

## **Proposed work plan for LC Strategic Planning Initiatives**

Prepared for the Legislative Council

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### (1) Staff Teams (also related to IC improvement)

Staff teams: Consult with LFA, need to make presentation to LFC. Illustrate pilots that have already worked: EQC, mental health, workers' comp, fire suppression. Figure out how to incorporate audit work, work with LA and LAC.

Study options:

A. Request Sen. Wanzenried and Sen. Williams present the idea to a future (Dec?) LFC meeting and solicit ideas, support.

B. Invite Legislative Fiscal Analyst and Legislative Auditor to next LC meeting for discussion. Discuss potential phasing of projects.

C. Presentation of examples of current and past staff teams that have provided "pilot" projects.

D. Invite sample of IC staff and interim and administrative committees presiding officers to join in roundtable discussion with LFA and LA regarding team approach.

E. Request research on other state legislatures for possible models.

Potential questions for roundtable: How to organize staff teams, i.e. policy groupings, subcommittee or committee categories? Who should be assigned to teams? What would be the benefits and respective duties and responsibilities for each member of the team, to each other and to the other administrative committees (LFD and LAD)? How would the changes be phased in? What statutory or budgetary changes may be needed to accomplish goals. Legislative work governance (reorganization) could be discussed as to how the teams relate to the legislative administrative and interim committee work (also related to interim committee improvement).

Timeline: LFA, LA at September 22 meeting, LC provide direction for work plan. Agenda item at December 10, LC meeting. Potential roundtable with committee chairs and staff. (LFC meets December 3-4 if preliminary discussion and direction to LFA desired.)

## (2) Leadership and legislator training

### **Elected Leadership**

Study topics:

#### A. Post-election

1. communicate immediate actions that leaders need to do: staffing budget, hiring, appointments, schedules
  - get all 4 leaders in same room after caucus
  - former leaders impart wisdom for transition

#### B. Training topics

- develop communication skills
- how to lead - Legislative leadership Foundation
- conflict resolution and how to deal with confrontation
- negotiating
- positive partisanship, identify common ground, goals, ground rules, set the belt line, where are land mines, "must have" objectives

#### C. Assignment of bills

- priority of bills
- bill flow: (1) approps, (2) policy, (3) transmittal

#### D. Regular meetings/communication between leaders

- President/Speaker
- President - Minority Leader and Speaker - Minority leader
- All 4 leaders
- Governor - invite as overture

#### E. Non-legislator interim appointments: solicit citizen interest and use website

### **Pre-session/session** - all legislators

Study topics:

#### A. Caucus mentors and staff mentors (example given of 5 legislators per staff member)

- bring legislators and staff together
- staff booklet
- how to use information office
- small groups and individuals, need to overcome skepticism
- also need H/S staff and other leg staff interaction/training

#### B. Legislator Training

- pre-session (caucus week).
- web tool training - power point for future reference (user friendly)
- paperless legislature training
- staff booklet, "buddy system"
- training in orientation needs to be open to all
- prep days
- early session training in standing committees

C. End-of-session Survey before Sine Die

- Not just freshman legislators

D. Law School for Legislators

- Room 303
- More time for judges

E. Lunch and dinner opportunities

- orientation dinner the night of caucuses
- random seating

Time line: March 3 meeting agenda item. Discuss and tentatively adopt caucus schedules. Staff will provide additional information on leadership training resources.

(3) Appoint Rules Subcommittee.

Study topics:

A. Digitize to make rules searchable.

B. Embed with vote system so appropriate rules are linked.

C. Cross reference or reorganize, i.e. list all votes that take more than a majority, all reconsideration motions in one place or indexed, deadlines, revenue and appropriation bills designation.

D. Working manual for floor process.

E. Mechanism to institutionalize, options, i.e. parliamentarian.

F. Request Dave Bohyer/SAVA to come up with proposals for confirmation process and proposed changes to Senate rules.

Timeline: Appoint Subcommittee September 22, 2009

Subcommittee meets throughout interim

Report to full Legislative Council by June 2, 2010 meeting.

#### (4) Interim Improvement and Interim Training for legislators

Study topics:

A. Add nonvoting members to interim committees or reimburse a certain number of meetings for nonmembers to be able to attend interim meetings.

B. Standing Committees to interim committees. Areas to research and find solutions: statutory prohibition, membership needs to include app. subcommittee members, related to interdisciplinary teams.

C. Committee membership

- chairmanship rotation statutory change
- standing committee transition
- # of House members
- ex-officio or nonvoting members compensated
- conference committee voting

D. Training opportunities: Where are there interim opportunities?

- use interim schedule to bring legislators together: group scheduling of interim committees (once every other month - Brueggeman's designated week)
- issue Seminars (in conjunction with group scheduling)
- topics such as nuts and bolts, budgeting communication skills, conflict management.
- timing, interim committee staff and meetings for trainings
- General topical and educational leadership development - bring in NCSL, broad topics, METNET, emerging issues (health care), basics of leadership, theories, on-line courses. Regular seminars like Wheeler Center. Leadership promotion within caucuses, Continuing Education.

E. Social Events

- Committee dinners at beginning
- Informal mini-caucuses
- dinners during an interim week.

Timeline: Agenda item at December 10, LC meeting. Could be accomplished at a roundtable in conjunction with the Staff teams topic (see (3)) with other presiding officers and staff.

#### (5) Legislative space.

Study topics:

A. Statutory changes needed to gain back authority.

B. Learn more about state's process, Mater Plan, long-term plan and needs of Governor and Secretary of State, too.

C. Long-term plan requires vision of leadership and staff needs, need a long-term subcommittee.

Timeline: Initial information at December 10 meeting. Follow-up at each meeting. Any legislation by June 2, 2010.

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