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2022 RES-155

AUTHORIZING RECLASSIFICATION OF BIOGAS POSITIONS IN THE DEPARTMENT OF WASTE & RENEWABLES

In 2019, the Department of Waste & Renewables (W&R) commissioned a renewable natural gas (RNG or Biogas) Plant to process and inject the landfill biogas from the active Rodefild landfill into the interstate natural gas pipeline. Originally, operations and maintenance (O&M) of the RNG Plant was performed by a third party contractor, but duties gradually transitioned to the County over time. The County has now had full control of O&M of the RNG Plant for approximately one year and Biogas staff have worked incredibly hard to operate and maintain the RNG Plant day and night. They have also obtained invaluable experience and training. Additionally, the biogas industry is a quickly growing and competitive industry which is known for competitive compensation packages that often include bonus pay.

To retain our skilled operators and engineers, incentivize continued professional development, and compensate County staff for the value that they bring, W&R is requesting a new classification series (Biogas Technician I-II) and that following four positions be reclassified to Biogas Technician I (P9):

- #2240 – occupied by Rogelio Rodriguez
- #2825 – vacant
- #3166 – occupied by James Skjolaas
- #3295 – occupied by Jason Zimmerman

This effectiveness of this team is critical to RNG Plant operations, which is budgeted to generate nearly \$10 million in revenue in 2022 through the sale of RNG and RINs. The Department of W&R needs to have the ability to attract and retain qualified and skilled individuals for these positions. Knowledgeable and qualified staff are in high demand in a growing biogas industry. If positions at the RNG Plant are not filled or are filled with unqualified candidates, it will result in significant financial losses for the County.

NOW, THEREFORE, BE IT RESOLVED that the Dane County Board of Supervisors does hereby support and authorize reclassification of Position #2240, 2825, 3166, and 3295, to Biogas Technician (P9) commensurate with the Department's request and approval from the Department of Administration – Employee Relations Division.