

General Discussion: October 2, 2019

2:00 p.m. – BCC Conference Room

Commissioners Lily N. Morgan, Darin J. Fowler and Daniel E. DeYoung; Wendy Watkins, Recorder

Chair Lily N. Morgan called the meeting to order at 2:00 p.m.

1. Presentation from Amy Belkin for a Review and Coaching Session for Department Director's

Amy Belkin, Coaching Consultant, mentioned after several discussions with Commissioner Morgan, she has prepared a 360 evaluation for department heads. The 360 evaluation will include an evaluation of each department head, focused on achieving success in the mission, core values, core purpose, guiding principles and overarching goals of the County. In addition, the evaluation and development plan will assess what individual department heads should start, stop and continue to achieve success in the strategic initiatives. The peer evaluations will be focused on what peers do well and what they can do better. The package includes the evaluations, a 90-minute evaluation meeting with each individual department head and another 90-minute coaching session approximately one month later on the development plan for the coming year. The project will take approximately five to six months and the proposed cost is \$22,500. The Commissioners will receive evaluations on their direct reports and a summary report on successes and opportunities. The Board agreed to discuss this again at another General Discussion on October 16, 2019.

2. Additional Subjects/Matters from Commissioners – ORS 192.640(1)

None heard.

The meeting adjourned at 3:27 p.m.