

APPROVED BY ORDER # 5-18-122

**MINUTES OF THE
LINCOLN COUNTY BOARD OF COMMISSIONERS
MEETING OF January 22, 2018**

CALL TO ORDER

Chair Hunt called to order the executive session of the Lincoln County Board of Commissioners.

ROLL CALL - ESTABLISHMENT OF A QUORUM

Also present at the meeting were Commissioner Bill Hall, Commissioner Terry Thompson, Assistant County Counsels Kristin Yuille and Jerry Herbage, Public Information Office Casey Miller and Recorder Kristi Whitaker.

PURSUANT TO ORS 192.660(2)(I) TO REVIEW AND EVALUATE THE EMPLOYMENT-RELATED PERFORMANCE OF A PUBLIC OFFICER

Commissioner Hunt stated Cheryl Connell, Director of Health and Human Services (HHS), had requested the executive session be open to the public. Commissioner Hunt reinforced the purpose of the meeting as a discussion between the Board of Commissioners and Cheryl Connell and public comment would not be accepted.

Commissioner Hunt addressed Cheryl stating he had brought to her attention concerns of her communication and leadership ability and this meeting is her opportunity to provide the Board with any information.

Cheryl read a prepared statement regarding her employment with Lincoln County and the Soyring consultant's HHS report. Cheryl requested to complete her statement after a decision by the Board had been reached; Commissioner Hunt granted her request.

Commissioner Hunt stated personnel discussions are difficult. Commissioner Hunt continued stating over the last several years, the Board has brought to Cheryl's attention deficiencies in her ability to manage and lead the department and the Board has an unbiased opinion from a third party consulting firm. Commissioner Hunt stated he had lost confidence in Cheryl's ability to lead the department and requested her resignation. Cheryl declined the invitation for resignation.

Commissioner Hunt provided another opportunity, stating, if he received her resignation, he would then authorize County Counsel's office and Personnel to prepare a severance agreement that included a neutral recommendation and paid benefits proportional to her years of service. Cheryl again declined to resign.

Commissioner Hunt provided Cheryl another opportunity to provide her resignation; Cheryl declined and requested to complete her statement. Cheryl read the remainder of her prepared statement which included her recommendations for the Board and acknowledgements of her staff.

Commissioner Thompson stated this is a hard decision for him because of the respect he has for many things she has accomplished for the county, but noted that over the last few years he has read too many negative exit interviews from her department. Thompson addressed the future course of the organization and the Board's desire to seek a new director as the County shifts its structure. Commissioner Hall reinforced the difficulty of the decision the Board has made and expressed appreciation for her years of service to the county. Commissioner Hall echoed Commissioner Thompson's comments regarding consistent negative comments and exit interviews, as well as, formal and informal community feedback. Commissioner Hall stated he feels it's in the best interest of the department to make this decision at this time. Commissioner Hunt added that in Cheryl's reviews he has given her credit for her vision and commitment to the wellness center and providing quality care to the citizens of the county but from her first review he had indicated concerns regarding her communication and leadership styles.

Commissioner Hunt moved to terminate the employment of Cheryl Connell, Director of Health and Human Services Department, effective immediately. Commissioner Hall seconded. A vote was taken and passed unanimously.

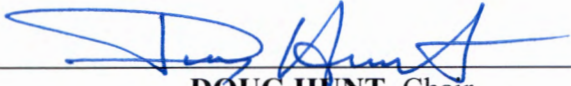
ADJOURNMENT

The next meeting of the Board of Commissioners will be held on January 24th, at 9:30 a.m. in Room 108 of the Lincoln County Courthouse.

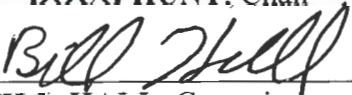
The meeting adjourned at 10:52 am

These meeting minutes were read and approved this 23rd day of May, 2018.

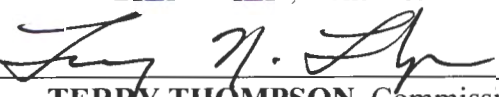
LINCOLN COUNTY BOARD OF COMMISSIONERS



DOUG HUNT, Chair



BILL HALL, Commissioner



TERRY THOMPSON, Commissioner