



DANE COUNTY DEPARTMENT OF
WASTE & RENEWABLES

County Executive Melissa Agard
Director John Welch, PE
1919 Alliant Energy Center Way
Madison, Wisconsin 53713
(608) 266-4018

TO: Personnel and Finance Committee of the Dane County Board
FROM: John Welch, Director, Dane County Department of Waste & Renewables
DATE: 2/17/2025, Amended 3/10/2025
RE: Request for Reimbursement for Moving Expenses

The Dane County Department of Waste & Renewables has received an accepted offer from Douglas Hughes for the position of Landfill Operations Manager. Douglas is an extraordinary candidate who will bring decades of landfill operations experience to the County. Mr. Hughes will be relocating from Texas and has requested assistance with relocation expenses.

The Department of Waste & Renewable is requesting County Board action, through Personnel and Finance Committee approval, on a request for a reimbursement for Mr. Hughes, not to exceed \$2,000, to provide assistance with relocation expenses.

Mr. Hughes has agreed to reimburse the County in the event he resigns from County employment prior to February 17, 2025-2026.

This request is consistent with what is allowable in the Dane County Administrative Practices Manual <https://admin.countyofdane.com/documents/pdf/HR/Moving-General.pdf>

Attachments: Acknowledgement of Reimbursement Requirement upon Resignation



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John Welch, Director
Dane County Department of Waste & Renewables
1919 Alliant Energy Center Way
Madison WI 53713

Mr. Welch,

I understand that Dane County can only provide me a reimbursement of up to \$2,000 for assistance with relocation expenses pending Dane County Board action, through the Personnel and Finance Committee.

I also understand that I will be required to reimburse the County the sum of the reimbursement in the event that I choose to resign from the position with Dane County before February 17, 2025-2026.

Signed,

Douglas Hughes