

COLUMBIA COUNTY

Board of Commissioners Office

Commissioners

Margaret Magruder

Henry Heimuller

Alex Tardif

Administration

Jacyn Normine



ST. HELENS, OR 97051

230 Strand St., Room 338

Direct (503) 397-4322

Fax (503) 366-7243

www.co.columbia.or.us

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To Whom it May Concern,

The Board of County Commissioners is extremely disappointed by the ruling that releases these personnel documents which should be considered confidential. The issues found to be of concern upon which this department head was counseled, in no way reach the level of public concern that would usually justify release of confidential personnel documents.

While we are committed to transparency with the public as to how the County operates its business, we also must recognize that we are an organization which employs human beings. No organization can reasonably conduct its business when employees are unnecessarily exposed in this manner.

We fully support Janet Evans as the Community Justice Director for Columbia County. Her work at the County in the 5.5 years she has been employed here has further professionalized the Department, brought in more outside funding and established new programs which have been of benefit to the community. One of her toughest tasks when she started here was addressing certain personnel issues in the Department. Her work in this area led to some disgruntled individuals filing complaints against her, nearly all of which were found to be completely and absolutely without merit. These complaints were investigated fully and, in nearly every instance, Janet Evans was completely cleared of wrongdoing.

We have the utmost confidence in Janet Evans' ability to conduct the business of the public and we are grateful to her for standing firm to make the necessary changes in her department despite internal and external pressure.

The effect on staff of this public release can be de-moralizing and can also, unfortunately, lessen employees' willingness to participate in investigations when they see their words released to the public. This is of significant concern as we must be able to operate as a business should and address complaints when they arise.

We support Janet Evans and her dedicated and professional staff. We thank her for her dedicated service to date and hope she plans to keep serving the citizens of Columbia County for some

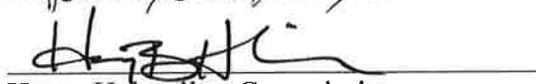
time to come. We also thank those employees who participated in these investigations as their statements led to our ability to appropriately address these largely unfounded claims.

BOARD OF COUNTY COMMISSIONERS
FOR COLUMBIA COUNTY, OREGON

Not Present

Alex Tardif, Chair


Margaret Magruder, Commissioner


Henry Heimuller, Commissioner