

Custer County Republican Central Committee
Westcliffe Colorado, 81252

May 2, 2017

For The Custer County Board of County Commissioners

Subject: Performance Review

Introduction

1. On May 2, 2017, during a regularly scheduled meeting, the Custer County Republican Central Committee (CCRCC) approved this letter to serve as a review of the Custer County Board of County Commissioners (BOCC).
2. Because the BOCC functions as a team, the pronouns "you" and "your" will refer to the BOCC as a whole even if the subject may apply to one Commissioner.
3. The CCRCC's objective in this review is the success of the BOCC. You will succeed when you represent the ideals and desires of the county Republicans.

Review

1. Areas of Positive Performance
 - A. Your proactive emergency planning and preparations regarding fire and flood is outstanding. Your leadership in this area may not only protect property but save lives. Continue the excellent work in these areas.
 - B. Your support of veterans in general and of our local Veteran Service Office specifically is an encouragement to a large number of county citizens. The quality of life for the many hundreds of veterans in our community has been improved because of your efforts in this area.
 - C. Moving forward with a proactive government building maintenance program and annual reviews for county employees are excellent plans. The maintenance program may prevent significant expenses and loss of building value. Annual reviews of employees may cause some apprehension but if done with care can be an encouragement and promote even more productivity from our excellent employees.
2. Areas Needing Improvement
 - A. The impression of many Custer County Citizens is that you are not interested in public opinion or relations. Your responses to the public are often interpreted as harsh; communicating a message that you will do what you want to do despite the public. We recommend that you approach the public with a humble recognition that you are accountable to the citizens of the county. When you approach the public otherwise it is a bad reflection on the Republican Party. As public servants stay professional and above the fray of rumors and misunderstandings.
 - B. The Colorado Sunshine Law states that all meetings of two or more members of any state public body where any public business is discussed must be open to the public. Reports have

come to the CCRCC that this law is being violated. Along this line, Executive Session should be used only as a last resort and even then you run the risk that the public will interpret that you are hiding something. We recommend that you not only comply with the Sunshine Law but that you make an effort to give no appearance of non-compliance.

- C. Procedures for due process may be spelled out or may be informal but it is vital that when you make decisions concerning personnel, you give those individuals due process. In a number of personnel situations during the last few months it has appeared to the public that due process was not followed. As an example, the way Extension Agent Robin Young was handled was out of line with due process. This appears to have been a personal issue between you and Mrs. Young rather than a professional or performance issue. The ramifications of your actions in this issue were short sighted and have put the standing of Custer County in jeopardy with CSU. Mrs. Young's removal by the CSU leadership was not to discipline her. Mrs. Young's immediate appointment as the Archuleta County Agent was a promotion and indicates her superior's confidence in her professionalism. We recommend that due process be followed regarding consideration of, removal of or appointment of personnel.
- D. The three of you have not attended CCRCC meetings since you have taken office. It is your obligation to be a part of this committee. Although it may seem unfair, the only conclusion we can draw from this absence is a negative one. Perhaps now that you have been elected and seated in office the resources of the Republican party are of no value and no longer useful to you. As we all know, Custer County is a majority Republican county but the lessons of complacency are harsh and we need to remain vigilant and loyal to our Republican principles. Lincoln Day and some youth programs are in the works. We want your help to make these a success.

Conclusion

- 1. Public service is both rewarding and challenging. We are thankful for your willingness to serve Custer County in your role as Commissioners. Your qualifications and experience are commendable and indicate sacrificial service for the good of our County.
- 2. As it is our objective that you succeed in your service to Custer County, we encourage you to take to heart the recommendations made in this letter, remember the campaign promises that you made and live up to the goals and actions that you outlined to the public. Continued performance that reflects badly on the Republican Party will result in your losing our support in your roles as Commissioners.
- 3. We request a response regarding these issues from you by May 19th.

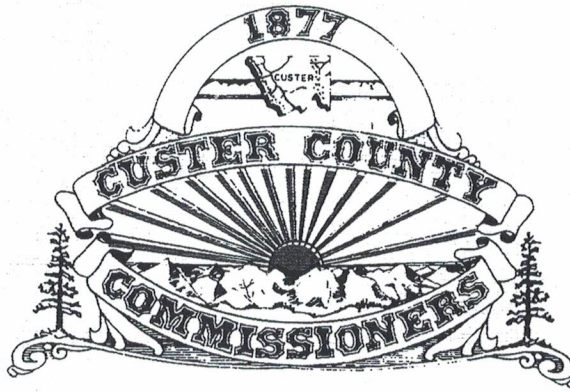
Sincerely,



Sheron Berry,
Chair, CCRCC
For the CCRCC as a whole

DONNA L. HOOD
ROBERT (BOB) KATTNIG
JAY D. PRINTZ

CUSTER COUNTY COURTHOUSE
205 SOUTH 6th STREET
P. O. BOX 150
WESTCLIFFE, COLORADO 81252
(719) 783-2552
FAX (719) 783-2885



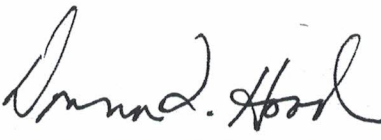
Ms. Sheron Berry
Custer County
Republican Central Committee
2845 Co Rd 191
Westcliffe, CO 81252

Re: Letter Dated May 2, 2017

Dear Ms. Berry:

We are in receipt of your letter dated May 2, 2017 and will take your recommendations under advisement.


Bob Kattnig, Chairman


Donna Hood, Vice Chair


Jay Printz, Commissioner