



NOTICE OF BOARD ACTION

LANE COUNTY BOARD OF COMMISSIONERS

This document, upon approval in a public meeting by the Board of County Commissioners, serves as official minutes of such meetings as required under the Open Meetings Law, ORS 192.650.

Pursuant to notice made by mailing agendas to news media, a selected list of jurisdictions and individuals in Lane County, a meeting of the Board of County Commissioners was held.

Questions should be directed to The Board Office Specialist 3, ext. 4203.

September 1, 1993
8:00 a.m.

WORK SESSION re:
COUNTY ADMINISTRATOR HIRING PROCESS
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.

DISCUSSION/County Administrator Hiring Process.

Bill Van Vactor, Acting County Administrator, introduced David Donaldson, David M. Griffith & Associates. Donaldson indicated that he could have candidates here to interview in three to four weeks if that is desired. However, he stated he wanted to guard against another candidate turning down the job. In response to Cornacchia, Donaldson explained that he would push harder, and to a greater extent, to resolve any potential issues, such as salary or relocation, before candidates come to interview. He stated that perhaps he didn't push Taylor and Collins hard enough as he was so happy to have them as candidates.


Van Vactor asked Donaldson to elaborate on whether he recommended proceeding now or waiting for awhile before recruiting again. Donaldson responded that it may be best to go forward if there are good candidates available now. Roberts questioned whether additional time for prescreening may be necessary in order to determine that the candidate and the Board both feel positive about the interview process. Donaldson indicated that he would recommend doing thorough background checks on potential candidates and then actually bringing in three to five, instead of one or two.

Rust asked if Donaldson felt he had a solid sense of the type of candidate the Board was looking for. Donaldson responded that he thought he was 75% there. Rust commented that he was less interested in a narrow scope, such as financial management skills, than in general leadership skills. Cornacchia stated that he was concerned that there was a perception that a candidate had to be from somewhere else and had to be at the top of their profession. He indicated that he would be interested in someone

from the Lane County organization or from the local community. Rust suggested revisiting two local candidates from the original list that were not chosen to interview last round. Roberts commented that he does have a predisposition toward someone with County orientation; however, he noted that while he would not rule out someone from this organization, he would like to see a new, outside perspective. Cornacchia summarized that the Board was willing to look at anyone, with the possible exception of a career city manager. Donaldson remarked that there were only 5 or 6 actual County Administrators in Oregon. Cornacchia stated that budgeting skills were not of absolute importance, but an inclusive, collaborative process of decision-making was favorable.

The Board discussed process, concurring not to advertise again at this time and to review recommended applications from Donaldson, which he will compile from the past group, recent applicants and additional recruitment on his part. The Board also concurred to hold the same type of interview process as had been used during the last round.

There being no further business, this meeting adjourned into Executive Session at 8:35 p.m.



Sharon Giles
Recording Secretary