

# **Cowlitz 911 Public Authority Board of Directors**

## **SPECIAL MEETING AGENDA**

**Friday, July 26, 2024 @ 11:00 AM**

**Hybrid – Cowlitz 911 & Zoom**

- 1. Call to Order and Introductions**
- 2. Board Interviews of Candidates for Executive Director Position**
- 3. Executive Session:**
  - A. Qualifications of an applicant for public employment. RCW 42.30.110(1)(g)**
- 4. Adjournment**

Candidate Name: \_\_\_\_\_ Interviewer: \_\_\_\_\_

Executive Director – Interviewer scoring sheet.

Interview Questions and Scoring

Scoring guideline:

- 1: A completely insufficient answer that indicates a lack of competence
- 2: A partially inadequate answer that does not demonstrate the required competence
- 3: A satisfactory answer that indicates the minimum requirements are met
- 4: A strong answer that indicates proficiency
- 5: An excellent answer that indicates a high level of competence

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**Question 1) Tell us about your experience with an executive board. How do you navigate different opinions and interests?**

Notes:

Score: \_\_\_\_\_

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**Question 2) In your experience working with a board of directors or similar governing body. What would you tell us about your communication style and interaction with them? How do you keep in touch? How often?**

Notes:

Score: \_\_\_\_\_

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**Question 3) Our vision for this position is to be an active working position, not just a figurehead. With that in mind, what do you believe would be the essential duties and mission of a 911 Director?**

Notes:

Score: \_\_\_\_\_

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**Question 4) What would you expect from the Board to help you be successful in this position? What would your ideal working relationship be with the Board? What process would you use to present a new item or issue to the Board?**

Notes:

Score: \_\_\_\_\_

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**Question 5) Coming in as a new Director, how would you go about establishing effective working relationships with the user agencies? How would you go about maintaining those relationships?**

Notes:

Score: \_\_\_\_\_

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**Question 6) Tell us about your experience with union-represented employees and bargaining units and negotiating contracts. What do you think is the best way to promote an effective working relationship with representatives of a union? Do you prefer a more formal or informal relationship? What do you think are the keys to maintaining good labor/management relations?**

**Notes:**

**Score: \_\_\_\_\_**

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**Question 7) What is it that you believe you can contribute to this organization? What excited you about this position and how would you transfer that excitement into leadership of the agency and staff?**

**Notes:**

**Score: \_\_\_\_\_**

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**Question 8) As the new Director, how would you assist the agency in developing and framing a long-term vision and strategic plan?**

**Notes:**

**Score: \_\_\_\_\_**

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**Question 9) As the new Executive Director, you would undoubtedly have ideas about change or new initiative you would like to bring to the agency. You would also likely find some systems and programs already in place that you would like to keep. Tell us about how you would proceed to make decisions as to what things to change and which to maintain.**

**Notes:**

**Score: \_\_\_\_\_**

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**Question 10) Is there anything you would like to add? What questions do you have for us?**

**Notes:**

**Score: \_\_\_\_\_**

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**OTHER NOTES:**

**TOTAL SCORE: \_\_\_\_\_**