



STATE OF OREGON

INTEROFFICE MEMO

CONFIDENTIAL

TO: Governor

DATE: July 26, 1983

FROM: Gerry Thompson

SUBJECT: Meeting with Leo Hegstrom

Had a long chatty meeting with Leo Hegstrom to discuss some of his division heads.

Jerry Brown: Leo believes Jerry is one of the most capable managers there is. But, because Jerry does not project himself when he is with you and Leo, Leo feels he is overlooked. Although Leo would hate to lose him, Leo believes Jerry should be considered for appointment to Workers Comp or PUC.

I could see Jerry doing very well in Workers Comp. He is a good thinker, creative and innovative, plus has a thorough understanding of how to work well with varied interest groups.

Bob Watson: Leo is very comfortable with Bob even though Bob's whole focus is on running the prisons. Consequently, Bob tends to neglect running the central office. Leo is trying to prop up Bob in this area, hence the recent move of Marlene Haugland and Nancy Ferrar to Corrections. There still needs to be some improvement. Leo sees Tom Toombs as the critical problem (moody, inconsistent, lack of interest, etc.).

Ray Thorne: Leo is highly frustrated with Ray. Ray has many strong assets. He runs Employment Division like a business. But, he runs a very closed shop. Therefore, Leo is thinking about moving Ray.

Keith Putman: Very capable, but ready for a change. Leo would like to see Keith appointed to the Handicap Commission.

Leo's plan is to exchange Leo and Ray's jobs -- put Ray in charge of AFS and put Keith in charge of Employment.

Keith is very receptive to the idea. Leo may persue it all the way.