

JOHN R. EDDINGS

20535 Rutherford Street

Detroit, MI 48235-2163

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(313) 836-0940 (FAX)

EDUCATION: 1961-1965 - Hampton University, Hampton, Virginia
Bachelor of Science Degree

QUALIFICATIONS SUMMARY:

Results-oriented Senior Executive with extensive and varied experience in citizen advocacy and dispute resolution and in planning and directing personnel, employee and labor relations activities, managing convention facilities and coordinating general administrative functions, including policy development, implementation and responsibility for results.

ADMINISTRATIVE ACHIEVEMENTS:

Implemented policies and practices as City Ombudsman which resulted in an overall approval rating of 90% from the constituents of the City of Detroit.

Identified and recommended needed procedural changes within other City of Detroit Departments and agencies.

Represented the City of Detroit-Cobo Conference/Exhibition Center in presentations and negotiations with potential convention/trade show/public show exhibitor clients.

Directed the consolidation/centralization of human resources, personnel and payroll activities for City of Detroit employees resulting in a 20% reduction in payroll staff.

Monitored and evaluated personnel requirements to ensure optimum staffing and efficiency resulting in procedures and policies to streamline operations increase productivity, and elevate employee morale.

Evaluated, recommended and implemented policies to ensure compliance and enforcement of Civil Service Commission Rules and Regulations.

Represented the City of Detroit in labor conferences with other governmental agencies; also conducted local employee contract and labor dispute negotiations at several city departments.

PROFESSIONAL EXPERIENCE:

January, 2005-- MACOMB COUNTY - -Office of the Ombudsman
January, 2006 One South Main Street
Mount Clemens, MI. 48043
(586) 469-5280

Position: Macomb County Ombudsman

Under the authority of the Macomb County Board of Commissioners, implemented procedures to assure every person of compassionate consideration of any complaint against a Macomb County Agency or employee, a kindly explanation when the complaint seems unjustified or misdirected. Also, made constructive suggestions to the agency when appropriate and/or severe criticism when justified; and made recommendations to the Macomb County Board of Commissioners for change in applicable laws or procedures where necessary to achieve a just result and/or change a systemic problem.

January, 1995 -
December, 2004

CITY OF DETROIT-Office of the Ombudsman,
114 Coleman A. Young Municipal Center
Two Woodward Avenue,
Detroit, Michigan 48226
(313) 224-6000

Position: City Ombudsman

Under the authority of the City Council and the City of Detroit Charter, implemented procedures to assure every person of compassionate consideration of any complaint against a city agency or employee, a kindly explanation when the complaint seems unjustified or misdirected. Also, made constructive suggestions to the agency when appropriate and/or severe criticism when justified; and made recommendations for change in applicable laws or procedures where necessary to achieve a just result and/or change a systemic problem.

October, 1994-
December, 1994

CITY OF DETROIT - Civic Center Department,
Cobo Conference/Exhibition Center,
One Washington Blvd.
Detroit, Michigan 48226
(313) 877-8777

Position: Assistant Director - Civic Center Department

Voluntarily reverted to the Civil Service classification and duties of Assistant Director-Civic Center Department under the administrative direction of Civic Center Deputy Director Colin J. Hubbell assisting in planning, directing and coordinating departmental operations, including setting policies and procedures for buildings and facilities; overseeing the efficient allocation of resources, resolving disputes and representing the department in the absence of the Director and Deputy Director.

April, 1993 -
October, 1994

CITY OF DETROIT-Human Resources Department,
316 Coleman A. Young Municipal Center
Two Woodward Avenue,
Detroit, Michigan 48226
(313) 224-3700

Position: Deputy Director-Human Resources Department

Under the authority of Mayors Coleman A. Young and Dennis W. Archer assisted Personnel Directors Fred Martin and Gary K. Dent in directing employees of the Detroit Human Resource Department, engaged in carrying out the city's centralized personnel program, including such activities as recruitment, testing, classification, employee training, service evaluation and counseling, processing of changes in employee status or separations from service, payroll checking, personnel record keeping and enforcement of Civil Service Commission Rules & Regulations.

May, 1976	Institute of Labor & Industrial Relations
May, 1977- June, 1977	Detroit Personnel Department TELOS Management Development Program (Course conducted by Kepner-Tregoe)
January, 1978- November, 1978	Detroit Department of Transportation Management by Objectives Training Program
December, 1978- March, 1979	Wayne State University, Detroit, Michigan Detroit Executive Development Seminar Program

PROFESSIONAL ORGANIZATIONS:

International Ombudsman Institute
 President, United States Ombudsman Association 1999-2001
 Board of Directors, United States Ombudsman Association 1996-1999
 National Forum for Black Public Administrators
 Society for Human Resource Management
 American Society for Public Administration
 International Personnel Management Association

CIVIC ORGANIZATIONS:

National Hampton Alumni Association, Inc.
 National Association for the Advancement of Colored People
 Advisory Board - H. T. Ewald Foundation
 Advisory Board - TOFM Head Start
 Member Selective Service System Local Board
 Former Precinct Delegate
 Former Member Democratic State Central Committee

3. I am requesting your support because I have an extensive knowledge of municipal government and how the Detroit City Charter influences our government.

My background includes serving the city of Detroit in several classified Civil Service personnel positions as well as the appointed positions of Deputy Director of Human Resources and Deputy Director of the Civic Center.,

In 1995 I was appointed as City Ombudsman by the Detroit City Council to a 10-year term. During my appointment as City Ombudsman, I was elected President of the United States Ombudsman Association (USOA) an organization composed of public sector governmental ombudspersons throughout North America, including the United States, Canada, Mexico and the Caribbean.

After I retired in January, 2005, I also served as the first Macomb County Ombudsman until 2006.

3A. As of June 11, 2009, I have not been denied by any organization. However, only The Michigan Teamsters Joint Council # 43 has officially endorsed me.

4. My approach to the Charter Commission process is that fundamental changes in the structure of government should be considered.

However, it is most important that the Charter Commission Members always keep in mind the possible unintended consequences of their action when considering all proposed changes.

5. The three (3) most important Charter issues are:

The method of electing City Council members;

The establishment of a truly independent City Attorney to run the Law Department;

And providing penalties for government officials that violate the Detroit City Charter.

There are, however, several other areas in the Charter that need updating and clarification.

6. I believe that City Council should be elected by a combination of districts and at -large.
I personally favor three (3) at-large and six (6) districts
7. I am sorry but I have not formed an opinion regarding the Police Chief and Police Commission.
8. I would need to look at the proposed changes before I can say I would support changes in the governance of the pension funds.
9. Yes, I would be happy to participate in public candidate forums.