

February 16, 2018

The Board met in special session on Friday at 10:00 A.M. with Commissioners Arlo Borud, Wayne Olson, Garry Jacobson and Daniel Uran present. Trudy Ruland was present by telephone. Also present was Social Service Board Ron Hamers, Marlene Grabow, Cindy Edwards and Kathy Eagle

Chairman Borud called the meeting to order.

Discussion was held on Social Service issues and the review of the evaluations. Comm. Ruland questioned whether this was an evaluation from the staff or the board. Ron Hamers stated this was only done by the staff not the board.

Ron Hamers stated the board would have given the Director 4 out of 5 if an evaluation was done. Comm. Ruland thinks the Director should have the opportunity to improve. Kathy Eagle stated has some concerns about the behaviors of the Director even outside of the office.

Ron Hamers stated the improvement plan with the one on one didn't sit well with the social service staff. Ron Hamers and Dan Uran gave the option to be the mediator with the one on one to try and resolve the issues.

Ron Hamers stated 4 of the staff members came and discussed the scare of retaliation. Ron Hamers is requesting direction from the Commissioners since the Commissioners are the ones who in the end hire and fire the Director position.

Comm. Borud stated would like to go forward with the improvement plan of the one on one meeting. Comm. Ruland stated once this improvement meeting and process is done then the Commissioners would be able to come up with an improvement plan.

Ron Hamers thinks it needs to be an impartial person from the Commissioners and not a Social Service Board Member presence on the one on one.

Comm. Uran thinks the whole Social Service Board needs to meet with all Social Service Staff. Comm. Ruland states if the staff is not willing to have an improvement meeting with everyone involved then the discussion is over.

Comm. Ruland stated we cannot change the past but move forward and change the future. Ron Hamers stated all staff needs to be willing to try. The staff cannot dictate how the Director is running the office but the staff shouldn't be bullied.

The resignation of the Director wasn't accepted by the Board of County Commissioners officially.

Social Service Board was blindsided with this issue. Marlene Grabow felt the staff should have approached the Board as soon as a problem arose and feels it may be too late to fix the damage that has occurred.

Comm. Jacobson stated that if the prior boss was laid back and someone else comes in with rules. It can be difficult to adapt to those changes.

Cindy Edwards and Kathy Eagle feels like it may not help with the improvement plan but are willing to give a try.

Comm. Ruland suggested bringing forward the improvement plan with the Village Business Institute. Everyone has to participate and if not willing than that person will have to leave.

Moved by Comm. Ruland, seconded by Comm. Uran, to move forward with the development of the improvement plan with the assistance of a mediator from the Village Business Institute along with the Social Service Director and each employee meeting one on one. Upon roll call, all present voted yes. Motion carried.

The Board adjourned at 11:15 A.M. to meet in regular session on Tuesday, February 20, 2018 at 9:00 A.M.

Accepted and approved this 20th day of February, 2018

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Arlo Borud, Chairman

Mountrail County Commissioner

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Stephanie A. Pappa

Mountrail County Auditor