

## 2020 Road Commissioner Vacancy Candidates

Last Name	First Name	email	phone number	Mailing Address	City	Zip
Adler	Barry	<a href="mailto:compatty@aol.com">compatty@aol.com</a>	248-330-8444	5265 Northwood Dr.	Glen Arbor	49636
Black	Melvin	<a href="mailto:swellmel46@gmail.com">swellmel46@gmail.com</a>	231-578-0581	13846 S. Cedar Run Rd.	Traverse City	49684
Greenan	Garth	<a href="mailto:garth_gr@yahoo.com">garth_gr@yahoo.com</a>	231-633-2366	13500 S. Partridge Run Dr	Traverse City	49684
Gregory	Robert	<a href="mailto:rdgregory4@gmail.com">rdgregory4@gmail.com</a>	231-994-2102	4042 E. Whaleback Mtn Rd	Leland	49654
Kiessel	James		231-645-0390	695 N Sylt Rd	Lake Leelanau	49653
Zeits	Mike		231-256-7411	2627 S Zeits Rd	Lake Leelanau	49653

September 12, 2020

To Whom it May Concern at Leelanau County:

Please accept this letter as an expression of interest in the Leelanau County Road Commissioner vacancy.

Although I have never served in government, I feel that my experience as a problem solver makes me well suited for the position.

I am resident of Glen Arbor and small business owner (law office) in Traverse City. My family and I have been visiting this wonderful area and owned property here for over 25 years.

I was born and raised in the Detroit area. I have been a practicing attorney in Michigan since 1979. I received my B.A. from the University of Michigan in Ann Arbor. and my J.D. from Wayne State University Law School. After law school I worked for a 10 lawyer firm in the Detroit area before founding my own firm in 1986. Before leaving the Detroit area in 2018 to move here, I employed 8 people and managed the day to day operations of my law firm, while actively practicing law as a trial lawyer. I have since moving here , scaled back my law practice and reduced my work hours from 12 hours per day to 8 hours per day, typically.

I have devoted my life to helping others less fortunate than myself. I have represented over 5,000 individuals and their families who were injured at work and helped them navigate the civil justice system in workers compensation cases and social security disability claims. Through this work, I have achieved a small measure of justice for those unable to help themselves in very difficult circumstances.

I am also proud to have helped negotiate ERISA class action settlements for over 14,000 employees and retirees of Consumers Energy, and similar cases involving thousands of employees and retirees of Federal Mogul Corporation and Comerica Bank. These settlements returned pension plan to funds for employee and retirees in an amount exceeding \$40 million.

My experience as an attorney has taught me how to analyze a legal problem from both sides of a controversy, finding middle ground and achieving a just result is the ultimate goal of any civil litigator. These skills carry over to group problem solving in many settings and would seem to be good skills to have as a commissioner.

I believe i have earned the respect of my peers, which include lawyers, judges, doctors, business owners, insurance carriers, and other professionals through my 40 years of being a lawyer.

It would be a great honor to serve my community and help restore confidence in the Road Commission that has recently been badly tarnished by the unfortunate actions of others clearly less capable of being granted the honor to serve,

Respectfully submitted,

Barry Adler

## Application for Employment

\* Required

Equal access to programs, services and employment opportunities is available to all persons without regard to race, religion, color, sex (including pregnancy, sexual orientation, and gender identity), age, national origin, disability, marital status, height, weight, genetic information, or any other basis protected by federal, state, and/or local law.

In accordance with the Americans with Disabilities Act and/or applicable state and local laws, applicants requiring reasonable accommodations for the application and/or interview process should notify the Human Resources Department. Examples of reasonable accommodations include making a change to the application process; providing written materials in an alternate format such as braille, large print, or audio recording; using a sign language interpreter; using specialized equipment; or modifying testing conditions.

## Personal Information

First Name *	Last Name *	Middle Name
BARRY	ADLER	D
Street Address *		
5265 Northwood Drive		
City *	State *	ZIP Code *
Glen Arbor	Michigan	49636
Email Address *	Phone Number (Home) *	Phone Number (Cell)
compatty@aol.com	(248) 330-8444	(248) 330-8444
Position(s) applied for *	Referral Source	
Road Commissioner	Other	

## Contact Information

If necessary, best time to call you is:	Phone Number	
8:30 AM	(248) 330-8444	
May we contact you at work?		
<input checked="" type="radio"/> Yes <input type="radio"/> No		
Best time to call you at work is:	Work Phone Number	Ext.
8:30 AM	(231) 943-2300	111

## Employment Eligibility

Date Available for Work  
09/28/2020

If you are under 18 and it is required, can you furnish a work permit?

N/A  Yes  No

If no, please explain:

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Have you submitted an application here before?

Yes  No

If yes, give date(s) and position(s):

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Have you ever been employed here before?

Yes  No

If yes, give dates:

From: \_\_\_\_\_ To: \_\_\_\_\_

Is this application a request for reemployment following an extended military leave of absence from this company?

Yes  No

Are you lawfully authorized to work in the United States?

Yes  No

Have you entered into an agreement with any former employer or other party (such as noncompetition agreement) that might, in any way, restrict your ability to work for our company?

Yes  No

Driver's license number and state required if driving may be required in the job for which you are applying:

A346081135942

### Employment Preferences

What is your desired salary range or rate of pay?

\$1

Per (Hour/Year)

Year

Type of employment desired

Full-Time

Part-Time

Seasonal

Educational Co-Op

Temporary

Will you relocate if job requires it?

Yes  No

Will you travel if job requires it?

Yes  No

If they have been explained to you, are you able to meet the attendance requirements of the position?

N/A  Yes  No

Will you work overtime if required?

Yes  No

If no, please explain:

### Reasonable Accommodation

Are you able to perform the "essential functions" of the job for which you are applying (with or without reasonable accommodation)? This question is not designed to elicit information about an applicant's disability. Please do not provide information about the existence of a disability, particular accommodation, or whether accommodation is necessary. These issues may be addressed at a later stage to the extent permitted by law.

Yes  No  Need more information about the job's "essential functions" to respond.

### Criminal Background

Have you ever pleaded "guilty" or "no contest" to or been convicted of a crime? NOTE: Answering "yes" to this question does not constitute an automatic bar to employment. Factors such as date of the offense, seriousness and nature of the violation, rehabilitation and position applied for will be taken into account.

Yes  No

Have you ever been bonded?

### Employment History

Starting with your most recent employer, provide the following information.

Employer

Adler Firm, PLLC

Phone Number

(231) 943-2300

Street Address

13561 S W Bayshore Drive

City

Traverse City

State

Michigan

Dates Employed

From:

04/1986

To:

09/2020

Starting Job Title

Managing Partner

Final Job Title

Managing Partner

Immediate supervisor and title (for most recent position held)

N/A

May we contact for reference?

Yes  No  Later

Email Address

Phone Number

Ext.

Why did you leave?

Summarize the type of work performed and job responsibilities:

Attorney representing individuals in workers compensation, personal injury, and social security disability claims. Trial attorney and managing of small legal services office.

What did you like most about your position?

Helping people navigate the legal system.

What did you like least about your position?

Compensation (Starting)

Per (Hour/Year)

Other Compensation

Compensation (Final)

Per (Hour/Year)

Other Compensation

Explain if you have ever been fired or asked to resign from a job?

Explain any gaps in your employment, other than those due to personal illness, injury, or disability:

### Skills and Qualifications

Summarize any special training, skills, languages, licenses, bonding, certifications, and/or certificates that may assist you in performing the position for which you are applying:

Licensed as attorney in Michigan since 1979. Also licensed in Oregon as attorney since 2017, but currently inactive. Serving on the Executive Board of the Michigan Association for Justice for last 10 years. Spoken at numerous seminars on the topic of worker's compensation claims in Michigan. Was on board of Strathmore Homeowners association from 1997-2007. Certified election inspector in Leelanau County. Poll worker for many years, including protection of voter rights.

Computer Skills (include software titles and level of experience, such as basic, intermediate, or advanced.)

Software Name

MS Word

Skill Level

Intermediate

### Educational Background

School Name

University of Michigan

City & State

Ann Arbor, MI

Number of Years Completed

4

Level Completed

Degree

GPA/Class Rank

3.7

Major/Minor/Certificate

Political Science

School Name Wayne State University Law School	City & State Detroit, MI	Number of Years Completed 3
Level Completed Degree	GPA/Class Rank 3.2	Major/Minor/Certificate Juris Doctor

**References**

Name Mark Greenman	Title Attorney	Relationship to You Colleague
Number of Years Known 40	Phone Number	E-mail Address

**Related Information**

When answering these questions, please exclude any information that would reveal race, religion, color, sex (including pregnancy, sexual orientation, and gender identity), age, national origin, disability, marital status, height, weight, genetic information, or other similarly protected status.

To what job-related organizations (professional, trade, etc.) do you belong?  
 State Bar of Michigan State Bar of Oregon Michigan Association for Justice American Association for Justice Work Injury Litigation Group

List any relevant volunteer work:  
 Election worker. Homeowners association board.

List special accomplishments, publications, awards, etc.:

Is there any other job-related information you want us to know about you?  
 Problem solver. Negotiate settlements with other attorneys and insurance carriers on a daily basis. Extensive courtroom experience.

**Applicant Statement and Signature**

I certify that all information I have provided in order to apply for and secure work with the employer is true, complete, and correct.

I expressly authorize, without reservation, the employer, its representatives, employees, or agents to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities, and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, résumé, or job interview. I hereby waive any and all rights and claims I may have regarding the employer, its agents, employees, or representatives, for seeking, gathering, and using truthful and non-defamatory information, in a lawful manner, in the employment process and all other persons, corporations, or organizations for furnishing such information about me.

I understand that this employer does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or eliminating any applicant from consideration for employment on any basis prohibited by applicable local, state, or federal law.

I understand that this application remains current for only 60 days. At the conclusion of that time, if I have not heard from the employer and still wish to be considered for employment, it will be necessary for me to reapply and fill out a new application.

If I am hired, I understand that I am free to resign at any time, with or without cause and with or without prior notice, and the employer reserves the same right to terminate my employment at any time, with or without cause and with or without prior notice, except as may be required by law. This application does not constitute an agreement or contract for employment for any specified period or definite duration. I understand that no supervisor or representative of the employer is authorized to make any assurances to the contrary and that no implied oral or written agreements contrary to the foregoing express language are valid unless they are in writing and signed by the employer's president.

I also understand that if I am hired, I will be required to provide proof of identity and legal authorization to work in the United States and that federal immigration laws require me to complete an I-9 Form in this regard.

I understand that reasonable safeguards will be taken to protect all personal information provided or obtained in conjunction with this application for employment. My personal information may be shared with the employer's affiliate(s) and third parties engaged by the employer to perform services for the employer. Any personal information shared with an affiliate or third party is to be used solely to perform the services requested by the employer.

This Company does not tolerate unlawful discrimination in its employment practices. No question on this application is used for the purpose of limiting or excluding an applicant from consideration for employment on the basis of his or her race, religion, color, sex (including pregnancy, sexual orientation, and gender identity), age, national origin, disability, marital status, height, weight, genetic information, or any other protected status under applicable federal, state, or local law.

I understand that any information provided by me that is found to be false, incomplete, or misrepresented in any respect, will be sufficient cause to (i) eliminate me from further consideration for employment, or (ii) may result in my immediate discharge from the employer's service, whenever it is discovered.

Signature of Applicant \*  
BARRY D ADLER

Date Signed \*  
09/12/2020

Important note: This job application includes attorney-approved questions prepared specifically for to hire in Michigan.



# Melvin Black

Resume for Road Vacant Road Commission Position

13846 S. Cedar Run Rd  
Traverse City, MI 49684  
(231)578-0581  
swellmel46@gmail.com

## CIVIL EXPERIENCE

### **Muskegon County Road Commission, Muskegon, MI — Board Member**

2009 - OCTOBER 2019

2016-2019 CHAIRMAN

Gained valuable knowledge through numerous state wide seminars.  
Well connected throughout the state and industry  
Experience leading in a professional manner

### **Leelanau County Planning Board, Lake Leelanau, MI — Board Member**

May 2020 - Present

Dealing with future plans for Leelanau County

## JOB HISTORY

### **The Muskegon Chronicle, Muskegon, MI — Stereotyper**

June 1968 - June 1972

Printing plate maker and ad builder

### **The Muskegon Chronicle, Muskegon, MI — District Circulation Manager**

June 1972 - January 1980

Carrier supervision

### **Construction, Muskegon MI — Self Employed Contractor**

February 1980 - June 1983

Remodeling and Building

### **Atlas Trucking, Muskegon, MI — Lease Account Manager**

June 1983 - November 1989 after Atlas sold to Ryder Trucking

Leased Commercial Trucks from Holland to Mackinaw

## SKILLS

Experienced Speaker

Leadership

Negotiating

Budgeting

Strong Interpersonal Skills

## AWARDS

**Muskegon County Road  
Commission Outstanding  
Chairman**

**15 Year Award, Muskegon  
County Prison Ministry  
Volunteer Chaplin**

## VOLUNTEER ACTIVITIES

### **JUNIOR ACHIEVEMENT**

6 Year teaching civics to  
2nd-4th graders

### **CRIMINAL ADVISORY BOARD**

2 years working with 2  
Muskegon judges, a sheriff, 2  
chief of police, 2 state parole  
board members & 2  
community mental health  
professionals to find  
alternative punishment for  
nonviolent criminals

### **AMERICAN RED CROSS**

16 gallons of blood donated

**R & S Truck Leasing, Muskegon, MI — Vice President of Sales**

February 1990 - March 1992 Company Closed

Leased & Purchased Trucks

**Star Truck Rental & Leasing, Muskegon, MI — Lease Account Manager**

June 1991 - March 1996 due to downsizing

Opened the Western Michigan Market for Star Trucking

**CTI Trailer Leasing, Grand Rapids, MI — Lease Account Manager**

April 1996-March 2000 Business Bankruptcy

Leasing Fleet of trailers over a three state region

**Nexes Realty, Muskegon, MI — Realtor/Associate Broker**

April 2000 -December 2018 Retirement

Listed and sold residential and commercial real estate

**EDUCATION**

**Greenville High School, Greenville MI - HS Diploma**

1965

**Muskegon Community College, Muskegon, MI**

1972-1986

128 Credit Hours in Business Administration & Traffic Management

3.67 gpa

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**PERSONAL**

**Married to Joyce Black — 52 years**

**Raised 4 Children— Rob 57, Leanne 49, Tim 48 & Dan 45**

**16 Grandchildren**

**W MICHIGAN TRAFFIC CLUB**

President 4 years

Treasurer 4 years

**North Michigan District of the Wesleyan Church**

3 years on the board

managing 57 churches

**BIG BROTHERS, BIG SISTERS**

3 years in mentorship



# Muskegon County Road Commission

7700 East Apple Avenue  
Telephone (231) 788-2381

Muskegon, MI 49442-4960  
Fax (231) 788-5793

Lewis J. Collins  
Chairman  
Jack E. Kennedy  
Vice Chair  
John J. DeWolf  
Commissioner  
Gerald J. Walter  
Commissioner  
Sam E. St. Amour  
Commissioner

August 13, 2020

Chairman William J. Buneck  
8527 E. Government Center Dr.  
Suttons Bay, MI 49682

RE: Melvin L. Black

Dear Chairman Buneck;

I would like to take an opportunity to respectfully express my support for your consideration of Mr. Mel Black for the vacant road commission seat due to the recent resignation. I have been the Managing Director of the Muskegon County Road commission since January of 2003. Mr. Black served as a board member of the road commission from 2009 to 2019 and as its Chairman from 2016 until his departure in September of 2019. In my opinion, Mel was an extremely good board member as he would always do his homework on issues, would readily return resident's phone calls when they had issues and would go to Township and County Board meetings to keep them apprised of current road issues. When we were at seminars put on by the County Road Association of Michigan, Mel always attended the sessions and would actively participate in order to learn as much as possible about the current issues impacting our business. Mel would communicate very well at meetings with all participants and offered his informed perspective as it related to the oversight of the manager and budget. Mel did not go beyond his role as a commissioner and become involved in the day to day running of the Commission, but worked to develop policies that impacted the way we do business and operated the Road Commission. I believe he would serve you well if given the opportunity. As a side note I was an elected member of the Muskegon County Board for 17 years and served as the Chairman for 12 of those years, so I am well aware of the issues and pressure that the Board Chair can come under during the appointment process. As a former County Board Chair I think you would find that Mel would serve you well if he should receive the appointment. Thank you for your consideration of this.

Sincerely,

Kenneth J. Hulka,  
Managing Director

KJH/amj

C: Chet Janik, County Administrator  
Mel Black



*Meetings I attended*

**County Road Association  
OF MICHIGAN**

101 S. WASHINGTON SQUARE, STE. 200  
LANSING, MI 48933-1143

September 2, 2020

Mel Black  
13846 S. Cedar Run Rd.  
Traverse City, MI 49684

Dear Mel:

It was good to speak with you recently, and I wish you luck getting back involved in the business of the county road commission. As requested, we can provide your participation in the County Road Association (CRA) of Michigan's educational and training programs dating back to 2016. (Prior to that, our records were paper and have been discarded in our move to paperless.) Here's what we have:

**2016**

Northern Michigan Association of Road Commissions & Association of Southern Michigan County Road Agencies Conference – September 2016

CRA Southwest Council quarterly meetings

**2017**

CRA Highway Conference – March 2017

CRA Commissioners Seminar – April 2017

Northern Michigan Association of Road Commissions & Association of Southern Michigan County Road Agencies Conference – September 2017

CRA Southwest Council quarterly meetings

**2018**

CRA Highway Conference – March 2018

CRA Commissioners Seminar – April 2018

Northern Michigan Association of Road Commissions & Association of Southern Michigan County Road Agencies Conference – September 2016

Roads+™ Golf and networking events

CRA Southwest Council quarterly meetings

As you know, the County Road Association of Michigan represents all 83 county road commissions and road departments in the state, providing the unified voice for a safe and efficient county transportation infrastructure system including the public's right-of-way in rural and urban Michigan. Collectively, CRA members manage 75 percent of all roads in the state, including 90,000 miles of roads and 5,700 bridges – the nation's fourth largest local road system.

With our training programs, we work very hard to find strong and challenging presenters among road agency peers, academics, legal experts and professional consultants to contribute knowledge about improved effectiveness, efficiency, innovation, peer awareness, leadership and proper boundaries, among other qualities, in the uniquely Michigan form of government that is the county road commission. CRA Council meetings are important times to meet and talk with neighboring road agencies, exchanging information and keeping up to date with the latest news from the Michigan Legislature, Michigan Department of Transportation and other state agencies, upcoming conferences and the Roads+™ organization.

Sincerely,

A handwritten signature in cursive script that reads "Denise Donohue". The signature is written in black ink and is positioned above the printed name.

Denise Donohue, APR, CAE

Executive Director

County Road Association of Michigan



# Antrim County Road Commission

DIETER AMOS, Kewadin  
GODFREY "PETE" HOOGERHYDE, Elmira  
FRED HUNT, Jr., Bellaire  
BURT R. THOMPSON, P.E., Engineer-Manager  
DALE E. FARRIER, Office Manager

September 15, 2020

To Whom It May Concern:

I have known Mel Black for several years through activities of the County Road Association of Michigan while he was a Road Commissioner for Muskegon County Road Commission. He was very active and participated in many conferences and meetings. I think Mel would be a very knowledgeable asset to the Leelanau County Road Commission.

Sincerely,

A handwritten signature in black ink, appearing to read "Burt R. Thompson".

Burt R. Thompson, P.E.  
Engineer-Manager

# GARTH M. GREENAN, P.E.

13500 S. PARTRIDGE RUN DRIVE, TRAVERSE CITY, MI 49684

September 9, 2020

Leelanau County Board of Commissioners  
Attn.: Mr. Chet Janik, County Administrator  
8527 E. Government Center Drive  
Suite 101  
Suttons Bay, MI 49682

RE: Leelanau County, Board of County Road Commissioner

Dear Commissioners:

Please accept this letter of interest and resume for the vacant position on the Board of County Road Commissioners. As you are aware, I was a candidate for the recently vacated position in 2018 and am now a 2020 candidate for the Board of County Road Commissioners. I believe my professional training and work experience aligns well with core mission of the Road Commission.

My technical expertise as a Professional Engineer includes a varied and comprehensive set of skills pertinent to road commission work. My nearly five years spent with the Grand Traverse County Road Commission as Traffic Services Supervisor and ongoing continuing education in traffic safety provide me with relevant expertise to support the work and decisions of the Board.

Providing a positive, stable work environment and utilizing a thoughtful decision-making approach have guided my time as a small business owner and department manager. Budgeting and administrative functions have also been key components of my experience. My ability to collaborate and communicate with the manager, other board members, and the public will prove valuable to the Leelanau County Road Commission.

I am excited at the opportunity to bring my talents to the Leelanau County Board of Road Commissioners, and look forward to discussing how my experience, professional approach, and qualifications will prove valuable in the role of Road Commissioner.

Thank you for your time and consideration.

Sincerely,



Garth M. Greenan, P.E.  
13500 S. Partridge Run Drive  
Traverse City, MI 49684  
Email: garth\_gr@yahoo.com

**RECEIVED**

SEP 11 2020

LEELANAU COUNTY  
ADMINISTRATOR

# Garth Greenan, P.E.

13500 S. Partridge Run Dr.  
Traverse City, Michigan, 49684  
231-633-2366  
garth\_gr@yahoo.com

## **PROFESSIONAL EXPERIENCE**

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### **Semi-Retired**

#### *Volunteer Services*

**Solon Township, MI**

*Mar 2018 – present*

- Traverse Area Recreational Trails: Provide Civil Engineering and consultation services. Projects include trails, parking areas, roundabout reviews.
- Traverse Bay Outrigger Canoe Club, *President*: Creation and startup of new 501(c)3 non-profit organization to promote outrigger canoeing on Grand Traverse Bay.

### **Grand Traverse County Road Commission**

#### *Traffic Services Supervisor*

**Traverse City, MI**

*Oct 2013 – Mar 2018*

- Provided a wide variety of Civil Engineering and Traffic Safety services. Primary responsibilities included permitting, budgeting, traffic safety evaluations, asset management, drafting recommended policies and specification, commercial traffic enforcement (Weighmaster), management of signs and pavement marking, and Roadsoft reporting.
- Responsible for asset management reporting of signs, signals, pavement marking, culverts and pavement condition.
- Reviewed traffic studies for proposed developments.
- Modeled intersection, signals and roadway improvements.
- Supervised permit agent.
- Reviewed contracts and cost estimates.

### **Greenan and Associates, LLC**

#### *Partner/President*

**Traverse City, MI**

*Jan 2010 – Oct 2013*

- Provided Civil Engineering and Consultation services to clients which encompassed planning and design services for development projects, including streets, parking areas, water, drainage, grading, soil erosion control and wastewater.
- Provided Consultation services to and coordinated services of Environmental Scientists, Architects, Surveyors, and Landscape Architects.
- Prepared and/or reviewed and approved contracts and cost estimates.
- Prepared, presented and explained proposals, reports, and findings to clients and regulatory agencies.
- Modeled public water systems for communities.

### **EC&S Engineering, Inc.**

#### *President and Principal Engineer*

**Traverse City, Michigan**

*Aug 1999 – Jan 2010*

- Provided Civil Engineering and Consultation services to clients which encompassed planning and design services for development projects, including streets, parking lots, soil erosion control, drainage, grading, water systems, and wastewater.
- Modeled and designed stormwater systems and soil erosion control measures.
- Responsible for corporate budgets and administration.
- Performed administrative functions such as reviewing and writing reports, approving expenditures, enforcing policy, and making decisions for the purchase of services.
- Consulted with clients and regulatory agencies to prepare project specifications.
- Recruited employees, assigned, directed, and evaluated their work, and oversaw staff professional development.



**Earth Tech***Project Manager***Grand Rapids, Michigan***Jan 1988 – Aug 1999*

- Modeled and designed stormwater systems, water systems, and sewer systems.
- Designed civil engineering portions of commercial, industrial, and residential development projects.
- Inspected project sites to monitor progress and ensure conformance to design specifications and safety standards.
- Prepared and presented permit applications, reports, and studies for proposed projects.

**Archon Associates***Civil Engineer***East Lansing, Michigan***Aug 1983 – Jan 1988*

- Inspected project sites to evaluate potential for residential development projects.
- Provided Civil Engineering and Consultation services which encompassed planning and design services for development projects, including water, drainage, grading, soil erosion control, wastewater and streets.
- Prepared and presented public reports for zoning and environmental impacts for site plans.
- Managed and directed staff members related to the construction of and operations activities at project sites.

**EDUCATION**

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**MICHIGAN TECHNOLOGICAL UNIVERSITY****Houghton, Michigan**

- Graduated in 1978 with Bachelor of Science in Civil Engineering

**GLEN LAKE HIGH SCHOOL**

- Graduated in 1973, Salutatorian

**ADDITIONAL SKILLS**

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- Licensed Professional Engineer in State of Michigan
- Continuing Education in Traffic Safety (2013-2020)
- Proficient in traffic software: Roadsoft, Laptop Data Collector, Syncro/SimTraffic traffic modeling
- Previously certified in road PASER ratings
- Previously certified Grand Traverse County Weighmaster for commercial traffic enforcement (Officer of the Court)
- Proficient in MS Office (Excel, Word, PowerPoint, Publisher, Outlook)
- Experienced in presentations to Clients and Municipalities for proposals, reviews and plan approvals
- Proficient in Hydraulic and Hydrology modeling using HEC-RAS, HEC-HMS, HydroCAD, PondPack, Flowmaster, CulvertMaster, EPANET and WaterCad

Robert E. Gregory  
4042 E. Whaleback Mountain Rd  
Leland, MI 49654

### FAMILY

Wife: Dianne

Children: Matt(married to Suzanne), Peter(married to Kristen),  
Carrie(married to Nathanael Szobody), and Andrew(married to Julie)  
and 15 grandchildren.

### CURRENT LEADERSHIP POSITIONS

Immanuel Lutheran Church, Leland, Chairperson of Board of Elders  
Cherry Bay Orchards Inc., Board Member and Secretary  
Hart Group II LLC, Chairperson of Board  
Shoreline Fruit Growers, Inc., Board Member  
Great lakes Packing Co., Board Member

### MEMBERSHIPS AND AFFILIATIONS

Leelanau County Horticultural Society, Northwest Michigan Farm  
Bureau, Greenstone Farm Credit, Michigan Agricultural Marketing  
Association, Immanuel Lutheran Church, Leland, MI, Leelanau County  
Soil Conservation District, Grand Traverse County Agricultural  
Leadership Program, Bingham Township  
Planning Commission, TEACH Home School Advisory Board

### INDUSTRY ACTIVITIES

Michigan State University Cherry Breeding Committee  
Red Tart Cherry Information Program-Past Chairman  
Northwest Michigan Horticultural Research Foundation- Past Chairman  
Leelanau County Horticultural Society-Past President  
Michigan State Horticultural Society Trust Committee- Chairman  
Michigan State Horticultural Society Board of Directors- Past President  
Michigan Apple Committee Board Member  
Michigan Farm Bureau Board of Directors  
Next Big Thing-A National Apple Cooperative-Board of Directors

Robert E. Gregory  
A PERSONAL INSIGHT

I, along with my five siblings, was raised in the community of Sebewaing, which is along the shores of the Saginaw Bay in the “thumb” of Michigan. The dairy farm that I grew up on usually milked about thirty-five cows per day. My family business also bottled the milk and delivered door to door in the community. One could say “born a milkman”!

The question of the day is “How does one start out a milkman and end up as a cherry man?” Perhaps even that started in my childhood. I can fondly remember sitting in one of the two sweet cherry trees on the farm, just a picking and a spitting. For there was no need for a bucket when one could go directly to the stomach! Another memory is that of attempting to save the sweet cherries as they neared ripening by fending off the birds with my BB gun. The bird brigade was made up of my siblings, three cousins and sometimes neighborhood friends. I don’t believe the brigade ever really won the battle. Perhaps the best year 50% of the cherry crop was salvaged for human consumption. My third childhood memory of the cherry industry was that of being a dedicated consumer of tart cherry pie.

It wasn’t until later in life, in fact, my college days, that I was introduced to the real cherry industry. Dr. Donald Ricks made the first attempt in his 200 level Agricultural Economics class at Michigan State University. It was in that class that I learned about the “Ricksaw”. That was the expression used to identify the wild annual fluctuation of tart cherry production in the county. One year there was not enough to satisfy the demand of the consumer with the next year or two having more than enough, often generating large surpluses. What I didn’t learn in class about the cherry industry I soon was being taught by

my fraternity brothers, twins Dean and Gene Veliquette and their Kewadin neighbor Lon Bargy.

After traveling to the Traverse City area in early November of 1970, I must have become mesmerized with the industry because, by January of 1971, I had borrowed \$10,000 to be used as my portion of the down payment to purchase two cherry farms in Leelanau County with my partners. We also leased additional cherry orchards during the winter and early spring of '71. It was at this same time that I had become awestruck with a wonderful young lady who agreed to marry me. So, I graduated from MSU in early June, married Dianne in late June, honeymooned through the first of July, moved into a very large farmhouse on Solem Road in Suttons Bay by the 4<sup>th</sup> of July and started to shake my first crop of cherries by the 10<sup>th</sup> of July! And shake cherries we did...with a Friday Double Incline Limb Shaker. Between the two operators, four or five scaffold limbs would be grabbed and shaken until the tree was harvested and we moved on to the next one. What a summer! Shake cherries from sun-up to sun-down, eat, shower and sleep and repeat for twenty-five days, harvesting cherries from Grawn to Mapleton and from Torch Lake to Lake Leelanau.

After selling cherries to eleven different processors in 1971, my partners and I had the opportunity to purchase the pitting equipment from Pet Foods in Frankfort, which we did. And by April of 1972 we were building the cherry plant that has become known as Great Lakes Packing Company in Kewadin, Michigan.

My brother Don, who was a school teacher in Frankenmuth, and his family would come North each summer to help us harvest cherries. By 1974 he had caught the "cherry fever" and permanently moved north becoming a full-fledged cherry partner. During the 70s the farms grew as did the families. Dianne and I were blessed with four children...Matthew, Peter, Carrie and Andrew. The children have each had the opportunity to work the cherry harvest season as they grew

up. Today, Matthew is split between Scottsdale Arizona and Leelanau County. Peter is a Lutheran minister in West Minster, Mass. Carrie and her family are in the mission field in Chad, Africa. And Andrew who was on the management team of Shoreline Fruit, LLC, has moved to Pittsburg and started a computer business doing branding, marketing and other contractual operations for businesses.

As to be expected the farm and families have continued to grow. Dianne and I have fifteen grandchildren and another expected to arrive in October. Don and Ann have 4 children and eleven grandchildren. Meanwhile the farm, Cherry Bay Orchards, Inc., has grown producing cherries, apples, pears and wine grapes on twenty-four hundred acres in Leelanau and Van Buren counties.

Receiving the “cherry Industry person of the year” award is not about Robert Gregory. It is really much bigger! It is about the team at Cherry Bay Orchards that has planted and cared for over 300,000 cherry trees in the last 40 years. It’s about the staff at Great Lake Packing Co and Triple D Orchards, the team at Shoreline Fruit LLC and the Shoreline Fruit Grower’s Cooperative. Together we will continue to bring you cherries that you can enjoy and will be healthy for you, God willing!

## Cherry Bay Orchards, Inc. Business History

Cherry Bay Orchards was born out of discussions between brothers at Farm House Fraternity at Michigan State University in the late 60s and early 70s. In 1972 Bob Gregory, Norm, Dean and Gene Veliquette organized their farms in Leelanau and Antrim counties into Cherry Ke, Inc. Bob Gregory managed the farms in Leelanau County. From its beginning, when it owned 3 parcels, the operation grew through leased and custom managed orchards. Don Gregory joined the operation full time in 1974. By 1978 expansion in the Leelanau county farm operation brought Bob back to the operation where he and Don adopted a co-management concept that continues today.

Since its inception the fruit operations in Leelanau and Antrim counties had been managed as separate enterprises. In 1995 the two enterprises split into separate business entities, with the Leelanau farm operations becoming Cherry Bay Orchards, Inc.

Tart cherries have historically been the primary focus of the operation. Since 1972 the farm has been vertically integrated into pitting and freezing tart cherries through the relationship with its sister company, Great Lakes Packing Company. Cherry Bay Orchards is one of the founding members of Shoreline Fruit, Inc., a grower marketing cooperative. Along with other Shoreline members, Cherry Bay furthered its vertical integration in 2001 when it became a partner in a fruit drying operation with facilities in Lyndonville, NY. In 2006 a continuous dryer was installed in the Michigan operation and Shoreline Fruit LLC was established with headquarters in Traverse City, MI.

In the late 90s the farming operation expanded into southern Michigan at which time it became a Pro-Fac member. Kurt Dowd manages the 450+ acre southern Michigan tart cherry operation.

Not only does the scope of the operation require moving a significant amount of cherries in a short period of time, but, by moving cherries into different market segments Cherry Bay is able to stabilize returns and also react to changes in the market place that affect profitability.

Light sweet cherries for brining and dark sweet cherries for canning and freezing have been sold on the open market and through supply contracts with various processors.

Through a leased orchard, apple production became a part of the operation in the early 80s. To provide income stability through diversification and, in order to maintain a stable labor force, apple acreage and production have increased.

Today the 2000 plus acre orchard operation is about 70% tart cherries, 15% sweet cherries, and 15% apples and other fall fruit.

Dedicated owners have provided the energy, growth, and stability that have allowed Cherry Bay to grow. Full-time employees have been given the opportunity to become owners of the business. The mid-management team of Alan Bakker, John Campeau, and Francis Otto has a combined experience of over 65 years. Don's son-in-law, Mark Miezio has stepped into the role of President of Cherry Bay Orchards Inc. Although the orchard operation is large and operated in a business fashion, the family atmosphere under which the operation was formed continues today. Family members and the management teams, along with other year-round partners, help direct a labor force of 75 to 125 persons during the cherry and apple harvest season.

## Application for Employment

\* Required

Equal access to programs, services and employment opportunities is available to all persons without regard to race, religion, color, sex (including pregnancy, sexual orientation, and gender identity), age, national origin, disability, marital status, height, weight, genetic information, or any other basis protected by federal, state, and/or local law.

In accordance with the Americans with Disabilities Act and/or applicable state and local laws, applicants requiring reasonable accommodations for the application and/or interview process should notify the Human Resources Department. Examples of reasonable accommodations include making a change to the application process; providing written materials in an alternate format such as braille, large print, or audio recording; using a sign language interpreter; using specialized equipment; or modifying testing conditions.

## Personal Information

First Name *	Last Name *	Middle Name
Robert	Gregory	E
Street Address *		
4042 E Whaleback Mountain Rd		
City *	State *	ZIP Code *
Leland	Michigan	49654
Email Address *	Phone Number (Home) *	Phone Number (Cell)
rdgregory4@gmail.com	(231) 994-2102	(231) 357-0248
Position(s) applied for *	Referral Source	
County Road Commissioner	Other	

## Contact Information

If necessary, best time to call you is:	Phone Number	
9:30 AM	(231) 357-0248	
May we contact you at work?		
<input checked="" type="radio"/> Yes <input type="radio"/> No		
Best time to call you at work is:	Work Phone Number	Ext.
9:30 AM	(231) 357-0248	

## Employment Eligibility

Date Available for Work  
08/20/2020

If you are under 18 and it is required, can you furnish a work permit?

N/A  Yes  No

If no, please explain:

---

Have you submitted an application here before?

Yes  No

If yes, give date(s) and position(s):

---

Have you ever been employed here before?

Yes  No

If yes, give dates:

From: \_\_\_\_\_ To: \_\_\_\_\_

Is this application a request for reemployment following an extended military leave of absence from this company?

Yes  No

Are you lawfully authorized to work in the United States?



Yes  No

Have you entered into an agreement with any former employer or other party (such as noncompetition agreement) that might, in any way, restrict your ability to work for our company?

Yes  No

Driver's license number and state required if driving may be required in the job for which you are applying:

### Employment Preferences

What is your desired salary range or rate of pay?  
as set per commissioner

Per (Hour/Year)

Type of employment desired

Full-Time

Part-Time

Seasonal

Educational Co-Op

Temporary

Will you relocate if job requires it?

Yes  No

Will you travel if job requires it?

Yes  No

If they have been explained to you, are you able to meet the attendance requirements of the position?

N/A  Yes  No

Will you work overtime if required?

Yes  No

If no, please explain:

### Reasonable Accommodation

Are you able to perform the "essential functions" of the job for which you are applying (with or without reasonable accommodation)? This question is not designed to elicit information about an applicant's disability. Please do not provide information about the existence of a disability, particular accommodation, or whether accommodation is necessary. These issues may be addressed at a later stage to the extent permitted by law.

Yes  No  Need more information about the job's "essential functions" to respond.

### Criminal Background

Have you ever pleaded "guilty" or "no contest" to or been convicted of a crime? NOTE: Answering "yes" to this question does not constitute an automatic bar to employment. Factors such as date of the offense, seriousness and nature of the violation, rehabilitation and position applied for will be taken into account.

Yes  No

Have you ever been bonded?

### Employment History

Starting with your most recent employer, provide the following information.

Employer  
Cherry Bay Orchards, Inc

Phone Number  
(231) 271-8278

Street Address  
2801 N. Jacobson Rd.

City  
Suttons Bay

State  
Michigan

Dates Employed  
From:  
01/1995

To:  
08/2020

Starting Job Title  
owner/operator

Final Job Title  
owner/operator

Immediate supervisor and title (for most recent position held)  
not applicable

May we contact for reference?

Yes  No  Later

Email Address

Phone Number

Ext.

Why did you leave?

Summarize the type of work performed and job responsibilities:

purchasing, sales, production, labor supervision, planning, budgeting, accounts payable and receivable, planting, growing and harvesting fruit, site preparation, land reshaping, equipment operation, repair, and purchasing, all aspects of HR, negotiations, handled related legal issues, etc.

What did you like most about your position?

variety

What did you like least about your position?

NA

Compensation (Starting)

Per (Hour/Year)

Other Compensation

Compensation (Final)

Per (Hour/Year)

Other Compensation

Explain if you have ever been fired or asked to resign from a job?

No

Explain any gaps in your employment, other than those due to personal illness, injury, or disability:

Other employment: Cherry Ke. Inc, Kewadin, Michigan from 01/01/1972 to 12/31/1975 and 04/01/1977 to 12/31/1994; Michigan Agricultural Marketing Cooperative from 01/01/1976 to 03/31/1977

## Skills and Qualifications

Summarize any special training, skills, languages, licenses, bonding, certifications, and/or certificates that may assist you in performing the position for which you are applying:

50 years of owning and operating a fruit farm, growing it to 2000 plus acres of fruit production.

Computer Skills (include software titles and level of experience, such as basic, intermediate, or advanced.)

Software Name

Skill Level

## Educational Background

School Name

Michigan State University

City & State

East Lansing, Michigan

Number of Years Completed

Bachelor of Science

Level Completed

GPA/Class Rank

Major/Minor/Certificate

## References

Name  
Norman Veliquette

Title  
retired, Former President Great Lakes Packing Co.

Relationship to You  
Business Partner

Phone Number  
(231) 409-1082

E-mail Address  
normveliquette@gmail.com

Number of Years Known  
51 years

Name  
Midge Werner

Title  
Bingham Twp Supervisor

Relationship to You  
Friend

Number of Years Known  
40 years

Phone Number  
(231) 946-4672

E-mail Address  
jmw202@gmail.com

Name  
Rev Joshua LaFeve

Title  
Pastor Immanuel Lutheran Church, Leland

Relationship to You  
My Pastor

Number of Years Known  
5 years

Phone Number  
231 590 0233

E-mail Address  
pastorjoshualafeve@gmail.com

Name

Title

Relationship to You

Number of Years Known

Phone Number

E-mail Address

#### Related Information

When answering these questions, please exclude any information that would reveal race, religion, color, sex (including pregnancy, sexual orientation, and gender identity), age, national origin, disability, marital status, height, weight, genetic information, or other similarly protected status.

To what job-related organizations (professional, trade, etc.) do you belong?

List any relevant volunteer work:

List special accomplishments, publications, awards, etc.:

Is there any other job-related information you want us to know about you?

#### Applicant Statement and Signature

I certify that all information I have provided in order to apply for and secure work with the employer is true, complete, and correct.

I expressly authorize, without reservation, the employer, its representatives, employees, or agents to contact and obtain information from all references (personal and professional), employers, public agencies, licensing authorities, and educational institutions and to otherwise verify the accuracy of all information provided by me in this application, résumé, or job interview. I hereby waive any and all rights and claims I may have regarding the employer, its agents, employees, or representatives, for seeking, gathering, and using truthful and non-defamatory information, in a lawful manner, in the employment process and all other persons, corporations, or organizations for furnishing such information about me.

I understand that this employer does not unlawfully discriminate in employment and no question on this application is used for the purpose of limiting or eliminating any applicant from consideration for employment on any basis prohibited by applicable local, state, or federal law.

I understand that this application remains current for only 60 days. At the conclusion of that time, if I have not heard from the employer and still wish to be considered for employment, it will be necessary for me to reapply and fill out a new application.

If I am hired, I understand that I am free to resign at any time, with or without cause and with or without prior notice, and the employer reserves the same right to terminate my employment at any time, with or without cause and with or without prior notice, except as may be required by law. This application does not constitute an agreement or contract for employment for any specified period or definite duration. I understand that no supervisor or representative of the employer is authorized to make any assurances to the contrary and that no implied oral or written agreements contrary to the foregoing express language are valid unless they are in writing and signed by the employer's president.

I also understand that if I am hired, I will be required to provide proof of identity and legal authorization to work in the United States and that federal immigration laws require me to complete an I-9 Form in this regard.

I understand that reasonable safeguards will be taken to protect all personal information provided or obtained in conjunction with this application for employment. My personal information may be shared with the employer's affiliate(s) and third parties engaged by the employer to perform services for the employer. Any personal information shared with an affiliate or third party is to be used solely to perform the services requested by the employer.

This Company does not tolerate unlawful discrimination in its employment practices. No question on this application is used for the purpose of limiting or excluding an applicant from consideration for employment on the basis of his or her race, religion, color, sex (including pregnancy, sexual orientation, and gender identity), age, national origin, disability, marital status, height, weight, genetic information, or any other protected status under applicable federal, state, or local law.

I understand that any information provided by me that is found to be false, incomplete, or misrepresented in any respect, will be sufficient cause to (i) eliminate me from further consideration for employment, or (ii) may result in my immediate discharge from the employer's service, whenever it is discovered.

Signature of Applicant \*

Robert E. Gregory

Date Signed \*

08/20/2020

Important note: This job application includes attorney-approved questions prepared specifically for to hire in Michigan.

August 10, 2020

Leelanau County Board of Commissioners  
8527 E. Government Center Drive, Suite 101  
Suttons Bay, Mi 49682

Dear Commissioners,

I submit this letter and resume to show my interest in the current vacant Leelanau County Road Commissioner position that you have been tasked with filling by appointment. I was born and raised in Leelanau County and I currently work as the Law Enforcement Lieutenant for the Sheriff's Office. My wife, Tamara, and I have been married for 22 years and we have four children, ages 8-15. The road commission has been part of my life since a young age as my father retired from that organization after 38 years of dedicated service.

As a lifelong resident of the county and member of the Sheriff's Office I am extremely familiar with and have driven thousands of miles on every road in Leelanau County. As the head Accident Reconstructionist for the Sheriff's Office, I have had the experience of being an active investigator for 1000's of traffic accidents, several of which have involved serious injuries and deaths. This experience has given me the unique knowledge to understand the problems areas Leelanau County experiences with regards to traffic control. These problems vary but mostly relate to weather, intersection design, parking issues, and areas where excessive speed is a constant issue.

I am an active member of the community and my prospective appointment to the Leelanau County Road Commission as a board member would just be a continuation of my dedication to the citizens and visitors of the area we all cherish. The Leelanau County Road Commission is an extremely well-respected organization that has served its residents well. This has been shown by the operations millage that is placed on the ballot every couple of years and always passes with astounding success.

I believe my local knowledge, training, and experience would be beneficial to the Leelanau County Road Commission board and the citizens of Leelanau County. I strive to maintain a life as an honest, hardworking man of unquestionable morals and values. As part of my community involvement, I have a good working knowledge of board etiquette and the responsibilities of this position. I am available and look forward to speaking with any board member, or the board as a whole, should there be any questions or concerns about my qualifications. Please feel free to contact me at 231-645-0390 with any questions.

Sincerely,



James C. Kiessel

**RECEIVED**

**AUG 10 2020**

**LEELANAU COUNTY  
ADMINISTRATOR**

**James Charles Kiessel**  
**(231) 645-0390**

**695 N. Sylt Rd**  
**Lake Leelanau, MI 49653**

### **Employment Experience**

**Deputy Sheriff / Lieutenant, Leelanau County Sheriff's Office, Suttons Bay, MI** 1999-Present

I currently work as an M.C.O.L.E.S. certified Police Officer. I am required to maintain traffic control and enforcement through use of state laws and local ordinances. I also receive, conduct, and complete investigation and follow-up on criminal and non-criminal complaints. I am responsible to maintain records of daily patrol activities as well as any written reports or any other related paperwork that needs to be forwarded to other offices for any possible pending action.

I was promoted to the rank of Lieutenant in 2015, after 10 years as a sergeant, first-line supervisor with responsibilities that includes supervision of the entire law enforcement division of 18 deputies. I have kept and maintained all subordinate employee evaluations, completed scheduling for the entire law enforcement division, absentee slips and conducted several internal investigations of subordinate employees. I have also authored any required verbal or written reprimands required for departmental procedure violations. I am responsible for all law enforcement equipment related to operations include ordering and maintenance. I oversee and maintain the vehicle fleet of the law enforcement division to include maintenance of the vehicle as well as the related law enforcement and communications equipment. I fulfill all law enforcement IT requirements which includes the setup, safety, and security of the agencies 25 smart phones.

**Road Patrol Officer, Manistee City Police Department, Manistee, MI** 1997-1999

I worked as an M.C.O.L.E.S. certified Police Officer. Required to maintain traffic control and enforcement through use of state laws and local ordinances. Receive, conduct, and complete investigation and follow-up on criminal and non-criminal complaints. Responsible to maintain records of daily patrol activities as well as any written reports or any other related paperwork that needs to be forwarded to other offices for any possible pending action.

**U.S. Army** 1989-1991

I was a member of the United States Army as a combat Engineer. As part of this enlistment, I was stationed in Fort Leonardwood, MO, Aschaffenburg, Germany, as well as numerous countries in the Middle east as part of Operation Desert Shield / Storm.

### **Community Involvement**

Quartermaster for VFW Little Finger Post 7731, Lake Leelanau  
Vice President – Fraternal Order of Police - Cherry Capital Lodge 193, Traverse City  
Sourdough – Leelanau County Prospector's Club

### **Formal Education**

**Spring Arbor University**, Spring Arbor, MI. Bachelor of Arts Degree - Management and Organizational Development, November 2011.

**Northwestern Michigan College Police Academy**, Traverse City, MI, M.C.O.L.E.S. Certified July 1997

**Northwestern Michigan College**, Traverse City, MI Associate of Arts Degree December 1994

**Suttons Bay High School**, Diploma, June 1989

### **Professional Education**

**Michigan State University**, Lansing, MI, School of Staff and Command, Graduate of the 9<sup>th</sup> class, 2014.

**Michigan State University**, Lansing, MI, Accident Investigation and Reconstruction, 1998-2003.

**Leelanau County Sheriff's Office**, numerous sessions of Cultural Diversity & Implicit Bias training.

Mike Zeits  
2627 S Zeits Rd  
Lake Leelanau, MI 9653  
231-256-7411

August 10, 2020

Mr. Bunek, President  
Leelanau County Board of Commissioners  
8527 E. Governor Center Dr.  
Suttons Bay, MI 49682

Re: Vacancy, Leelanau County Road Commission

Dear Mr. Bunek:

I would like to submit my name for consideration to fill the vacant post of Commissioner for the Leelanau County Road Commission.

In the past I have demonstrated my interest in this position. As you will recall, I ran for this position in the fall of 2018. I lost the election by 143 votes coming in Second place after Mr. Eckerle.

I have been a Leelanau County resident for my entire life and wish to serve the people of this County.

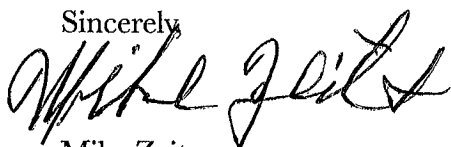
I have experience with the Road Commission. I worked full time for the Commission from July 2001 to March 2007 and continued working part time for the Commission until January 2020. My responsibilities were varied and gave me a wide appreciation for and knowledge of all aspects of the Commissions duties. My responsibilities included being a plow driver, equipment operator for building roads, and head sawer of a tree crew.

I have attended numerous Commission meetings and I am familiar with the role and responsibilities of a Commissioner.

In addition, I am a Navy Veteran.

Thank you for considering me for this position.

Sincerely,



Mike Zeits

**RECEIVED**

AUG 10 2020

LEELANAU COUNTY  
ADMINISTRATOR