



Laura M. Hicklin, Director
Joe Parisi, Dane County Executive

Administration • Dane County Parks • Lake Management • Land Conservation • Water Resource Engineering • Watersheds & Ecosystem Services

DATE: March 22, 2024
TO: Personnel & Finance Committee
FROM: Laura Hicklin, Land & Water Resources Department
RE: **Request to fill position #395, Lake Management Supervisor**

The Lake Management Supervisor position has been vacant for more than 6 months and the Department would like to fill it as soon as possible. County Ordinance 29.52(15) requires the Personnel and Finance Committee and the County Executive to approve filling positions that are vacant longer than six (6) months. The position was recently reclassified as authorized by [2023 RES-330](#).

What is the nature of the work or what is the essential function?

The position supervises [Dane County Lake Management](#) programs and it is essential that it is filled for the summer season. Aquatic plant harvesting and Yahara River Sediment removal are two examples of programs that will be impacted by an ongoing vacancy.

How has the function been fulfilled without this position?

Other staff have assisted outside of their standard duties, which limits progress on other initiatives and creates personnel conflicts and stress.

What will the impact on the Department's function and mission?

The Department needs to reevaluate the ability to provide seasonal services, primarily aquatic plant harvesting.