

Approved February 9, 1993

January 26, 1993
9:00 a.m.

LEADERSHIP TEAM
MEETING

Commissioners'
Conference Room

Chair Steve Cornacchia presided with Ellie Dumdi, Marie Frazier and Jack Roberts. Jerry Rust absent. Sharon Giles, Recording Secretary.

Representing the Leadership Team were Bill Van Vactor, Teresa Wilson, Jim Gangle, Steve Carmichael, Bill Hoyt, George Russell, Rob Rockstroh, John Goodson and Doug Harcleroad.

1. REPORT BACK/Potential Timelines for Hiring Process.

This meeting convened at 9:03 a.m. and recessed immediately to allow Board members to read the Memorandum they had not previously received. The meeting reconvened at 9:15 a.m.

George Russell, Director of Human Resources and Management Services, briefly reviewed this item for the Board, noting that a supplemental memo outlined how the process would work around the budget deliberations. Teresa Wilson, Acting County Counsel, reminded the Board that a public hearing was necessary if the Board wanted to conduct interviews in executive session.

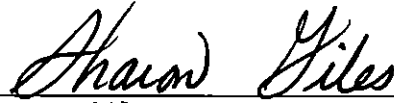
The Board reached concurrence on choosing the timeline suggested in Alternative B of Russell's memorandum.

The Board also concurred that the interview panel for the selection of the consultant would be composed of two commissioners, one elected department head and one appointed department head. Cornacchia, Roberts, Harcleroad and Carmichael were named to fill these positions.

Leadership team members were polled individually regarding their preferences for who should be involved in the profile development. While there was some discussion of adding union representatives, a metro and rural representative, and advisory committee chairs, the majority decided it would be the Board of Commissioners and the entire Leadership Team, along with the consultant. Russell added that after the specific consultant is chosen, they may recommend the addition of others. Suggestions were made that individual management team members may want to meet with the union representatives they deal with and solicit input, or write letters requesting written comments. After further discussion, the decision was made not to include advisory committees or metro/rural representatives at this stage of the process. Leadership Team members agreed that the five Board members would be interviewed by the consultant individually, and it would be left to the discretion of Russell and the consultant regarding individual or group interviews with the members of the Management Team, separately from the Board.

Cornacchia instructed Russell to coordinate potential dates requiring Board participation with Arlene Marshall.

There being no further business, this meeting adjourned at 10:10 a.m.



Sharon Giles
Sharon Giles
Recording Secretary