

A RESOLUTION TO ADDRESS THE HIRING PROCESS SURROUNDING THE DIRECTOR OF WASHTENAW COUNTY'S OFFICE OF COMMUNITY AND ECONOMIC DEVELOPMENT

WASHTENAW COUNTY BOARD OF COMMISSIONERS

September 21, 2016

WHEREAS, the former director of Washtenaw County's Office of Community and Economic Development resigned her position effective June of 2015; and

WHEREAS, an interim director was appointed by the County Administrator, per county policy, effective immediately; and

WHEREAS, that interim director, while expressing interest in seeking permanent appointment to the position, accepted a position with another municipality effective July of 2016; and

WHEREAS, an interim director was again appointed by the County Administrator, per county policy, effective immediately; and

WHEREAS, the position of Director of the Office of Community and Economic Development has been posted on the internal and external websites on two separate occasions, from May 9- May 24 of this year and with nine applicants showing interest and again from August 1- August 16, with a grand total of 16 applicants expressing interest; and

WHEREAS, per county policy, it is the role of the County Administrator to interview and hire all department heads; and

WHEREAS, as the current Administrator is serving in an interim role, the task of reviewing applications, scheduling interviews and recommending the hire of the most qualified candidate has been delegated to the Director of Human Resources; and

WHEREAS, the Director of Human Resources has put together a team of highly qualified individuals to review applications for the Director of the Office of Community and Economic Development and to make a recommendation to the County Administrator; and

WHEREAS, the team has narrowed the field of applicants to 4 individuals, all of whom have been contacted and will be interviewed within the next two weeks; and

WHEREAS, the Director of Human Resources anticipates a job offer being made no later than October 14, 2016; and

WHEREAS, despite the hiring of department level positions being a responsibility of the County Administrator, in this particular instance, the Board of Commissioners has become involved in the process due to a former commissioner expressing interest in the job; and

WHEREAS, no county policy or board rule currently exists to address an elected official choosing to transition from being elected to becoming a permanent county employee; and

WHEREAS, the Board of Commissioners serves as that policy board, establishing or modifying policy where necessary and hiring the County Administrator.

BE IT THEREFORE RESOLVED, the Board of Commissioners directs that the next permanent Director of the Office of Community and Economic Development not be named until after the new County Administrator is appointed so that the OCED Director appointment can be made by the new Administrator.

BE IT FURTHER RESOLVED, the Board of Commissioners hereby directs the Interim County Administrator and Director of Human Resources to draft a policy that addresses a process in which a Washtenaw County Elected Official may transition from elected to permanent county employee.