

Testimony for 9/4/2024 - Montrose County Commissioners Meeting.

Despite public outcry you have decided to move forward with vetting, interviewing, and hiring a new county manager to manage our counties business. This important position calls for a candidate that is we'll qualified and works closely with the BOCC to ensure the boards vision is implemented and that will move the county in a positive direction to better meet citizen and community needs.

So I ask you, who's vision will this new county manager be implementing? Your vision or the vision of the new board that the voters of Montrose have entrusted with their future?

As Montrose County Commissioner elect I have been selected by the voters to represent the citizens of our county. While I have yet to be officially elected in November, my seat on the BOCC is inevitable. In an effort to avoid a possible crisis between the BOCC and county management I feel it is my civic duty to weigh in. I respectfully demand that you suspend all hiring efforts until the election in November when it is clear who will make up the new board. This new hire must work harmoniously with the newly elected board to do the counties business. And while your input is helpful you should not have the final word as to who serves at the pleasure of the new Board of County Commissioners. This is the kind of leadership the people of Montrose County deserve, and this is the kind of leadership I intend to deliver.

After careful thought I would like to outline a plan of action I would like to see take place that would serve the interest of the public and the new BOCC.

- 1) Convene a meeting with the County Commissioner Candidates, Emily Sanchez, and the current BOCC. We should discuss the importance or irrelevance of respecting the will of the people who participated in a free and fair election for new leadership.
- 2) Discuss the policy that limits the time allowed for an Interim County Manager to serve. Leslie Quon tells me it is 6 months. Can this policy be changed or adjusted? Can the county effectively conduct its business through this extended term? Will Emily Sanchez agree to continue her role as Interim Manager role until a new County Manager hiring process is complete? Jon Waschbusch stepped down on August 4th. Six months from now brings us to February 4th. The new BOCC will be in place.

- 3) Brief the commissioner candidates as to who has applied, who is being considered for additional interviews and any information the Board can share that would assist us in making a good selection for the people of Montrose County. I would be agreeable to sign a NDA or confidentiality agreement that protect the privacy of all applicants.
- 4) Discuss and agree on what the vetting process should include. Will there be a credit check, a health exam, a personality test, drug test, history of litigation? These are details we need to know about a person who will be managing our counties business. We also need to agree on what are the disqualifying factors that would trigger a contingent offer to be withdrawn.

All failures/successes will fall on the shoulders of the new BOCC not the old. This is why it is vitally important that the new commissioners have the opportunity to vet and select the new County Manager according to their standards and their vision, not the outgoing board.

- 5) Develop a timeline for the hire and orientation. This should include (if possible) a transition period where the new commissioners can evaluate the quality of work and commitment to the boards vision without penalty to the taxpayers. This transition period should be no less than 3 months and no greater than 6. I realize that this might be difficult to negotiate this with a highly qualified candidate but it needs to be on the table. We have lowered our qualification standards and are at the very top of the pay scale for this position state wide which gives us stronger negotiating leverage.

This is arguably the most important position in our county. There is no logical reason to rush this. The County Manager serves at the pleasure to the Montrose Board of County Commissioners. It is imperative that this new Manager is a good fit for the new board not just one member. Your decision to move forward encumbers the new BOCC and erodes public confidence.

For the retiring Commissioners Rash and Caddy. After 8 years of honorable service is this the way you wish to be remembered?

For the remaining commissioner. Is this the was you wish to begin your working relationship with you new fellow commissioners?

I have spoken to both of the candidates for district 3. They have both verbally told me that they agree that what you are doing is wrong.

As someone who has been following your decisions I have serious doubts regarding your judgement.

You endorsed the candidate running against me in district 1 without properly vetting him. He had over \$87,000 in federal tax liens filed against him and a history of financial and business failures.

Commissioner Roger Rash endorsed him on stage at the Republican caucus in front of 150 republican delegates touting him as your pick for Montrose County Commissioner.

Commissioner Sue Hansen arranged political meet and greets for him and promoted him on her Facebook page. She also reposted fundraising campaigns for him on her social media.

This was surprising given the adoption of resolution 67-2018 signed and recorded by this board in November 2018 where you pledged to refrain from supporting, any ballot measure or campaign in order to maintain political neutrality.

RECEPTION#: 902803, Date: 11/7/2018 4:26 PM,  
Pages: 1 of 1, RES  
Montrose County, CO. Tressa Guynes, Clerk and Recorder

**RESOLUTION NO. 67-2018****MONTROSE COUNTY BOARD OF COUNTY COMMISSIONERS**

Concerning

**THE MONTROSE COUNTY BOARD OF COUNTY COMMISSIONERS  
MAINTAINING POLITICAL NEUTRALITY WITH BALLOT MEASURES AND  
CAMPAIGNS**

**WHEREAS**, C.R.S. § 1-45-117(b)(III)(A) specifically grants a Board of County Commissioners authority to pass resolutions supporting campaigns or ballot measures; and,

**WHEREAS**, a number of entities have approached the Montrose County Board of County Commissioners ("Board") to support, by resolution, ballot measures and campaigns; and,

**WHEREAS**, the Board feels strongly that each and every voter in Montrose County should vote according to their own conscience and positions, and without influence from the Board as the governing body for Montrose County; and,

**WHEREAS**, by supporting ballot measures and campaigns, a local government may lose public trust and confidence while also creating unnecessary conflict within a community; and,

**WHEREAS**, in order to preserve public trust and confidence, and promote principles of fairness and impartiality, the Board wishes to remain politically neutral and refrain from supporting ballot measures and campaigns of any sort.

**NOW, THEREFORE, BE IT RESOLVED**, the Board of County Commissioners of Montrose County Colorado will refrain from supporting, by resolution, any ballot measure or campaign in order to maintain political neutrality.

This Resolution may be extended, revised, amended or revoked by subsequent resolution by majority vote of the Montrose County Board of County Commissioners

ADOPTED AND EFFECTIVE this 7<sup>th</sup> day of November 2018.

BOARD OF COUNTY COMMISSIONERS,

Keith Caddy  
Keith Caddy, Chairman

Roger Rash  
Roger Rash, Vice Chairman

Sue Hansen  
Sue Hansen, Commissioner

ATTEST:

Tressa Guynes  
Clerk/Deputy Clerk to the Board

Date 11-7-18

