



Board of Commissioners' County Counsel Meeting  
June 21, 2023 ~ 1:00pm ~ Room 214

6/21/2023 - Minutes

**1. To Watch A Live Stream Of This Meeting, Click The Link Below Or Go To [Www.klamathcounty.org](http://www.klamathcounty.org)**

**2. Call To Order & Those Present**

Commissioner Henslee, Commissioner Minty, Commissioner DeGroot; Haley Huffman / Admin Staff; Marc Henderson / County Counsel; Amanda Van Riper / Human Resources; Chris Kaber, Brian Bryson / Sheriff's Office.

**3. Approve Minutes From Last Meeting**

Approved.

**4. Resolution #2018-016**

Marc Henderson addresses the Board, we're talking about Resolution 2018-016 approved 1/6/18 provides an exception to personnel policy 022 in regards to the employment of relatives and the resolution was as it relates to Sheriff Kaber and his employment of relatives. Amanda Van Riper addresses the Board, some things have transpired since we last met about this, Lt Swan retired. Brian Bryson is currently our Captain. I wanted to take out names and add that Eric and Ryan would report to the position of Captain. Commissioner Minty asks, has there been any talk about any additional changes? Mr. Henderson said, the only suggestion I could give is, if the goal is to meet the policy that we have in place, 022, I would suggest potentially taking the person in charge of it outside that department to really place that separation. Commissioner DeGroot asks, Sheriff what are your thoughts? Sheriff Kaber expresses his appreciation around this Resolution being addressed in 2018. He said, in May I realized this document was six years old and outdated. I asked HR to fix this. I was confused, how are we continuing on in the policy if jobs need to be found for my sons or I need to resign. My hope was we could fix it so we could continue on in the spirit of the original which has worked well for six years. If there's a new one that could be put into effect, I think this one ends today. Mr. Henderson said, the Resolution still stands, it hasn't been rescinded. Commissioner DeGroot said, I had a conversation with the Sheriff last week, a most recent change with one of his sons left me very concerned and left me in a very awkward position that I had to take certain actions yesterday. I would like to open that up for discussion so we can figure out what this looks like going forward. Commissioner Henslee said, up until a couple weeks ago, I was ok with correcting the Resolution but I wasn't in favor of amending or adding to it. Over the course of the last couple weeks, some things have transpired that do cause me some pause and I'm not sure we are following the spirit of the agreement. I don't know how to

correct my concerns right this second. Commissioner Minty said, in the spirit of trying to problem solve, I understand there could be a perception, I trust that Sheriff does aim to honor the spirit of the agreement and I understand no matter what the Sheriff does, there might be a perception of a subordinate that they answer to the Sheriff. I'd like to brainstorm around the potential of supervision outside the department. Commissioner Henslee said, I appreciate that and that you're always thinking of solutions outside the box. I would not feel comfortable doing that in my role as a Commissioner. Supervision of police officers should be with police leaders. Ms. Van Riper asks, could we look to Community Corrections? Commissioner Henslee said, that's a bandaid, that's not the supervision we're looking for. Commissioner Minty said, sometimes we have outside agreements with other counties, maybe State police, local City Police, another Sheriff's Office. Sheriff Kaber said, I think it would be doing a disservice to the office of Sheriff to have the employees be supervised by any other agency than the Sheriff. I have a large number of constituents that put me in office to do those things. Commissioner Henslee said, I don't think it is working and I'm not sure the current Resolution puts in place strict enough guidelines for me to be comfortable. Sheriff Kaber said, I would offer you have the opportunity to put stricter guidelines in place. Commissioner DeGroot said, I'm not comfortable with an updated agreement at this time. I would not be willing to sign one at this time.

Ten Minute Recess.

Commissioner Henslee said, thank you Sheriff for taking the time to have a conversation with me. It was very productive and I feel much more comfortable after having this conversation. I won't sign this Resolution. I can get behind signing something, but this isn't it. The Sheriff and I kicked around some things we could do and I'd like to explore options with HR and Counsel. Commissioner Minty said, I think that makes complete sense and I feel comfortable empowering Commissioner Henslee to work with leadership on a solution. Commissioner DeGroot said, ok it sounds like we have consensus. I will put this topic on the meeting at 1pm one week from today.

## 5. Adjournment

1:46pm

Audio recordings of all proceedings are available at the County Commissioners' office. The meeting facility is handicap accessible. Persons needing materials in alternate format or communication access, should telephone this office at 541-883-5100 (voice/TDD) or the ADA Coordinator at 541-883-4296 at least 48 hours in advance of the scheduled meeting.

Klamath County Commissioners' Weekly Calendar is subject to change without notice. 305 Main Street 2nd Floor,  
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