

**Northfield Township** Attn: Personnel Committee 8350 Main St. Whitmore Lake, MI 48189

Dear Sirs,

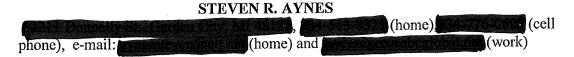
I am very interested in discussing with you the Northfield Township Manager position. I have been in management positions over the course of my 40 year career primarily in local government. I have a BA in Urban Studies & Public Administration followed by a Masters Degree in Public Administration. In addition to the educational requirements I have experience in the 5 areas listed as requirements for the position. This includes Budget Preparation, Personnel Administration, Finance, Policy Development, and Planning/Economic Development. The list of key issues and Challenges are all ones I have worked on as a team with the elected officials, employees, consultants, and most importantly with the citizens in the communities I have served.

- In both Constantine, MI and Geneva, NY I have worked on development of downtown areas near water. In Constantine, we constructed a public boat access on the St. Joseph River and developed the park area around it. In Geneva, NY a project was underway to relocate a state highway along Seneca Lake (One of the Finger Lakes) and to develop the area for commercial and recreational use. This was adjacent to the State park and Marina.
- In both Garden City, MI and Geneva, NY a Downtown Master Plan was developed. I also worked with various organizations to improve the downtowns in Constantine, MI and Geneva, OH.
- In a number of communities, we worked on sewer line improvements. The largest was the separation of the storm and sanitary sewer systems and reconstruction of 20 miles of local streets out of a total of 100 miles maintained by Garden City.
- Master Plan and Zoning Regulations developed and/or implemented in a number of communities. Successful efforts were made to improve and keep businesses. New residential and business were encouraged and developed. Maintenance of a high level of services was a priority, but was affected by the economic condition of the communities and state financial policies. I have also worked cooperatively with adjacent townships in three communities.

Due to the downsizing of our operation I am seeking other employment with the full knowledge and understanding of my Board of Directors. I presently have 5 Mayors serving as their Community's representative on the Board, and 5 other local officials serving as alternates. I have worked well with many elected officials at the local, state, and occasionally Federal Level to the benefit my employers.

I am experienced, detail oriented, loyal to my employers, dedicated to the idea of Public Service, protective of my employees, responsive to the public, and I have consistently demonstrated my integrity in both my public and private life. Working as a team with the Township Board, I am confident that we can maintain the high community standards as well as addressing the Challenges outlined for the future.

Sincerely, Steven R. Aynes



Professional Manager with over 40 years of experience. Nineteen Years in the City Management Profession, 2 ½ years with a Non-Profit Housing Organization, 3 years as a Human Resource Director, and over 17 Years in Solid Waste/Recycling Management.

### Areas of Expertise Include, But Are Not Limited To...

City Council, Board, and Commission Relations \* Inter Governmental Cooperation \* Downtown Improvement \* Economic Development \* Planning and Zoning Administration\* Human Resource Management Including Labor Relations and Employee Benefits\* Finance and Budgeting\* Public Works Operation and Construction\* Non-profit Housing Development \* Public Safety (Police, Fire, and Emergency Medical Services) \* Solid Waste/ Recycling Management\* Strategic Plan Development \* Public Relations\*

#### **Formal Education**

University of Dayton, Dayton, Ohio Masters of Public Administration, 1977 Miami University, Oxford, Ohio, Bachelor of Arts, 1975, Double Major: Public Administration Urban Studies (City Planning)

6/01 to Present <u>Executive Director</u>, Central Wayne County Sanitation Authority (CWCSA). Coordinating Solid Waste Disposal for the cities of Dearborn Heights, Garden City, Inkster, Wayne, and Westland (total population 224,000).

Oversaw private and public operation of Waste to Energy (WTE) Plant. Upon closure due to the private operator going bankrupt, negotiated a 20 year disposal contract with Waste Management MI (WMM). Demolished and recycled WTE Plant and sold WTE site for \$ 1 million. Also closed and capped Ash Monofill. CWCSA reduced the tipping fees and also distributed \$ 4.6 million of savings back to the member cities. All debt paid off in full. Downsized operations (including Director Position) to two part time employees.

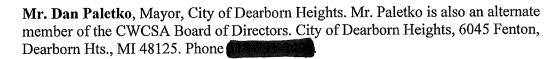
11/10 to 4/1/14 Human Resource/Labor Relations Director, City of Ecorse, MI. As an Independent Contractor appointed by the Emergency Financial Manager (EFM). Duties included Interviewing, Employee Benefit delivery, worked in cooperation with the 4 Labor unions including the Act 312 process, grievances, mediation, reorganization, and downsizing. Administered the Workers Compensation, Unemployment and death benefit claims. Also coordinated employee retirements through the Municipal Employees Retirement System (MERS). Served as a special project coordinator for the EFM. Concurrent while still serving as Executive Director of CWCSA.

3/01 to 5/01		g Executive Direct m Management foll		ion of Execu	ıtive Dire	ctor.
11/98 to 8/01	NDN	Housing Director, Northwest Detroit Neighborhood Development NDND), coordinated building 59 new homes in the Brightmore area. Worked with volunteers to demolish over 20 dilapidated houses and to clean up lots.				
3/97 to 8/98	<u>Actin</u> Interi	g Executive Direct m Management foll	tor, CWCSA lowing resignat	ion of Execu	ıtive Dire	ctor.
	Waste Waste Team	linated transition from the tender to the tender to Energy (WTE) ster Union to Opera Moody's a very uni	transformation power plant. Nating Engineers	into a privat egotiated ch and new co	ely operat ange from ntract. Se	ted 1 cured
6/96 to 5/01		te Governmental of ded interim manage		and consulti	ng.	
4/77 to To 5/96		Management Carent carent carents.	eer spans 19 yea	ars of progre	essively re	sponsible
	ears of	Position	Community	Population		# of Employees (Full Time)
1	993-96	City Manager	Garden City, N	MI 31,846	\$ 23.5	150
1	989-92	City Manager	Geneva, NY	14,000	\$ 10.0	130
1	985-89	City Manager	Geneva, OH	6,500	\$ 2.5	30
19	979-85	Village Manager	Constantine, I	MI 1,680	\$ 1.2	16
	977-79 (included	Admin. Assistant l service as Acting	Forest Park, C City Manager d	OH 20,000 luring transi	tion in Cit	ty Managers)

## Other Public and Private Experience

Additional governmental experience gained between 1970 and 1975 with part time or summer positions. Two part time positions in the Michigan Insurance Industry.

#### References



Mr. Chris Johnson, Corporate Counsel for CWCSA. Mr. Johnson also served as the elected Mayor of the City of Northville for many years. He is with the law firm of Johnson, Rosati, Schultz & Joppich, P.C., 27555 Executive Dr., Suite 250, Farmington

Mr. Jerry Ellis, Bankruptcy Attornery for CWCSA. Mr. Ellis is also the former Mayor of the City of Farmington Hills. He is with the law firm of Couzens, Lansky, Fealk, Ellis, Roeder & Lazar, P.C., 39395 West Twelve Mile Road, Suite 200, P.O. Box 9057, Farmington Hills, MI 48333-9057. Phone

Mr. David Domzal, Attorney. Mr. Domzal is the former President of the Council for the Village of Beverly Hills, MI. He also served as a Council member. Williams Acosta, PLLC, 535 Griswold St., Suite 1000, Detroit, MI 48226-3692. Phone of Mr. Domzal's clients is Waste Management of Michigan (WMM).

Mr. James G. Fausone, Environmental Law Counsel for CWCSA. Mr. Fausone is also the former Chairman of the Detroit Water & Sewer Board. He is with the law firm of Fausone Bohn, LLP, 41820 West Six Mile Rd., Suite 103, Northville, MI 48168-2775. Phone Fax Number is E-mail address is

Additional References, samples of writing, and more detailed information available upon request.

## **SALARY HISTORY FOR STEVE AYNES**

## **Central Wayne County Sanitation Authority (CWCSA)**

I am currently serving as Executive Director of CWCSA. This is a part time position. Annual pay is \$30,906 (\$2,575/mo.)

The compensation was increased by the CWCSA Board July 1, 2015 and on July 1, 2016. Prior to this, the compensation was adjusted following downsizing of the operation through negotiation from an hourly rate to an annual salary of \$ 30,000.

I started as permanent Executive Director In June 2001. The Salary progressively increased from \$ 40/hr. to \$ 46.61/hr. Yearly income ranged from \$ 48,474/yr. to a high of \$ 94,848/yr. The amount was dependent on the number of hours worked during a Fiscal Year.

OTHER EMPLOYMENT	STARTING	HIGHEST SALARY
Ecorse	\$ 61,568	\$ 61,568
CWCSA	\$ 60/hr.	\$ 60/hr.
NDND	\$ 40,000	\$ 54,000
Primerica	Commission	Commission
CWCSA	\$ 72,000	\$ 72,000
American Income Life Ins.	Commission	Commission
American Income Life Ins.  Garden City, MI	\$ 60,000	\$ 63,000
	1	
Garden City, MI	\$ 60,000	\$ 63,000
Garden City, MI Geneva, NY	\$ 60,000 \$ 43,000	\$ 63,000 \$ 49,000
Garden City, MI Geneva, NY Geneva, OH	\$ 60,000 \$ 43,000 \$ 30,000	\$ 63,000 \$ 49,000 \$ 33,00 0

# NORTHFIELD TOWNSHIP MICHIGAN

8350 Main St. Whitmore Lake, M1 48189 Phone: 734-449-2880 Fax: 734-449-0123

## Employment Application

Prospective employees will receive consideration without discrimination based on religion, race, color, sex, age, national origin, height, weight, marital status, disability, or veteran status.

Last Name	First Name	ſſ	M. I.	Today's Date
AYNES	STEVEN		R.	5/11/17
Street Address	City			State Zip
				MI SOU
E-mail	Home Phone	(	Cell Phone	
Are you eligible to work in the United States?	Are you 18 year	rs of age or older	7	Social Security Number
Yes No	<b>1</b>	Yes 🗖 I	No	XXX-XX-
Do you currently have a valid Driver's License	7 License Numb	er:	State:	Expiration Date;
Yes No			MI	01-25-2021
Have you been convicted of a felony in the pas	st seven years?			
☐ Yes    No	If yes, please explain:			
What position are you applying for?		How aid you t	near about th	is position?
TOWNSHIP A	lanager	MICHIGA	AU MUN.	TCIPAL LEAGUE
Expected/Desired Pay Rate	Date Avallable	Have you ever	applied with	us before?
\$ 60 - 8 75,000	May 30, 2017		Yes 🔼	No
Education				
Name & Location	Last Year Co	mpleted		egree earned
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College or University	124 12	3 <b>4</b>	BH D	STUDIES & PUB. Home
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University of Dayton, K	Dayton OH		1 12030-131 / 1	OILC HAMMICHANS
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Employer Name Cantral Wayne County Southathan	Phone Number -72/1 77	92 n 10 - 5
Address 3850 Second St., Svisa 170, Warne ME 49/04	Supervisor's Name	93-1805 Rorey Bound of Oth
Job Title Exerctive Director	Starting Salary	Ending Salary
Employment Dates From: 6/2001 To: Present Duties: Cardinate dispused of Solid wasta for		Edwares Brokent
Duties: Cardinary a drift Polarica work with Trees.	South Soute A feel	Regulators
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If no, please explain;		
	Type of Business	1 10000
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Address 3 969 W. Telferson, Ecorse, MI 48229	C isas's Nama TAKE	730-9526 (cell)
Job Title Humon Resource / Laten Rolatines Director	Supervisor's Ivaria	Ending Salary # 61,568
Employment Dates From: 4/1/14	Starting Salary 61,569	Labor wearhaffor
Duties: One-saw employee records; serel's, Employee Grannes, Referens, Rethre Ba	white Whomb	Lisability Jus.
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If no, please explain: Although I worked by  Employer Name  Address  Job Title  Employment Dates From: To:  Duties:  Reason For Leaving:  May we contact this employer for a reference?  If no, please explain:  References (no relatives please)	Type of Business Phone Number Supervisor's Name Starting Salary  Yes No  How do you know this person? Pel. Member	Ending Salary  How long have you known this person? 19 yrs
If no, please explain: Although I worked but the Employer Name  Address  Job Title  Employment Dates From: To:  Duties:  Reason For Leaving:  May we contact this employer for a reference?  If no, please explain:  References (no relatives please).  Name Dan Palatko  Mayor, Cay do Degreson Hts  Chris Jahnson	Type of Business  Phone Number  Supervisor's Name  Starting Salary  Yes No  How do you know this person? Bels Member  Atherist General  Causal Arriss	Ending Salary  How long have you known this person? 19 y/s.
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### Disclaimer & Signature

I hereby authorize the Township of Northfield to contact, obtain, and verify the accuracy of information contained in this application from all previous employers, educational institutions, and references except where I have indicated they may not be contacted. I also hereby release the Township of Northfield and its representatives from all liability for seeking, gathering, and using such information to make employment decisions, and all other persons or organizations for providing such information.

By signing, I certify that the facts set forth in my application for employment are true, correct and complete to the best of my knowledge. I understand that if employed, any false statement on the application may result in my dismissal. I further understand that this application is not nor is it intended to be a contract of employment, nor does this application obligate the Township of Northfield in any way if the township decides to employ me. I understand and agree that my employment is at-will, and can be terminated by either party with or without notice, at any time, for any reason.

Ston R. agree

Signature

Date