

Meeting Title: Pacific Swimming BOD Executive Committee Meeting
Date: May 19, 2021

Attendance:

| | | | | | | | | | | |
|--------------------|---|-----------------|---|----------------------|---|-------------------|---|---------------------|---|---------------|
| David Cottam | X | Marie Lin | X | Zone Reps | | 3 –Debbie Tucker | X | Athlete Reps | | |
| Leo Lin | X | Mary Ruddell | X | 1N - Larry Rice | X | 4 - Jerry Rudd | | Jivana Nagpal | X | |
| Veronica Hernandez | X | Mike Allegretti | X | 1S – Mark Taliaferro | X | 4 - Jim Morefield | X | Taylor Rohovit | X | Office |
| Daniel Cottam | | Carlene Takaki | X | 2 – Peter McNamara | X | | | Adam Pfeiger | X | Cindy Rowland |
| Kyle Kikuta | | Clint Benton | X | | | | | | | |

| TOPIC | DISCUSSION - CONCLUSION | RECOMMENDATION/ ACTION | FOLLOW- UP DATE |
|---------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|--------------------|
| Meeting Called to Order | Meeting was called to order by David Cottam at 7:30 PM via Zoom | | |
| Approval of Exe Min | Executive Committee Meeting Minutes from January 20, 2021 approved | | |
| General Chair Items | <ol style="list-style-type: none"> 1. More and more meets are opening up and the requirements are changing. We should remain flexible while keeping safety in mind.. 2. Requests that as various facilities lift the mask requirement, that none-the-less, personal choices to continue wearing a mask should be honored. | | |
| Consideration of Restructure of Pacific Swimming | <p>Don Heidary</p> <ol style="list-style-type: none"> 1. Presented some general ideas about possibly restructuring the LSC so that it is Staff Driven, with volunteer positions and committees serving in a more advisory capacity 2. The suggestion includes considering having staff positions as Executive Director, and Program Director who would handle creating a structure of meets and schedules that would promote the development of our athletes to the highest level. 3. He realizes that we are limited in our ability to change the Board as many of the positions are defined and required by USA Swimming by-laws. 4. Next steps will be to examine some of the top LSC's, see their structure, and find out what helps them to develop their highest level swimmers. | Don will do preliminary investigation of other LSCs | |
| Pacific Swimming's Subsidy for Olympic Trials | <p>Mary Ruddell</p> <ol style="list-style-type: none"> 1. California does not appear to be lifting the restriction against travel out of California for youth sports competition until June 15. However, Olympic Trials will be before that date. 2. We reviewed the original motion to follow California health guidelines, and reaffirmed it. We agreed that at this time we would not be providing subsidies to the Olympic Trials to any California swimmers that are under 18, as they would be considered as traveling to a competition outside of California as a "youth". 3. Leo Lin and Mark Taliaferro will attend the 5 California LSC Chairs Zoom meeting (David is unavailable) to see if, as a group, they might lobby the Governor to make an early lifting for Olympic Trial swimmers. | | |

| TOPIC | DISCUSSION - CONCLUSION | RECOMMENDATION/ ACTION | FOLLOW- UP DATE |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|--------------------|
| Motions | <p data-bbox="359 228 810 256">Motion 2103PC01 Personnel Committee</p> <p data-bbox="359 269 1493 448">In compliance with the Pacific Swimming Bylaws passed at the October 2020 House of Delegates the Governance Committee has been working to identify the purpose and identity of the Personnel Committee. After significant deliberation the Governance Committee is recommending the following for the make up of the Personnel Committee.</p> <p data-bbox="359 526 1381 597">The Personnel Committee should strive to include members with the following backgrounds and/or abilities.</p> <ul data-bbox="422 672 1539 1461" style="list-style-type: none"> <li data-bbox="422 672 1108 699">• Members ideally will have managerial experience. <li data-bbox="422 711 1436 776">• Members ideally will have participated with Pacific Swimming on a regular basis for at least three (3) years <li data-bbox="422 787 1339 815">• Experience in facilitating goal setting and performance assessments. <li data-bbox="422 826 1486 1068">• Members responsibilities will include the following: <ul style="list-style-type: none"> <li data-bbox="516 859 911 886">○ Yearly evaluations of staff. <li data-bbox="516 898 1451 963">○ Resolution of staff issues to include potential issues of misconduct or other concerns that may reflect negatively on Pacific Swimming. <li data-bbox="516 972 1486 1037">○ When appropriate and fiscally responsible evaluate potential staff bonus opportunities. <li data-bbox="516 1049 1314 1076">○ Members will serve two (2) year terms with no term limits. <li data-bbox="422 1081 1539 1461">• The makeup of the committee will be as follows: <ul style="list-style-type: none"> <li data-bbox="516 1114 1129 1141">○ One member from the coaching community. <li data-bbox="516 1153 1293 1180">○ One member will be the Program Operations Vice Chair. <li data-bbox="516 1192 1163 1219">○ One member should be one of the Zone chairs. <li data-bbox="516 1230 1539 1461">○ Athlete member of the Committee shall be the immediate past Pacific Swimming Senior Athlete Representative (Ex-Officio), if this individual continues to be a member in good standing with United States Swimming and Pacific Swimming as the individual's home LSC. The individual may represent a secondary school, college or university, wherever located, during the school season, and return to Pacific Swimming at the termination of the swimming season. | Passed | |

| TOPIC | DISCUSSION - CONCLUSION | RECOMMENDATION/ ACTION | FOLLOW- UP DATE |
|--------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|--------------------|
| | <ul style="list-style-type: none"> ○ Should the designated Athlete Representative be unable or unwilling to participate, a replacement will be named by the General Chair with the advice and consent of, Administrative Vice Chair, Senior Athlete Representative and Junior Athlete Representative. Consent is the approval of two of the three named. ● In the event the Personnel committee has a tie on any vote the General Chair of Pacific Swimming (or designee) will break the tie. <p>Peter McNamara, Governance Committee</p> <p>Discussion:</p> <ol style="list-style-type: none"> 1. Mary Ruddell wanted to understand the reasoning behind why the Personnel Committee did not include the Finance Vice Chair, as she has seen that in some LSCs that position was included. 2. Mary Ruddell was also concerned that this committee was an arm of the Governance Committee and would make decisions without sufficient knowledge of budgetary concerns. 3. Peter McNamara, and other members of the Governance Committee reported that the descriptions of the members of the Personnel Committee were determined in order to cover understanding of what is happening in the LSC and the Zones, and have the appropriate skills to handle personnel issues in Pacific Swimming. The Personnel Committee structure is totally separated from the Governance Committee, and would certainly seek the appropriate information to make their decisions. <p>Passed</p> | | |
| April Financials | <p>Financials presented and approved.</p> <ol style="list-style-type: none"> 1. Mary Ruddell reports that with meets opening we are actually having a higher income than was estimated. 2. However, it still looks like we will still need to move \$50,000 over from the Board Designated Funds and she is preparing to do this. | | |
| Next Meeting | Next regular Executive Committee Meeting: October 20, 2021 | | |
| Meeting Adjourned | Meeting adjourned at 9:00 PM | | |

RESPECTFULLY SUBMITTED BY,
MARIE LIN
PACIFIC SWIMMING SECRETARY