

Approved February 2, 1993

BOOK 151 PAGE 2493

January 7, 1993
9:00 a.m.

LEADERSHIP TEAM MEETING
BOARD OF COUNTY COMMISSIONERS

Commissioners'
Conference Room

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

Representing the Leadership Team were Jim Johnson, Bill Van Vactor, Rob Rockstroh, Doug Harcleroad, George Russell, Steve Carmichael, Jim Gangle, John Goodson, Bob McManus, David Suchart and Arlene Marshall.

1. DISCUSSION/Process for Hiring a County Administrator.

This meeting convened late, at 9:20, due to weather/driving problems.

George Russell, Human Resources and Management Services Director, briefly reviewed his memorandum of January 6. Cornacchia inquired about the availability of staff resources relevant to the options provided. Russell noted that there are three analysts and that the department can be flexible and re-dedicate resources as necessary. He indicated that if the process were to be done all in-house, it would be a "significant burden", and expressed his preference for Option B, the alternative which combines a consultant and County staff.

Steve Carmichael, Youth Services Director, noted his preference for Option B and stated that it is important for the Leadership Team to be involved.

Bob McManus, Sheriff, expressed his preference for Option B and his concern with regard to time constraints. He concurred on the need for Leadership Team involvement.

Jim Gangle, Assessor, concurred regarding Option B and noted it is important to acquire an organizational fit.

John Goodson, Public Works Director, agreed with Option B. In response to a question from Goodson, Russell explained that a West Coast search versus a national search would take an equal amount of time, as advertising would just be expanded.

Frazier concurred with Option B, noting that a consultant could interview the management team regarding needs.

Dumdi stated her preference for Option B.

Rust agreed and commented that the assessment center is a big improvement.

Roberts concurred with Option B and stressed the need on agreeing on a profile prior to beginning. He also suggested doing the assessment after Budget discussions.

Jim Johnson, County Administrator, concurred on the combination approach and stated that "head-hunters" keep portfolios and do a good job screening for credit history, criminal background, educational checks, etc. He suggested that if the field narrows to two or three, representatives should be sent to their home communities to get comments.

Arlene Marshall, Management Services Supervisory, agreed regarding outside recruitment and inside assessment.

David Suchart, Performance Auditor, concurred and stressed the importance of spending more energy with the consultant on the front end to get the process moving.

Bill Van Vactor, County Counsel, expressed his support of Option B and noted that the assessment center is critical. He also noted the need to hold public hearings on the profile in order to preserve the right to choose in executive session.

Russell noted that the cost estimate did not include travel expenses, etc., for the finalists and mentioned the possibility of video tape interviews prior to final interviews.

Bill Hoyt, Regional Information Systems Director, indicated his preference for Option B.

Rob Rockstroh, Director of Health and Human Services, concurred with Option B and expressed his concern regarding the support Van Vactor would need from the Leadership Team to avoid "burn-out" over the long process; but he agreed it would be hard to bring someone in during the Budget process.

Doug Harclerod, District Attorney, also agreed regarding Option B.

Cornacchia noted the unanimous support of Option B. In response to comments from Cornacchia, Russell stated that the consultant could be used in group and private sessions to determine profile.

Harclerod and Rust requested nationwide figures to determine competitiveness of the salary range.

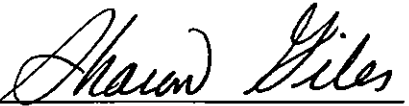
Following a discussion regarding hiring dates in relation to the Budget process and noting the probable need of the successful applicant to give ample notice, Russell agreed to come back in two weeks with two tentative timelines: one for a decision date of July 1 and one for a decision date of September 1. He noted that the process would include the profile, assessment center and board interviews.

NEXT LEADERSHIP TEAM MEETING DATE: Tuesday, January 26, 1993, at 9:00 a.m.

Following the Leadership Team Meeting, the Board members met briefly, at which time Rust asked for consensus for a Resolution to give him visiting dignitary

status to Lane County's sister county in Germany during his upcoming vacation trip. MOTION: Approval of said Resolution. Roberts MOVED, Frazier SECONDED. VOTE: 5-0.

There being no further business, this meeting adjourned at 10:48 a.m.



Sharon Giles
Recording Secretary