

Insurance Nominating Committee Meeting

Moderated by Chairwoman Diane Denish

Monday, January 23, 2023

1:09 p.m.

Remote Proceeding

Santa Fe, NM 87501

Reported by: Brett Torrence

JOB NO.: 5659118

A P P E A R A N C E S

List of Attendees:

Diane Denish, Chairwoman

Scott Yurcic, Member

Valerie Joe, Assistant Attorney General

Patricia Williams, Member

Jennifer Romero, OSI Paralegal

Nora Vazquez, Member (by videoconference)

Allegra Carpenter, Member (by videoconference)

Dale Rycraft, Member (by videoconference)

Jennifer Ford, Member (by videoconference)

Geoffrey Romero, Member (by videoconference)

Mark Hayden, OSI General Counsel

Mary Fowler, NCCI Representative

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P R O C E E D I N G S

THE REPORTER: Good afternoon. My name is Brett Torrence; I am the reporter assigned to take the record of this proceeding. We are now on the record at 1:09 p.m., MT. At this point, you may proceed with the meeting.

THE CHAIRWOMAN: Thank you. Good morning, everybody, or afternoon. We're going to go around and introduce everybody. My name is Diane Denish. I'm the chair of the Insurance Nominating Committee.

MS. WILLIAMS: I'm Patty Williams. I'm a governor appointee Democrat for industry.

MR. YURCIC: Scott Yurcic. I'm a legislative appointee out of Las Cruces.

THE CHAIRWOMAN: How about Geoff?

MR. ROMERO: Geoff Romero. I'm a local plaintiff's attorney governor appointee.

THE CHAIRWOMAN: Jennifer?

MS. FORD: Hi, everyone. My name is Jennifer Ford. And I'm a legislative appointee consumer member of the committee.

THE CHAIRWOMAN: And Allegra?

MS. CARPENTER: I am a governor's Republican consumer appointee.

1 THE CHAIRWOMAN: And Dale?

2 MR. RYCRAFT: I am a governor's  
3 appointee, Republican, and, I think, industry.

4 UNIDENTIFIED SPEAKER 1: Ms. Vazquez?

5 MS. VAZQUEZ: And I'm Nora Vazquez.  
6 I'm a legislative appointee from Artesia.

7 THE CHAIRWOMAN: Who is that?

8 UNIDENTIFIED SPEAKER 1: Nora Vazquez.

9 THE CHAIRWOMAN: Oh. Nora Vazquez?  
10 Nora's not on the screen. She's just on the phone.  
11 Okay.

12 UNIDENTIFIED SPEAKER 1: Yeah. She  
13 didn't have her video on.

14 THE CHAIRWOMAN: Thank you. The  
15 attorney?

16 UNIDENTIFIED SPEAKER 2: Valerie Joe?

17 THE CHAIRWOMAN: Oh. No. Well, the  
18 committee attorney. And you're the beginner, Counsel?

19 MR. HAYDEN: Yes. I am. I'm here  
20 primarily to see how the technology is working.

21 THE CHAIRWOMAN: I'm sorry, Valerie.  
22 And our wonderful administrator.

23 MS. ROMERO: Jennifer Romero,  
24 administrator of the committee with OSI.

25 THE CHAIRWOMAN: Other guests?

1 MS. FOWLER: My name is Mary Fowler.  
2 I'm with the National Council on Compensation  
3 Insurance.

4 THE CHAIRWOMAN: Thank you. First item  
5 on the agenda is approval of the agenda. Are there  
6 any corrections to the agenda? If not, is there a  
7 motion to approve? There's a motion. Do I have a  
8 second? All in favor, say "Aye."

9 MR. ROMERO: Aye.

10 MR. YURCIC: Aye.

11 UNIDENTIFIED SPEAKER 3: Aye.

12 MULTIPLE SPEAKERS: Aye.

13 THE CHAIRWOMAN: Next item is approval  
14 of the minutes of the January 5th regular meeting.  
15 Has everybody had a chance to read the minutes from  
16 the last meeting? Are there any corrections to the  
17 minutes or notations or misspellings or anything? If  
18 not, is there a motion to approve?

19 MS. CARPENTER: Motion to approve.

20 MR. ROMERO: Second.

21 THE CHAIRWOMAN: There's a motion and a  
22 second. All in favor?

23 MR. YURCIC: Aye.

24 MR. RYCRAFT: Aye.

25 UNIDENTIFIED SPEAKER 4: Aye.

1 MS. JOE: Madam and chair members of  
2 the committee, it might be easiest because we have  
3 this hybrid setting to do the roll call just so that  
4 the votes are more reported in terms of who --

5 THE CHAIRWOMAN: Okay. I'm going to do  
6 a roll call vote for the approval of the minutes.  
7 Jennifer Ford?

8 MS. FORD: Aye.

9 THE CHAIRWOMAN: Scott Yurcic?

10 MR. YURCIC: Aye.

11 THE CHAIRWOMAN: Brian Alexander, who's  
12 not --

13 MS. ROMERO: He's not attending.

14 THE CHAIRWOMAN: Not attending. Nora  
15 Vazquez?

16 MS. VAZQUEZ: Aye.

17 THE CHAIRWOMAN: Patty Williams?

18 MS. WILLIAMS: Aye.

19 THE CHAIRWOMAN: Allegra Carpenter?

20 MS. CARPENTER: Aye.

21 THE CHAIRWOMAN: Dale Rycraft?

22 MR. RYCRAFT: Aye.

23 THE CHAIRWOMAN: Geoffrey Romero?

24 MR. ROMERO: Aye.

25 THE CHAIRWOMAN: Thank you, everybody.

1     Okay. We're going to -- Jennifer Ford, would it be,  
2     as chair of the subcommittee, would you take us  
3     through the review of the documents?

4                     MS. FORD: Sure.

5                     THE CHAIRWOMAN: If you've prepared to  
6     do that.

7                     MS. FORD: Sure. I would be happy to  
8     with support of the subcommittee and also Jennifer  
9     Romero was the one that made a lot of the changes, so  
10    Jennifer, if I'm missing something, if you could  
11    please chime in, or other committee members, that  
12    would be wonderful.

13                    Could we -- let's see. I'm trying to  
14    think about what the easiest way to start would be.  
15    Is there -- on the agenda, do we have the documents in  
16    order, or is it pretty much we just can choose what  
17    order to go in?

18                    THE CHAIRWOMAN: I think we're going to  
19    start with the job description.

20                    MS. FORD: Okay. That sounds great.  
21    Thank you so much. So the members of the subcommittee  
22    did quite a bit of work. We had over a 2 1/2 hour  
23    meeting to just review these documents, make sure that  
24    they were accurate, and to update them. And with  
25    support -- Jennifer Romero did a ton of work on the

1 back end because there were a lot of changes that  
2 needed to be made in terms of referring to statutes  
3 and other sort of technical work that needed to be  
4 done on these documents. But they were already in  
5 pretty good shape.

6 So just in terms of the history and job  
7 description for New Mexico. We updated the term of  
8 service. We updated the application due date,  
9 although we don't -- we have not formalized the  
10 timeline yet, so we will still need to add that to the  
11 document. We did put a link that we are accepting  
12 online applications only. It would be very difficult  
13 to accept non-online applications, and so we made the  
14 decision that that's the best -- that would be the  
15 best, most prudent way for people to be able to apply.

16 Again, the interview date is to be  
17 announced. And then the compensation, we used the  
18 guide that is provided in law that tracks the cabinet  
19 secretary compensation subject to legislative  
20 appropriations. So we started with the lowest.  
21 Jennifer Romero did some research on what the lowest  
22 cabinet secretary salary was and the highest, and we  
23 know that this compensation is arranged between those  
24 two numbers.

25 Just in terms of that portion of the



1 history and job description, subcommittee members, did  
2 I miss anything? Anything you want to add?

3 MS. WILLIAMS: No. I think you did a  
4 good job, Jennifer.

5 MS. FORD: Okay. And then moving us to  
6 the background in history. One of the things that we  
7 did add to this background in history that we thought  
8 would be helpful to potential applicants is the  
9 mission of the Office of the Superintendent. And so  
10 we did add that to the background in history as  
11 something that we thought was important information  
12 for applicants. And then I think that was it for the  
13 job description in history. Did I get everything?

14 THE CHAIRWOMAN: Anybody from the  
15 subcommittee? Allegra, Scott?

16 MR. YURCIC: Yeah. Everything else is  
17 pretty consistent with regard to that.

18 MS. ROMERO: I would like the committee  
19 to just know that I did go through and double check  
20 all the statutes and make sure they're up to date.  
21 And on the document itself, when we posted online,  
22 each link, each highlighted blue section will be a  
23 link to the actual statute for them to see it.

24 MR. YURCIC: Wonderful.

25 THE CHAIRWOMAN: Thank you, Jennifer.

1 Did everybody hear that on the Zoom call?

2 MR. ROMERO: Yes.

3 THE CHAIRWOMAN: That she said she did  
4 double check everything. Thank you, Jennifer.

5 MR. ROMERO: Thank you, Jennifer.

6 MS. ROMERO: You're welcome.

7 MS. FORD: Great. Okay. I just don't  
8 have it in front of me. What is the next document in  
9 the list, Madam Chair?

10 THE CHAIRWOMAN: Let's see.

11 MS. ROMERO: The online application.

12 MS. FORD: Okay. So the online  
13 application, we actually did a fair amount of work on  
14 the online application, only because we didn't --  
15 Allegra was able to pull up the old version that we  
16 sent to the tech, but we didn't have the actual  
17 printout. So we had to do a little bit more work on  
18 this online application. But I think it's for the  
19 better. We made it a lot easier to understand. We  
20 updated some things on the application and I'm just  
21 looking through to find my copy here so that I can  
22 talk about that. Just one moment.

23 So we revised the language in the first  
24 paragraph to be a little bit clearer about that they  
25 need to fill in the online form and then also should

1 be uploading their documents on this online  
2 application. Also, we clarified that the ability to  
3 pass a background check and qualify for a surety bond  
4 are requirements. However, they're not a requirement  
5 to apply. And then we also added that complete  
6 applications must be received before the close of  
7 business of whatever date we decide.

8 We added a portion -- so we had their  
9 contact information, but we did not have whether or  
10 not they had a valid driver's license. And I think  
11 the thinking behind that was that the superintendent  
12 of insurance would probably have to travel, so we  
13 wanted to ask a question about if they had a valid  
14 driver's license and then entering their driver's  
15 license information and their physical address of  
16 residence would help, you know, if they were to make  
17 it to the final place where we would need to do a  
18 background check.

19 We revised the "Upload your documents"  
20 so that they would have three different places where  
21 they could upload documents, upload their resume, the  
22 letter of interest if they had one, which is optional,  
23 and then up to three letters of reference.

24 THE CHAIRWOMAN: Any questions about  
25 that, or?

1 MS. FORD: Yeah. I'm just looking  
2 through to see if we had any other changes. We also  
3 revised the last question, "Have you ever been accused  
4 of employment-related misconduct including but not  
5 limited to sexual harassment?" So that question was  
6 updated to include more than just sexual harassment,  
7 but making sure to keep sexual harassment in there.  
8 And then we -- did we add anything to the  
9 certification at the bottom or we just kind of kept  
10 it? I can't quite remember.

11 MS. CARPENTER: I think we just kept it  
12 as it was.

13 MS. FORD: Okay. Great. Are there any  
14 questions about that online --

15 MS. JOE: This is Valerie. I'm just  
16 wondering if collecting driver's license information  
17 would mean that in your public records, if someone  
18 requested the information about each of the  
19 applicants, you might have to, at a later point, like,  
20 redact that information. Not that you can't ask for  
21 it, but maybe right now might not be the best place to  
22 do that. Maybe if they do get further along in the  
23 process, and I think it helps with, you know, just  
24 knowing if they are a resident of New Mexico or not.  
25 Maybe perhaps down the line it might be better to ask

1 for that information. Just a little hesitant --

2 THE CHAIRWOMAN: I don't know. I mean,  
3 to get to the next step, we probably need to have the  
4 information. We could maybe publish only the last  
5 four.

6 MS. JOE: Right. I mean, I think you'd  
7 have to just redact it out of every application if  
8 anyone did a request --

9 THE CHAIRWOMAN: Request for  
10 information. Yeah.

11 MS. JOE: Yeah. That's just my --

12 THE CHAIRWOMAN: Any comments on that,  
13 on another way to do it?

14 MS. CARPENTER: Yeah. I'm never a fan  
15 of doing the wrong thing because of concerns about  
16 litigation or legal issues down the road. So I think  
17 the right thing to do is to ask for a driver's  
18 license, proof of it. I think -- I mean, the George  
19 Santos situation kind of demonstrates to all of us the  
20 need for integrity. We don't want to waste our time  
21 with BSers -- excuse my French -- ish.

22 THE CHAIRWOMAN: Yeah.

23 MS. CARPENTER: Right? So I would  
24 prefer for us to ask for driver's license information,  
25 and if for some reason, somebody IPRA's the

1 applications, I don't think -- they're not public  
2 record until they're requested -- then we can redact  
3 it at that point.

4 THE CHAIRWOMAN: So I think, Jennifer,  
5 you just make a note of that redaction thought. If  
6 there is a request for application information, that  
7 we redact.

8 MS. JOE: That kind of personal  
9 identifier information.

10 THE CHAIRWOMAN: Yeah. Personal things  
11 like that.

12 MS. JOE: And then just one other thing  
13 I noted, I noticed "prerequisite" is usually just one  
14 word without a hyphen.

15 MS. ROMERO: Well, I can edit that.

16 MS. JOE: Yeah. It's a minor thing. I  
17 just wanted to --

18 MS. ROMERO: Okay.

19 THE CHAIRWOMAN: Where is that?

20 MS. JOE: In the top of the application  
21 and then within the --

22 THE CHAIRWOMAN: Oh. Okay. Yeah. I  
23 see it now. I'll get my glasses out. Plus, you've  
24 got this very big type in here. Okay.

25 MS. FORD: Madam Chair, can I add just

1 one more, I guess, concern or question in that because  
2 we are collecting all of this personal information,  
3 just being, you know, making sure that the technology  
4 is protective of our applicants' privacy, especially  
5 if we're collecting this, like, sensitive information  
6 that, you know, could be hacked or whatever. So I  
7 don't know if there's any -- Jennifer Romero, when you  
8 talked to the technology person, if there is some sort  
9 of safeguard since we are going to be collecting, you  
10 know, this very important data that, you know, we  
11 would not want to get breached by, like, a third party  
12 or hacker or something.

13 MS. ROMERO: Okay. I will let them  
14 know.

15 MS. FORD: Thank you.

16 THE CHAIRWOMAN: The next document is  
17 the interview questions, I think. Yeah. The  
18 interview questions. Do you want to --

19 MS. FORD: Yeah.

20 THE CHAIRWOMAN: I thought it was  
21 interesting that we have a 50-word question --

22 MR. RYCRAFT: Before --

23 THE CHAIRWOMAN: That we have a 50-word  
24 question. I'm sorry.

25 MR. RYCRAFT: Before we move off the

1 application, I just had a question about one of the  
2 questions on there, on that question. There's six  
3 questions, I think. The first one says, "Pursuant to  
4 NMSA 59(a)-2-3." If you look at that statute, it  
5 actually is kind of broad and includes interests of a  
6 spouse. Are we expecting the applicants to go look at  
7 the statute to answer that question or should it be a  
8 little bit more specific to what's actually in the  
9 statute?

10 MS. FORD: Yeah. That's not a bad  
11 point, because I think -- it's a great point -- we  
12 should maybe throw in the language of that.

13 MR. RYCRAFT: It's not that much. I  
14 mean --

15 MS. FORD: We were trying to keep this  
16 document really straightforward, but I think you're  
17 correct, Dale. It would be hard for somebody to  
18 actually -- unless we're going to provide a link to  
19 the statute, which we could.

20 MR. RYCRAFT: Right.

21 MS. FORD: We should either link to it  
22 or we should include the text of it for ease of  
23 applicants.

24 MR. RYCRAFT: Right. Take it easy on  
25 them. But make it clear. I mean, it's just not



1 really clear, "What do you mean?"

2 MS. FORD: Yeah.

3 MS. ROMERO: Well, whatever the  
4 committee prefers, I can add that link to the actual  
5 statute.

6 THE CHAIRWOMAN: Yeah. I think that's  
7 a good solution, to have a link to the statute. Is  
8 that satisfactory, Dale?

9 MR. RYCRAFT: Yeah.

10 THE CHAIRWOMAN: Add the link to the  
11 statute?

12 MS. WILLIAMS: Because it's something  
13 he could talk about, the fact that any applicant, we  
14 would expect them to be familiar with the statutes and  
15 have consulted them before they start answering  
16 questions.

17 THE CHAIRWOMAN: Yeah.

18 MS. CARPENTER: Do we have a link in  
19 this document to the job description? I'm sorry I  
20 didn't think about this when we were in the  
21 subcommittee, but it might be -- I know it's redundant  
22 because the ad and -- but they're all sort of  
23 interrelated. It might be good if there was also a  
24 link to the job description somewhere because --

25 THE CHAIRWOMAN: Yeah. "Statutory

1     qualifiers pursuant to NMSA" -- I think it's the same.  
2     Isn't that the same statute number, 59(a)-2-3?

3                   MS. CARPENTER:   Could I just indulge  
4     you guys for a second, and did I hear that we have a  
5     tech person in the room?

6                   MS. ROMERO:   No.   They were not able to  
7     attend.   I'm sorry.

8                   MS. CARPENTER:   Okay.   So I don't know  
9     how we're going to do this this time, but the way we  
10    did it last time is on the OSI website, everything  
11    sort of led to -- the ad led to a page that was  
12    created on a website for OSI.   And there was the job  
13    description link, there was the online application  
14    link, and this uploading of documents feature; all of  
15    that was done.   And I'm not trying to say that's how  
16    we'll do it again.   It seems like what we might want  
17    to do.

18                   The tech person would be the best  
19    person to say if that's optimal or not.   But somehow,  
20    I do think we want to make sure that all the  
21    information is easily accessible to the applicants.  
22    As Dale was mentioning, we want all of that easy to  
23    access.

24                   THE CHAIRWOMAN:   So if they do their  
25    job and they read the background and history, they're

1 going to have access to this statute that is referred  
2 to in the job application.

3 MS. CARPENTER: So as long as the ad is  
4 linking --

5 THE CHAIRWOMAN: You can put another  
6 link in there if you wanted to, just to make sure, but  
7 I think we're all hoping that somebody will read all  
8 the background information and look at the statutes  
9 ahead of -- before they fill out the application.

10 MR. RYCRAFT: So just so I'm clear,  
11 that particular statute is in the background  
12 information already?

13 MS. ROMERO: In the job description,  
14 yes.

15 THE CHAIRWOMAN: Yeah.

16 MR. RYCRAFT: Okay. I mean, I've been  
17 doing this for almost 30 years, and I know a lot of  
18 statutes, but I don't keep them memorized in my head.  
19 I need to go back and look at them. So as long as  
20 they have a way to access it one way or another, I  
21 think that's the solution.

22 THE CHAIRWOMAN: Well, if they're in  
23 the job description and the history, the one area that  
24 they should pay the most attention to is the statutory  
25 qualifications, which is exactly the one that is in

1 Question No. 1.

2 MS. ROMERO: And that does link to --

3 THE CHAIRWOMAN: And it links to it in  
4 the statutory qualifications.

5 MS. WILLIAMS: And the job description  
6 has a link to the statute and to the OSI website,  
7 which has all the documents that they need to fill  
8 out. That's what we did last time, and I think we're  
9 intending to do that this time as well. It gives you  
10 both of those again in order to fully educate the  
11 applicants.

12 THE CHAIRWOMAN: So I think we've got  
13 it covered, unless --

14 MS. CARPENTER: But I'm sure -- I  
15 agree. I agree, as long as the plan is to stick with  
16 having the webpage one page on the OSI website that  
17 has all these links. And then another thing I would  
18 like to propose at this point for the future is that  
19 we make a request that tech people save this data  
20 because we're currently reinventing something that was  
21 already done four years ago.

22 THE CHAIRWOMAN: That's a good idea,  
23 Allegra. Okay. All right. So we're back to looking  
24 at the application, I think, and making sure that the  
25 questions on the applications -- the basic app, not

1 the interview questions or the pre-interview  
2 questions, but the application. Are there any other  
3 questions or corrections to the interview questions?

4 MS. FORD: Oh. Interview questions, we  
5 haven't gone over yet, Madam Chair. Those are the  
6 ones -- yeah.

7 THE CHAIRWOMAN: Oh. We talked about  
8 the application --

9 MS. FORD: Yeah. The online  
10 application.

11 THE CHAIRWOMAN: Yeah. We were getting  
12 ready to do that when Dale brought that up. So I  
13 think we got that covered. Okay. The pre-interview  
14 questions.

15 MS. FORD: Okay. So just to remind  
16 folks of the process that we went through last time,  
17 we had the applicants -- they filled out the online  
18 application. We met to sort of, you know, decide  
19 which applicants would move forward to be invited to  
20 interview. And those applicants -- because some of  
21 the applicants were not qualified, they did not meet  
22 the qualifications, for whatever reason.

23 So the applicants that we invited to  
24 interview, we sent them this pre-interview  
25 questionnaire. And we renamed it a pre-interview

1 questionnaire because then the applicants had 50 words  
2 to answer these questions, and this helped us, as  
3 interviewers then determine, like, where we wanted to  
4 probe further, you know, what we wanted to sort of,  
5 you know, other questions that it might have brought  
6 up, and also sort of helped us know a little bit about  
7 their experience, sort of, outside of their resume,  
8 letter of interest, and recommendations.

9           So just with that caveat, this would be  
10 the -- these questions would be distributed to only  
11 the folks that are invited to interview, and we would  
12 give them a deadline for when they need to have it  
13 filled out, so that then the members of the committee  
14 had time to review them before the interviews. And  
15 then during the interview process, we actually did not  
16 ask these questions, but we were able to ask whatever  
17 questions that we wanted to based on that.

18           So is that clear to everybody, just  
19 what this document is? Because we had a little bit of  
20 a conversation about it too. We had to, like, remind  
21 ourselves -- Allegra helped us, you know, remember the  
22 history of this document. Any questions about that,  
23 y'all? Okay.

24           So we did not make a lot of changes on  
25 these interview questions. We thought they were all

1 pretty good. We did get rid of one question, which  
2 was Question No. 8. And is anyone interested in what  
3 that question was? We replaced it with a different  
4 question. I can pull up the old version here real  
5 quick. So the question that we replaced that was the  
6 former number 8 was, "Give an example of a time when  
7 you were asked by a supervisor or person of influence  
8 to do something unethical and how did you handle it?"

9           So -- and I think Patty expressed that  
10 this sort of assumed that people have been asked to do  
11 unethical things, and we don't know that to be true.  
12 And so we just sort of got rid of that question and  
13 instead added a question about -- the employment  
14 question, which was the one, Madam Chair, that you  
15 were requesting we added, which is "In the last five  
16 years of employment, have you received any type of  
17 reprimand or warning on your conduct, or have you been  
18 disciplined based on your behavior or conduct?"

19           THE CHAIRWOMAN: And I think that came  
20 to us via the former superintendent now, Russell Toal.  
21 He sent us that information. I do have one question  
22 about Question No. 1. It seems like a really, really  
23 long, detailed question. It is 50 words, I think, in  
24 its own right. And so I don't know if that could  
25 possibly be two questions. It just seems really,

1 pretty --

2 MS. WILLIAMS: Complicated.

3 THE CHAIRWOMAN: Yeah. Complicated.

4 And

5 I -- you know, I think the second half, "to recruit,  
6 hire, evaluate and the best professional, you know,  
7 expertise to carry out the mission of the OSI" as  
8 opposed to all of this -- sorry about that. But if  
9 there's some reason to have all of these,  
10 "consistency, objectivity, professionalism to  
11 implement" -- I think that's hard to answer in 50  
12 words.

13 MS. CARPENTER: Madam Chair, if I may,  
14 I agree with your assessment, and I'm sorry I didn't  
15 think to bring this up in the subcommittee meeting. I  
16 personally think that one of the first questions  
17 should have something to do with understanding the  
18 balancing of consumer and industry that relates to  
19 this job.

20 And I'm not sure which -- it might be  
21 an issue of reordering, because if we put that  
22 question later, the person answering will have less  
23 that they need to say. I think it's a good question.  
24 I just think perhaps throwing it out, fishing at  
25 first, is a little rough.



1 MS. FORD: Yeah. Maybe we could, just  
2 to make a suggestion, Members, is to just switch  
3 Question 3 and Question 1. So we would lead with,  
4 "How would you balance the interests of protecting the  
5 insurance consumer, insuring company's solvency to pay  
6 claims, and maintaining a robust insurance market,"  
7 with Question No. 1. What do folks think about that?

8 THE CHAIRWOMAN: Could you say that  
9 again, Jennifer?

10 MS. FORD: I would propose just  
11 switching 3 and 1 so that we start with Question 3, so  
12 we would rename that as Question 1, and then we  
13 replace No. 3 with the management experience question.

14 MS. WILLIAMS: We could take 15 words  
15 out by removing the parenthetical and just say "Based  
16 on your management experience" instead of -- we will  
17 know about some of their management experience. And  
18 so we don't have to say, "Including the numbers and  
19 type of employees you've had authority to hire and  
20 supervise." We could take that out to make it less  
21 imposing of a question.

22 THE CHAIRWOMAN: Yes. I think that's  
23 right. "How has the necessary organizational  
24 structure to recruit, hire, evaluate, and manage the  
25 office staff to secure expertise, consistency,

1 objectivity" -- I think that makes it a little  
2 clearer, too.

3 MS. WILLIAMS: Do we need all four of  
4 these, "expertise, consistency, objectivity, and  
5 professionalism"? Can we distill that down?

6 THE CHAIRWOMAN: Say what?

7 MS. WILLIAMS: Why do we need  
8 "expertise, consistency, objectivity, and  
9 professionalism"? Isn't there one word that kind of  
10 encompasses all of those?

11 THE CHAIRWOMAN: I think we can say  
12 "the best expertise and professionalism to implement"  
13 and take out --

14 MS. WILLIAMS: Consistency and  
15 objectivity?

16 THE CHAIRWOMAN: I mean, that's  
17 something that's a little bit in the weeds, I think,  
18 to put all those qualifiers in there.

19 MS. WILLIAMS: "To secure expertise and  
20 professionalism to implement." Especially if it comes  
21 after the balancing question like Commissioner Ford  
22 suggested.

23 THE CHAIRWOMAN: I mean, some of these  
24 things we can ask in the interview process, about  
25 objectivity, those kinds of things, I think -- and we

1 should ask them.

2 MS. ROMERO: So we want to remove  
3 "consistency" and "objectivity"?

4 THE CHAIRWOMAN: And then -- so if we  
5 took out, based on Patty's suggestion, "Based on your  
6 management expertise, how would you ensure that the  
7 office has the necessary organizational structure to  
8 recruit, hire, evaluate, and manage the office staff  
9 to secure expertise and professionalism in  
10 implementing the insurance code for all lines of  
11 insurance" -- or "implementing and enforcing."

12 MS. WILLIAMS: Based on the Chair's  
13 observation that this question was over 50 words, does  
14 that mean we're asking them to give us one-sentence  
15 answers for all of these?

16 THE CHAIRWOMAN: Well, it says, "Limit  
17 yours to 50 words or less."

18 MS. WILLIAMS: Right. So we're giving  
19 them one sentence to answer each of these questions.  
20 Do we want to give them 100 words?

21 MS. FORD: I don't want to read that  
22 much.

23 MS. WILLIAMS: But it's only one  
24 sentence. Like, this question is 50 words.

25 MR. RYCRAFT: Well, I think, going back

1 to the fact, how do you answer that in 50 words,  
2 still? I mean, that's a lot.

3 MR. ROMERO: Yeah.

4 MS. CARPENTER: Okay. Madam Chair, I  
5 agree with Ms. Williamson's suggestion. I would say  
6 we should create a higher word limit. I don't recall  
7 last time that -- I feel like -- maybe we should leave  
8 it to lines. Maybe it was intended to be, like, 25  
9 lines or something. I don't know. Maybe words is the  
10 wrong way to do it.

11 MR. RYCRAFT: What's the form like? Is  
12 it a field that expands, like --

13 THE CHAIRWOMAN: It's like this. The  
14 form will look like this to them.

15 MR. RYCRAFT: It's got a box? I guess  
16 if we can control how big the box is --

17 MS. ROMERO: I can add a text box in  
18 there --

19 MS. FORD: Well, isn't this --

20 MS. ROMERO: And I can add words or I  
21 can add lines in there. It doesn't matter. Whatever  
22 the committee decides.

23 MS. VAZQUEZ: This is Ms. Vazquez.  
24 Does it have the ability to do a word count?

25 MS. ROMERO: I'm sure there's a way,

1 but I don't know how to do that. I can figure it out.  
2 We can have IT help us do this as well.

3 THE CHAIRWOMAN: You mean for -- are  
4 you saying for their answers, Nora?

5 MS. VAZQUEZ: Yes. I mean, I have seen  
6 that in other places that I've dealt with in the past,  
7 and when it has a word count, it has the ability or  
8 the software that if they use it, has the ability to  
9 keep up with the word count.

10 MS. CARPENTER: Madam Chair, by way of  
11 reminder, last go-around, conveniently, we ended up  
12 finding, I believe it was eight applicants that we  
13 invited to interview. So we were sending this form to  
14 eight people. And, therefore, all the committee  
15 members reviewed eight applicants' answers to all of  
16 these questions in advance of arriving for the  
17 interviews, as we prepared.

18 So this actually might be something  
19 that we want to hold on deciding how much information  
20 we want from these people. We don't have to decide  
21 this right now because we don't know how many people  
22 we're going to choose to invite to interview. And  
23 knowing that information might inform how much detail  
24 we want.

25 THE CHAIRWOMAN: I think that's a good

1 point, Allegra. So what I would suggest is that we  
2 not necessarily approve this document since it's not  
3 going out with the advertisement and it's not going to  
4 be with the job description. And people like me that  
5 have ideas about changing a question, we can work on  
6 that so we have it ready if we decide to ask a  
7 question like this, and then we can think about the  
8 word limit.

9 MS. WILLIAMS: And, again, I think Ms.  
10 Ford's going to bring this up, because of the timeline  
11 and planning, at whatever meeting we have where we  
12 actually do the distilling down of who we're sending  
13 invites to, that could be the meeting where we  
14 re-review this document.

15 THE CHAIRWOMAN: Yeah. I think that's  
16 right.

17 MS. WILLIAMS: But I do want to note,  
18 just looking at it, that half of the questions are  
19 over 50 words. So I've read it several times while  
20 we're sitting here, so it's not that much reading.

21 MS. FORD: Yeah. I would agree with  
22 Patty on that one. And just in terms of the ordering,  
23 actually, after I look at it, I think maybe we should  
24 start with Question 2, "Describe your view of the role  
25 of the superintendent in regulating the insurance

1 industry in the state," because it seems like that is  
2 the one that's, like, "What is your big vision?" And  
3 then maybe we could ask about -- and then we could  
4 maybe move to Question 3. So I have some ideas about  
5 the order of the questions. So do we want to just  
6 move that whole discussion, Madam Chair, to that  
7 meeting where we -- and then we can sort of come back  
8 to this document?

9 THE CHAIRWOMAN: Yes. I think that's a  
10 good decision. You know, the last time we did this, I  
11 came in kind of in the middle of the process. There  
12 were already applications filed when I came in, and  
13 then -- so I was more going forward where we  
14 interviewed people. And as I remember it, we did --  
15 we had some other questions that we had -- not pre-  
16 interview questions that we assigned or that we talked  
17 about among the committed, and we ad-libbed a little  
18 bit. So yeah.

19 MS. ROMERO: Are we looking at the  
20 ratings sheet that --

21 THE CHAIRWOMAN: Right.

22 MS. ROMERO: That the subcommittee --

23 MS. FORD: Can I also just -- I just  
24 want to flag one thing that we did add in addition  
25 that wasn't on the old form, which is just an

1 attestation that "All these answers are true and  
2 correct." I think Mr. Santos has made us, like,  
3 rethink, you know, just making sure that people are  
4 actually saying "Yes, I attest that is true and  
5 correct to the best of my knowledge" or whatever. So  
6 we added, you know, something that they have to sign  
7 when they submit this document as well. So I know  
8 we're going to put this off to the next meeting, but  
9 just wanted to alert committee members to that  
10 addition to this document.

11 THE CHAIRWOMAN: Okay.

12 MS. FORD: Do we want to move on to  
13 the -- I think, is it the ad that's next?

14 THE CHAIRWOMAN: Yeah. The  
15 advertisement wording, which is the last document in  
16 this group -- in this part of the discussion.

17 MS. FORD: So the advertisement, we did  
18 not change very much. We -- I think we just made  
19 very, very minimal word changes. It's pretty much  
20 very similar to the ad that we placed in -- what was  
21 it? I don't even remember what year it was. Almost  
22 three, four years ago.

23 MS. ROMERO: 2019, I believe.

24 MS. FORD: 2019. Thank you, Ms.  
25 Romero. Subcommittee members, did we have anything to



1 add to that? We talked a lot about where we want to  
2 advertise and we have some discussion about that, but  
3 for the document, we didn't make much changes to it,  
4 besides updating it.

5 THE CHAIRWOMAN: Okay. Any questions?  
6 Okay. So do you think we need a formal approval of  
7 the documents that we're not setting aside, or?

8 MS. JOE: I think it would be helpful  
9 just for formality purposes.

10 THE CHAIRWOMAN: Okay.

11 MS. JOE: And I believe you said you're  
12 tabling the interview questions?

13 THE CHAIRWOMAN: Right. So the first  
14 two documents, the job description and the online  
15 application are the two that we would be approving.  
16 Is there a motion to do that?

17 MR. YURCIC: I'll make a motion.

18 MS. WILLIAMS: Second.

19 THE CHAIRWOMAN: Scott and Patty. All  
20 in favor, say "Aye."

21 MS. FORD: Aye.

22 MR. RYCRAFT: Aye.

23 THE CHAIRWOMAN: Oh. I should do a  
24 roll call.

25 MS. FORD: Madam Chair --

1 MR. RYCRAFT: If nobody declines, then  
2 we know everybody said yes.

3 MS. FORD: Yes.

4 THE CHAIRWOMAN: Okay. Okay.

5 MS. FORD: Maybe, Madam Chair, you  
6 could say, "All in favor, say 'Aye,'" and then "Any  
7 opposed," just so that if anybody is opposed, then you  
8 can hear them.

9 THE CHAIRWOMAN: I used to do that.

10 MS. FORD: I know you did.

11 THE CHAIRWOMAN: Any opposed? Okay.

12 Thank you. All right. So now we're going to move  
13 onto the time period for the advertisements. And this  
14 is -- do you want to walk us through what the  
15 committee is suggesting, Jennifer, or anything? It's  
16 pretty straightforward here, but.

17 MS. FORD: Yeah. I'd be happy to. So  
18 Madam Chair, we had a lot of discussion. We wanted to  
19 make sure that the applicants had -- you know, that we  
20 were able to advertise in multiple publications, that  
21 we cast a wide net, and, you know, that was really --  
22 thank you for that suggestion, how do we really try to  
23 make it a nationwide search so we can get more  
24 applicants into our pool.

25 So we feel like this timeline is doable

1 within the window. A lot of the members on the  
2 committee, our terms expire in the end of June. So we  
3 also wanted to make sure, you know, that there wasn't  
4 too much of a sense of urgency that we, you know, push  
5 the process where we wouldn't get good applicants, but  
6 that we would also have enough time so that the  
7 current committee members could see the process  
8 through. So I just want to thank the committee  
9 because we did put a lot of thought into this  
10 timeline.

11 So what we propose is to have the  
12 online application developed and tested through the  
13 end of the month. We know it's going to take time to  
14 get the tech up and running to test the system to make  
15 sure that it works and it's secure. We have the  
16 committee meeting, which is today, where we would  
17 finalize all those documents.

18 We also propose that we would set the  
19 March committee meeting, so I'll go through the  
20 timeline and we'll talk a little bit about that March  
21 committee, but that's the one that we talked about,  
22 Madam Chair, that would include -- we would go over  
23 those interview questions, we would go through the  
24 actual online applications, sort of, you know, sort  
25 them out for who's qualified and who's not and

1 determine who the applicants would be for interview.

2 February 1st is our goal. We would  
3 love to get that online application ready and live on  
4 February 1st so that we were able to advertise from  
5 the 1st through the 15th, or whatever two-week period  
6 we could get, because, of course, some of the  
7 deadlines for some of the publications are at  
8 different dates. And so, you know, we wanted to try  
9 to get at least two-week advertisements in as many  
10 publications as possible. But, of course, we need  
11 that online application to be live first before we do  
12 that. We set the application deadline at March 15th.  
13 That would give everyone a good 30 days to be able to  
14 submit their applications.

15 March 16th through the 24th, individual  
16 committee members would be able to review the  
17 applications so that they were ready for that March  
18 committee meeting, and just making sure that we're  
19 selecting the applicants that are, in fact, qualified  
20 to apply and to be invited to interview.

21 And then March 27th through 30th, we  
22 propose that week -- hopefully, that's not the week  
23 that everyone's on spring break. I know that's not  
24 APS spring break, so that's good. But, you know, we  
25 propose March 27th through the 31st, that week, that

1 we would schedule a committee meeting to decide on  
2 those final applicants.

3 Then, just to remind committee members  
4 of that process, then the applicants would be notified  
5 of the interview date, the pre-interview questionnaire  
6 would be sent to them, and they would be given a  
7 deadline to complete those pre-interview questions.  
8 And then we would schedule, at that March meeting, the  
9 dates in the month of April that the committee members  
10 would, you know, be able to preview the  
11 questionnaires, and then we would schedule those  
12 interviews a little bit closer to April, when people  
13 kind of know where they are and what they're doing.  
14 Committee Members, did I miss anything, or do you have  
15 anything that you would like to add?

16 MS. WILLIAMS: The list of proposed  
17 publications, we did think about that. It's every  
18 state that's contiguous to ours, you know, and some  
19 national publications and then covering all four  
20 quadrants of the state. But it's weird -- you know,  
21 we have Oklahoma and Utah and Texas and Colorado and  
22 Arizona. So those are all the states that touch us  
23 and we did think about that.

24 MS. CARPENTER: Madam Chair, can I add,  
25 we also kept the advertisement size really, kind of,

1     tight with not a lot of bells and whistles, because we  
2     wanted it to be generic enough to meet the  
3     requirements of any of these publications without  
4     having to have different versions for different  
5     publications.

6                     THE CHAIRWOMAN:   So I want to ask  
7     Scott, is there any value in advertising in the New  
8     Mexico Independent Agent?  Do they have a newsletter  
9     or something?

10                    MR. YURCIC:   It's a quarterly.  I think  
11     they use a quarterly letter.

12                    THE CHAIRWOMAN:   Okay.

13                    MR. YURCIC:   So I think --

14                    THE CHAIRWOMAN:   I'm just thinking of  
15     people with insurance experience --

16                    MR. YURCIC:   Insurance background.  But  
17     I think now we're getting the national associations  
18     too, as well, so I feel comfortable spreading out --

19                    THE REPORTER:   Hi.  I'm sorry to  
20     interrupt.  Mr. Yurcic, I'm having a hard time hearing  
21     you clearly.  If you could just speak a little bit  
22     louder for the record?  Thank you.

23                    MR. YURCIC:   Certainly.  As far as the  
24     decision not to advertise in that, I believe it's a  
25     quarterly publication, so that wouldn't fit our

1 timeline. And with ourselves going into the states  
2 adjacent to us and the IC, I think we'll be hitting  
3 insurance people on all sides. I mean, and we do pay  
4 better than the other states around us as well.

5 THE CHAIRWOMAN: Right.

6 MR. YURCIC: So I think we have a  
7 potential of bringing in some quality applicants.

8 THE CHAIRWOMAN: Okay. And I guess  
9 they said whatever we spent, we could have; right?  
10 The message I got was --

11 MS. ROMERO: Yeah. Yes. Our budget --

12 THE CHAIRWOMAN: We decide where we're  
13 going to advertise and --

14 MS. ROMERO: And OSI will make it  
15 happen. Yes. That is --

16 THE CHAIRWOMAN: Since most newspapers  
17 make all of their money off of this kind of stuff and  
18 people dying, obituaries, you know, it's not going to  
19 be cheap.

20 MS. ROMERO: Yeah.

21 THE CHAIRWOMAN: And so if there's any  
22 issue with that, I guess you should get back to us  
23 with as many papers that we would like to advertise  
24 in.

25 MS. ROMERO: Yes.

1 THE CHAIRWOMAN: And, Jennifer, could  
2 you clarify, we're going to try to advertise over a  
3 two-week period, the 1st through the 15th, from the  
4 time it goes -- the application goes live?

5 MS. FORD: Yes. So Madam Chair, the  
6 idea would be that as soon as we can get in the  
7 advertising, once the application is live and Ms.  
8 Romero's going to do some research about what the  
9 deadlines are and when they are -- I mean, you know,  
10 it's going to be different for every publication --  
11 that our intent would be to advertise for two weeks.

12 So if, for example, we weren't able to  
13 get an ad in in Santa Fe, New Mexico until the 5th or  
14 something, we would hopefully be able to advertise  
15 through the 20th. And it doesn't really matter  
16 because, you know, the deadline for application is not  
17 until March 15th, so it's still plenty of time. It  
18 just, you know, because we can't really -- you know,  
19 we can't really predict when they'll be able to place  
20 the ad, you know, we just want the bulk to be two  
21 weeks if we can get it.

22 THE CHAIRWOMAN: Okay. So one of the  
23 things we'll have to do is go back and make sure that  
24 we have this application deadline included in the  
25 previous things we approved.



1 MS. ROMERO: Okay.

2 THE CHAIRWOMAN: Okay? If this wasn't  
3 --

4 MR. YURCIC: And I guess we need to  
5 have information back on when that application is  
6 prepared so that we know when the starting --

7 THE CHAIRWOMAN: Can you speak up for -  
8 -

9 MR. YURCIC: Yeah. Just to make sure  
10 that we have feedback on that online application being  
11 operable.

12 THE CHAIRWOMAN: Right.

13 MR. YURCIC: And however that  
14 communication comes back to us.

15 MS. ROMERO: Okay.

16 MS. JOE: And then just -- this is  
17 Valerie. Tying into that, I noticed on the job  
18 description it has an interview date. So should it  
19 say something like "April or May, date to be  
20 determined," something like that?

21 THE CHAIRWOMAN: Yeah. I think "to be  
22 determined," don't you, on the --

23 MS. JOE: Okay.

24 THE CHAIRWOMAN: Where does it say  
25 that?

1 MS. JOE: The very --

2 THE CHAIRWOMAN: Oh. In the job  
3 description. Yeah.

4 MS. ROMERO: So "to be determined" on  
5 that part?

6 THE CHAIRWOMAN: Is that acceptable,  
7 "Interview date to be determined," in the job  
8 description, since we -- unless we set up --

9 MR. RYCRAFT: I would suggest --  
10 Allegra, you're on mute, so I get to talk over you.  
11 Go ahead.

12 MS. CARPENTER: No, sir. You're ahead  
13 of me.

14 MR. RYCRAFT: No. I think you started  
15 talking first. We just couldn't hear you.

16 MS. CARPENTER: I think we're probably  
17 going to say the same thing. I think we should,  
18 again, for ease of applicants -- because serious  
19 people -- we're hoping serious people are applying;  
20 right? And serious people have, you know, life  
21 obligations. So I think we should give them an  
22 outside deadline. So you know, "Interviews to be  
23 conducted in Santa Fe, New Mexico by date XYZ."

24 THE CHAIRWOMAN: You're suggesting we  
25 put that in the job description?

1 MS. CARPENTER: Well, I think it needs  
2 to be somewhere. I mean, wherever we're talking about  
3 the deadline --

4 MS. JOE: Or we could just leave the  
5 interview date off for now and maybe put it in the  
6 questionnaire that goes out later when we have more of  
7 an idea of what the timeline will be, because right  
8 now, we don't even know when it's going on.

9 THE CHAIRWOMAN: Yeah.

10 MS. JOE: So it's kind of hard, I  
11 think, to pinpoint a time for this right now.

12 MR. RYCRAFT: Yeah. That's what I was  
13 going to suggest, trying to pinpoint one now because,  
14 well, the 8th, Easter, the 15th is probably not bad,  
15 and then, you know, you just keep pushing it out. I  
16 don't know if we could target a date like the 15th or  
17 not.

18 THE CHAIRWOMAN: What if we just said,  
19 "Interviews to be conducted in the month of April,"  
20 and then they will be, you know, on an individual  
21 basis in the month of April? And then that way -- and  
22 then as soon as we do the final applicants, then we  
23 can give them what, probably two or three weeks'  
24 notice. But I understand what Allegra's saying.  
25 Being a non-serious person who's trying not to have

1 any obligations, I understand there are serious people  
2 who have obligations.

3 MS. JOE: So it could be "Interview  
4 date expected, April," or "end of April 2023."

5 MR. YURCIC: Or do we want to put a  
6 date down of when the position's going to be filled,  
7 May 1st?

8 MS. WILLIAMS: Before May 1st?

9 MR. YURCIC: Before May 1st. That way,  
10 they know, if they are from New York City or whatever,  
11 they can make arrangements, but at least we have a  
12 deadline of, we would like to fill this position by  
13 May 1.

14 MS. WILLIAMS: I think it's smart, like  
15 Allegra said, to say it's going to be in Santa Fe,  
16 unless we're going to let them Zoom.

17 MR. YURCIC: Or last time we had a  
18 mutual venue in Albuquerque.

19 THE CHAIRWOMAN: Yeah. Where it's  
20 easier. They might want to do it in Albuquerque where  
21 people can get in and out if they're coming from out  
22 of state.

23 MR. RYCRAFT: So if we have a May 1st  
24 deadline, last time, how long did it take after you  
25 did the interviews to actually make that -- get to the

1 point where a superintendent was hired? A couple  
2 weeks?

3 THE CHAIRWOMAN: We did it that --

4 MR. YURCIC: We did it that day.

5 MR. RYCRAFT: Oh. Same day? Okay.

6 THE CHAIRWOMAN: Yeah. We did it that  
7 day. All right.

8 MS. FORD: Madam Chair, I have a quick  
9 question. If we put when the interviews are, is there  
10 going to be an expectation that everyone who applies  
11 is going to get an interview? How do we word that?

12 THE CHAIRWOMAN: No.

13 MS. FORD: Okay.

14 THE CHAIRWOMAN: I think we just have  
15 to say, "Finalists will be interviewed," if we put it  
16 in there, but I understand what you're saying. We  
17 have to phrase it in a way that doesn't make --

18 MS. WILLIAMS: Do we want to move this  
19 to the pre-interview question form?

20 MS. JOE: I mean, you can say  
21 that -- like Scott said, that you can expect this  
22 position to be filled by May 1. This way, they just  
23 have a total expectation of how long the whole process  
24 will take. And then on the pre-interview  
25 questionnaire you can say "Finalists who are selected

1 should be expected to come to an interview in  
2 Albuquerque, New Mexico" and then we'll know more at  
3 that time.

4 MR. YURCIC: That would make it sound  
5 like only those who need know --

6 THE CHAIRWOMAN: What do you think  
7 about that idea, Jennifer?

8 MS. FORD: Yeah. I think that is  
9 probably a little bit more transparent, also because  
10 we just came out with, like, all these third dominos  
11 that could potentially fall, so our expectation is  
12 that it's to fill the position by May 1st; is that  
13 what we're thinking?

14 THE CHAIRWOMAN: Right. And then we  
15 can ask on the interview questions when we redo that,  
16 we can ask them -- we can say, "Interviews will be  
17 conducted in Albuquerque, New Mexico on such and such  
18 date," as just a footnote.

19 MS. FORD: Yeah. I think that's a  
20 great idea.

21 MS. WILLIAMS: So do we want to put  
22 that in the term of service section? It's four years  
23 from date of appointment. The commission expects the  
24 appointment to be done before May 1st.

25 MR. RYCRAFT: Doesn't the governor make

1 the appointment? Don't we recommend or nominate  
2 somebody? No. We do. Okay.

3 THE CHAIRWOMAN: Okay.

4 MR. RYCRAFT: Wow. We have more power  
5 of authority than I thought.

6 MS. CARPENTER: Madam Chair, may I?  
7 Because we have a very unique committee. We are  
8 extraordinarily unique in the role of government  
9 because this job has been pulled out of the idea that  
10 the governor appoints. The governor appoints half of  
11 us to this committee, the legislature chooses half of  
12 us, we choose Diane Denish to be our fantastic  
13 chairwoman, and we are the hirers and firers of this  
14 position. And it's in the constitution. It was added  
15 to the constitution very recently. This is a new  
16 agency. It's only existed in the Martinez  
17 Administration and now the Lujan Grisham  
18 Administration.

19 So what we do is very important. How  
20 we do it is very important because we are setting up  
21 how this will go for a long time. And we want this to  
22 be a very solid foundation. And I'm not -- this is  
23 something we all need to keep in mind.

24 THE CHAIRWOMAN: I can't remember  
25 exactly how it happened. It seemed like Russell Toal

1 came into the process fairly later, after the first  
2 group came in; is that right? Or maybe there wasn't a  
3 deadline for applications. But what I'd like to say  
4 is saying that we'd like to fill this by May 1st does  
5 not preclude us from extending the conversation if we  
6 feel like that's necessary. So I think if we tell  
7 them that's our goal and then we come back and we --

8 MS. JOE: So we can just leave it off  
9 this posting; right?

10 THE CHAIRWOMAN: Yeah.

11 MS. JOE: Until we know, until we see  
12 what the candidates are, and then when it comes to the  
13 pre-interview questionnaire, we can set up more  
14 expectations or open it up again if you all feel you  
15 need more candidates. You know, like you said,  
16 nothing is set in stone at this point and it's good to  
17 be transparent, but it's also good to allow yourself  
18 flexibility to move the way you need to move.

19 THE CHAIRWOMAN: Right.

20 MS. JOE: If we don't know what'll  
21 happen.

22 THE CHAIRWOMAN: Yeah. I mean, I think  
23 we would take a little bit of the burden off of  
24 Jennifer if she starts getting inquiries to that  
25 effect. But -- so what's the pleasure of the



1 committee?

2 MR. RYCRAFT: I'd say leave it off  
3 until we know.

4 THE CHAIRWOMAN: Leave it off?

5 MR. RYCRAFT: Leave it off. Yeah.

6 MS. FORD: I would support that as  
7 well.

8 THE CHAIRWOMAN: Okay. So we'll leave  
9 it off until we -- I'm sorry, Nora. Could you speak  
10 up a little bit?

11 MS. VAZQUEZ: I say leave it off. I  
12 mean, I deal with applications all the time in my  
13 role, and locking yourself in a date really can put  
14 yourself in a position, if you don't get the pool  
15 you're looking for and you have to go over that date.  
16 I think the best approach would be to leave it off and  
17 then add it to the pre-interview questions.

18 MS. WILLIAMS: I would agree.

19 THE CHAIRWOMAN: Okay. So it seems  
20 like we have a consensus. We'll leave it off.

21 MS. JOE: So no interview date and  
22 nothing added to the terms of service. Understood.

23 THE CHAIRWOMAN: Right. So as we look  
24 through this, primarily for the committee now, not the  
25 interviewees, the four people on the committee put

1 together this schedule. So I assume we think that's a  
2 workable schedule for most of you, and the rest of us  
3 have plenty of time to make it workable for us. We'll  
4 have to set our March committee date.

5 MS. WILLIAMS: I'm set for trial the  
6 week that we're deciding final applicants, but I can  
7 have reviewed the applications before then, if that  
8 trial goes. Sometimes they don't. And set forth my,  
9 you know, pick-outs.

10 THE CHAIRWOMAN: Right. Okay.

11 MS. WILLIAMS: But I might not be able  
12 to make it to anything that week.

13 MS. FORD: Do we want to push it out a  
14 little bit, Madam Chair, or, Patty, do you not know  
15 how long your trial will be?

16 MS. WILLIAMS: My trial -- no. I  
17 don't, Jennifer. It's on a trailing docket, so we  
18 don't know necessarily when it's going to start or not  
19 start. But it is one that's likely to go. But I  
20 think I can have input and not slow up the process.

21 THE CHAIRWOMAN: Yeah. Because we  
22 would push it farther down the road.

23 MS. WILLIAMS: Rather than move it up.

24 THE CHAIRWOMAN: Okay. So we need to  
25 think about our individual commitments to review

1 applications. I'm just looking at this. Okay. So  
2 the week of the 27th through the 31st of -- just  
3 looking at calendars -- we might as well talk about  
4 what that date will be. So what about either -- I  
5 mean, it seems like Tuesday, Thursdays are -- middle  
6 of the week are good for us. So 28th, 29th, 30th?

7 MR. RYCRAFT: Yeah.

8 MS. WILLIAMS: Allegra and I both have  
9 a video hearing on the 28th.

10 MS. CARPENTER: Right.

11 MS. VAZQUEZ: Excuse me. Madam Chair,  
12 will this be conducted in Albuquerque or Santa Fe?

13 THE CHAIRWOMAN: What about the 29th?  
14 That would be a Wednesday, middle of the week.

15 MS. FORD: Madam Chair, I have -- that  
16 day's pretty tough for me, honestly.

17 THE CHAIRWOMAN: Okay. How about the  
18 30th, the next day? Are all those dates tough for  
19 you, Jennifer?

20 MS. FORD: No. The 30th would work for  
21 me.

22 THE CHAIRWOMAN: Okay.

23 MS. ROMERO: Ms. Vazquez is asking if  
24 it'll be conducted in Santa Fe or in Albuquerque.

25 THE CHAIRWOMAN: Well, this is just our

1 committee meeting to decide on our final -- what would  
2 be the pleasure of the committee?

3 MR. RYCRAFT: So you're talking about  
4 the subcommittee? Just the --

5 THE CHAIRWOMAN: Well, we're talking  
6 about a full committee hearing, I think.

7 MR. RYCRAFT: It is whole. Okay.  
8 Okay.

9 THE CHAIRWOMAN: To decide. So I'm  
10 going to suggest we do it in Albuquerque. And we'll  
11 find a location that can also accommodate Zoom if,  
12 Allegra, you're not going to be in town or --

13 MS. CARPENTER: Madam Chair, I think  
14 all of these -- with the exception of the interviews  
15 themselves -- I think these procedural meetings should  
16 be available by Zoom for the convenience of everyone.

17 THE CHAIRWOMAN: I think that's right,  
18 especially for committee members. But we need to make  
19 sure we have a good location that has good mechanics.

20 MS. ROMERO: I'm not sure the  
21 Albuquerque office has Zoom capabilities. This room  
22 wasn't Zoom-capable until two days ago that we were  
23 able to get somebody in here to do this right away.

24 THE CHAIRWOMAN: We'll get a conference  
25 room at the Bar.

1 MS. WILLIAMS: Conference room at the  
2 Bar. My office is Zoom-capable.

3 MR. RYCRAFT: Oh. Yeah.

4 THE CHAIRWOMAN: But we can offer some  
5 suggestions of places that have Zoom capability that's  
6 not at the office.

7 MS. ROMERO: Okay. That would be  
8 great.

9 MS. WILLIAMS: Can you carry that thing  
10 around, Jennifer?

11 MS. ROMERO: No. Because it has to  
12 reach the -- be in zone with the TV.

13 THE CHAIRWOMAN: Okay.

14 MS. ROMERO: I wish I could take it  
15 home with me. I mean, it's so cool.

16 THE CHAIRWOMAN: So we're in agreement  
17 that the application deadline is March 15th, and  
18 that's what we're going to put in the job description?

19 MS. JOE: Is it six weeks after the  
20 application goes live? Is that the determining factor  
21 for the application deadline?

22 THE CHAIRWOMAN: I don't think so. I  
23 think it's maybe to get it at least 30 days after, I  
24 think we're trying to accommodate different timelines,  
25 right, from where people see it?

1 MS. ROMERO: Yes. Because not all the  
2 publications will be able to post on the same day.

3 THE CHAIRWOMAN: Yeah. It's going to  
4 go live on the website on the 1st, so it would be. Is  
5 that acceptable?

6 MS. FORD: Yes. Madam Chair, I think  
7 that's almost six weeks. I don't think it's exactly,  
8 but so February 1st through March 15th would be the  
9 application period for --

10 MR. RYCRAFT: Well, there's really no  
11 way for anybody to know about it when it goes live  
12 until they see an advertisement; right?

13 MS. FORD: Yeah. I think there was  
14 some discussion about posting it on a website, though.  
15 What -- I can't remember. I'm sorry. Maybe Ms.  
16 Romero can clarify if there --

17 MS. ROMERO: The NAIC LinkedIn page.

18 MS. FORD: Yes. We can do that right  
19 away. And that reaches all the insurance  
20 commissioners throughout the country or insurance  
21 superintendents.

22 MS. ROMERO: That one is free and easy.  
23 I could post it today if we wanted to. But does the  
24 committee prefer that I try to get them all -- I mean,  
25 do you want me to post it on NAIC once it is live?

1 THE CHAIRWOMAN: I think the same day  
2 you do it on the website, post it on NAIC. Do those  
3 two consistently.

4 MS. ROMERO: Okay.

5 THE CHAIRWOMAN: And then see what you  
6 have to do with the other classified newspaper ads,  
7 the Bar, you know. But I think those two are bigger  
8 ones, I think, first.

9 MS. ROMERO: Okay. I can do that.

10 MR. ROMERO: And Allegra just texted me  
11 indicating she lost power, so that's why she's  
12 offline.

13 THE CHAIRWOMAN: Okay. Let's get back  
14 to the agenda here. Okay. So we've been over the  
15 timeframe to review applications, estimated interview  
16 timeframe for planning purposes. I think that also  
17 encompasses the estimated time to have this process  
18 completed, which we just talked about. And we're  
19 going to leave that off of any -- but I think for  
20 everybody here, we might want to be thinking about our  
21 April -- when we think we want to actually do the  
22 interviews, just to get it on our calendars.

23 MR. RYCRAFT: Well, we're meeting on  
24 the 30th; correct? We can confirm that date, March  
25 30th, for the next committee meeting?

1 MS. FORD: Yes. What was the time,  
2 Madam Chair, on that date, that we were --

3 THE CHAIRWOMAN: The 30th? That's the  
4 day we're going to determine who the final applicants  
5 are.

6 MS. FORD: Yes.

7 THE CHAIRWOMAN: Yeah. And so I'm just  
8 thinking for our purposes here, start thinking about  
9 how soon after that we would want to do those final  
10 interviews.

11 MR. RYCRAFT: Shouldn't be more than a  
12 couple weeks; should it?

13 THE CHAIRWOMAN: Yeah. I think we want  
14 to give people a couple of weeks to make plane  
15 reservations and plans or maybe a little longer, maybe  
16 three weeks after.

17 MS. WILLIAMS: Three? I understand  
18 there's certain people's terms that are expired in --

19 MS. ROMERO: Yes. June.

20 MS. WILLIAMS: June. Oh. So the April  
21 is --

22 MS. ROMERO: Terms expire.

23 MR. ROMERO: Madam Chair, just alerting  
24 you, I've got Allegra back online. I've got her on my  
25 phone. She can hear and she'll be able to participate



1 from this.

2 THE CHAIRWOMAN: Okay.

3 MS. ROMERO: I'm letting her in the  
4 room again.

5 MR. ROMERO: Oh. Good.

6 THE CHAIRWOMAN: So what if we said we  
7 would do interviews on April 20th? People have  
8 vacation plans, spring breaks --

9 MR. RYCRAFT: Oh. You're not doing it  
10 on a Saturday? That's a Thursday.

11 THE CHAIRWOMAN: Oh. It's the 19th.  
12 Okay. I thought we did it on a weekday last time.

13 MR. YURCIC: We did.

14 MR. RYCRAFT: Oh. Okay. I thought it  
15 was a Saturday thing. That's what I heard. Just  
16 trying to keep everything straight. I'm sorry.

17 THE CHAIRWOMAN: So Easter's on the  
18 9th. So we could do it, I think, either of the next  
19 two weeks. I would say the week of the 17th through  
20 the 20th would be a better timeframe for them to make  
21 their plans and for -- so how does April 20th seem to  
22 be for everybody?

23 MR. RYCRAFT: Fine with me.

24 MR. ROMERO: Looks good for me as well.

25 MS. FORD: Works for me, Madam Chair.

1 THE CHAIRWOMAN: You know, this is kind  
2 of the draft plan if something happens and we need to  
3 change it, we're not wedded to the date. But I'd just  
4 like for us to have it on there.

5 MS. ROMERO: What time do we propose  
6 the March 30th meeting?

7 THE CHAIRWOMAN: The March 30th meeting  
8 is Albuquerque. For those of you who want to come in  
9 person, you want a morning meeting or an afternoon  
10 meeting on the 30th?

11 MR. YURCIC: I can do either. If you  
12 want to do morning, ten o'clock is --

13 THE CHAIRWOMAN: Dale, if you were  
14 coming to that meeting on the 30th, would you rather  
15 have a morning or afternoon?

16 MR. RYCRAFT: Yeah. I will definitely  
17 come, and I would prefer morning.

18 THE CHAIRWOMAN: Morning.

19 MS. VAZQUEZ: Same for me. Morning  
20 works for me.

21 THE CHAIRWOMAN: Okay. So let's try  
22 for a 9 a.m. meeting. Nine o'clock meeting on the  
23 30th, at a Zoom-friendly -- if people have suggestions  
24 of conference rooms or places where we might do that,  
25 get them to Jennifer. But the New Mexico Bar, I

1 believe, has some -- if we need an attorney or  
2 somebody can do that.

3 MR. RYCRAFT: Yeah. They actually have  
4 really good technology there, so that's a good idea.

5 THE CHAIRWOMAN: And we also met at the  
6 Lottery before. They had Zoom capability. We didn't  
7 do Zoom there, but.

8 MS. ROMERO: The Bar and --

9 THE CHAIRWOMAN: And the New Mexico  
10 Lottery. We met there once or twice before. They  
11 have an audience thing and it's further up north  
12 from -- well, they're both kind of up north, so.

13 MS. ROMERO: Okay. I'll look into  
14 those.

15 MS. FORD: And, Madam Chair, I'll just  
16 churn this out real quick. I believe the State Bar  
17 would charge us to use their conference space, which  
18 is why we may have opted not to use it last time. The  
19 Lottery building is, I believe, because it's a state  
20 entity, we would get that facility free.

21 THE CHAIRWOMAN: Okay. Even though  
22 Russell Toal said we have unlimited budget, we can --  
23 taxpayer dollars at work; right? Yeah. So you can  
24 investigate that. I think that's right. I think the  
25 Bar does have a fee for -- okay. Are there other

1 items? If you're looking at your agenda in the  
2 proposed timeline and the various things, I think  
3 we've covered everything --

4 MS. ROMERO: I just want to double  
5 check that everyone -- that we want to post in all the  
6 proposed publications.

7 THE CHAIRWOMAN: I think we said we  
8 would post in every publication that's on the list for  
9 the subcommittee. There's several. Yeah.

10 MS. ROMERO: Okay. Thank you.

11 MS. ROMERO: You asked a question  
12 earlier about whether they would display ads or  
13 classified. And I aim for classified. So the quote  
14 that I got from Las Cruces said they were trying to  
15 push for display ad because it's more money, but our  
16 other job posting that we've done has been classified  
17 ad, and that's just as fine.

18 THE CHAIRWOMAN: Okay. And the journal  
19 quote was for --

20 MS. ROMERO: Seven days print and seven  
21 days online.

22 THE CHAIRWOMAN: Okay.

23 MS. WILLIAMS: Different time periods,  
24 or?

25 MS. ROMERO: Same time period.

1 THE CHAIRWOMAN: Yeah. Okay.

2 MS. ROMERO: And the others I'd have to  
3 do the research on still.

4 THE CHAIRWOMAN: Is there any public  
5 comment from our public out there?

6 MS. FOWLER: No. You guys are doing a  
7 great job.

8 THE CHAIRWOMAN: So we'll hear from  
9 Jennifer about our next meeting, where it's going to  
10 be. But we know the date when we're going to be  
11 there. So we'll do that. Is there any other business  
12 to be conducted?

13 MR. RYCRAFT: Can I just ask one more  
14 question? I'm sorry. How tentative is the  
15 application live date? I mean, it sounds like it's  
16 really uncertain. Is that true, or we're just being  
17 careful?

18 MS. ROMERO: I don't -- I haven't  
19 discussed with the IT person. Well, I did invite them  
20 and tell them the gist of what we're wanting them to  
21 do. But without having the committee approve the  
22 online application form, I wasn't really able to show  
23 him what we want to do. Now that I have that, I can  
24 talk to him and see, you know, if he can expedite this  
25 for us and get it done right away.

1                   Otherwise, I think I can manage  
2     completing the document and making it an interactive  
3     document. It will take me a little bit of time. And  
4     I also know how to post to our website. So worst case  
5     scenario, I will do it myself.

6                   MR. RYCRAFT: So the 1st is probably  
7     pretty safe?

8                   MS. ROMERO: Yes.

9                   MR. RYCRAFT: Okay. All right.

10                  THE CHAIRWOMAN: Okay. Any other  
11     business? If not, is there a motion to adjourn?

12                  MR. YURCIC: I'll make a motion.

13                  THE CHAIRWOMAN: Is there a second?

14                  MR. RYCRAFT: Second.

15                  MR. ROMERO: Second.

16                  THE CHAIRWOMAN: All in favor?

17                  MS. FORD: Aye.

18                  MS. CARPENTER: Aye.

19                  THE CHAIRWOMAN: Any opposed? I just  
20     do want to thank Jennifer and subcommittee in total,  
21     but Jennifer, thank you very much for taking on that  
22     responsibility and for all of you that gave time to  
23     the details here. So it made our lives so much easier  
24     today. I really do appreciate it, so thank you.

25                  MR. ROMERO: Yeah. Thank you very

1 much. It was great work.

2 MR. RYCRAFT: Great work. I agree with  
3 you. Thank you.

4 THE REPORTER: Okay. At this point, we  
5 are going off the record at 2:24 p.m.

6 (Whereupon, the meeting concluded at  
7 2:24 p.m.)

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**[goal - industry]**

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