

Notice of Public Meeting
Monday, February 13, 2017

**LAND CONSERVATION
COMMITTEE**

Door County Government Center
Peninsula Room, 1st floor
421 Nebraska Street, Sturgeon Bay, WI

Oversight for Soil & Water Conservation Department

AGENDA

1. **Call Meeting to Order at 3:30 p.m.**
2. **Establish a Quorum**
3. **Adopt Agenda / Properly Noticed**
4. **Approve Minutes:** 1/20/17
5. **Public Comment** (Maximum agenda item of 10 minutes)
6. **Supervisor Response**
7. **Personnel**
 - 7.1. Carmen Thiel Resignation
 - 7.2. Request to Refill Position
 - 7.3. Personnel Update
8. **Vouchers, Claims and Bills**
9. **Next Meeting Dates:** February 13, 2017, 4:00 p.m. – Joint Board of Health and LCC meeting
March 23, 2017, 8:30 a.m. – Regular LCC
10. **Adjourn**

Deviation from the order shown may occur

**Minutes of the
LAND CONSERVATION COMMITTEE**
Oversight for Soil & Water Conservation Department
Friday, January 20, 2017
Chambers Room - Government Center

- 1. Meeting was called to order at 8:30 a.m.** by Chair Ken Fisher.
- 2. Establish a Quorum - Roll Call**
Members present: Ken Fisher, Randy Halstead, John Neinas, Mike Vandenhouten and Richard Virlee.
Others present: Greg Coulthurst and Beth Hanson – SWCD, Ken Pabich – County Administrator; Present for a portion of a meeting: Dale Konkol and Carmen Thiel – SWCD, and members of the public.
- 3. Adopt Agenda / Properly Noticed:** Motion by Randy Halstead, seconded by John Neinas to adopt the agenda as posted. Motion carried.
- 4. Approve Minutes:** Richard Virlee made a motion, seconded by Mike Vandenhouten, to approve the November 17, 2016 Land Conservation Committee meeting minutes as written. Motions carried.
- 5. Public Comment:**
Don Friex, Fish Creek, requested the Land Conservation Committee combine with the Board of Health Committee to take a position and testify on the pending renewal of the S & S Ag Enterprises WPDES permit, suggesting that the permit not be approved in its present form at the current animal unit level until pollution in the Ahnapee River is addressed.

Greg Coulthurst stated what we are looking at is that the operation is in compliance of Standards & Prohibitions. Dale Konkol explained the WPDES permitting is based on nutrient management plans which can show that the operation has the land base to dispose of the manure properly. SWCD has reviewed the 2016 nutrient management plan and provided comments to DNR.
- 6. Correspondence:** none
- 7. Area & State Conservation Associations**
 - 7.1.** Greg Coulthurst reported on the WLWCA Board & Directors Meeting and County Conservationist meeting on December 1-2, 2016. Topics included State/DATCP budget base funding down \$1.3 million, the association is working to get funding restored, need to watch for cuts in other programs due to the digester project, the association is looking for new funding sources and ATCP 50 revisions would change cost-sharing for nutrient management from \$7 to \$10 per acre for four years.
 - 7.2.** LCC members that attended reported on topics covered at the Lake Michigan Area Land & Water Conservation Association January 13, 2017 meeting. Discussion followed on the LMALWCA paying the per diem to attend State meetings.
 - 7.3.** WI Land + Water Conservation Association annual Conference – March 15-17, 2017
 - 7.3.1** Conference agenda and registration material is included in the packet, Beth Hanson will take care of registration for those interested in attending; registration deadline is February 15th. Richard Virlee made a motion, seconded by Mike Vandenhouten, providing authorization for any LCC member to attend the March 15-17, 2017 WLWCA annual conference. Motion carried.

7.3.2 Richard Virlee made a motion, seconded by Randy Halstead, to purchase an item not to exceed \$50 for the WLWCA annual conference silent auction. Motion carried.

8. Summary of Annual Agricultural Project Operation & Maintenance Reviews

Dale Konkol reported that 69 sites were reviewed for Operation & Maintenance that have contractual obligations: a couple operators need more detail on their nutrient management plans, some operation and maintenance on filter strips and one operator is a habitual poor manager.

9. Targeted Runoff Management Grant Extension

Dale Konkol explained the West Jacksonport Source Water Protection Project grant with DNR which was scheduled to expire on December 31, 2016. SWCD has requested and received an extension from DNR until June 30, 2017. Randy Halstead made a motion, seconded by Mike Vandenhouten, approving the 6 month extension of the West Jacksonport Source Water Protection Project Targeted Runoff Management grant. Motion carried.

10. Soil & Water Resource Management Grant Program

10.1. Mike Vandenhouten made a motion, seconded by Richard Virlee providing preliminary approval for Soil & Water Resource Management cost-share agreements with Joyce Destree (Jesse Miller) for \$786 and Terry & Pamela Miller (Jesse Miller) for \$1,547.60 for nutrient management. Motion carried.

11. National Fish & Wildlife Foundation Phosphorus Reduction Grant – County Board Approval Resolution

Greg Coulthurst reported that Door County SWCD has been awarded a National Fish & Wildlife Foundation grant in the amount of \$53,000. Carmen Thiel explained the grant is to support the reduction of phosphorus in the Sugar, Silver and Renard Creek Watersheds. Richard Virlee made a motion, seconded by Randy Halstead, to approve and forward to County Board a resolution accepting the National Fish and Wildlife Foundation grant in the amount of \$53,000. Motion carried.

12. SWCD Water Pollution Abatement Cost-Share Program

12.1. Greg Coulthurst reported that preliminary approval was given for a County cost-share application with Samuel Sikorsky in the amount of \$495.00 for well abandonment.

13. Forestville Millpond Update

13.1. Greg Coulthurst reported that SWCD has submitted a DNR Lake Management grant application for water and sediment sampling to be conducted at the Forestville Millpond and Ahnapee River.

14. Dunes Lake/Water Project Report

Greg Coulthurst reported that we have not received the Wisconsin Coastal Management Grant contract for the parking lot that was awarded and accepted back in September due to Wisconsin Coastal Management conducting an environmental review.

15. Wildlife Crop Damage Program Update

Greg Coulthurst explained that Door County had 20 people that started enrollment in the Wildlife Crop Damage Program with only 17 completing the application. Seven shooting permits were issued, 57 tags were issued and 36 deer harvested. 50 deer were donated to the deer donation program, \$11,155 paid out in abatement, the total deer harvest was 4,325 which was up 266 deer from 2015, and the antlerless deer kill was 2,425, however the County Deer Advisory Committee quota was 6,250 antlerless deer.

16. DNR Reorganization

16.1. Greg Coulthurst explained that due to DNR's reorganization, there is uncertainty about retaining the Door County foresters, they may be regionalized.

16.2. Greg Coulthurst reported that DNR is proposing that the private sector write the WPDES permitting applications and DNR will just be reviewing. There is also a proposal to split the DNR into four categories.

17. Personnel

17.1. Greg Coulthurst reported that Mitch McCarthy has submitted his letter of resignation, his last day was December 7th.

17.2. A request to refill the vacated position made by Mitch McCarthy has been submitted to Human Resources, this request has been put on hold by administration. Ken Pabich reported the previous request to refill the vacancy from last June has been approved by the Administrative Committee and is currently being advertised.

17.3. Ken Pabich reported that an offer has been made for the County Conservationist position, if accepted the County Board must officially appoint.

18. Vouchers, Claims and Bills: A list of vouchers for the month were provided in the agenda packet.

Next Meeting Date: March 15-17, 2017 WLWCA Annual Conference
March 23, 2017 8:30 a.m. Regular LCC meeting

21. Adjourn: Motion to adjourn by Randy Halstead, seconded by Mike Vandenhouten at 9:45 a.m. Motion carried.

Recorded by SWCD Administrative Assistant Beth Hanson.

Carmen M. Thiel

208 S 18th Ave Apt 2F | Sturgeon Bay, WI 54235 | (715) 574-9557 | carmenmthiel@gmail.com

February 6, 2017

Greg Coulthurst
Interim County Conservationist
Door County Soil and Water Conservation Department
421 Nebraska St
Sturgeon Bay, WI 54235

Dear Greg:

I would like to inform you that I am resigning from my position as Conservationist with the Door County Soil and Water Conservation Department, effective March 3, 2017.

Thank you for the support and the opportunities that you have provided me during the last 1.5 years. I have enjoyed my tenure with the SWCD. I wish the best to everyone in the department and the county.

If I can be of any assistance during this transition, please let me know. I would be glad to help however I can.

Sincerely,



Carmen M. Thiel

Cc: Human Resources

| | | |
|--|----------------------------|--|
| Door County Human Resources Form #: 2015-04 | | Title: Request to Refill Position |
| Date Created 11/19/2014 | Date Revised 07/23/2015 | Please reference the most current copy of the Door County Employee Handbook and Administrative Manual. |

DEPT. HEAD TO COMPLETE:

Department Soil & Water Conservation Dept Position Title: Conservationist

Position Status: Currently vacant Will be vacant Date Vacant: _____

Full Time Part Time Limited Term Project Hours per week: _____

Reason for Vacancy: Separation Transfer Retirement Resignation Death
 Conservationist Propsom retired June 2015. Conservationist LaPlant resigned March 2015. Conservationist Haight resigned May 2016. County Conservationist Schuster retired July 2016. Conservationist McCarthy resigned December 2016

Discuss turnover with the department in the previous 18-24 months: _____

Transfer: why is the new position more attractive to employee than current one? _____

Name of Current / Most Recent Incumbent: Carmen Thiel

Is office space, furniture, and office equipment available? Yes No

If not, explain plan to obtain: _____

Reviewed, updated, and submitted to Human Resources:
 Job Analysis Questionnaire
 Job Description

Completed by: [Signature] Date 2-7-17

Financial Information:

Salary Range: 1x H 22.56 - 25.75 Is the Position Budgeted: Yes No

Funding Source: Levy % 40 Grant Funded % 60 Other _____ % _____

Fiscal Impact, from Finance Department, completed and attached

HR TO COMPLETE:

EEO Technical FLSA Status EXEMPT

Human Resources has performed a position review? KH (HR initial)

The Job Analysis and Job Description have both been updated and signed? KH (HR initial)

Approvals:

County Administrator _____ Date _____

Oversight Committee Chair _____ Date _____

I am aware and approve of the refill and the process moving forward (posting/advertisement/selection for interviews/offer and may participate per Admin. Manual section 2.04.

I want to participate I do not wish to participate

Administrative Committee Chair _____ Date _____

I am aware and approve of the refill and the process moving forward (posting/advertisement/selection for interviews/offer and may participate per Admin. Manual section 2.04.

I want to participate I do not wish to participate

County of Door

| | | | |
|-------------------|------------------------|-----------------------|----------------------------|
| Job Title | Conservationist | Last Revision | 07/30/2015 |
| Department | Soil & Water | HR Reviewed | 01/01/2017 |
| Division | | Employee Group | General Municipal Employee |
| Report To | County Conservationist | FLSA Status | Exempt |
| Pay Grade | H | EEO Code | 05 – Para/Pros |

General Summary

Conservationists work independently on planning, designing and supervision of the installation of soil and water conservation projects. Also provide assistance to units of government and landowners on projects to improve the management of, and provide protection of, land, water and related natural resources.

Duties and Responsibilities

The Duties and Responsibilities listed are performed collectively by all the Conservationists. However, each individual Conservationist staff person is assigned their duties and responsibilities, but not all the duties are assigned to each of the Conservationists.

Essential Job Functions

1. Conduct landowner/operator contacts promoting, planning and implementing participation in SWCD conservation programming. Programming examples include but are not limited to agriculture water pollution control, non-agricultural water pollution control, nutrient management, storm water runoff control, wildlife crop damage, water quality monitoring, mine reclamation, invasive species control, beach water quality abatement, well abandonment and native tree and shrub planting.
2. Perform onsite inspections and reviews of properties to determine resource protection need. Plan, survey and design required best management practices. Inspect and monitor installation of best management practices. Prepare landowner/property conservation plans.
3. Prepare grant applications for SWCD projects and operation. Manage grant progress and complete reports.
4. Prepare landowner cost-share contracts. Manage grant progress, determine and prepare cost-share payments. Monitor landowner contract compliance.
5. Determine land operator and site compliance with environmental and conservation regulations. Proceed with and manage enforcement activities.
6. Prepare and review non-metallic mine reclamation plans and implementation thereof.
7. Conduct ground and surface water quality and watershed studies & monitoring projects.
8. Conducts conservation outreach and information/education activities including presentations, posters, field trips and training programs.

General Job Functions

1. Update and maintain ongoing status landowner and project files.
2. Prepare & submit monthly time and activity reports.
3. Attend and participate in governmental meetings.
4. Participate in continuing education and training sessions.

County of Door

Requirements

Training and Experience

1. A Bachelor of Science Degree in the natural resource field of soils, geology, forestry, hydrology, wildlife ecology, natural resource management or environmental science; or considered would be an exceptional candidate with an Associate Degree in one of the areas listed above with four or more years of practical work experience in the use and management of natural resources.
2. May be required to hold/obtain certifications specific to the duties assigned.
3. Minimum 1-year experience with GIS/Arc View and/or CAD strongly preferred.
4. Current valid Wisconsin driver's license required.

Knowledge, Skills, and Abilities Required (Assigned Duties Specific)

1. Ability to read, comprehend, and communicate, both verbally and in writing as well as effectively administer by written, and verbal communications.
2. Ability to survey, plan, design, and supervise the construction of conservation and water quality practices.
3. Skill in using and interpreting aerial photos, soil surveys, topographic maps, geological and other resource information in hard copy and digital format.
4. Capable of dealing firmly, but with tact and courtesy, with employees, clients, supervisors, county officials, and other agencies.
5. Knowledge of Local, County, State and Federal laws on conservation and natural resource protection and related topics.
6. Capable of writing technical and non-technical assessment and investigative reports.
7. Ability to work with limited direct supervision and make decisions accurately and rapidly.
8. Ability and skill in the use and operation of computers, preferably knowledge working with Microsoft® software.
9. Ability to use tact and courtesy in maintaining an effective working relationship with department employees, county supervisors, county officials, and general public.

Physical & Working Conditions (Assigned Duties Specific)

Both inside office & outside work, subject to all weather conditions. Outside activities occasionally include light to heavy lifting/carrying & walking in uneven terrain. Early work day starts and late day completions and evening meetings occasionally required. Outside work may be in close proximity of domestic/farm animals and construction equipment. Occasionally interaction with emotional, threatening, verbally aggressive and abrasive clients occurs.

In an effort to provide for continuity of County government and to cope with the problems of the emergency, you may be required to work during a proclaimed state of emergency, consistent with Sec 323.14 Wis. Stats. and County emergency management plans and programs.

The above is intended to describe the general content of the requirements for the performance of this job. It is not to be construed as an exhaustive statement of duties, responsibilities or requirements. They may be subject to change at any time due to reasonable accommodation or other reasons.

Approvals:



 Greg Couthurst, Interim County Conservationist

2-7-17

 Date



 Kelly A. Hendee, Human Resources Director

2-7-17

 Date

| | | |
|--|-------------------------|---|
| Door County Human Resources Form #: 2015-05 | | Title: Job Analysis Questionnaire |
| Date Created 04/2015 | Date Revised 01/2016 | Admin. Manual or Handbook Reference: Administrative Manual, Section 2.04 – Creation & Classification of Positions |

Current Position Title: Conservationist (Mitch McCarthy, Carmen Thiel, Catherine Haight)

Department Soil & Water Division Agricultural

Report to: (position title): Conservationists report to the County Conservationist for projects and general direction.

A. Job Summary (Purpose): Use two or three brief, **specific** statements to summarize the overall purpose of the job.

The primary purpose of this job is to implement and ensure compliance with state and local agricultural regulations by working with farmers throughout the county and educate county residents about environmental concerns, particularly having to do with surface and groundwater contamination. To protect the natural resources of Door County through assessment of the need, of soil and water resources and the impacts of land use through planning, design and installation of best management practices. The position performs many tasks including word processing, GIS mapping, presenting and communicating with the public, among others.

B. Fundamental duties of the position

1. Write one duty per numbered space.
2. Rank the duties in order of importance. The most important duty should be number one.
3. After listing the specific duties, enter the percentage of time spent on each.
4. Indicate which of the items are essential, which is determined considering the following:
 - a. Does the position exist to perform this function? OR
 - b. Are there a limited number of employees who can do this duty? Particularly, to the extent that if this position did not perform this duty, it would not get done? OR
 - c. Does the function require highly specialized skills or expertise that most other employees do not possess? Would the person be hired specifically because of their skill or expertise in performing the function? (i.e. A draftsman is hired because of their skill in precision drawing).
5. If "yes" can be answered to any of the above, mark "yes" in the "essential function" column.
Indicate whether other employees in the department perform this function.

| Item No. | Duty | % of Total Time | Essential | | Do Others Perform the Same Duty? | |
|----------|---|-----------------|-------------------------------------|--------------------------|-------------------------------------|--------------------------|
| | | | Yes | No | Yes | No |
| 1. | Ensure compliance with state and local agricultural regulations with a focus on nutrient management. | 45 | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 2. | Implement of the state and local agricultural regulations through the distribution of cost-share funding. | 15 | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 3. | Educational outreach | 10 | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 4. | Mapping with GIS. | 10 | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 5. | Grant/other funding applications. | 8 | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 6. | Attending training sessions and informational meetings. | 7 | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 7. | Updating and reviewing state and local policies, annual plans, etc. | 5 | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| 8. | | | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 9. | | | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 10. | | | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 11. | | | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 12. | | | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 13. | | | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 14. | | | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| 15. | | | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

D. Minimum Education , Experience and Certification Requirements

Education: Check the statement below which indicates the educational requirements for the job (not necessarily your educational background). If a higher degree of education is preferred, please check the appropriate column.

| Required | Preferred: | | |
|-------------------------------------|--------------------------|--|--|
| <input type="checkbox"/> | <input type="checkbox"/> | No formal education | |
| <input type="checkbox"/> | <input type="checkbox"/> | Less than high school education | |
| <input type="checkbox"/> | <input type="checkbox"/> | High School Diploma or equivalent | |
| <input type="checkbox"/> | <input type="checkbox"/> | Associate's degree or equivalent | Major: Agricultural Studies/Other Related Fields |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | Bachelor's degree or equivalent | Major: Environmental Studies/Biology/Natural Resources/ Agricultural Studies/Conservation/Policy/Other Related Fields |
| <input type="checkbox"/> | <input type="checkbox"/> | Graduate work or advance degree | Specify: |
| <input type="checkbox"/> | <input type="checkbox"/> | Professional license required (list below under certification) | |

Experience: Check the amount of experience needed to perform this job (not the experience you brought to the job)

| | | |
|-------------------------------------|--|--|
| <input type="checkbox"/> | No previous experience required. | |
| <input type="checkbox"/> | Up to one year of experience required. | |
| <input checked="" type="checkbox"/> | One to at least three years' experience required. | |
| <input type="checkbox"/> | Over three years and up to and including six years' experience required. | |
| <input type="checkbox"/> | Over six years and up to and including nine years' experience required. | |
| <input type="checkbox"/> | Over ten (10) years of experience required. | |
| <input type="checkbox"/> | Experience in related field | |
| <input checked="" type="checkbox"/> | Experience in (specify): | Computer and communication skills, environmental conservation; agriculture |

Certification: List any licenses, certifications, statutory requirements or registrations required for this position. Use the exact name of license, certification, etc.

| | | | |
|----|---|---|------------------------------|
| 1. | Certified Nutrient Management Planner | | |
| 2. | Certified Concrete Tester | | |
| 3. | | | |
| 4. | | | |
| 5. | | | |
| 6. | Valid State of Wisconsin Driver's License Required? | <input checked="" type="checkbox"/> Yes | <input type="checkbox"/> No |
| | Type: | <input checked="" type="checkbox"/> Regular | <input type="checkbox"/> CDL |
| | | Endorsement Required: | |

F. Physical Demands: For each of the activities, please answer the questions asked regarding the intensity, precision and frequency of the listed items.

| | Not Required | Required only in unusual situations | Required for 1 hour or less per shift | Required for approx. 2 hours per shift | Required for approx. 4 hours per shift | Required for 6 or more hours per shift |
|--|-------------------------------------|-------------------------------------|---------------------------------------|--|--|--|
| Activity: Lifting | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Very light lifting: 10# max and occasional lifting of small articles | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Light lifting: 20# max | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Medium lifting: 50# max | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Medium lifting: 60# max | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Heavy lifting: 100# max | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Very heavy lifting: in excess of 100# | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Activity: Carrying | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Very light carrying: 10# max | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Light carrying: 20# max | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Medium carrying: 50# max | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Medium carrying: 60# max | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Heavy carrying: 100# max | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Very heavy carrying: in excess of 100# | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Activity: Standing | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Activity: Walking | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Activity: Sitting | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| Activity: Stooping | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Activity: Crawling | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Activity: Running | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Activity: Swimming | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Activity: Physically controlling another person | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Activity: Climbing stairs or ladders up or down | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Climbing stairs/routine non-emergency | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Climbing stairs emergency – i.e. pursuit of suspect | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Climbing ladders – routine – i.e. changing light bulbs | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Climbing ladders – emergency – i.e. Fire truck aerial ladders | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Climbing while carrying – i.e. carrying parts, stretcher | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Activity: Reaching | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Reaching up (to high shelf) | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Reaching across (work bench) | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Reaching down (to floor) | <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

REQUEST FOR FISCAL IMPACT INFORMATION

RECLASSIFICATION

FTE/Hours _____
 Job Class _____
 Step _____
 Rate _____

CHANGE FTE/Hours _____

From _____

TO _____

Job Class _____

Step _____

Rate _____

CHANGE JOB CLASS/STEP _____

From _____

TO _____

Position Title _____

Effective Date _____

Conservationist _____

6 Mo

Department _____

Soil & Water _____

Sub Dept _____

| FTE/Hrs | @ Rate | 2017 TOTAL SALARY | 2017 TOTAL BENEFITS | TOTAL SALARY and Benefits |
|---|---------|-------------------|---------------------|---------------------------|
| Conservationist Pay Range H Min Step | | | | |
| 1.00 | \$22.56 | 46,925 | 31,897 | 78,822 |
| Current Conservationist 2017 Budget | | | | |
| 1.00 | \$21.87 | 45,490 | 9,159 | 54,649 |
| Total Salary and Benefit Increase 24,173 | | | | |
| Conservationist Pay Range H Control Pt | | | | |
| 1.00 | \$25.78 | 53,622 | 33,170 | 86,792 |
| Current Conservationist 2017 Budget | | | | |
| 1.00 | \$21.87 | 45,490 | 9,159 | 54,649 |
| Total Salary and Benefit Increase 32,143 | | | | |

Dept Head Signature _____

Mark E. Jarch
 2/7/2017

Finance Director

Date

★ These were the amounts included in the 2017 budget. As a result of the Carlson-Dettman Compensation Plan the incumbent in this position would have had their hourly wage increase to \$22.56 on 1/1/2017. This would have raised their total 2017 salary/benefit cost to \$56,357.

Disclaimer: This Fiscal Impact does not include Step 2 \$23.20, Step 3 \$23.85, Step 4 \$24.49, or Step 5 \$25.14.

This Fiscal Impact is an example illustration of what the costs would be for this position/position change. It is based on estimates and assumptions provided by the Human Resources Department and/or the department in which this position works. Because these estimates and assumptions may change, or may be different than the actual circumstances at the time that this position is filled or this position change takes place, there may be a difference between the costs projected in this Fiscal Impact and the actual costs.