

Webber Township
2286 W. Springtime St.
Baldwin, MI 49304
Special Meeting 10/29/2025
Ordinance Enforcement Officer Interviews

Call to order: 10:00AM

Pledge of Allegiance:

Attendance Roll Call: Kelly-Late arrived at 10:56AM, Pat-Here, Kathy-Here, Deb-Here, Shaun-Here

Approval of Agenda: Motion to approve agenda made by Pat with support by Deb. 4 Ayes, 1 Absent. Motion carries.

Business at hand: Interview 5 candidates for Ordinance Enforcement Officer position.

1. Allan Rose: Kathy Rose recused herself due to relationship to candidate. Flexible. Perfect driving record. Lake Co Bldg Code Enforcement Officer since 2003. Very organized. Does not procrastinate. Willing to deviate from process when needed. Has represented Co. in court cases. Defuses difficult situations by staying calm-offering guidance and helping out. Most difficult situation involves children. Has reached out to various agencies to get help.
2. Anthony Riley: Comfortable with job description. Has driver's license. Easy going. Can handle stressful situations. Doesn't get intimidated. Certified Fire Fighter 1 & 2. Tow truck driver doesn't engage in altercations. Walks away. Can work unsupervised. Has worked as supervisor. Prioritizes by doing largest/furthest job first and work way in. Likes to be efficient & not take up other peoples' time. Uses notebooks & lists.
3. Timmy Lee Smith-Reynolds: Comfortable with hours. Has Driver's license. Lived in Lake Co all his life. Very good under stress. Deals with conflict well. Fire Fighter 1 certification. Tries to work out issues with others. Has worked without supervision with no problems. Prioritizes by hardest to easiest. Handles conflict by remaining calm and taking one step at a time. Asked what training is available.
4. David Williams: Pat recused herself due to relationship to candidate. Understands the job. Has valid Driver's license. Has worked in construction. Used to working independently and making own schedule. Feels he would be a good addition. Treats everyone with respect. Has worked with codes and various townships. Has built his name in the construction trade. Doesn't have to advertise. Gets jobs by work of mouth. Deals with customers changing mind by embracing challenge and moving forward. Keeping word is best. Used to having to meet customer/general contractor expectations and deadlines. Self motivated-hyper focused on getting job done. Can handle pressure

well. Knows name, pay, next job are on the line if he doesn't meet deadlines. He understands the position due to construction experience.

5. Jeremy Hunter: Arrived 10 minutes late for interview. Read job description was not sure what all is involved, especially with court proceedings. Has Class A CDL and clean record. Pays high attention to detail and has good people skills. Doesn't stay at one place long. Gets bored & leaves. Willing to adjust. Handles conflict by deflecting. Self motivated. Handles chaos well due to upbringing. Was raised with structure. Strives for constant improvement.

Both Kathy and Pat abstained from discussion of candidates' interviews due to relationships with candidates. They removed themselves from the room so the remaining board could freely discuss all candidates.

Board discussed each candidate's strengths and weaknesses. There was a lengthy discussion on whether or not experience was necessarily important. Sometimes an inexperienced person can be better molded to the needs of the employer. The consensus was, due to the current state of the Zoning Dept., it would be best to have someone with experience in code enforcement that could easily pick up the job.

Deb made a motion to offer the Ordinance Enforcement Officer position to Allan Rose. Kelly supported. Roll call: Kelly-Yes, Pat-Abstain, Kathy-Abstain, Deb-Yes, Shaun-Yes. 3 Yes, 2 Abstain. Motion carries.

Deb made a motion to set wages at \$20/Hour for up to 15 hours per week with start date of Tuesday, 11/4/25. Kelly supported. Roll call: Kelly-Yes, Pat-Yes, Kathy-Abstain, Deb-Yes, Shaun-Yes. 4 Yes, 1 Abstain. Motion carries.

Public Comments: Joan asked questions of several of the candidates.

Other Business: Deb asked all Board members to go through the current Employee Handbook and write down their suggestions/corrections/changes so the Personnel Committee can review and rewrite the book for Board approval.

Motion to Adjourn: Shaun made motion to adjourn with support by Pat. 5 Aye votes. Motion carries. Meeting adjourned at 1:36PM

Respectfully submitted,

Deborah L Hanes

Webber Township Clerk