

**EDMORE VILLAGE COUNCIL
SPECIAL MEETING
APPROVED JOURNAL OF MINUTES**

June 3, 2019

1. **CALL TO ORDER:** The special meeting session of the Village of Edmore Council was called to order on Monday, June 3, 2019 at 6:00 p.m. at the Curtis Community Building by **President Gloria Burr**.
2. **PLEDGE OF ALLEGIANCE**
3. **ROLL CALL:** Members Present – **Ashbaugh, Colburn, Guild, Moore, Rasmussen, Burr**. Delayed Arrival 6:37 p.m. – **Hadley**. Also present were: **Shirley Drain** – Village Treasurer, **Kerri Peterson** – Village Clerk.
4. **APPROVAL OF AGENDA:** Motion by **Guild** to accept the agenda with addition of 8a – Public Comments, and council only recognition during interviews. Supported by **Moore**. Unanimous vote. MOTION PASSES 6-0. Absent – **Hadley**.
5. **INTERVIEWS FOR EDMORE VILLAGE MANAGER: JUSTIN M. LAKAMPER:** **Justin:** I'm Justin Lakamper. **Burr:** And you're from? **Justin:** I'm originally from Rochester Hills. **Burr:** And he's living right now in Maryland? **Justin:** Yes. **Burr:** Okay. You may start the interview if you would like. Do any of you have questions for Justin? We have interviewed Justin as the personnel committee, so we've asked him a lot. **Moore** (Personnel Committee): He's answered our questions. I think it's time for Chet and. **Burr:** Bonnie? **Moore:** Yes. **Burr:** And Tom. If you have any questions for him. Whatever you would like. **Guild:** I've got a question I'd like to ask, Justin. **Justin:** Sure. **Guild:** You guys have probably already asked him that. Being you're from Maryland, if the position was offered to you, how long would it take for you to accept, move up here and be ready? **Justin:** So, I might need a little bit more time than say somebody who's right here, but I'm from Michigan. My family is actually in the process of moving back right now. We are scheduled to move back at the end of the month. My daughter is out of school in a couple of weeks and that's our timeframe for moving. So, that would kind of be what I would be shooting for. If that would be too long for you, I could reassess that. Basically, just tell me what you're looking for. But I wouldn't see it being much longer than the end of the month. **Burr:** By the end of June? **Guild:** So, you plan on coming back, whether the job is offered to you or not? Is that it? **Justin:** Yes. We've made a decision to move back, regardless. My wife has a position that she has in Michigan, as well. **Guild:** Where are you hoping to move back to, other than Michigan? **Justin:** So, if this was not offered to me, we would be moving back to Rochester, for the time being. My wife's position is remote, so she can work from wherever we decide to be. So that makes us very flexible. Like I said, actually, I drove our first load of things to my parent's house last night. So, the move is on so to speak. **Guild:** Would you be moving to the area? **Justin:** If the position were offered? **Guild:** Yes. **Justin:** Yes. I'm not overly familiar with everything around here and as we spoke the last time, I'm not 100% sure I'd move directly to Edmore, but yes, within the direct vicinity of the area. I would need a little bit of time to assess things. I don't know how aware you are. I have two children and I'm having a third child, so there is a lot of considerations for everything. **Guild:** Sure. Okay. **Colburn:** With your

education, I noticed you have a Masters of Public Administration, which is very good. Your concentration however is within urban and metropolitan policy and management. **Justin:** Yes. **Colburn:** We have 1200 people here. I wouldn't classify that as urban. **Justin:** Yes. That's the closest thing they had to management as a concentration. So, I'd assume you'd think urban as city. It's not. Actually, I did the MPA in Detroit, so a lot of things we focused on was the city of Detroit. Actually, it was interesting because it was during the bankruptcy that I was doing that. So that was live case study, if you will, how not to run the city. But it's still very applicable to any municipal management. **Colburn:** It's applicable, I understand that, my concern is more focus. We're kind of hoping that someone that comes to this town is more, is focused and appreciates the fact that this is a small village. It's not Detroit. It's not Grand Rapids. Things that would apply in an urban area like that maybe wouldn't work so much over here. So, we're concerned about that. **Justin:** Okay. **Colburn:** The other thing is that, I notice that you have a Bachelors in German and History. **Justin:** Yes. **Colburn:** Then you have a Masters in Public Administration. It's an interesting combination. But the job you currently have now seems to web those two together very nicely. **Justin:** It does. **Colburn:** I wonder why you would want to back out of that. **Justin:** The organization I work for now is an international organization, but our local office is fairly small. To say it bluntly, I've accomplished all I can accomplish there, so it's time to move on. **Colburn:** But here you wouldn't be utilizing the German or any of that type of thing, is that? **Justin:** No. **Colburn:** This other job was Germany. **Justin:** Yes. Of course, that fit really well into that aspect of my resume. But that would be a very rare chance that that would happen again. So, I'm not looking to find that explicitly. I'm not concerned that that wouldn't happen again. **Colburn:** Alright. You're focused more on the public administration, more where you are? **Justin:** Yes, it's been my goal since doing the MPA. So yes, that's definitely what my focus is now. **Colburn:** Okay. You did one year, selected as one of two fellows by the MLGMA. I see you did a little bit there. You worked for the city manager in Plymouth. That was for like a full year or was that like a summer. **Justin:** No. That was for three months. **Colburn:** Three months? **Justin:** Yes. It was over the summer. The MLGMA, which is now called the MME, I believe. They would offer a fellowship to two students. They'd pick one from southern Michigan and one from northern Michigan and then cities could apply to have that person work with them and so I had chosen to go to Plymouth. I was in the city manager's office. I worked with him. I worked with mostly the Community Development Department and the DPW department, doing a lot of different things for them. One of the stand-out things that I did with the DPW is we held rubbish survey, trash collection, we got a lot of important information for them in that. In the Community Development Department, we instilled an automated mechanism for pulling permits, as well as created the office procedures for filing a new procedure. **Colburn:** Alright. So, that's the relevant experience. You have the education. So, how do you picture things? If you come here, this would be your first actual village manager position, what is your plan? I don't want details, just an overview. What's your vision? Just give me a little something. **Justin:** Obviously, it would be a first position, there will be a lot to learn. That's part of what's very attractive to me about the opportunity, is that there is clearly a lot to do in all forms, because it's a small community, a small administration. My plan would be to initially, to find the goals of the council. To really understand the community, really understand the village is at and what issues need to be tackled right away and what issues can be assessed over time. Really get to know the [inaudible] employees very well and all of you very well. So, like I said, my first goal would be to sit down with everybody individually and really find out what your agenda is for me. Then attack accordingly. **Colburn:** I appreciate that and that's good to know. But I'm thinking more in implementation. Once you determine what it is, we want you to do, because you don't have the experience in this. I'm mean directly. You have a limited amount. What is your goal? How are you

going to implement those things? Where are you going to go? **Justin:** I don't know. I guess I would find somewhere to abstract, to answer. If you're asking on a day-to-day basis what I'm doing? **Colburn:** No. Just what are your resources? Do you have contacts in certain places, things like that? **Justin:** There are things that I don't know, which clearly is going to happen. Through the MLGMA, at the time when I was in the MPA program, I networked in there, I guess by what do they call it, next generation committee or whatever. So, I met a lot of managers through that, which whom I've kept in touch with. Particularly in Plymouth. I do have a smaller network of managers that I can contact, lean on if I need to. Absolutely. Then also, there is other institutional resources such as the Michigan Research Council. They put out all kinds of really great research on different policy areas and different suggestions for communities of all sizes. I've used them a lot in the past. That would be a very good resource. And the state. One of the things that we discussed when I was originally here, was redevelopment ready certification and while I don't necessarily know if it's something that you all would be interested in pursuing or not, I know that the first step in that process is doing a self-assessment of where you're at in terms of economic development and things like that. So that would be something that, if that were to fit into your agenda, I would think that that may be, using the state's tools for self-assessment and using the state's tools for best practices. That way, I could learn as to where we should be steering things. **Colburn:** I don't want to monopolize. Just one more thing. Assuming you're up for the position at some point, what would you be looking for both in compensation and also, do you have any stipulations, preferred stipulations as far as you are new and maybe we wouldn't want to hire a new person, I think both of you guys are new at this, so we wouldn't want to maybe hire a new person that we don't know how they're going to be in three years or something like that, right off the bat. Would you be willing to do something on a more temporary, let's check this out basis? You do maybe a year or something and we'll say okay, we'll see how this works, or do you need a contract for multiple years? There's no right or wrong answer. **Justin:** I'd be comfortable with a year situation. I mean, I understand your concern and it's legitimate. So, I fully understand that. That wouldn't bother me. I think maybe less than a year might be a little bit not too stable for me and my family, but that would be okay with me. **Colburn:** We need enough time to be able to assess somebody, too. You can't do that in three months. **Ashbaugh:** How long have you lived at the address in the location where you are now? **Justin:** Where I'm at right now, four years. **Ashbaugh:** Are you a US citizen? **Justin:** Yes. **Ashbaugh:** Do you have any condition that might interfere or relate in any way to your job performance? **Justin:** A physical condition? **Ashbaugh:** Physical, mental, any condition that would interfere? **Justin:** No. **Ashbaugh:** They probably talked to you about all the meetings you're going to be required to attend. Is that going to be any problem for you, for evenings or weekends, any kind of? **Justin:** No. That's understood. **Ashbaugh:** Do you have any experience hiring, firing, disciplining or evaluations with crew people? **Justin:** Yes, I do. In the construction fields. **Ashbaugh:** In construction? **Justin:** Yes. In the trades. I have experience hiring and firing people there. Currently, I don't hire them, but I do oversee a couple of interns. **Ashbaugh:** So, you're familiar at least with that responsibility that goes with that. **Justin:** Yes, and also, in the MPA program we took labor law courses and HR courses. In the theoretical context I've got quite a decent amount of experience with it as well. **Ashbaugh:** Okay. Are you familiar with budgets? Have you worked on budgets? **Justin:** Yes. My current position, we have a yearly budget that we put together as an organization. It's only seven of us, that includes basically most of that is agenda setting and allocating the money to different programs that we're going to do. Programs that I'm in charge of, I have full power over the budget, if you will, for selecting how I'm going to spend it. Our yearly budget is about 1.6 million euro and the programs that I'll have are generally between \$20 and \$120,000. **Ashbaugh:** Just so you're familiar with the credits and debits and things that go with budgeting. **Justin:** Yes. Again, also, we had a municipal budgeting course

in the MPA that I took. **Ashbaugh:** What is some of the problems with your past experiences and how did you handle them? Then what did you like or dislike about the different positions you've had? Just briefly. **Justin:** I've enjoyed most of the positions I've had. One of the things we talked about last time I was here how I had generally just taken the opportunity that was available to me at the time and that led me to become a tradesman and then led me to work in D.C. **Ashbaugh:** I understand. **Justin:** They all were good for certain reasons and I trust they will lead on for others. You're asking, what's the situation? **Ashbaugh:** What did you like or dislike about any of your situations? You've had several different experiences. **Justin:** Currently, I don't particularly like living where I live and the organization that I work for is great, but it's like I said, there's not much opportunity for me to do anything else there. So that's kind of what's leading me to not want to be there anymore. **Ashbaugh:** What did you like about it? Do you like working with people? Do you like being alone? **Justin:** I can enjoy both of those things. One of the things I did like about doing heating and cooling, was interacting with all the different customers on a regular basis. Getting an opportunity to talk to them, create relationships with them. **Ashbaugh:** And you probably did some problem solving in your work. **Justin:** Yes. Absolutely. Especially, again thank you for reminding me, but it really was one of my favorite parts about doing that. Because, you have a semi hard to complex situation and you solve it and when you're done, you can feel good about yourself. That's always a positive thing. **Ashbaugh:** Is there anything else you think that I would need to know or the rest of us? They probably have asked you all these questions so, this is all new information for me. Anything else you think would be important for me to know? **Justin:** For you to know. **Ashbaugh:** Me, as us. **Justin:** One of the things that we had talked about too is that my resume, does kind of meanders a bit right, but I really see having that as being, having a wide breadth of experience and so like I said, in heating and cooling I've dealt with employees, I've dealt with customers, which it's important to have customer service orientation with administration and government administration. On the other side of things, I have dealt with very high-end stakeholders, in D.C., with some people I interact with. So, I think that I have a good ability to connect with whomever it is that I need to be working with and I think that's definitely a positive thing for this sort of position. **Ashbaugh:** You bet. Assuming the committee checked all the references of these? **Burr:** I've checked into some, yes. **Ashbaugh:** Some? **Burr:** Yes. **Ashbaugh:** All? For both? **Burr:** Yes. **Ashbaugh:** Okay. That's all. **Burr:** That's all you've got? Shirley? **Drain:** Well if you know how to budget, that's my main concern. One thing that hasn't come up is zoning or land use. Have you ever dealt with that or heard of it? **Justin:** Yes, of course. As you know, I haven't had this position before so I haven't dealt with it directly. When I was in Plymouth for that short stint working with the community development department, which dealt with zoning and planning, I did there. **Drain:** So, you're at least familiar with the concept of zoning use and whatever. That's what I wondered. **Justin:** Yes. That's definitely a topic that came up in my studies as well. **Drain:** Good. **Justin:** And through preparing for other positions and things like that, I've done a decent amount of research into it. **Drain:** Did they, in Plymouth, also have ordinances they had to follow and those kinds of things? **Justin:** Yes, so they had a very extensive city ordinance, yes. Actually, one of the things I did was I drove around and did code enforcement. **Moore:** We need that. **Drain:** We need that yes. We haven't had that for a while. **Burr:** Yes, we do need that. **Drain:** Okay. As long as you're familiar, that's what I wondered. I hadn't heard. If you can read a budget and you know what zoning is, I'm happy. Chet, your turn. **Guild:** Where do you hope to be in three to five years? **Justin:** Three to five years? Probably still here. Hopefully. **Guild:** Still here? **Justin:** Yes. **Guild:** Not hope to build a big resume and move on to a lot bigger and better towns? **Justin:** I would be lying to you if I told you that I wasn't trying to build a career here. I still consider myself relatively young. But I definitely want to spend some time and learn some things. **Guild:** I liked it here

where you said you'd like to interact and work with council and employees. I think that's great. I think we need that. We need somebody that works with the council, doesn't think that he runs the council, that we have a say as to what goes on. I think that's great. I see you had some experience with police staffing. We're going through a transition and we're thinking about starting our own police department back up again someday. It sounds like you might have a little experience with that. **Justin:** It was mostly in grants. Assessing grants. Again, that was in Plymouth. They basically wanted to hire another fulltime position. The manager was under the impression that hiring one fulltime person was better than hiring several part-time employees and he was looking for research to be able to substantiate that well enough to make the council think the same thing. **Drain:** Do you have people in your line of work who you know, that could help you with ideas on that though? **Justin:** Yes. **Drain:** Like Plymouth manager or whoever. **Justin:** Right. As I was saying, I've kept in contact through committee, I attended their events and things when I was in college and I've kept in contact with at least three or four of those managers. So, I do feel as though I have a decent number of people that I can call on. **Colburn:** Do you happen to know people from your master's program that are also into this line of work? **Justin:** Yes, I do. One particular friend, he's the DDA director, south of Detroit, but I actually was just recently discussing with him that he's also looking to move on to other places. There's a pretty large network of managers that went to Wayne State and every time I've reached out to somebody who had also gone to the same program, they're very receptive to alumni. **Guild:** I like it that you'd treat the residents as valued customers. That's a plus. When somebody walks in that door, you can speak to them, say hi to them, shake their hand or maybe go to the coffee shop and have a coffee. **Justin:** Sure. **Guild:** You don't have to stay in here all day. **Justin:** Right. **Guild:** To know the people, that would be great. **Justin:** Yes, that would be my intention, particularly with business owners, too. I really would want to be able to assess their opinion on things and kind of find out where everybody is at. I would try and do that by going in and seeing people. **Colburn:** I think I have the information I need here right now. **Drain:** Do you have any questions for all of us? **Justin:** No. We spent quite a bit of time the last time I was here last week, so a lot of the questions I've had were answered. Most revolved around between the council and the manager you all were looking for and I think that's kind of established, that open communication is welcomed and that's definitely from my side the way I see it as well. **Guild:** Did you discuss salary? **Burr:** No, we didn't discuss that. **Colburn:** But you're aware of the range? **Justin:** Yes, generally. **Colburn:** I think it was published. **Burr:** Yes, it was published. We had a very good interview. We had very good chit-chatting. We did some chit-chatting back and forth, tried to get to know you and you get to know us. It was very interesting. We were very pleased with your interview, as far as the personnel committee. **ZACHARY RUSSELL:** **Zachary:** My name's Zachary Russell. I grew up in Six Lakes. I went to Montcalm Community College and got my associate's there and went on to MSU, where I graduated with my degree in public policy. While I was at MSU, I worked for the City of Lansing, Parks and Rec. Department. I started off as an administrative intern and later was hired as a community center building supervisor. After my time at MSU and the City of Lansing, I went on to work for the Ottawa County Road Commission as their communications administrator. I served in a lot of different roles there. Administrative. Served as their board secretary, office manager, [inaudible] coordinator, a few different things there. After that time, I decided to move back home and am currently renting a place in Mecosta. I'm looking for a permanent position in this area. I'd like to stay where I grew up. **Burr:** As before, we've talked to you and asked you questions and we would like the rest of the council to be able to ask anything they'd like and I'll let them take the floor. If anybody would like to start, go right ahead. **Ashbaugh:** How long have you lived at this current address where you're at now? **Zachary:** Almost a year. **Ashbaugh:** You're a US citizen? **Zachary:** Yes. **Ashbaugh:** Do you have any conditions at all

that might interfere with your job performance. **Zachary:** No. **Ashbaugh:** I'm sure the committee talked with you about the several different meetings that you will be required to attend or whatever, evenings, afternoons, mornings, whatever. Is there going to be any problem with time scheduling on that?

Zachary: Not at all. I'm all yours. **Ashbaugh:** Have you had any experience hiring, firing, disciplining and doing evaluations of employees? **Zachary:** I have not. **Ashbaugh:** Any problems you have had in

the past with any of your work experiences and how did you handle those? **Zachary:** Of course, in every sort of office environment you have some sort of conflicts. There was a little bit of conflict moving into the Ottawa County Road Commission, since it was a brand-new position. Sort of some debates over what specifically my role was in the office. I really got to know the people that I worked with, not just in their co-worker roles, but also on a personal level, got to know them and worked with them, with the boss, to compromise to come up with exactly what our roles were and what our priorities were. That way we could work together efficiently. **Ashbaugh:** Good. What did you like or dislike about some of your past jobs, experiences, whatever? **Zachary:** Sure. As far as like, I love working with the public, that's why I

want to go into public service, that's why I choose this type of career. I enjoy working with the public. I enjoy problem-solving, communicating, working in communities. That's been a big part of what I've done in my roles before and something that I really enjoy doing. As far as dislike, I think that it would have to come back to kind of what I mentioned. Some of the problems you can sometimes have in offices as far as who does what and things like that. I like to get things done and I don't like to have too much drama involved in it. So that's been something in the past that I try to avoid in office environments. Things like that, as any sort of drama over who's job is it to do things or anything like that. So that's something that I sometimes dislike, but of course, it's part of the job. **Ashbaugh:** Have you had any experience working with budgets? **Zachary:** Yes. When I worked with Parks and Rec, I got to work very closely with the director there, as they were forming their budget. I got to learn a lot from him as they were working with their budget. And again, the same. Went through the budget process at the road commission and my input was part of creating the budget there. Of course, as far as communications budget, they're public relations, things like that. I've been a part of the process at both of those places.

Ashbaugh: Is there anything else that you can think of that maybe we haven't asked you or maybe the committee has asked you the things or anything that I or we who have not talked with you before, would need to know or should know about you? **Zachary:** I don't think anything specific other than what we've mentioned and of course we talked about a lot in the interview before and I'm sure you all have great questions for me as well, but I guess the biggest thing that I would like you to know is that I'm very committed to coming into a job like this. Because I grew up in this area, because I care about these communities and that's something that I've, everything that I've done in the past as far as my education and my work experience, I think has been building to come into a position like this in a place that I care about and try to make it a better place. **Ashbaugh:** That's all I have. **Colburn:** You have a bachelors in public policy. **Zachary:** Yes. **Colburn:** How is that distinct from public administration? **Zachary:**

Public policy is a unique degree to Michigan State. So, it's essentially a public administration degree, but it has some variations. A little bit more flexibility in classes to make it more interdisciplinary. So, you take a little bit more political science, some analytical classes, statistics, things like that that you don't always take as part of a public administration program. I also took specific policy courses that analyzed policy at the local and state level in Michigan and across the United States, looking at what has been effective, what hasn't, as far as public programs go. It's essentially, of course I took all the public administration courses that you would typically take in a public administration tract, as well. But, it also just kind of had some added political science and economics and things. **Colburn:** It sounds like it would be geared more political advocacy type thing, more so than administrative. **Zachary:** You can, because it

is interdisciplinary, there's a lot of options throughout the tract, to kind of take it. Michigan State doesn't specifically have a public administration bachelors unless you're in the James Madison College. So, with a public policy degree, you can make it more public administration role or you could make it more political advocacy, non-profit, you could make it a lot of different things that you want. Most of the courses that I took were geared more towards public administration. **Colburn:** Do you have any interest or goal to further your education and go on? **Zachary:** Yes. Absolutely. I've actually been talking with some admissions counselors with Central Michigan University and they're masters of science administration with a concentration on public administration, as a program I can do primarily online, with some weekend classes occasionally. So that's something that I've looked at and would definitely be interested in furthering in the future. **Colburn:** You graduated with a BA in '17, so it hasn't been that long. Currently you're working as a substitute teacher? **Zachary:** Yes. **Colburn:** That's since September of last year. Not going on too long. Before that, Ottaway County road commission. Looks like fourteen months there about. Lansing was about seven months. There's not a lot of longevity here in these places. Not a long time to get a lot of experience and things. Managing a village, is going to be way more involved. I'm just being honest. There's going to be a lot more involved in this. Even someone right out of college with a masters, it's going to take a lot of self-initiative to learn a lot of things and to get yourself up to speed. What kind of resources do you have, from school or do you have other contacts, village managers, are you connected to the MML or would you be? **Zachary:** Yes, of course. As far as you mentioned sort of coming into things, just to speak to the longevity, the thing that you mentioned. With the City of Lansing, of course it started off as just a three-month internship and then I just finished out my time there at MSU working for the City of Lansing. That way I could take a more permanent position, which I took with the road commission. I left them on very good terms. I enjoyed my time there. They would have kept me on much longer had I wanted to stay there, but my goal was to move back to this area ultimately. So, I made that decision to do that. Of course, as you mentioned, coming into a village or managing something like this is going to require a lot and I think a lot of those tools are things they gave us in college. The ability to research, the ability to work with other people, communicate, to learn from other people. That was something that I had to do when I went to the road commission. I knew absolutely nothing about any sort of infrastructure projects or road funding or anything like that. So, I immediately go connected with the County Road Association, with a lot of their different associations to get involved there. I got to know all the township people, the county people down there in Ottawa County. So, I had to very quickly adapt and learn in that situation that I was in and I think that I could replicate the same thing here. Of course, you mentioned the MML. They are a great resource that provide a lot to villages and towns and I know a lot of people at the City of Lansing and I know that they've used a lot of their resources as well. That would be something that I would definitely do coming into this position, would be to reach out to those kinds of resources to learn as much as I can. I try to think of myself as much of a fast learner as possible. I've always worked hard to research and learn things as best as possible coming into them. **Colburn:** What are your goals or the future? **Zachary:** For the future. **Colburn:** Professionally. **Zachary:** Of course, I mentioned going back, I would like to continue on with my schooling. That's absolutely something I can do while I'm in this position. CMU makes it really good for working people to be able to do those, so that's a really great thing and I would like to continue on with that. As far as that, this sort of job is what I have been looking for. Professionally, this isn't just a stepping stone or anything for me. If I were to come into a position like this, I would stay for the foreseeable future. **Burr:** My question would be, if you were offered this job, how soon would you be able to and be willing to step into the position? **Zachary:** Pretty soon. Of course, most of the schools are kind of wrapping up their schooling and it's a very flexible position as

well. It's not like I have scheduled out for a long time or really need to give much notice at all for that sort of position. So, I could essentially start immediately. **Burr:** So, you don't have to give anybody a two-week notice? **Zachary:** No, it works kind of like an independent contractor. You can take and drop jobs as freely as you want. **Drain:** Do you have someone who would influence your time that you need to work? **Zachary:** I don't have children yet, so no. I really have, as far as schedule goes, like I said, I think that in the, something I talked about in the beginning interviews, in a position like this, I really don't think that you can do it effectively if you're not spending a lot of time in the town that you're managing. That would be something that I would be committed to is, spending as much time as possible getting to know the people. Of course, I grew up in the area, I know the town but, knowing it in a very different role. Being able to come in, spend a lot of time in the town, go to community programs, things like that, is something that would be a top priority of mine. That level of commitment is something that I right now have the ability to do in this job. Like you said, I don't really have a lot of other restraints on my time in that, so I would be able to come in and spend the time needed to learn what it takes and to really be effective in this position. **Burr:** Would you be willing to move a little closer? **Zachary:** Yes. I would definitely plan on it. Right now, I'm just renting. So, waiting for wherever I end up permanently to move close to that area. I would definitely be looking for something right here in this area. **Burr:** Okay. That was the only other question that I had that we hadn't asked previously. Anybody else? **Drain:** Do you have any questions for anybody here? **Zachary:** I have a couple questions if anybody is willing to take a shot at them. You sort of mentioned it a little bit and we talked about it in the first interviews, but what do you see as some of the biggest challenges for someone coming into this position? What do you foresee, especially in the first few months, being some of the biggest challenges a person in this position would face? **Colburn:** That would depend on the person. Their experience and their qualifications. In your particular situation, you've got a learning curve that you're going to need to do and that's going to take up some of your time. And then a learning curves for the position to begin with and then a learning curve for what the town wants and the vision of the town and everything else. So, that would be your challenge. I'm sure everybody here would want to see a person such as yourself if you were in the position, to get there as quickly as possible. Because, there are things we want to get moving forward and we would need you up to speed to be able to do those types of things. **Zachary:** Absolutely. **Burr:** Anybody else? **Guild:** I think, you've expressed that you have the willingness to work with the council, with the people, I think that's one thing we're really looking for. Someone that communicates with the council, with the people in town, get to know some of the people, get to know the town. **Zachary:** That's been a huge part of my roles in the past. Communication. Of course, I was communications administrator for the road commission. Even when I was working with the City of Lansing, I worked with all the different departments. I was on several different planning boards for events, so I got to work with the police and fire and the mayor's office and city council there. It's actually one of the things that I've come to enjoy most about working in public service and in municipalities is being able to work with people like that and being able to communicate, get to know the community. So that's something that I would be excited to do in this position. **Guild:** Would you have any objections to working with a finance director? Learning her job? **Zachary:** Absolutely not. No, I would like to know as much as. **Guild:** When she's on vacation. Sick days, holiday, whatever. **Zachary:** Yes, I'm open to and I would hope to learn as much in this position as possible. As you mentioned, the learning curve. That is something that I've done well in the past. If college teaches you anything, it teaches you how to research and how to learn. That's something that I've done a lot in the past and I'm very comfortable doing. I would like to learn as many facets of the village government as I can, so that way I was knowledgeable and ready to make better choices that way. **Burr:** Any more comments or questions or concerns? Do you have

any more concerned or questions for us? **Zachary:** Not necessarily any concerns. I guess, my final comments would be just that we've sort of talked about my goals for this position, my background for this position, things like that. My priorities in this position would be and based off what I have heard from our discussions before is, you are looking for someone who is willing to be committed to this position. Someone who is willing to care, to learn, to be part of the community. To learn what their needs are and moving forward, what people in Edmore want and need and that would be my priority as well. I really want to come into a place and make it a good place to grow up. I grew up in this area and I enjoyed being here. That's why I wanted to come back here. It's something that I would work my hardest to make it a good place to be. To make it efficient. To make it a great place to live and work and everything else.

Burr: This will end our interview for today. Our interviews are over. They went very well. I appreciate it. Does anybody, as far as the council, want to make any comments or questions or what your next move would be? We're open for discussion. **Guild:** Where do you want to go from here? Has anyone offered either of these guys any wages? **Burr:** What we put in the paper and they know that they're getting insurance. **Moore:** We started the wage at \$56,000.00. **Burr:** We started at \$56,000.00 but we have not talked to them on set wages and they haven't asked if they could have more or not. **Guild:** So, you've agreed to \$56,000.00 or greater. **Burr:** Or greater. **Guild:** \$56,000.00 to \$60,000.00. **Burr:** Yes.

Colburn: I don't know if they agreed to it, that's what we advertised. **Burr:** Yes. **Moore:** So, they are aware of that price. **Burr:** Yes. They are aware of what we are offering. As a council you can decide what you want to do. But that is the ballpark and they do know that. **Moore:** As the personnel committee, we talked over the fact and decided to talk it over, the first year is going to be a one-year contract, that will probably be \$56,000.00. **Guild:** We've got a meeting next week? **Burr:** Next Monday, yes. **Guild:** I think it would be good to think about it, think about what we heard. **Moore:** This will be a chance for Aaron to hear the recordings, too. **Burr:** Give him time to do a little research if he'd like.

Colburn: The other applications you had? **Burr:** These were the best ones. **Moore:** Some of them didn't have a degree. The other ones really didn't have a whole lot of experience. A lot less than what we heard tonight. And these two just stood out. **Guild:** Is the personnel committee going to recommend who we pick? **Moore:** We're going to make a recommendation, but the council has still got to vote for it. It will be the council's decision. **Burr:** We just picked these top two because they're the top two we thought were the best choice. **Moore:** That's why we think we should wait until next week before we do anything. So, if you have any questions or research you want to do, you can. **Burr:** I have not done the background checks. I've called people and been very satisfied with the comments that have been made. **Guild:** Should we table this until the next meeting. **Burr:** I think so. I think we need a little time.

Moore: I think so. **Colburn:** Are we going to be voting on one of them at the council meeting? Is that what the plan? **Moore:** I would just as soon. Motion by **Guild** to table the decision on the village manager position until the next regular meeting on Monday, June 10, 2019. Supported by **Rasmussen**. ROLL CALL VOTE: Yes - **Ashbaugh, Burr, Colburn, Guild, Hadley, Moore, Rasmussen**. MOTION PASSES 7-0.

6. **SALE OF PROPERTY'S ON 2ND ST SOUTH OF M46:** **Burr:** A person has contacted the DPW boys, a month or so ago, and were interested in buying the two lots (Lots 3 & 4 Camps Addition) to be able to put a home on the lot. Motion by **Moore** to have **President Gloria Burr** contact the interested parties and request them to come to a regular village meeting to be put on the agenda with details of what they would like to do with the property. Supported by **Rasmussen**. VOICE VOTE – UNANIMOUS. MOTION PASSES 7-0.

7. YEARLY PERMIT FOR PERFORMANCE AND INDEMNIFICATION COMMITMENT:


Motion by **Rasmussen** to accept the yearly permit for Performance and Indemnification Commitment. Supported by **Hadley**. ROLL CALL VOTE – **Ashbaugh, Burr, Colburn, Guild, Hadley, Moore, Rasmussen**. MOTION PASSES 7-0.

8. PERFORMANCE RESOLUTION FOR GOVERNMENT AGENCIES: Hadley reports that we need to change the MDOT Resolution to list the positions instead of individual names of who is authorized to submit for permits to close M46, for construction and parades. Also, it has to do with hanging banners. This enables whoever is in that position to contact MDOT to apply for those permits. Motion by **Guild** to accept the Performance Resolution for Governmental Agencies, with the titles named as Village Manager, Department of Public Works, and Street Administrator. Supported by **Ashbaugh**. ROLL CALL VOTE – **Ashbaugh, Burr, Colburn, Guild, Hadley, Moore, Rasmussen**. MOTION PASSES 7-0.

9. PUBLIC COMMENTS: None.

10. ADJOURNED: Motion to adjourn by **Rasmussen**. Supported by **Moore**. VOICE VOTE – UNANIMOUS. MOTION PASSES 7-0. Meeting adjourned by President **Gloria Burr** at 7:12 p.m.


Village Clerk


Village President
Approved for Publication

NEXT MEETING: