

LAKE COUNTY BOARD OF COMMISSIONERS
Special Meeting
September 29, 2015
11:00 a.m.

Chairman Walls called the meeting to order at 11:12 a.m.

Commissioner Stenger gave the prayer and the Pledge of Allegiance was said.

County Clerk Shelly Myers called the roll with the following Commissioners present:

Barb Stenger, Colleen Carrington-Atkins, John Brunn, John Fairbanks, Dan Sloan and Karl Walls.

Absent and excused: Chuck Vayda

Commissioner Fairbanks moved that the agenda be approved, seconded by Commissioner Stenger, by voice vote carried.

PUBLIC COMMENT: No persons present wished to speak.

Chairman Walls stated that the purpose of this Special Meeting is to interview Mr. Toby Lake for the County Administrator position for Lake County. He went on to explain that they will be conducting the interview in the same manner as they had done previously with the others, and stated they will be going around the table and asking questions from the Interview and Candidate Evaluation Guide questions.

Mr. Toby Lake started his interview with briefly reviewing his background for his professional career path, some issues he has faced, and his goals for his career. He has a BS from Grand Valley and then went on to receive his MPA and completed an internship with the City of Greenville, then moved forward from there.

Each Commissioner asked specific questions, where Mr. Lake answered in detail.

Mr. Lake stated that he had numerous questions for the Board, but due to time constraints, he respects that, and can get those in other avenues. He also stated that he could start as soon as they wish, and as soon as Monday of next week.

Mr. Lake stated that he wishes to stay in West Michigan, and when asked how long he planned on staying with Lake County, he stated he would plan to retire from here.

He feels this position would be a good fit for him and also a good fit for Lake County.

Discussion followed regarding his need for possible support staff, and he feels that he could work with the staff that is currently available, and then move forward from here.

Discussion on organizational restructuring followed, and transition time.

The Board thanked Mr. Toby Lake for his interview.

The Board took a break at 12:04 p.m.

The Board reconvened at 12:09 p.m.

LAKE COUNTY BOARD OF COMMISSIONERS
SPECIAL MEETING
SEPTEMBER 29, 2015 – Page 2

Chairman Walls stated that they discussed at a previous meeting moving this along with a decision fairly quickly and doesn't want to keep everyone hanging on.

Commissioner Fairbanks inquired about the possible need for support staff, and asked the County Clerk how she would see this move forward.

Commissioner Sloan stated that there are 3 positions in the Clerk's office that are not general clerk duties and functions and those employees could be utilized by the Administrators office, those being Accounts Receivable, Accounts Payable and H.R. and whoever we hire we should be able to squeeze those duties out of those three people.

Clerk Myers stated that all of her employees are deputized, and their functions go beyond just those duties that were mentioned, as this is a combined office, and everyone is cross trained. She further went on to state that she and her staff are willing to work with Mr. Lake and address any additional needs in the future. She totally believes that this can work all the way around.

Chairman stated that he hopes that this could be worked around with the current staff that is available.

Clerk Myers stated that she has already talked with Mr. Lake, and she is confident that he will be able to streamline a lot of the functions that are taken place, saving time in the Clerk's office.

Chairman Walls stated that it is his personal opinion that he realizes that in the future this can all be worked out, and figured out then, as all of her staff will be needed to help with the transition.

Commissioner Fairbanks feels confident that this should move forward.

Commissioner Brunn wished to thank Mr. Lake for being here and if it weren't for the mistake that took place in Newaygo, Lake County would not have been afforded this opportunity, and believes that this is the way to go.

Commissioner Fairbanks moved to open up negotiations with Mr. Lake for a compensation package with for the Lake County Administrator position, seconded by Commissioner Carrington-Atkins, discussion followed.

Roll call vote 5 Yes and 1 NO, Commissioner Sloan and one absent, Commissioner Vayda.

Personnel Committee discussed meeting on October 1, 2015 at 2 p.m. for the purpose of contract negotiations for the County Administrator position.

It was then discussed, because we do not have a Board meeting until October 14, that a Special Meeting be scheduled. It was approved to schedule a Special Board Meeting for October 2, 2015, at 11 a.m. for the purpose of Reviewing, and Approving the Administrators contract, per the recommendations of the Personnel Committee.

Commissioner Stenger stated that she would like the entire board to be present at the Personnel meeting, for the negotiations, so that everyone is informed.

EXTENDED PUBLIC COMMENT

LAKE COUNTY BOARD OF COMMISSIONERS
SPECIAL MEETING
SEPTEMBER 29, 2015 – Page 3

Mr. Larry Collier was present to state that he has a concern with the amount of Special Meetings that are being called, as the entire board will be attending the Personnel Committee, and they could make it a board meeting and make the decision then, and not incur any more expenses, and secondly, he feels this board and possibly the new county Administrator look at a Dress Code, because he feels that a baseball cap is disrespectful to the County and to everyone.

Being no further business, meeting was recessed at 12:25 p.m.

Respectfully Submitted,

Shelly Myers, Clerk to the Board

Karl Walls, Chairman

DRAFT