

BE IT REMEMBERED THAT the Crook County Court met in a regularly scheduled meeting on March 21, 2018 at 9:00 in the County meeting room located at 320 NE Court Street, Prineville, Oregon. In attendance were: County Judge Seth Crawford; County Commissioner Jerry Brummer; County Commissioner Brian Barney; County Counsel Jeff Wilson; Assistance County Counsel Eric Blaine and County Court Secretary Colleen Ferguson.

Members of the public signing the attendance log: Vance Jacobson, Bainbridge, Washington; Cindy York, Prineville; MaryLou Bernard, Prineville; Casey Daly, Crook County Fairgrounds Manager; Buzzy Nielsen, Director, Crook County Library; Cheryl Seely, County Clerk; Muriel DeLaVergne, Crook County Health Department Director; Kathy Gray, County Treasurer; Ann Beier, Director, Community Development; Leroy Gray, Crook County Landfill Manager; Bob Pickle, Lutheran Community Services Northwest; John Gautney, County Sheriff and Tim Deboodt, Director, Crook County Extension.

The media was provided public notice of the meeting.

Judge Crawford called the meeting to order and asked Laura Placek to lead the Pledge of Allegiance. Pastor Mike Wilson gave the invocation.

Consent Agenda

1. Approve Amendment (2) to Tyler Munis Contract for HR and Finance Software Upgrade moving unused money from third party hardware and conversion services to implementation support and hours

2. Approve Request for Disposal Fee Credit: Redemption House Ministries

3. Approve IGA 154107 Finance of Public Health Services-Amendment 5—Decreasing/readjusting grant funds amounts

4. Approve Order 2018-11 and Bid Result for 2018 Chip Seal Rock Purchase

5. Approve Minutes of March 7, 2018

6. Approve LCSNW's Amendment to Community Mental Health Program Agreement with PacificSource to include the Cover All Kids Program

7. Approve Letter to Congressman Walden in support of High Speed Internet in Rural Oregon
The Court reviewed the Consent Agenda. There were no changes or discussion.

Motion

Commissioner Brummer moved to approve the Consent Agenda as presented. Commissioner Barney seconded the motion. The vote was 3-0, motion carried.

Introduction of New Mental Health Director Laura Placek

Judge Crawford introduced the Lutheran Community Services Northwest (LCSNW) and County Mental Health Director Laura Placek.

Ms. Placek advised the Court that she understood the past performance of the organization. She presented her goal of working toward moving forward in a partnering positive way. Success is attainable, and she will work toward Health, Justice and Hope.

Commissioner Barney asked about the services provided by LCSNW. Ms. Placek provided information on the Children and Youth Treatment programs, Community support, the intensified substance disorder unit, the additional certified staff that can now offer gambling counseling services, and the expansion of the resource center that now provides a site for safe environment and camaraderie. One month ago a

mini food pantry and clothing area for individuals of high need was created on site. Donations are accepted for the project. There are many services in the LCSNW operation driven by need.

Judge Crawford spoke of a Veterans gathering unit and meeting area that local Veterans Service Director Shannon Dearth is working on as a Veterans resource. Ms. Placek agreed there is a very large need for Mental Health availability for the folks that gave everything to serve and protect our country. Crook County has one of the highest Veterans populations in the state.

Bob Picket agreed that the LCSNW will benefit from Ms. Placek's expertise. He feels that now LCSNW has a great team in place.

Second reading, Ordinance 305, amending Chapter 5.04 of the Crook County Code and declaring an emergency

Motion

Commissioner Brummer moved to read Ordinance 305 (regarding outdoor mass gatherings) by title only. Commissioner Barney seconded the motion. Judge Crawford read Ordinance 305 by title only. The vote was 3-0, motion carried.

Judge Crawford opened the public hearing. Hearing no comments, the hearing was closed.

Motion

Commissioner Barney moved to approve Ordinance 305 as presented. Commissioner Brummer seconded the motion. The vote was 3-0, motion carried.

Crook County Compensation Study

Contracted consultant Vance Jacobson presented information regarding the recent Compensation Review for employees of Crook County. Mr. Vance and Mr. Parks worked together on the Job Classification and the Compensation Structure for the Crook County employees. He provided a recap on the project that began four years ago when the County Compensation study was done and the results being of some value for this current project. He presented information regarding the scope of the work and the recruiting challenges. The result is that two-thirds of the County employees are earning wages below the current market and many others are coming in at the top of their bracket without a significant range for advancement. The compensation will be set on the 13-step system with an impact to the County in the \$200,000 to \$235,000 range plus equity adjustments.

Meetings for employees are to be held in the County meeting room at 1:00 and 3:00 this afternoon. These are to address concerns and questions.

Discussion was held regarding internal fairness, grant funded positions, implementation, and Cost of Living raises (COLA). Further discussion included certifications, career motivation, and clarification of the printout.

This afternoon's meetings will be employee focused and for getting accurate information out there for all employees.

There being no further business before the Court in Open Session, Judge Crawford adjourned the Court out of Open Session and into Executive Session under ORS 192.660(2)(a), for the purpose of considering the employment of a public officer, employee, staff member, or individual agent ORS 192.660(2)(e) for the purpose of conducting deliberations with persons designated by the governing body to negotiate real property transactions and ORS 192.660(2)(d) for the purpose of conducting deliberations with persons designated by the governing body to carry on labor negotiations

Executive Session

ORS 192.660(2)(a), for the purpose of considering the employment of a public officer, employee, staff member, or individual agent

ORS 192.660(2)(e) for the purpose of conducting deliberations with persons designated by the governing body to negotiate real property transactions

ORS 192.660(2)(d) for the purpose of conducting deliberations with persons designated by the governing body to carry on labor negotiations

Following discussion of the Court and County Counsel regarding the matters presented under the ORS's as stated, Judge Crawford adjourned the Court out of Executive Session under ORS 192.660(2)(a), for the purpose of considering the employment of a public officer, employee, staff member, or individual agent ORS 192.660(2)(e) for the purpose of conducting deliberations with persons designated by the governing body to negotiate real property transactions and ORS 192.660(2)(d) for the purpose of conducting deliberations with persons designated by the governing body to carry on labor negotiations and back into Open Session.

Open Session

Judge Crawford convened the Court into Open Session and invited the public back into the meeting room.

Motion

Commissioner Brummer moved to instruct staff to prepare a conditional offer of employment letter to the successful applicant and to complete the onboarding process as discussed in Executive Session; to instruct staff to continue negotiation with the Road Department Union as discussed in Executive Session; and to instruct staff to continue the real property negotiations as discussed in Executive Session. Commissioner Barney seconded the motion. The vote was 3-0, motion carried.

There being no further business requiring the action of the Court at this time, Judge Crawford adjourned the meeting.

The next regularly scheduled meeting will be held on April 4, 2018.

Respectfully submitted,

Colleen Ferguson

Colleen Ferguson
Crook County Court Secretary

| Approved May 16, 2018