

**BOARD OF SUPERVISORS**

*Brown County*



305 E. WALNUT STREET  
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**PLAN, DEV. & TRANS. COMMITTEE**

Bernie Erickson, Chair  
Dave Kaster, Vice Chair  
Dave Landwehr, Norbert Dantinne, Tom Sieber

**SPECIAL PLANNING, DEVELOPMENT &  
TRANSPORTATION COMMITTEE**

**Wednesday, March 21, 2018**

**6:30 p.m.**

**Room 210, City Hall**

**100 N. Jefferson Street, Green Bay**

**NOTICE IS HEREBY GIVEN THAT THE COMMITTEE MAY TAKE ACTION ON  
ANY ITEMS LISTED ON THE AGENDA**

- I. Call Meeting to Order.
- II. Approve/Modify Agenda.

**Comments from the Public**

**Port & Resource Recovery**

1. Resolution regarding a Change in the Port and Resource Recovery Table of Organization.

**Other**

2. Such other matters as authorized by law.
3. Adjourn.

Bernie Erickson, Chair

**Attachments**

**Please take notice that it is possible additional members of the Board of Supervisors may attend this meeting, resulting in a majority or quorum of the Board of Supervisors. This may constitute a meeting of the Board of Supervisors for purposes of discussion and information gathering relative to this agenda.**

March 21, 2018

TO THE HONORABLE CHAIRMAN AND MEMBERS  
OF THE BROWN COUNTY BOARD OF SUPERVISORS

Ladies and Gentlemen:

**RESOLUTION REGARDING A CHANGE IN THE PORT AND RESOURCE  
RECOVERY TABLE OF ORGANIZATION**

WHEREAS, the Human Resources Department is currently conducting a Classification and Compensation Study; and

WHEREAS, certain positions have been identified as being “below market” in the existing pay structure; and

WHEREAS, a New Position or Position Deletion Request was submitted by the Port and Resource Recovery Department (“Department”); and

WHEREAS, the Port and Resource Recovery Department has recruited for a vacant 1.00 FTE Resource Recovery Technician and received multiple highly qualified candidates; and

WHEREAS, candidates who have relevant experience are commanding higher starting salaries within the range but are prevented from receiving a competitive offer due to budget constraints; and

WHEREAS, the Department is requesting an increase in the budgeted pay rate for the vacant position; and

WHEREAS, in addition, the Department is requesting an increase in the pay rate for the second 1.00 FTE Resource Recovery position in their 2018 table of organization to eliminate potential internal equity concerns; and

NOW, THEREFORE, BE IT RESOLVED by the Brown County Board of Supervisors that the Port and Resource Recovery table of organization be changed by deleting 2.00 FTE Resource Technicians (pay grade 12) and adding 2.00 FTE Resource Recovery Technicians (pay grade 12) at the maximum pay rate within the assigned pay grade.

**Partial Budget Impact:**  
**Port and Resources Recovery**

<b>Partial Year Budget Impact</b>	<b>Annual Hours</b>	<b>FTE</b>	<b>Addition/Deletion</b>	<b>Salary</b>	<b>Fringe</b>	<b>Total</b>
Resource Technician @ \$25.54/hour	2,080	(1.00)	Deletion	(\$41,885)	(\$14,102)	(\$55,987)
Resource Technician @ \$26.82/hour	2,080	(1.00)	Deletion	(\$43,985)	(\$14,416)	(\$58,401)
Resource Technician @ \$29.25/hour	4,160	2.00	Addition	\$95,940	\$30,028	\$125,968
<b>Partial Year Budget Impact</b>						<b>\$11,580</b>

**Annual Budget Impact:**

<b>Annualized Budget Impact</b>	<b>Annual Hours</b>	<b>FTE</b>	<b>Addition/Deletion</b>	<b>Salary</b>	<b>Fringe</b>	<b>Total</b>
Resource Technician @ \$25.54/hour	2,080	(1.00)	Deletion	(\$53,123)	(\$17,885)	(\$71,008)
Resource Technician @ \$26.82/hour	2,080	(1.00)	Deletion	(\$55,786)	(\$18,284)	(\$74,070)
Resource Technician @ \$29.25/hour	4,160	2.00	Addition	\$121,680	\$38,084	\$159,764
<b>Annualized Budget Impact</b>						<b>\$14,686</b>

*Fiscal Note: This resolution does not require an appropriation from the General Fund. The increased expense will be covered within the Port & Resource Recovery existing budget.*

Respectfully submitted,

PLANNING, DEVELOPMENT &  
 TRANSPORTATION COMMITTEE  
 EXECUTIVE COMMITTEE

Approved By: \_\_\_\_\_

\_\_\_\_\_  
 TROY STRECKENBACH  
 COUNTY EXECUTIVE

Date Signed: \_\_\_\_\_

Authored by Human Resources  
 Approved by Corporation Counsel



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**RESOLUTION/ORDINANCE SUBMISSION TO COUNTY BOARD**

**DATE:** March 5, 2018  
**REQUEST TO:** Executive Committee; Planning, Development & Transportation  
**MEETING DATE:** March 12, 2018; March 21, 2018 (Special)  
**REQUEST FROM:** Dean Haen  
Director of Port and Resource Recovery  
**REQUEST TYPE:**  New resolution  Revision to resolution  
 New ordinance  Revision to ordinance

**TITLE:** RESOLUTION REGARDING A CHANGE IN THE PORT AND RESOURCE RECOVERY  
TABLE OF ORGANIZATION

**ISSUE/BACKGROUND INFORMATION:**

Port & Resource Recovery Department has two (2) Technician positions. The 15 year employee is retiring. Brown County has received highly qualified applicants. In order to hire the best candidate the Department desires to offer a higher wage within the existing 2015 wage scale. Additionally, the Department desires to increase the Technician wage of the other existing Technician with 10 years of County employment. For additional information the Technician position was not changed as part of the 2012 Table of Organization changes. As an enterprise fund, the Department has the financial resources to cover the expense.

**ACTION REQUESTED:**

Delete 2.00 FTE Resource Recovery Technicians at budgeted rate and add 2.00 FTE Resource Recovery Technicians at pay range max.

**FISCAL IMPACT:**

*NOTE: This fiscal impact portion is initially completed by requestor, but verified by the DOA and updated if necessary.*

- 1. Is there a fiscal impact?  Yes  No
  - a. If yes, what is the amount of the impact? \$14,686
  - b. If part of a bigger project, what is the total amount of the project?
  - c. Is it currently budgeted?  Yes  No
    - 1. If yes, in which account? 655.079.001.5100
    - 2. If no, how will the impact be funded?

COPY OF RESOLUTION OR ORDINANCE IS ATTACHED