

**Leelanau County Board of Commissioners**  
**Committee of the Whole – Tuesday, October 11, 2022**  
*Approved 12/13/2022*

*Proceedings of the meeting are being recorded (audio and video). The video of the meeting can be found at the following link: <https://www.leelanau.gov/meetingdetails.asp?MAId=2393#video>*

Meeting called to order by Chairman Ty Wessell at 2:00 p.m. Today's meeting is being held at the Government Center, 8527 E. Government Center Drive, Suttons Bay, Michigan.

Pledge of Allegiance/Silent Prayer:

<u>Roll Call:</u>	District #1	Rick Robbins	PRESENT
	#2	Debra L. Rushton	PRESENT
	#3	Lois Bahle	PRESENT
	#4	Ty Wessell	PRESENT
	#5	Patricia Soutas-Little	PRESENT
	#6	Gwenne Allgaier	PRESENT
	#7	Melinda C. Lautner	PRESENT

Public Comment:  
None.

Commissioner Comment:  
None.

Purpose of Meeting – Discussion:  
County Administrator Candidate Interviews –

**Candidate Karl Fulmer** was present before Commissioners for a second interview, his first interview was held via Zoom. Fulmer offered opening comments.

Fulmer responded to questions from Commissioners on a wide range of topics: was there anything you wish you had said from your previous interview; what is your vision for adding vision to our Organization and Community; technology has become increasingly important in the role of an Administrator, please share the extent of your training and the use of technology in the workplace and as an educational aide; what methods do you use to motivate an employee; what is your ten year outlook for Leelanau County with rising costs and lower kid counts; housing questions and associated politics; what is your background to manage mandated services; how would you or others describe your personality; what does being a visionary look like to you; what other traits do you feel that you have that are transferrable to success; give an example of an employee that you didn't want to dismiss, but had to; what is your experience with unions; how would the Union President describe you; coming from the Sioux Nation, how did you bring the groups together; how would you keep the public and media apprised of events; you have been advised that the County budget needs to be reduced by 10% for the next fiscal year, what procedure would you use to decide how this reduction would be determined and what steps would you take; if you had resistance in some departments, how would you handle that; we may have tough times coming, how do you work with Elected Officials, Department Heads, and citizens; how would you maintain your responsibility, while delegating your authority; how familiar are you with the Open Meetings

Act; what policies or procedures have you instituted to promote morale; what are your passions; how do you feel about self-criticism; what might the Board of Commissioners ask you to do that you might refuse.

Commissioner Wessell asked if Fulmer had any questions he would like to ask Commissioners, to which they responded.

Fulmer thanked Commissioners for their time and consideration.

Chairman Wessel stated that they are looking for an Administrator that is not going to give Commissioners any surprises.

Commissioners thanked Fulmer for coming today.

Recess called at 3:29 p.m. by Chairman Wessell.

Meeting resumed at 4:00 p.m.

**Candidate Deborah Allen** was present before Commissioners for a second interview and to answer questions. Allen offered opening comments.

Allen responded to questions from Commissioners on a wide range of topics: what have you been learning about and thinking about for the position in this county; what is your vision for adding value to our Organization and Community; technology has become increasingly important in the role of an Administrator, share the extent of your training and experience with the use of technology in the workplace and as an education aide; motivation is an important part of supervision, what methods do you use to motivate an employee if need be; what is one of the most frustrating opportunities you have experienced; tell us about professional work experiences that are most related to the Administrator position here; when you come here, you are working with 123 employees and elected officials, explain the relationship; there are a number of elected officials and we do not have any that don't have a strong personality, how do you build a team with Elected Officials, all who have the ability to have their own staff, make their own decisions and how to do work with that – as Administrator you have responsibility with no authority, so how do you build a team with the Elected Officials; do you have in your work history, where you have been able to find common ground in a difficult situation; how would others or how would you describe your personality, problem solver, a person that motivates or influences others, paced or stable/steady, or procedures and goals; give us an example of your strengths you consider to be a leader; the County has six bargaining units, what is your experience in dealing with unions; in light of the culture, how can you represent others fairly; what have you done to further your career; what is your experience in establishing a budget; have you given thought to the first 2-3 months to make sure that you have learned all there is to know and our mandated functions; you have been advised that for the next fiscal year you will need to reduce the budget by 10-25%, what procedure will you use to determine that; how would you be able to take your skills in speaking and writing to the public or meetings; explain communicating about a popular or unpopular situation; share a big job mistake you have made and what you have learned from it; explain in your own words your understanding of the County Administrator relative to the relationship to the Board; describe how you would involve the County and department heads, elected officials in setting goals; are

you familiar with MERS; how would you say you accept criticism; how familiar are you with Open Meetings Act and Robert’s Rules of Order; why are you the best candidate and why should we hire you.

Chairman Wessell asked Allen if she had any questions for Commissioners to which they responded. Allen also offered a few closing remarks.

Commissioners thanked Allen for her attendance today.

Public Comment:

None.

Commissioner Comment:

None.

Adjournment:

Meeting adjourned at 5:27 p.m.

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Ty Wessell, Chairman  
Leelanau County Board of Commissioners

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Michelle L. Crocker, Leelanau County Clerk  
Clerk – County Board of Commissioners