

A special meeting of the Board of Calhoun County Road Commissioners was held on Wednesday, May 7, 2008 at 1:00 p.m. in their office located at 13300 Fifteen Mile Road, Marshall, Michigan.

Present: Commissioner Scott A. Brown, Chairman
Commissioner Hugh T. Coward, Vice-Chairman
Commissioner Charles E. Monaweck, Member
Commissioner Eric J. Tobin, Member
Commissioner Chester E. Travis, Member (entered at 2:35 p.m.)
Pixie Coats, Board Clerk

Also Present: General Public

Chairman Scott Brown called the special meeting of the Board of Calhoun County Road Commissioners to order at 1:00 p.m. for the purpose of interviewing candidates for the Calhoun County Road Commission (CCRC) Managing Director position.

Interviews were scheduled for 1:00 p.m., 2:30 p.m. and 4:00 p.m.

Candidates were asked the following:

- What is your knowledge of the Calhoun County Road Commission?
- Describe yourself in three words.
- Are you a team player? If yes, give an example.
- What do you know about Act 51?
- How much tax does Michigan citizens pay at the gas pump?
- Under what working conditions do you perform the best?
- How would you evaluate your subordinates' job performance?
- How would you communicate information to other management staff and to the Board and what information would that be?
- What has been your greatest accomplishment?
- Describe your management style and why you feel it works.
- What are some of the mistakes you made in your last position and how did you handle them? If you had it to do over, what would you do differently?
- Have you ever conformed to a policy, even though you did not agree with it? What approach did you take to communicate your disagreement?
- What do you believe would be the most common errors made by a Managing Director of a road commission?
- What important trends do you see in our industry?
- Why should we hire you?

Candidates were provided with additional questions, information on PASER road surface ratings for all townships and a copy of CCRC's budget. Using this information, they were asked to submit a draft 5-year plan by close of business on 5-19-08.

INTERVIEWS

1:00 p.m. – Robert Buckowing

Upon completion of the interview, Chairman Brown recessed the meeting.

Chairman Brown reconvened the meeting for the next interview.

2:30 p.m. – Kevin Henning

Upon completion of the interview, Chairman Brown recessed the meeting.

Chairman Brown reconvened the meeting for the final interview.

4:00 p.m. – Howard Penrod

There being no additional business before the Board, Chairman Brown adjourned the special meeting at 4:57 p.m.

Scott A. Brown, Chairman

Mary Jo Crumpton, Secretarial Clerk