

After picking your Executive Director the first two tasks you should give them should be to fix your website (it's bad) and then to review all the old agendas and handouts. It's hard but in an afternoon I found all this.

Hiring Staff

- * **2:** Days after first meeting Executive Director hired
- * **16:** Days after first meeting Chief Counsel/Communications Director hired
- * **12:** Days after issuing IFB line drawer firm picked
- * **20:** Days after issuing RFI Voting Rights Act Counsel firm picked
- * **57:** Days after redistricting database released racially polarized voting analyst picked.

Observations: Take more time to determine needs, recruit, evaluate. Hire generalists first (staff). Then hire specialists (redistricting experts). Establish deadline to hire entire team (census data release or public input hearing start).

Meetings/Hearings

- * **48:** Business meetings to do work (mostly Sacramento)
- * **34:** Public input hearings to listen (all over)
 - > **9:** Regions to organize these hearings
 - > **21:** Before draft maps over 6 weeks (2-3 per region)
 - > **2:** To review public maps (1 north, 1 south)
 - > **11:** After draft maps over 2 weeks (1-2 per region)

Observations: Total input hearings seems right. Allow 9 weeks for the first round of public hearings. 1 region a week. Order picked by random.

Drawing Maps

- * **40:** Days between redistricting database released and end of first round of public hearings
- * **3:** Days between end of first round public hearings and public map deadline
- * **15:** Days between public map deadline and draft maps release
- * **49:** Days between draft maps release and final maps release
 - > **31:** Business meetings/public input hearings held during this period

Observations: Complete first round of public hearings before redistricting database released. Allows more time for public and draft maps. Be prepared to work full time the last two months.

Potential Timeline

- * **08/15-11/30:** *Organization-* Hire staff. Complete training. Discuss expert needs
- * **12/01-02/10:** *Hire Specialists-* Line drawer, Voting Rights Act counsel, racially polarized voting analyst. Distribute outreach funds
- * **02/10-04/15:** *Public Input Hearings-* Pre-map. Throughout state
- * **04/16-05/15:** *Public Maps-* Solicit and review public maps
- * **05/16-06/10:** *Draft Maps-* Create and release draft maps
- * **06/11-07/10:** *Public Input Hearings-* Solicit feedback on draft maps
- * **07/11-08/15:** *Final Maps-* Create and release final maps