



Meeting: Village Board
Meeting Date: 4/9/12
Agenda Item: 7a

Mission Statement

Delivering quality services in a courteous,
cost-effective and efficient manner

VILLAGE BOARD MEETING STAFF REPORT

REPORT TO: President Burt R. McIntyre and Village Board of Trustees
REPORT FROM: Village Administrator Paul Evert
AGENDA ITEM: Action on the appointment of Mike Kaster to the position of Village Engineer

ACTION REQUESTED: ___Ordinance ___Resolution √ Motion ___Receive/File

After completing an extensive search and interview process, I am recommending the appointment of Mike Kaster to the position of Village Engineer.

Background

After advertising in trade publications, careerbuilder.com and on the League of Municipalities website, the Village received approximately 35 applications for the position of Village Engineer. The nine most qualified applicants were interviewed by phone regarding their specific engineering backgrounds. From that group, three applicants were brought in for an additional interview, a writing exercise, and were asked to give two presentations. The two presentations entailed a report to a mock Village Board and hosting a public informational meeting. The materials used for the Glendale Avenue project from 2010 were provided ahead of time to the applicants to allow them to prepare. Following the completion of these exercises and the additional interview, the Geoff Farr and I agreed that Mike Kaster was the top choice.

This recommendation is largely due to his excellent communication skills and his experience in a wide array of civil engineering settings. Mike also spent his entire career to date working in the private sector, and I believe his perspective from this experience will be very helpful as we emphasize economic development as one of the Village's highest priorities.

Mike is a 1996 graduate of Bay Port High School and a 2000 graduate of Michigan Tech University from which he graduated Cum Laude. He currently is a partner in the Green Bay engineering firm of Mach IV Engineering and Surveying LLC and had previously worked at Mau and Associates LLP. Mike also worked from 2002-2005 for Hoggard/Eure Associates, a Virginia firm that frequently provides engineering work for the U.S. Department of Defense. He is a licensed Professional Engineer in the state of Wisconsin. Mike and his family are also residents of the Village of Howard.