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Affected Parties Names:

Coos County

Subject of Document :

Brief description, minutes, contracts, orders, etc.

minutes

Resolution or Order #:

Example: 18-2-156-X

Document Remarks:

Worksession- Interim CHW Director

Date of Meeting or of Document:

"Date Only" 5/13/26

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WORKSESSION- INTERIM CHW DIRECTOR
Board of Commissioners
May 13, 2026
10:00 AM

In Attendance: Chair Drew Farmer, Commissioners Rod Taylor and John Sweet, County Counsel Colton Totland, HR Officer Caroline Morgan, Business Operations Manager Bobbi Brooks (meeting was virtual so others appear as noted)

Chari Farmer opened the meeting.

Mr. Totland stated that it is appropriate for the Board to name an interim Director for Coos Health & Wellness (CHW), in light of the fact that Director Mike Rowley has resigned and Deputy Director Eric Gleason is leaving at the end of the week. He said that Dr. Timothy Lynch has been standing in for Dr. Gleason when he has been out of the office, but the Board needs to name an interim Director. Mr. Totland then said that recruitment for this position may take some time so someone needs to be in charge.

Commissioner Sweet asked when Dr Gleason was leaving, and Dr. Gleason replied that officially, he will be gone at the end of the month but he is taking vacation time starting on May 15. Commissioner Sweet then asked when Mr. Rowley's last day is, and Ms. Morgan replied that he is out officially at 5 PM tomorrow, the 14th. Chair Farmer then asked if there was an advertisement ready to go for the position, and Ms. Morgan replied yes, there is.

Commissioner Taylor said that Dr. Lynch has been filling in now, and that we have few choices for this position. He then said that he understands that someone spoke to David Geels about maybe stepping in. Dr. Gleason said that he spoke with Mr. Geels, and he didn't feel like coming back full time, since he has retired and is only working under a contract for the department. He then said that staff feels that Dr. Lynch can do this, with only a few people having expressed a lack of confidence in Dr. Lynch. Dr. Gleason then said that he believes that Dr. Lynch would be phenomenal in this position.

Chair Farmer said that he sat in on a meeting with core staff when Mr. Rowley set the chain of command in motion, and Mr. Rowley was concerned about Mr. Geels being retired and Megan Ridel being new in her position. He said that whether or not Dr. Lynch is hired into the position full time, we need to work with outside partners to get rid of some of their concerns. Commissioner Taylor then clarified that his question about Mr. Geels was not about his preference but it doubles down on his belief that Dr. Lynch is the best option.

Chair Farmer asked if he needed to open the meeting to public comment, and Mr. Totland stated that it's up to the Board if they want to take comments. Chair Farmer then said that he knows that one Coos Bay City Councilor is on this meeting, and the city had expressed some concerns. Commissioner Taylor said that he has received a couple of letters of concern, but those should be considered during the hiring process, should Dr. Lynch decide to apply for the Director position. Dr. Gleason then said that the Director position has never really been one to work with the public but as the interim Director, Dr. Lynch would have contact with our partners. Mr. Totland then added that the comments that were received are unsubstantiated and don't factor into anything unless Dr. Lynch applies for the position. He said that the Board needs to decide about the interim position and what to do long-term. Commissioner Sweet said that he agrees with Mr. Totland, and that time is of the essence

Commissioner Taylor moved to appoint Dr. Timothy Lynch as the interim CHW Director effective today. Commissioner Sweet seconded the motion. Vote was taken and unanimously carried.

Ms. Morgan then said that she would like to start advertising the position as quickly as possible, and she wondered if the Board would be interested in adjusting the pay scale. Commissioner Taylor asked Ms. Morgan what she would recommend, and she replied that the current pay scale is 815 but she would recommend moving it to 716. She said that Mr. Rowley was always reluctant to increase his own pay, so it's currently behind the average for this position. Commissioner Taylor then asked the pay difference at Step 1 between the pay scales, and Ms. Morgan said that the current pay grade is \$9,856 and she is suggesting moving it to \$10,543. She then said that this would be the pay until July 1, when there will be a wage increase. Ms. Morgan then stated that she would like to put the new pay scale in the advertisement.

Commissioner Taylor moved to approve Ms. Morgan proceeding to change the CHW Director position from paygrade 815 to paygrade 716. Commissioner Sweet seconded the motion. Vote was taken and unanimously carried.

Commissioner Taylor congratulated Dr. Lynch on the temporary promotion. Dr. Gleason then thanked the Board for being open to allowing them to speak today. He then said that would like to thank the commissioners for the work that they do, and he said that he will miss working here.

Chair Farmer adjourned the meeting.

Respectfully submitted,



Bobbi Brooks
Business Operations Manager



Commissioners Approval for Submission to the Board