

Román D. Hernández, OSB No. 011730
rhernandez@cablehuston.com
Jared M. Ahern, OSB No. 221919
jahern@cablehuston.com
Olivia M. Loftin, OSB No. 225812
oloftin@cablehuston.com
CABLE HUSTON LLP
1455 SW Broadway, Suite 1500
Portland, Oregon 97201
Tele: (503) 224-3092
Fax: (503) 224-3167

*Attorneys for Defendants Lincoln County, David
Collier, Kelly Meininger in her capacity as the
Personal representative of the Estate of Claire Hall,
Walter Chuck, and Kristin Yuille*

UNITED STATES DISTRICT COURT
DISTRICT OF OREGON
EUGENE DIVISION

CASEY MILLER,

Plaintiff,

v.

LINCOLN COUNTY, a public body, DAVID
COLLIER, in his individual capacity, KELLY
MEININGER, in her capacity as the personal
representative of the estate of CLAIRE HALL,
WALTER CHUCK, in his individual capacity,
and KRISTIN YUILLE, in her individual
capacity,

Defendants.

Case No. 6:26-cv-00499-AA

**DECLARATION OF DAVID COLLIER IN
SUPPORT OF DEFENDANTS' SUR-
REPLY RE: PLAINTIFF'S MOTION FOR
PRELIMINARY INJUNCTION**

I, David Collier, being duly sworn, hereby declare:

1. I am the Human Resources Director for Lincoln County. I make this declaration
in support of Defendants' Sur-Reply Re: Plaintiff's Motion for Preliminary Injunction. I have

personal knowledge of the matters set forth herein and, if called upon to do so, could testify competently to their truth. I previously submitted Exhibit 1 with my Declaration in Support of the Response to Plaintiff's Motion for Preliminary Injunction (ECF No. 13). To maintain sequential exhibit numbering and avoid duplicative labeling, the additional exhibits attached to this Declaration begin with Exhibit 2.

2. Attached hereto as **Exhibit 2** is a true and correct copy of an email from me to Casey Miller, dated March 10, 2025.

3. Plaintiff's attempted apologies have failed to include the information I requested in my email attached hereto as Exhibit 2 and I did not pre-approve them as required.

I hereby declare that the above statements are true to the best of my knowledge and belief and understand that they are made for use as evidence in court and are subject to penalty for perjury.

DATED: June 3, 2026.



David Collier



Re: Commissioner Miller - Back to the Office - Post Rahschulte Engagement

From David Collier <dcollier@co.lincoln.or.us>
Date Mon 3/10/2025 4:24 PM
To Casey Miller <clmiller@co.lincoln.or.us>
Cc Sonia Montalbano <sonia@mckeanSmithlaw.com>; Miller, Casey 4961.02
 <Miller_Casey_496102@mckeanSmithlaw.com>

Commissioner Miller,

I am glad you are interested in rebuilding trust, rapport, and engagement. With that being said it will take effort and time to do this. One of the main ways you can start is by adhering to your job as a commissioner and allow staff to perform their jobs. To be clear, you are not the HR Director, County Administrator, Legal Counsel, Public Information Officer, or Director of any department. Your actions in undermining staff who are trying to perform their jobs have created dysfunction, distrust, and a negative workplace culture.

Understanding the Commissioner position

One of the repeating sentiments Mr. Rahschulte heard from staff and other directors was that you appear to not understand your job as a commissioner. I understand constituents and members of the public have also expressed this opinion. Mr. Rahschulte recommended reaching out to long-standing commissioners and provided you with names. Please follow up with him if you need those contacts again.

The email you sent out regarding Commissioner Chuck (and to) on 3/2/25 was inappropriate and unprofessional. Commissioner Chuck did not authorize you to send an email on his behalf, you are not the PIO, or his assistant to advise staff of his schedule or speak to his wishes or his expectations. Please refrain from sending out emails regarding the other commissioners (and to the commissioners) and speaking on their behalf.

Commissioner Chuck has requested emails come from staff of the relevant departments and not from you. The email you sent to Commissioner Chuck on 3/6/25 regarding supervisor trainings offered by CIS is a training HR assigns supervisors. Please stop sending out trainings from Human Resources and allow staff to perform their work. This is explained more fully below.

Commissioner Chuck has a decade of experience serving as a Port Commissioner. He has a solid grasp of what his role is as a commissioner and has already displayed respect and professional boundaries in allowing staff to perform their jobs. Mr. Chuck recognizes he is not an HR professional, an attorney, a financial expert, or the county administrator. Those jobs are occupied by individuals who have the required education and experience to perform that work. This has been my experience in working with Commissioners Hall, Hunt, and Jacobson. They have understood and respected the roles of staff.

The email you sent today to M-Team should have been directed to me in HR, I could have provided you that all appointed directors report to the board if there is no administrator. Chair Hall is designated as

the liaison commissioner for the appointed directors at this time. That was done by Board Order at the February 12, 2025, meeting. No appointed director reports to one commissioner.

Interference with Human Resources and requests for confidential personnel information

I have served as Lincoln County HR Director over three years and have placed a number of employees on administrative leave pending an investigation. This doesn't happen in a vacuum and a process is followed. I have never had a commissioner allow themselves to get drawn into a personnel matter as you have repeatedly done, and insert themselves, thereby interfering with the personnel rules and interfering with confidential investigations. In the past month, you have shown up to HR unannounced demanding information regarding a confidential investigation in the DA's Office. Several of my staff were present and have expressed concern about your lack of boundaries and understanding about HR. This has also been displayed by inserting yourself into confidential personnel matters and then sending out emails to individuals who are not privy to that information. You responded to a confidential employee grievance and copied individuals regarding an executive session. Counsel Yuille has requested information on why you are requesting an executive session for this matter, and you have not responded. Not responding to staff and undermining their ability to do their work further highlights your intentions, which appear to be insincere.

Interference with other departments

This also applies to the day-to-day operations of all other county departments of which you are not the director. I outlined the information regarding your interference with Mr. Richmond's department last week. Again, you are not the IT Director or responsible for running Mr. Richmond's department.

The lack of professional boundaries and understanding your role is key to moving forward. Respect for staff roles and obligations is essential in order to transition back into the BOC office. One of the substantiated violations was your violation of confidentiality, and you continue to make repeated efforts to obtain confidential information.

Lastly, a public apology needs to be made to staff in BOC/Admin/Legal. Included is that you recognize you released confidential personnel information about Mr. Johnson and that you will not further use the business meetings in an unprofessional manner. I would like to review the apology before it is issued.

I will reevaluate a transition back into the BOC office after these conditions are met, and a meaningful period of time has passed where you have corrected the above-referenced behavior. Continued interference with other departments and sending out mass emails requesting information that HR, or another department is responsible for will continue to delay your return to the BOC office. It also reflects an insincerity on your part to return to the office.

I will schedule a follow-up meeting with you and Mr. Rahschulte around mid-April and we can reevaluate the situation.

From: Casey Miller <clmiller@co.lincoln.or.us>

Sent: Monday, February 24, 2025 1:29 PM

To: David Collier <dcollier@co.lincoln.or.us>

Subject: Commissioner Miller - Back to the Office - Post Rahschulte Engagement

David -

Following up with you to make further resolutions for getting back to the office after meeting with Tim Rahschulte.

How do you recommend rebuilding trust, rapport, and engagement? I would appreciate your perspectives and next steps.

I would like to be back in the office as soon as possible, preferably the week of March 3rd.

I have CPR training on the 25th (1/2 day) and will be at the CIS conference on the 26th - 28th. Otherwise, I am open to engage with our team outside of other current and emerging calendar events.

Please advise.

Thank you,

Casey Miller
County Commissioner
c. 541.270.6796
w. 541.265.0211
clmiller@co.lincoln.or.us