



City of Ferndale Temporary Mayoral Appointment

To be considered for a temporary appointment as Mayor of the City of Ferndale (approximately September–December 2019), please complete the following application. Resumes and/or letters of intent are encouraged and can be **attached to the form using the button on the left**. Applications will be accepted August 19–September 3, 4 p.m. City Council will review applications and are expected to make an appointment at their regular September 9 meeting.

Name: Melinda Cupples	
Home Address: 354 East Marshall Street Ferndale, MI 48220	Work Address: Ford Motor Company One American Road Dearborn, MI 48126
Home Phone:	Work Phone:
Cell Phone:	Email: mcupples1@yahoo.com
Minimum two-year Ferndale residency is required for this position. <input checked="" type="checkbox"/> I am a Ferndale resident. If so, for how many years? <u>14</u>	

Describe experiences you have had that led to your desire to serve the City.

When I moved to Ferndale, I knew I wanted to be a part of this very dynamic, grassroots community. I wanted to be a part of the direction and path our great city was taking, but firmly believe that if you want to see change, you must be a part of the process and offer solutions.

My first efforts were to be part of the Ferndale Community Foundation. I had the opportunity to learn about non-profits from the ground up. After being on the foundation for a few years, I felt a natural progression of my involvement in our community was to become more involved in city government.

It was important to me to be a part of the City's future, so in 2012 I applied for and became a board member on the Downtown Development Authority. During my tenure on the DDA I have served multiple terms on the Executive Board. My experience on the DDA has provided me the opportunity to be a part of larger discussions that affect our city, visitors, business owners and residents.

The board has had to address difficult issues including, parking meters; rates, parking lots and liquor licensing. While we may not always have agreed on the path to take, my goal was always to do what is best for our city. Open and honest discussions—even where there are differing viewpoints, in my opinion leads to the best decisions. My goal has always been to have enough information from these discussions to educate and advise our residents and business owners.

I have a great deal of respect for City Council members and the Mayor. These are not easy jobs. We all know that you can never make everyone happy, but we serve in these public positions because we care about our city and our cities future. Our city is growing, and we have amazing community leaders, developers, business owners and involved residents—it is a critical time for our future. Our outgoing Mayor understood the dynamics of our city and the complexities of its many stakeholders. I am volunteering myself for this position, to continue the work of Mayor Coulter and to provide leadership and stability for the few months until the November elections.

Provide a brief biography including your skills, background and expertise, as well as involvement in the community, professional or other non-profit organizations that are specifically applicable to this position.

In 1999 I transferred as an employee of Ford Motor Company to southeast Michigan. During my search for a new community, I discovered the City of Ferndale. I made Ferndale my home and have loved every minute of it.

In 2005, I was able to purchase my home and become a permanent resident of Ferndale. I became enmeshed in the community. I applied for and joined the Ferndale Community Foundation and gained an understanding of importance of contributing my efforts to a non-profit. I became involved in local politics and community events, supported our business owners, neighborhood communities and charitable causes. I have also always supported and encouraged our goals of community diversity.

Ultimately, I filed my application with the Board of Directors for the Downtown Development Authority and in 2012, I was appointed by Mayor Coulter to the DDA Board. Since that time, I have served on the Executive Board of the DDA.

I have 30 years of experience working with Ford Motor Company in the areas of Human Resources and Special event planning. Throughout my career I have had many assignments that have helped develop my skills in Leadership, problem solving, and team work. These different professional experiences can be found in more detail in my resume, but include:

- Natural problem solving skills that create both practical and agreeable solutions.
- Ability to work independently or constructively with others.
- Intuitive interpersonal skills.
- Highly motivated, self-directed and detailed oriented.

Employment: List your three most recent employment experiences.

Dates	Company Name / Location	Position	Job Description
08/16/89 - Present	Ford Motor Company	HR / Labor Affairs	See Resume

Education: List your three most recent educational experiences.

Educational Institution / School	Degree Received	Area(s) of Study
Central Michigan University	MSA	Human Resource Management
State University of NY, College at Fredonia	BS	Business Administration

Important Public Records Information: All information submitted in this application is public information and subject to disclosure in response to a public records request made pursuant to the Freedom of Information Act. Please contact the City Clerk at 248-546-2381 if you have any questions or concerns about the disclosure of specific information.

Truth and Accuracy: I certify that the information contained on this form is accurate and complete to the best of my knowledge. I understand that all information disclosed on this form will be available to the public as part of a Freedom of Information Act request.

eSigned via SeamelessDocs.com

Key: 4ac55a89757b6a2b0a171be800c8f0e

08/26/2019

Applicant's Signature

Date

"Be Obsessed With Finding A Better Way"

Melinda A. Cupples
354 E. Marshall Street
Ferndale, Michigan 48220
mcupples1@yahoo.com

SUMMARY:

Human Resource Manager with over 30 years of diverse experience. I have spent my career in a very fast pace, and challenging Automotive Industry environment. My experience ranges from Human Resource Administration at different plant locations to strategizing at the executive Labor Affairs level. My core belief as a HR Professional is to find agreeable solutions, while being fair and equitable to all who will be affected.

CORE COMPETENCIES:

- **Diverse Expertise** in all aspects of Human Resource affairs.
- Ability to develop **effective relationships** with all levels of management.
- Ability to **quickly analyze** a situation and identify necessary actions.
- Has always shown **integrity** and a strong will to **drive behaviors** that are core to having a successful and efficient work environment.
- Incredible **Insight** that has resulted in successful recruiting.
- Natural **Leadership** skills that allow me to motivate peers as well as direct reports.
- Highly **motivated**, self-directed and detailed orientated.

PROFESSIONAL ACCOMPLISHMENTS:

Ford Motor Company – 08/16/89 – Present
Dearborn, Michigan

Human Resource Division Representative, Labor Affairs, Dearborn Michigan

- Establish relationships with Manufacturing and UAW partners.
- Responsible for interpreting new/current contractual language.
- Special projects and training as required.

Human Resource Coordinator, Labor Affairs, Negotiations Planning, Dearborn Michigan

- Established and Maintained excellent working relationship with all levels of management and UAW.
- Encouraged and was successful at keeping the focus on win/win results.
- Responsible for negotiating cost reduction initiatives resulting in a savings of over \$40 million over the term of the agreement.

Human Resource Manager, Dearborn Diversified Manufacturing Plant, Dearborn Michigan

- Directly involved in the personnel re-structuring in line with Plant consolidations.
- Directly managed 4 direct reports, staff of 8, responsible for 800 hourly employees and 80 salaried employees.
- Strategized with management and UAW on creative ways of reducing labor and overhead expenses.
- Extensively coached and counseled both hourly and salaried employees on a daily basis.
- Responsible for maintaining fairness and equity in the compensation planning system.

Project Manager, UAW-Ford National Programs Center, Detroit Michigan

- *Negotiated contracts with outside vendor for support and services at special events.*
- *Negotiated approximately 30 contracts with educational providers to service Ford and Visteon facilities across the country on educational and training programs.*
- *Worked with in-house building management on policies and procedures that enhanced the capabilities of the National Program Center staff.*
- *Consistently delivered initiatives on time and on budget.*

Human Resource Business Partner, Salaried Personnel and Training, Romeo, Michigan

- *Led recruitment and selection process to staff new salaried positions related to launch of new plant product.*
- *Worked as a Business Partner in reviewing team performance evaluations and compensation planning.*
- *Actively participated in driving core values of the team environment, such as coaching, team building, and employee development.*
- *Ensured organizational compliance with Federal, State and Local Regulations.*

EDUCATIONAL BACKGROUND:

Central Michigan University

Degree: Master of Science in Administration

Major: Human Resource Management

Graduated: December 2003

State University of New York, College at Fredonia

Degree: Bachelor of Science

Major: Business Administration

Concentration: Human Resource Management

Minor: Psychology

Graduated: May 1989