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January 16, 2025

VIA EMAIL
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David Collier
Human Resources Director
Lincoln County
225 W. Olive Street, Room 110
Newport, OR 97365

Subject: Commissioner Casey Miller Investigation

Dear Mr. Collier:

Miller Nash LLP was engaged to conduct an independent fact-finding investigation to review whether Lincoln County Board of Commissioner Casey Miller (“Commissioner Miller”) violated Lincoln County policy when he made his Commissioner Reports at the September 18, 2024 and/or October 2, 2024 Board of Commissioners meetings. Specific allegations reviewed include:

- Miller’s actions included disclosure of confidential information related to personnel matters.
- Miller’s actions constituted bullying or disrespectful behavior towards his fellow Commissioners and/or County staff.
- Miller’s actions constituted conduct that reflected poorly on the County and/or were for personal gain.

Relevant policies reviewed include: Lincoln County Personnel Rules Article 3: Non-Discrimination, and Equal Opportunity, Section M: Non-Bullying Policy; Article 12: Code of Ethics and Conduct, Section A: Employee Expectations, Section B: Workplace Rules and Prohibited Conduct, and Subsection L: Confidentiality; and Article 18: Personnel Files and Public Disclosure.

The investigation included interviewing 15 witnesses and Commissioner Miller and reviewing relevant documents obtained throughout the investigation.

Based on a preponderance of evidence, the investigators make the following findings:

- Commissioner Miller violated Lincoln County Personnel Rules Article 12, Section B.4 and Section L by disclosing confidential employee information concerning County Administrator and discussing employee complaints against him.
- Commissioner Miller did not engage in prohibited bullying or disrespectful conduct in violation of County Personnel Rules Article 3, Section M.
- Commissioner Miller likely violated County Personnel Rules Article 12, Section B.3 and B.8 against discrediting the County and acting contrary to the County's best interests.

This concludes our investigation. Thank you for the opportunity to work with the County on this matter.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Ed Choi'.

Ed Choi

A handwritten signature in blue ink, appearing to read 'Liani J. Reeves'.

Liani J. Reeves