

ORGANIZATIONAL SESSION
BAY COUNTY REGISTER OF DEEDS VACANCY
MAY 9, 2014

IN ACCORDANCE WITH MCLA 168.209 (2) THE JUDGE OF PROBATE COURT, THE COUNTY CLERK AND PROSECUTING ATTORNEY SHALL CONVENE AND APPOINT A SUITABLE PERSON TO FILL A VACANCY WHEN A COUNTYWIDE ELECTED OFFICE IS VACATED PRIOR TO THE EXPIRATION OF THE TERM. CURRENT REGISTER OF DEEDS, VICKI ROUPE, HAD ANNOUNCED HER RETIREMENT EFFECTIVE JUNE 13, 2014 THEREFORE REQUIRING THE HOLDING OF THESE PROCEEDINGS PURSUANT TO THE OPEN MEETING ACT.

MEMBERS PRESENT BY VIRTUE OF THEIR OFFICES INCLUDED KAREN TIGHE, PROBATE JUDGE; CYNTHIA A. LUCZAK, COUNTY CLERK AND PROSECUTING ATTORNEY, KURT ASBURY. THE MEETING WAS CALLED TO ORDER AT 8:35 A.M. AT THE BAY COUNTY COURT FACILITY, CIRCUIT COURT MEDIATION ROOM, 1230 WASHINGTON AVENUE, BAY CITY, MICHIGAN WITH THE FOLLOWING GUESTS IN ATTENDANCE.

PRESENT: JILL RAYNAK, CHIEF DEPUTY REGISTER OF DEEDS
WANDA BEHMLANDER, CO. EMPLOYEE/APPLICANT
COLLEEN MAILLETTE, REALTOR/APPLICANT
BRANDON KRAUSE, COMMISSIONER/APPLICANT
KELLIE DANIELS, TITLE WORKER/APPLICANT
ANDREW NIEDZINSKI, CITY/APPLICANT
KIM BODRIE, OBSERVER
LINDA BODRIE, OBSERVER
TIM QUINN, CORPORATE CO.

JUDGE TIGHE STATED THAT THIS ORGANIZATIONAL MEETING WAS CALLED TO DISCUSS A PROCESS AND TIME LINE THAT MEMBERS MAY FOLLOW IN ORDER TO FILL THE VACANCY OF A REGISTER OF DEEDS. AS TWO (2) MEMBERS CONSTITUTED A QUORUM, IT WAS EMPHASIZED THAT DISCUSSIONS BETWEEN ANY TWO MEMBERS OF THE COMMITTEE WAS PROHIBITED UNLESS AT AN OPEN PUBLIC MEETING. THIS, AND ALL FUTURE MEETINGS WOULD BE PUBLICALLY ANNOUNCED PURSUANT TO THE PROVISIONS OF THE OPEN MEETING ACT.

APPLICANTS WERE AFFORDED AN OPPORTUNITY TO SPEAK TO THE MEMBERS OF THE PANEL BUT NO ONE WISHED TO AT THIS TIME.

BRANDON KRAUSE MADE A STATEMENT LATER IN THE MEETING.

JUDGE TIGHE REQUESTED THE ASSISTANCE OF TIM QUINN, PERSONNEL/ CORPORATE COUNSEL IN REGARD A PROCESS FOR THE COLLECTION OF APPLICATIONS FROM ONE CENTRAL COUNTY OFFICE AS OPPOSED TO THE POTENTIAL APPLICANT SENDING RESUMES TO EACH OFFICIAL FOR FINAL CONSIDERATION. MR. QUINN WOULD ALSO COLLECT ANY AND ALL OF THE APPLICATIONS THAT MAY BE FILED ON-LINE THROUGH THE MAIN COUNTY JOB APPLICATION PORTAL. IT HAD BEEN PREDETERMINED THAT ANY ONE INTERESTED IN APPLYING FOR THE REGISTER OF DEEDS POSITION MUST SUBMIT THEIR OFFICIAL REQUEST BY 5:00 P.M. ON TUESDAY, MAY 20, 2014.

TIM QUINN KNEW HE WAS NOT IN CHARGE OF THE PROCESS TO NAME THE NEW REGISTER OF DEEDS, HAD NO VOTE ON THE BOARD AND WAS UNABLE TO PROVIDE A RECOMMENDATION ON A POTENTIAL CANDIDATE. ONLY THAT, HE WAS AVAILABLE TO FACILITATE THE SELECTION PROCESS SHOULD THE PANEL FIND IT NECESSARY.

AT THE CURRENT TIME, 23 APPLICATIONS HAD BEEN RECEIVED. SINCE ALL APPLICANTS MAY OR MAY NOT MEET THE CRITERIA OF THE JOB DESCRIPTION, IT WAS SUGGESTED THAT EACH MEMBER OF THE PANEL SELECT 6-10 PEOPLE TO CONSIDER IN THE FIRST GO AROUND OF APPLICATION REVIEW. WITH THE JUDGE, CLERK AND PROSECUTOR EACH MAKING SELECTIONS, APPLICANTS WITH TWO OR MORE ENDORSEMENTS BY THE PANEL WOULD BE CONSIDERED FOR FURTHER SCRUTINY AND/OR INTERVIEW. CLERK LUCZAK STATED THE TOTAL NUMBER OF APPLICANTS TO BE REVIEWED SHOULD NOT BE SET NOW BUT BASED ON THE GRAND TOTAL OF APPLICATIONS RECEIVED.

JUDGE TIGHE OBSERVED THAT A FEW OF THE 23 CURRENT APPLICANTS WERE RESIDENTS OF SAGINAW COUNTY AND IT WAS HER PREFERENCE THAT A BAY COUNTY RESIDENT BE SELECTED FOR THE POSITION. THE GENERAL COUNTY HIRING POLICY DID NOT REQUIRE RESIDENCY IN BAY COUNTY AND ASBURY INDICATED IT MAY NOT BE A REQUIREMENT FOR AN "APPOINTMENT". THE APPLICANT WOULD BE REQUIRED TO BE A BAY COUNTY RESIDENT BY LAW, IF PLANNING TO RUN FOR ELECTION TO THE OFFICE IN 2016. ATTORNEY SHAWNA WALRAVEN RESEARCHED THE MATTER AND HER LEGAL RESEARCH INDICATED, "THE APPOINTEE HAS TO BE A RESIDENT BECAUSE THE PERSON TAKING THE OFFICE MUST BE REGISTERED TO VOTE IN BAY COUNTY. THERE IS NO EXCEPTION FOR APPOINTEES BECAUSE THEY HOLD THE OFFICE ONCE THEY ARE APPOINTED PER MCL 168.191."

FOLLOWING THE MAY 20, 2014 DEADLINE FOR APPLICATIONS, DISCUSSED WAS THE QUESTION/INTERVIEW PROCESS TO BE FOLLOWED THEREAFTER. TIM QUINN

PRESENTED 5 STANDARD INTERVIEW QUESTIONS THAT HE FELT EACH OF THE APPLICANTS SHOULD BE GIVEN. THESE 5 STANDARD QUESTIONS WOULD HOLD A POINT VALUE OF UP TO 5 POINTS FOR A FAVORABLE RESPONSE WITH THE POTENTIAL OF 5 QUESTIONS AT 5 POINTS EACH FOR A TOTAL OF 25 POINTS. IN ADDITION, ANOTHER 3 QUESTIONS AT A VALUE OF UP TO 15 POINTS EACH FOR AN ADDED POSSIBLE 45 POINTS. THIS MIGHT NARROW THE APPLICANT POOL DOWN FROM APPROXIMATELY 30 APPLICANTS TO 6 FOR FINAL INTERVIEW.

CLERK LUCZAK PRESENTED A LIST OF CRITERIA SHE FELT THE APPLICANTS SHOULD MEET BASED ON A 5 POINT VALUE SYSTEM PER REQUIREMENT TO MEET, WITH A POSSIBLE 100 POINT TOTAL SCORE. SECONDLY, THAT ALL OF THE APPLICANTS SHOULD BE SUBJECT TO TESTING BASED ON THEIR ABILITY TO DECIPHER A LEGAL LAND DESCRIPTION KNOWING HOW IMPORTANT THAT KNOWLEDGE WAS TO HOLD THIS POSITION. DEVELOPERS SUBMITTING COSTLY PLATS TO THE STATE OF MICHIGAN FOR APPROVAL RELY ON THE EXPERTISE OF THE REGISTER OF DEEDS FOR ACCURACY ON LEGAL LAND DESCRIPTIONS. EVEN THE ENTRY TYPIST CLERK III JOB DESCRIPTION IN THE OFFICE REQUIRE THE ABILITY TO READ AND INTERPRET LEGAL DESCRIPTIONS. AS THE CLERK ACTS AS THE SECRETARY OF THE PLAT BOARD, A SAMPLE OF A LEGAL LAND DESCRIPTION WILL BE PRESENTED FOR CONSIDERATION/COMMITTEE REVIEW.

FURTHER, IT WAS THE CONSENSUS OF THE COMMITTEE MEMBERS THAT THE APPLICATIONS SCHEDULED FOR INTERVIEW WOULD NOT BE AFFORDED THE INTERVIEW QUESTIONS IN ADVANCE OF THEIR SCHEDULED INTERVIEW TIME.

CLERK LUCZAK REQUESTED BACKGROUND CHECKS ON THE 6-10 FINAL APPLICANTS FOR CONSIDERATION. T. QUINN INDICATED THIS WAS PART OF THE OVERALL COUNTY HIRING POLICY AND WOULD BE ACCOMPLISHED.

BRANDON KRAUSE ASKED TO MAKE A STATEMENT TO THE PANEL AT THIS TIME AND JUDGE TIGHE ALLOWED IT. EVEN THOUGH THIS WAS A COUNTY WIDE ELECTED POSITION, MR. KRAUSE WAS OF THE OPINION THAT THE A MINIMUM EDUCATIONAL REQUIREMENT WAS A HIGH SCHOOL DIPLOMA.

KURT ASBURY MOVED THE COMMITTEE WILL RECONVENE AFTER MAY 20, 2014 AT WHICH TIME, MEMBERS WILL REVIEW ALL OF THE APPLICATIONS AND PROPOSE THEIR SELECTIONS TO THE COMMITTEE AS A WHOLE. THOSE APPLICANTS WHO HAVE BEEN SELECTED BY TWO OR MORE MEMBERS WILL MOVED TO THE NEXT PHASE OF THE INTERVIEW PROCESS. JUDGE TIGHE SUPPORTED THE MOTION AS CARRIED BY VOICE VOTE OF 3 YEAS, 0 NAYS.

JUDGE TIGHE STATED, ANY OTHER PERIMETERS THAT THE PANEL WISHED TO SET FOR THE APPLICATION PROCESS COULD BE CONSIDERED AT THE

NEXT MEETING TO BE SET FOR THURSDAY, MAY 29, 2014 AT 2:00 P.M. COMMITTEE MEMBERS AGREED THAT THE BAY COUNTY BUILDING, FOURTH FLOOR COMMISSION CHAMBERS MAY BE A MORE CONVENIENT LOCATION THAN PASSING THROUGH THE SECURITY SYSTEM OF THE BAY COUNTY COURT FACILITY.

WHEN CONSIDERING THE LAST DAY OF EMPLOYMENT FOR VICKI ROUPE ANNOUNCED AS JUNE 13, 2014, A DISCUSSION WAS HELD AS TO THE FINAL REQUIREMENTS TO SATISFY THE RETIREMENT ORDINANCE PROVISIONS. CLERK LUCZAK ASKED IF A PERSON WAS "LOCKED INTO" RETIREMENT 30 DAYS BEFORE THE EFFECTIVE DATE OF THE REQUIREMENT. TIM QUINN REPLIED THAT THE PERSON COULD PULL HIS OR HER RETIREMENT PAPERS UP UNTIL THE DAY BEFORE THE EFFECTIVE DATE OF THE REQUIREMENT.

THIS WAS TO BE RESEARCHED WITH A RESPONSE SENT TO COMMITTEE MEMBERS DATED MAY 15, 2014....

ITEM 4.035, SECTION 35 (A) OF THE BAY COUNTY RETIREMENT ORDINANCE, NORMAL RETIREMENT AGE AND SERVICE REQUIREMENTS STATE " The member files with the Board a written application for retirement on a form prescribed by the Board, not more than ninety (90) days and not less than thirty (30) days before the members retirement date. NEVERTHELESS, THE PAST PRACTICE OF THE COUNTY HAS ALLOWED EMPLOYEES TO WITHDRAW UP TO THE DAY BEFORE THEIR ANNOUNCED RETIREMENT DATE.

THE NEXT SESSION WAS SET FOR THURSDAY, MAY 29, 2014 BEGINNING AT 2:00 P.M. ON THE FOURTH FLOOR COMMISSION CHAMBERS OF THE BAY COUNTY BUILDING, 515 CENTER AVENUE, BAY CITY, MICHIGAN.

RESPECTFULLY SUBMITTED
CYNTHIA A. LUCZAK
BAY COUNTY CLERK

MINUTES OF MAY 29, 2014
BAY COUNTY REGISTER OF DEEDS VACANCY

PRESENT: CYNTHIA A. LUCZAK, BAY COUNTY CLERK
KAREN TIGHE, BAY COUNTY PROBATE JUDGE
KURT ASBURY, BAY COUNTY PROSECUTOR
TIM QUINN, LEGAL COUNSEL/PERSONNEL DIRECTOR

OTHERS

PRESENT: BRANDON KRAUSE, 1ST DISTRICT BAY COUNTY COMMISSIONER
JILL RAYNAK, BAY COUNTY REGISTER OF DEEDS DEPUTY
RICK BRZEZINSKI, BAY COUNTY TREASURER
CINDY SINICKI, REGISTER OF DEEDS APPLICANT
BOYD BOETTGER, BAY COUNTY RESIDENT
KELLIE DANIELS, REGISTER OF DEEDS APPLICANT
SAM EASTER, BAY CITY TIMES
WANDA BEHMLANDER, REGISTER OF DEEDS APPLICANT
JOHN MILLER, BAY COUNTY SHERIFF
COLLEEN MAILLETTE, REGISTER OF DEEDS APPLICANT

JUDGE TIGHE STATED THE MEETING COMPLIES WITH THE OPEN MEETING ACT. SHE UNDERSTANDS THERE WERE 46 APPLICANTS, SEVERAL CONFIDENT UNDER FOIA, CAN'T CONSIDER IN SECRET, ALL AT OPEN MEETING.

COMING HERE TODAY TO EXCHANGE NAMES FOR INTERVIEWS OF 5, 6, OR 7 APPLICANTS WORTHY OF INTERVIEWS.

KURT ASBURY SAID HE PROPOSED A LIST OF APPLICANTS, 46 IN TOTAL. HOWEVER, NOT DISCLOSE ALL APPLICANTS BUT ONLY THOSE EACH COMMITTEE MEMBER WANTS WHICH WE MUST DISCLOSE ON THE RECORD. WE COULD GIVE AN OPPORTUNITY AT PUBLIC INPUT FOR APPLICANTS TO WITHDRAW.

JUDGE TIGHE SAID A PUBLIC MEETING IS PUBLICIZED. SHE ASKED IF ANYONE DOES NOT WANT THEIR NAME PUBLIC. NONE EVIDENCED.

CYNTHIA LUCZAK MADE A MOTION TO APPROVE THE MINUTES OF MAY 9, 2014. IT WAS SUPPORTED BY JUDGE TIGHE WAS CARRIED BY A VOICE VOTE OF: 3 YEAS, 0 NAYS.

THERE WAS NO PUBLIC COMMENT.

CYNTHIA LUCZAK AND JUDGE TIGHE THANKED TIM QUINN AND STAFF.

JUDGE TIGHE SAID THERE IS A GOOD MIX OF APPLICANTS.

KURT ASBURY SAID 6 - 10 APPLICANTS WERE QUALIFIED.

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JUDGE TIGHE SAID SHE WAS OK WITH 7 APPLICANTS. SHE ASKED IF THEY SHOULD INTERVIEW 6 OR 7 APPLICANTS AND SAID THE BODY MUST DECIDE AS A WHOLE.

CYNTHIA LUCZAK SAID "NO", ONLY INTERVIEW 6.

JUDGE TIGHE SAID MANAGEMENT, SUPERVISORY SKILLS, DEEDS KNOWLEDGE, COMPUTER SKILLS, POLITICALLY ACTIVE, BUDGET, PAYROLL, CUSTOMER SERVICE, ALL ADD TO THE MIX AS A MANGER WITH 5 CLERICAL STAFF. DON'T DO JOB OF JUST CLERK, OFFICE SUPERVISOR NOT REQUIRED TO HANDLE JOB. DEEDS SMALLER STAFF, ALL DO WORK, MUST DEMONSTRATE LEADERSHIP, POLITICAL POSITION, OPPOSED TO SAGINAW RESIDENT. BELIEVES MUST BE REGULAR OFFICE.

1. MELISSA GWIZDALA
2. CINDY SINICKI
3. BRANDON KRAUSE
4. BABINSKI
5. COLLEEN MAILLETTE

KURT ASBURY SAID THE JUDGE COVERED IT. THIS POSITION IS NOT SOLELY LOOKING FOR TITLE REAL ESTATE EXPERIENCE BUT MANAGERIAL SKILLS AS WELL. HOLDING A PUBLIC OFFICE BEFORE WITH PEOPLE SKILLS. MANAGED OFFICE OR COUNTY GOVERNMENT PUBLIC OFFICE WITH STAFF. THIS POSITION IS REPRESENTING BAY COUNTY. KNOWLEDGE OF THE OFFICE IMPORTANT BUT NOT SOLELY.

1. CINDY SINICKI - 3 VOTES
2. ANDREW NIEDZINSKI - 0 VOTES
3. KELLIE DANIELS - 2 VOTES
4. MELISSA GWIZDALA - 3 VOTES
5. COLLEEN MAILLETTE - 2 VOTES
6. BRANDON KRAUSE - 2 VOTES

5 CANDIDATES WERE CHOSEN FOR INTERVIEWS.

SOME SPECIFIC FUNCTIONS ONLY THE REGISTER OF DEEDS DOES, NOT THE DEPUTY.

REGARDING INTERVIEWS TIM QUINN QUESTIONS REGISTER OF DEEDS IN CLINTON COUNTY. HE E-MAILED THE CLINTON COUNTY JUDGE. JUDGE TIGHE

LIKED THESE QUESTIONS AND SAID WE CAN GRADE IN OUR OWN MINDS.

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KURT ASBURY MADE A MOTION TO ADOPT THE QUESTIONS AND TO ELIMINATE QUESTION #5, NOT PERTAINING TO BAY COUNTY. IT WAS SUPPORTED BY JUDGE TIGHE AND PASSED BY A VOICE VOTE OF: 3 YEAS, 0 NAYS.

DID NOT WANT TO BROADCAST THE QUESTIONS. ASK TO DEFER TO NEXT MEETING TESTING PROCESS. DESCRIPTION CIRCULATED TO EACH.

KURT ASBURY SAID HE WAS NOT AN EXPERT IN THIS AREA, NOT COMFORTABLE TESTING, NOT COMPETENT WITH THIS. HE SAID WE HAVE ENOUGH QUESTIONS AND IS SATISFIED BASED ON INTERVIEW.

JUDGE TIGHE SAID NOT DIFFICULT, NOT APPROPRIATE. SHE COULDN'T PASS. MANY HAVE SOME REAL ESTATE EXPERIENCE BUT NEEDS TO BE CLEAR.

TESTING, STATE, NOT A REQUIREMENT TO RUN FOR THE OFFICE AND OVER AGE 18 NOT CRUCIAL FOR HOLDING OFFICE, WOULD NOT ENDORSE IT.

CYNTHIA LUCZAK FELT IT SHOULD BE CONSIDERED.

KURT ASBURY FELT ONE SETTING WITH 5 SEPARATE INTERVIEWS.

JUDGE TIGHE SAID FOR DISCUSSION ONLY, OPEN MEETING. DO ALL 5 INTERVIEWS OR 3 & 2 IN 2 DAYS. THE PURPOSE OF FAIRNESS, KEEP SEPARATE. FIRST PERSON DOESN'T KNOW QUESTIONS.

JUDGE TIGHE SAID SHE WANTS CANDIDATES TO AGREE ON ALLOWING EACH TO HAVE SEPARATE TIME TO INTERVIEW. CAN'T ORDER IT BUT ASKING FOR IT.

KURT ASBURY SAID THERE WILL BE LOTS OF QUESTIONS FOR EACH APPLICANT AND WE SHOULD HAVE 3 APPLICANTS ON 1 DAY AND 2 APPLICANTS ON ANOTHER DAY.

CYNTHIA LUCZAK SAID WE NEED TO ALLOW TIME FOR 3RD ROUND. SHE HAS NO PREFERENCE. SUGGESTED JUNE 2, FOR 3 INTERVIEWS, ONE AT 9:00 A.M., ONE AT 10:00 A.M. AND ONE AT 11:00 A.M. ON JUNE 4, 2 INTERVIEWS, ONE AT 9:00 A.M. AND ONE AT 10:00 A.M. THE FOLLOWING SCHEDULE WAS SUGGESTED:

| | | |
|--------|------------|-------------------|
| JUNE 2 | 9:00 A.M. | KELLIE DANIELS |
| JUNE 2 | 10:00 A.M. | CINDY SINICKI |
| JUNE 2 | 11:00 A.M. | MELISSA GWIZDALA |
| JUNE 4 | 9:00 A.M. | BRANDON KRAUSE |
| JUNE 4 | 10:00 A.M. | COLLEEN MAILLETTE |

CYNTHIA LUCZAK WILL NOTIFY MELISSA GWIZDALA OF THE DATE AND TIME OF

HER INTERVIEW.

POTENTIAL OF A POSSIBLE 1:30 P.M. OF 6/5/14. KURT ASBURY TO DECIDE. WOULD POST NOTICE AFTER JUNE 5TH AS NEEDED.

CYNTHIA LUCZAK COMMENTED THAT THERE WERE MANY APPLICANTS WITH ADMIRABLE ATTRIBUTES. SHE SAID AS LEADERS, COMMUNITY ACTIVISTS AND THOSE IN THE PUBLIC SERVICE INDUSTRIES, UNFORTUNATELY, THIS JOB DEMANDS A SPECIFIC SET OF SKILLS THAT ARE UNIQUE AND REQUIRED. IN ALL GOOD CONSCIENCE, I CAN NOT SELECT A REGISTER OF DEEDS WHO HAS NO KNOWLEDGE OF LAND DESCRIPTIONS, MINERAL RIGHTS, EASEMENTS, FLOOD PLAINS, PLATS RECORDING REQUIREMENTS, STATE REGULATIONS, ARE NOT ORGANIZED AND FAMILIAR WITH RESEARCH OF DEEDS AND ABSTRACTS.

THIS KNOWLEDGE CANNOT BE OBTAINED OR LEARNED IN A SHORT AMOUNT OF TIME. WE EITHER KNOW IT OR DON'T KNOW IT. READING OF LAND DESCRIPTIONS IS KNOWLEDGE NEEDED NOW. YOU CANNOT LEAD A DEPARTMENT THAT IS A BRANCH OF STATE GOVERNMENT UNDER THE CONSTITUTION WITHOUT THE REQUIRED "KNOWLEDGE" AND RESPONSIBILITY THAT GOES WITH IT. THE STAFF IN THE OFFICE ARE TESTED AND KNOWLEDGEABLE AND THE REGISTER OF DEEDS SHOULD BE TOO.

WHILE I HAVE A SAY ON THIS PANEL IN SELECTING THE MOST "QUALIFIED" APPLICANT, I WILL EXERCISE MY AUTHORITY AND BASE MY DECISIONS ON THEIR "QUALIFICATIONS". IN TWO (2) YEARS, 2016 ELECTION, THE PEOPLE OF THIS COMMUNITY WILL HAVE THE AUTHORITY TO CHOOSE A REGISTER OF DEEDS AND CAN BASE IT ON POPULAR VOTE IF THEY WISH. BUT FOR NOW, WE NEED AN IMMEDIATE REPLACEMENT WHO CAN DO THE JOB ON 6/16/14 AND BRING THE NECESSARY "QUALIFICATIONS" TODAY.

MANY, MANY AGENCIES RELY ON THE EXPERTISE OF THE REGISTER OF DEEDS. TITLE COMPANIES, BANKS, MORTGAGE COMPANIES, CREDIT UNIONS, COUNTY TREASURER, PLAT BOARD, ATTORNEYS ASSISTING PEOPLE WITH LAND ACQUISITIONS, TRANSFERS, DEVELOPERS PLOTTING NEW AND COSTLY CONSTRUCTION VENDORS AND STATE OF MICHIGAN AUTHORITIES, ALL RELY ON THE ACCURACY, KNOWLEDGE, COMPETENCY OF A REGISTER OF DEEDS.

AN INABILITY TO CONDUCT THE DUTIES WITH CONFIDENCE AND ACCURACY CAN PUT THE TAXPAYERS AND BAY COUNTY COMMUNITY IN A VERY PRECARIOUS POSITION. THE AGENCIES NOTED PREVIOUSLY, CAN AND WILL EXPERIENCE COSTLY DELAYS AND RESUBMISSIONS OF DOCUMENTS TO LOCAL, STATE AND FEDERAL AUTHORITIES THAT I DO NOT WISH TO BE RESPONSIBLE BY A BAD DECISION. I WILL BE SELECTING AN APPLICANT BASED ON CREDENTIALS AND NOT SOMEONE POLITICALLY MOTIVATED OR JUST SEEKING A PAYCHECK BY THIS

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APPOINTMENT.

I AM HOPEFUL THE CANDIDATE WILL BE IN THIS ENDEAVOR FOR THE LONG TERM, PROVE THEMSELVES TO THE COMMUNITY AND PURSUE AN ELECTION 2016.

THE MEETING ADJOURNED AT 2:40 P.M.

MINUTES OF JUNE 2, 2014
BAY COUNTY REGISTER OF DEEDS VACANCY

JUDGE KAREN TIGHE CALLED THE MEETING TO ORDER AT 9:05 A.M.

PRESENT: SAM EASTER, BAY CITY TIMES
TIM QUINN, LEGAL COUNSEL/PERSONNEL DIRECTOR
KURT ASBURY, BAY COUNTY PROSECUTOR
CYNTHIA A. LUCZAK, BAY COUNTY CLERK
KAREN TIGHE, BAY COUNTY PROBATE JUDGE
KELLIE DANIELS, REGISTER OF DEEDS APPLICANT
AMBER DAVIS-JOHNSON, ASSISTANT CORPORATION COUNSEL

COUNTY CLERK, CYNTHIA A. LUCZAK, STATED THE TEST WAS NOT DESIGNED TO TRICK ANYONE AND FELT IT WAS BEST TO LEAVE A FEW MINUTES AT END TO REVIEW THEM. IT WOULD BE BENEFICIAL.

KURT ASBURY SAID THERE IS A NUMBER OF QUESTIONS TO COVER THIS AND WE HAVE HAD SUFFICIENT RESPONSES AND EXPERIENCE IN INTERVIEW. HE DIDN'T KNOW IF QUESTIONS AND ANSWERS PROVIDED ANY EXPERTISE IN THE AREA WITHOUT ANY UNDERSTANDING AND KNOWING THE ANSWERS.

CYNTHIA LUCZAK SAID THE TEST WAS PREPARED BY PROFESSIONALS IN THE FIELD.

CYNTHIA LUCZAK MADE A MOTION TO PRESENT THE TEST. THERE WAS NO SUPPORT. MOTION FAILS.

TIM QUINN SAID THERE ARE 1-12 QUESTIONS.

KELLIE DANIELS INTERVIEW:

MS. DANIELS SAID SHE DOES NOT INTEND TO RUN AGAIN. SHE WAS OUT OF TOWN DURING THE CAMPAIGN AND DID FAIRLY WELL WITH VOTES.

MS. DANIELS SAID SHE IS A PUBLIC SERVANT, ALL TRUE AND SHE WOULD ABIDE BY HERSELF, GOOD TO LIVE BY.

SHE FELT DEKATO FROM (?) AND SINCE 1985. 29 YEARS WITH THE SAME VENDOR, WHEN IN OFFICE ASKED FOR UPDATES WHICH ARE NEEDED. CONCERNED WITH BAY COUNTY'S POSITION ON UPDATES. MANY ISSUES WITH SOFTWARE. VALUE FOR MONEY. AND SAID A DEKATO SEARCH WAS NOT A COMPLETE SEARCH.

MS. DANIELS SAID NOT GOOD SEARCH, NO RAPANOS AT ALL . MIDLAND COUNTY GOOD INDEX, BAY COUNTY NOT SO GOOD AND THAT DEKATO WAS ON THE WAY OUT. GOOD IDEA TO KEEP UPDATED WITH NEW VENDOR.

MS. DANIELS KEEPS UPDATED ON LEGISLATION.

HER ATTRIBUTES INCLUDE: E-FILING, EXPERIENCE IN EXCEL, WORD, QUATRO PRO, MUNIS, CHERRYLAND AND MOST OTHER SOFTWARE. EAGLE/ARENAC COUNTY TOO. SHE HASN'T BEEN TESTED IN TYPING BUT IS PROBABLY 80 WPM.

EDUCATION WAS MISSING ON KELLIE DANIELS RESUME, HOWEVER, SHE ATTENDED PINCONNING AREA SCHOOLS AND DELTA COLLEGE.

MS. DANIELS IS A 4TH GENERATION BAY COUNTY RESIDENT AND RECORDS ARE VERY IMPORTANT TO HER.

CINDY SINICKI INTERVIEW:

MS. SINICKI JUST WANTED TO GET STARTED. THIS WAS HER FIRST INTERVIEW OF HER LIFE. NOT UNCOMFORTABLE, ALWAYS SELF EMPLOYED.

LAW CHANGE, RULES CHANGING, WORKS WITH REAL ESTATE ASSOCIATE "DIVERSE".

BROKER CAN READ LEGALS, DIFFERENT THAN A REALTOR.

MARK DUNCAN RESPECTED BROKER WROTE A NICE LETTER FOR MS. SINICKI WHICH STATED, SHE TAKES TO MOST PROGRAMS, ANY MLS SYSTEMS (3) AND RECEIVES DOCUMENTS FROM MANY SOURCES.

OTHER COMMUNITY ACTIVITIES INCLUDE, DONATES TO HABITAT FOR HUMANITY AND WORKS WITH FUND RAISERS AND A MEMBER OF THE BROKER ASSOCIATION.

CINDY SINICKI IS RESPECTABLE, ACTS IN THE BEST INTEREST OF ALL PEOPLE AND UPHOLDS ETHICS.

CYNTHIA LUCZAK ASKED MS. SINICKI WHAT CONCERNS HER THE MOST? SHE ANSWERED THE "FLOW" OF THE OFFICE. KNOW PEOPLE TO WORK WITH AND NEED TO KNOW THE SYSTEMS, FEELING COMFORTABLE, GETTING TO KNOW THE STAFF WITH A8 SMOOTH TRANSITION.

MELISSA GWIZDALA INTERVIEW:

MS. GWIZDALA CURRENTLY IS A TITLE CLOSING AGENT AND WORKS WITH 2-8 DIFFERENT PEOPLE. SHE EXPLAINS PROCEDURES AND DOES MARKETING FOR THE COMPANY.

TUESDAY NIGHT BUSINESS HOOKUP. NEW BAY AREA COMMITTEE.

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ONLY AT EACH COMPANY 1 YEAR.

ENJOYS VOLUNTEERING AT EVENTS SUCH AS: TRI CITY BREWERY FUND RAISER;
THE PIG GIG; BUSINESS AFTER HOURS TUESDAY NIGHT; COMPANY REQUESTS
HER NETWORKING.

EDUCATION EXPERIENCE IS THE BEST. NO POLITICAL BACKGROUND, STRONG
WITH WHAT SHE DOES AND HAS TO BRING.

MINUTES OF JUNE 5, 2014
BAY COUNTY REGISTER OF DEEDS VACANCY

THE MEETING BEGAN AT 1:35 P.M.

PRESENT: KAREN TIGHE, BAY COUNTY PROBATE JUDGE
KURT ASBURY, BAY COUNTY PROSECUTOR
CYNTHIA A. LUCZAK, BAY COUNTY CLERK

OTHERS

PRESENT: BRANDON KRAUSE, 1ST DISTRICT BAY COUNTY COMMISSIONER
JOE DAVIS, BAY COUNTY RESIDENT
SAM EASTER, BAY CITY TIMES
CYNTHIA SINICKI, REGISTER OF DEEDS APPLICANT
COLLEEN MAILLETTE, REGISTER OF DEEDS APPLICANT
JILL RAYNAK., BAY COUNTY REGISTER OF DEEDS DEPUTY

THERE WAS NO PUBLIC COMMENT.

MCLA 168.204 (c) STATES , THAT BY LAW, THREE (3) ELECTED OFFICIALS, THE COUNTY CLERK, CYNTHIA A. LUCZAK, PROBATE JUDGE KAREN TIGHE AND PROSECUTOR KURT ASBURY WILL SELECT THE REGISTER OF DEEDS AND FILL THE VACANCY. THE COUNTY CLERK AND PROSECUTOR ARE ELECTED OFFICIALS AND THE PROBATE JUDGE IS NON-PARTISAN.

JUDGE TIGHE THANKED TIM QUINN, LEGAL COUNSEL/PERSONNEL DIRECTOR, AMBER DAVIS-JOHNSON, ASSISTANT LEGAL COUNSEL AND THE PERSONNEL STAFF FOR HELPING POST, COLLECT RESUMES AND MAKE SUGGESTIONS FOR THIS PROCESS. HOWEVER, NONE OF THE SUGGESTIONS WERE USED, THE EFFORT WAS APPRECIATED.

JUDGE TIGHE SAID THANK YOU ALSO TO THE COUNTY CLERK FOR HER RESEARCH WHICH PROVIDED A GOOD LIST OF QUESTIONS FOR THE APPLICANTS RECENTLY USED IN CLINTON COUNTY. THESE QUESTIONS WERE COPIED AND COVER ALL THE AREAS THE COMMITTEE EXPLORED. THE CANDIDATES WERE GIVEN THE LIST OF QUESTIONS.

JUDGE TIGHE THANKED THE 46 CANDIDATES WHO APPLIED AND SAID 5 WHO WERE INTERVIEWED HAD THE ESSENTIAL CREDENTIALS OF THIS AWKWARD PROCESS. SHE SUGGESTED EACH GOT A PRIVATE, INDIVIDUAL INTERVIEW WITH INTEGRITY AND GOOD FAITH APPRECIATED.

JUDGE TIGHE ASKED BEFORE TAKING A VOTE THAT CYNTHIA LUCZAK AND KURT ASBURY WERE ON THE SAME PAGE AS SHE WAS.

KURT ASBURY SAID IT WAS A DIFFICULT DECISION FOR HIM AND HE COULD HAVE

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CHOSEN ANY OF THE 5 APPLICANTS. HE SAID ALL THE APPLICANTS HAD SOLID BACKGROUNDS AND IT IS A DIFFICULT CHOICE. HOWEVER, HE IS OK WITH THE CHOICE MADE AND SAID ALL APPLICANTS DID AN OUTSTANDING JOB.

JUDGE TIGHE SAID NONE OF THEM HAVE DISCUSSED THE OUTCOME AND THAT AMBER DAVIS-JOHNSON WILL READ THE NAMES WHICH INSURES A PUBLIC WAY WITH INITIALS.

CYNTHIA LUCZAK VOTED FOR KELLIE DANIELS.
KURT ASBURY VOTED FOR BRANDON KRAUSE.
KAREN TIGHE VOTED FOR BRANDON KRAUSE.

BRANDON KRAUSE WAS APPOINTED REGISTER OF DEEDS WITH 2 VOTES.

MEETING ADJOURNED AT 1:45 P.M.