Exhibit

1

McCALEB

VS.

LONG

MICHELLE LONG October 25, 2023



IN THE UNITED STATES DISTRICT FOR				
THE MIDDLE DISTRICT OF TENNESSEE				
NASHVILLE DIVISION				
DAN MOCALED Established Edition of				
DAN MCCALEB, Executive Editor of THE CENTER SQUARE,				
Plaintiff,				
vs. Case No. 3:22-cv-00439 MICHELLE LONG, in her official				
capacity as DIRECTOR of the				
TENNESSEE ADMINISTRATIVE OFFICE				
OF THE COURTS,				
Defendant.				
Deposition of:				
MICHELLE LONG				
MICHELLE LONG				
Taken on behalf of the Plaintiff				
October 25, 2023				
Commencing at 9:04 a.m. CST				
Lexitas Legal				
Jenny Checuga, LCR, RPR				
555 Marriott Drive Nashville, Tennessee 37214				

1	APPEARANCES				
2					
3	For the Plaintiff:				
4	MR. M.E. BUCK DOUGHERTY III				
5	440 North Wells Street, Suite 200				
6					
7	bdougherty@libertyjusticecenter.org				
8					
9	For the Defendant:				
10	MR. MICHAEL M. STAHL Assistant Attorney General				
11	Office of the Attorney General & Reporter PO Box 20207				
12	Nashville, TN 37202-0207 (615)741-3491				
13	michael.stahl@ag.tn.gov				
14					
15	For the Deponent, Rachel Harmon:				
16	MR. JOHN COKE				
17	Attorney at Law Administrative Office of the Courts				
18	511 Union Street, Suite 100 Nashville, TN 37219				
19	Nabir III 3, III				
20					
21					
22					
23					
24					
25					

1	INDEX		
2		Page	
3	<pre>0Examination By Mr. Dougherty</pre>	5	
4	Examination By Mr. Stahl	154	
5			
6	Further Examination By Mr. Dougherty	157	
7			
8			
9	EXHIBITS		
10	(None marked.)		
11	(None marked.)		
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			
25			

STIPULATIONS

The deposition of MICHELLE LONG was taken by counsel for the Plaintiff, at the offices of 500 Charlotte Avenue, Nashville, Tennessee, on October 25, 2023, by Notice for all purposes under the Federal Rules of Civil Procedure.

All formalities as to caption, notice, statement of appearance, et cetera, are waived. All objections, except as to the form of the questions, are reserved to the hearing, and that said deposition may be read and used in evidence in said cause of action in any trial thereon or any proceeding herein.

It is agreed that JENNIFER CHECUGA, LCR, RPR, and Court Reporter for the State of Tennessee, may swear the witness, and that the reading and signing of the completed deposition by the witness are not waived.

1 2 MICHELLE LONG, 3 was called as a witness, and having first been duly sworn, testified as follows: 4 5 6 EXAMINATION 7 QUESTIONS BY MR. DOUGHERTY: 8 Ο. Good morning. 9 Α. Good morning. 10 My name is Buck Dougherty, I'm an O. 11 attorney with Liberty Justice Center and I 12 represent the Plaintiff in this lawsuit, Dan 13 McCaleb. He's the executive editor of the 14 Center Square. And we'll go ahead and get 15 started with some introduction and kind of 16 ground rules and we'll talk a little bit about 17 that. 18 Have you ever had your deposition taken 19 before today? 2.0 Α. Only once. 21 Ο. And when was that? 22 Α. Over ten years ago. 23 Was that -- do you recall, was it a Ο. 2.4 particular lawsuit that you were involved in 25 or --

- 1 Α. It was not -- I believe I was deposed as a fact witness in a lawsuit involving hospitals 2 3 when I was working at the Tennessee Hospital Association. 4 And was that lawsuit filed in a Tennessee 5 Ο. state court? 6 7 I think it was federal. Α. Tennessee federal court? 8 Ο. 9 Α. Yes. Would that have been Middle District of 10 Ο. 11 Tennessee? 12 Α. Yes. 13 Okay. So you perhaps may recall, you Ο. 14 know, I'll ask a question, it's important -- I know when people communicate we nod our heads and give cues, it's important that you give
- know, I'll ask a question, it's important -- I
 know when people communicate we nod our heads
 and give cues, it's important that you give
 audible verbal statements so our court reporter
 can pick that up on the transcript, and I'll
 try to be as clear as possible with my
 questions.
- If you don't understand any question at any time, feel free to ask me to restate it, okay?
- 24 A. Yes.
- Q. And also, we can take a break at any

1 point. If you want to go for an hour and take 2 a break or two hours, that's up to you, the 3 only stipulation is if I've got a question that I've asked and it's on the table, I would ask 4 5 that you answer that question then before we take a break. 6 7 Yes, of course. Α. 8 Ο. Okay. So do you understand that you're 9 under oath today? 10 I do. Α. 11 And are you prepared to answer the Ο. 12 questions that I ask of you truthfully? 13 Α. Yes. 14 Are you represented by counsel? Ο. 15 Α. Yes. 16 And what is his name? Q. 17 Michael Stahl. Α. 18 Michael Stahl. Ο. 19 MR. DOUGHERTY: And there's another 2.0 person here, want go ahead and introduce 21 yourself? 22 MR. COKE: John Coke, general counsel 23 at the Tennessee Administrative Office. 2.4 MR. DOUGHERTY: I don't know if I 25 asked you this, Mr. Coke, are you going to be

- 1 entering a notice of appearance in this 2 lawsuit? 3 MR. COKE: No, I will not. 4 MR. DOUGHERTY: Okay. BY MR. DOUGHERTY: 5 Did you take any kind of medication or 6 7 are you on any kind of treatment that would hinder your ability to give truthful and honest 8 9 answers today? 10 Α. No. 11 Okay. So you kind of understand kind of Ο. 12 our ground rules today? 13 Yes, sir. Α. 14 Okay. Please state your full name for O. 15 the record. 16 Michelle Evette Jones long. Α. 17 Ο. And where have you lived during the last 18 five years? Nashville, Tennessee. 19 Α. 2.0 Where do you work? Ο. 21 The Tennessee Administrative Office of Α. 22 the Courts. 23 And what is your position? Ο.

Do you go by director or is it

I am the director.

2.4

25

Α.

0.

- 1 administrative director or executive director;
- 2 which title is it?
- 3 A. In the statute it is director or I'm also
- 4 referred to as the chief administrative officer
- 5 in the statute.
- 6 Q. But you refer to yourself as director?
- 7 A. Correct.
- 8 Q. Okay. When did you start that position?
- 9 A. As director, February of 2022.
- 10 Q. Do you remember the specific day; would
- 11 | that have been February 1, 2022?
- 12 A. I believe that is correct.
- 13 Q. And explain that director position; did
- 14 someone appoint you to that position?
- 15 A. I was appointed by the Tennessee Supreme
- 16 | Court, correct.
- 17 Q. And you worked there since February 1st
- 18 of 2022?
- 19 A. Correct.
- 20 Q. What did you do prior to your appointment
- 21 as director?
- 22 A. I was deputy director.
- 23 Q. And what was the time period in which you
- 24 were deputy director?
- 25 A. I began in October of 2019 as deputy

- 1 director.
- Q. Prior to that, where did you work?
- 3 A. Prior to that I worked for the Tennessee
- 4 Department of Health.
- 5 Q. Do you recall the time period in which
- 6 you were with the Tennessee Department of
- 7 Health?
- 8 A. Seven to eight years. I think it's
- 9 closer to seven years.
- 10 O. Okay. And what was your position with
- 11 the Tennessee Department of Health?
- 12 A. I was assistant commissioner for
- 13 licensure and regulation.
- 14 | Q. Is that for hospital licensure?
- 15 A. All hospitals, all healthcare facilities,
- 16 healthcare practitioners, yes.
- 17 Q. Was the assistant commissioner, is that
- 18 an elected or an appointed position?
- 19 A. Appointed.
- 20 Q. Who appointed you to that position?
- 21 A. The commissioner of the Department of
- 22 Health.
- 23 Q. Do you recall that person's name?
- 24 A. John Dreyzehner.
- 25 Q. How do you spell the last name?

- 1 A. D-R-E-Y-Z-E-H-N-E-R. I'll have to look
- 2 at it.
- 3 Q. Is he still working in state government?
- 4 A. No, he's not.
- 5 Q. Okay. So that's a good window. Anything
- 6 before -- I'm sure you had work before then,
- 7 but what did you do prior to the Tennessee
- 8 Department of Health?
- 9 A. Prior to the Tennessee Department of
- 10 Health, I worked as senior vice president and
- 11 legal counsel for the Tennessee Hospital
- 12 Association.
- 13 Q. Is that a private or a state position?
- 14 A. Private.
- 15 Q. Is that a nonprofit?
- 16 A. Yes.
- 17 Q. Is that nonprofit still in existence?
- 18 A. Yes.
- 19 Q. And where are they located?
- 20 A. They are now located in Maryland Farms in
- 21 Brentwood, Tennessee.
- 22 Q. Where were they located when you worked
- 23 there?
- 24 A. Over -- near the fairgrounds. I can't
- 25 recall the name of the street.

- 1 | O. Is that here in Nashville?
- 2 A. Here in Nashville.
- Q. Okay. All right, let's -- so you're a
- 4 practicing attorney; is that correct?
- 5 A. That's correct.
- 6 Q. And where was your undergraduate degree,
- 7 the school and the year?
- 8 A. Northwestern University in Evanston,
- 9 Illinois, and I graduated in 1990.
- 10 O. Chicago, our office is based in Chicago.
- 11 And your law school?
- 12 A. University of Tennessee, Knoxville.
- 13 Q. And what year was your JD?
- 14 A. 1994.
- 15 Q. Do you have any other postsecondary
- 16 graduate degrees or anything?
- 17 A. No, sir.
- 18 Q. Okay. What was the date of your first
- 19 bar admission? The year, excuse me.
- 20 A. 1994.
- 21 0. And was that Tennessee?
- 22 A. Yes.
- 23 Q. Are you admitted or barred in any other
- 24 states?
- 25 A. Yes.

- 1 0. Where are those states?
- 2 A. Alabama and DC.
- Q. And then do you have, I assume, federal
- 4 | court admissions?
- $5 \mid A$. I did. I don't maintain them, but yes.
- 6 0. At one point?
- 7 A. Yes.
- 8 Q. Would that have been the United States
- 9 Supreme Court; do you recall?
- 10 A. I believe it was when I was working in
- 11 Alabama, so it would have been not the United
- 12 States Supreme Court, but the 9th Circuit.
- 13 Seems there was a case --
- 14 Q. The 9th Circuit Court of Appeals?
- 15 A. Yes. Yes.
- 16 Q. Okay.
- 17 A. Alabama's 9th Circuit.
- 18 Q. So you're not talking about the 9th
- 19 Circuit Court of Appeals in federal court.
- 20 A. I am. I think I am.
- 21 Q. Okay. The 9th Circuit that sits in San
- 22 | Francisco, the federal court?
- 23 A. Then no, I'm not, I've got the circuit
- 24 wrong, I apologize.
- 25 0. Would it be the 11th Circuit Court of

- 1 Appeals?
 2 A. The 11th.
 - Q. Would that be in Atlanta?
- 4 A. Yes.
- 5 Q. That's all right, we're not in federal
- 6 law.

3

- So it looks like you had a very lengthy
 experience with your legal career, you've held
 a lot of state positions. Is it fair to say
- 10 you were not in litigation?
- 11 A. I started off in litigation, but I did
- 12 not stay in litigation. So most of my career
- 13 is not litigation.
- 14 Q. At least the last ten years or so it's
- 15 been primarily in state --
- 16 A. That's correct.
- 17 Q. -- organizations?
- 18 A. That's correct.
- 19 Q. I appreciate your responsiveness. Just
- 20 to help her out, just let me finish the
- 21 question and I'll try to do the same before you
- 22 answer. I know -- even though you're
- anticipating your answer, we'll make sure we
- 24 help our court reporter out.
- 25 A. Okay.

- 1 Q. Have you ever been formally disciplined
- 2 by any state bar, licensing authority?
- 3 A. No.
- 4 Q. Have you ever been convicted of a crime?
- 5 A. No.
- 6 0. Other than this lawsuit, McCaleb versus
- 7 Long, have you ever been a party to a lawsuit
- 8 before?
- 9 A. No.
- 10 Q. So the deposition you gave, the Tennessee
- 11 | Hospital -- the one you mentioned about ten
- 12 years ago, you weren't actually a party to that
- 13 lawsuit?
- 14 A. That's correct.
- 15 Q. Do you recall who the parties were?
- 16 A. I do not.
- 17 Q. Okay. Do you recall how that lawsuit
- 18 | concluded?
- 19 A. I do not.
- 20 Q. All right. As director -- for purposes
- 21 of this deposition, I'm going to refer to your
- 22 office either as the AOC or the TAOC; is that
- 23 okay? Do you understand what -- we can do that
- 24 today?
- 25 A. Yes, sir.

- 1 Q. And I know that you all refer to it as
- 2 the AOC?
- 3 A. We do.
- 4 Q. And you're aware that there is a federal
- 5 AOC as well, right?
- 6 A. Yes.
- 7 Q. So that's -- just for simplicity
- 8 | purposes, I'll refer to it today as either the
- 9 AOC or the Tennessee AOC?
- 10 A. Okay.
- 11 Q. If I'm going to refer to the Federal AOC,
- 12 I'll make a specific reference to it.
- 13 A. Okay.
- 14 Q. Okay. Who is your supervisor as director
- 15 of the AOC?
- 16 A. Chief Justice Holly Kirby.
- 17 Q. And how long has Chief Justice Kirby been
- 18 your supervisor?
- 19 A. Since September 1st.
- 20 Q. Of this year?
- 21 A. Of this year.
- 22 Q. And who was your supervisor prior to
- 23 Chief Justice Kirby?
- 24 A. Chief Justice Roger Page.
- 25 Q. And is it your understanding that the

- chief justice of the Tennessee Supreme Court is
- 2 always the director's supervisor?
- 3 A. That is my understanding.
- 4 Q. And do you have periodic evaluations on
- 5 your performance with the chief justice?
- 6 A. I would say I have weekly evaluations
- 7 | with the chief justice, but nothing formal.
- 8 Q. What -- explain those; tell me about
- 9 those weekly evaluations.
- 10 A. So we have a standing meeting -- I have a
- 11 standing meeting with the chief justice every
- 12 Friday.
- 13 Q. And what do those standing meetings every
- 14 Friday, what at the do they consist of?
- 15 A. Updates on activities at the AOC and then
- 16 mostly awareness, I call it situational
- awareness.
- 18 Q. What kind of updates? Are you talking
- 19 | about court updates?
- 20 A. No, administrative.
- 21 Q. What are some of those administrative
- 22 updates that come up in your discussions?
- 23 A. So -- okay, so particularly right now
- 24 we're in the process of budget discussions and
- 25 so we would talk about the budget priorities

- 1 for the -- for the Court, for the AOC, those become our priorities. 2 And does that -- do you also in these 3 Q. 4 weekly meetings and updates discuss any boards or commissions, any administrative issues that 5 are coming up in any of those? 6 7 I cannot recall anything recently relative to a board -- I take that back. 8 So we recently did salary increases at 9 10 the AOC across the Judicial Department, and so 11 yes, we talked about boards and commissions 12 salary increases. 13 Are boards and commissions, do they Ο. 14 receive a state salary? 15 Α. Some do.
- 16 Which ones do you recall that receive a Ο. 17 state salary?
- 18 So the CLE, the Continuing Legal
- Education Commission. 19 The Board of
- 2.0 Professional Responsibility has state
- 21 employees. TLAP, Tennessee Lawyers Assistance
- 22 Program has state employees. And I am -- did I
- 23 say the Board of Professional Responsibility,
- 2.4 Commission on Legal Education, I think those
- 25 are the three --

- 1 O. And TLAP.
- 2 A. -- that have state employees.
- 3 Q. What does TLAP stand for?
- 4 A. Tennessee Lawyers Assistance Program.
- 5 Q. Okay. And the CLE, that's the group or
- 6 the division that monitors attorneys' CLEs
- 7 every year?
- 8 A. Continuing legal education, correct.
- 9 Board of Law Examiners, that's the one I'm
- 10 forgetting.
- 11 Q. So do you make recommendations in terms
- 12 of salary increases for AOC employees or how
- does that process work?
- 14 A. For AOC employees, yes.
- 15 Q. But the CLE, does that come under the AOC
- 16 Department?
- 17 A. No, it has its own director. Each of
- 18 those boards have their own director.
- 19 Q. Well, help me, I'm just trying to
- 20 understand.
- 21 Why would you be involved in salary
- 22 discussions in budget; does that come under
- 23 | your budget, the CLE?
- 24 A. It actually does not, but in order to
- 25 implement salary increases, we have to

- 1 implement them at the AOC.
- 2 Q. Explain that.
- 3 A. So our fiscal director manages their
- 4 budget as well.
- Q. I see. Well, depending on what CLE or
- 6 the Board of Professional Responsibility gets
- 7 in terms of funding, does that affect your
- 8 office, the AOC?
- 9 A. I'm sorry, I don't understand that
- 10 question.
- 11 Q. Sure. I'm just trying to understand the
- 12 interconnectedness.
- 13 How does the salary increases or
- decreases, adjustments, let's say, in another
- 16 CLE, the Board of Professional Responsibility,
- 17 TLAP or the Law Examiners, how does budgetary
- 18 issues with respect to those four entities
- 19 affect the Administrative Office of the Courts
- and AOC employees?
- 21 A. So I would say that it doesn't impact AOC
- 22 employees, except that our fiscal director and
- 23 our HR director are the ones responsible for
- 24 literally keying the salary adjustments.
- 25 Q. So your participation in those

- discussions is more just kind of ancillary; is
- 2 it fair to say?
- 3 A. I think that's fair.
- 4 Q. Does the -- is it the fiscal director?
- 5 A. Correct.
- 6 Q. What is that person's name?
- 7 A. Dalton Hensley.
- 8 Q. And does Dalton Hensley come under your
- 9 supervision?
- 10 A. Yes.
- 11 Q. Does the AOC office, do you get involved
- in the salary adjustments with the judges,
- 13 state court judges, appellate judges?
- 14 A. So their salary adjustments are pursuant
- 15 to statute, so they get a COLA every year. In
- 16 order for that to show up in their paychecks,
- 17 we literally key the information into a system
- 18 that pays them.
- 19 Q. So your office -- the AOC is just like
- 20 the name says, your office provides
- 21 administrative support?
- 22 A. That's correct.
- 23 | O. What is COLA; what does that stand for?
- 24 A. Cost of living adjustment.
- 25 O. That's COLA?

- 1 A. Yes.
- Q. Is that a state of Tennessee term or is
- 3 | that a federal term or just a widely used term?
- 4 A. I think it's a widely used term.
- 5 Q. Okay. What is your understanding of the
- 6 | purpose, function and role of your position as
- 7 director of AOC?
- 8 A. To provide support to the Tennessee
- 9 Supreme Court for the administration of
- 10 effective, efficient court processes for the
- 11 administration of justice in Tennessee.
- 12 Q. So is it just support to the Tennessee
- 13 | Supreme Court?
- 14 A. Yes.
- 15 Q. You don't provide support to any other of
- 16 | the courts?
- 17 A. I would say we -- the AOC operates at the
- 18 direction of the Tennessee Supreme Court and
- 19 the Tennessee Supreme Court has authority for
- 20 the entire court system. So all of those other
- 21 | courts are included.
- 22 Q. Any responsibility for efficient
- 23 administration of courts regarding litigants
- 24 who come into courts?
- 25 A. We do have programs that ensure access to

- 1 justice for litigants, you know, where English 2 is not the first language. So we do court 3 interpreter programs. We certify court 4 interpreters so that courts have that -- a certification for legal interpretation 5 available in the courts. 6 7 And we'll talk about access to justice in 8 a moment. 9 Do you also -- as part of your duties, 10 are you required to submit a budget each year? 11 Yes. Α. 12 And I think you just said something about Ο. 13 the process. Is that -- when do you usually 14 typically do that, submit a budget? 15 We have submitted our budget request. Ι 16 don't recall the due date, but it has been 17 submitted. We'll have our first hearing in 18
 - November. Is that a public hearing or is that
- 19 2.0 before the General Assembly? When you say 21 hearing, what do you mean?
- 22 It's with the Department of Finance and Α. 23 Administration. So the statute requires us to 2.4 present our budget to F&A first.
- 25 What statute are you referring to? Ο.

- A. Couldn't tell you the you citation off the top of my head.
- Q. Is it part of the statute that outlines the director's duties?
- 5 A. Yes.

8

- Q. When do you typically start getting
- 7 involved with that budgetary process that

you're required by statute to submit?

- 9 A. It almost begins at the conclusion of a
- 10 legislative session, but I would say formally
- 11 some time in the fall. But we're gathering
- 12 | information the entire time.
- 13 Q. Were you responsible for submitting the
- 14 budget to the governor in 2022?
- 15 A. No, my predecessor submitted the budget
- 16 in 2022.
- 17 Q. And do you know when that would have been
- 18 | submitted -- and I'm referring to the AOC
- 19 portion -- to the governor? And then as I
- 20 understand it, the governor then submits it to
- 21 the General Assembly; is that how it works?
- 22 A. So departments and agencies submit their
- 23 budget to the Department of Finance and
- 24 Administration and then the Department of
- 25 Finance and Administration makes

- 1 recommendations to the governor for his budget.
- 2 Q. And who was your predecessor?
- 3 A. Deborah Tate.
- 4 Q. And do you know why she submitted the
- 5 | budget in 2022?
- 6 A. It would have been in the normal course
- 7 of business. It would have been submitted in
- 8 the fall of 2021 and then processed through the
- 9 next steps in the legislature in 2022.
- 10 Q. And that was before you took your role as
- 11 director in February of 2022; is that correct?
- 12 A. That's correct.
- 13 Q. So you were Ms. Tate's deputy director;
- 14 | is that right?
- 15 A. That's correct.
- 16 Q. Is the AOC office responsible for
- 17 reimbursement payments to any individuals
- 18 serving on boards and commissions?
- 19 A. Yes.
- 20 O. And tell me about that.
- 21 A. So expense claims are submitted to our
- 22 Division for Fiscal Services. They then review
- 23 them for appropriateness and then they get
- 24 submitted to F&A for processing or payment.
- 25 | O. And what is F&A?

- 1 A. Finance and Administration, I apologize.
- Q. What do you mean by -- I think I know
- 3 what you mean, but I want you to explain it --
- 4 by appropriateness when reimbursement expenses
- 5 | are submitted?
- 6 A. So we just check to make sure that it is
- 7 an eligible expense.
- 8 Q. Is there some type of formal guideline
- 9 that you have that you follow?
- 10 A. So we do have guidelines for travel
- 11 reimbursement. For example, the day of travel
- 12 for per diems would not be full day for the per
- 13 diem, you get a percentage of the day. So we
- 14 look for things like that to audit the
- 15 expenses.
- 16 Q. Are those guidelines internal AOC
- 17 policies or is that by statute?
- 18 A. We do have an internal policy, but it
- 19 mimics the state policy.
- 20 Q. It's a state policy or a state statute?
- 21 A. I believe it is a policy.
- 22 Q. Okay. Who implements state policies?
- 23 A. For that purpose, it would be the
- 24 Department of Finance and Administration.
- 25 O. F&A?

- 1 A. Correct.
- Q. But that's not the AOC's F&A, correct?
- 3 A. Well, it's not our Division of Fiscal
- 4 | Services, correct.
- 5 Q. I just want to understand, the AOC's
- 6 | fiscal director is Dalton Hensley?
- 7 A. That's correct.
- 8 Q. When you say "F&A," you're referring to a
- 9 centralized different Department of Finance and
- 10 Administration?
- 11 A. Yes.
- 12 O. Within the whole state?
- 13 A. Yes.
- 14 Q. Okay. Are you responsible or your
- 15 office, the AOC, for overseeing reimbursement
- 16 requests from members of the Advisory
- 17 | Commission on the rules of practice and
- 18 procedure?
- 19 A. Could you repeat that? I am sorry.
- 20 Q. Yeah. Is the AOC responsible for
- 21 overseeing reimbursement requests from the
- 22 members of the Advisory Commission on the rules
- 23 of practice and procedure?
- 24 A. To the extent that they are eligible for
- 25 reimbursement for expenses, then yes.

- 1 Q. It comes to your office, right?
- 2 A. That is correct.
- 3 Q. Do you keep records of those
- 4 | reimbursement requests?
- 5 A. I do not.
- 6 Q. Does your office keep records?
- 7 A. Yes.
- 8 Q. And how far back does that -- do those
- 9 records go?
- 10 A. I do not know.
- 11 | Q. But someone in your office would know?
- 12 A. Yes.
- 13 Q. As director of the AOC, do you survey and
- 14 study the operation of the state court system?
- 15 A. Yes.
- 16 Q. Explain how you do that. What does that
- 17 look like?
- 18 A. So I can give you a specific example
- 19 relative to -- since I've been director.
- 20 Technology and the processes relative to
- 21 | E-filing for state courts. So we have been in
- 22 the process of surveying what each and every
- 23 court offers in term of E-filing.
- 24 Q. How do you survey?
- 25 A. Well, we went out and met with court

- 1 clerks and judges across the state in all three
- 2 grand divisions, we kind of created teams that
- 3 went east and west and we all kind of looked at
- 4 middle to see what the state of E-filing was in
- 5 as many courts as we could cover.
- 6 0. Does the AOC office keep records of these
- 7 surveys?
- 8 A. I have my notes.
- 9 Q. Okay. What does that mean, your notes?
- 10 A. So in the process of meeting with court
- 11 clerks to understand what their systems looked
- 12 like, I took notes to make sure we could
- 13 compare from county to county what was
- 14 happening.
- 15 \ Q. Who do you share those notes within the
- 16 AOC or the court system?
- 17 A. I have not shared my notes.
- 18 Q. You have not shared your notes?
- 19 A. No.
- 20 Q. You still have your notes?
- 21 A. Yes.
- 22 Q. Are those at your office?
- 23 A. Yes.
- 24 Q. Okay. Do they get inputted into the
- 25 | electronic system or computer system or

- 1 | anything like that?
- 2 A. No.
- Q. Do you share your notes with the justices
- 4 on the Supreme Court?
- 5 A. Are you asking me if I shared the
- 6 | physical paper that my --
- 7 Q. Either. When I say "share your notes,"
- 8 either discussed your notes with someone in the
- 9 AOC or the court system or physically shared
- 10 your notes with someone?
- 11 A. I have discussed.
- 12 Q. Okay. Let's do that then. Who have you
- discussed -- within the AOC, let's start with
- 14 | the AOC first. What individuals have you
- 15 discussed based on your survey and based on
- 16 your notes?
- 17 A. I have discussed what I learned with our
- 18 director for information technology services.
- 19 I have --
- Q. What's the person's name?
- 21 A. Brandon Bowers.
- 22 Q. Okay.
- 23 A. Members of his team, Amanda Hughes. I
- 24 have discussed the takeaways from that physical
- 25 survey of courts with our appellate court

- 1 | clerk, Jim Hivner. I discussed the takeaways
- with Chief Justice Roger Page. Maybe that's --
- 3 maybe that's all.
- 4 Q. And what was -- if you can summarize,
- 5 what was the takeaway?
- 6 A. The takeaway was that there was no
- 7 uniformity across our courts. There were some
- 8 | impediments to E-filing that we needed to
- 9 overcome. Those were the major takeaways.
- 10 Q. And has there been a process of next
- 11 steps to -- strike that question.
- 12 From the takeaways, did you make a
- 13 recommendation to anyone based on your survey?
- 14 A. Yes.
- 15 Q. Who did you make recommendations to?
- 16 A. Chief Justice Roger Page.
- 17 Q. Were those discussed verbally with him or
- 18 did you make your recommendations in writing?
- 19 A. Verbally.
- 20 O. Do you recall when that was?
- 21 A. Probably the end of the calendar year in
- 22 2022.
- 23 \ 0. The end of 2022?
- 24 A. Correct.
- 25 Q. December of 2022, approximately?

- 1 Α. Yes. So what were your verbal recommendations? 2 Q. 3 Recommendations were that our case -- the Α. 4 state's case management system was inhibiting 5 courts from being able to as rapidly deploy E-filing as we may have desired and that we 6 7 needed to work with our vendor to make sure they were actively improving their system such 8 9 that it was not limiting courts from being able to E-file. 10 11 When you say "vendor," are you talking Ο. 12 about some outside technology vendor? 13 Α. That's correct. 14 What's the name of the vendor? Ο. 15 Α. Local Government.
- 16 Q. That's the name of the vendor?
- 17 A. That is the name of the vendor, Local
- 18 Government Corporation located in Columbia,
- 19 Tennessee.
- Q. Okay. Is that a vendor that the AOC
- 21 office has contracted with previously?
- 22 A. Yes.
- 23 Q. Did Chief Justice Paige implement your
- 24 | verbal recommendations?
- MR. COKE: Object --

1 MR. STAHL: Object to the form. 2 THE WITNESS: Did he implement --3 I'm sorry, say it again. BY MR. DOUGHERTY: 4 5 Yeah, I want to make sure I understand. 0. You said you gave verbal recommendation 6 7 to see Chief Justice Paige in the end of 2022 in December; is that right? 8 9 Α. That's right. 10 And it was regarding the vendor, the Ο. 11 Local Government Corporation, regarding the 12 technology in your survey; is that accurate? 13 That's right, that is accurate. Α. 14 So what were your verbal recommendations Ο. 15 to Chief Justice Page? 16 So first and foremost was to address our Α. 17 case management system, which is that vendor. 18 Q. Right. 19 Α. And so yes, that was accepted. 2.0 What do you mean by "accepted"? Ο. 21 We are in the process currently of Α. 22 expanding -- okay, so from that recommendation, 23 what we learned -- the court has engaged in a 2.4 technology oversight review for the court. Out

of that, we expect to do competitive bids for

25

- 1 an overall system to provide uniform case 2 management, E-filing across the state. So it's broadened our view of what is needed to move 3 the state forward. 4 5 Previously I used the word "implement," Ο. you said "accepted," so does that mean that 6 7 Chief Justice Page with respect to this first verbal recommendation, the vendor, that he 8 9 accepted your recommendations? 10 MR. STAHL: Object to the form. 11 So yes, he accepted the THE WITNESS: 12 recommendations and takeaway from our survey, 13 yes. 14 BY MR. DOUGHERTY: 15 How does he display that he's accepting 16 one of your recommendations? Α. By first creating a Technology Oversight
- A. By first creating a Technology Oversight
 Committee and designating one of the chief
 justices to head up that work.
- 20 Q. And when was that --
- 21 A. One of the justices.
- Q. When was that technology committee
- created, if you can recall?

25

2023.

A. I would say the spring of this year, of

- 1 Q. Okay.
- 2 A. I think that's right.
- 3 Q. So were there any other verbal
- 4 recommendations, other than the vendor, that
- 5 you made to Chief Justice Page?
- 6 A. No, because most everything hinges on the
- 7 case management system.
- 8 Q. Now, is the case management system that
- 9 you're talking about, is that different from
- 10 like the YouTube channels and livestreaming?
- 11 A. Yes.
- 12 0. Okay. Let's talk a little bit about the
- 13 YouTube channels and livestreaming, okay?
- 14 A. (Nodding head.)
- 15 Q. Did that issue come up in your survey
- 16 that you've talked about where you went to each
- 17 | grand division?
- 18 A. No.
- 19 Q. What is your understanding of the two
- 20 YouTube channels and the livestreaming that the
- 21 AOC does?
- 22 A. What is my understanding?
- 23 Q. Explain what your office -- or let me
- 24 start real quick.
- 25 Does your office involve providing

- 1 livestream services to court proceedings?
- 2 A. Yes.
- Q. Does your office provide livestreaming to
- 4 various meetings of boards and commissions to
- 5 the public?
- 6 A. I don't know about boards and
- 7 commissions.
- 8 Q. Well, do you -- is it your
- 9 responsibility -- or whose responsibility is it
- 10 on the AOC website to kind of oversee that
- 11 | website?
- 12 A. Our communications director, Barbara
- 13 Peck.
- 14 Q. Are you aware that of a preliminary
- 15 | injunction that was entered in this case?
- 16 A. Am I aware of it?
- 17 Q. Yes.
- 18 A. Yes.
- 19 Q. And what is your understanding of that
- 20 preliminary injunction with respect to what the
- 21 AOC office was required to do?
- 22 A. We were required to offer in person or
- 23 | virtual access to the rules -- Advisory
- 24 | Commission on rules.
- 25 O. And so when was the first time you saw

- 1 | that preliminary injunction?
- 2 A. Sometime in March of this year.
- Q. And who provided that preliminary
- 4 injunction to you?
- 5 A. Probably our legal counsel, John Coke.
- 6 O. Who did you speak with within the AOC or
- 7 | the court system about the preliminary
- 8 injunction?
- 9 A. I would have only had conversation with
- 10 John Coke to make me aware of the order and I
- 11 don't recall having any other conversations
- 12 about it.
- 13 Q. Did -- as part of the preliminary
- 14 | injunction -- so you just said the virtual.
- 15 When you say "virtual," does that mean
- 16 livestreaming?
- 17 A. Yes.
- 18 Q. Is that something that you made sure took
- 19 | place after the preliminary injunction in terms
- 20 of livestreaming or virtual so the public could
- 21 | view the meeting virtually?
- 22 A. So I have to say March was a difficult
- 23 month for me, I had a significant loss of a
- 24 | family member that month. So I do know that
- 25 the intention was certainly to comply with the

- 1 order, but I took no steps myself. I relied on
- 2 my team to make sure we were in compliance with
- 3 the court order.
- 4 | Q. Sorry to hear about that, but -- I just
- 5 want to make sure, we're talking about March of
- 6 2023, this year, right?
- 7 A. Yes.
- 8 Q. Okay. Were you out of the office on
- 9 leave a period of that time?
- 10 A. Yes.
- 11 Q. How long were you out?
- 12 A. So I know -- probably two weeks. I think
- 13 two weeks.
- 14 O. Do you recall when that might have been
- 15 in March?
- 16 A. So March 9th -- a week following
- 17 March 9th, I returned to work the next week,
- 18 and then I think maybe a week after March 26th.
- 19 Q. And if we need to take a break, we've
- 20 been going --
- 21 A. No, I'm fine.
- 22 Q. Okay, that's fine if we need to, we've
- 23 been going about 45 minutes.
- 24 So you were out for a couple weeks there
- in March and so you said you relied on your

- 1 | team to assist with compliance with the
- 2 | preliminary injunction; is that right?
- 3 A. That's right.
- 4 Q. Who was part of your team then?
- 5 A. So Deputy Director Rachel Harmon was
- 6 serving in my absence, and then basically every
- 7 division director at the AOC was making sure
- 8 | that things continued seamlessly during my
- 9 absence.
- 10 Q. Just how many different divisions are
- 11 there within the AOC?
- 12 A. Six.
- 13 Q. And can you name those six divisions?
- 14 A. Yes. So there's our Fiscal Services
- 15 Division; Communications and Judicial Resources
- 16 | Division; Access, Innovation and Collaboration;
- 17 Information Technology Services Division; Legal
- 18 | Services and Judicial Development. And I'm
- 19 | forgetting one. Executive. I'm forgetting
- 20 somebody.
- 21 Q. And it's not a quiz, I'm just -- is
- 22 that -- let me ask you this: Are those
- 23 divisions required by statute?
- 24 A. No.
- 25 O. So who makes the determination on

- 1 creating or disbanding divisions; is that the
- 2 AOC director?
- 3 A. Yes.
- 4 Q. Have you ever created or implemented one
- 5 of these divisions or were they already in
- 6 place when you got there?
- 7 A. They were in place when I got there.
- 8 Q. Okay. Do you appoint the directors of
- 9 the various divisions?
- 10 A. Yes.
- 11 Q. So you did -- when you took over in
- 12 February of 2022 you appointed new division
- 13 directors?
- 14 A. Yes.
- 15 Q. How did you do that? Do you -- do you
- 16 hire from within the AOC or do you put out bids
- 17 or how does that process work?
- 18 A. Well, so the only director I have hired
- 19 was director for legal services and we did
- 20 publish notice and did about three rounds of
- 21 interviews for that. We had an internal
- 22 candidate who was John Coke for that position,
- 23 | and he was the successful candidate.
- 24 Q. So you hired Mr. Coke?
- 25 A. Yes, I did.

- 1 Q. Okay.
- 2 A. He was already employed at the AOC, but
- 3 yes, elevated him.
- 4 Q. I see. And you mentioned Deputy Director
- 5 Harmon, we'll talk a little bit about her.
- 6 You're aware that she gave a deposition in this
- 7 case?
- 8 A. Yes.
- 9 Q. Kind of skipped over -- when we were
- 10 talking about technology, I kind of want to
- 11 circle back do that, the livestreaming and the
- 12 virtual what you were talking about.
- 13 When I say what is your understanding of
- 14 the livestreaming and the virtual YouTube
- 15 channels, number one, is that something that
- 16 | your office oversees?
- 17 A. Yes.
- 18 Q. And so when the preliminary injunction,
- 19 and I appreciate you sharing that information,
- 20 you were out, your team is helping you, who
- 21 made the decision -- because as you said, I
- 22 think the preliminary injunction said you
- 23 either have to have in-person public observing
- 24 or observing by livestreaming.
- 25 Who made the decision to go livestreaming

- 1 to comply with the injunction?
- 2 A. I don't know.
- 3 Q. Well, was that you or did you delegate
- 4 that to someone?
- 5 A. I would have only directed compliance
- 6 with the order, the how would have been someone
- 7 else on the team. I did not.
- 8 Q. How did you delegate or direct
- 9 compliance? Did you do that through an e-mail
- 10 or verbal communication?
- 11 A. It would have been verbal and understood
- 12 that we had a court order. And so when that
- was communicated to me, of course we're going
- 14 to comply with that court order.
- 15 Q. Do you know if you sent an e-mail?
- 16 A. I did not send an e-mail.
- 17 Q. Do you know if anyone sent an e-mail
- 18 internally?
- 19 A. I do not know.
- 20 Q. Did you communicate with the justices
- 21 about this preliminary injunction?
- 22 A. I think it came up in communication,
- 23 again, situational awareness that we had
- 24 received the order, but that would have been
- 25 the extent of it, just to update them.

- 1 Q. When did you first become aware of this
- 2 lawsuit?
- 3 A. Soon after I became director.
- 4 Q. Would that have been around the time it
- 5 was filed in June of 2022?
- 6 A. Well, I thought June of 2022 was -- let
- 7 me...
- 8 I thought June of 2022 was the amended
- 9 complaint in this matter.
- 10 Q. They were filed in the same month, I
- 11 believe.
- 12 A. Okay.
- 13 | Q. And that's -- I'm not so much worried
- 14 about dates, I assume you became aware of it
- 15 | when it was filed?
- 16 A. Yes.
- 17 Q. Okay. Or shortly thereafter.
- 18 When you got it, did you issue any type
- 19 of litigation hold notice to your AOC
- 20 Department and your team?
- 21 A. That was done by our legal counsel at the
- 22 time.
- 23 Q. So there was a litigation hold sent out,
- 24 as far as you're aware?
- 25 A. Yes.

- 1 Q. Did you see that litigation hold?
- 2 A. I don't recall.
- Q. Who would have been the counsel that
- 4 would have --
- 5 A. Rachel Harmon.
- 6 Q. Was she serving in a dual role?
- 7 A. Yes.
- 8 Q. She was your director and then she was
- 9 transitioning out of her role as general
- 10 | counsel; is that right?
- 11 A. Yes, we were in the process of hiring at
- 12 | that time.
- 13 Q. Was that litigation hold letter shared
- 14 with the justices?
- 15 A. I don't know.
- 16 Q. Did you discuss with the justices holding
- 17 any kind of information that they may have that
- 18 | might be relevant to this lawsuit?
- 19 A. I did not.
- 20 Q. Do you know if Deputy Director Harmon
- 21 | did?
- 22 A. I do not know.
- 23 Q. As part of your role as director at the
- 24 AOC, do you provide legal advice to any of the
- 25 | justices on the Supreme Court?

- 1 Α. I do not. 2 Have you ever delegated to any of your 3 employees that they provide legal advice to the iustices? 4 5 No, I would not ne in that position of 6 delegating that. I'm not hired for legal 7 advice. 8 O. Right. Explain that. What do you mean 9 by that? 10 Well, my role is not one of legal advice 11 and counsel to the courts. 12 Is Deputy Director Harmon's role legal Ο. 13 advice to the courts? 14 I think she does provide legal advice and Α. 15 support to the courts, yes. 16 And in what --Q. 17 Α. Or did as general counsel. 18 Q. I'm sorry, I didn't mean to interrupt. 19 Does she provide legal advice to the 2.0 courts in her role as deputy director?
- MR. STAHL: Object to the form.

 THE WITNESS: No, I don't believe so.
- BY MR. DOUGHERTY:
- Q. Did she provide legal advice to any of the justices in her role as deputy director?

1 MR. STAHL: Object to the form. 2 THE WITNESS: Can you repeat that? 3 BY MR. DOUGHERTY: 4 Ο. Yeah. Does Deputy Director Harmon 5 provide legal advice to any of the Tennessee 6 Supreme Court justices in her role as deputy 7 director? I don't believe so. 8 Α. Okay. As -- you kind of referenced the 9 10 statute a moment ago that you would agree that 11 there -- a lot of your duties and 12 responsibilities are created by statute; you 13 would agree with that? 14 Α. I agree. 15 Q. And it's a very long list? 16 Α. It is. 17 Ο. How do you go about when you took over 18 the position, fulfilling your obligation as 19 director to make sure all those things that are 2.0 listed in the statute that you take care of; 21 how do you do that? 22 Well, through the organizational Α. 23 structure that we have, and the division directors are responsible for various parts of 2.4 25 what's listed there in the statute, and then

- 1 those other duties are as assigned by the
- 2 Court.
- Q. And you were serving as deputy, so you
- 4 | had some experience and you kind of knew what
- 5 you were getting into, I guess, right?
- 6 A. Yes.
- 7 | Q. I was just wondering if there's any --
- 8 for lack of a better word, is there any kind of
- 9 handbook or any kind of training that you went
- 10 to or continuously go through as director to be
- 11 able to fulfill your obligation?
- 12 A. The training is on the job and it is
- every day. So no, there's no handbook.
- 14 O. There's no handbook, okay. I was just
- 15 | wondering. So there's no way to take what's in
- 16 that statute and put it into practice when
- 17 you're starting your position?
- 18 A. So I will say as deputy director, I was
- 19 tasked to review all of the statutes pertaining
- 20 to the Court and the AOC for the duties and
- 21 responsibilities. So yes, we did engage in an
- 22 effort to inventory everything that the statute
- 23 required us to do to make sure that it was
- 24 being handled somewhere in the AOC.
- 25 0. And is that in your electronic system

- 1 somewhere or your hand -- I mean is it
- 2 | somewhere that would be available?
- 3 A. I do have that, yes.
- 4 Q. Okay. And what do you call that?
- 5 A. Just called it AOC duties and
- 6 responsibilities.
- 7 Q. Okay. Do you still -- are you active
- 8 | with your legal status in Tennessee?
- 9 A. I maintain active status, yes.
- 10 Q. So you have to take 15 hours of CLE
- 11 | credits every year; is that right?
- 12 A. Yes.
- 13 Q. And do you take any additional type of
- 14 | training or education for your role as director
- 15 of the AOC?
- 16 A. It doesn't qualify for continuing legal
- 17 | education, but I participate with my
- 18 | counterparts in other states in what is the
- 19 State Court Administrator Conference.
- 20 Q. Yeah, that's kind of what I'm talking
- 21 about. So what do you call that other
- 22 organization?
- 23 A. I think it's COSCA, and I think it stands
- 24 | for Center -- Council on State Court
- 25 Administrators, I think. COSCA, yeah, COSCA.

- 1 Q. COSCA, okay.
- 2 Where is that organization; does it have
- 3 a headquarters?
- 4 A. No, the head -- it's an arm of the
- 5 National Center of State Courts.
- 6 0. How frequently do you go to conferences
- 7 or training or however you refer to it; is that
- 8 an annual or is it monthly?
- 9 A. As I can. So I try to attend the annual
- 10 meeting and the mid-year meeting. So far, I've
- only been in the job a year and a half, almost,
- 12 | I have attended two conferences.
- 13 Q. And where were they held; do you recall?
- 14 A. One was in Chicago and one was in
- 15 Alabama.
- 16 Q. Where in Alabama?
- 17 A. Point Clear.
- 18 Q. Good place.
- 19 A. Beautiful place.
- 20 Q. That hotel right there on the water?
- 21 A. Yes.
- 22 Q. All right. What types of topics do you
- 23 all discuss at the COSCA meetings that you've
- 24 been to so far?
- 25 A. Whatever the challenges are facing state

1 courts. And so we've had topics on judicial 2 security, definitely topics on E-filing and 3 modernizing court systems. I quess I entered kind of post pandemic, so there was lots of 4 education and learning around things that had 5 been developed during the pandemic to ensure 6 access to courts, and so there was a lot of 7 discussion in some of those first meetings 8 around what we learned could be done to ensure 9 10 open courts. 11 And did -- to ensure open courts, is that Ο. 12 also -- did other topics come into play about 13 open meetings that the AOC offices oversee? 14 So, no, it was more about the quick Α. 15 deployment of resources, like Zoom and the soft 16 video conferencing ability for judges to 17 conduct business remotely from the court house. 18 Ο. So would you say in your estimation that since the pandemic, there's -- most AOC offices 19 2.0 around the country are doing a lot more with 21 technology and Zoom and livestreaming? 22 Α. Yes. 23 And do you feel that the Tennessee AOC Ο. 2.4 office is keeping up with the technological 25 advances with respect to livestreaming and Zoom

- and all the technology that's out there?
- 2 A. Yes.
- 3 Q. Have you -- in your role as director of
- 4 AOC, have you ever studied any of the federal
- 5 AOC practices with respect to having open
- 6 meetings?
- 7 A. I have not.
- 8 Q. Were you aware that there is a Federal
- 9 Advisory Committee that's very similar to the
- 10 Tennessee Advisory Commission on rules and
- 11 | practice?
- 12 A. Only from reviewing the pleadings in this
- 13 matter.
- 14 O. Were you aware of that federal analog
- 15 before this lawsuit?
- 16 A. No.
- 17 Q. Since this lawsuit was failed, have you
- 18 | ever viewed any of the federal analog meetings
- 19 on YouTube or wherever they have them that's
- 20 open to the public?
- 21 A. No.
- 22 Q. Okay. Have you ever talked with anyone
- 23 in the Federal AOC office about how they do
- 24 that in terms of having their meetings open to
- 25 | the public?

1 Α. No. 2 0. Have you ever spoken to any of the 3 justices on the Supreme Court about the federal 4 meetings that are open to the public? 5 Α. No. Have you ever spoken to anyone in the AOC 6 7 office about the federal meetings like the 8 Advisory Commission that are open to the 9 public? 10 Α. No. 11 Do you know of any other -- in your COSCA Ο. 12 group meetings, has that discussion ever come 13 up where they've got like an equivalent 14 Advisory Commission like Tennessee, any 15 discussion about having their meetings open to 16 the public? 17 Α. No. 18 Are there certain states -- well, strike Ο. 19 that. 2.0 This COSCA group, do you have -- are you 21 like on an e-mail list or how do you get 22 informed? Is it an annual registration? What 23 does that look like? So there is an annual registration to 2.4 Α.

participate. There's a Listserv and an e-mail

25

- 1 group among us.
- Q. Have you ever had any -- are there any of
- 3 the other states that you reach out to that are
- 4 part of that COSCA group that you've
- 5 established a relationship with?
- 6 A. Do you mind repeating?
- 7 Q. Yeah. So as I understand it, this COSCA
- 8 group, they have other similar Michelle Longs
- 9 in like Arkansas or Florida, Michigan,
- 10 wherever. Do you have a special relationship
- 11 with any of your counterparts in any of these
- 12 other states?
- 13 A. I have formed relationships with other
- 14 AOC directors, yes.
- 15 \ Q. Do you recall who those are? And I don't
- 16 mean everybody, I just mean people that -- if
- 17 you had to pick up the phone and call someone
- 18 who is -- let's see what they're doing, is
- 19 there anybody that sticks out to you that you
- 20 would reach out to?
- 21 A. So David Slayton is one person I have
- 22 reached out to. He's no longer there. But
- 23 | E-filing and vendors that other states have
- 24 used for E-filing, I have had conversation with
- 25 other state court administrators on that topic,

- 1 yes. Mr. Slate [sic], what state was he in or 2 3 with the AOC? Well, he was at the National Center for 4 State Courts, but I think he's now in 5 California. 6 7 Ο. Okay. And then I cannot remember her name, it's 8 Α. escaping me right now, but I did have the 9
- 9 escaping me right now, but I did have the
 10 opportunity to speak with another state that
 11 was engaging in an RFP for court system case
 12 management and E-filing, and her name escapes
 13 me right now.
- Q. So the National Center for State Courts
 and COSCA, have they ever reached out to the
 Feds about the PACER system? Why can Tennessee
 courts not use the PACER system?
 - A. Why can we not use the PACER system?

Maybe I'm assuming something.

18

19

25

Ο.

- 20 Can the Tennessee courts use the PACER 21 system?
- A. Well, first of all, the PACER system is being revamped right now, so they're in no better shape than we are, but PACER was not

designed for the reporting and the data

- collection that we ultimately want, it was purely an E-failing system.
- 3 O. Let's talk about that. What is it that
- 4 you as Tennessee AOC director want? You don't
- 5 just want a place where attorneys can file
- 6 lawsuits online, what do you mean by collecting
- 7 and reporting; what do you mean?
- 8 A. So it's a continuum in my view. It
- 9 starts with E-filing, that's where cases enter
- 10 the door.
- 11 | O. Right.
- 12 A. We want to capture that information in a
- 13 robust uniform way in our case management
- 14 system and then have all of that information
- 15 report to a data repository or warehouse where
- 16 we can then produce reliable reports.
- 17 Q. And so is it -- what do you call that?
- 18 It's not just E-filing, what do you call that
- 19 what you're explaining?
- 20 A. We have been calling it an enterprise
- 21 court information system.
- 22 Q. And if you had this court information
- 23 system as you explained it, would that better
- 24 assist you in fulfilling your statutory duties
- 25 as AOC director?

- 1 A. Yes.
- Q. Who have you shared this information with
- 3 on this enterprise system within the AOC or the
- 4 justices?
- 5 A. So definitely with the Technology
- 6 Oversight Committee, which is headed by Justice
- 7 | Sarah Campbell; our appellate court clerk, Jim
- 8 | Hivner; my IT director, Brandon Bowers.
- 9 Q. Now, Mr. Hivner is on the Advisory
- 10 | Commission for the rules of practice and
- 11 | procedure; is that right?
- 12 A. Yes.
- 13 Q. Has he ever expressed any or shared
- information with you about how technology could
- 15 help the Advisory Commission?
- 16 A. No.
- 17 Q. Have you ever discussed with him how
- 18 technology could better assist the Advisory
- 19 Commission?
- 20 A. No.
- 21 Q. Do you know if anyone in your office
- 22 spoke with Mr. Hivner on technology and after
- 23 the preliminary injunction was entered?
- 24 A. I don't know.
- 25 Q. Did your team, when the preliminary

- 1 injunction was entered, also communicate with 2 anyone on the Advisory Commission about the 3 injunction? I don't know. 4 Does the Advisory Commission on the rules 5 0. of practice and procedure provide meeting dates 6 7 to the AOC office? I don't -- I don't know. 8 Α. Do any boards and commissions, other than 9 Ο. 10 the Advisory Commission, provide meeting dates 11 to the AOC office? So I -- I know the Access to Justice 12 Α. 13 Commission does. I don't know other than that. 14 I'm about to get into the Access to Ο. 15 Justice. It's like ten after, I've got a 16 fairly long line of questioning on it. It's 17 whatever you all want to do.
- MR. STAHL: Do you want to stretch
 your legs before we go for another hour?
- THE WITNESS: Sure.
- 21 MR. STAHL: Why don't we come back at
- 22 10:20.
- 23 (Short break.)
- 24 BY MR. DOUGHERTY:
- 25 O. So we're back on the record, Ms. Long.

- 1 We talked a little bit about the Advisory
- 2 | Commission on the rules of practice and
- 3 procedure this morning, haven't we?
- 4 A. Yes.
- 5 Q. Okay. And that body was created by
- 6 TCA 16-3-601. So I want to talk some more
- 7 | about it and I'll just refer to it as the
- 8 Advisory Commission if that's okay?
- 9 A. Yes.
- 10 0. I know in the pleadings in the briefing
- 11 there are -- lots of different names were used,
- 12 but we'll refer to it as the Advisory
- 13 Commission.
- 14 When did you first become aware of the
- 15 Advisory Commission either in your role as
- 16 deputy director or director or were you aware
- 17 of it before then?
- 18 A. I first became aware of it with a Supreme
- 19 Court order assigning court liaisons to the
- 20 various boards and commissions.
- 21 Q. Was that when you were deputy director or
- 22 as director?
- 23 A. I think it's deputy director.
- 24 Q. And do you recall that particular order,
- 25 when that might have been?

- 1 A. I do not.
- Q. And who was the signed, of the order that
- 3 you're referencing, who was that individual
- 4 | that was in the order -- named in the order?
- 5 A. Justice Sharon Lee for the Advisory
- 6 Commission.
- 7 Q. Did you work with Justice Lee at some
- 8 point?
- 9 A. Yes, she was a member of the Supreme
- 10 Court.
- 11 Q. Right. Okay, I just -- she was chief
- 12 justice at one point, too, was she not?
- 13 A. She was.
- 14 Q. Was she chief justice when you were
- 15 deputy director?
- 16 A. No.
- 17 Q. Okay. Who was the chief justice when you
- 18 | were deputy director?
- 19 A. Justice Bivins, Jeff Bivins.
- 20 Q. And then when you were director first,
- 21 the chief justice was Roger Page; is that
- 22 right?
- 23 A. Yes.
- 24 Q. And in September Chief Justice Kirby took
- 25 that position?

- 1 A. Yes.
- Q. Okay. Justice Lee retired I think end of
- 3 | August; is that right?
- 4 A. Yes.
- 5 Q. But she was also -- Justice Lee was on
- 6 the Advisory Commission, correct?
- 7 A. Yes.
- 8 Q. Was she on the Advisory Commission when
- 9 you were deputy director?
- 10 A. Yes.
- 11 Q. Was she on the Advisory Commission when
- 12 you were director?
- 13 A. Yes.
- 14 Q. Tell me about your conversations with
- 15 Justice Lee regarding the Advisory Commission.
- 16 A. I never had any.
- 17 Q. Okay. So you just saw that order and it
- 18 referenced her that she was the liaison for the
- 19 | Advisory Commission?
- 20 A. Yes.
- 21 Q. All right. What is your understanding of
- 22 the function of the Advisory Commission?
- 23 A. To recommend rule changes for practice
- 24 and procedure for the various courts, criminal,
- 25 | civil, juvenile, appellate court, and rules of

- 1 evidence.
- Q. And the AOC provides administrative
- 3 | support to the Advisory Commission; is that
- 4 right?
- 5 A. Yes.
- 6 Q. Does the AOC have one of its employees
- 7 | that serves as a liaison to the Advisory
- 8 Commission?
- 9 A. Yes.
- 10 Q. And who is that?
- 11 A. Michelle Consiglio-Young.
- 12 Q. Was Michelle Consiglio-Young the liaison
- 13 to the Advisory Commission when you were deputy
- 14 director?
- 15 A. Yes.
- 16 Q. Is Michelle Consiglio-Young still the
- 17 | liaison since you've been the director of the
- 18 AOC?
- 19 A. Yes.
- 20 Q. Do you communicate with Michelle
- 21 | Consiglio-Young with respect to her role as
- 22 liaison to the Advisory Commission?
- 23 A. No, I've not had any -- no.
- 24 Q. When would you have a need to communicate
- 25 with her about her role on the Advisory

- 1 | Commission?
- 2 A. If there was a conflict for scheduling a
- 3 | meeting in a particular location. Like
- 4 sometimes we'll get double-booked at the AOC,
- 5 so she might come to me to resolve a conflict
- 6 for meeting location. Beyond that, I can't
- 7 really think of a need.
- 8 Q. What do you mean by getting double-booked
- 9 at the AOC for meeting locations?
- 10 A. So we only have a few conference rooms.
- 11 So if there was a need to use the conference
- 12 room for a meeting and there was something else
- 13 | scheduled at the same time --
- 14 Q. So you mean --
- 15 A. -- she might engage me to resolve a
- 16 conflict.
- 17 Q. So you mean if the Advisory Commission
- 18 | had a meeting scheduled at the AOC and it
- 19 conflicted with another meeting, you would
- 20 communicate with Ms. Michelle Consiglio-Young?
- 21 A. Yes.
- 22 Q. Okay. Where is records -- where are
- 23 records kept of these meetings where this
- 24 double booking might come to your attention?
- 25 A. Oh, I don't know that there are records

- 1 kept.
- Q. Well, how do you know that double-booking
- 3 | presents itself; how do you become aware of
- 4 that?
- 5 A. So it would be the liaison saying we need
- 6 to -- or the commission, the board, whatever
- 7 | wants -- needs to meet at a particular time and
- 8 the conference room is booked. So we have an
- 9 electronic system that schedules the conference
- 10 rooms, and so if there was a need to move
- 11 someone or rearrange such that we could utilize
- 12 another area, that might come to me.
- 13 Q. What's the electronic system that
- 14 schedules the conference room; what is that
- 15 called? Does it have a name?
- 16 A. I think it's in our GroupWise calendering
- 17 system.
- 18 Q. When you say "GroupWise," are you talking
- 19 about the group, the AOC itself in general?
- 20 A. No, that would be the name of our e-mail
- 21 system.
- 22 Q. Okay. What's the Group Wide calendar
- 23 system?
- 24 A. GroupWise. GroupWise.
- 25 Q. GroupWise, I'm sorry.

- 1 A. It's a product.
- 2 | Q. How many individuals within the AOC have
- 3 the GroupWise calendar system?
- 4 A. We all do.
- 5 Q. How many employees do you have, just
- 6 under your supervision?
- 7 A. 87 at the AOC.
- 8 O. 87?
- 9 A. Yes.
- 10 Q. So the only way you would know about
- 11 | potential double-booking of conference rooms
- 12 | would be if one of the liaisons came to you and
- 13 | said we've got a problem?
- 14 A. Yes.
- 15 \ Q. And so does that mean that the liaison is
- 16 kind of keeping track of the dates when
- 17 | meetings are going to be held for whatever
- 18 | commission they serve?
- 19 A. Yes.
- 20 Q. Do you have periodic meetings with the
- 21 liaisons that are assigned to specific boards
- 22 and commissions?
- 23 A. No.
- 24 Q. So you don't have any kind of
- 25 | communication with your liaisons?

- 1 Α. So I do meet with -- the liaisons are the 2 same people, so it's the same as our directors 3 in the division or other -- so I meet with the directors regularly, I meet with them every 4 5 Monday. 6 Right, I understand. When I say 7 "liaison," I am not saying -- I think -- and you correct me if I'm wrong, my understanding 8 is a liaison is not someone -- that's not like 9 10 an official position, they're going to have 11 another role and then they are -- they are 12 going to also serve as a liaison; is that how 13 that works? Α. Yes. 15 Q. Okay. So when I say "do you meet with
- 14
- 16 your liaisons, " let me rephrase it.
- 17 When you're meeting with your team, do 18 you ever discuss with them their role as liaisons on their boards and commissions that 19 2.0 they serve?
- 21 I've never had occasion to discuss their Α. 22 role.
- 23 What about situational things that come Ο. 2.4 up?
- 25 So it would necessarily come up if there Α.

- 1 was a meeting coming up, yes, that would be
- 2 discussed at one of our Monday meetings.
- Q. So a meeting would be brought to your
- 4 attention about one of the boards and
- 5 commissions; is that right?
- 6 A. Yes.
- 7 Q. What other types of topics would come up?
- 8 I'm talking about liaisons on commissions.
- 9 A. Oh. Just situational awareness, if a
- 10 meeting is scheduled. I cannot think of an
- 11 example of anything else that's come up.
- 12 Q. Did you ever -- Justice Lee, was she ever
- 13 involved in these Monday meetings regarding her
- 14 role as the liaison to the Advisory Commission?
- 15 A. No.
- 16 0. Is there a reason for that?
- 17 A. Those Monday meetings are just for me and
- 18 | my division directors.
- 19 Q. Is Michelle Consiglio-Young a division
- 20 director?
- 21 A. Yes.
- 22 Q. What does she direct, what division?
- 23 A. I think that's the division I neglected
- 24 to list, it's intergovernmental affairs, she's
- 25 the director for that division.

- 1 Q. Is that one of the six?
- 2 A. Yes.
- Q. Did she have a different title at some
- 4 point prior to becoming the director of
- 5 | intergovernmental affairs, another role at the
- 6 AOC, I should say?
- 7 A. I don't know.
- 8 Q. Okay. Was she there at the AOC as an
- 9 employee when you started working as the deputy
- 10 director?
- 11 A. Yes.
- 12 Q. Was she the director of intergovernmental
- affairs when you started as deputy director?
- 14 A. Yes.
- 15 Q. Okay. Do you recall any specific
- 16 communication with Michelle Consiglio-Young
- about double-booking of Advisory Commission
- 18 | meetings?
- 19 A. No.
- 20 Q. Let me ask you another question about
- 21 this GroupWise calendar system.
- 22 You're aware that there is a calendar
- 23 | facing the public on the AOC website?
- 24 A. Yes.
- 25 O. Is that a different -- is that calendar

- 1 that the public can view, is that different
- 2 than the GroupWise calendar system?
- 3 A. I don't know what feeds the public facing
- 4 calendar, so I don't know if I know the answer
- 5 to your question.
- 6 Q. You know what I'm talking about, though,
- 7 right?
- 8 A. I do know what you're talking about.
- 9 Q. Who would know about the public facing
- 10 calendar system within the AOC?
- 11 A. I think it's our communications director,
- 12 Barbara Peck.
- 13 Q. Who would know about the GroupWise
- 14 calendar system? Would Ms. Peck also have that
- 15 | information or would that be someone else?
- 16 A. I think Barbara Peck is a good place to
- 17 gather information with regard to what's on the
- 18 group calendar, because I do think she's
- 19 responsible for posting information to that
- 20 group calendar in GroupWise.
- 21 Q. Who comes up with the dates, the meeting
- 22 dates for the Advisory Commission?
- 23 A. I do not know.
- Q. Did you know that they meet quarterly
- 25 typically?

- 1 A. I didn't -- I'm not aware of the cadence
- 2 of their meetings. I know the statute just
- 3 says from time to time, but I don't know what
- 4 | that cadence has been.
- 5 Q. At all, even after the pleadings have
- 6 been filed in this case?
- 7 A. I know what the pleadings say and it says
- 8 quarterly.
- 9 Q. Do you know if Deputy Director Harmon
- 10 testified under oath in a declaration that they
- 11 | meet quarterly?
- 12 A. I don't recall.
- 13 Q. Did you review her declarations before
- 14 | they were filed?
- 15 A. Before they were filed, yes.
- 16 O. You reviewed both of those declarations
- 17 that she filed in this case?
- 18 A. Yes. Yes.
- 19 Q. How did you review those? Did you review
- 20 those with her in the same room with General
- 21 | Kleinfelter?
- 22 A. No.
- 23 Q. Did Deputy Director Harmon send you a
- 24 draft? I'm just curious as to how you reviewed
- 25 those before they were filed?

- 1 A. I believe I saw drafts.
- Q. So assuming that the cadence is quarterly
- 3 for the Advisory Commission, were you aware
- 4 that they've typically been meeting on the
- 5 second Friday of March, June, September and
- 6 December?
- 7 A. I was not aware.
- 8 Q. Okay. Now, you talked about
- 9 double-booking, and that's double-booking with
- 10 respect to in-person meetings that use a
- 11 | conference room at the AOC; is that right?
- 12 A. That's right.
- 13 Q. Is there ever any double-booking when any
- 14 various commissions are livestreamed to the
- 15 public?
- 16 A. So we have limited resources for the
- 17 livestreaming functions of the Court.
- 18 That's -- if there have been conflicts, they
- 19 would be resolved by Barbara Peck, she's
- 20 responsible for the livestreaming.
- 21 Q. Is there a budgetary item within your
- 22 budget for livestreaming?
- 23 A. Not as a line item, no.
- 24 Q. Is there a budgetary item for
- 25 administrative support to the Advisory

- 1 | Commission on the rules of practice and
- 2 procedure?
- 3 A. No.
- 4 | Q. Is there a budgetary item for
- 5 administrative support for any board or
- 6 commission?
- 7 A. No, it's just part of our job and so it's
- 8 part of the AOC budget.
- 9 Q. Okay. So there's no designation in any
- 10 of the budget from -- I'm speaking of the AOC,
- 11 the court portion, with respect to boards and
- 12 commissions?
- 13 A. Not the advisory board for rules or any
- 14 other advisory boards. There are those four
- 15 that are revenue generating and have their own
- 16 budget, so BLE, CLE, TLAP and BPR.
- 17 Q. So those four are considered boards or
- 18 | commissions?
- 19 A. They are.
- 20 0. Is there a heading on your website at the
- 21 AOC where it has boards and commissions?
- 22 A. Yes.
- 23 | O. Would it be fair to say that there's
- 24 probably approximately 15 that are listed there
- 25 on your AOC website?

- 1 A. I know there's several.
- Q. When's the last time that you've reviewed
- 3 the AOC website from a public facing
- 4 standpoint?
- 5 A. Yesterday.
- 6 Q. And what did you review when you went on
- 7 the website?
- 8 A. I was looking at our calendar and then
- 9 the current -- well, we're in the process of
- 10 changing our website, and so I was comparing
- 11 what's there now to what we plan to have on our
- 12 | new website. So I was in the process of
- 13 communicating with Barbara Peck about some
- 14 changes.
- 15 Q. Was that -- you reviewed the website
- 16 yesterday in your role as director or was any
- of that review also because you were about to
- 18 give a deposition today?
- 19 A. It was in my role as director, but I
- 20 certainly was cognizant of what I saw there
- 21 related to the Advisory Commission rules.
- 22 Q. How else did you prepare for this
- 23 deposition?
- 24 A. I reviewed the pleadings and the most
- 25 recent package of rules from June.

- Now, when -- we'll talk about that in a 1 O. 2 second. 3 The package of rules, is that the 4 complete package that's submitted to the General Assembly? 5 So what I saw was what was posted by the 6 7 appellate court clerk for comment. Would that be like on Lexis or Westlaw? 8 Ο. 9 Α. Yes. 10 That's also on the AOC website, is it Ο. 11 not? I haven't seen it on the website. 12 Α. 13 If the Supreme Court says -- issues an Ο. 14 order that something should be posted publicly, 15 would the -- would that be posted on the AOC
- 17 A. Yes.

 18 Q. Is that one of the functions that your
- office does is to post orders on the AOC
- 20 website?

16

21 A. Yes.

website?

- 22 Q. Is the Tennessee Supreme Court website
- 23 part of the AOC website?
- 24 A. The Tennessee Supreme Court website?
- 25 Q. Let me rephrase it. If I wanted to go

- 1 look at the Tennessee Supreme Court, would that
- 2 be on the AOC website?
- 3 A. Yes.
- 4 Q. Does the Tennessee Supreme Court have a
- 5 separate website apart from the AOC website?
- 6 A. Not that I'm aware of.
- 7 Q. Okay. So when you looked at the calendar
- 8 | yesterday -- was there a reason that you -- the
- 9 AOC is changing its website?
- 10 A. It's just time to update.
- 11 Q. And why is that?
- 12 A. It's not as user friendly as we would
- 13 like.
- 14 Q. Is it user friendly with respect to
- 15 | public meeting notices?
- 16 A. There's a calendar and you can see what's
- 17 posted on the calendar, so yes.
- 18 Q. What part of the website is not user
- 19 | friendly?
- 20 A. So it's not user friendly from our
- 21 standpoint in terms of how it captures content.
- 22 When you search for things -- for example, when
- 23 you look at the public calendar, you cannot
- 24 search -- you have to go month by month by
- 25 month, you can't skip to a different year, so

- 1 it's just not easy to navigate.
- 2 Q. Is it user friendly to the public?
- 3 A. If the public knows no different, then
- 4 yes, it's user friendly, they can access the
- 5 information. I just believe we can improve and
- 6 make it easier to access and navigate our
- 7 website.
- 8 Q. Easier for whom, the public or for AOC
- 9 employees?
- 10 A. Both.
- 11 Q. So then improvement to the AOC website
- 12 | would also assist the public?
- 13 A. Yes.
- 14 O. Did you review on that public facing part
- of the website any public meeting notices?
- 16 A. I saw some listed, I did not review them.
- 17 Q. Did you see any public meeting notices
- 18 | for the Advisory Commission?
- 19 A. I did not.
- 20 Q. Have you ever seen any public meeting
- 21 notices on the AOC website for the Advisory
- 22 | Commission?
- 23 A. I saw the June notice on the calendar.
- Q. Was that the June 2023?
- 25 A. Yes.

- 1 Q. Do you know when that June 2023 public
- 2 | meeting notice was placed on the AOC website
- 3 | calendar?
- 4 A. I do not.
- 5 0. Does the AOC have an -- either a formal
- 6 or an informal way as to when if puts up public
- 7 | meeting notices so many days in advance of an
- 8 | actual meeting?
- 9 A. I don't know.
- 10 Q. So let's say at the beginning of -- what
- 11 is the fiscal year for the AOC?
- 12 A. July 1st to June 30th.
- 13 Q. So let's say July 1st, is there ever a
- 14 situation where the AOC has the indication that
- 15 for the next meetings over the next 12 months
- 16 will take place on a certain month by any of
- 17 the boards or commissions, does that process
- 18 ever happen?
- 19 A. I haven't seen that. I have not seen
- 20 that.
- 21 Q. You have not seen that, but you don't
- 22 know if that happens or not?
- 23 A. Right, I don't know if it happens or not.
- Q. Well, let's say a board or a commission
- 25 like the Advisory Commission was going to have

- 1 a public meeting, how many days of advance
- 2 notice would the AOC put out to the public to
- 3 let them know?
- 4 A. I think I answered that, I don't know if
- 5 we have a policy.
- 6 0. What do you think is a fair amount of
- 7 | notice to the public?
- 8 A. I would say 30 days is pretty standard
- 9 notice.
- 10 Q. Are you aware that the -- do you know who
- 11 | the ADR Commission is?
- 12 A. Yes.
- 13 Q. What's your involvement with the ADR
- 14 | Commission?
- 15 A. I'm not involved.
- 16 Q. Do you know if they have their meetings
- 17 | that are livestreamed to the public; do you
- 18 know if they have any meetings like that?
- 19 A. I don't know.
- 20 Q. Have you ever seen any public meeting
- 21 notices on the AOC website involving the ADR
- 22 Commission, public meetings?
- 23 A. I believe I did when I was looking
- 24 yesterday.
- 25 Q. How many of those notices did you see?

- 1 A. I recall one.
- 2 Q. And when was the meeting supposed to take
- 3 | place, or had it already taken place?
- 4 A. I believe it had already taken place.
- 5 Q. Do you know if the AOC has ever hosted
- 6 meetings for the Advisory Commission in its
- 7 Nashville office?
- 8 A. I do not know.
- 9 Q. Have you ever seen any public meeting
- 10 notices on the AOC website showing that there
- 11 | had been a public meeting?
- 12 A. So I saw the June notice, but that's the
- 13 only one I've seen.
- 14 O. Okay, let's talk about the June notice.
- 15 What do you recall -- what do you
- 16 remember about the June notice that you saw?
- 17 Was it in person or was it livestreamed?
- 18 A. Oh, I didn't -- I didn't review it for
- 19 the details.
- 20 | Q. Who put that notice out?
- 21 A. I don't know.
- 22 Q. Who do you think would be the AOC
- 23 | employee that would be responsible? Would that
- be the liaison, Michelle Consiglio-Young?
- 25 A. In terms of putting it on the calendar on

1 our website, it's probably our communications 2 director. 3 Who would be the point person to give Q. that information to the communications 4 director, would that be the liaison like 5 Michelle Consiglio-Young? 6 7 Quite possibly. Α. Could there be anybody else but the 8 O. liaison that would have that information? 9 10 I suppose the chairman could provide that 11 information or the court liaison could provide that information. 12 13 Yeah, and could the justices themselves Ο. 14 provide that information? 15 MR. STAHL: Object to the form. THE WITNESS: Well, there would just 16 17 be one justice who's the court liaison. BY MR. DOUGHERTY: 18 19 But is it your understanding that the 2.0 Advisory Commission serves the Tennessee 21 Supreme Court? 22 Serves the... Α. 23 So it serves a function to support the 2.4 Tennessee Supreme Court for recommendations for 25 rules, rule changes relative to procedure and

- 1 practice.
- 2 Q. I would agree with that, court rules --
- 3 they make rule recommendations to the Tennessee
- 4 | Supreme Court; you agree with that?
- 5 A. Yes.
- 6 0. They don't make rule recommendations to
- 7 | the Tennessee General Sessions Court, right?
- 8 A. Right.
- 9 Q. They don't make rule recommendations to
- 10 the Tennessee Chancery Court; is that correct?
- 11 A. That's correct.
- 12 Q. They don't make rule recommendations to
- 13 | the Tennessee Circuit Courts, right?
- 14 A. That's correct.
- 15 Q. And they don't make rule recommendations
- 16 to the Tennessee Court of Criminal Appeals,
- 17 right?
- 18 A. That's correct.
- 19 Q. They don't make rule recommendations to
- 20 the Tennessee Court of Appeals, correct?
- 21 A. That's correct.
- 22 Q. They make rule recommendations to the
- 23 Tennessee Supreme Court, right?
- 24 A. That's correct.
- 25 Q. So would the justices on the Tennessee

1 Supreme Court who are receiving these 2 recommendations, would they have any 3 information about when meetings happen? 4 MR. STAHL: Object to the form. THE WITNESS: I don't know. 5 BY MR. DOUGHERTY: 6 7 Do you know if they've ever issued orders when meetings have taken place, I'm talking 8 9 about the Tennessee Supreme Court? 10 Not that I've seen. 11 Have you ever seen an order where the O. 12 Tennessee Supreme Court set a meeting that the 13 Advisory Commission took place, similar to the 14 one you referenced about Justice Lee being the 15 liaison, have you ever seen any kind of order 16 from the Tennessee Supreme Court about past 17 meetings, when they took place? 18 I have not. Α. 19 Ο. Are you aware that those are on the AOC 2.0 website? 21 Α. I was not. 22 Who -- or what individuals would be in 23 the best position to know when past meetings 2.4 took place?

Michelle Consiglio-Young.

25

Α.

- Q. And who would have given the information
- 2 to the Tennessee Supreme Court justices,
- 3 assuming they did put out an order as to when
- 4 past meetings took place? Who would be that
- 5 person?
- 6 MR. STAHL: Object to the form.
- 7 BY MR. DOUGHERTY:
- 8 Q. Would it be the Tennessee Supreme Court
- 9 justice liaison?
- 10 A. I don't know. I don't know the answer to
- 11 that.
- 12 Q. Is it your understanding that Michelle
- 13 Consiglio-Young attends as a liaison Advisory
- 14 | Commission meetings?
- 15 A. She should.
- 16 Q. And -- okay, and why should she?
- 17 A. Just as I serve on, you know, boards and
- 18 commissions as a staff liaison, it's to support
- 19 the needs of that board or commission.
- 20 Q. Because that's your duty and
- 21 responsibility, right?
- 22 A. That's right.
- 23 Q. Do you ever get -- when you're evaluating
- 24 Michelle Consiglio-Young -- do you evaluate
- 25 Michelle Consiglio-Young for job performance?

- 1 A. Yes.
- 2 Q. How often do you do that?
- 3 A. Three times a year.
- 4 0. And when do those evaluations take place?
- 5 A. So there are two interims, interim
- 6 reviews, I want to say every three months, and
- 7 then a final evaluation.
- 8 Q. Do you evaluate Michelle Consiglio-Young
- 9 on her role as liaison to the Advisory
- 10 | Commission?
- 11 A. No.
- 12 Q. And why is that?
- 13 A. Because those things -- we set our goals
- 14 and objectives based on stretch goals, it's not
- 15 those things that are part of your duties and
- 16 responsibilities in the job. So those are
- 17 | expected to occur. The evaluation's based on
- 18 the additional things that you do that move the
- 19 needle for the AOC and the courts.
- 20 0. What does that mean, move the needle for
- 21 the AOC and the courts; what moves the needle?
- 22 A. So any new innovation, new ideas that are
- 23 consistent with the goals that we have listed
- in our strategic plan, those are the things
- 25 that move the needle. For example, E-filing,

- 1 that would move the needle for the courts. 2 So fulfilling one's duties and Ο. 3 obligations doesn't move the needle? 4 Α. That's the expectation of the job. How do you evaluate for that? 5 Ο. If you were not performing the duties and 6 Α. 7 responsibilities of the job, you would not likely continue in the job. 8 And that's what I'm asking, how do you 9 Ο. 10 make those determinations if someone, Michelle Consiglio-Young, for example, I'm not 11 12 suggesting she's not, how would you evaluate 13 Michelle Consiglio-Young if she's not 14 fulfilling her duties and obligations? 15 Α. So on the duties and responsibilities of 16 any position in the AOC, if you fail to do 17 those things, then we're going to get 18 complaints, we're going to learn about it 19 through complaints. 2.0 Who would give those complaints about Michelle Consiglio-Young, for example, on her role on the Advisory Commission?
- Michelle Consiglio-Young, for example, on her role on the Advisory Commission?

 A. It could be -
 MR. STAHL: Object to the form.
- 25 THE WITNESS: -- any member of the

- 1 Commission.
- 2 BY MR. DOUGHERTY:
- Q. It could be any member of the Commission?
- 4 A. Uh-huh.
- 5 Q. Do you ever consult with the chair of the
- 6 Advisory Commission when you're preparing a
- 7 budget?
- 8 A. No.
- 9 Q. Do you ever consult with the chair of the
- 10 Commission with any administrative support they
- 11 might need?
- 12 A. No.
- 13 Q. Do you leave that responsibility up to
- 14 | Michelle Consiglio-Young?
- 15 A. The Advisory Commission does not have a
- 16 budget.
- 17 Q. Right, let me -- just in a broad sense.
- 18 I understand that, and you've made that clear,
- 19 I apologize.
- 20 Does Michelle Consiglio-Young, is she the
- 21 one that's responsible with communicating with
- 22 the Advisory Commission chair on administrative
- 23 | support, just general administrative support?
- 24 A. I suppose so.
- 25 Q. Would she be the only person that would

- 1 be communicating with the Advisory Commission
- 2 on administrative support from the AOC?
- 3 A. Yes.
- 4 Q. You wouldn't have direct communications
- 5 | with the chair?
- 6 A. No.
- 7 Q. Do you know the chair of the Advisory
- 8 Commission, who that is?
- 9 A. I do.
- 10 | O. And who is that?
- 11 A. Gino Bulso.
- 12 Q. And have you talked to Chairman Bulso in
- 13 preparation for this deposition?
- 14 A. No.
- 15 Q. Are you aware that he gave a deposition
- 16 in this case?
- 17 A. Yes.
- 18 Q. Did you talk to Chairman Bulso either
- 19 prior to the preliminary injunction or after
- 20 the preliminary injunction?
- 21 A. No.
- 22 Q. Do you know if Deputy Director Harmon
- 23 spoke with Chairman Bulso either previous to
- 24 the injunction or after the injunction?
- 25 A. I don't know.

- 1 O. Do you know if the justices have talked 2 to Chairman Bulso either pre or post preliminary injunction about this case? 3 I don't know. 4 Α. So for June 2023, you observed or you saw 5 Ο. a public meeting notice; is that correct? 6 7 Α. Yes. Do you know why that was there? Was that 8 Ο. there because of the preliminary injunction? 9 10 I don't know. Α. 11 You weren't aware that that June meeting Ο. 12 happened after the preliminary injunction? 13 Α. I am aware. 14 Let me rephrase it a different way. O. 15 Is it your understanding that the reason 16 that the June 2023 meeting was open to the 17 public was because of the March 2023 18 preliminary injunction? 19 MR. STAHL: Object to the form. 2.0 THE WITNESS: Yes. So that would be 21 consistent with our intention to comply with 22 the order. 23 BY MR. DOUGHERTY: 2.4 And that would have been something, Ο.
- 25 livestreaming the Advisory Commission meeting,

1 the AOC office would typically do; is that 2 right? 3 I'm struggling with the question, I'm Α. 4 sorry. Sure. Assuming -- let's assume before 5 Ο. the preliminary injunction got entered --6 7 because you would agree when the preliminary injunction was entered, Advisory Commission 8 9 meetings had to be open; would you agree with 10 that? 11 After the preliminary injunction, yes. Α. 12 Okay. Let's say meetings at some point Ο. 13 before the preliminary injunction, let's say 14 there was a meeting that was open to the public 15 and it was going to be livestreamed to the 16 public, is that something that the AOC office 17 would assist the Advisory Commission in making 18 that happen? 19 Α. Yes. 2.0 Okay. And would the AOC office put out a Ο. 21 public meeting notice that it was going to be 22 livestreamed, assuming the meeting was going to 23 be open prior to the preliminary injunction? 2.4 MR. STAHL: Object to the form. 25 THE WITNESS: If you're -- so if

- 1 you're going to livestream the meeting, it's
- 2 for the public's ability to observe.
- 3 BY MR. DOUGHERTY:
- 4 Q. Right, the AOC --
- 5 A. So I would assume that yes, we would post
- 6 that.
- 7 Q. That's going to be the AOC?
- 8 A. That's going to be the AOC.
- 9 Q. That's what you do? That's what your
- 10 office does, I should say?
- 11 A. We post what's on the public notice
- 12 calendar, yes.
- 13 Q. Okay. Have you ever observed an Advisory
- 14 Commission meeting either in person or by
- 15 livestreaming?
- 16 A. I have not.
- 17 Q. Did you observe -- or were you aware that
- 18 the June 2023 meeting is on the Tennessee
- 19 YouTube channel?
- 20 A. I was not aware.
- 21 Q. So you didn't observe that June 2023
- 22 meeting that was livestreamed when it was
- 23 | taking place; is that right?
- 24 A. I did not.
- 25 Q. And you haven't watched it on the

1 Tennessee YouTube channel? 2 Α. I have not. Okay. Do you know if anyone, like Deputy 3 Q. 4 Harmon, if anyone from your office, if they ever commented that they saw the Advisory 5 Commission meeting on the YouTube channel? 6 7 Α. No one has commented to me. Have you spoken to the justices about the 8 O. Advisory Commission in June that was -- that's 9 10 on the YouTube channel? 11 Α. No. 12 Okay. So what is your understanding Ο. 13 about the Advisory Commission and the rule 14 recommendations and how those rule 15 recommendations get transmitted to the Supreme 16 Court, which then get transmitted to the 17 General Assembly and then at some point 18 they're -- they become law or they become 19 rules; what is your understanding of that 2.0 process? 21 So my understanding is basically what you Α. 22 just said, that the rules package gets put out 23 for public comment. At some point it then is 2.4 transmitted to the General Assembly and has to

be passed by both houses before becoming

25

- 1 official and then they get published.
- Q. Now, the public comment period, is that
- 3 something that happens at some point after the
- 4 meetings and the recommendations get
- 5 formulated?
- 6 A. Yes.
- 7 Q. Okay. Have you ever attended one of
- 8 those General Assembly hearings where the rules
- 9 package is being discussed?
- 10 A. I have not.
- 11 Q. Do you know if Michelle Consiglio-Young
- 12 has ever attended one of those General Assembly
- 13 hearings on the rules package at any point?
- 14 A. I am sure she has. I cannot think of a
- 15 specific example, but I know that's part of her
- 16 role. She and her team, that's part of their
- 17 role.
- 18 Q. Okay. Do you communicate with the
- 19 | justices about the rules package?
- 20 A. No.
- 21 Q. Do you ever communicate with the justices
- 22 about the administrative support that the
- 23 Advisory Commission might need?
- 24 A. No.
- 25 Q. Did you communicate with Barbara Peck,

- 1 your communications director, after the
- 2 preliminary injunction was entered?
- 3 A. I did not.
- 4 Q. Do you know if someone else on your team
- 5 communicated with Barbara Peck after the
- 6 | preliminary injunction was entered?
- 7 A. I don't know.
- 8 Q. Did you know that the June meeting was
- 9 livestreamed to the public?
- 10 A. Yes.
- 11 Q. When did you first become aware of that?
- 12 A. Likely in the pleadings, something I
- 13 reviewed for today.
- 14 Q. You don't remember any conversation you
- 15 had with Ms. Peck or anyone in your AOC team
- 16 about the livestreaming of the Advisory
- 17 | Commission?
- 18 A. I do not recall, no.
- 19 Q. Do you know how meetings are
- 20 livestreamed?
- 21 A. So I know she has explained it to me, but
- 22 I could not say that I know how they're
- 23 livestreamed, no.
- Q. Well, for example, is Ms. Peck or
- 25 somebody that works with her on her team, do

- 1 they physically go in to a room with a camera
- 2 or is it something on a computer where
- 3 they're --
- 4 A. I don't know.
- 5 Q. You don't know how that works?
- 6 A. No.
- 7 Q. She would be the one that knows how that
- 8 works?
- 9 A. Yes.
- 10 Q. Is the AOC and the Tennessee courts, are
- 11 they livestreaming court sessions more
- 12 | frequently post pandemic?
- 13 A. Yes.
- 14 Q. Is the AOC and Tennessee courts
- 15 livestreaming meetings publicly post pandemic
- 16 more so than they were pre pandemic?
- 17 A. I am unaware.
- 18 O. You don't have those discussions with
- 19 budgetary issues that might come up?
- 20 A. Only for the court sessions.
- 21 Q. Does it cost more money for the courts to
- 22 be livestreamed?
- 23 A. We've had some investment in equipment to
- 24 enable the courtrooms to livestream, so yes.
- 25 Q. How does that process work on

- 1 livestreaming something in the courts?
- 2 A. I don't know.
- Q. Is there an additional investment of
- 4 | employees with this increased capacity to
- 5 livestream court sessions?
- 6 A. We have not added any employees to be
- 7 able to do that.
- 8 Q. So would you say it's more of a financial
- 9 burden on the AOC to livestream court sessions?
- 10 A. I would not call it a burden, I would say
- 11 yes, we have invested in equipment to make sure
- 12 that we can, but I would not call it a burden.
- 13 Q. Okay. Other than the public meeting
- 14 notice that you saw the other day on the
- 15 June 2023 Advisory Commission meeting, have you
- 16 | ever seen any other public meeting notices of
- 17 the Advisory Commission on your website, either
- 18 in your role as deputy or director?
- 19 A. I have not, but I cannot say I've ever
- 20 looked for them.
- 21 Q. Have you ever seen any public meeting
- 22 notices in your role as deputy or director of
- any public meeting notice for any board or
- 24 commission?
- 25 A. Yes.

- 1 Q. And who might that be, which one?
- 2 A. The Trial Vacancy Commission.
- 3 Q. The trial what?
- 4 A. Trial vacancy.
- 5 \ Q. And what is that commission?
- 6 A. So it is the body that vets candidates
- 7 | for judicial vacancies at the trial court level
- 8 for the governor, they send names, three names
- 9 to the governor of recommendation to fill
- 10 vacancies.
- 11 Q. And do you recall when you observed that
- 12 and what that might have been?
- 13 A. We've had several here recently, so -- I
- 14 can't recall.
- 15 Q. Did you ever serve as chief of staff for
- 16 the Tennessee governor before?
- 17 A. Chief of staff? No.
- 18 Q. Did you ever serve in any capacity for a
- 19 former governor of Tennessee?
- 20 A. Yes.
- 21 Q. Who was that and what was your role?
- 22 A. I served as Governor Don Sundquist's
- 23 deputy legal counsel and legal counsel.
- 24 Q. And what was your -- what were your
- 25 | functions with governor Sundquist in those

1 roles? So at the time we were combining --2 creating the Department of Labor and Workforce 3 Development, so I drafted the legislation for 4 5 We were also engaged in bringing school that. reform to the state of Tennessee, so I drafted 6 7 the charter school legislation for the 8 governor. I also was engaged in extraditions, 9 probation parole, clemency actions, the very 10 first execution in decades, and then generally 11 kind of supported our legislative liaisons. 12 So what years were you in that role with Ο. 13 Governor Sundquist? Doesn't have to be the 14 exact date, I'm just curious of the years. 15 don't recall, I can look it up when he was in 16 office. I mean, was it his entire term or 17 terms? 18 No, it was the second term. Α. 19 We're about the same age, so I don't remember. Was that mid '90s? 2.0 2.1 It would be late '90s and then early Α. 22 2000s. 23 I think the charter school statute was 2.4 2002, is that -- you said you drafted that or 25 assisted with it?

- 1 A. I drafted the first one. It was
- 2 unsuccessful, I think it took us two years to
- 3 get something.
- 4 Q. That would have been in early 2000, okay.
- 5 About 20, 25 years ago you would say roughly
- 6 you were with Governor Sundquist?
- 7 A. Yeah.
- 8 Q. I know we're in 2023.
- 9 A. Yeah.
- 10 Q. So in 2022, do you know if the Advisory
- 11 | Commission held any meetings?
- 12 A. In 2023?
- 13 Q. 2022 first.
- 14 A. 2022, I don't know.
- 15 Q. You started in February 2022, right?
- 16 A. Yes.
- 17 Q. Do you know if there were any meetings in
- 18 2022 of the Advisory Commission?
- 19 A. I don't know.
- 20 O. You never communicated with Michelle
- 21 | Consiglio-Young about that?
- 22 A. No.
- 23 Q. If there were reimbursements from 2022,
- 24 | would those be somewhere in your AOC files?
- 25 A. They would be, yes, with our fiscal

- 1 director.
- Q. Tell me -- you may have given me that
- 3 person's name.
- 4 A. Dalton Hensley.
- 5 Q. Yeah, okay, I got it.
- 6 Dalton is a male?
- 7 A. Yes.
- 8 Q. What about 2023, do you know if the
- 9 Advisory Commission met in 2023?
- 10 A. I only know of the June meeting.
- 11 Q. Now, are you aware that the Advisory
- 12 | Commission meeting -- and the June meeting you
- would agree was the post preliminary
- 14 injunction?
- 15 A. Yes.
- 16 Q. Were you aware that there was supposed to
- 17 be an Advisory Commission meeting in September
- 18 of 2023?
- 19 A. Yes.
- 20 Q. And what is your understanding -- first
- 21 of all, did that meeting take place in
- 22 September of 2023?
- 23 A. No.
- 24 Q. And tell me your understanding as to why
- 25 it did not.

- 1 A. It did not get properly noticed or we
- 2 became aware that it was not properly noticed
- 3 and so it was rescheduled.
- 4 Q. And when did you become aware, your
- 5 office, that it was not properly noticed?
- 6 A. I am 99 percent sure that that would have
- 7 come from legal counsel at the AOC --
- 8 0. Is that --
- 9 A. -- making me aware that there was a
- 10 problem.
- 11 | O. -- Mr. Coke?
- 12 A. Yes.
- 13 Q. Was the meeting supposed to be on
- 14 September 8, 2023?
- 15 A. I don't remember the date, I just know it
- 16 was September.
- 17 Q. And what is your understanding -- you
- 18 said it got -- I don't want to put words in
- 19 your mouth.
- 20 Did it get cancelled, the September, or
- 21 did it get postponed?
- 22 A. Postponed is probably the better word.
- 23 Q. And what is your understanding, when did
- it get postponed to, what date?
- 25 A. To December. So it is scheduled for

- 1 December.
- Q. Wasn't there already though a December
- 3 | quarterly meeting they were supposed to have?
- 4 A. I don't know.
- 5 Q. How many meetings -- how many meetings is
- 6 the Advisory Commission having in 2023 calendar
- 7 year?
- 8 A. I don't know.
- 9 Q. So you don't know if this December is --
- 10 if it was already scheduled anyway or if it's
- 11 the postponed meeting, you're not sure about
- 12 that?
- 13 A. I don't know.
- 14 O. Who would know about that if it's -- if
- one that got postponed from September?
- 17 A. Michelle Consiglio-Young.
- 18 Q. Anyone else besides Michelle
- 19 | Consiglio-Young?
- 20 A. John Coke.
- 21 Q. Anyone else?
- 22 A. Rachel Harmon.
- Q. Okay, anyone else? Would the Supreme
- 24 | Court liaison?
- 25 A. Probably.

1 Ο. Would Chairman Bulso, would he know? 2 MR. STAHL: Object to the form. If the meeting got --3 THE WITNESS: 4 if the September meeting was cancelled or postponed, sure, yes, he should know. 5 BY MR. DOUGHERTY: 6 7 Okay. And so what's your understanding of the reason that it was postponed? Is it 8 because there was going to be a violation of 9 10 the injunction and therefore they didn't have 11 it; is that a fair assessment? 12 MR. STAHL: Object to the form, 13 misstates testimony. 14 THE WITNESS: What I believe -- I 15 believe what I was made aware of is that it had 16 not been properly noticed. 17 BY MR. DOUGHERTY: What do you mean by not properly noticed? 18 Ο. 19 That's what I'm trying to understand. 2.0 There was nothing on our public facing Α. 21 calendar to let the public know that that 22 meeting was scheduled. 23 Did the injunction require the AOC to 2.4 properly notice the public? 25 MR. STAHL: Object to the form.

- 1 THE WITNESS: So the injunction would 2 require us to either have it in person or livestream it and so I'm going to assume 3 4 neither was capable of happening for that 5 September meeting. 6 BY MR. DOUGHERTY: 7 Does the injunction also require the AOC to give proper notice to the public as to when 8 9 it's going to be? 10 Α. Yes. 11 What do you consider proper notice to the Ο. 12 public in advance of a meeting? I think you 13 said 30 days; is that your testimony? 14 I will stick to that answer, I think Α. 15 that's standard. Do you know if the injunction requires a Ο.
- 16
- 17 certain amount of notice or not?
- 18 I don't recall. Α.
- 19 Okay. Have you spoken to Michelle
- 2.0 Consiglio-Young while she has been out on
- 21 maternity leave?
- 22 Α. Yes.
- 23 Have you spoken to her specifically about Ο.
- 2.4 the Advisory Commission?
- 25 Α. No.

- 1 Ο. So have you spoken to her about her 2 functions as liaison to the Advisory 3 Commission? 4 Α. No. What -- have you spoken to her about AOC 5 business? 6 7 Yes, strategic planning and the final Α. assessments of her team members on their goals. 8 9 So we do pay for performance, so she would be 10 responsible for evaluating her team members. 11 So we've talked about that. We've talked about 12 revisions we've made to the strategic plan for 13 this next calendar performance cycle, and other 14 than that we've just talked about the baby. 15 Ο. So -- and I'm just referring to AOC 16 business, I'm not asking you anything about 17 your personal conversations with her. What is pay -- you said pay for 18 19 performance? 2.0 Α. Correct. 21 What is that? Ο. 22 So we do an incentive program tied to Α. 23 those goals that I talked about earlier.
- A. So we do an incentive program tied to
 those goals that I talked about earlier. Each
 person has an individual performance plan and
 we assess performance based on the goals and

- 1 objectives in those individual plans. And then 2 we rank the outcomes and reward employees for 3 their performance. 4 O. Whose responsibility was it to properly notice the Advisory Commission meeting in 5 6 September? 7 MR. STAHL: Object to the form.
- THE WITNESS: I don't know. 8
- BY MR. DOUGHERTY: 9
- 10 Was it Michelle Consiglio-Young? Ο.
- 11 I don't know. Α.
- 12 Who is on her team? Ο.
- 13 So she oversees Charley Baldwin who is Α. 14 legislative liaison. She also oversees our 15 court improvement program. I think that's
- 16 everyone on her team.
- 17 Ο. So Charley Baldwin, I only heard one 18 person's name.
- 19 Well, Stacy Lynch is the director, if you
- 2.0 will, I may get the titles wrong, for the court
- 21 improvement program. And I believe she has a
- 22 staff of -- oh, I forgot one other person,
- 23 Stephanie Ethridge who is over our safe baby
- courts. And then there are probably three or 2.4
- 25 four people that report through them.

1 O. Okay. Do you think whether or not 2 Advisory Commission meetings are open or closed 3 to the public is important to improve the administrative -- administration of justice in 4 the Tennessee courts? 5 You're asking my opinion? 6 Α. 7 O. Yes. Okay. So the process, as I know it, has 8 Α. 9 the opportunity for the public to comment. 10 if the goal of whether they're open or closed 11 is to ensure that the public has the 12 opportunity to comment, I think that is already 13 part of the process. 14 Yeah, and that's not my question. O. Ι 15 didn't ask about commenting, I didn't suggest 16 that the purpose was about public commenting. 17 I said, do you think Advisory Commission 18 meetings that are closed to the public, closed 19 meetings, does that improve the administration 2.0 of justice? 21 I think there are times when in order to Α. 22 have candid discussion of a matter, there is a 23 need to have that discussion be closed. 2.4 terms of the public's ability to know and 25 understand what comes out of that discussion, I

1 believe that is already part of this process. 2 So I don't have an opinion one way or the 3 other whether they should be open or closed, I 4 just look at the outcomes. And so I believe 5 that there is already process in place for the outcomes for the public that promote the 6 7 administration of justice. And so are meetings -- is it your 8 O. 9 understanding that Advisory Commission meetings 10 are open or closed? 11 For this particular commission, I 12 understand the history has been that at one 13 point they were open and at one point they were 14 closed. 15 Q. And at what point is it your 16 understanding on the history were they open? 17 Α. It predates me. I want to say maybe 18 2017, 2018, but I am not certain. What is your understanding of history 19 2.0 wise when they became closed? 21 Α. I don't know why they became closed. 22 I didn't say "why," I said what is your 23 understanding of the process of getting closed and why they became closed? 2.4

I don't know.

25

Α.

1 Ο. Who would know that? Would the justices 2 know that? 3 MR. STAHL: Object to the form. 4 THE WITNESS: Any -- whoever was involved at the time. 5 BY MR. DOUGHERTY: 6 7 So I guess is it fair to say if they were O. open, Advisory Commission meetings at some 8 9 point in the past -- I think you said they were 10 at some point, right? 11 (Nodding head.) Α. 12 If they were open, do you think they were Ο. 13 open to try to improve the administration of 14 justice? 15 MR. STAHL: Object to the form. I don't know if there 16 THE WITNESS: 17 was the intentionality around that or not, I 18 don't know. BY MR. DOUGHERTY: 19 2.0 Why do you think they would have been Ο. 21 open previously? 22 I don't -- I don't know. Α. 23 Is there someone that you're aware of who 2.4 decided not to keep the meetings open any 25 longer?

- 1 A. I'm sorry, it predates me, I don't know.
- Q. Well, you talked about the history, I'm
- just trying to understand, how did you have the
- 4 knowledge to be able to know that historically
- 5 at some point meetings of the Advisory
- 6 Commission were open?
- 7 A. In the context of preparing for this
- 8 deposition, I learned that at one point they
- 9 were open.
- 10 | Q. And who did you learn that from?
- 11 A. Likely legal counsel, John Coke.
- 12 Q. And did you review any information that
- 13 | would have -- evidence that they were open at
- 14 some point?
- 15 A. No.
- 16 Q. Do you know -- have you ever reviewed any
- information as to a reason they might have been
- 18 open in the past at some point?
- 19 A. No.
- 20 Q. So is it possible that open Advisory
- 21 Commission meetings could improve the
- 22 administration of justice?
- MR. STAHL: Object to the form.
- 24 THE WITNESS: I've never attended an
- 25 Advisory Commission meeting for rules, but I

- 1 would say, again, that there may be a need to 2 have candid discussion among the lawyers and judges that are part of that body. And so that 3 4 may be problematic in an open forum. And so as long as the results of that discussion are made 5 available to the public, in my opinion, that is 6 7 sufficient. BY MR. DOUGHERTY: 8 9 As long as -- you're saying the public Ο. 10 comment period comes sometime after the meeting 11 happens, that that's sufficient is what you're 12 saying?
- MR. STAHL: Object to the form,
- 14 misstates testimony.
- 15 BY MR. DOUGHERTY:
- Q. Well, then you tell me what your testimony is when you talk about public
- 18 comment. I'm just trying to understand it.
- 19 Because I understood you to say before that the
- 20 public comment period happens after the
- 21 meetings; is that right?
- 22 A. I think that is the way it is set up
- today, yes.
- Q. Okay. And you think that's sufficient to
- 25 improve the administration of justice?

1 MR. STAHL: Object to the form. 2 I don't think it THE WITNESS: 3 hinders the administration of justice. BY MR. DOUGHERTY: 4 5 Well, you would agree that part of your Ο. responsibility and duties are to improve the 6 7 administration of justice as director of AOC, right? 8 9 Α. Yes. Statute requires you to survey and try to 10 Ο. 11 come up with ideas of how to do that, right? 12 Α. Yes. 13 So is it possible that open meetings to Ο. 14 the public on court rulemaking is to improve 15 the administration of justice? 16 MR. COKE: Object to the form. 17 MR. STAHL: Object to the form. 18 Is it possible. THE WITNESS: Ι 19 would still lean toward the need to have candid 2.0 open dialogue about rule changes and that may 21 not happen in a public forum to the level of 22 candor needed to improve the administration of 23 justice. 2.4 BY MR. DOUGHERTY: 25 Does transparency on rulemaking meetings Ο.

```
1
      improve the administration of justice?
 2
                MR. STAHL:
                            Object to the form.
 3
                               I don't believe it's
                THE WITNESS:
 4
      not transparent.
      BY MR. DOUGHERTY:
 5
            And so you think closed meetings are
 6
 7
      transparent?
                MR. STAHL: Object to the form.
 8
 9
                THE WITNESS:
                               So I am saying the need
10
      for candid conversation improves the
11
      administration of justice.
                                   The outcomes of
12
      that candid conversation are transparent to the
13
      public, that also improves the administration
14
      of justice. And the ability to take in comment
15
      and information from the public improves the
16
      administration of justice.
      BY MR. DOUGHERTY:
17
18
            Would open meetings improve the
      Ο.
19
      rulemaking process?
2.0
            It is open when it gets to the
      Α.
21
      legislative process.
22
            No, it's not, it's a meeting?
      Q.
23
                MR. STAHL: Object to the form,
2.4
      argumentative.
25
      ///
```

1 BY MR. DOUGHERTY: 2 It's a meeting. Are meetings today open 3 prior to the preliminary injunction? 4 MR. STAHL: I'm going to allow this one last question, then I'm going to ask to 5 take a break. 6 7 THE WITNESS: Are meetings open 8 prior --BY MR. DOUGHERTY: 9 10 We're talking about Advisory Commission 11 meetings. Were they open --12 My understanding is they have not been Α. 13 open. 14 Okay. Ο. 15 MR. STAHL: We're going to take a 16 break. That was a question. Thank you. Take 17 a five-minute break. 18 MR. DOUGHERTY: Just make it 11:35. 19 MR. STAHL: Okay. 2.0 (Short break.) 21 BY MR. DOUGHERTY: 22 Okay, we'll go back on the record. Q. 23 Ms. Long, what is your understanding of 2.4 the preliminary injunction in March; why was it 25 issued by the court?

- 1 Α. To ensure that the Advisory Commission on 2 rules was open to the public. 3 Q. When you say the advisory -- you talking 4 about meetings? Α. Meetings.
- 5
- So was it your understanding that prior 6 Ο. 7 to the injunction they were closed --
- 8 Α. Yes.
- -- meetings, right? 9 Q.
- 10 Α. Yes.
- 11 Okay. Do you know if they talk about --Ο. 12 let's go back.
- 13 What -- is the Advisory Commission made 14 up of -- what do they make rule recommendations 15 on? Are there certain courts, certain 16 procedures, are you aware of that?
- 17 MR. STAHL: Object to the form.
- 18 THE WITNESS: So I did -- I think I
- 19 answered earlier that they make recommendations
- 2.0 on the rules of practice and procedure for
- 21 various courts and for the rules of evidence.
- 22 BY MR. DOUGHERTY:
- 23 Yeah, so it's the rules of evidence is Ο.
- 2.4 one; is that your understanding?
- 25 Α. Yes.

- 1 Q. And is also the rules of civil procedure
- 2 one of the rule recommendations they make?
- 3 A. Yes.
- 4 Q. And the rules of criminal procedure?
- 5 A. Yes.
- 6 Q. Rules of juvenile procedure?
- 7 A. Yes.
- 8 Q. And is the last one, the fifth one, the
- 9 rules of appellate procedure?
- 10 A. Yes.
- 11 O. When we talk about court rules of
- 12 practice, that's what they're actually doing?
- 13 A. Yes.
- 14 Q. Were you aware that the federal analog
- 15 has very similar rules in certain courts?
- 16 A. No.
- 17 Q. Have you read the pleadings about the
- 18 | federal analog and what they do?
- 19 A. Yes.
- 20 Q. What does Michelle Consiglio-Young,
- 21 Intergovernmental -- what is her title --
- 22 A. Affairs.
- 23 O. What does that mean?
- 24 A. So she is our liaison to the other
- 25 branches of government and so she does -- she

- 1 | works very closely with the legislature and
- 2 then other departments. And so for court
- 3 | improvement programs, she's working with
- 4 Children's Services. For safe baby courts,
- 5 she's working with Human Services and
- 6 Children's Services as well. So it's that
- 7 | place that connects with other departments and
- 8 | agencies across the state.
- 9 Q. So is it fair to say then when you say
- 10 | "intergovernmental" or what she does, some of
- 11 her work touches on the executive branch and
- 12 the legislative branch and the judicial branch?
- 13 A. Yes.
- 14 Q. Is that a relatively new position or has
- 15 | that always kind of been there with the AOC?
- 16 A. I think it's always -- well, since I've
- 17 been at the AOC it's been there.
- 18 Q. Okay. Do you know how long she served on
- 19 the Advisory Commission as the AOC liaison?
- 20 A. I do not know.
- 21 Q. Is the Advisory Commission listed
- 22 somewhere on the AOC website?
- 23 A. It is.
- 24 | Q. And are there names of the people who are
- 25 on that commission on that particular website?

- 1 A. Yes.
- 2 Q. I think all of the -- we talked earlier
- 3 about the boards and commissions section of the
- 4 AOC website; do you recall that?
- 5 A. Yes.
- 6 0. And I haven't looked last week, but I
- 7 think it is fair to say that most members who
- 8 serve on these various commissions and boards
- 9 are listed there on the AOC website?
- 10 A. Yes.
- 11 Q. Who puts that information together?
- 12 A. So who serves is decided in most places
- 13 by the Court and they will often times put down
- 14 a court order for membership and then that gets
- 15 accumulated at the AOC. I don't know who
- 16 physically puts it on the website.
- 17 Q. Well, is the responsibility of liaison
- 18 for that particular board or commission to make
- 19 sure those names are on the website or is that
- 20 your communications group?
- 21 A. I don't know.
- 22 Q. Okay. Do you all have like a flow chart
- 23 at the AOC because you have a lot of different
- 24 divisions? I am just trying to understand how,
- 25 you know, delegation of duties and obligations

1 are carried out when you've got kind of these 2 various six divisions, what -- and you don't have to tell me everything, I am just trying to 3 4 understand the hierarchy and how everybody communicates with one another. 5 So you won't find flow charts. What you 6 will find is trust in liaisons that work with 7 these various boards and commissions to carry 8 9 out the functions that they always carried out. 10 We are in the process of trying to document 11 some of those processes and procedures, I call 12 it eliminating single points of failure, 13 because if something happens to Michelle 14 Consiglio-Young, someone else needs to be able 15 to pick up where she left off. So it's not 16 written down now, but we're working toward 17 writing some of those practices and procedures 18 down. 19 Are you aware of a commission that was 2.0 established several years ago that put together 21 several reports on aspirations for the 22 Tennessee judicial system in the year 2030? 23 Α. I'm not. 2.4 Are you aware that that commission's Ο. 25 final report is on the AOC website?

1 Α. So I believe I saw a report -- I don't 2 think that's what -- I thought it was more around diversity. I don't know if we're 3 4 talking about the same report or not, though. So as I understand it, I believe it might 5 Ο. 6 even be in the pleadings at some point or 7 motions, I'm not sure, but I just wanted to know if you were aware that -- I want to say it 8 was the mid '90s, there was a commission in 9 10 Tennessee by various members, private 11 attorneys, judges, you weren't aware of that? 12 I know that was several years ago. 13 If you're talking about -- I'm calling it Α. 14 a diversity report. I have seen that one, but 15 I don't know if we're talking about the same 16 thing. 17 What I am referring to, and I don't know Ο. 18 the exact name, but I think it was Vision, Tennessee Courts 2030. I believe the year was 19 2030. You don't recall that? 2.0 21 Α. I don't. 22 And you haven't seen that 2030 -- I am 23 just -- it may not be exactly, but you don't recall seeing that 2030 report on the AOC 2.4

25

website?

- 1 A. No.
- 2 Q. I don't recall who the person -- the
- 3 | person who served in your role, the director of
- 4 the AOC was, but do you ever get together or
- 5 have communications with previous AOC directors
- 6 that predated you? Even going back mid '90s or
- 7 the '80s?
- 8 A. So two of them are friends. So I do have
- 9 conversation with two previous directors.
- 10 0. Who are those?
- 11 A. Debbie Tate and Bill Young.
- 12 Q. And Ms. Tate was your -- you were deputy
- 13 to her, right?
- 14 A. Yes.
- 15 Q. Does she still serve in some capacity
- 16 | with the AOC?
- 17 A. We have her on a temporary assignment
- 18 right now, so yes.
- 19 Q. Is that like a limited contract for
- 20 certain period of time?
- 21 A. Yes.
- 22 Q. 120-day contract?
- 23 A. I think so, yes.
- 24 Q. Bill Young, who is Bill Young?
- 25 A. Bill Young was I believe Ms. Tate's

- 1 predecessor in the role.
- Q. How long did Ms. Tate serve as AOC
- 3 director, if you can recall?
- 4 A. I think it was seven years.
- 5 Q. And then how about Mr. Young, how long
- 6 was he -- do you know? If you don't, that's
- 7 fine.
- 8 A. I don't know.
- 9 Q. Is he still living?
- 10 A. Yes.
- 11 | O. Does he work for the AOC?
- 12 A. No.
- 13 Q. Is he retired?
- 14 A. Not that I'm aware of.
- 15 | Q. Okay. Is he an attorney?
- 16 A. Yes, he is. I think he's working for the
- 17 Ethics Commission.
- 18 Q. So is that a Tennessee government paid
- 19 position?
- 20 A. Yes.
- 21 Q. Bill Young?
- 22 A. Yes.
- Q. He is an attorney?
- 24 A. Yes.
- 25 Q. Is Ms. Tate an attorney?

- 1 A. Yes.
- Q. And is there a requirement that the
- 3 executive director of the AOC has to be an
- 4 attorney?
- 5 A. Not in statute.
- 6 O. Have most of them, besides Ms. Tate and
- 7 Mr. Young and yourself, have most previous AOC
- 8 directors been attorneys?
- 9 A. To my knowledge, yes.
- 10 O. Are you aware of how the Federal AOC is
- 11 set up with respect to the relationship with
- 12 the chief justices of the US Supreme Court?
- 13 A. No.
- 14 O. So if I told you that the AOC in the
- 15 | federal court does not serve at the pleasure of
- 16 | the chief justice, Chief Justice Roberts, and
- is a separate entity, you wouldn't have any
- 18 information on that or knowledge?
- 19 A. No.
- 20 Q. Are you aware of anyone or any report
- 21 that has ever suggested or recommended that the
- 22 AOC director and office should be separate from
- 23 the Tennessee Supreme Court?
- 24 A. No.
- 25 Q. You've never seen a report or heard about

- 1 any recommendations on that?
- 2 A. I think there's some opinion out there
- 3 that it should be led by more than just the
- 4 Supreme Court, in other words a group of judges
- 5 representing all levels of the court system,
- 6 but I've never seen a report, I've never seen
- 7 anything in writing in that regard.
- 8 Q. What opinion are you referring to?
- 9 A. I think there's been some discussion over
- 10 time about the AOC being responsible, if you
- 11 | will, to more than just the Supreme Court.
- 12 Q. So is it your understanding that the AOC
- 13 is just responsible for the Tennessee Supreme
- 14 | Court?
- 15 A. No, it is not my understanding.
- 16 Q. Well, then why does that -- why is that
- 17 opinion or idea out there?
- 18 A. I don't know.
- 19 Q. Who -- when you say opinion, is it like
- 20 an Tennessee attorney general opinion; what do
- 21 you mean?
- 22 A. No, no. I just mean over the course of
- 23 | time, there have been comments that I'm aware
- of that trial judges don't get -- don't
- 25 perceive that they are heard when it comes to

- 1 how the AOC operates. The statute clearly says
- 2 that the AOC director serves at the pleasure of
- 3 the Tennessee Supreme Court. The realty is the
- 4 Tennessee Supreme Court is responsible for the
- 5 entire court system. So the Tennessee Supreme
- 6 Court, vis-a-vis the AOC director, is
- 7 | responsive to all levels of court. But we
- 8 don't control perception.
- 9 Q. What is your opinion on that, do you
- 10 think they -- that maybe the statute requiring
- 11 your position to serve, as you say, the
- 12 pleasure of the chief justice and the justices,
- is that a good thing or a bad thing?
- 14 A. It's a thing.
- 15 Q. Right.
- 16 A. I think that in terms of --
- 17 Q. I'm not trying to --
- 18 A. -- to get something done, having five
- 19 bosses is very different from having some
- 20 larger group of bosses, if you will.
- 21 Q. I'm not trying to get you in trouble with
- 22 your bosses, I'm just -- I'm just talking
- 23 about -- I mean, because you would agree that
- 24 you are responsible for the administration of
- 25 justice and some of these kind of broad

- 1 | concepts; would you agree with that?
- 2 A. Absolutely.
- 3 \ Q. So having five bosses, is that more
- 4 difficult to carry out your duties? Or what do
- 5 you mean by having five bosses? Explain that.
- 6 I am just trying to understand. I don't want
- 7 | to put words in your mouth, I don't want you to
- 8 talk bad about -- I'm just trying to understand
- 9 philosophically what your opinion is.
- 10 A. Well, the AOC is the administrative arm
- of the Tennessee Supreme Court. The Tennessee
- 12 | Supreme Court has five justices.
- 13 Q. Right. Do you think if would be a better
- 14 situation if your office, the AOC, was
- 15 | completely separate from the Tennessee Supreme
- 16 Court and that you made all those decisions?
- 17 A. No.
- 18 Q. Okay. And if the Feds do it that way,
- 19 and I don't know if they do it exactly that
- 20 way, but would that be something you wouldn't
- 21 agree or think would be a great thing or you
- 22 don't know right now?
- 23 A. I don't know. I don't think it would be
- 24 because I think our Tennessee Supreme Court is
- 25 very intentional about hearing and making sure

1 they are responsive to all courts. 2 I mean, we have programs across the AOC that address juvenile courts, general sessions 3 4 courts, trial courts. So there -- the 5 processes are in place to make sure all courts 6 are represented in what the Tennessee Supreme 7 Court then directs. Do you think the people on the inside, 8 O. attorneys, all of us at this table, justices 9 10 and judges think that the Tennessee judicial 11 system is a good thing or --12 MR. STAHL: Object to the form. 13 BY MR. DOUGHERTY: 14 -- or doing the best it can? Ο. 15 Α. The Tennessee judicial system? 16 Yeah. Well, the courts, what you have to Q. 17 do, what you have to do. Do you think the 18 Tennessee courts are perceived by the members 19 of the bar and the judiciary as being a pretty 2.0 good system? 21 Α. Yes. 22 Do you think the public perceives the 23 Tennessee judicial system as a pretty good 2.4 system? 25 MR. STAHL: Object to the form.

1 THE WITNESS: The public is kind of 2 I think it depends on your interaction So you could have a negative 3 with the courts. 4 interaction and I suppose your perception would 5 not be positive. I think generally, when I talk about what I do, I don't hear negative 6 7 things about the Tennessee judicial system. BY MR. DOUGHERTY: 8 9 Do you think there's an access to justice 0. 10 crisis in the state of Tennessee? 11 Crisis, no. Α. 12 Ο. Do you think there's an access to justice 13 problem in the state of Tennessee? 14 I think we are intentional with programs Α. 15 to make sure that the reach of the Tennessee 16 courts is as broad as it can be from where we 17 work at the AOC, and then we work very closely 18 with all of those legal aid societies out there 19 that do provide the reach and access. 2.0 believe that's a very positive thing for the state of Tennessee. 21 22 Are there a lot of pro se litigants in 23 the state of Tennessee? 2.4 I don't know. Α. 25 That's not something that you keep track 0.

- 1 of, record wise? 2 I don't keep track of that, no. 3 You're not required to do that under the Q. 4 statute? 5 Α. No. 6 Are you aware of the compensation system 7 for attorneys in Tennessee for indigent representation? 8 9 Α. Yes. 10 Is it good or is it bad compared to other 11 states? 12 Object to the form. MR. STAHL: 13 THE WITNESS: 14
- 13 THE WITNESS: So compared to other

 14 states, we compensate lawyers for their

 15 representation at the lowest level of any other

 16 state.

 17 BY MR. DOUGHERTY:
- Q. So Tennessee's the worst state, right?

 MR. STAHL: Object to the form.

 THE WITNESS: We compensate at a rate lower than any other state.
- BY MR. DOUGHERTY:Q. The worst state in terms of compensation,
- 24 I should have clarified that.
- 25 A. The lowest.

Well, is it better to get less money or 1 O. 2 more money? 3 MR. STAHL: Object to the form, asked 4 and answered. 5 THE WITNESS: Better to get -- so I don't view it from the standpoint of the 6 7 attorney compensation whether or not that is good or bad, I view it from the standpoint of 8 9 are we providing representation. And so 10 representation continues, despite paying the 11 lowest rate in the country. BY MR. DOUGHERTY: 12 13 Did Chief Justice Kirby think it was bad Ο. 14 enough to issue some comments recently about 15 how she wanted to improve the compensation 16 system? 17 So we are currently in the process of 18 advocating to improve the compensation for 19 attorneys, yes. 2.0 Did Chief Justice Kirby release some Ο. 21 public comments recently? 22 Yes, she did. Α. 23 Were those on the AOC website? Ο. 2.4 Α. Yes, they are. 25 How is -- is the AOC, part of that 0.

- 1 advocacy, as you called it, about trying to
- 2 increase compensation?
- 3 A. Yes.
- 4 Q. How -- what does that advocacy look like?
- 5 What does your office have to do?
- 6 A. So the entire fund for indigent
- 7 representation is appropriated money by the
- 8 General Assembly. So if there is to be an
- 9 increase in attorney compensation rates, it
- 10 | will have to come from additional appropriation
- 11 of moneys.
- 12 Q. So does that mean, when you say
- 13 | "advocacy," trying to get more money
- 14 appropriated? You don't have to pass a law,
- 15 right?
- 16 A. No.
- 17 Q. Who does the advocacy besides the AOC
- 18 office?
- 19 A. I'm sure on this topic there will be many
- 20 groups advocating. I think the TBA will
- 21 definitely be at the table on behalf of
- 22 attorneys. You might see the PDs office, some
- 23 of the legal aid societies. I'm sure there's a
- 24 wide swath of people that would agree.
- 25 O. Is low compensation that we're talking

1 about, does that make the access to justice 2 issue better or worse? 3 MR. STAHL: Object to the form. 4 THE WITNESS: Better or worse. Τ think we could be -- I don't think it has to 5 date, but I think if we don't address it, we 6 7 could be in a position where access to justice 8 is in jeopardy. 9 BY MR. DOUGHERTY: 10 So appreciate you sharing the advocacy, 11 is there any kind of written materials that 12 your office has on this -- what you have to do 13 to increase the funding to get -- to 14 compensate, is there anything out there 15 physically written? 16 So it is one of our budget requests. Α. And 17 so we have provided information to the 18 Department of Finance and Administration in 19 writing that we will be making an ask to 2.0 increase the rates. 21 Are the justices themselves advocating on Ο. 22 this issue? I mentioned Justice Kirby, but are 23 they doing any advocacy along with the AOC? 2.4 MR. STAHL: Object to the form. 25 THE WITNESS: So before it appears in

- 1 our budget request, the Court would have to
- 2 agree with that. And so they have. I don't
- 3 know about individual advocacy on their parts.
- 4 BY MR. DOUGHERTY:
- 5 Q. How do you know they agreed with the
- 6 increase of compensation?
- 7 A. We present our budget proposals to the
- 8 Court in advance.
- 9 Q. When you say "we," you're talking about
- 10 the AOC?
- 11 A. I'm talking about me.
- 12 0. You?
- 13 A. Uh-huh.
- 14 Q. So when you're doing a budget -- I know
- 15 you said that's kind of a year-long process,
- 16 kind of, right?
- 17 A. Uh-huh.
- 18 Q. You're putting numbers together, you go
- 19 to the justices first or at some point before
- 20 that gets submitted to the governor?
- 21 A. That's right, I need approval.
- 22 Q. Okay. So we're just talking about the
- 23 compensation for attorneys right now, what the
- 24 article was recently that Justice Kirby spoke
- about.

What's the increase -- or proposed 1 2 increase for attorney compensation on a 3 percentage basis? Well, it's \$30 increase in the 4 Α. compensation rate. So from \$50 an hour to 80. 5 And so currently it's \$50 an hour, is 6 7 that for criminal or explain that -- or is that just court appointed? What does that mean? 8 9 MR. COKE: Object to the form. 10 That's court appointed THE WITNESS: 11 counsel. 12 BY MR. DOUGHERTY: 13 In state courts in Tennessee? Ο. 14 Α. Yes. 15 Q. So is that by statute or is that just how 16 it's been, the \$50? 17 Α. It's by rule, supreme court rule, Rule 18 13. 19 Ο. That's Rule 13? 2.0 Α. Yes. 21 When was that rule promulgated? Ο. 22 I don't know. Α. 23 And so this compensation of \$50 an hour, Ο. is that civil or criminal? 2.4

25

Α.

Both.

1 Q. Oh, it is, okay. 2 How does that on a criminal side? 3 the public defender's office -- don't they serve that role or -- I don't understand that 4 5 part of it. Object to form. 6 MR. COKE: 7 THE WITNESS: So the public defender's office does take -- undertake the 8 representation. However, the indigent -- my 9 10 understanding, the indigent representation fund 11 for adult defense applied when the public 12 defender's office had a conflict on a matter, 13 and so private counsel could be engaged. 14 BY MR. DOUGHERTY: 15 Ο. I see. So the increase in it, assuming 16 it goes through, does that require a rule 17 change of Supreme Court Rule 13? 18 Α. Yes. 19 Ο. Who makes that change? Do the Supreme 2.0 Court justices make that change? 21 Α. Yes. 22 Supreme Court rules are not part of the Q. 23 Advisory Commission, are they? 2.4 I don't believe so, no. Α. 25 Is there any commission or board outside 0.

- 1 of the justices themselves that make changes to 2 supreme court rules? 3 Α. So they will -- no, there's no entity, 4 no. Do they do that at like certain period, 5 Ο. cadence of the year, or is that ongoing; how 6 7 does that work? I think it's ongoing and they will be put 8 Α. 9 out for public comment. 10 So they also put out public comment, but 11 as far as you know the Supreme Court rules are 12 not part of the Advisory Commission meeting 13 rule recommendations; is that right? Α. That's right. 15 Ο. Okay. So assuming that the rate
- 14
- 16 increases from \$50 an hour to compensate an 17 attorney representing indigent people to 80, 18 where does that -- where would that put 19 Tennessee?
- 2.0 MR. COKE: Object to form.
- 21 THE WITNESS: It puts us kind of 22 square in the middle of other states that do 23 indigent representation in this way.
- 2.4 BY MR. DOUGHERTY:
- 25 How many states do indigent Ο.

- 1 representation like Tennessee?
 2 A. I don't know.
- 3 Q. Approximately?
- 4 A. I don't know.
- 5 Q. Do you ever discuss indigent
- 6 representation in your -- is it the COSCA
- 7 group, that organization, does that ever come
- 8 up?
- 9 A. We have not.
- 10 Q. What about access to justice issues in
- 11 general, does that ever come up in your state
- 12 | meeting association?
- 13 A. So, yes. Interpreters has come up in the
- 14 COSCA group. I'm trying to remember. I think
- 15 just interpreters and language access has been
- 16 an issue.
- 17 Q. What about litigants having to represent
- 18 themselves or being pro se, does that pro se
- 19 litigation ever come up?
- 20 A. Not that I recall.
- 21 Q. Is part of the goal of increasing
- 22 compensation for indigent representation so
- 23 that we will have fewer pro se litigants?
- MR. STAHL: Object to the form.
- 25 THE WITNESS: I don't -- I don't know

1 that that is a goal. 2 BY MR. DOUGHERTY: 3 Q. Would it be fair to say that if attorneys 4 are going to be paid more to represent people 5 who can't afford payment, then you're going to 6 have less indigent -- excuse me, you're going 7 to have less pro se litigants in courts? MR. STAHL: Object to the form. 8 9 MR. COKE: Object to the form. 10 THE WITNESS: Yeah, I don't know the 11 reasons why people choose to go pro se, so I 12 can't necessarily say that I know the answer to 13 that. 14 BY MR. DOUGHERTY: 15 Is one of the reasons that people choose Q. 16 to go pro se because they don't have enough 17 money to pay for a lawyer? 18 I suppose it could be one reason. Α. 19 Ο. Isn't that the main reason? 2.0 MR. STAHL: Object to the form. 21 THE WITNESS: I don't know that to be 22 the main reason. 23 BY MR. DOUGHERTY: 2.4 You don't know that to be the main 25 reason?

1 Α. (Shaking head.) 2 Have you ever had this discussion Q. 3 specifically with Justice Kirby? 4 Α. No. Were there any justices that opposed the 5 rate increase from \$50 an hour to 80? 6 7 MR. COKE: Object to the form. THE WITNESS: 8 No. BY MR. DOUGHERTY: 9 10 Are any of the justices opposed to having 11 Advisory Commission meetings open to the 12 public? 13 MR. STAHL: Object to the form. 14 THE WITNESS: I -- I don't know. 15 BY MR. DOUGHERTY: 16 Has anyone said anything to you about Q. 17 that -- their objection to having open 18 meetings? 19 Α. No. 2.0 Do you personally object to having Ο. 21 Advisory Commission meetings open to the 22 public? 23 Do I object? I don't know that it 2.4 They are open now pursuant to court

order. So no, I don't object.

25

- 1 Ο. Has that ever been a discussion within 2 the AOC office about whether or not Advisory 3 Commission meetings should be open or closed? I have not had such a discussion. 4 Α. 5 You don't know anyone's opinion? Like, Ο. for example, you don't know if Director Harmon 6
- 7 thinks it's a good idea or bad idea?
- I don't know her opinion. 8 Α.
- 9 Do you know Chairman Bulso's opinion Ο. 10 whether he thinks it's a good idea or bad idea?
- 11 I do not know. Α.
- 12 Do you think if Chairman Bulso thought it Ο. 13 was a bad idea to have meetings open, would he 14 tell you as the AOC director?
- 15 MR. STAHL: Object to the form.
- 16 THE WITNESS: He's more likely to talk with the staff liaison. I don't interact 17
- 18 with the commission or the chairman.
- BY MR. DOUGHERTY: 19
- 2.0 So that would be -- you think he would Ο.
- tell Michelle Consiglio-Young? 21
- 22 Possibly. Α.
- 23 Would he tell any of the justices on the
- 2.4 Supreme Court?
- 25 MR. STAHL: Object to the form.

1 THE WITNESS: I don't know. 2 BY MR. DOUGHERTY: 3 You don't think he would tell -- you Q. don't know. 4 I don't know. 5 Α. Do you ever have any input with the 6 7 justices when they appoint members to the Advisory Commission? 8 9 Do I -- say the first, do I? Α. 10 Yeah, do -- you would agree that the 11 Tennessee Supreme Court justices appoint 12 members to serve on the Advisory Commission, 13 correct? 14 Α. Yes. 15 Q. Do you as the AOC director have any input 16 with the justices before they appoint someone? 17 Α. No. Does anyone in your office at the AOC 18 19 have any input on that process? 2.0 MR. STAHL: Object to the form. 21 The only input that our THE WITNESS: 22 office would have would be based on the terms 23 of the currently serving members and whether or 2.4 not they are eligible for reappointment. 25 ///

- 1 BY MR. DOUGHERTY:
- Q. And that eligibility is by statute,
- 3 right?
- 4 A. Yes.
- 5 Q. So you don't -- your office doesn't weigh
- 6 in and say I think you all should appoint John
- 7 | Smith as a member to the Advisory Commission,
- 8 is that right?
- 9 A. That is correct. Or I don't.
- 10 Q. And I'm talking about -- when I say
- 11 | "you," I'm talking about your office, the AOC.
- 12 Who would be the person that would get involved
- 13 in that?
- 14 A. I don't know if, for instance, Michelle
- 15 Consiglio-Young would have the opportunity to
- 16 weigh in on appointments or not. I know on the
- 17 | boards and commissions that I serve as liaison,
- 18 I do not.
- 19 Q. What boards and commissions do you serve
- 20 as liaison?
- 21 A. So I serve on the Building Commission.
- 22 Q. The building?
- 23 A. Yes.
- 24 O. Okay.
- 25 A. I serve on the Technology Oversight

- 1 Committee. I cannot recall if I am on the
- 2 Access to Justice Commission or not by name,
- 3 but I attend sometimes their meetings. I think
- 4 that's all.
- 5 Q. The Building Commission, do they hold
- 6 regular meetings?
- 7 A. They do.
- 8 Q. Do you all meet together in one physical
- 9 | location or is it through Zoom or Webinar?
- 10 A. It's been Zoom.
- 11 Q. Has that been since the pandemic?
- 12 A. I don't -- I started in October like
- 13 | right before, I don't recall a meeting -- well,
- 14 I wasn't director before then, so I don't know
- 15 what it was before the pandemic.
- 16 Q. Are your Building meetings open to the
- 17 public?
- 18 A. I don't -- I don't think I've ever seen a
- 19 public notice. They're really about
- 20 maintenance of the building, like landscaping,
- 21 plumbing issues.
- 22 Q. Right. How about the Tech Oversight, how
- 23 many times a year typically do they meet?
- 24 A. So it's brand new and so it has met maybe
- 25 three times.

- 1 Q. When you say "three times," you're
- 2 talking about in calendar year 2023?
- 3 A. Yes.
- 4 Q. Where do you all meet and how do you all
- 5 meet?
- 6 A. It's been via Zoom.
- 7 Q. And are any of those meetings been open
- 8 to the public?
- 9 A. Not to my knowledge.
- 10 O. How would you know if a meeting that you
- 11 were serving on would be open to the public?
- 12 A. If public was a part of the meeting. I
- attend, so if there were members of the public
- 14 outside of, you know, those who are on the
- 15 committee was in attendance, then I would know
- 16 that it was open.
- 17 O. I understand that if they were physically
- 18 in the same room. So my question is how would
- 19 you -- if you're sitting in a room and it's
- 20 being Zoomed out to the public, would you know?
- 21 Would there be a camera in the room? How would
- 22 you understand that that meeting was going out
- 23 to the public?
- 24 A. We're all joining from our own locations.
- 25 0. Sure.

- 1 A. And there's no livestreaming, if that's
- 2 your question.
- Q. That's what I'm trying to figure out.
- 4 How do you know -- not sitting on the side of
- 5 the public, you're in the room or your meetings
- 6 are being livestreamed, how do you as a
- 7 participant know that the public -- that this
- 8 | meeting is being livestreamed to the public?
- 9 A. I guess I don't know.
- 10 Q. So assuming a chair didn't say, hey
- 11 members, this meeting's going to be
- 12 livestreamed -- if they told you, you would
- 13 know at that point, right?
- 14 A. Right.
- 15 Q. Would you also know if you saw a public
- 16 meeting notice on the AOC website that it was
- 17 being livestreamed?
- 18 A. Yes.
- 19 Q. Okay. Any other way that you would know?
- 20 A. No.
- 21 Q. Okay. So one of the other aspirational
- 22 goals -- are you required as the director to
- 23 come up with ways to expedite litigation?
- 24 A. Yes.
- 25 O. How does that -- what does that look

- 1 like? What things have you done in your role
- 2 to expedite litigation?
- 3 A. I would say the entire in Korean
- 4 (phonetic) study of E-filing in the state is
- 5 one of those.
- 6 0. The E-filing?
- 7 A. Yes.
- 8 Q. Any other ways of expediting litigation?
- 9 A. No. We collect statistical data that
- 10 | would inform the Court of where there may be
- 11 overloaded dockets and then the Court has some
- 12 tools available to it to address that.
- 13 Q. So when you see expedited litigation, you
- 14 think that relates more towards particular
- 15 | court dockets?
- 16 A. Yes.
- 17 Q. Are there some court dockets that are
- 18 slower to work through a case than other
- 19 dockets or courts?
- 20 A. So I think there are places where
- 21 population growth has caused the courts to be
- 22 more heavily burdened than in the past. And so
- 23 the 19th Judicial District comes to mind,
- 24 | they've just got more filings -- filings than
- 25 they -- over the course of time.

- 1 | Q. So what's the 19th Judicial District?
- 2 A. So that's Montgomery County.
- Q. And what's the major city in Montgomery
- 4 County?
- 5 A. Clarksville.
- 6 Q. Okay. Is that because there has been an
- 7 | increase in population?
- 8 A. That's what I would argue.
- 9 Q. Well, when you're setting up your
- 10 processes to expedite litigation and collecting
- 11 all this information, how do you do that? If
- 12 | you have a district that has a lot more
- 13 | filings, how does that work? What do you do?
- 14 A. To address it or get the information?
- 15 Q. Well, I don't know. I'm just trying to
- 16 understand, is it just your job to collect the
- 17 information and statistics or is it your job --
- 18 A. It is my job to collect the information.
- 19 Q. Once you collect the information, is it
- 20 your job to come up with a fix or that's not
- 21 your job?
- 22 A. So I'm -- it's not my job. I support the
- 23 Court with the information that it needs to
- 24 make decisions.
- 25 O. Okay. And who would be making a decision

1 let's say on information you collect from 2 Montgomery -- you said Montgomery County? 3 Uh-huh. Α. Who would make decisions on what to do 4 Ο. with that information that you're collecting, 5 would that be the justices? 6 7 MR. STAHL: Object to the form. Yes. So one of the 8 THE WITNESS: things that resulted from the collection of 9 10 information on filings and the growth over time 11 was the request for new judicial positions. 12 that is something once the Court decides that 13 that is needed, then we would advocate for new 14 judicial positions through the legislature. 15 BY MR. DOUGHERTY: 16 And has that happened once the Q. 17 information you collected and shared with the 18 justices? 19 Α. Yes. 2.0 Okay. So you would think it's fair to O. 21 say that a big part of the director position is 22 collecting a lot of these statistics and 23 information and sharing it with justices, 2.4 right? 25 Α. Yes.

- 1 | 0. Do you remember filing an answer in this
- 2 lawsuit?
- 3 A. Yes.
- 4 Q. Who helped prepare that answer for you?
- 5 A. Rachel Harmon and the Offices of the
- 6 Attorney General.
- 7 Q. Anyone else assist you with that?
- 8 A. No.
- 9 Q. Was Ms. Harmon representing you at any
- 10 point during this lawsuit?
- 11 A. She has not represented me, no.
- 12 Q. And you reviewed that answer before it
- 13 was filed?
- 14 A. Yes.
- 15 Q. Along with your attorneys?
- 16 A. Yes.
- 17 Q. I will seque a little bit away from the
- 18 Advisory Commission and talk about the
- 19 Tennessee Judicial Conference Committees, which
- 20 is a part of this lawsuit, you'll recall.
- 21 A. Okay.
- 22 Q. For simplicity purposes, I'm going to try
- 23 to keep it simple and not say Advocacy
- 24 Commission, just say TJC committees, if that's
- okay.

- 1 A. Okay.
- Q. What is your understanding of the TJC
- 3 | committees?
- 4 A. They are committees of the Judicial
- 5 Conference. We support them in the same way we
- 6 do other committees, just administrative
- 7 support. So there's a staff member assigned to
- 8 | -- I don't want to -- I'm not certain that it's
- 9 all, but most.
- 10 O. Right. And is your -- what is your
- 11 office responsible for? I mean, your office is
- 12 responsible for providing education for judges;
- 13 is that right?
- 14 A. Yes.
- 15 Q. Is your office responsible for providing
- 16 any kind of education to the Advisory
- 17 Commission?
- 18 A. No.
- 19 Q. Okay. But you would agree that judges do
- 20 serve on the Advisory Commission?
- 21 A. Yes.
- 22 Q. And non-judges serve on the Advisory
- 23 Commission?
- 24 A. Yes.
- 25 Q. Okay. But with the TJC committees, are

- there any non-judges that serve on any of those
- 2 committees that you're aware of?
- 3 A. There's a Bench Bar Committee, so there
- 4 | would be non-judges on that committee, but I'm
- 5 | not sure about others.
- 6 Q. Yeah, and that's -- what's -- what's your
- 7 understanding of what that means, "bench bar,"
- 8 what does that typically mean?
- 9 A. It's for joint programming, education
- 10 programming.
- 11 O. But --
- 12 A. Between the bar associations and the
- 13 Court.
- 14 Q. For simplicity purposes, does bench bar
- 15 mean you have some judges that are on a group
- and then some non-judges, attorneys, who are in
- 17 the group?
- 18 A. Yes.
- 19 Q. And the Advisory Commission is a Bench
- 20 Bar Committee -- Commission, right?
- 21 A. In the generic sense of the term, sure.
- 22 Q. Yeah. Do you participate or serve on any
- 23 of these TJC committees?
- 24 A. I participate in the Executive Committee,
- 25 which I think I actually serve on that

- 1 committee. I participate with the Court
- 2 | Security Committee, the Weighted Caseload
- 3 | Committee, Trust and Confidence Committee. I
- 4 | think those are the only ones I've been
- 5 involved in.
- 6 Q. Are you required by statute to be on any
- 7 of those committees?
- 8 A. No.
- 9 Q. Okay. Who makes the selection as to
- 10 whether or not you're going to be on a
- 11 committee or a commission, who makes that
- 12 determination?
- 13 A. I don't know. I inherited all of that.
- 14 O. Have you ever asked Ms. Tate?
- 15 A. No.
- 16 Q. Do the justices make that decision?
- 17 A. I don't think so.
- 18 Q. Who would be making the decision?
- 19 A. I think most likely the head of the TJC,
- 20 the president of the TJC.
- 21 Q. Who is that a chief justice of the
- 22 | Supreme Court?
- 23 A. No.
- 24 Q. Who is the head of the TJC?
- 25 A. Currently it is Valerie Smith.

- 1 Q. Okay. Is that position elected or
- 2 whatever by the people that are -- by the
- 3 members?
- 4 A. By the membership.
- 5 Q. Okay. So since you've been director, how
- 6 many of these various TJC meetings have you
- 7 been to?
- 8 A. I would say four or five. Because most
- 9 of them meet during a conference and so I will
- 10 pop in.
- 11 Q. Okay.
- 12 A. Or I'm asked to join just to provide
- 13 information.
- 14 Q. Does your office also help gain speakers
- 15 | for CLE for the judges?
- 16 A. Yes.
- 17 Q. Okay. Is that something that you're
- 18 involved in or someone else in your office is
- 19 involved in?
- 20 A. Someone else in my office.
- 21 Q. Is that Deputy Director Harmon?
- 22 A. I would say it's John Crawford, but I
- 23 | wouldn't doubt that he consults her. He's not
- 24 an attorney, so I would not doubt that he would
- 25 consult Deputy Harmon.

- 1 O. Do you know how Mr. Crawford makes the 2 decisions to choose certain speakers for education? 3 I don't think he chooses them, I think he 4 might recommend to the Education Committee. 5 There's an Education Committee for TJC. 6 Do any of those committees of the TJC, do 7 they make rule recommendations, court rule 8 recommendations like the Advisory Commission? 9 10 Α. No. 11 Okay. And do you know if any of their Ο. 12 meetings are open or closed to the public? 13 I don't know. Α.
- Q. When you say you pop in, is that -- when you say conference, are you talking about like a TBA conference that happens to be taking place at the same time as the TJC committee meetings? What do you mean by that, you pop in?
- A. So I attend all of the conferences for
 our judicial trial courts -- State Judges
 Conference, the General Sessions Conference,
 the Municipal Judge Conference, I'll be going
 to that here shortly. So I'm an attendant. So
 if their committees are meeting, then I'll join

```
1
      them.
 2
            Okay. Do you know if any of those
 3
      conference meetings that the judges have had,
      have they ever been open to the public?
 4
            Not that I'm aware of. Those conferences
 5
      Α.
      are their Judicial Education Conference, so I
 6
 7
      don't believe they're open to the public.
            Okay. Is it your intention to provide --
 8
      Ο.
      well, are you going to provide any expert
 9
10
      testimony in this case or be designated as an
11
      expert witness?
12
            I don't believe so.
      Α.
13
            Okay. Do you know if Deputy Director
      Ο.
14
      Harmon would be doing that?
15
      Α.
            I don't know.
16
            Okay. Do you know if any of the
      Q.
17
      Tennessee Supreme Court justices will be doing
18
      that?
            I don't know.
19
      Α.
2.0
      Ο.
            Okay.
21
                MR. DOUGHERTY: I'll pass the
22
      witness, Mike.
23
      ///
2.4
      ///
25
      ///
```

1 EXAMINATION 2 QUESTIONS BY MR. STAHL: 3 Just a few questions, Director Long. Q. 4 Do you personally as director of the AOC control any of the conduct related to any 5 6 committee meetings that happen at the AOC? 7 Α. No. Would you be able to tell a chairperson 8 O. 9 of any committee how or what to do during their meetings? 10 11 No. Our interaction with the chairs is 12 limited to implementing what they desire. 13 That's our interaction with the chairs. 14 Has any member of your office, as far as O. 15 you know, ever told a committee or a commission 16 when or where to hold its meeting? 17 Α. No. 18 Are the commissions that are listed on Ο. 19 the AOC website either statutorily or otherwise 2.0 required to hold their meetings at the AOC? 2.1 At the AOC? Α. 22 (Nodding head.) Q. 23 Α. I don't know the answer to that.

Q. Okay. You're a -- your statement earlier regarding counsel's question about public

- 1 | notices, you had mentioned 30 days was a time
- 2 frame that you thought was reasonable to post a
- 3 public notice if a meeting was going to be
- 4 | public; is that right?
- 5 A. Well, I said I felt like that was pretty
- 6 standard. I don't know if that's reasonable.
- 7 Q. Why would you feel like that's a standard
- 8 | time frame?
- 9 A. I can only draw on my experiences with
- 10 the Department of Health, and I know that our
- 11 notices for boards that were meeting in the
- 12 Department of Health was published in advance
- 13 and it was about a 30-day notice.
- 14 Q. Would the AOC, as far as you know,
- 15 | publish a public notice without permission of
- 16 the committee or chairperson?
- 17 A. No.
- 18 | O. Who -- the information contained within a
- 19 public notice, the public notices that you've
- 20 seen, what kind of information is included in a
- 21 public notice that you've seen?
- 22 A. So date and time for a meeting. I've
- 23 seen -- I believe I've seen some with proposed
- 24 agenda or an agenda for the meeting. That's
- 25 what I recall.

- Q. Okay. Would the AOC in any capacity
 control the information on public notice
 concerning the date and time of the meeting?
 A. No.
 Q. Would the AOC have the ability or in any
 way control the proposed agenda of the meeting?
- 7 A. No.
- Q. So the information you've seen on publicnotices must come from someone outside the AOC?
- 10 A. Yes.

information?

13

- Q. And can you describe the AOC's role in publishing the notice after it gets that
- 14 So this is where I'm not sure who handles Α. 15 what, but I know more than likely the staff 16 liaison for whatever body we're talking about 17 would get that information, when is the next 18 meeting, what's the time, date, proposed 19 agenda, and then provide that most likely to 2.0 our communications team that then posts to our 21 website.
- Q. Do you have any reason to believe that anybody within that process would change or alter that information?
- 25 A. Absolutely not.

1 Ο. Do you think anybody within that process 2 has the authority to change or alter that 3 information? 4 Α. No. MR. STAHL: That's all I have. 5 6 7 FURTHER EXAMINATION QUESTIONS BY MR. DOUGHERTY: 8 On that line of questioning, on those 9 Ο. 10 public meeting notices that you've seen, is 11 there an AOC contact person listed? 12 I didn't make note of that. Α. 13 Would there be an AOC contact person Ο. 14 listed with e-mail and phone number if the 15 public has a question? 16 Α. I don't know. There could be. 17 O. Who would the public call if they had a 18 question about a public meeting notice that the 19 AOC put out? 2.0 This is speculative, but I would say Α. 21 Barbara Peck or our web master. 22 They would call someone at the AOC, Q. 23 right? 2.4 Α. Yes. 25 Ο. Does the first amendment require the

1	Advisory Commission meetings to be open to the
2	public?
3	MR. STAHL: Object to the form, legal
4	conclusion.
5	THE WITNESS: I know that's what's
6	argued in this case. I don't know.
7	BY MR. DOUGHERTY:
8	Q. You don't know?
9	A. I don't know.
10	MR. DOUGHERTY: I have nothing
11	further.
12	MR. STAHL: Great. Do you want to
13	review the transcript or do you want to waive
14	signature?
15	MR. COKE: I'd like to review.
16	THE WITNESS: Okay, we'd like to
17	review.
18	THE REPORTER: Did you want to order
19	this?
20	MR. DOUGHERTY: Yes.
21	MR. STAHL: Yes, we want a copy of
22	it.
23	FURTHER DEPONENT SAITH NOT
24	(At 12:30 p.m. CST.)
25	

PAGE LINE	SHOULD HAVE BEEN
	MICHELLE LONG

REPORTER'S CERTIFICATE
STATE OF TENNESSEE
COUNTY OF SUMNER
I, JENNY CHECUGA, Licensed Court Reporter,
with offices in Nashville, Tennessee, and Registered
Professional Reporter, hereby certify that I reported
the foregoing deposition of MICHELLE LONG by machine
shorthand to the best of my skills and abilities, and
thereafter the same was reduced to typewritten form
by me.
I further certify that I am not related to
any of the parties named herein, nor their counsel,
and have no interest, financial or otherwise, in the
outcome of the proceedings.
I further certify that in order for this document to be considered a true and correct copy, it
must bear my original signature and that any unauthorized reproduction in whole or in part and/or
transfer of this document is not authorized, will not be considered authentic, and will be in violation of
Tennessee Code Annotated 39-14-104, Theft of
STATE & COLUMN TO STATE &
OF TENNESSEE NOTARY PUBLIC
JENNY CHECUGA, LCR, RPR
Lexitas Legal Licensed Court Reporter (TN)
Notary Public State of Tennessee
My Notary Commission Expires: 5/18/2027 LCR #690 - Expires: 6/30/2024

2023 34:25 38:6 accepted 33:19, administrators \$ 75:24 76:1 87:5, 20 34:6,9,11 48:25 53:25 16,17 89:18,21 accepting 34:15 admission 12:19 94:15 97:8,12 **\$30** 132:4 access 22:25 admissions 13:4 98:8,9,18,22 **\$50** 132:5,6,16,23 99:14 100:6 142:2 23:7 36:23 39:16 admitted 12:23 134:16 137:6 50:7 57:12.14 2030 117:22 75:4,6 126:9,12, **ADR** 77:11,13,21 118:19,20,22,24 19 130:1,7 1 adult 133:11 **25** 97:5 135:10.15 141:2 advance 76:7 **1** 9:11 **26th** 38:18 accumulated 77:1 102:12 131:8 116:15 **10:20** 57:22 155:12 3 accurate 33:12, **11:35** 112:18 advances 50:25 13 11th 13:25 14:2 **30** 77:8 102:13 advice 44:24 actions 96:9 45:3,7,10,13,14, 155:1 **12** 76:15 active 48:7,9 19,24 46:5 **30-day** 155:13 120-day 119:22 actively 32:8 advisory 27:16, **30th** 76:12 **12:30** 158:24 22 36:23 51:9,10 activities 17:15 52:8,14 56:9,15, **13** 132:18,19 actual 76:8 18 57:2,5,10 58:1, 4 133:17 8,12,15 59:5 60:6, added 94:6 **15** 48:10 71:24 8,11,15,19,22 **45** 38:23 additional 48:13 61:3,7,13,22,25 **16-3-601** 58:6 83:18 94:3 129:10 62:17 66:14 67:17 8 **1990** 12:9 68:22 70:3,25 address 33:16 71:13,14 72:21 1994 12:14,20 125:3 130:6 75:18,21 76:25 8 99:14 144:12 145:14 78:6 79:20 81:13 **19th** 144:23 145:1 **80** 132:5 134:17 82:13 83:9 84:22 adjustment 1st 9:17 16:19 137:6 85:6,15,22 86:1,7 21:24 76:12,13 87:25 88:8,17 **80s** 119:7 adjustments 89:13 90:5,9,13 20:14,24 21:12,14 **87** 64:7,8 2 91:23 92:16 94:15,17 97:10,18 administration 98:9,11,17 100:6 22:9,11,23 23:23 9 **20** 97:5 24:24,25 26:1,24 102:24 103:2 2000 97:4 104:5 105:2,17 27:10 105:4,19 90s 96:20,21 106:9 107:8 106:7 107:13 2000s 96:22 118:9 119:6 108:5,20,25 108:22 109:25 **2002** 96:24 99 99:6 112:10 113:1,3,13 110:3,7,15,22 115:19,21 133:23 111:1,11,13,16 2017 106:18 **9th** 13:12,14,17, 134:12 137:11,21 123:24 130:18 18,21 38:16,17 **2018** 106:18 138:2 139:8,12 administrative 140:7 147:18 **2019** 9:25 7:23 8:21 9:1,4 148:16,20,22 Α 17:20,21 18:5 2021 25:8 149:19 152:9 20:19 21:21 61:2 158:1 **ability** 8:8 50:16 **2022** 9:9,11,18 70:25 71:5 85:10, 89:2 105:24 24:14,16 25:5,9, advocacy 129:1, 22.23 86:2 91:22 111:14 156:5 11 31:22,23,25 4,13,17 130:10,23 105:4 124:10 131:3 147:23 33:7 40:12 43:5,6, 148:6 **absence** 39:6,9 8 97:10,13,14,15, advocate 146:13 Administrator Absolutely 124:2 18,23 48:19 156:25 advocating

128:18 129:20 24:18 25:16 26:16 **applied** 133:11 119:17 130:21 27:15.20 28:13 **appoint** 9:14 40:8 assist 39:1 55:24 29:6,16 30:9,13, affairs 66:24 67:5, 139:7,11,16 140:6 56:18 75:12 88:17 14 32:20 35:21 13 114:22 147:7 36:10,21 37:6 appointed 9:15 affect 20:7,19 39:7,11 40:2,16 10:18,19,20 40:12 Assistance 18:21 41:2 43:19 44:24 132:8,10 19:4 afford 136:5 47:20,24 48:5,15 appointment assistant 10:12, 50:13,19,23 51:4, age 96:19 9:20 17 5,23 52:6 53:14 agencies 24:22 54:3 55:4,25 56:3 appointments assisted 96:25 115:8 57:7,11 61:2,6,18 140:16 association 6:4 62:4.9.18 63:19 agenda 155:24 appropriated 11:12 135:12 156:6,19 64:2,7 67:6,8,23 129:7,14 68:10 70:11 71:8, associations agree 46:10,13,14 10,21,25 72:3 appropriateness 149:12 80:2,4 88:7,9 73:10,15,19,23 25:23 26:4 98:13 110:5 **assume** 13:3 74:2,5,9 75:8,11, appropriation 43:14 88:5 89:5 123:23 124:1,21 21 76:2,5,11,14 129:24 131:2 129:10 102:3 77:2,21 78:5,10, 139:10 148:19 22 81:19 83:19,21 approval 131:21 assuming 54:19 84:16 86:2 88:1, **agreed** 131:5 70:2 82:3 88:5,22 approximately 16,20 89:4,7,8 133:15 134:15 31:25 71:24 135:3 ahead 5:14 7:20 92:15 93:10.14 143:10 94:9 97:24 99:7 aid 126:18 129:23 area 63:12 Atlanta 14:3 101:23 102:7 **Alabama** 13:2,11 argue 145:8 103:5,15 110:7 attend 49:9 141:3 49:15,16 115:15,17,19,22 142:13 152:20 **argued** 158:6 116:4,9,15,23 **Alabama's** 13:17 argumentative attendance 117:25 118:24 142:15 alter 156:24 157:2 111:24 119:4,5,16 120:2, 11 121:3,7,10,14, Amanda 30:23 Arkansas 53:9 attendant 152:24 22 122:10,12 amended 43:8 attended 49:12 arm 49:4 124:10 123:1,2,6 124:10, 91:7,12 108:24 14 125:2 126:17 amendment article 131:24 128:23,25 129:17 attends 82:13 157:25 aspirational 130:23 131:10 amount 77:6 143:21 attention 62:24 138:2,14 139:15, 66:4 102:17 18 140:11 143:16 aspirations 154:4,6,19,20,21 **analog** 51:14,18 117:21 attorney 5:11 155:14 156:1,5,9 114:14,18 12:4 120:15,23,25 Assembly 23:20 157:11,13,19,22 121:4 122:20 ancillary 21:1 24:21 73:5 90:17, **AOC's** 27:2,5 128:7 129:9 132:2 24 91:8,12 129:8 134:17 147:6 annual 49:8,9 156:11 52:22,24 assess 103:25 151:24 apologize 13:24 answers 8:9 attorneys 55:5 26:1 85:19 assessment 101:11 118:11 121:8 anticipating **Appeals** 13:14,19 125:9 127:7 assessments 14:23 14:1 80:16,20 128:19 129:22 103:8 131:23 136:3 anyone's 138:5 appearance 8:1 147:15 149:16 assigned 47:1 **AOC** 15:22 16:2,5, appears 130:25 64:21 148:7 attorneys' 19:6 9,11,15 17:15 appellate 21:13 assigning 58:19 18:1,10 19:12,14, audible 6:17 30:25 56:7 60:25 15 20:1,8,20,21 assignment 73:7 114:9 21:11,19 22:7,17

audit 26:14 90:21 56:8 calendering 63:16 **basis** 132:3 break 6:25 7:2,6 August 60:3 38:19 57:23 California 54:6 authority 15:2 Beautiful 49:19 112:6,16,17,20 call 17:16 48:4,21 22:19 157:2 began 9:25 Brentwood 11:21 53:17 55:17,18 aware 16:4 36:14. beginning 76:10 94:10,12 117:11 briefing 58:10 16 37:10 41:6 157:17,22 43:1,14,24 51:8, **beains** 24:9 bringing 96:5 called 5:3 48:5 14 58:14,16,18 behalf 129:21 **broad** 85:17 63:15 129:1 63:3 67:22 69:1 70:3,7 74:6 77:10 bench 149:3,7,14, 123:25 126:2.16 calling 55:20 81:19 86:15 19 broadened 34:3 118:13 87:11,13 89:17,20 bids 33:25 40:16 92:11 98:11,16 brought 66:3 camera 93:1 99:2,4,9 101:15 142:21 big 146:21 **Buck** 5:10 107:23 113:16 Campbell 56:7 Bill 119:11,24,25 114:14 117:19,24 **budget** 17:24,25 120:21 118:8.11 120:14 cancelled 99:20 19:22,23 20:4 121:10,20 122:23 101:4 **bit** 5:16 35:12 41:5 23:10,14,15,24 127:6 149:2 153:5 58:1 147:17 24:14,15,23 25:1, candid 105:22 5 70:22 71:8,10, awareness **Bivins** 59:19 109:2 110:19 16 85:7,16 130:16 17:16,17 42:23 111:10,12 **BLE** 71:16 131:1,7,14 66:9 candidate 40:22. **board** 18:8,19,23 budgetary 20:17 23 24:7 70:21,24 19:9 20:6,16 63:6 В 71:4 93:19 candidates 95:6 71:5,13 76:24 82:19 94:23 candor 110:22 **building** 140:21, **baby** 103:14 116:18 133:25 22 141:5,16,20 104:23 115:4 capable 102:4 **boards** 18:4,11, **Bulso** 86:11,12, **back** 18:8 28:8 capacity 94:4 13 19:18 20:15 18,23 87:2 101:1 41:11 57:21.25 25:18 36:4,6 57:9 95:18 119:15 138:12 112:22 113:12 156:1 58:20 64:21 65:19 119:6 **Bulso's** 138:9 66:4 71:11,14,17, capture 55:12 **bad** 123:13 124:8 21 76:17 82:17 **burden** 94:9,10, captures 74:21 116:3,8 117:8 127:10 128:8,13 12 138:7,10,13 140:17,19 155:11 care 46:20 burdened 144:22 **body** 58:5 95:6 **Baldwin** 104:13, career 14:8,12 109:3 156:16 business 25:7 50:17 103:6,16 **carried** 117:1,9 booked 63:8 **bar** 12:19 15:2 125:19 149:3,7, carry 117:8 124:4 booking 62:24 C 12,14,20 case 13:13 32:3,4 **bosses** 123:19, Barbara 36:12 33:17 34:1 35:7,8 20,22 124:3,5 cadence 69:1.4 68:12,16 70:19 36:15 41:7 54:11 70:2 134:6 72:13 91:25 92:5 **Bowers** 30:21 55:13 69:6,17 157:21 56:8 86:16 87:3 144:18 calendar 31:21 153:10 158:6 63:22 64:3 67:21, **BPR** 71:16 **barred** 12:23 22,25 68:2,4,10, Caseload 150:2 **based** 12:10 **branch** 115:11.12 14,18,20 72:8 cases 55:9 30:15 31:13 74:7,16,17,23 branches 114:25 83:14,17 103:25 75:23 76:3 78:25 caused 144:21 **brand** 141:24 139:22 89:12 100:6

Brandon 30:21

basically 39:6

101:21 103:13

142:2

Center 5:11,14

48:24 49:5 54:4,

14 **circle** 41:11 146:1 18 139:8,12 140:7,21 141:2,5 centralized 27:9 collected 146:17 **circuit** 13:12,14, 147:18,24 148:17, 17,19,21,23,25 certification 23:5 collecting 55:6 20,23 149:19,20 80:13 150:11 152:9 145:10 146:5,22 certify 23:3 154:15 158:1 citation 24:1 collection 55:1 **chair** 85:5,9,22 city 145:3 commission's 146:9 86:5,7 143:10 117:24 civil 60:25 114:1 Columbia 32:18 chairman 79:10 commissioner 132:24 86:12,18,23 87:2 combining 96:2 10:12.17.21 101:1 138:9,12,18 claims 25:21 comment 73:7 commissions chairperson clarified 127:24 90:23 91:2 105:9, 18:5,11,13 25:18 154:8 155:16 12 109:10,18,20 Clarksville 145:5 36:4,7 57:9 58:20 111:14 134:9,10 chairs 154:11,13 64:22 65:19 66:5, CLE 18:18 19:5, commented 8 70:14 71:12,18, challenges 49:25 15,23 20:5,15,16 21 76:17 82:18 90:5.7 48:10 71:16 116:3,8 117:8 Chancery 80:10 151:15 commenting 140:17,19 154:18 105:15.16 **change** 133:17, clear 6:19 49:17 committee 34:18, 19,20 156:23 85:18 comments 22 51:9 56:6 157:2 122:23 128:14.21 141:1 142:15 clemency 96:9 changing 72:10 149:3,4,20,24 commission 74:9 clerk 31:1 56:7 150:1,2,3,11 18:19,24 27:17,22 73:7 152:5,6,17 154:6, channel 89:19 36:24 51:10 52:8, 9,15 155:16 90:1,6,10 clerks 29:1,11 14 56:10,15,19 57:2,5,10,13 58:2, committees **CLES** 19:6 channels 35:10, 8,13,15 59:6 60:6, 147:19,24 148:3, 13,20 41:15 **closed** 105:2,10, 8,11,15,19,22 4,6,25 149:2,23 **Charley** 104:13, 61:3,8,13,22 62:1, 18,23 106:3,10, 150:7 152:7,25 14,20,21,23,24 17 63:6 64:18 17 communicate 111:6 113:7 138:3 66:14 67:17 68:22 **chart** 116:22 70:3 71:1,6 72:21 6:15 42:20 57:1 152:12 61:20.24 62:20 **charter** 96:7,23 75:18,22 76:24,25 closely 115:1 77:11,14,22 78:6 91:18,21,25 **charts** 117:6 126:17 79:20 81:13 communicated 82:14,19 83:10 closer 10:9 **check** 26:6 42:13 92:5 97:20 84:22 85:1,3,6,10, cognizant 72:20 **Chicago** 12:10 communicates 15,22 86:1,8 49:14 117:5 87:25 88:8,17 **Coke** 7:22,25 8:3 89:14 90:6,9,13 chief 9:4 16:16, 32:25 37:5,10 communicating 91:23 92:17 40:22,24 99:11 17,23,24 17:1,5,7, 72:13 85:21 86:1 94:15,17,24 95:2, 100:20 108:11 11 31:2,16 32:23 5 97:11,18 98:9, communication 110:16 132:9 33:7,15 34:7,18 12,17 100:6 42:10,22 64:25 35:5 59:11,14,17, 133:6 134:20 67:16 102:24 103:3 136:9 137:7 21,24 95:15,17 104:5 105:2,17 121:12,16 123:12 158:15 communications 106:9,11 107:8 128:13,20 150:21 36:12 39:15 68:11 COLA 21:15,23, 108:6,21,25 79:1,4 86:4 92:1 **Children's** 115:4, 25 112:10 113:1,13 116:20 119:5 115:19,21,25 Collaboration 156:20 116:18 117:19 **choose** 136:11,15 39:16 118:9 120:17 compare 29:13 152:2 collect 144:9 133:23,25 134:12 compared chooses 152:4 145:16,18,19 137:11,21 138:3, 127:10,13

comparing 72:10

compensate

127:14,20 130:14 134:16

compensation

127:6,23 128:7, 15,18 129:2,9,25 131:6,23 132:2,5, 23 135:22

competitive 33:25

complaint 43:9

complaints 84:18,19,20

complete 73:4

completely

124:15

compliance 38:2 39:1 42:5,9

comply 37:25 42:1,14 87:21

computer 29:25 93:2

concepts 124:1

concluded 15:18

conclusion 24:9

conduct 50:17 154:5

conference

48:19 62:10,11 63:8,9,14 64:11 70:11 147:19 148:5 151:9 152:15,16,22,23 153:3.6

conferences

49:6,12 152:20 153:5

conferencing 50:16

Confidence

150:3

conflict 62:2,5,16 133:12

conflicted 62:19

conflicts 70:18

connects 115:7

considered

71:17

Consiglio-young

61:11,12,16,21 62:20 66:19 67:16 78:24 79:6 81:25 82:13,24,25 83:8 84:11,13,21 85:14,20 91:11 97:21 100:17,19 102:20 104:10 114:20 117:14 138:21 140:15

consist 17:14

consistent 83:23 87:21

consult 85:5,9 151:25

consults 151:23

contact 157:11,13

contained 155:18

content 74:21

context 108:7

continue 84:8

continued 39:8

continues 128:10

continuing 18:18 19:8 48:16

continuously 47:10

continuum 55:8

contract 119:19,

contracted 32:21

control 123:8 154:5 156:2,6

conversation

37:9 53:24 92:14 111:10,12 119:9

conversations

37:11 60:14

103:17

convicted 15:4

copy 158:21

Corporation

32:18 33:11

correct 9:7,12,16, 19 12:4,5 14:16, 18 15:14 19:8 21:5,22 25:11,12, 15 27:1,2,4,7 28:2 31:24 32:13 60:6 65:8 80:10,11,14, 18,20,21,24 87:6 103:20 139:13 140:9

COSCA 48:23,25 49:1,23 52:11,20 53:4,7 54:15 135:6,14

cost 21:24 93:21

Council 48:24

counsel 7:14,22 11:11 37:5 43:21 44:3,10 45:11,17 95:23 99:7 108:11 132:11 133:13

counsel's 154:25

counterparts

48:18 53:11

country 50:20 128:11

county 29:13 145:2,4 146:2

couple 38:24

court 6:6,8,17 9:16 13:4,9,12,14, 19,22,25 14:24 17:1,19 18:1 21:13 22:9,10,13, 18,19,20 23:2,3 28:14,23,25 29:10,16 30:4,9, 25 33:23,24 36:1 37:7 38:3 42:12, 14 44:25 46:6 47:2,20 48:19,24 50:3,17 52:3 53:25 54:11 55:21,22 56:7 58:19 59:10 60:25 70:17 71:11 73:7, 13,22,24 74:1,4 79:11,17,21,24 80:2,4,7,10,16,20, 23 81:1,9,12,16 82:2,8 90:16 93:11,20 94:5,9 95:7 100:24 104:15,20 110:14 112:25 114:11 115:2 116:13,14 121:12.15.23 122:4,5,11,14 123:3,4,5,6,7 124:11,12,16,24 125:7 131:1,8 132:8,10,17 133:17,20,22 134:2,11 137:24 138:24 139:11 144:10,11,15,17 145:23 146:12 149:13 150:1.22 152:8 153:17

courtrooms

93:24

courts 8:22 20:19 22:16,21,23,24 23:4,6 28:21 29:5 30:25 31:7 32:5,9 45:11,13,15,20 49:5 50:1,7,10,11 54:5,14,17,20 60:24 80:13 83:19,21 84:1 93:10,14,21 94:1 104:24 105:5 113:15,21 114:15 115:4 118:19 125:1,3,4,5,16,18 126:3,16 132:13 136:7 144:19,21 152:21

cover 29:5

Crawford 151:22 152:1

created 29:2 34:23 40:4 46:12 58:5

creating 34:17 40:1 96:3

credits 48:11 **crime** 15:4 criminal 60:24 80:16 114:4 132:7,24 133:2 crisis 126:10,11 **CST** 158:24 **cues** 6:16 **curious** 69:24 96:14 current 72:9 **cycle** 103:13 D D-R-E-Y-Z-E-H-N-E-R 11:1 **Dalton** 21:7,8 27:6 98:4,6 **Dan** 5:12 data 54:25 55:15 144:9 date 12:18 23:16 96:14 99:15,24 130:6 155:22 156:3,18 dates 43:14 57:6, 10 64:16 68:21,22 **David** 53:21 **day** 9:10 26:11,12, 13 47:13 94:14 days 76:7 77:1,8 102:13 155:1 **DC** 13:2 **Debbie** 119:11 Deborah 25:3 decades 96:10 December 31:25 33:8 70:6 99:25 100:1,2,9 decided 107:24 116:12

decides 146:12

decision 41:21,25 145:25 150:16.18 decisions 124:16 145:24 146:4 152:2 declaration 69:10 declarations 69:13.16 decreases 20:14 defender's 133:3, 8,12 **defense** 133:11 degree 12:6 **degrees** 12:16 delegate 42:3,8 delegated 45:2 delegating 45:6 delegation 116:25 Department 10:4, 6,11,21 11:8,9 18:10 19:16 23:22 24:23.24 26:24 27:9 43:20 96:3 130:18 155:10,12 departments 24:22 115:2,7 depending 20:5 depends 126:2 deploy 32:5 deployment 50:15 **DEPONENT** 158:23 deposed 6:1 deposition 5:18 15:10,21 41:6 72:18,23 86:13,15 108:8 **deputy** 9:22,24,25

59:15,18 60:9 61:13 67:9,13 69:9,23 86:22 90:3 94:18,22 95:23 119:12 151:21,25 153:13 describe 156:11 designated 153:10 designating 34:18 designation 71:9 designed 54:25 desire 154:12 desired 32:6 **details** 78:19 determination 39:25 150:12 determinations 84:10 developed 50:6 **Development** 39:18 96:4 dialogue 110:20 diem 26:13 diems 26:12 difficult 37:22 124:4 direct 42:8 66:22 86:4 directed 42:5 direction 22:18 director 8:24,25 9:1,3,6,9,13,21, 22,24 10:1 15:20 16:14 19:17,18 20:3,22,23 21:4 22:7 25:11,13 27:6 28:13.19 30:18 36:12 39:5, 7 40:2,18,19 41:4 43:3 44:8,20,23 45:12,20,25 46:4, 7,19 47:10,18 48:14 51:3 55:4, 25 56:8 58:16,21,

22,23 59:15,18,20 60:9,12 61:14,17 66:20,25 67:4,10, 12,13 68:11 69:9, 23 72:16,19 79:2, 5 86:22 92:1 94:18,22 98:1 104:19 110:7 119:3 120:3 121:3,22 123:2,6 138:6,14 139:15 141:14 143:22 146:21 151:5.21 153:13 154:3,4 director's 17:2 24:4 directors 40:8,13 46:24 53:14 65:2, 4 66:18 119:5,9 121:8 directs 125:7 disbanding 40:1 disciplined 15:1 discuss 18:4 44:16 49:23 65:18,21 135:5 discussed 30:8, 11.13.15.17.24 31:1,17 56:17 66:2 91:9 discussion 50:8 52:12,15 105:22, 23,25 109:2,5 122:9 137:2 138:1,4 discussions 17:22,24 19:22

discussions
17:22,24 19:22
21:1 93:18

ector 8:24,25
1,3,6,9,13,21,
,24 10:1 15:20
:14 19:17,18
:3,22,23 21:4
:7 25:11,13
:6 28:13,19
:18 36:12 39:5,
40:2,18,19 41:4
:3 44:8,20,23
:12,20,25 46:4,
19 47:10,18
:14 51:3 55:4.

discussions
17:22,24 19:22
21:1 93:18

display 34:15

district 6:10
144:23 145:1,12

diversity 118:3,
14

division 19:6
25:22 27:3 35:17
39:7,15,16,17
40:12 46:23 65:3
66:18,19,22,23,25

divisions 29:2

25:13 39:5 41:4

46:4,6 47:3,18

58:16,21,23

44:20 45:12,20,25

39:10,13,23 40:1, 84:2,6,14,15 employee 67:9 evaluating 82:23 5.9 116:24 117:2 110:6 116:25 78:23 103:10 124:4 dockets 144:11, employees evaluation 83:7 15,17,19 duty 82:20 18:21,22 19:2,12, evaluation's 14 20:20,22 45:3 document 117:10 83:17 61:6 64:5 75:9 Ε **Don** 95:22 94:4,6 104:2 evaluations 17:4, 6,9 83:4 door 55:10 **enable** 93:24 E-FAILING 55:2 Evanston 12:8 double 62:24 end 31:21,23 33:7 **E-FILE** 32:10 60:2 Evette 8:16 double-booked **E-FILING** 28:21, 62:4,8 engage 47:21 evidence 61:1 23 29:4 31:8 32:6 62:15 108:13 113:21,23 34:2 50:2 53:23, double-booking 24 54:12 55:9,18 engaged 33:23 63:2 64:11 67:17 **exact** 96:14 83:25 144:4,6 70:9,13 96:5,8 133:13 118:18 e-mail 42:9.15.16. **EXAMINATION** doubt 151:23,24 engaging 54:11 17 52:21,25 63:20 5:6 154:1 157:7 English 23:1 Dougherty 5:7,10 157:14 Examiners 19:9 7:19,24 8:4,5 33:4 **ensure** 22:25 **earlier** 103:23 34:14 45:23 46:3 20:17 50:6,9,11 105:11 113:19 116:2 57:24 79:18 81:6 113:1 **excuse** 12:19 154:24 82:7 85:2 87:23 136:6 89:3 101:6,17 **enter** 55:9 early 96:21 97:4 102:6 104:9 execution 96:10 entered 36:15 easier 75:6.8 107:6,19 109:8,15 50:3 56:23 57:1 executive 5:13 110:4,24 111:5,17 east 29:3 88:6,8 92:2,6 9:1 39:19 115:11 112:1,9,18,21 121:3 149:24 easy 75:1 113:22 125:13 entering 8:1 126:8 127:17,22 existence 11:17 editor 5:13 enterprise 55:20 128:12 130:9 56:3 expanding 33:22 education 18:19, 131:4 132:12 24 19:8 48:14,17 133:14 134:24 entire 22:20 24:12 **expect** 33:25 50:5 148:12,16 136:2,14,23 96:16 123:5 129:6 expectation 84:4 149:9 152:3,5,6 137:9,15 138:19 144:3 153:6 139:2 140:1 expected 83:17 entities 20:18 146:15 153:21 effective 22:10 expedite 143:23 157:8 158:7,10,20 **entity** 121:17 efficient 22:10,22 144:2 145:10 134:3 draft 69:24 expedited 144:13 effort 47:22 equipment 93:23 drafted 96:4.6.24 94:11 expediting 144:8 elected 10:18 97:1 151:1 equivalent 52:13 expense 25:21 drafts 70:1 electronic 29:25 26:7 escapes 54:12 draw 155:9 47:25 63:9.13 **expenses** 26:4,15 escaping 54:9 Dreyzehner 27:25 elevated 41:3 10:24 established 53:5 experience 14:8 eligibility 140:2 117:20 **dual** 44:6 47:4 eligible 26:7 estimation 50:18 due 23:16 experiences 27:24 139:24 **Ethics** 120:17 155:9 **dulv** 5:4 eliminating Ethridge 104:23 **expert** 153:9,11 117:12 **duties** 23:9 24:4 46:11 47:1,20 evaluate 82:24 employed 41:2 **explain** 9:13 17:8

83:8 84:5,12

20:2 26:3 28:16

48:5 55:24 83:15

35:23 45:8 124:5 feel 6:22 50:23 109:13 110:1,16, **gather** 68:17 132:7 155:7 17 111:2.8.23 gathering 24:11 113:17 125:12,25 explained 55:23 felt 155:5 gave 15:10 33:6 127:12,19 128:3 92:21 fewer 135:23 130:3,24 132:9 41:6 86:15 explaining 55:19 133:6 134:20 figure 143:3 general 7:22 135:24 136:8,9,20 expressed 56:13 23:20 24:21 44:9 file 55:5 137:7,13 138:15, 45:17 63:19 69:20 25 139:20 146:7 **extent** 27:24 filed 6:5 43:5,10, 73:5 80:7 85:23 42:25 158:3 15 69:6,14,15,17, 90:17,24 91:8,12 **formal** 17:7 26:8 extraditions 96:8 25 147:13 122:20 125:3 76:5 129:8 135:11 files 97:24 147:6 152:22 F formally 15:1 filing 147:1 24:10 generally 96:10 126:5 filings 144:24 **F&a** 23:24 25:24, formed 53:13 145:13 146:10 25 26:25 27:2,8 generating 71:15 formulated 91:5 fill 95:9 facilities 10:15 **generic** 149:21 **forum** 109:4 final 83:7 103:7 facing 49:25 110:21 Gino 86:11 117:25 67:23 68:3,9 72:3 forward 34:4 give 6:16 8:8 75:14 101:20 Finance 23:22 28:18 72:18 79:3 frame 155:2.8 24:23,25 26:1,24 fact 6:2 84:20 102:8 27:9 130:18 Francisco 13:22 fail 84:16 **goal** 105:10 financial 94:8 free 6:22 135:21 136:1 failed 51:17 find 117:6,7 frequently 49:6 **goals** 83:13,14,23 failure 117:12 93:12 103:8,23,25 fine 38:21,22 fair 14:9 21:2,3 120:7 143:22 **Friday** 17:12,14 71:23 77:6 101:11 **good** 5:8,9 11:5 finish 14:20 70:5 107:7 115:9 116:7 49:18 68:16 136:3 146:20 fiscal 20:3.22 21:4 friendly 74:12,14, 123:13 125:11.20. 19,20 75:2,4 25:22 27:3,6 fairgrounds 23 127:10 128:8 39:14 76:11 97:25 11:24 **friends** 119:8 138:7,10 five-minute **fairly** 57:16 government 11:3 fulfill 47:11 112:17 32:15,18 33:11 fall 24:11 25:8 fulfilling 46:18 114:25 120:18 fix 145:20 55:24 84:2,14 family 37:24 Florida 53:9 governor 24:14, full 8:14 26:12 **Farms** 11:20 19.20 25:1 95:8.9. flow 116:22 117:6 16,19,22,25 96:8, function 22:6 **February** 9:9,11, 13 97:6 131:20 60:22 79:23 **follow** 26:9 17 25:11 40:12 97:15 graduate 12:16 functions 70:17 foremost 33:16 73:18 95:25 103:2 federal 6:7,8 13:3, graduated 12:9 forgetting 19:10 117:9 19,22 14:5 16:4, 39:19 grand 29:2 35:17 11 22:3 51:4,8,14, fund 129:6 133:10 forgot 104:22 18,23 52:3,7 great 124:21 funding 20:7 114:14,18 121:10, 158:12 form 33:1 34:10 130:13 45:21 46:1 79:15 ground 5:16 8:12 Feds 54:16 81:4 82:6 84:24 G group 19:5 52:12, 87:19 88:24 124:18 20 53:1,4,8 63:19, 101:2,12,25 104:7 feeds 68:3 22 68:18,20 107:3,15 108:23 **gain** 151:14

116:20 122:4 123:20 135:7,14 149:15,17 **groups** 129:20 **Groupwise** 63:16,18,24,25 64:3 67:21 68:2, 13,20 **growth** 144:21 146:10

guess 47:5 50:3 107:7 143:9 guideline 26:8

guidelines 26:10,

Н

half 49:11 hand 48:1 handbook 47:9, 13,14 handled 47:24 handles 156:14

happen 76:18 81:3 88:18 110:21 154:6

happened 87:12 146:16

happening 29:14 102:4

Harmon 39:5 41:5 44:5,20 46:4 69:9, 23 86:22 90:4 100:22 138:6 147:5,9 151:21,25 153:14

Harmon's 45:12

head 24:2 34:19 35:14 49:4 107:11 137:1 150:19,24 154:22

headed 56:6

heading 71:20

headquarters 49:3 **heads** 6:15

Health 10:4,7,11, 22 11:8,10 155:10,12

healthcare 10:15, 16

hear 38:4 126:6

heard 104:17 121:25 122:25

hearing 23:17,19, 21 124:25

hearings 91:8,13

heavily 144:22

held 14:8 49:13 64:17 97:11

helped 147:4

helping 41:20

Hensley 21:7,8 27:6 98:4

hey 143:10

hierarchy 117:4

hinder 8:8

hinders 110:3

hinges 35:6

hire 40:16

hired 40:18,24 45:6

hiring 44:11

historically 108:4

history 106:12, 16,19 108:2

Hivner 31:1 56:8, 9,22

hold 43:19,23 44:1,13 141:5 154:16.20

holding 44:16

Holly 16:16

honest 8:8

hospital 6:3 10:14 11:11 15:11 **hospitals** 6:2 10:15

hosted 78:5

hotel 49:20

hour 7:1 57:19 132:5,6,23 134:16 137:6

hours 7:2 48:10

house 50:17

houses 90:25

HR 20:23

Hughes 30:23

Human 115:5

- 1

idea 122:17 138:7, 10,13

ideas 83:22 110:11

Illinois 12:9

impact 20:21

impediments 31:8

implement 19:25 20:1 32:23 33:2 34:5

implemented 40:4

implementing 154:12

implements 26:22

important 6:14, 16 105:3

improve 75:5 105:3,19 107:13 108:21 109:25 110:6,14,22 111:1,18 128:15,

improvement

75:11 104:15,21 115:3 **improves** 111:10, 13,15

improving 32:8

in-person 41:23 70:10

incentive 103:22

included 22:21 155:20

increase 129:2,9 130:13,20 131:6 132:1,2,4 133:15 137:6 145:7

increased 94:4

increases 18:9, 12 19:12,25 20:13 134:16

increasing 135:21

indication 76:14

indigent 127:7 129:6 133:9,10 134:17,23,25 135:5,22 136:6

individual 59:3 103:24 104:1 131:3

individuals 25:17 30:14 64:2 81:22

inform 144:10

informal 76:6

information

21:17 24:12 30:18 39:17 41:19 44:17 55:12,14,21,22 56:2,14 68:15,17, 19 75:5 79:4,9,11, 12,14 81:3 82:1 108:12,17 111:15 116:11 121:18 130:17 145:11,14, 17,18,19,23 146:1,5,10,17,23 151:13 155:18,20 156:2,8,13,17,24 157:3

informed 52:22

inherited 150:13

inhibiting 32:4 interviews 40:21 introduce 7:20 injunction 36:15, 20 37:1,4,8,14,19 introduction 39:2 41:18,22 5:15 42:1,21 56:23 57:1,3 86:19,20, inventory 47:22 24 87:3,9,12,18 invested 94:11 88:6,8,11,13,23 92:2,6 98:14 investment 93:23 101:10,23 102:1, 94:3 7,16 112:3,24 involve 35:25 113:7 involved 5:24 innovation 39:16 19:21 21:11 24:7 83:22 66:13 77:15 107:5 input 139:6,15,19, 140:12 150:5 21 151:18,19 inputted 29:24 involvement 77:13 inside 125:8 involving 6:2 instance 140:14 77:21 intention 37:25 **issue** 35:15 43:18 87:21 153:8 128:14 130:2,22 intentional 135:16 124:25 126:14 **issued** 81:7 intentionality 112:25 107:17 issues 18:5 20:18 interact 138:17 73:13 93:19 135:10 141:21 interaction 126:2.4 154:11.13 item 70:21,23,24 71:4 interconnectedn ess 20:12 intergovernment **al** 66:24 67:5,12 **JD** 12:13 114:21 115:10 **Jeff** 59:19 interim 83:5 jeopardy 130:8 interims 83:5 **Jim** 31:1 56:7 internal 26:16,18 40:21 **iob** 47:12 49:11 71:7 82:25 83:16 internally 42:18 84:4,7,8 145:16, interpretation 17,18,20,21,22 23:5 John 7:22 10:24 interpreter 23:3 37:5,10 40:22 100:20 108:11 interpreters 23:4 140:6 151:22 135:13,15

interrupt 45:18

J

join 151:12 152:25

joining 142:24

joint 149:9 **Jones** 8:16 Judge 152:23 judges 21:12,13 29:1 50:16 109:3 118:11 122:4,24 125:10 148:12,19 149:15 151:15 152:21 153:3 judicial 18:10 39:15,18 50:1 95:7 115:12 117:22 125:10,15, 23 126:7 144:23 145:1 146:11,14 147:19 148:4 152:21 153:6 judiciary 125:19 **July** 76:12,13 **June** 43:5,6,8 70:5 72:25 75:23, 24 76:1,12 78:12, 14,16 87:5,11,16 89:18,21 90:9 92:8 94:15 98:10, 12 justice 5:11 16:16,17,23,24 17:1,5,7,11 22:11 23:1,7 31:2,16 32:23 33:7,15 34:7 35:5 56:6 57:12,15 59:5,7,

12,14,17,19,21,24 60:2,5,15 66:12 79:17 81:14 82:9 105:4,20 106:7 107:14 108:22 109:25 110:3.7. 15,23 111:1,11, 14,16 121:16 123:12,25 126:9, 12 128:13.20 130:1,7,22 131:24 135:10 137:3 141:2 150:21 justices 30:3

21 107:1 121:12 123:12 124:12 125:9 130:21 131:19 133:20 134:1 137:5,10 138:23 139:7,11, 16 146:6,18,23 150:16 153:17

juvenile 60:25 114:6 125:3

Κ

keeping 50:24 64:16

key 21:17

keying 20:24

kind 5:15 8:6.7.11 17:18 21:1 29:2,3 36:10 41:9,10 44:17 46:9 47:4,8, 9 48:20 50:4 64:16,24 81:15 96:11 115:15 117:1 123:25 126:1 130:11 131:15,16 134:21 148:16 155:20

Kirby 16:16,17,23 59:24 128:13,20 130:22 131:24 137:3

Kleinfelter 69:21

knew 47:4

knowledge 108:4 121:9,18 142:9

Knoxville 12:12

Korean 144:3

L

Labor 96:3

lack 47:8

landscaping 141:20

language 23:2 135:15

34:19,21 42:20 44:14,16,25 45:4, 25 46:6 52:3 56:4 79:13 80:25 82:2 87:1 90:8 91:19,

larger 123:20 level 95:7 110:21 102:3 127:15 М late 96:21 livestreamed levels 122:5 123:7 70:14 77:17 78:17 law 12:11 14:6 **made** 35:5 37:18 88:15,22 89:22 19:9 20:17 90:18 **Lexis** 73:8 41:21,25 85:18 92:9,20,23 93:22 129:14 101:15 103:12 liaison 60:18 143:6,8,12,17 109:5 113:13 lawsuit 5:12,24 61:7,12,17,22 livestreaming 124:16 6:2,5 8:2 15:6,7, 63:5 64:15 65:7,9, 35:10,13,20 36:3 13,17 43:2 44:18 12 66:14 78:24 main 136:19,22, 37:16,20 41:11, 51:15,17 147:2, 79:5,9,11,17 24 14,24,25 50:21,25 10,20 81:15 82:9,13,18 70:17,20,22 87:25 maintain 13:5 83:9 100:24 103:2 89:15 92:16 lawsuits 55:6 48:9 104:14 114:24 93:11,15 94:1 lawyer 136:17 115:19 116:17 maintenance 143:1 138:17 140:17,20 141:20 lawyers 18:21 living 21:24 120:9 156:16 19:4 109:2 127:14 major 31:9 145:3 liaisons 58:19 **Local** 32:15,17 **lean** 110:19 **make** 14:23 16:12 64:12,21,25 65:1, 33:11 19:11 26:6 29:12 learn 84:18 16,19 66:8 96:11 located 11:19,20, 31:12.15.18 32:7 117:7 108:10 22 32:18 33:5 37:10 38:2,5 Liberty 5:11 learned 30:17 46:19 47:23 75:6 location 62:3,6 33:23 50:9 108:8 80:3,6,9,12,15,19, licensing 15:2 141:9 22 84:10 94:11 learning 50:5 licensure 10:13, locations 62:9 112:18 113:14,19 14 142:24 leave 38:9 85:13 114:2 116:18 102:21 125:5 126:15 limited 70:16 long 5:2 8:16 15:7 130:1 133:20 119:19 154:12 16:17 38:11 46:15 **led** 122:3 134:1 145:24 57:16,25 109:5,9 limiting 32:9 **Lee** 59:5,7 60:2,5, 146:4 150:16 112:23 115:18 15 66:12 81:14 152:8 157:12 120:2,5 154:3 list 46:15 52:21 left 117:15 66:24 makes 24:25 **longer** 53:22 39:25 133:19 **listed** 20:15 107:25 legal 11:11 14:8 150:9,11 152:1 46:20,25 71:24 18:18,24 19:8 **Longs** 53:8 75:16 83:23 23:5 37:5 39:17 making 39:7 115:21 116:9 looked 29:3,11 40:19 43:21 44:24 88:17 99:9 124:25 45:3,6,10,12,14, 154:18 157:11,14 74:7 94:20 116:6 130:19 145:25 150:18 19,24 46:5 48:8, Listserv 52:25 loss 37:23 16 95:23 99:7 male 98:6 literally 20:24 lot 14:9 46:11 108:11 126:18 21:17 50:7,20 116:23 129:23 158:3 management 126:22 145:12 32:4 33:17 34:2 legislation 96:4,7 litigants 22:23 146:22 35:7,8 54:12 23:1 126:22 legislative 24:10 55:13 135:17,23 136:7 lots 50:4 58:11 96:11 104:14 manages 20:3 litigation 14:10, low 129:25 111:21 115:12 11,12,13 43:19,23 **March** 37:2,22 legislature 25:9 lower 127:21 44:1,13 135:19 38:5,15,16,17,18, 115:1 146:14 lowest 127:15,25 143:23 144:2,8,13 25 70:5 87:17 legs 57:19 145:10 128:11 112:24 **lived** 8:17 Lynch 104:19 lengthy 14:7 Maryland 11:20 **letter** 44:13 livestream 36:1 master 157:21 89:1 93:24 94:5,9

materials 130:11 105:2,18,19 106:8,9 107:8,24 maternity 102:21 108:5,21 109:21 matter 43:9 51:13 110:13,25 111:6, 105:22 133:12 18 112:2,7,11 113:4,5,9 137:11, matters 137:24 18,21 138:3,13 Mccaleb 5:13 141:3,6,16 142:7 143:5 151:6 15:6 152:12,18 153:3 means 149:7 154:6,10,20 158:1 medication 8:6 member 37:24 59:9 84:25 85:3 meet 63:7 65:1,3, 4,15 68:24 69:11 140:7 148:7 154:14 141:8,23 142:4,5 151:9 members 27:16, 22 30:23 103:8,10 meeting 17:10,11 116:7 118:10 29:10 37:21 49:10 125:18 139:7,12, 57:6,10 62:3,6,9, 23 142:13 143:11 12,18,19 65:17 151:3 66:1,3,10 68:21 70:4 74:15 75:15, membership 17,20 76:2,7,8 116:14 151:4 77:1,20 78:2,9,11 mentioned 15:11 81:12 87:6,11,16, 41:4 130:22 155:1 25 88:14,21,22 89:1,14,18,22 met 28:25 98:9 90:6 92:8 94:13, 141:24 15,16,21,23 Michael 7:17,18 98:10,12,17,21 99:13 100:3,11 Michelle 5:2 8:16 101:3,4,22 102:5, 53:8 61:11,12,16, 12 104:5 108:25 20 62:20 66:19 109:10 111:22 67:16 78:24 79:6 112:2 134:12 81:25 82:12,24,25 135:12 141:13

83:8 84:10,13,21 85:14,20 91:11 97:20 100:17,18 102:19 104:10 114:20 117:13 138:21 140:14

Michigan 53:9

mid 96:20 118:9 119:6

mid-year 49:10

134:22

minutes 38:23

misstates 101:13 109:14

modernizing 50:3

moment 23:8 46:10

Monday 65:5 66:2,13,17

money 93:21 128:1,2 129:7,13 136:17

moneys 129:11

monitors 19:6

Montgomery 145:2.3 146:2

month 37:23,24 43:10 74:24,25 76:16

monthly 49:8

months 76:15 83:6

morning 5:8,9 58:3

motions 118:7

mouth 99:19 124:7

move 34:3 63:10 83:18,20,25 84:1,

moves 83:21

Municipal 152:23

Ν

named 59:4

names 58:11 95:8 115:24 116:19

Nashville 8:19 12:1,2 78:7

National 49:5 54:4,14

navigate 75:1,6

ne 45:5

necessarily

65:25 136:12

needed 31:8 32:7 34:3 110:22 146:13

needle 83:19,20, 21,25 84:1,3

negative 126:3,6

neglected 66:23

nod 6:15

nodding 35:14 107:11 154:22

non-judges 148:22 149:1,4,16

nonprofit 11:15, 17

normal 25:6

Northwestern 12:8

note 157:12

notes 29:8,9,12, 15,17,18,20 30:3, 7,8,10,16

notice 8:1 40:20 43:19 75:23 76:2 77:2,7,9 78:12,14, 16,20 87:6 88:21 89:11 94:14,23 101:24 102:8,11, 17 104:5 141:19 143:16 155:3,13, 15,19,21 156:2,12 157:18

noticed 99:1,2,5 101:16.18

notices 74:15 75:15,17,21 76:7 77:21,25 78:10 94:16,22 155:1, 11,19 156:9 157:10

November 23:18

number 41:15 157:14

numbers 131:18

142:10,12,22

157:10,18

143:8,16 152:25

154:16 155:3,11,

22,24 156:3,6,18

meeting's 143:11

meetings 17:13

18:4 36:4 49:23

50:8,13 51:6,18,

0

oath 7:9 69:10

object 32:25 33:1 34:10 45:21 46:1 79:15 81:4 82:6 84:24 87:19 88:24 101:2,12,25 104:7 107:3,15 108:23 109:13 110:1,16, 17 111:2,8,23 113:17 125:12,25 127:12,19 128:3 130:3,24 132:9 133:6 134:20 135:24 136:8,9,20 137:7.13.20.23.25 138:15,25 139:20 146:7 158:3

objection 137:17

objectives 83:14 104:1

obligation 46:18 47:11

obligations 84:3, 14 116:25

observe 89:2,17, 21

observed 87:5 89:13 95:11

observing 41:23, 24

occasion 65:21

occur 83:17

October 9:25 141:12

offer 36:22

offers 28:23

office 7:23 8:21 12:10 15:22 20:8, 19 21:11,19,20 25:16 27:15 28:1, 6,11 29:6,22 32:21 35:23,25 36:3,21 38:8 41:16 50:24 51:23 52:7 56:21 57:7, 11 73:19 78:7 88:1,16,20 89:10 90:4 96:16 99:5 121:22 124:14 129:5,18,22 130:12 133:3,8,12 138:2 139:18,22 140:5,11 148:11, 15 151:14,18,20 154:14

officer 9:4

offices 50:13,19 147:5

official 65:10 91:1

one's 84:2

ongoing 134:6,8

online 55:6

open 50:10,11,13 51:5,20,24 52:4,8, 15 87:16 88:9,14, 23 105:2,10 106:3,10,13,16 107:8,12,13,21,24 108:6,9,13,18,20 109:4 110:13,20 111:18,20 112:2, 7,11,13 113:2 137:11,17,21,24 138:3,13 141:16 142:7,11,16 152:12 153:4,7 158:1

operates 22:17 123:1

operation 28:14

opinion 105:6 106:2 109:6 122:2,8,17,19,20 123:9 124:9 138:5,8,9

opportunity 54:10 105:9,12 140:15

opposed 137:5,

order 19:24 21:16 37:10 38:1,3 42:6, 12,14,24 58:19,24 59:2,4 60:17 73:14 81:11,15 82:3 87:22 105:21 116:14 137:25 158:18

orders 73:19 81:7

organization 48:22 49:2 135:7

organizational 46:22

organizations 14:17

outcomes 104:2 106:4,6 111:11

outlines 24:3

overcome 31:9

overloaded 144:11

oversee 36:10 50:13

overseeing 27:15,21

oversees 41:16 104:13,14

oversight 33:24 34:17 56:6 140:25 141:22

Р

p.m. 158:24

PACER 54:16,17, 18,20,22,24

package 72:25 73:3,4 90:22 91:9, 13,19

paid 120:18 136:4

Paige 32:23 33:7

pandemic 50:4,6, 19 93:12,15,16 141:11,15

paper 30:6

parole 96:9

part 23:9 24:3 37:13 39:4 44:23 53:4 71:7,8 73:23 74:18 75:14 83:15 91:15,16 105:13 106:1 109:3 110:5 128:25 133:5,22 134:12 135:21 142:12 146:21 147:20

participant 143:7

participate 48:17 52:25 149:22,24 150:1

participation 20:25

parties 15:15

parts 46:24 131:3

party 15:7,12

pass 129:14 153:21

passed 90:25

past 81:16,23 82:4 107:9 108:18 144:22

pay 103:9,18 136:17

paychecks 21:16

paying 128:10

payment 25:24 136:5

payments 25:17

pays 21:18

PDS 129:22

Peck 36:13 68:12, 14,16 70:19 72:13 91:25 92:5,15,24 157:21

people 6:15 53:16 65:2 104:25 115:24 125:8 129:24 134:17 136:4,11,15 151:2

perceive 122:25

perceived 125:18

perceives 125:22

percent 99:6

percentage 26:13 132:3 **perception** 123:8 126:4

performance 17:5 82:25 103:9, 13,19,24,25 104:3

performing 84:6

period 9:23 10:5 38:9 91:2 109:10, 20 119:20 134:5

periodic 17:4 64:20

permission 155:15

person 7:20 36:22 53:21 78:17 79:3 82:5 85:25 89:14 102:2 103:24 104:22 119:2,3 140:12 157:11,13

person's 10:23 21:6 30:20 98:3 104:18

personal 103:17

personally 137:20 154:4

pertaining 47:19

philosophically 124:9

phone 53:17 157:14

phonetic 144:4

physical 30:6,24 141:8

physically 30:9 93:1 116:16 130:15 142:17

pick 6:18 53:17 117:15

place 37:19 40:6,7 49:18,19 55:5 68:16 76:16 78:3, 4 81:8,13,17,24 82:4 83:4 89:23 98:21 106:5 115:7 125:5 152:17

places 116:12 144:20

Plaintiff 5:12

plan 72:11 83:24 103:12,24

planning 103:7

plans 104:1

play 50:12

pleadings 51:12 58:10 69:5,7 72:24 92:12 114:17 118:6

pleasure 121:15 123:2,12

plumbing 141:21

point 7:1 13:6 49:17 59:8,12 67:4 79:3 88:12 90:17,23 91:3,13 106:13,15 107:9, 10 108:5,8,14,18 118:6 131:19 143:13 147:10

points 117:12

policies 26:17,22

policy 26:18,19, 20,21 77:5

pop 151:10 152:14,18

population 144:21 145:7

portion 24:19 71:11

position 8:23 9:8, 13,14 10:10,18,20 11:13 22:6 40:22 45:5 46:18 47:17 59:25 65:10 81:23 84:16 115:14 120:19 123:11 130:7 146:21 151:1

positions 14:9 146:11.14

positive 126:5,20 possibly 79:7

138:22

post 50:4 73:19 87:2 89:5,11 93:12,15 98:13 155:2

posted 73:6,14,15 74:17

posting 68:19

postponed 99:21,22,24 100:11,16 101:5,8

posts 156:20

postsecondary 12:15

potential 64:11

practice 27:17,23 47:16 51:11 56:10 57:6 58:2 60:23 71:1 80:1 113:20 114:12

practices 51:5 117:17

practicing 12:4

practitioners 10:16

pre 87:2 93:16

predated 119:6

predates 106:17 108:1

predecessor 24:15 25:2 120:1

24.10 20.2 120

preliminary

36:14,20 37:1,3,7, 13,19 39:2 41:18, 22 42:21 56:23,25 86:19,20 87:3,9, 12,18 88:6,7,11, 13,23 92:2,6 98:13 112:3,24

preparation 86:13

prepare 72:22 147:4

prepared 7:11

preparing 85:6 108:7

present 23:24 131:7

presents 63:3

president 11:10 150:20

pretty 77:8 125:19,23 155:5

previous 86:23 119:5,9 121:7

previously 32:21 34:5 107:21

primarily 14:15

prior 9:20 10:2,3 11:7,9 16:22 67:4 86:19 88:23 112:3,8 113:6

priorities 17:25 18:2

private 11:13,14 118:10 133:13

pro 126:22 135:18,23 136:7, 11,16

probation 96:9

problem 64:13 99:10 126:13

problematic 109:4

procedure 27:18, 23 56:11 57:6 58:3 60:24 71:2 79:25 113:20 114:1,4,6,9

procedures 113:16 117:11,17

proceedings 36:1

process 17:24 19:13 23:13 24:7 28:22 29:10 31:10 33:21 40:17 44:11 72:9,12 76:17 90:20 93:25 105:8,13 106:1,5, 23 111:19,21 117:10 128:17 131:15 139:19 156:23 157:1 processed 25:8 processes 22:10 28:20 117:11 125:5 145:10

processing 25:24

produce 55:16

product 64:1

Professional 18:20,23 20:6,16

program 18:22 19:4 103:22 104:15,21

programming 149:9,10

programs 22:25 23:3 115:3 125:2 126:14

promote 106:6

promulgated 132:21

proper 102:8,11

properly 99:1,2,5 101:16,18,24 104:4

proposals 131:7

proposed 132:1 155:23 156:6,18

provide 22:8,15 34:1 36:3 44:24 45:3,14,19,24 46:5 57:6,10 79:10,11,14 126:19 151:12 153:8,9 156:19

provided 37:3 130:17

providing 35:25 128:9 148:12,15

public 23:19 36:5 37:20 41:23 51:20,25 52:4,9, 16 67:23 68:1,3,9 70:15 72:3 74:15, 23 75:2,3,8,12,14,

15,17,20 76:1,6 77:1,2,7,17,20,22 78:9,11 87:6,17 88:14,16,21 89:11 90:23 91:2 92:9 94:13,16,21,23 101:20,21,24 102:8,12 105:3,9, 11,16,18 106:6 109:6,9,17,20 110:14,21 111:13, 15 113:2 125:22 126:1 128:21 133:3,7,11 134:9, 10 137:12,22 141:17,19 142:8, 11,12,13,20,23 143:5,7,8,15 152:12 153:4,7 154:25 155:3,4, 15,19,21 156:2,8 157:10,15,17,18 158:2

public's 89:2 105:24

publicly 73:14 93:15

publish 40:20 155:15

published 91:1 155:12

publishing 156:12

purely 55:2

purpose 22:6 26:23 105:16

purposes 15:20 16:8 147:22 149:14

pursuant 21:14 137:24

put 40:16 47:16 77:2 78:20 82:3 88:20 90:22 99:18 116:13 117:20 124:7 134:8,10,18 157:19

puts 76:6 116:11, 16 134:21

putting 78:25

131:18

Q

qualify 48:16

quarterly 68:24 69:8,11 70:2 100:3

question 6:14,21 7:3,5 14:21 20:10 31:11 67:20 68:5 88:3 105:14 112:5,16 142:18 143:2 154:25 157:15,18

questioning 57:16 157:9

questions 5:7 6:20 7:12 154:2,3 157:8

quick 35:24 50:14

quiz 39:21

R

Rachel 39:5 44:5 100:22 147:5

rank 104:2

rapidly 32:5

rate 127:20 128:11 132:5 134:15 137:6

rates 129:9 130:20

reach 53:3,20 126:15.19

reached 53:22 54:15

read 114:17

real 35:24

realty 123:3

reappointment 139:24

rearrange 63:11

reason 66:16 74:8

87:15 101:8 108:17 136:18,19, 22,25 156:22

reasonable 155:2,6

reasons 136:11, 15

recall 5:23 6:13 10:5,23 11:25 13:9 15:15,17 18:7,16 23:16 31:20 34:23 37:11 38:14 44:2 49:13 53:15 58:24 67:15 69:12 78:1,15 92:18 95:11,14 96:15 102:18 116:4 118:20,24 119:2 120:3 135:20 141:1,13 147:20 155:25

receive 18:14,16

received 42:24

receiving 81:1

recent 72:25

recently 18:7,9 95:13 128:14,21 131:24

recommend 60:23 152:5

recommendation 31:13 33:6,22 34:8 95:9

recommendation

s 19:11 25:1 31:15, 18 32:2,3,24 33:14 34:9,12,16 35:4 79:24 80:3,6, 9,12,15,19,22 81:2 90:14,15 91:4 113:14,19 114:2 122:1 134:13 152:8,9

recommended 121:21

record 8:15 57:25 112:22 127:1

records 28:3,6,9 29:6 62:22,23,25 refer 9:6 15:21 16:1,8,11 49:7 58:7,12

reference 16:12

referenced 46:9 60:18 81:14

referencing 59:3

referred 9:4

referring 23:25 24:18 27:8 103:15 118:17 122:8

reform 96:6

regard 68:17 122:7

registration 52:22.24

regular 141:6

regularly 65:4

regulation 10:13

reimbursement

25:17 26:4,11 27:15,21,25 28:4

reimbursements 97:23

related 72:21 154:5

relates 144:14

relationship 53:5,10 121:11

relationships 53:13

relative 18:8 28:19,20 79:25

release 128:20

relevant 44:18

reliable 55:16

relied 38:1,25

remember 9:10 54:8 78:16 92:14 96:20 99:15 135:14 147:1

remotely 50:17

repeat 27:19 46:2

repeating 53:6

rephrase 65:16 73:25 87:14

report 55:15 104:25 117:25 118:1,4,14,24 121:20,25 122:6

reporter 6:17 14:24 158:18

reporting 54:25 55:7

reports 55:16 117:21

repository 55:15

represent 5:12 135:17 136:4

representation

127:8,15 128:9,10 129:7 133:9,10 134:23 135:1,6,22

represented 7:14 125:6 147:11

representing

122:5 134:17 147:9

request 23:15 131:1 146:11

requests 27:16, 21 28:4 130:16

require 101:23 102:2,7 133:16 157:25

required 23:10 24:8 36:21,22 39:23 47:23 127:3 143:22 150:6 154:20

requirement 121:2

requires 23:23 102:16 110:10

requiring 123:10

rescheduled

99:3

resolve 62:5,15

resolved 70:19

resources 39:15 50:15 70:16

respect 20:18 34:7 36:20 50:25 51:5 61:21 70:10 71:11 74:14 121:11

responsibilities

46:12 47:21 48:6 83:16 84:7,15

responsibility

18:20,23 20:6,16 22:22 36:9 82:21 85:13 104:4 110:6 116:17

responsible

20:23 24:13 25:16 27:14,20 46:24 68:19 70:20 78:23 85:21 103:10 122:10,13 123:4, 24 148:11,12,15

responsive 123:7 125:1

responsiveness 14:19

restate 6:22

resulted 146:9

results 109:5

retired 60:2 120:13

returned 38:17

revamped 54:23

revenue 71:15

review 25:22 33:24 47:19 69:13,19 72:6,17 75:14,16 78:18 108:12 158:13,15, 17

reviewed 69:16, 24 72:2,15,24 92:13 108:16 147:12

reviewing 51:12

reviews 83:6

revisions 103:12

reward 104:2

RFP 54:11

Roberts 121:16

robust 55:13

Roger 16:24 31:2, 16 59:21

role 22:6 25:10 44:6,9,23 45:10, 12,20,25 46:6 48:14 51:3 58:15 61:21,25 65:11, 18,22 66:14 67:5 72:16,19 83:9 84:22 91:16,17 94:18,22 95:21 96:12 119:3 120:1 133:4 144:1 156:11

roles 96:1

room 62:12 63:8, 14 69:20 70:11 93:1 142:18,19,21 143:5

rooms 62:10 63:10 64:11

roughly 97:5

rounds 40:20

rule 60:23 79:25 80:3,6,9,12,15,19, 22 90:13,14 110:20 113:14 114:2 132:17,19, 21 133:16,17 134:13 152:8

rulemaking 110:14,25 111:19

rules 5:16 8:12 27:17,22 36:23,24 51:10 56:10 57:5 58:2 60:25 71:1, 13 72:21,25 73:3 79:25 80:2 90:19, 22 91:8,13,19 108:25 113:2,20,

21,23 114:1,4,6,9, 11,15 133:22

134:2,11 140:17,19,21,25 **similar** 51:9 53:8 **spring** 34:24 81:13 114:15 148:20,22 149:1, square 5:14 22,25 S simple 147:23 134:22 **served** 95:22 simplicity 16:7 **Stacy** 104:19 115:18 119:3 safe 104:23 115:4 147:22 149:14 **staff** 82:18 95:15, serves 61:7 **SAITH** 158:23 **single** 117:12 17 104:22 138:17 79:20,22,23 148:7 156:15 salary 18:9,12,14, 116:12 123:2 sir 8:13 12:17 17 19:12,21,25 15:25 **Stahl** 7:17,18 33:1 services 25:22 20:13,24 21:12,14 34:10 45:21 46:1 27:4 30:18 36:1 sits 13:21 57:18,21 79:15 San 13:21 39:14,17,18 40:19 **sitting** 142:19 81:4 82:6 84:24 115:4,5,6 **Sarah** 56:7 87:19 88:24 143:4 serving 25:18 101:2.12.25 104:7 schedule 100:15 situation 76:14 39:6 44:6 47:3 107:3,15 108:23 124:14 scheduled 62:13, 139:23 142:11 109:13 110:1,17 18 66:10 99:25 situational 17:16 111:2,8,23 112:4, session 24:10 100:10 101:22 42:23 65:23 66:9 15,19 113:17 sessions 80:7 125:12,25 127:12, schedules 63:9. **skip** 74:25 93:11,20 94:5,9 19 128:3 130:3,24 14 135:24 136:8,20 125:3 152:22 skipped 41:9 scheduling 62:2 137:13 138:15,25 **set** 81:12 83:13 **Slate** 54:2 139:20 146:7 school 12:7.11 109:22 121:11 154:2 157:5 Slayton 53:21 96:5,7,23 158:3,12,21 **setting** 145:9 **slower** 144:18 seamlessly 39:8 stand 19:3 21:23 shaking 137:1 **Smith** 140:7 search 74:22,24 standard 77:8 **shape** 54:24 150:25 section 116:3 102:15 155:6,7 **share** 29:15 30:3. societies 126:18 security 50:2 standing 17:10, 129:23 150:2 11,13 **shared** 29:17,18 soft 50:15 segue 147:17 30:5,9 44:13 56:2, standpoint 72:4 speak 37:6 54:10 74:21 128:6,8 13 146:17 selection 150:9 speakers 151:14 **stands** 48:23 sharing 41:19 send 42:16 69:23 152:2 130:10 146:23 95:8 start 9:8 24:6 speaking 71:10 Sharon 59:5 30:13 35:24 **senior** 11:10 special 53:10 started 5:15 **short** 57:23 **sense** 85:17 14:11 67:9.13 112:20 specific 9:10 149:21 97:15 141:12 16:12 28:18 64:21 **shortly** 43:17 separate 74:5 67:15 91:15 152:24 starting 47:17 121:17,22 124:15 specifically starts 55:9 **show** 21:16 September 16:19 102:23 137:3 59:24 70:5 98:17, showing 78:10 state 6:6 8:14 speculative 22 99:14,16,20 11:3,13 14:9,15 sic 54:2 157:20 100:16 101:4 15:2 18:14,17,20, 102:5 104:6 22 19:2 21:13 side 133:2 143:4 **spell** 10:25 22:2 26:19,20,22 **serve** 64:18 signature 158:14 **spoke** 56:22 27:12 28:14,21 65:12,20 82:17 86:23 131:24 29:1,4 34:2,4 signed 59:2 95:15,18 116:8 48:19,24 49:5,25 **spoken** 52:2,6 119:15 120:2 significant 37:23 53:25 54:2,5,10, 90:8 102:19,23 121:15 123:11 14 96:6 115:8 103:1,5 133:4 139:12

126:10,13,21,23 127:16,18,21,23 132:13 135:11 144:4 152:21 state's 32:4

statement 154:24

statements 6:17

states 12:24 13:1, 8,12 48:18 52:18 53:3.12.23 127:11,14 134:22,

statistical 144:9

statistics 145:17 146:22

status 48:8,9

statute 9:3,5 21:15 23:23,25 24:3,8 26:17,20 39:23 46:10,12, 20,25 47:16,22 69:2 96:23 110:10 121:5 123:1,10 127:4 132:15 140:2 150:6

statutes 47:19

statutorily

154:19

statutory 55:24

stay 14:12

Stephanie 104:23

steps 25:9 31:11 38:1

stick 102:14

sticks 53:19

stipulation 7:3

strategic 83:24 103:7,12

street 11:25

stretch 57:18 83.14

strike 31:11 52:18

structure 46:23

struggling 88:3

studied 51:4

study 28:14 144:4

submit 23:10,14 24:8,22

submits 24:20

submitted 23:15, 17 24:15,18 25:4, 7,21,24 26:5 73:4 131:20

submitting 24:13

successful 40:23

sufficient 109:7, 11,24

suggest 105:15

suggested 121:21

suggesting 84:12

summarize 31:4

Sundquist 95:25 96:13 97:6

Sundquist's 95:22

supervision 21:9 64:6

supervisor 16:14,18,22 17:2

support 21:21 22:8,12,15 45:15 61:3 70:25 71:5 79:23 82:18 85:10,23 86:2 91:22 145:22 148:5,7

supported 96:11

suppose 79:10 85:24 126:4 136:18

supposed 78:2 98:16 99:13 100:3

supreme 9:15 13:9,12 17:1 22:9, 13,18,19 30:4 44:25 46:6 52:3 58:18 59:9 73:13, 22,24 74:1,4

79:21,24 80:4,23 81:1,9,12,16 82:2, 8 90:15 100:23 121:12,23 122:4, 11,13 123:3,4,5 124:11,12,15,24 125:6 132:17 133:17,19,22 134:2,11 138:24 139:11 150:22 153:17

survey 28:13,24 30:15,25 31:13 33:12 34:12 35:15 110:10

surveying 28:22

surveys 29:7

swath 129:24

sworn 5:4

system 21:17 22:20 28:14 29:16,25 30:9 32:4,8 33:17 34:1 35:7,8 37:7 47:25 54:11,16,17,18, 21,22 55:2,14,21, 23 56:3 63:9,13, 17,21,23 64:3 67:21 68:2,10,14 117:22 122:5 123:5 125:11,15, 20.23.24 126:7 127:6 128:16

systems 29:11 50:3

Т

table 7:4 125:9 129:21

takeaway 31:5,6 34:12

takeaways 30:24 31:1,9,12

taking 89:23 152:16

talk 5:16 17:25 23:7 35:12 41:5 55:3 58:6 73:1 78:14 86:18

109:17 113:11 114:11 124:8 126:6 138:17 147:18

talked 18:11 35:16 51:22 58:1 70:8 86:12 87:1 103:11,14,23 108:2 116:2

talking 13:18 17:18 32:11 35:9 38:5 41:10,12 48:20 63:18 66:8 68:6,8 81:8 112:10 113:3 118:4,13,15 123:22 129:25 131:9.11.22 140:10,11 142:2 152:15 156:16

TAOC 15:22

tasked 47:19

Tate 25:3 119:11, 12 120:2.25 121:6 150.14

Tate's 25:13 119:25

TBA 129:20 152:16

TCA 58:6

team 30:23 38:2 39:1,4 41:20 42:7 43:20 56:25 65:17 91:16 92:4,15,25 103:8,10 104:12, 16 156:20

teams 29:2

Tech 141:22

technological 50:24

technology

28:20 30:18 32:12 33:12,24 34:17,22 39:17 41:10 50:21 51:1 56:5,14,18, 22 140:25

temporary 119:17

ten 5:22 14:14 15:11 57:15

Tennessee 6:3,5, 8,11 7:23 8:19,21 9:15 10:3,6,11 11:7,9,11,21 12:12,21 15:10 16:9 17:1 18:21 19:4 22:2,8,11,12, 18,19 32:19 46:5 48:8 50:23 51:10 52:14 54:16,20 55:4 73:22.24 74:1,4 79:20,24 80:3,7,10,13,16, 20,23,25 81:9,12, 16 82:2,8 89:18 90:1 93:10,14 95:16,19 96:6 105:5 117:22 118:10,19 120:18 121:23 122:13,20 123:3,4,5 124:11, 15,24 125:6,10, 15,18,23 126:7, 10,13,15,21,23 127:7 132:13 134:19 135:1 139:11 147:19 153:17

Tennessee's 127:18

term 22:2,3,4 28:23 96:16,18 149:21

terms 19:11 20:7 37:19 51:24 74:21 78:25 96:17 105:24 123:16 127:23 139:22

testified 5:4 69:10

testimony 101:13 102:13 109:14,17 153:10

thing 118:16 123:13,14 124:21 125:11 126:20

things 26:14 39:8 46:19 50:5 65:23 74:22 83:13,15, 18,24 84:17 126:7 144:1 146:9

thinks 138:7,10

thought 43:6,8 118:2 138:12 155:2

tied 103:22

time 6:22 9:23 10:5 24:11,12 36:25 38:9 43:4, 22 44:12 62:13 63:7 69:3 72:2 74:10 96:2 107:5 119:20 122:10,23 144:25 146:10 152:17 155:1,8,22 156:3.18

times 83:3 105:21 116:13 141:23,25 142:1

title 9:2 67:3 114:21

titles 104:20

TJC 147:24 148:2, 25 149:23 150:19, 20,24 151:6 152:6,7,17

TLAP 18:21 19:1, 3 20:17 71:16

today 5:19 7:9 8:9,12 15:24 16:8 72:18 92:13 109:23 112:2

told 121:14 143:12 154:15

tools 144:12

top 24:2

topic 53:25 129:19

topics 49:22 50:1, 2.12 66:7

touches 115:11

track 64:16 126:25 127:2

training 47:9,12 48:14 49:7

transcript 6:18

158:13

transitioning 44:9

transmitted 90:15,16,24

transparency 110:25

transparent 111:4,7,12

travel 26:10,11

treatment 8:7

trial 95:2,3,4,7 122:24 125:4 152:21

trouble 123:21

trust 117:7 150:3

truthful 8:8

truthfully 7:12

type 26:8 43:18 48:13

types 49:22 66:7

typically 23:14 24:6 68:25 70:4 88:1 141:23 149:8

U

Uh-huh 85:4 131:13,17 146:3

ultimately 55:1

unaware 93:17

undergraduate 12:6

understand 6:21

7:8 8:11 15:23 19:20 20:9,11 24:20 27:5 29:11 33:5 53:7 65:6 85:18 101:19 105:25 106:12 108:3 109:18 116:24 117:4 118:5 124:6,8 133:4 142:17,22 145:16 understanding

16:25 17:3 22:5 35:19,22 36:19 41:13 60:21 65:8 79:19 82:12 87:15 90:12,19,21 98:20,24 99:17,23 101:7 106:9,16, 19,23 112:12,23 113:6,24 122:12, 15 133:10 148:2 149:7

understood 42:11 109:19

undertake 133:8

uniform 34:1 55:13

uniformity 31:7

United 13:8,11

University 12:8,

unsuccessful 97:2

update 42:25 74:10

updates 17:15, 18,19,22 18:4

user 74:12,14,18, 20 75:2,4

utilize 63:11

٧

vacancies 95:7,

vacancy 95:2,4

Valerie 150:25

vendor 32:7,11, 12,14,16,17,20 33:10,17 34:8 35:4

vendors 53:23

verbal 6:17 32:2, 24 33:6,14 34:8 35:3 42:10,11

verbally 31:17,19

versus 15:6 weeks 38:12,13, 24 **vets** 95:6 weigh 140:5,16 vice 11:10 Weighted 150:2 video 50:16 west 29:3 view 34:3 37:21 Westlaw 73:8 55:8 68:1 128:6,8 viewed 51:18 When's 72:2 violation 101:9 wide 63:22 129:24 virtual 36:23 widely 22:3,4 37:14,15,20 window 11:5 41:12,14 wise 106:20 127:1 virtually 37:21 wondering 47:7, vis-a-vis 123:6 Vision 118:18 word 34:5 47:8 99:22 W words 99:18 122:4 124:7 waive 158:13 work 8:20 10:2 **wanted** 73:25 11:6 19:13 32:7 118:7 128:15 34:19 38:17 40:17 59:7 93:25 115:11 warehouse 55:15 117:7 120:11 watched 89:25 126:17 134:7 144:18 145:13 water 49:20 worked 9:17 10:3 ways 143:23 11:10,22 144:8 Workforce 96:3 web 157:21 working 6:3 11:3 Webinar 141:9 13:10 67:9 115:3, website 36:10,11 5 117:16 120:16 67:23 71:20,25 works 24:21 72:3,7,10,12,15 65:13 92:25 93:5, 73:10,12,16,20, 8 115:1 22,23,24 74:2,5,9, 18 75:7.11.15.21 worried 43:13 76:2 77:21 78:10 worse 130:2,4 79:1 81:20 94:17 115:22,25 116:4, worst 127:18,23 9,16,19 117:25 **writing** 31:18 118:25 128:23 117:17 122:7 143:16 154:19 130:19 156:21 **written** 117:16 week 38:16,17,18 130:11,15 116:6

weekly 17:6,9

18:4

Υ year 12:7,13,19 16:20,21 19:7 21:15 23:10 31:21 34:24 37:2 38:6 48:11 49:11 74:25 76:11 83:3 100:7 117:22 118:19 134:6 141:23 142:2 year-long 131:15 years 5:22 8:18 10:8,9 14:14 15:12 96:12,14 97:2,5 117:20 118:12 120:4 yesterday 72:5, 16 74:8 77:24 Young 119:11,24, 25 120:5,21 121:7 Youtube 35:10, 13,20 41:14 51:19 89:19 90:1,6,10 Ζ **Zoom** 50:15,21,25 141:9,10 142:6 **Zoomed** 142:20

wrong 13:24 65:8

104:20