



**LEGISLATIVE COMMISSION ON INDIAN  
SERVICES**

900 Court Street NE, Room 167  
Salem, Oregon 97301-1347  
(503) 986-1067

**MINUTES**

**Meeting Date:** April 23, 2021

**Meeting Location:** Virtually via Zoom

**Members Present:**

Brenda Meade, Tribal Chairman, Coquille Indian Tribe (LCIS Chair)  
Dee Pigsley, Tribal Chairman, Confederated Tribes of Siletz Indians (LCIS Vice-Chair)  
Don Gentry, Tribal Chairman, Klamath Tribes  
Diane Teeman, Tribal Vice-Chair, Burns Paiute Tribe  
Debbie Bossley, Tribal Chair, Confederated Tribes of Coos, Lower Umpqua and Siuslaw  
Kat Brigham, Chairman, Board of Trustees, Confederated Tribes of the Umatilla Indian  
Reservation  
Dan Courtney, Tribal Chairman, Tribal Board of Directors, Cow Creek Band of Umpqua Tribe of  
Indians  
Cheryle Kennedy, Chairwoman, Confederated Tribes of Grand Ronde  
Chuck Riley, Senator  
Tawna D. Sanchez, Representative  
Jackie Mercer, CEO, NARA Northwest (non-voting)

**Members Absent:**

Raymond Tsumpti, Tribal Chairman, Confederated Tribes of Warm Springs (Tribal  
Government Business)  
Bill Hansell, Senator (Legislative Business)  
Daniel Bonham, Representative (Legislative Business)

**Staff**

Danny Santos, Interim Director, Legislative Commission on Indian Services  
Aimee Steketee, Human Resources Technician, Legislative Administration, Employee  
Services  
Adrienne Fischer, Commission Assistant, Legislative Commission on Indian Services

## **WELCOME – Chairman Meade**

Chairman Meade called the meeting to order at 3:05 p.m. and welcomed the members and guests.

## **INVOCATION**

Chairman Don Gentry gave the invocation.

## **UPDATE ON EXECUTIVE DIRECTOR SEARCH PROCESS AND REPORT**

Chairman Meade updated the Commission on the Executive Director search and asked Commission Member Jackie Mercer to provide a summary to the Commission on the process.

Commission Member Mercer shared with the Commission the process that was followed and expressed gratitude for the help of Aimee Steketee with Legislative Employee Services. Six candidates were interviewed on January 29, 2021. The interviewers were Chairman Meade, Chair Bossley, Chairman Pigsley, Chairman Courtney and Commission Member Mercer. The interview process for each candidate lasted for thirty minutes and each candidate was asked the same questions. The interview panel found one candidate to be most suited for the position of LCIS Executive Director. At the request of the Commission a second interview was held on April 2, 2021 with the top two candidates. That interview panel was comprised of Chairman Meade, Chairman Courtney, Chair Bossley, Chairman Brigham and Commission Member Mercer. With the approval of the Commission at this meeting an offer will be made to Patrick Flannagan.

Chairman Meade noted that the recruitment for the position opened on December 4, 2020 and closed on January 4, 2021. LCIS Members have heard updates on the recruitment process at regular Commission meetings and all Commission Members were invited to participate in the recruitment and interview process. Chairman Meade opened the meeting to questions and comments.

Interim Director Santos shared that he has worked with the candidate throughout the years and feels that he is an excellent fit for the position of LCIS Director. Chairman Gentry noted that while he was unable to participate in the recruitment process, he is thankful for work of the recruitment committee and feels comfortable with the process. Chairman Brigham asked for confirmation of the hiring process now that a candidate has been selected. Chairman Meade confirmed that that the background check and pay equity analysis had been completed. Aimee Steketee provided a summary of that process and the results.

**MOTION:** Chairman Pigsley made a motion to approve the recommendation of the hiring of Patrick Flannagan for the position of Executive Director of LCIS. The motion was seconded by Chair Bossley. The motion was approved by acclimation.

Chairman Meade adjourned the meeting at 3:35 p.m.