The Marquette County Board of Commissioners met in Special Session on Friday, February 16, 1996 at 4:30 p.m. in Room 231 of the Henry A. Skewis Annex, Marquette, Michigan.


A Salute to the Flag was given, followed by the Pledge of Allegiance.

Chairperson Corkin opened the meeting for public comment. Don Potvin, Front Street, Marquette, was present and expressed his sorrow to see Dennis Aloia, County Administrator, leave Marquette County. Mr. Aloia will be greatly missed and Mr. Potvin does not believe that Commissioners yet realize how much.

Mr. Potvin further urged the County Board to immediately contact Duane Beard, the former Marquette County Administrator, who left to further serve his career. The advantages of hiring Mr. Beard include: he knows county government well, he would like to return to Marquette County, this would provide for no down time, and no interviewing process. The County Board already knows who and what type of person Mr. Beard is. He would have lots of support.

There being no further public comment, Chairperson Corkin closed this portion of the meeting.

It was moved by Comm. Seppanen, seconded by Comm. Minelli and unanimously carried by voice vote that the agenda be approved as presented.

The County Board considered a recommendation from County Administrator, Dennis Aloia, for the process to hire a replacement for the position of County Administrator. Mr. Aloia has discussed the matter at length with Staff and recommends that K. Ross Childs, the County Administrator from Grand Traverse County, Michigan be hired to act as Consultant. Mr. Childs has been County Administrator in Grand Traverse County for more than 20 years. He has served as the President of the Michigan Association of County Administrators and has been on the Board of the National Association of County Administrators. In addition to his extensive network of contacts nationally among County Administrators, Mr. Childs has a keen understanding and awareness of needs and issues facing Michigan Counties and is familiar with Marquette County. Mr. Childs currently consults Counties throughout the State of Michigan. Over the past 15 years Mr. Childs has helped 12 Counties to hire County Administrators. Mr. Childs has indicated, with the assistance of the Human Resources Department doing background work, he could expect to accomplish the task for a fee under $5,000.

Administrator Aloia further pointed out that the process would involve County Commissioners, and also input from elected and appointed Department Heads. The process would begin by updating information that was collected 13 years ago by the County while assessing the needs and the attributes desirable in a County Administrator. Mr. Childs would interview each County Commissioner to insure that all necessary information is included in the job description and all key issues used in evaluating candidates involved.

The next step would be to conduct recruitment, by establishing an advertising budget. Advertising would take approximately a month and the Human Resources Department would work to screen and evaluate candidates and select the top candidates, perhaps 20, that could be further reviewed. Credentials and references would be checked prior to setting up interviews. It would be possible for a sub-committee of the Board to evaluate 20 candidates and screen them down to a more reasonable number to be invited for interviews.
Mr. Aloia further pointed out there may be other options for the County Board. They could utilize a process similar to that used by the City of Marquette or the K.I. Sawyer Conversion Authority and hire a national firm. He included a list of several national firms. Or the County Board could also decide to do the hiring process internally utilizing County Staff. Administrator Aloia finally believes that using K. Ross Childs is the best alternative because of his familiarity with Michigan government, his cost is considerably less than national firms, and he has a proven track record in this area.

Comm. Bergdahl recently attended the Michigan Association of Counties Conference where assistance was offered by the International City/County Management Association and the National Association of County Administrators. He suggested that Staff check with them.

Comm. Trudell questioned what type of contract is the County to offer the new Administrator?

Comm. Seppanen questioned what will happen during the interim period between Administrator Aloia’s leaving and the hiring of a new Administrator?

Comm. Minelli would like more information from K. Ross Childs about costs of the hiring process.

Administrator Aloia indicated that he will work with the County Board and Randy Girard to set up parameters to establish a compensation package for Board consideration. He will also work on a recommendation to the County Board for a proposal for interim administration, and Mr. Childs is working on his proposal and will have it to us by next Tuesday’s Board meeting.

It was moved by Comm. Rapport, seconded by Comm. Seppanen and unanimously carried by voice vote (7 Ayes to 0 Nays), that the Special County Board Meeting recommend the Regular County Board consider hiring K. Ross Childs, to act as a consultant for the hiring process for a new Marquette County Administrator.

Chairperson Corkin opened the meeting for public comment.
Don Potvin, Front Street, Marquette, asked what is the time frame in the hiring process of a new Administrator.

Mr. Aloia indicated that four to six months should be a reasonable time frame.

There being no further business, the meeting was adjourned at 4:58 P.M.

Respectfully Submitted,

[Signature]
David J. Roberts
Marquette County Clerk
MARQUETTE COUNTY BOARD OF COMMISSIONERS
Special Meeting, Friday, February 16, 1996, at 4:30 p.m.
Room 231, Henry A. Skewis Annex
Marquette, Michigan 49855

1. ROLL CALL.
2. SALUTE TO THE FLAG AND PLEDGE OF ALLEGIANCE.
3. APPROVAL OF THE MINUTES: None.
4. PROCLAMATIONS, PRESENTATIONS AND AWARDS.
5. PUBLIC COMMENT. (time limit 20 minutes total)
6. APPROVAL OF THE AGENDA.
7. PUBLIC HEARINGS.
8. PRIVILEGED COMMENT:
9. INFORMATIONAL ITEMS:
10. ACTION ITEMS:
   a. Discussion regarding Procedure for Hiring of New County Administrator.
11. LATE ADDITIONS:
   a.

   b.
12. PUBLIC COMMENT. (time limit 20 minutes total)
13. COMMISSIONERS COMMENTS, STAFF COMMENTS AND ANNOUNCEMENTS.
14. ADJOURNMENT.