

## CONFIDENTIAL PERSONNEL MATTER – SENATOR PAM ROACH

### **Adjusted Member/Staff Protocol because of lack of boundaries with caucus staff**

#### FINDINGS

- Staff are asked to spend an inordinate amount of time with Sen. Roach (Member) to detriment of their obligations to other members and to the personal lives of staff.
- Listening to Member recount past perceived slights by current members, former members, Leadership, lobbyists and party leaders—among others—is not an acceptable use of staff time.
- Staff are subjected to treatment by Member that violates the Senate’s prohibition on creating an “intimidating, hostile or offensive work environment.”
- Staff are asked to state their personal loyalties lie with the Member, and that this loyalty to the Member should supersede the staff’s loyalty to the caucus and their responsibilities to other members.
- Staff have left in the past because of this treatment. Continued staff departures are imminent if Member continues to make disproportionate demands on staff time and creating an “intimidating, hostile or offensive work environment.”

#### NEW MEMBER/STAFF PROTOCOL


- All contact with Caucus staff shall be between the Legislative Assistant and Caucus staff. Member shall not contact Caucus staff in person, via phone, email or through any other means.
- Work product will be produced by Caucus staff and sent back to the Legislative Assistant.
- Revisions by Member will handled in the same manner.
- New protocol will go into effect immediately.
- Caucus staff will be asked to report any violations of this protocol. Member may not ask staff to not report violations of this protocol.

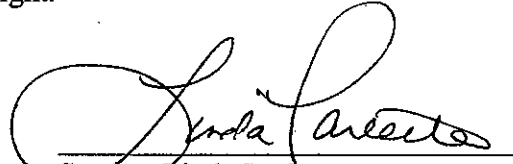
REEVALUATION

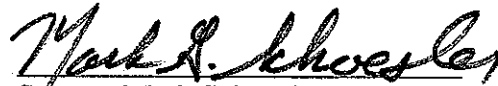
The preceding Protocol is subject to review and adjustment depending on mutual assent by senior Leadership and the Member.

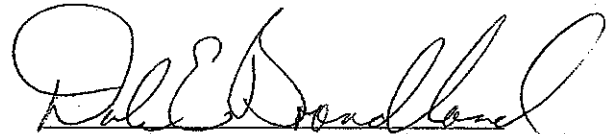
CONCLUSION

The below signed members of Senior Leadership bear witness to these Findings on this Thirteenth Day of March, Two Thousand and Eight.

  
\_\_\_\_\_  
Senator Mike Hewitt  
Republican Leader

  
\_\_\_\_\_  
Senator Linda Parlette  
Republican Caucus Chair

  
\_\_\_\_\_  
Senator Mark Schoesler  
Republican Floor Leader

  
\_\_\_\_\_  
Senator Dale Brandland  
Republican Whip

I agree to abide by the "Member/Staff Protocol" outlined above.

\_\_\_\_\_  
Senator Pam Roach

\_\_\_\_\_  
Date