

COLUMBIA COUNTY

Board of Commissioners Office

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ST. HELENS, OR 97051

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July 17, 2025

Dear Casey:

We have reviewed the Workplace Investigation Report ("Report") based on allegations brought against you by [REDACTED]. As you know, the investigator found that you have violated the County's Workplace Bullying Policy with respect to [REDACTED] and that there is evidence that you have retaliated or attempted to retaliate against [REDACTED]. As Board of Commissioners one of our elected duties is to manage Department Heads in a professional manner consistent with the County's adopted rules. Furthermore, we have an obligation to protect all County employees from bullying and other workplace misconduct. Based on the findings in the Report, we expect the following:

1. You will have no communication with [REDACTED] or [REDACTED] outside of a Board Meeting in any way related to County or [REDACTED] operations. We will be directing County employees in the [REDACTED] Department to immediately notify Human Resources if you attempt to communicate with them related to County or [REDACTED] operations. Furthermore, you will not communicate with contractors/vendors or other partners working with the [REDACTED] Department about [REDACTED] projects, operations or personnel related issues.
2. You will not belittle any staff or discuss personnel matters, formal or informal. Any concerns you have with performance of any staff will be immediately brought to Human Resources for investigation/review and any necessary follow up. This includes, but is not limited to, discussion of any changes to the organization of the [REDACTED] Department.
3. You will no longer attend the Parks Advisory Committee or CZ Trail Committee meetings.
4. You will attend and participate in additional training related to bullying and professionalism in the workplace within 6 months. Human Resources will arrange for the training and coordinate with you to attend the training.
5. You will comply with all Personnel Rules and other County policies.

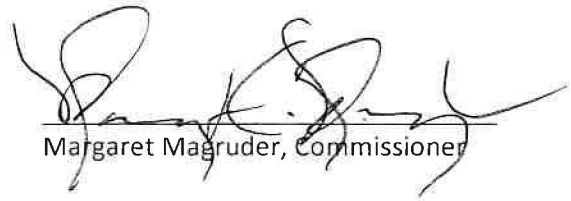
If you do not comply with our expectations, we are prepared to take the following actions:

1. Formal public censure.
2. Remove you from all Board Officer positions, Committee positions and representation of the Board at meetings/events.
3. Decline to pay for travel expenses.
4. Restrict your access to County Buildings as necessary to protect employees or compel compliance with County personnel rules and policies.

Sincerely,



Kellie Jo Smith, Board Chair



Margaret Magruder, Commissioner