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**TO:** Wes Prater, Chair  
Ways & Means Committee

**FROM:** Robert E. Guenzel  
County Administrator

**DATE:** January 15, 2003

**SUBJECT:** Confirming the Hiring of Anthony VanDerworp as Washtenaw  
County Director of Planning & Environment above the Midpoint of  
the Salary Schedule

**BOARD ACTION REQUESTED:**

It is requested that the Board of Commissioners confirm the hiring of Anthony VanDerworp as Washtenaw County Director of Planning & Environment, Grade 24, Group 32, at a salary of \$97,000 which is above the midpoint (\$76,664) of the salary schedule.

**BACKGROUND:**

On September 18, 2002, the Washtenaw County Board of Commissioners authorized the reorganization of the planning and environmental departments, including the creation of the Director of Planning & Environment position. An Interim Director was appointed until a national search could be conducted. An advertised search resulted in several candidates for interview and recommendation for the position.

**DISCUSSION**

In December, 2002 interviews were held by a panel representing the broad demographics of the Planning & Environment customer base. The panel consisted of Department Heads / Directors from Parks & Recreation, Administration and Human Resources, as well as the Drain Commissioner, Board of Commissioner Representative, the Director of Planning for Monroe County and a professional consultant in the field of planning. The new recruitment and hiring process was utilized to determine the most qualified candidate. Upon completion of this process, unanimity was reached as the preferred candidate, Anthony VanDerworp.

Mr. VanDerworp serves as City Manager for Sanford, Florida. He brings to the Washtenaw County Planning & Environment Department over 20 years of professional

experience in the area of planning and environmental matters, including comprehensive planning, economic development, housing, community grants, development review, permitting and inspections, code enforcement, transportation planning, public transit and natural lands programming. Mr. VanDerworp also has extensive administrative experience in the area of budgeting.

**IMPACT ON HUMAN RESOURCES:**

None.

**IMPACT ON BUDGET:**

The starting salary of \$97,000 can be absorbed within the existing Planning & Environment 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 CONFIRMING THE HIRING OF ANTHONY VANDERWORP AS WASHTENAW COUNTY DIRECTOR OF PLANNING & ENVIRONMENT, EFFECTIVE FEBRUARY 18, 2003, AT AN ANNUAL SALARY OF \$97,000 ABOVE MID-POINT OF GRADE 34, GROUP 32

WASHTENAW COUNTY BOARD OF COMMISSIONERS

January 15, 2003

WHEREAS, the Director of Planning & Environment is a newly created position as part of a departmental reorganization in 2002; and

WHEREAS, the Director of Planning & Environment 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 Anthony VanDerworp, former City Manager of Sanford, Florida, was the candidate of choice; and

WHEREAS, Anthony VanDerworp brings to the Washtenaw County Planning & Environment Department over 20 years of professional experience in the area of planning and environmental matters, including comprehensive planning, economic development, housing, community grants, development review, permitting and inspections, code enforcement, transportation planning, public transit and natural lands programming; and

WHEREAS, Anthony VanDerworp shall commence as Washtenaw County Director of Planning & Environment on February 18, 2003; and

WHEREAS, Anthony VanDerworp will be hired at an annual salary of \$97,000 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 \$97,000 can be absorbed within the existing Planning & Environment budget; and

WHEREAS, this matter 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 confirms the hiring of Anthony VanDerworp as Washtenaw County Director of Planning & Environment, effective February 18, 2003, at an annual salary of \$97,000 above mid-point of Grade 34, Group 32