

I would like to describe the process that the screening committee followed for making Director nominations . There were seven members: Tony Takitani and myself were asked by the Mayor to be co-chairs. Jeanne Skog, Vince Mina, Peter Niess, JoAnn Inamasu, and Terryl Vencil rounded out the membership.

The first meeting included a brief visit from Mayor Mike. He thanked us, gave us access to all applications and asked that we suggest one or two names for each position. He advised that he was looking for customer oriented Directors who understood the importance of local values. He asked us to have a decision for him by December 3. He advised that the final decision as to nominees would be his. We did not see or hear from him again until after we had submitted our candidates.

Each member looked over all the applications independently. The next step we asked that all the applicants for Director and Deputy Director be pulled from the applications. Again this group was evaluated by each member independently. Each of us made a list of potential candidates for interview. We compiled the individual lists and than began working together to review the applications to check if they met the

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charter required qualifications for the position they were applying for.

We also revisited all the applications once again to be sure we had not missed a viable candidate who had not applied for the Director position.

By the way, to protect the privacy of the applicants, they were never copied and they were kept in the office under lock and key.

We set up interviews and during those interviews all committee members questioned them. Several routine questions were asked at the end of each interview.

After each interview we briefly discussed reactions of the committee regarding the applicant. In depth discussion and recommendations occurred after all the interviews had been done. There was candid and respectful evaluation of the candidates. A vote was taken on each. Not all were unanimous. We submitted the results on December 3.

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Seven of us met for more than 50 hours not including our independent reviews of the applications. The committee brought a long view of Maui with many years of community service. On a personal note, I was impressed by the wisdom and knowledge they contributed.

The Mayor did not take all of our recommendations. It is very important that he be surrounded by a team that he can trust and shares his values. It is his responsibility for that team, not the Council's.

I urge you to approve the Mayor's team members as submitted.