

240472 COMMISSIONER MINUTES

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Rec Fees: \$0.00

Cristy Lynn, Clerk and Recorder, Ouray County, CO

**Minutes
Board of County Commissioners
Special Meeting**

May 7, 2025

1. 1:30 - Special Meeting to Interview/Select Recruitment Firms - County Manager

Commissioner Niece began the meeting and described the process that would be followed.

Firm #1: CPS HR Consulting

Kylie Wilson, CPS HR Consulting, presented their bid for the County Manager Recruitment service.

Commissioner Padgett and Wilson discussed rural community recruitment efforts by the firm, and the difference between partial and full recruitments. Wilson noted that her understanding was that this was for a partial recruitment, which would not include contract negotiations or facilitating interviews.

Commissioner Niece and Wilson discussed the Joint Authority leadership structure of the firm.

Commissioner Padgett asked whether there was a difference in historical outcomes between full and partial recruitments.

Wilson did not believe there was a difference in outcomes, and stated that the firm would be on board until the recruitment process was completed.

County Attorney Caselli asked if the agreement for services would be flexible.

Wilson said they are flexible and have used other agencies' agreements in the past.

Firm #2: Peckham and McKenney

Danielle Noble, Peckham and McKenney, presented their bid for the County Manager Recruitment service.

Noble noted that they considered this a full recruitment and expected to be involved throughout the entire process, and described the full recruitment process they would follow.

Commissioner Niece and Noble discussed the timeline for the recruitment.

Deliberations:

Commissioners Padgett, Niece and Nauer and County Attorney Caselli discussed the request for proposal (RFP), and whether the consultant would be involved in the interview process.

Commissioner Niece stated that he felt that Peckham and McKenney were more responsive to the RFP.

Commissioner Nauer agreed and said the proposal from them stood out more.

Commissioner Niece stated that he was more comfortable with the timeline presented by Peckham and McKenney.

Commissioner Padgett noted previous experience with Peckham and McKenney with regard to the brochures they use for recruiting and said they put a lot of time and effort

into their process.

Commissioner Nauer agreed.

Commissioner Padgett stated she would be happy to pick Peckham and McKenney today.

M/S/P Motion was made by Commissioner Padgett and seconded by Commissioner Nauer to award the County Manager recruitment contract to Peckham and McKenney for their proposed fee of \$33,000. Motion Passed (3 - 0).

Commissioner Niece asked about the next steps.

Noble stated she would need to work with someone from county staff to propose a meeting schedule, and that any initial discussions would need to be virtual to move things along.

Commissioner Padgett suggested Kara Rhoades, Interim County Manager, should be the point of contact.

Commissioner Niece suggested County Attorney Caselli be the point of contact in case Interim County Manager Rhoades decides to apply for the permanent County Manager position.

Noble stated that the point of contact should not be a potential candidate, as this would create a conflict of interest.

All three commissioners, Noble and County Attorney Caselli discussed logistics regarding communication between the recruiter and commissioners, and ways to include community input.

Interim County Manager Rhoades asked whether there were going to be modifications to the County Manager position.

Commissioner Nauer, County Attorney Caselli and Noble discussed building a candidate profile and using that to build a job description.

Commissioner Niece and Noble continued discussing community input, focused on potential local stakeholders to involve in the process.

County Attorney Caselli described the process moving forward.

Noble thanked the board for selecting Peckham and McKenney.

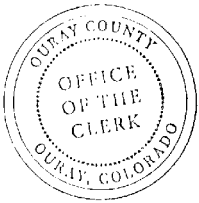
2:47 - With no further business, the Board of County Commissioners adjourned.

The Board of County Commissioners met in a regular session on May 7, 2025. Those present for the session were Commissioner Padgett, Commissioner Niece, Commissioner Nauer; Kara Rhoades, Interim County Manager; Leo Caselli, County Attorney; Marita Robinson, Deputy County Attorney; Sherry Peck, HR Director; Jennifer Peterson, Public Information Officer; and Eli Holmes, Executive Assistant I and Deputy Clerk to the Board.

These Minutes were approved on November 5, 2025

Commissioner	Yes/Aye	No/Nay	Abstain	Absent
Niece	X			
Nauer	X			
Padgett	X			

Attest:



Signed by:

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Cristy Lynn, Clerk and Recorder
By: Eli Holmes, Deputy Clerk of the Board

Board of County Commissioners of Ouray County,
Colorado

Signed by:

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Jake Niece, Chair

Signed by:

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Michelle Nauer, Vice-Chair

Signed by:

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Lynn Padgett, Commissioner Member