



Minutes of **SPECIAL MEETING**
Held March 6, 2015

Township of Springfield

Laura Moreau, Clerk

Call to Order: Supervisor Walls called the March 6, 2015 Special Meeting of the Springfield Township Board to order at 9:00 a.m. at the Springfield Township Civic Center, 12000 Davisburg Rd., Davisburg, MI 48350.

Roll Call:

Board Members Present

Collin W. Walls	Township Supervisor
Laura Moreau	Township Clerk
Jamie Dubre	Township Treasurer
Marc Cooper	Township Trustee
Judy Hensler	Township Trustee
David Hopper	Township Trustee
Dennis Vallad	Township Trustee

Board Members Not Present

None

AGENDA

1. Fire Department Chief Search – Select candidates to be interviewed

Supervisor Walls distributed discussion notes to guide the meeting. A list of candidates who did not meet the minimum criteria as determined by the Initial Review Committee was also distributed to Board members by Supervisor Walls.

Prior to reviewing candidates, Supervisor Walls asked Board members for input on several factors. First, he asked Board members if it is important to specify what is considered “close proximity” to a fire station or see how it goes. The Board determined to see how it goes and consider if proximity is a factor for any of the candidates selected for interviews.

Supervisor Walls asked if any Board member wished to adjust the starting salary range. Board members noted that the job posting listed a specific salary range and the candidates who stated a higher expectation should not be eliminated. No adjustment should be made at this time.

Supervisor Walls explained the summary provided by the Technical Review Committee. Trustee Hopper indicated he appreciated the committee comments and ranking. He did not agree with the committee ranking in every case but their input was helpful. Board members concurred the committee comments were helpful; they understood the ranking system and had no questions.



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Supervisor Walls asked for input on the discussion of the candidates and how to proceed with the review. Treasurer Dubre suggested reviewing each candidate in alphabetical order. Trustee Hensler suggested that the three candidates with service on the Springfield Township Fire Department should move on in the process and be interviewed. Trustee Vallad requested to address a few general questions prior to starting the reviews of each candidate. Supervisor Walls decided to consider each candidate in alphabetical order.

Carleton R. Arnold: Board members concurred with Technical Review Committee comments that the applicant does not have enough operations command or supervision experience at this time.

Timothy W. Baker: Board members noted limited command experience and deficiency in fire department planning and budgeting. Strengths are paid call experience and leadership. The Board decided to reconsider Mr. Baker after reviewing all other applicants.

Douglas Bourgeios: Board members concurred with Technical Review Committee comments that Mr. Bourgeios does not have enough operations command experience.

Sarah Bushee-Zawila: Supervisor Walls noted both limited command experience and overall experience in the fire service. Board consensus was that applicant does not have desired experience.

Robert Cesario: Supervisor Walls noted potential concern with fit and working relationship. Board members noted strong EMS experience but limited fire and also discussed demands of other professional pursuits described in his resume. Board consensus was not to move the applicant to interview round.

Dean M. Farner: Board members acknowledged Mr. Farner's background and contributions to the Springfield Fire Department. All concurred that he is respected and his integrity and character is known and valued. Some concerns were raised with regard to recent experience and overall qualifications compared to other candidates. Board consensus was that Mr. Farner should move on in the search process.

J. David Feichtner: Board members acknowledged many achievements and varied pursuits. Some concerns were discussed regarding availability and willingness to devote time to Springfield when salary is below Mr. Feichtner's expectations. Board consensus was to interview Mr. Feichtner.

Michael S. Gaydos: Treasurer Dubre indicated that this applicant was highly recommended to her. Board members discussed strong credentials and expressed interest in interviewing Mr. Gaydos; however, the Board had reservations about his lack of paid call experience. The Board decided to reconsider Mr. Gaydos after reviewing all other applicants.

Mike Kennedy: Board members concurred that Mr. Kennedy appears to be a great match for Springfield. He is a strong candidate that should be interviewed.



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Thomas F. McDonald: Board members concurred that Mr. McDonald is a strong candidate from the area and has good experience. Board consensus was to interview Mr. McDonald.

Thomas W. Mitchell: Board members noted limited experience and a gap in the resume. Consensus was to decline to interview.

Danny L. Reynolds: Board members concurred that Mr. Reynolds was not a top candidate and declined to interview.

Janis “John” V. Smits: Board members noted limited experience and declined to interview.

Matthew S. Strickland: Trustee Hensler stated again that she supports interviewing all three candidates from Springfield Township Fire Department. Trustee Hopper believes he needs more time but does a good job for the Township and deserves an interview. Clerk Moreau stated that she would like Mr. Strickland to participate in the search process as professional development; Matt believes he is ready and this is his opportunity to demonstrate that to the Board. Supervisor Walls stated that Mr. Strickland is doing a good job, has shown improvement over the past year, and the Board owes him thanks; however, he does not feel he meets the criteria and is not ready at this time. Trustee Cooper concurred with Supervisor Walls and indicated that the Board has already passed on candidates with more experience. He explained that Mr. Strickland did not meet minimum criteria but was forwarded to the Board because the committee believed the Board wanted to review candidates who were not interviewed previously. Treasurer Dubre appreciates Mr. Strickland and believes the Board owes him gratitude; however, she believes that it would send the wrong message to offer him an interview. Trustee Vallad believes that Mr. Strickland should be offered the opportunity to interview with the clear understanding that the Board considers this a professional development opportunity. Supervisor Walls indicated he would offer an interview to Mr. Strickland with that advice.

Kraig Timmer: Board members noted limited experience and declined to interview.

Reconsider

Baker and Gaydos: Board members noted the current field of candidates selected for interviews and decided to decline interviewing Mr. Baker. Board members still have reservations about Mr. Gaydos' lack of experience with a paid call department but would like to interview him.

2. Next Steps

Supervisor Walls indicated that Chief McGee and Capt. Whitehead offered to prepare directed questions for the candidates. Clerk Moreau stated she will forward questions to Board members that were used in the last interview process. Board members should forward suggestions.



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Board members selected the Morning of Monday, March 23rd and the afternoon of Tuesday, March 24th for first round interviews. All Board members except Trustee Vallad are available on those dates.

Supervisor Walls stated that pre-interview questions will be forwarded to candidates by March 13th and requested back by the 19th.

Board members concurred with Supervisor Walls' suggestion to move the full background checks to before the first round interviews.

Second round interviews were scheduled for the morning of April 14th.

Adjourned: 11:08 a.m.

Collin W. Walls, Supervisor

Laura Moreau, Clerk