

# All Staff Meeting Notes – February 2, 2025 @ 9 a.m.

**Facilitating:** Hilary Aten

**Icebreaker:** What's your favorite musical performance or concert you've attended?

## **Director update from James**

- Budgets were put together on growth. And the legislature picked a growth model that did not happen, and that made the budget hole worse.
- Gov. Inslee wanted people to present budget cuts. Some agencies did not satisfy that request. Ferguson wants 6% budget cuts from the operating budget. We don't have a lot of options; we are more driven by capital expenditures in the agency.
- This means we will probably have less cuts than other agencies that have more funding come from the operating side of the budget.
- We are going through a budget reduction exercise. This week we will present our ideas to the Gov's office on Friday.
- We are looking at cuts that won't change the personnel of the organization unless they tell us we must. There is the possibility of furloughs, but we will have to wait to see.
- The numbers will continue to change over the course of the legislative session.
- HB 1488 – rates and charges is going to be heard this week. A lot of our operating money goes to CDs.
- If CDs have questions, James would be happy to talk to them. Then session will end in April (hopefully)! The guidance continues to change, and we are trying to keep up with all the things they want us to consider.

## **Dani Madrone – Legislative update**

- There is a process also going on at the legislature and they are looking at revenue also. March 20 is when the next revenue forecast comes out and then we will know a lot more.
- The CWR program saw a hit in the budget. Working on updating some proviso language for RGP so that it works for us in that program.
- Working with the budget committee members and budget staff and that a 6% is a lot to us and that those cuts are far-reaching to our network of CDs.
- Policy team – working on new processes on bill tracking and analysis and responding to fiscal notes. They are working on an internally facing thing for staff this year. Feel free to reach out at any time and share what you are seeing.
- Direction given to cabinet agencies on how they should participate in the legislative session. They have been asked to not weigh in pro or against agency legislation but can weigh in on technical issues.
- Working together with other agencies. Not publicly weighing in on bills but meeting with Chairs and a meeting with NR folks.
- Technical corrections to SFF that Shumake is helping us with.

## **Jon Culp – DEIB moment**

- "People's assumptions are often wrong, but dangerous too. When people assume, they inadvertently erase others' identities." –*Morgan Jenkins, Wondering in Strange Lands*

- Shared a video: <https://microvideos.thediversitymovement.com/privilege/videos/how-do-i-know-if-i-have-privilege>

### **Mike Poteet – VSP hiring announcement**

- Levi, Sarah and Nicole all sat on the interview panel. They interviewed 4 candidates and made an offer to Victoria (up in Bellingham) who has accepted and starts Feb. 18. She has worked with CDs in Oregon.

### **Jodi Prout – Ripple Effect Outreach Campaign**

- Soft launch for the campaign press release: <https://content.govdelivery.com/accounts/WASCC/bulletins/3cc9bda>
- Came out of proviso in 2023. And it's supporting the work that CDs are working on and is geared towards the general public. Trying to stay away from jargon and acronyms. Trying to keep it at a higher level.
- [Ripple Effect | www.conserve.wa.gov](http://www.conserve.wa.gov)  
In progress, will include a resource library searchable based on location, conservation benefit, and audience. Goal is to elevate requests for TA on CDs by providing self-guided materials to encourage stewardship.
  - [General Audience \(English\) Video Ad](#)
  - [Land Manager \(English\) Video Ad](#)
  - [Billboards](#) (25 of them across the state)
- There will also be a toolkit for CDs that equip them with resources and there will be materials that help them and also meet the requirements of the proviso.
- Jodi will be presenting at the roundtable.

### **Nicole Boyes – Brief overview of contracts**

- Please let Nicole know that it is coming so that she can work on creating a plan and everything needs James' approval. We need him to approve it before it can move forward.
- We will also need a scope of work before we can move forward. This should be developed by staff and should be done before starting to talk to vendors. There needs to be some kind of product that we are getting for the money that we are spending.
- To active solicitations right now and will probably have another one soon.
- If you have things that need to be done before the end of the fiscal year, it might be impacted by other work. So please let the contracts folk know as soon as possible so that they can get the work planned.
- Public records have happened for solicitations in the past – emails, notes, drafts etc. so keep that in mind while working on these solicitations.
- P.O.s take about 2 weeks. Interagency agreements can take varying amount times. Solicitations are about a 4-month process (maybe longer).
- If you have an agreement that is not a CD – goes through Nicole. If it is going through a CD, then that would go through Courtney (except AG easements).

### **Karen Hills – CCA funding webinar**

- Make sure that people are tracking this webinar about the CCA funding: Gov Del webinar announcement: <https://content.govdelivery.com/accounts/WASCC/bulletins/3ccb5e8>

- New terms like “vulnerable populations” etc. used to the terminology because it will come up again.

### **Kaisha Walker – Announcement**

- Requesting agenda items for the March meeting and those are due Friday, February 7. Kaisha is leaving Monday the 10<sup>th</sup> of February.
- James wanted to thank Kaisha and is very grateful for her work as she moves into the WEA to support that work.

### **Jenny Coe – One pager update**

- Working to finalize the CWR one pager. And will distribute out to staff and districts by the end of the day today, hopefully.

### **Nicole – EPA contract**

- Do we know what is happening there? What do people want her to say during the pre-bid conference? The money used to access the money is turned off. So, Ecology is working on it and it is chaotic and confusing.
- Things are moving quickly with the new administration; this work was in place and we will continue to move forward.

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Hi all,

As a quick follow up from today’s staff meeting, Jon and I wanted to share the invite to this Wednesday’s optional standing “Lunchroom Hangout” meeting, as a chance (especially for remote staff!) to spend a little more time with Kaisha and give her our best wishes before her departure. We hope you can make it – the meeting link is below if anyone needs it.

Thanks all and feel free to reach out with any questions or if you have trouble connecting Wednesday!

Best, Hilary

### **[Join the meeting now](#)**

Meeting ID: 227 364 632 136

Passcode: jm2HE2Uy