

General Discussion: October 16, 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. Review and Coaching Session for Department Directors

The Board discussed the 360 Evaluation for Department Directors. Commissioner Fowler said there should be a system in place but is not sure what that looks like. He said he would prefer evaluations be done on an off year when the commissioner is not first elected into office. Commissioner DeYoung asked if the system is broken and Commissioner Morgan said yes. Commissioner DeYoung asked if the Board has a problem with the Department Directors performance. He said he feels all of the Department Directors are highly functional and are doing a great job. Commissioner DeYoung mentioned at the last manager's meeting, he heard a lot of Director's were upset with the 360 Evaluation. Commissioner Morgan would like something documented and would like to put it in writing how well the Directors are doing. Every county employee has an evaluation and why would we not do that with our Department Directors? She mentioned an ORS regarding performance evaluations and the evaluations shall be in Executive Session unless the employee asks for it to be in a public meeting. She said she is not on a witch-hunt to get people in trouble, and the industry standard is to do evaluations. It would not be a perceived attack from commissioners; this 360 Evaluation was an impartial recommendation from an outside party. Commissioner Morgan said she would like a policy and a process in place where Department Directors can set goals and the annual evaluation will determine whether they stuck to those goals. This is about supporting the Directors, not tearing them down. JJ Scofield, Human Resource Director, discussed evaluations and how they are a good tool to protect the County against litigation. He said it is very common for counties that do not have an administrator to struggle with evaluations because a commissioner is not in-depth in the department enough to answer those questions on the evaluation form. The Board agreed they would like to see other evaluation forms from other counties to use them as examples and create our own form.

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

Commissioner Morgan mentioned the first Fire Protection Advisory Committee will be held on November 5, 2019 in the Marie Hill Conference Room.

Sheriff Dave Daniel announced the Sheriff's Office applied for an Illegal Marijuana Grant and he just found out today that they were awarded that grant for the next two years totaling \$938,000.

The meeting adjourned at 3:10 p.m.