



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

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

DATE: April 10, 2024

TO: Personnel & Finance Committee

FROM: Laura Hicklin, Land & Water Resources Department

RE: **Request to fill position #3258, Lake Management Heavy Equipment Operator**

A heavy equipment operator position in the Lake Management Division 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.

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

This position is part of a relatively small team that implements the County's [Yahara River Sediment Removal](#) initiative.

**How has the function been fulfilled without this position?**

The crew has been down a person since the position became vacant. While this created some challenges, the time of year and a vacancy in the supervisor position made it feasible to go without. We are now filling the supervisor position and entering the summer season when the need for this position is the greatest.

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

The Department needs to reevaluate how quickly our sediment removal goals can be met if this position remains vacant.