



County of Ottawa
Administrator's Office

Alan G. Vanderberg
County Administrator

12220 Fillmore Street, Room 331, West Olive, Michigan 49460

(616) 738-4068

e-mail: avanderberg@miottawa.org

County Administrator's Weekly Digest **December 17, 2010**

LAND ACQUIRED TO EXPAND BEND AREA ON GRAND RIVER, John Scholtz

The Ottawa County Board of Commissioners took action at its December 14, 2010 meeting to approve a purchase agreement with Huizenga Development Land, L.L.C to acquire 70 acres with approximately 0.7 miles of Grand River frontage in Georgetown Township. The purchase expands the Ottawa County's Bend Area park site from its current size of 188 acres to 258 acres and expands its Grand River frontage to 1.3 miles. The purchase price for the property is \$336,000 with funding from the parks and recreation millage. The property had been targeted for acquisition for several years.

Ottawa County Parks first targeted land in the Bend Area for acquisition in 2000 following the completion of a master plan for the property which includes both natural land along the Grand River and gravel pit properties currently being mined. The goal is to transform the area into a 500 acre county park following the completion of mining activities in future years. Ottawa County purchased its first property in the area, 188 acres from the Boyntons, in 2008. Future park facilities at the park will include swimming, picnicking, hiking and related recreation activities. In the short-term, following installation of boundary signs and other improvements, the newly acquired property will be developed with hiking trails and also be available for fishing and archery deer hunting.

The acquisition is also consistent with Ottawa County's efforts to establish greenways along its key river corridors including the Grand, Pigeon and Macatawa Rivers. Funding for this project is provided through the county parks millage approved by voters in 2006.

A map depicting the purchase is attached to the Digest email message.

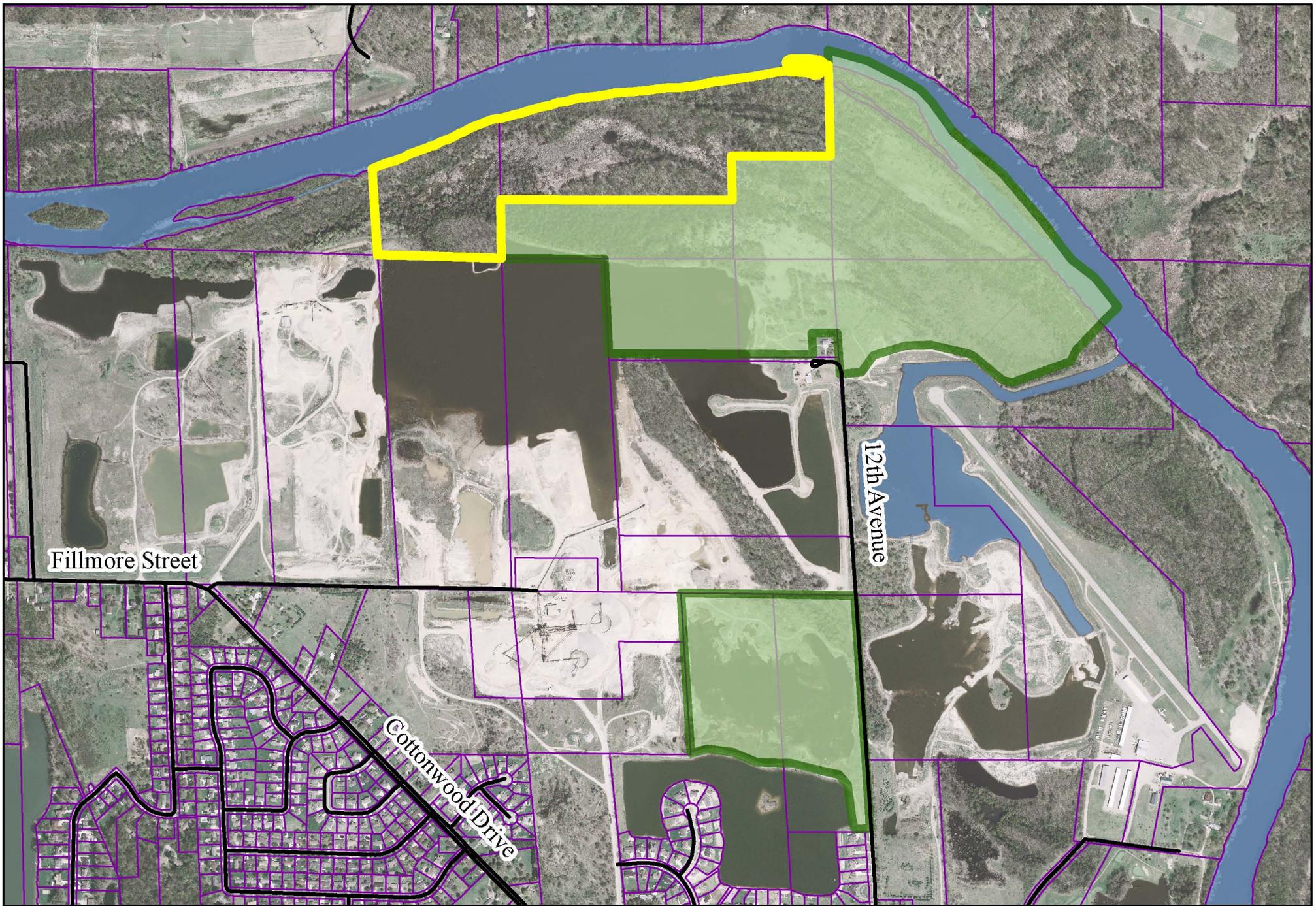
RUMORS REGARDING MY EMPLOYMENT AGREEMENT

I am at the end of the first year of the latest iteration of my employment agreement with Ottawa County. My contract has two sections that allow for increased salary compensation. The first is a yearly cost of living increase, which when the economy started going bad, was tie-barred to whatever the Unclassified Group receives in salary increases. Thus, I will receive a 0% cost of living increase like almost all other employees.

The second is a "bonus" provision. That is probably not the best description of what is in the contract because "bonuses" are granted regardless of performance. The Board decided that a portion of my salary compensation would come in the form of pay for performance. So instead of awarding me a larger increase, a section of my contract provides that I receive a 1% pay for performance increase for achieving a certain score on my annual performance evaluation, a 2% pay for performance for achieving a higher score and 3% for an even higher score. I have achieved the 2% pay for performance range since this provision was started. Attached to the Digest email message is the 2010 version of the annual memo that I send to the Board of Commissioners that begins the annual performance review of me by the Board. Note that the date on the memo is November 29, 2010. Please also note that in the

memo, I informed the Board of Commissioners that I would not accept a “bonus” this year because I do not believe it would be appropriate. The Board accepted a 10% pay cut and most County employees with the exception of the POAM Act 312 eligible, which had a third year contractual salary provision, are a the 0% increase for 2011.

Why am I telling you all of this? I was alerted to the fact earlier this afternoon that my employment agreement is being passed around the County Courthouse in Grand Haven with the claim that I am not giving up anything while asking others to go without increases in this bad economy. Obviously this could be harmful as we try to conclude labor contract negotiations with several unions. I wanted to show that this claim is false in the spirit of transparency.



Bend Area Expansion





County of Ottawa Memorandum

DATE: November 29, 2010

TO: Chair Kuyers & Board of Commissioners

FROM: Al Vanderberg, County Administrator

SUBJECT: 2010 County Administrator Performance Evaluation

Please find enclosed the County Administrator Performance Evaluation Form. We created this form in 2004 with input from the Board and department heads and this is the sixth review completed with this form. Please complete the enclosed evaluation form by **Tuesday, December 14** and return to Chair Kuyers or to Misty Cunningham, who will hold them confidentially for him.

The form consists of five separate competency areas that are each worth 10% of the evaluation total including Communication Skills, Leadership and Management Skills, Planning and Organization, Interpersonal Skills, and Job Knowledge. **In order to complete this portion of the evaluation, please enter a score from 1 to 5 in the top right corner where the word Rating is. One is the worst score and five is the best score so it's similar to football and not golf.** There are areas for you to write comments if you wish to in sections titled Supporting Statements, Comments and Examples; Strengths; Areas for Development (improvement); and Goals and Development Plan for Next Evaluation Period. This first part of the evaluation is worth 50% of the total evaluation.

The second part of the evaluation begins on Page 7 and rates my performance relative to accomplishing Performance Goals. We updated the Objectives (annual Business Plan) portion of the Strategic Plan in January of 2010 and have updated the Board on plan progress quarterly since June with the new "stop sign" green-red-yellow method. I've enclosed a copy of the draft 4th quarter update.

In order to complete the Performance Goals section of the review, please enter a score (again, 1 is the lowest and 5 the highest) in the upper right hand corner of page 7 where the word Rating is located.

To complete the review, please enter the scores for each of the five competency areas and the Performance Goals section in the summary section located in the lower left corner of page one. A pre-addressed, stamped envelope has been included so that you can mail the review in once you have completed it.

I hope that each of you will complete this. I view myself as a continual, life-long learner and greatly value opportunities to improve my effectiveness.

It has been a challenging year in which we have reached significant milestones including dedication of the new Ottawa County Courthouse, health care benefit overhaul, credit rating improvement/maintenance, balancing the budget in the second year of property tax decreases and completion of the clerk-register combination issue. While we have not reached final resolution on the DB:DC issue, we did make major strides on this as well in 2010.

Regardless of how this review turns out I will not accept a bonus this year as it would just not be appropriate.

Thank you for the opportunity to serve and I look forward to meeting the challenges with you that the next year will bring.