

City Clerk

From: Mayor's Assistant
Sent: Monday, June 3, 2024 8:47 AM
To: City Clerk
Subject: FW: 2 References back of the 4
Attachments: Reference check questions for employment D. T. -1.docx; Gruits Recommend CZ 5-21-24.pdf

From: Mayor's Assistant <assistant@cityofmi.org>
Sent: Thursday, May 23, 2024 7:51 AM
To: Steve Moskwa (smoskwa@sbcglobal.net) <smoskwa@sbcglobal.net>; Anneke Myers (annekemyers@yahoo.com) <annekemyers@yahoo.com>; Richard Chambers (rchambers19@gmail.com) <rchambers19@gmail.com>; Margaret Doud (mdoud@lighthouse.net) <mdoud@lighthouse.net>
Subject: 2 References back of the 4

Good morning Mayor and Committee,

I have two of the four references back for Mike. The word document is from Doug Topolski and the PDF is from Chris Zieger.

I will have these in your packets for the meeting.

Thank you,

Trista L. Franco

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1. Please describe your relationship to the candidate?

Good working relationship.

2. What are the candidate's strengths and weaknesses?

Excellent work ethic, able to get along well with others, team player, empathetic and well-liked by the community.

3. Does the candidate work well with others?

Yes

4. Can you describe a time when you watched the candidate face a challenging or stressful situation? How did they handle it?

Candidate is often tasked with senior transport and vehicle escorts. This can be very stressful and can lead to a surly attitude. Gruits was able to handle the tasks while still maintaining a good attitude toward residents.

5. Would you describe the candidate as dependable?

Yes

6. What are some accomplishments you've noticed the candidate reach?

Candidate was awarded a life-saving citation after saving the life of a heart-attack victim, candidate has handled moving to the island with a wife and 4 kids, which is an impressive accomplishment in itself!

7. Would you hire the candidate?

I did hire the candidate.

8. What skills does the candidate have that you believe make them stand out as a quality candidate?

Excellent interpersonal relations, ability to analyze tricky community problems and suggest solutions, good organizational skills.

9. How would you describe the candidate's communication and listening skills?

Very good.

10. Would you ever work with the candidate?

Yes

11. Describe the candidate's work ethic?

Excellent. Has to be reminded to list his overtime on his time sheet. Would probably work for free if you let him.

12. Why would you recommend the candidate for this particular position?

Having worked here for several years, he already has a good grasp on what the job entails and he has the support and respect of his coworkers.

Mike Gruits

1. Please describe your relationship to the candidate?

I have known Mike and his family for several years. We coached football together and our families socialized together.

2. What are the candidate's strengths and weaknesses?

Mike is of high character and integrity. He is a good communicator and listener. I can't describe any weaknesses that would stand out.

3. Does the candidate work well with others?

He does work well with others and thrives in an assistant role but at the same time can lead. During our coaching years he would offer to fill any role necessary and was respected by all kids, parents and coaches.

4. Can you describe a time when you watched the candidate face a challenging or stressful situation? How did they handle it?

Mostly during sports when things were not going our way he would remain calm and encourage those around him to not make excuses or complain but instead move forward. Mike deals with adversity by using common sense and reasonableness.

5. Would you describe the candidate as dependable?

This is probably one of his strengths and it comes without expectations in return.

6. What are some accomplishments you've noticed the candidate reach?

He is an accomplished military veteran. A family man who enjoys his kids and former PA state Trooper all of which are accomplishments he is proud of.

7. Would you hire the candidate?

Absolutely, at one point one of his kids was given a hard time by another player. Mike said he would probably be going to another team and did not want to disrupt our team. I would not accept losing him or his son(s) and thankfully they stayed. The problem player was a true problem and at no time did Mike ask him to be removed.

8. What skills does the candidate have that you believe make them stand out as a quality candidate?

He is an all around good person. He is intelligent, dedicated and will always do the right thing. I think his teaching skills and ability to communicate would make him a good leader of a law enforcement agency.

9. How would you describe the candidate's communication and listening skills?

Both excellent as stated in previous answers.

10. Would you ever work with the candidate?

Absolutely. He is a pleasure to be around and yet very responsible and serious when it comes to getting the job done.

11. Describe the candidate's work ethic?

Excellent work ethic. He is professional and does everything 100 percent.

12. Why would you recommend the candidate for this particular position?

I have been in law enforcement for over 30 years. I have been the Chief Deputy for almost 15 years. The field of law enforcement needs more people like Mike in leadership roles. With his communication and experience in the field he will be prepared to deal with all situations in a professional and respectful manner. I believe Mike will represent the City well in this position.

Christopher 38 5/21/24



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