



COUNTY ADMINISTRATOR
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TO: Martha Kern, Chair
Ways & Means Committee

THROUGH: Robert E. Guenzel
County Administrator

FROM: Frank Cambria

DATE: December 5, 2001

SUBJECT: Authorizing the Hiring of Richard Gudkese as Washtenaw County Director of
Facilities Management above the Midpoint of the Salary Schedule

BOARD ACTION REQUESTED:

It is requested that the Board of Commissioners authorize the hiring of Richard Gudkese as Washtenaw County Director of Facilities Management, Grade 34, Group 32, at a salary of \$86,255, an amount above the midpoint (\$72,263) of the salary schedule.

BACKGROUND:

On September 4, 2001, the former director, Tom Freeman, transferred to the Parks and Recreation Department, creating a vacancy for the Director of Facilities Management.

Ron Ritchie of Plante & Moran, a facilities management expert, temporarily filled the vacancy to allow for the recruitment and hiring of a new Facilities Management Director. An advertised search resulted in several potential candidates to be interviewed for the position.

DISCUSSION:

In mid-November interviews were held by a panel representing the broad demographics of the County workforce. The panel consisted of the Court Administrator, Children Services Manager, Finance Director, Human Resources Director, Drain Commissioner, Deputy County Administrator, and the expert representative of Plante and Moran. The new recruitment and hiring process as well as skills assessments were utilized to determine the most qualified candidate. Upon completion of this process, unanimity was reached as to the preferred candidate, Richard Gudkese, giving his years of experience to the position as well as an engineering degree. See attached resume.

IMPACT ON HUMAN RESOURCES:

None.

IMPACT ON BUDGET:

The starting salary of \$86, 255 can be absorbed within the existing Facilities Management budget.

IMPACT ON INDIRECT COSTS:

None.

IMPACT ON OTHER COUNTY DEPARTMENTS OR OUTSIDE AGENCIES:

There is no impact on other County Departments or outside agencies.

CONFORMITY TO COUNTY POLICIES:

This conforms to all County policies.

A RESOLUTION AUTHORIZING THE HIRING OF RICHARD GUDKESE AS WASHTENAW COUNTY DIRECTOR OF FACILITIES MANAGEMENT, EFFECTIVE JANUARY 7, 2002, AT AN ANNUAL SALARY OF \$86,255, ABOVE MID-POINT OF GRADE 34, GROUP 32

WASHTENAW COUNTY BOARD OF COMMISSIONERS

DECEMBER 5, 2001

WHEREAS, the Director of Facilities Management transferred to another department; and

WHEREAS, the Director of Facilities Management was posted in compliance with County policy, and the County Administrator directed the Deputy County Administrator to appoint and serve on a panel to conduct interviews of candidates for the position; and

WHEREAS, the panel unanimously determined that Richard Gudkese, former Executive Director of Facilities Management for the Bay Medical Center, Bay City, Michigan from 1981 to present, was the candidate of choice; and

WHEREAS, Richard Gudkese brings to the Washtenaw County Facilities Management 20 years of professional experience as a facilities management administrator in all aspects of construction management, building maintenance, equipment and grounds maintenance; and

WHEREAS, in addition, Richard Gudkese, is also an electrical engineer by profession; and

WHEREAS, Richard Gudkese will commence as Washtenaw County Director of Facilities Management on January 7, 2002; and

WHEREAS, Richards Gudkese will be hired at an annual salary of \$86,255 an amount above the mid-point of Grade 34 and afforded all benefits applicable to Group 32 non-union; and

WHEREAS, the starting salary of \$86,255 can be absorbed within the existing Facilities Management budget; and

WHEREAS, this mater has been reviewed by Corporation Counsel, the Finance Department, Human Resources, the County Administrator's Office and the Ways & Means Committee

NOW THEREFORE BE IT RESOLVED that the Washtenaw County Board of Commissioners hereby authorizes the hiring of Richard Gudkese as the Washtenaw County Facilities Management Director effective January 7, 2002 at an annual salary of \$86,255, above mid-point of Grade 34, Group 32