

Options for Water Resources Management Specialist Position in 2021

Budget Scenarios

Status Quo		Additional Reduced
Target Expenses	\$646,787	
2021 All Expenses	\$554,113	\$92,674
2021 Expenses not including pass through programs	\$483,363	\$163,424

Scenario 2		Additional Reduced
Target Expenses	\$614,448	
2021 All Expenses	\$553,489	\$60,959
2021 Expenses not including pass through programs	\$482,739	\$131,709

Scenario 3		Additional Reduced
Target Expenses	\$582,108	
2021 All Expenses	\$553,489	\$28,619
2021 Expenses not including pass through programs	\$483,739	\$98,369

Full Time Water Resources Management Specialist

	Costs	Less DNR Contract	Total Funds Needed
Salary & Family Ins	79,794	13,003	66,791
Salary & Single Ins	69,921	13,003	56,918

Half Time Water Resources Management Specialist

(Assuming ½ of full time costs)

	Costs	Less DNR Contract	Total Funds Needed
Salary & Family Ins	39,897?	13,003	26,894
Salary & Single Ins	34,960.50?	13,003	21,957.50

Position to Work on DNR Contract Funding

Total DNR Contract Funding Available = \$13,003

If paid at the rate of \$20.39/hr, then the person would work 647 hours which is roughly 4 months. Please note that the funds can be used for salary/fringe, supervisor salary/fringe, 10% max administration costs, travel, supplies, office space, phone, and internet. Using the funds for items other than pay would cause a reduction in work time.

Most work of this position would be Spring through Fall. Options include:

- Full time mid-May to mid-September
- Part time March to October

Program	Description	2018	2021 Fully Funded % Time	2021 1/2 Time % Time	2021 <1/2 Time % Time
Adaptive Management Program	Work with municipalities to provide them with information and support to implement conservation practices with the goal of reducing phosphorus in surface water.	0.5	0.5		
Agriculture Performance Standards & Prohibitions	State law identifies minimum performance standards that agricultural landowners and farm operators must meet. Staff conduct site evaluations to determine compliance with the law. If issues are identified, staff work to find solutions and funding to bring operations into compliance.	1			
Animal Waste Storage Permitting	Issue permits for new or substantially altered manure storage and closure of storage once construction plans and nutrient management plans meet standards set for in the County ordinance. Inspect construction to document adherence to standards.	0.5			
Aquatic Invasive Species Prevention & Management	Educate citizens and water resource groups on how to prevent aquatic invasive species introductions - especially through the Clean Boats, Clean Waters Program aimed at boaters and fishermen. Implement aquatic plant surveys and assist in the development of aquatic plant management plans. Assist in decisions related to aquatic plant management.	3.5	26	26	26
Database Development and Maintenance	Develop, customize, and maintain applications for department data needs. Ensure information is updated and required documents are acceptable for program requirements. Examples include applications that keep track of data for the Farmland Preservation Program, Non-Metallic Mining permits, cost-share tracking, and aquatic plant surveys.	0.5	0.5	0.5	0.5
Department Administration	Manage the daily operations of department including management of staff, accounting decisions, and project and program oversight. Develop annual budget, Identify and submit applications for funding to support programs and staff. Enter into funding contracts and complete necessary grant reports. Responsible for final work products of the department including annual reports, annual work plan, project and program reports.	1	1	1	1
Department Finance Management	Manage department's financial accounts including accounts payable and receivable, deposits, revenue and expense tracking, and purchase card processing. Work includes processing financial paperwork for state and federal programs.	0.5	0.5	0.5	0.5

Land & Water Conservation Education & Outreach	County residents are provided information on a multitude of soil and water conservation issues and programs. Topics include: groundwater quality and quantity protection including well water testing; manure spreading rules; identification of terrestrial and aquatic insects, animals, plants, trees, weeds, and botanical diseases; invasive species control techniques; and state, county, and local permitting.	2	2	1	1
Land & Water Resource Management Plan	This plan lays out the mission, goals, and work plan for the Land and Water Conservation Department. The plan also provides an overview of the land and water resources in the county. It is updated every 10 years.	0.5	0.5		
Land & Water Resources Cost Share Program	Secure and administer state funds to help defray the costs to landowners for implementing conservation practices that protect soil and water resources. Work includes applying for grants, coordinating development of engineering designs, preparing contracts with landowners, overseeing construction, processing payments to landowners, and requesting reimbursement from state.	1.5	1.5		
Land Resources Information and Technical Services	Department staff provide various levels of technical expertise and support to other county departments, divisions, agencies, organizations, and citizens throughout the county. Work includes: resource assessments, conservation planning, calibration of manure spreaders for agricultural producers; on-site field measurements of slope and slope lengths; aerial photo interpretation; and deployment of unmanned aerial system (drone).	2	2		
Livestock Siting	Farms that plan to expand their livestock numbers above a certain threshold must adhere to standards and obtain a Conditional Use Permit. The Land & Water Conservation Department explains the process and standards to farmers, reviews application materials for completeness, provides information to the Zoning Department and Committee, provides testimony at the public hearing, and inspects the farms and construction to ensure compliance with the laws.	4			
Nutrient Management Plan Program & Implementation	Provide agricultural producers and consultants with information needed to develop and implement nutrient management plans that meet standards and various program requirements. Review Nutrient Management Plans and communicate with consultants and agricultural producers to ensure plans are in compliance with standards and laws. Teach agricultural producers how to write and update their annual Nutrient Management Plan	1			

Soil Erosion and Animal Waste Pollution	Receive citizen complaints regarding soil erosion, construction site erosion, and improper handling of farm animal waste. Staff investigate the concerns. If there is an issue, staff work with county/state/federal agencies, municipalities, and relevant parties to achieve compliance with applicable laws. Staff educate the public about the applicable rules and laws.	2.5	2.5		
Tree Program	The Department has an annual tree and shrub sale for citizens. Tree planters and sprayers are also offered for rent.	1	1		
Water Quality Monitoring	Staff take part in water quality monitoring projects. Staff train, equip, and support citizens to monitor lakes and streams in partnership with the Department of Natural Resources, Water Action Volunteers, and Rock River Coalition. Results are tracked and shared with partners and citizens.	8	8	2	2
Water Resource Planning & Protection Projects	Staff plan and implement projects by writing/assisting with grant applications, performing data collection, organizing/leading public meetings, working with consultants, working on permits, writing reports, and tracking financials.	55	42	17	
Water Resources Information and Technical Assistance	Assistance provided to citizens, water resource groups, and County Departments on a number of water resource issues: lake and river systems, runoff concerns, well water testing, water sampling, invasive species, aquatic plants, fish and other aquatic life, wetlands, and water laws and permitting. Review plans and inspect shoreland plant restorations required for Zoning permits.	15	10	2	2
Added Program: Groundwater Quality	Work to protect ground water from contamination. Achieve more well water testing. (will not be able to achieve in 2021: Devise a plan to achieve a ground water quality study, secure funding, and implement the study.)		2		
Totals		100	100	50	33
LWCD Director can take on some hours that were done in 2018. Total = 24.5% time (less than 3 months)					