

**CITY OF STEVENS POINT
SPECIAL COMMON COUNCIL MEETING**

**Stevens Point Police Community Room
933 Michigan Ave.**

**September 30, 2019
5:00 P.M.**

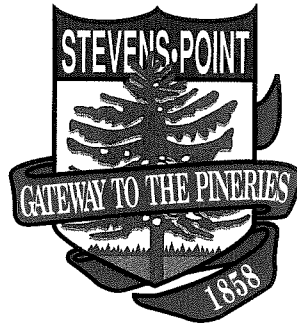
1. Roll Call

Discussion and Possible Action on the Following:

2. Mayoral Appointment – Community Development Director – Ryan Kernosky.
3. To award the Police Department Roof Replacement Project #19-12 to Nieman Central Wisconsin Roofing in the amount not to exceed \$151,225 including contingency.
4. Adjournment.

Any person who has special needs while attending this meeting or needing agenda materials for this meeting should contact the City Clerk as soon as possible to ensure a reasonable accommodation can be made. The City Clerk can be reached by telephone at (715) 346-1569, TDD #346-1556, or by mail at 1515 Strongs Avenue, Stevens Point, WI 54481.

City of Stevens Point
1515 Strongs Avenue
Stevens Point, WI 54481-3594
Fax: 715-346-1530



Mike Wiza
Mayor
mwiza@stevenspoint.com
715-346-1570

September 24th, 2019

MEMORANDUM

TO: City Council Members

FROM: Mayor Wiza

RE: Director – Community Development

Many people were involved in the process of finding a new Community Development Director. After the application deadline, we had 13 candidates. Former Director Ostrowski and I reviewed each application, independently of each other. After making our respective lists, we compared notes. We wound up scheduling interviews with 7 of those candidates.

The interview team consisted on myself, HR Manager Jakusz, Comptroller/Treasurer Ladick, Redevelopment Authority Chair and former treasurer John Schlice, Personnel Committee Chair David Shorr and finally, Maria Mohr sat in only to observe.

One candidate cancelled before interviewing. The remaining six were interviewed by the team and scored independently by the team members.

Once all interviews were completed, scores were tabulated by the HR manager and supplied to me. Mr. Kernosky was at the top of the list. We reconvened the interview team for discussion and agreed to offer the position to Mr. Kernosky. His education, experience and expertise will make him a great addition to our team. We look forward to him starting about November 1st.

I would ask the City Council's approval in appointing Ryan Kernosky as Community Development Director for the City of Stevens Point.

A handwritten signature in black ink, appearing to read "Mike Wiza".

Mayor Mike Wiza

Ryan J. Kernosky, MPA

City of Stevens Point, WI
Attn Mayor Mike Wiza
1515 Strongs Ave
Stevens Point, WI 54481

August 14, 2019

Dear Mayor Wiza,

I enthusiastically write to express my interest to serve as your next Director of Community Development & Executive Director of the Redevelopment Authority for the City of Stevens Point.

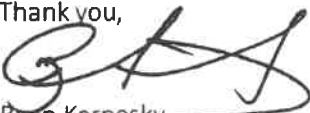
Since graduating from UW-Stevens Point in 2015 with a degree in Public Administration and Public Policy, I have longed to return to this community to place my roots and serve this area. In January of 2019, after serving as the Director of Community & Economic Development for the City of Isanti, Minnesota, I was appointed as the Community Development Manager for the Village of Plover. This fulfilled my desire to return to the Stevens Point Area while serving in my area of expertise. My tenure with the Village of Plover has been short, however I have been able to negotiate a \$500,000 developer incentive payment on a \$10.875 million development while coordinating a TIF district amendment, coordinated the approval process for a 120-unit apartment complex, began planning for the Plover 'Innovation Park' for future office and manufacturing development along the I-39 corridor, updated the Village's Comprehensive Park Plan, and began developing a Village-specific website focused on economic development. I've always approached economic development with enthusiasm and creativity to ensure the best economic development practices are put in place to protect the community I serve.

When opportunities to serve the City you call 'home' present themselves, it's hard to turn the other way. I have admired Stevens Point's ability over the last several years to build momentum when addressing downtown redevelopment and creating new employment opportunities in the business park through the expansion of Marten Machining and the Delta Dental Corporate Office. Progressive ideology in urban planning and economic development, as embraced by this community, is what will make Stevens Point continue to thrive as a result of development constraints the City faces. Continued success of this momentum will be crucial for over the next several years. Having someone, like myself, with immediate and intimate knowledge of the community, the City's economic development practices, and the proven record of successfully leading a department may be one of the most important steps the City can take going forward.

Since returning I have become an active member of the Stevens Point Area, serving as a board member of the Central Wisconsin Economic Development Fund, Inc. (CWED), Future Regions 2040 – Portage County, Stevens Point Area Convention and Visitors Bureau, and the CREATE Portage County Capital Campaign Committee.

If you would like to discuss my qualifications further, please do not hesitate to contact me at [REDACTED] or [REDACTED]. Because of my current position, I am requesting confidentiality and understand that if a finalist, confidentiality may no longer be guaranteed.

Thank you,



Ryan Kernosky

Ryan J. Kernosky, MPA

EDUCATION

University of Illinois at Springfield - 2018
Master of Public Administration
Emphasis: Community & Economic Development

University of Wisconsin-Stevens Point - 2015
Bachelor of Science
Majors: Public Administration & Public Policy
Minor: Small City Analysis
Emphasis: City Planning & Economic Development

Candidate, American Institute of Certified Planners (AICP) – Fall 2019 Examination

WORK EXPERIENCE

Village of Plover, WI (pop. 13,200)
Community Development Manager

January 2019 - Present

- Serve as the Village Planner and Economic Development Director
- Recruit developers based on data-driven approach to ensure successful development contacts, advises developers on areas of best-use, local regulations and challenges
- Negotiate economic development incentives on behalf of the Village
- Coordinate, advise, and review development agreements between developers and the Village, ensuring the Village is protected on all fronts during the development cycle
- Currently creating an economic development website to serve as the 'one-stop-shop' for potential developers and businesses
- Oversaw zoning code rewrite to provide Solar as a permitted use throughout the Village, assisting the Village in obtaining 'SolSmart Community' status
- Prepare staff reports and recommendations on complex planning, land use, and economic development concepts and projects to provide best uses in the long-term sustainability of the Village
- Serve as the staff liaison to the Village Plan Commission, Board of Zoning Appeals, and Parks Development Committee
- Board of Director for: Central Wisconsin Economic Development Fund, Inc (CWED), Stevens Point Area Convention and Visitors Bureau, and CREATE Portage County Capital Campaign
- Ex-officio Board Member of the Plover Area Business Association

Notable Achievements & Projects

- Creator and planner of the Plover Innovation Park –a office and manufacturing park along the I-39 corridor currently in the planning and development stage
- Principal negotiator for a \$500,000 PAYGO-DIP on an 87-unit four-story apartment complex proposed in the Village of Plover. Currently coordinating the project plan TIF amendment to include this DIP and public improvements at Lake Pacawa Park

City of Isanti, MN (pop. 6,500)
Community & Economic Development Director

May 2017 - January 2019

- Oversaw operation, budgets, programs, and implementation of the policies of the Community Development Department including building inspection, code enforcement, economic development, and MS4 inspections
- Recruited developers and identified community economic needs for development to the City of Isanti

- Implemented TIF, Tax Abatement, and other business incentives for new and redevelopment projects
- Oversaw and coordinated the development plan review process, performing complex planning analysis for proposed projects
- Served as the staff liaison and advisor to the City Planning Commission, Isanti Economic Development Authority, the Development and Operations Advisory Committee, and the Green Step City Committee
- Made recommendations and guided elected officials through the complicated process of economic development, urban planning, and land-use regulations
- Served as the City Demographer which includes maintaining records of population, workforce trends, and housing trends

Notable Achievements & Projects

- Oversaw the development of nearly 200 new single-family homes and the creation of three subdivisions totaling 394 single-family and townhome lots
- Restructured the Community Development Department to provide more efficient services to residents, developers, and contractors

City of Sturgeon Bay, WI (pop. 9,500)

City Planner & Zoning Administrator

September 2015 - May 2017

- Oversaw long-range city planning, including administration of the City Comprehensive Plan, zoning code, floodplain zoning code, and sign code
- Served as an active member on the City’s Economic Development Team, collaborating with the City Administrator, Community Development Director, and Executive Director of the Door County Economic Development Corporation
- Facilitated proper zoning and board approvals for new and expanding commercial, industrial, and residential development
- Served as a City staff liaison and advisor to the Zoning Board of Appeals, City Plan Commission, Bike and Pedestrian Advisory Board, and County-wide committee on Attainable and Workforce Housing, and the Workforce Development Taskforce
- Performed and prepared housing needs analysis, which included market-demand for multi-family development and vacant parcel analysis
- Coordinated enforcement of zoning ordinance violations with City Police and Community Service Officers
- Utilized GIS to perform planning and land-use functions

Notable Achievements & Projects

- Completed a City-focused Rental Housing Study to assist multi-family developers in choosing our community for development
- Oversaw the approval and permitting process for a \$7 million mixed-use development in downtown Sturgeon Bay
- Assisted in the “Bicycle Friendly Community” reauthorization

PROFESSIONAL AFFILIATIONS

- Member in Good Standing: -Wisconsin Economic Development Association, American Planning Association – Wisconsin & Minnesota Chapters, United States Curling Association

REFERENCES

[Redacted references]

Community Development Director
Interview Questions

1. Have you had an opportunity to review the job description?

2. Why do you want to leave your current position?

3. How do you feel your educational and employment background have prepared you for this position?

<u>Excellent</u>		<u>Average</u>		<u>Fair</u>		<u>Poor</u>	
7	6	5	4	3	2	1	

4. Describe your experience as it relates to the following areas:
 - ~economic development
 - ~development of land use regulations
 - ~downtown redevelopment
 - ~city growth issues
 - ~current and long-range planning
 - ~community Redevelopment authority
 - ~historic preservation/design review
 - ~building inspection
 - ~zoning administration
 - ~code enforcement / neighborhood improvement

<u>Excellent</u>		<u>Average</u>		<u>Fair</u>		<u>Poor</u>	
7	6	5	4	3	2	1	

5. Describe a recent presentation to either the public, City Council or staff that was controversial. How did you handle the situation?

<u>Excellent</u>	<u>Average</u>	<u>Fair</u>	<u>Poor</u>			
7	6	5	4	3	2	1

6. What committees or boards have you had involvement with in a professional capacity?

<u>Excellent</u>	<u>Average</u>	<u>Fair</u>	<u>Poor</u>			
7	6	5	4	3	2	1

7. What has been your most memorable professional achievement and why?

<u>Excellent</u>	<u>Average</u>	<u>Fair</u>	<u>Poor</u>			
7	6	5	4	3	2	1

What has been your most memorable or noteworthy professional mistake? What did you do about it, and what did you learn from it?

<u>Excellent</u>	<u>Average</u>	<u>Fair</u>	<u>Poor</u>			
7	6	5	4	3	2	1

8. Give us an example of a successful economic development project that you worked on that reflects true teamwork. Describe your role in the project and its outcome.

<u>Excellent</u>	<u>Average</u>	<u>Fair</u>	<u>Poor</u>			
7	6	5	4	3	2	1

9. The Community Development Director must formulate and administer a comprehensive community development program. Suppose you have just been hired as the Community Development Director for the City of Stevens Point. Describe how you would determine your top priorities/goals, and how you would proceed to implement them.

<u>Excellent</u>	<u>Average</u>	<u>Fair</u>	<u>Poor</u>			
7	6	5	4	3	2	1

10. Describe your experience working with elected officials; what has been the most difficult situation you have had to deal with? What was the outcome? Looking back, is there anything you would have done differently?

<u>Excellent</u>	<u>Average</u>	<u>Fair</u>	<u>Poor</u>			
7	6	5	4	3	2	1

11. Give us an example of a difficult personnel issue you were able to successfully address and resolve. Looking back, what would you have done differently?

<u>Excellent</u>	<u>Average</u>	<u>Fair</u>	<u>Poor</u>			
7	6	5	4	3	2	1

12. As Community Development Director, you must provide leadership and oversight to 9 employees working in different divisions and locations. How would you go about developing a “team” atmosphere while creating “buy-in” for your vision?

<u>Excellent</u>	<u>Average</u>		<u>Fair</u>		<u>Poor</u>	
7	6	5	4	3	2	1

13. How would you facilitate involvement from people who are resistant to change or new ideas?

<u>Excellent</u>	<u>Average</u>		<u>Fair</u>		<u>Poor</u>	
7	6	5	4	3	2	1

14. As a department head, you would be responsible for the development and administration of the annual operating and capital budgets for the department and for disbursing the budget within established budgetary limits. Please describe your experience in this area.

<u>Excellent</u>	<u>Average</u>		<u>Fair</u>		<u>Poor</u>	
7	6	5	4	3	2	1

15. Briefly describe your experiences, both positive and negative, in dealing with the general public and the media.

<u>Excellent</u>	<u>Average</u>		<u>Fair</u>		<u>Poor</u>	
7	6	5	4	3	2	1

16. Is it possible for the department to be business and development friendly without compromising quality and public safety? If so, how would you accomplish this?

<u>Excellent</u>		<u>Average</u>		<u>Fair</u>		<u>Poor</u>
7	6	5	4	3	2	1

17. ROLE PLAY - I am a brand-new member of the City Council and I am meeting with you for the first time to get an overview of economic development. You mention TIF Districts, and I ask the following question: What is a TIF District?

<u>Excellent</u>		<u>Average</u>		<u>Fair</u>		<u>Poor</u>
7	6	5	4	3	2	1

18. ROLE PLAY - I am a potential developer and state that I am looking to construct a building in the City of Stevens Point. I ask the following question: What can the City do to help make this project work?

<u>Excellent</u>		<u>Average</u>		<u>Fair</u>		<u>Poor</u>
7	6	5	4	3	2	1

19. Is there anything we haven't covered that you'd like to add?

20. Do you have any questions for us?

BID TAB
CITY OF STEVENS POINT
POLICE DEPARTMENT ROOF REPLACEMENT PROJECT #19-12
SEALED BIDS OPENED 11:00 A.M., SEPTEMBER 17, 2019

BASE BID			Nieman CW Roofing Lyndon Station, WI		Commercial Roofing Plover, WI		
DESCRIPTION	EST. QUAN.	UNIT	DESCRIPTION	UNIT PRICE	TOTAL PRICE	UNIT PRICE	TOTAL PRICE
Roof Replacement	1	L.S.	Areas 1, 2 & 3 by 12/31/19	\$ 111,000.00	\$ 111,000.00	\$ 196,207.00	\$ 196,207.00
			Total Base Bid:		\$ 111,000.00		\$ 196,207.00

BASE BID PLUS SUPPLEMENT							
DESCRIPTION	EST. QUAN.	UNIT	DESCRIPTION	UNIT PRICE	TOTAL PRICE	UNIT PRICE	TOTAL PRICE
Roof Replacement plus estimated 50% replacement of insulation	8,200	S.F.	Areas 1, 2 & 3 by 12/31/19	\$ 2.50	\$ 131,500.00	\$ 3.25	\$ 222,857.00
			Total Base Bid with Supplement:		\$ 131,500.00		\$ 222,857.00
			Total Base Bid including Supplement and Contingency:		\$ 151,225.00		\$ 256,285.55

ALTERNATE BID							
DESCRIPTION	EST. QUAN.	UNIT	DESCRIPTION	UNIT PRICE	TOTAL PRICE	UNIT PRICE	TOTAL PRICE
Roof Replacement	1	L.S.	Areas 1, 2 & 3 by 07/31/20	\$ 111,000.00	\$ 111,000.00	\$ 149,694.00	\$ 149,694.00
			Total Alternate Bid:		\$ 111,000.00		\$ 149,694.00

ALTERNATE BID PLUS SUPPLEMENT							
DESCRIPTION	EST. QUAN.	UNIT	DESCRIPTION	UNIT PRICE	TOTAL PRICE	UNIT PRICE	TOTAL PRICE
Roof Replacement plus estimated 50% replacement of insulation	8,200	S.F.	Areas 1, 2 & 3 by 07/31/20	\$ 2.50	\$ 131,500.00	\$ 3.25	\$ 176,344.00
			Total Alternate Bid with Supplement:		\$ 131,500.00		\$ 176,344.00
			Total Alternate Bid including Supplement and Contingency:		\$ 151,225.00		\$ 202,795.60