

Approved 5/26/93

March 11, 1993
9:00 a.m.LEADERSHIP TEAM MEETING
BOARD OF COUNTY COMMISSIONERSCommissioners'
Conference Room

Chair Steve Cornacchia presided with Commissioner Jack Roberts present. Representing the Leadership Team were: Douglas Harclerod, William A. Van Vactor, Teresa J. Wilson, Rob Rockstroh, Bill Hoyt, George Russell, Jim Gangle, Steve Carmichael, John Goodson, and Chuck Forster. Sharon Giles, Recording Secretary.

1. Recruitment for County Administrator

George Russell distributed a memorandum sent to the Board on March 11, and explained that as directed by the Board, a consultant had been selected. He indicated that he needed direction from the Leadership Team and Board of Commissioners with respect to the development of the profile.

Role of the Board and Management Team

Russell stated that consultants use various approaches to develop a profile, such as working with just the appointing authority, or a broad-based approach involving community leaders. He said previous discussions in this respect indicated that the Leadership Team should be the sole authority, that the consultant should do one group interview with this body, then a separate group process with the Commissioners and then individual interviews with each of the Commissioners. The question at this point is should additional people be involved either as a group or through individual interviews?

2. Position Profile

Russell suggested that the evaluation and selection process should be left to the consultant who would identify the top 10-15 candidates and present them to the Board for review with his recommendations. The selection process at this point might then include a broader range of people if needed, to provide feedback to the Board.

Roberts said he was concerned about too much outreach in the community as this was likely to produce mixed messages which would be difficult to incorporate into a single profile. However, he acknowledged that there is value in getting some outside input for consideration and trying to weigh that.

Harclerod asked the Acting County Administrator William Van Vactor who were the two outside groups that he worked the closest with. Van Vactor mentioned the City Managers group called SEL.

Russell reported that Commissioner Dumdi had expressed her desire for outreach to County employees as to what they would like to see in a County Administrator. Rockstroh said that the five commissioners were diverse enough to make this decision on their own.

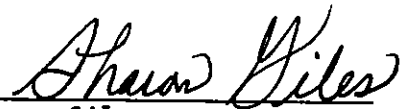
Cornacchia was opposed to outreach outside of the organization. He said that the only other outreach he could see as helpful was from the Leadership Team and staff members who work directly with the Administrator and even this might not produce any valuable input.

Harcleroad suggested that the consultant speak to the Leadership Team as a group, including the Commissioners, and then to the Commissioners individually. He noted that, if after this the consultant needed to talk with more people that the latitude to do that be given. Cornacchia replied that he approved of this, but would like to include the three other elected officials for individual interviews. Roberts also expressed concern that the non-elected department heads were not being consulted individually.

Cornacchia then asked the Team how many thought that individual interviews with the group were necessary in the development of the profile. After discussion, consensus was reached that the five Commissioners and the Acting County Administrator be interviewed individually, and the Leadership Team, including the other department Directors, elected and appointed, be interviewed as a group. Then if the consultant wants to talk to specific persons individually he can do so. Cornacchia suggested that the Leadership Team be interviewed before the Commissioners individually as this would help to clarify his own ideas.

Russell asked for direction as to the date the consultant should come to Eugene. It was tentatively decided that April 8, would be an appropriate date. This will be confirmed at a later date. Once a profile is developed by the consultant, Russell indicated that it will be presented to the Leadership Team for review and the Board for final approval.

There being no further business, this meeting adjourned at 9:35 a.m.



Sharon Giles
Recording Secretary