The Marquette County Board of Commissioners met in Special Session on Wednesday, July 29, 1992, at 8:00 a.m. in Courthouse Conference Room 115, Marquette, Michigan, for the purpose of interviewing the final three candidates for the County Equalization Director position.

Also Present: Dennis Aloia, County Administrator, and Randell Girard, Human Resources Director.

Chairperson Corkin began discussion of the interview format. The tentative schedule that has been set by Staff is Frederick William Kerr to be interviewed at 8:30 a.m., Girard Thomas Markey to be interviewed at 9:45 a.m., and David Eugene Gillette to be interviewed at 11:00 a.m. A box lunch will be served at approximately Noon, with Commissioners and Staff discussing the three interviews.
Comm. Potvin urged Commissioners to feel no pressure to hire an Equalization Director today. Administrator Aloia would like the new Equalization Director to be in place within the next six weeks, by the middle of September.

Randell Girard, Human Resources Director, distributed a list of suggested questions that Commissioners could use during the interviews. This would assure that the questioning will be uniform. Commissioner consensus was to use the questions presented and also add several questions to the list with Commissioners rotating the questions as follows:

Corkin - Describe for us your professional background and experience in tax equalization that makes you the best candidate for our Director.

Seppanen - Describe your experience with Tax Tribunal appeals.

Potvin - What contact have you had with the Tax Commission? How would you describe your relationship?

Arseneault - What experience have you had with Commercial and Industrial appraisals?

Angeli - What has been your most difficult or frustrating experience in tax equalization?

Corkin - What is your philosophy regarding the relationship between the County and local units of government in tax equalization?

Seppanen - How important is computerization to tax administration management? How would you deal with a staff member who resisted computerization?

Potvin - Describe the structure of your current operation, and your style of supervision employed over your staff.

Arseneault - Describe the budgetary process used by your employer. What is your role in that process?

Angeli - How do you deal with internal staff conflict; for example personality conflicts, difference of opinion, etc.?

Corkin - In your opinion, how can the tax equalization process be improved?

Seppanen - What are career goals? Where do you see yourself 5 years from now?

Potvin - The salary range for this position is $35,000 to $42,000. What salary do you expect?
The County Board then interviewed William F. Kerr at 8:35 a.m.

The County Board then interviewed Gerald Thomas Markey at 10:00 a.m.

The County Board then interviewed David Eugene Gillette at 11:35 a.m.

**Note:** A tape recording of the interviews and the County Board’s discussion is available for review in the County Clerk’s Office.

At 12:42 p.m. the County Board continued with a luncheon meeting discussing the various candidates, with Administrator Aloia and Mr. Girard. Commissioner consensus was to not further consider applicant Frederick William Kerr.

After considerable discussion Chairperson Corkin directed County Clerk Roberts to check with the Livingston and Mecosta County Clerks and request that County Treasurer, James Sodergren, be asked to check with the Livingston and Mecosta County Treasurers. Administrator Aloia will check with the Livingston and Mecosta County Administrator Staff, and Human Resources Director, Randell Girard, will check the references provided by the applicants. When all information is available, and Commissioners are ready to make a decision, the County Board could appoint the new Equalization Director at a Regular County Board meeting or schedule a Special County Board meeting.

There being no further business the meeting was adjourned at 1:15 p.m.

Respectfully submitted,

David J. Roberts
Marquette County Clerk