

BEFORE THE BOARD OF COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO: 20-09-29-04

IN THE MATTER OF DOCUMENTING THE  
COUNTY COUNSEL'S 2019-2020 ANNUAL  
PERFORMANCE EVALUATION, RATING,  
AND GOALS FOR THE UPCOMING YEAR

**WHEREAS**, Lane County believes that its employees are the organization's best assets;  
and

**WHEREAS**, it is also the County's belief that all employees deserve to have a balanced  
and meaningful annual review; and

**WHEREAS**, it is the role of Human Resources to oversee the Performance Review  
process for all Lane County employees; and

**WHEREAS**, employees that report to the Board of County Commissioners are required to  
be provided an annual performance review from the Board as outlined in their employment  
agreements; and

**WHEREAS**, the County Counsel has received a successful or better annual performance  
review each year since he entered into an employment agreement on January 8, 2013; and

**WHEREAS**, On March 17, 2020 the Board passed Board Order 20-03-17-05 (*In the Matter  
of Adopting an Annual Performance Review Process for Employees Who Report Directly to the  
Board of County Commissioners*) which outlines the performance review process for Board  
Employees going forward; and

**WHEREAS**, the Board of Commissioners has reviewed Mr. Dingle's performance for the  
August 1, 2019 – July 31, 2020 review period and amended the County Counsel's annual goals  
as deemed appropriate; and

**WHEREAS**, it is proposed that performance reviews and goal setting continue to be  
accomplished on an annual basis; and

**NOW, THEREFORE**, the Board of County Commissioners of Lane County ORDERS as follows:

1. That Steve Dingle continue his employment with Lane County in the position of County Counsel.
2. That the record reflect the annual performance evaluation for Mr. Dingle was completed and is rated as Exceeds Expectations.

A handwritten signature in cursive script, appearing to read "Heather Buch", written in black ink. The signature is positioned above a horizontal line.

Heather Buch, Chair  
Lane County Board of Commissioners