

Meeting of Story CCB 18 March 2011

Called to order at 10:02 a.m. Tedesco, Hornstein, Pease present. No guests.

First call to Larry Gullett 10:03. Call ended 10 56.
Questions asked are attached.

Second call to Geno Adams at 11:00. Call ended 11:41.
Questions asked are attached.

Meeting recessed until 12:50 for lunch.

Meeting resumed at 11:55.

Third call to Michael Cox. Called at 1:01 p.m. Call ended at 2:02.
Questions asked are attached.

Fourth call to Brian Lammers at 2:04 p.m. Call ended at 2:34.
Questions asked are attached.

After discussion, we will give our recommendation to the whole CCB to bring in two of the candidates, Larry Gullett and Michael Cox. Pease moved, Hornstein seconded. Passed unanimously.

Joyce mentioned that when we call the references for those two, we need a set of questions that we use for each reference. Jim mentioned the need to check that these applicants have, indeed, completed their college degrees prior to final hiring.

We'll submit questions for reference checks to Ted. He will request that the other two members complete the reference checks.

Next meeting for 7 p.m. 23 March 2011 at McFarland Park conference room. At that time, we'll decide on who to bring in, a budget for bringing them in for face-to-face interviews, and a calendar for doing so. We'll also complete the interview plan for each candidate.

Hornstein moved for adjournment. Pease seconded. Adjourned 2:58 p.m.



Submitted by James Pease, Board Secretary

Ted Tedesco, Board President

Candidate: _____

Thanks for applying for the Story County Conservation Director Position. We have received and read your application and would like to use this phone interview to do some further screening of applicants and give you an opportunity to ask us questions about the position. We appreciate your taking time today to speak with us.

Here in the room are 3 County Conservation Board members, Ted Tedesco, chair of the Board, Jim Pease, Board secretary, and Joyce Hornstein, Board member. Because of Iowa's Open Meeting Law, this is considered a public meeting and we are recording this meeting.

We have your application in front of us. Are there any additions or changes you'd like to make to your application?

1. What do you believe are your greatest strengths is for this position?
2. What do you feel would be the most important aspect of your job in the first 3 months?
3. What is the most difficult aspect of the job you have now? Describe how you deal with that aspect.
4. You have had progressive responsibilities through your career, as indicated on your application. Please describe how this position fits into your career plans.
5. This job involves hiring, evaluating, and supervising approximately 17 other employees of the Story County Conservation department. Please describe your management style and give us an example from your experience as to how you implement that style.
6. As you are aware, many conservation jobs require hard work and long hours for pay that is sometimes below what they might receive in other private sector jobs. Explain to us how you make your employees feel valued, no matter what their position?
7. The Conservation Director is one of several county department directors. Though the Conservation Director is hired by an independent Board of citizens, maintaining positive relationships with other departments and with the Board of Supervisors is very important. Describe from your experience how you establish and maintain such relationships.
8. Describe your experience in hiring and training employees. What techniques have you used to hire employees and train them?
9. What experience have you had in land acquisition?
10. What experience have you had in hands-on land management?
11. Describe any experience you've had in supervision of staff that often must work independently and often at dispersed locations. How do you

- maintain communications with such a staff group? Do you hold regular staff meetings?
12. What experience do you have with private foundations to support conservation work? Please describe.
 13. Let's assume that you are hired for this position. A year after you are hired, how should we measure whether or not you've been successful in this position?
 14. If you are selected for a face-to-face interview for this position, when would you be available to come to Ames? Please send us, via email, a list of references we can contact.
 15. What questions do you have for us, about Story County Conservation or this position?