is  
10 critical for the long-term success of the Workforce Solution  
11 effort, TWC and all the boards and our local partners. And I  
12 think rather than just back off of this and say oh, we were  
13 really busy during the pandemic, I think we should highlight  
14 those things that were done, and frankly, by then, we could--  
15 perhaps if we find the right solution on the innovation fund, be  
16 able to talk about even sort of how that's happening, and how  
17 that's operating and doing some things like that. Clear as mud?  
18 Gentleman?

19 COMMISSIONER ALVAREZ: I agree with you,  
20 Chairman. I like your idea. Joel?

21 MR. MULLINS: Hi, for the record, Joel  
22 Mullins with Workforce Development. I just wanted to ask one  
23 question, and provide one piece of clarification as well. It  
24 sounds like so far you guys have been mainly talking about board  
25 awards. We also have the employer awards, which have always been

1 non-monetary, so wanted to throw that out there for you guys to  
2 discuss as well. Are you considering not--you know, tabling  
3 those as well, or continuing those for this year? And then just  
4 one point of clarification--that luncheon that happens at the  
5 conference has always been specific to the employer awards.  
6 That's an employer awards luncheon, and the board awards  
7 ceremony is usually the night before. So, just--

8 CHAIRMAN DANIEL: Good point, because I  
9 don't always remember the agenda, Joel.

10 MR. MULLINS: Yeah.

11 CHAIRMAN DANIEL: I, in my mind, had  
12 envisioned that employers would be recognized along with boards.  
13 We can do that as we've done it traditionally, or we can do that  
14 a new way in light of this new approach. And this is a 2021  
15 approach. It's kind of a one-off, and we'll be back to a little  
16 bit more regular order in 2022. So, I hadn't thought of that.  
17 Thank you for bringing it up. My intent would be to recognize  
18 employers along with the boards. I think they're part of that  
19 type of recognition, and so maybe I am talking about a little  
20 combination of that, but I do think--I do see [inaudible]  
21 highlighting what some of the employers have done, yeah.

22 COMMISSIONER ALVAREZ: I agree.

23 CHAIRMAN DANIEL: Commissioner Demerson?

24 COMMISSIONER DEMERSON: Yeah, I'm trying to  
25 think it through from the standpoint of the hybrid model,

1 because I think the same thing implies that was mentioned  
2 earlier, what employers have been doing statewide. You know,  
3 it's gonna be different all over the place, and so if we're  
4 starting to try to qualify that, then we have the same concept  
5 or thought that we mentioned earlier--that it's unbalanced. And  
6 so--but I think a hybrid approach, when you're highlighting the  
7 boards and their work, somewhere in there is probably gonna be  
8 work with employers at some point. So, I don't have a--I'm not  
9 sure just yet if we were to separate it and hold that [sounds  
10 like] specially, if that's something that we wanna do,  
11 especially if we're talking in light of doing something  
12 different.

13 COMMISSIONER ALVAREZ: Well, let me ask Joel  
14 a question--Joel, how would we base our awards to employers?  
15 What are we gonna base it on?

16 MR. MULLINS: Well, I mean, traditionally,  
17 each of the workforce development boards will nominate employers  
18 for both the large and small employer of the year, and then  
19 judges from around the agency, you know, score those based on  
20 the set criteria.

21 MS. MILLER: Yeah, same criteria--

22 COMMISSIONER ALVAREZ: But considering the  
23 boards were limited in what they could do, I think it'd be a  
24 challenge.

25 CHAIRMAN DANIEL: Let me ask--

1 COMMISSIONER ALVAREZ: Yeah.

2 CHAIRMAN DANIEL: Sorry, let me ask a  
3 clarifying questions. So, that's to pick an overall winner, the  
4 judges, right?

5 MR. MULLINS: Yes, based on the scoring, we  
6 identify finalists that we then invite to the conference.

7 CHAIRMAN DANIEL: Yeah.

8 MR. MULLINS: Then there's also an overall  
9 winner.

10 CHAIRMAN DANIEL: So, my position coming  
11 into this was we wouldn't really try to pick winners. The  
12 pandemic sort of cast weirdness in the marketplace at a lot of  
13 different angles. But what I would be in favor of, which  
14 actually is out of character for me, is yeah, I would be in  
15 favor of having boards nominate their employer, and we would  
16 just celebrate what the employers have done based on those  
17 nominations, without attempting to pick a [inaudible] class for  
18 large and small employer. And I wanna be sure we also highlight  
19 employers that continue to work with veterans, continue to work  
20 with foster youth, and some of the other things that we've been  
21 encouraging.

22 COMMISSIONER ALVAREZ: Mm-hmm.

23 CHAIRMAN DANIEL: So, I guess always in my  
24 mind, those employers would get included in this recognition.  
25 But I personally had not contemplated, you know, selecting an

1 overall winner. So, that's a good point [sounds like] to bring  
2 up.

3 MR. MULLINS: So, that sounds like our local  
4 employer of excellence award, which we do have as well. So, in  
5 addition to the large employer of the year, small employer of  
6 the year, and a vet-friendly employer of the year, the boards  
7 also pick a local employer of excellence. And then we highlight  
8 all 28 of those, so there's no judging at all. They just submit  
9 their local employer and we highlight those.

10 CHAIRMAN DANIEL: So, my position is we  
11 would not have the judging, but we would highlight the  
12 employers.

13 COMMISSIONER ALVAREZ: I like that idea.

14 CHAIRMAN DANIEL: But we need to be in  
15 agreement [inaudible].

16 COMMISSIONER DEMERSON: Yeah, all 28 local  
17 excellence award, that sounds like a good [inaudible]. Chairman,  
18 what you were mentioning with nominations, I mean, they come  
19 through, and we have all 28 of them, so okay.

20 COMMISSIONER ALVAREZ: And I'm open to that.  
21 I like that recommendation. When I was thinking about what you  
22 were saying, Joel, I was thinking if we were to acknowledge or  
23 maybe an employer, I was thinking of essential workers, how  
24 creative some of them were with our boards. But again, I don't  
25 want to reflect that I'm not in favor of a board award. I think

1 it's a great idea. But I was just curious on the criteria. And  
2 then would we consider what they did with boards, the essential  
3 workers, the HEBs, folks that had never been recognized before,  
4 like food banks, stuff like that. Again, everyone--every 28  
5 boards, I'm sure all the 28 boards did really good work, whether  
6 it was in childcare, VR services, or just creative thinking. But  
7 I like the idea that you brought this up. You know, I think it's  
8 a valid one. But I agree with the chairman--just kind of at the  
9 same time, acknowledge all the boards and all employers that  
10 were a part of 2020.

11 CHAIRMAN DANIEL: So, does that throw a  
12 wrench in the works for the luncheon, if we just bring all the  
13 recognitions into that luncheon and not focus it on the  
14 employers alone?

15 MR. MULLINS: I would have to defer to Tom  
16 on that. I know it definitely would change the run of show, just  
17 based on my experience of being in those luncheons. But you  
18 know, whether [inaudible]--

19 CHAIRMAN DANIEL: All things are possible,  
20 Joel.

21 COMMISSIONER ALVAREZ: Chairman, you could  
22 recommend something, if you want, instead of having, like, the  
23 chairman meetings in the morning, which are sometimes not, you  
24 know, attended.

25

1 CHAIRMAN DANIEL: You'd better stop giving  
2 me ideas.

3 COMMISSIONER ALVAREZ: Chairman, certainly  
4 we could make recommendations on how we would like the agenda to  
5 flow for that day--

6 CHAIRMAN DANIEL: The words--

7 COMMISSIONER ALVAREZ: --considering it's  
8 one year.

9 CHAIRMAN DANIEL: The words "chairman" and  
10 "morning" rarely belong together in the same sentence, so.

11 COMMISSIONER ALVAREZ: Pretend it's a  
12 Tuesday.

13 CHAIRMAN DANIEL: Mr. McCarty.

14 MR. MCCARTY: Good morning, Tom McCarty,  
15 external relations. So in the past, the employer awards  
16 ceremony, the luncheon that's served there is largely paid for  
17 by the registration fees, which excludes the registration fee  
18 that TWC employees pay. So, that could be the only hiccup there,  
19 is if we have to adjust for, you know, any food or beverage, and  
20 we've gotta just meet the contractual limits there, so we'd have  
21 to work through that a little bit.

22 CHAIRMAN DANIEL: All right, let's do this.  
23 I think without objection, we're in agreement--we want  
24 recognition for boards for innovative things they did during the  
25 pandemic; we want innovation--we want recognition other than



1 innovation, although we'll recognize innovation--for employers  
2 on the basis of nominations by the boards. We're in agreement  
3 that we don't want to select any kind of overall winners; ergo,  
4 there'll be no monetary awards. So, I'm hearing no objection,  
5 we're in agreement with that. That's actually all the framework  
6 you need. So, I need you guys to do three things for us. You  
7 need to tell us what's the best format to get these two  
8 different recognitions done. I think the audio-visual stuff is  
9 easy enough to conquer; I'm talking about the actual, physical  
10 placement on the agenda for the big annual meeting. The second  
11 thing I need you to do is just sort of advise us on logistics on  
12 how the combination of live presentations by commissioners  
13 versus audio-visual would work. And then this third thing, I  
14 don't wanna abandon this idea of the innovation fund, so that  
15 \$800,000 or so that would have been budgeted for awards, can  
16 you--and you can certainly take your time with this one--can you  
17 draw up a little concept paper on an innovation plan, what that  
18 might look like, and how that might work with the dollars that  
19 would have typically been done for awards? So, if you could  
20 bring back the first two of those to us more quickly, and then  
21 on the innovation fund, I think you have a little more time on  
22 that, because I think we can roll that out at the appropriate  
23 time. This way, we can cover, I think, all of what awards have  
24 traditionally done. Does that seem workable to everybody?

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COMMISSIONER DEMERSON: Mm-hmm.

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MS. ARBOUR: Sure. I need--

COMMISSIONER ALVAREZ: I'm in favor of that.

COMMISSIONER DEMERSON: Courtney?

MS. ARBOUR: Courtney Arbour, workforce division. I just wanted to be clear--there are other funding sources. Adult ed is also one of the awards that is discussed, so we would be bringing back a plan for innovations for both adult ed and workforce boards, I believe is what you all are discussing.

CHAIRMAN DANIEL: Well, let's take a look at that. I'm wondering about that, because I'm really trying to not give out any awards whatsoever. If we're not gonna give out some awards, I don't wanna give out--

COMMISSIONER DEMERSON: I agree.

CHAIRMAN DANIEL: -- any awards.

COMMISSIONER ALVAREZ: Okay.

CHAIRMAN DANIEL: And if there's something we absolutely need to do, let's talk about it. So, when you bring that logistical information back to us, let's be ready to talk through--I think we're saying no awards. If there's an award that has to happen for some reason that we're unaware of at this moment, that'll be a time for you to tell us that we need to reconsider some [inaudible].

1 MS. ARBOUR: Apologies, Chairman, I was  
2 talking about number three, the innovation funds. The dollar  
3 amount you referenced included some for adult education.

4 CHAIRMAN DANIEL: You may need to back that  
5 out if we're not gonna do that.

6 MS. ARBOUR: Okay.

7 CHAIRMAN DANIEL: Got it. Sorry, I wasn't  
8 tracking [inaudible]. It's morning.

9 MR. MULLINS: For the record, Joel Mullins,  
10 workforce development. Then the other point of clarification  
11 with AEL is that there are generally AEL awards. So, do we want  
12 that recognition at the conference to include those grantees?

13 CHAIRMAN DANIEL: I'm not opposed to  
14 recognizing anybody. I just think we're trying to eliminate  
15 giving awards at this conference.

16 CHAIRMAN DANIEL: Right.

17 CHAIRMAN DANIEL: Gentleman, thought?

18 COMMISSIONER ALVAREZ: I agree. I agree,  
19 Chairman.

20 CHAIRMAN DANIEL: Okay.

21 MR. MULLINS: Mm-hmm.

22 COMMISSIONER ALVAREZ: And for the record, I  
23 agree with the chairman's recommendations for staff to come back  
24 with the money and how we're gonna lay this out.

25 COMMISSIONER DEMERSON: It's been laid out.

1                   CHAIRMAN DANIEL: All right, well, we've got  
2 unanimous consent to do that if--just put that into the briefing  
3 pattern for everything else that's being briefed to us. We'll  
4 bring back that up [sic] at the next meeting that you're ready  
5 to talk about it at. All right. So, now we need to move to 2022.  
6 So, I don't think it's a big surprise. I'm not actually all that  
7 psyched about the way we give awards, because it seems a little  
8 bit stale. What I was gonna suggest today is is that we talk  
9 through this so that staff can understand where we're coming  
10 from, and then we would ask staff to come back to us with a more  
11 formal kind of paper--with something we could have an actionable  
12 motion over at a later commission meeting--but "later" meaning  
13 weeks, not months. And hopefully given the benefit of staff  
14 being able to understand kind of where we're coming from  
15 individually on awards, so my thinking would be here we don't  
16 have to agree today. We just need to get our ideas on the table  
17 so that staff can sort through where we're in agreement, and  
18 where we may not be in agreement, so that they can get an action  
19 item prepared that we can then take action on. So, I wasn't  
20 actually thinking that today we would try to nail down exactly  
21 what's actionable. Just so that staff can think through things,  
22 because I don't always think of everything. Like there's this  
23 one award that we forgot to talk about--I don't want that to  
24 happen. So, unless you have a different way you wanna do it, I  
25 would say let's go ahead and talk about awards in general 2022.

1 If you came today with a proposal for 2022, I would certainly  
2 ask you to lay that out. We may not take action on it today but  
3 that's only because I want to give staff the benefit of hearing  
4 form the three of us and understanding where we're coming from,  
5 and trying to amalgamate that. So, we're doing this in open  
6 meeting so that we can have a legitimate discussion about it,  
7 but I don't feel like we need to come to a conclusion today, and  
8 I don't--I'm assuming this conversation is not gonna become  
9 contentious. But if for some reason it did, you know, I would  
10 want us to be able to maybe table that and come back to it. So,  
11 that's where I was.

12 COMMISSIONER ALVAREZ: Mm-hmm.

13 CHAIRMAN DANIEL: If there's objection to  
14 that, let me know. But I really think we will benefit ourselves,  
15 and I think staff will certainly appreciate us just sort of  
16 being able to talk openly and react to each other's ideas--  
17 concepts and ideas.

18 COMMISSIONER ALVAREZ: So, Chairman, if I  
19 may add, I just wanted, for clarification purposes, and correct  
20 me if I'm wrong, I would ask that our 2022 boards, the ones  
21 based on data, should be deferred to a work session in June. If  
22 I'm hearing the chairman right, maybe it'd be best to present  
23 this in a white paper from each of the--it may be best to  
24 present white papers from each of the 2022 awards. Not sure if  
25 we should move on this today, as you referenced earlier. But

1 again, maybe if we could just take this back up in June, after a  
2 work session.

3 COMMISSIONER DEMERSON: Yeah, I'm fine with  
4 that. If there's anything that we wanna put on record prior to  
5 that, then let's take the opportunity to do that as well--

6 CHAIRMAN DANIEL: Absolutely.

7 COMMISSIONER ALVAREZ: Mm-hmm.

8 COMMISSIONER DEMERSON: --so that staff has  
9 an idea, and then we'll come back in June as well.

10 CHAIRMAN DANIEL: Perfect. June's, like,  
11 three weeks away, so we're not really kicking the can that far  
12 down the road [inaudible-off mic].

13 COMMISSIONER ALVAREZ: No. I'm okay with  
14 that, Chairman.

15 CHAIRMAN DANIEL: I don't object to that. I  
16 would say this--it is true today; it will be even more true in  
17 June, I would like to see us move away from application-based  
18 awards and move more toward performance-based awards. I do think  
19 that there are some awards that lend themselves well to  
20 applications, but I would even want those application-based  
21 awards to be based on performance-related items. I want to be  
22 sure that we're recognizing boards and employers, AEL, the whole  
23 range of things. That we're really recognizing some measurable  
24 performance. It may or may not be a performance measure--  
25 measurable performance is not the same thing as a performance

1 measure. And so I do think it's probably a good idea to set  
2 those aside until June. We're having a conversation on or about  
3 June 9 with Adam on board performance measures, and that may  
4 inform our discussion a little bit with regard to that. And so,  
5 you know, rather than maybe task staff to come up with something  
6 based on today's discussion, I would not be opposed to deferring  
7 this conversation till June. But I will come back in June with  
8 the same messaging, which is we gotta get away from application-  
9 based awards and get on to more performance-based awards. The  
10 other thing you'll hear from me in June, and I was [inaudible]  
11 about today, someone talking about it, just a little bit, only  
12 briefly, so we can preview June, the lack of conformity in  
13 dollar amounts for awards, it concerns me a little bit. That  
14 means some awards are gonna get reduced and some awards are  
15 gonna get raised in terms of dollar amounts, at least from my  
16 perspective. And I wanna be prepared to talk about that in June  
17 as well. I wanna see--I would like to see a lot more conformity  
18 in the awards, and I would like to see kind of--perhaps even a  
19 scale for those. I'm not a real big fan of, you know, rigidity  
20 in things, but here, I want it predictable for if you win, you  
21 know, first prize, it's this amount of money, and it's that way  
22 across all awards. If you win second prize, it's this; if you  
23 win third prize, it's this. And so, we'll be talking about that.  
24 I think that's worthy of debate. Each commissioner certainly has  
25 some ideas about that, and there may be some reasons why I'm not

1 right about that. But we need to probably thoroughly talk about  
2 that, and that will come back up in June, at least from my  
3 perspective.

4 COMMISSIONER ALVAREZ: Yeah, I'm okay with  
5 that.

6 COMMISSIONER DEMERSON: Yeah, mine would be  
7 I'd probably ask if you guys would talk to the boards. And so, I  
8 know you guys have regular meetings. Getting input from those  
9 individuals would be good, because [inaudible] think that puts  
10 forward--allows us to put forward awards that make sense.

11 CHAIRMAN DANIEL: All right, so 2021, you  
12 can bring back three deliverables on some reasonable timeframe.  
13 2022, we'll reconvene another work session in June to discuss  
14 this. Joel, what'd we miss? What do we need to add today?

15 MR. MULLINS: I think that covers it.

16 CHAIRMAN DANIEL: You got what you need? I  
17 mean, we can come up with some other stuff if you want. Give us  
18 long enough, we'll come up with all kinds of stuff. I think  
19 we're good, thanks.

20 MR. MULLINS: Yeah.

21 COMMISSIONER ALVAREZ: We appreciate that.  
22 Thank you for that.

23 CHAIRMAN DANIEL: All right, guys, thank you  
24 very, very much. This is a big deal to me. These awards are  
25 important, and I'm just--I've been a little concerned about



1 perhaps they'd gotten stale, and it seems like there's, on your  
2 part, a real interest in livening them up. And I think you're  
3 hearing from the commissioners today that, you know, we're  
4 interested in doing that with you. We're gonna probably have  
5 more discussion in June. I suspect we're not gonna be 100  
6 percent unanimous on all this. And, you know, those kinds of  
7 discussions are why we get even better ideas, when we can start  
8 combining our ideas.

9 COMMISSIONER ALVAREZ: Mm-hmm, mm-hmm.

10 CHAIRMAN DANIEL: We can only do that in an  
11 open meeting like this one. And so, I will definitely convene a  
12 working group, or whatever we call this, a working meeting to do  
13 that. Anything else we need to talk about here today?

14 COMMISSIONER ALVAREZ: Good discussion,  
15 Chairman.

16 COMMISSIONER DEMERSON: Good here.

17 CHAIRMAN DANIEL: All right, we do need to  
18 adjourn.

19 COMMISSIONER ALVAREZ: Okay.

20 CHAIRMAN DANIEL: Is there a motion to  
21 adjourn?

22 COMMISSIONER ALVAREZ: Chairman, I move that  
23 we adjourn.

24 COMMISSIONER DEMERSON: I second the motion  
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CHAIRMAN DANIEL: It's been moved and  
seconded to adjourn; we're adjourned. Thank you, guys.

COMMISSIONER ALVAREZ: Thank you. Good  
recommendations.