



OUTAGAMIE COUNTY EXECUTIVE
Thomas M. Nelson
320 South Walnut St.
Appleton, WI 54911
920.832.1684
thomas.nelson@outagamie.org

September 12, 2023

To the Honorable Outagamie County Board of Supervisors

Ladies & Gentlemen:

It is with great pleasure that I nominate Gregory Parins for appointment as Recycling and Solid Waste Director.

Greg's level of experience as Solid Waste Superintendent has afforded him the opportunities to learn valuable leadership and operational skillsets that exceeds the County's expectations of a Director. He is a dedicated public servant and I am confident he'll continue to do great things for the Recycling and Solid Waste Department.

Please find supporting documents enclosed for your reference. Your support in confirming this appointment is appreciated. Thank you.

Sincerely,

Thomas Nelson

cc: Greg Parins

Outagamie County Application for Executive Appointment

Name: Gregory Pains

Address: [Redacted]

Home Phone: [Redacted] Work Phone: () _____ Cell Phone: () _____

E-Mail Address: [Redacted]

Would you like agendas and minutes emailed to you? Yes No

Do you want your email address given to the general public? Yes No

Present Employer/Position:
Outagamie County Recycling + Solid waste Dept.
Superintendent

Previous Employer/Position:
Foth LLC.
Construction Manager

Educational Background:
B.S. Biology

Present and Previous Public Service Involvement: (other commissions, committees and years of involvement)

Comments:

Signature: [Handwritten Signature]

Date Submitted: 9/6/23

OUTAGAMIE COUNTY DISCLOSURE
IN COMPLIANCE WITH RESOLUTION 46—1974 AND ORDINANCE C-2010-11
AND CHAPTER 2, SECTION 2-424 – 2-426 OF THE OUTAGAMIE COUNTY
CODE OF ORDINANCES

The purpose of this Disclosure Statement is to make full disclosure of all potential or actual conflicts of interest. Conflicts of interest occur when the personal interests, financial or otherwise, of a person actually or potentially interfere with the person's professional obligations to and/or the best interests of Outagamie County.

NAME (LAST) <i>Parins</i>	(FIRST) <i>Gregory</i>	(MIDDLE) <i>John</i>	DAYTIME TELEPHONE NUMBER [REDACTED]
MAILING ADDRESS [REDACTED]	STREET [REDACTED]	CITY [REDACTED]	STATE ZIP CODE [REDACTED]

POSITION OR CAPACITY WITH OUTAGAMIE COUNTY (now held or seeking):

Director of Recycling and Solid Waste

PRINCIPAL EMPLOYER(S) NAME
Outagamie County

ADDRESS
1419 Holland Road Appleton WI 54911

SOURCE OF INCOME IN EXCESS OF \$1,200 PER YEAR (List all sources or anticipated in excess of \$1,200/year). List any interest in any business, contract, lease or item of value, the nature and extent of such interest, holding or employment which may involve a conflict of interest or potential conflict or ethics problem in conducting county business.

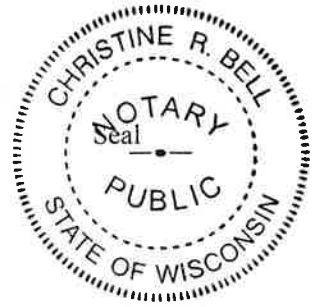
NONE

I, *Gregory Parins* currently serving or will be serving Outagamie County in the capacity of *Director* certify that I anticipate no income from any other source to be in conflict with the county ethics code nor do I have any holdings not disclosed which would be in conflict or a potential conflict of interest or violation of the Outagamie County Code of Ordinances, Chapter 2, Section 2-424 – Section 2-426, Resolution 46—1974 and Ordinance C-2010-11.

[Signature]
Signature

Subscribed and sworn to before me this *6* day of *September*, 20*23*.

Christine R. Bell
Notary Public
Commission Expires: *August 5, 2025*



Gregory J. Parins



August 10, 2023
Outagamie County
320 S. Walnut Street
Appleton, WI 54911

Dear Executive Nelson

I am writing to express my interest in the upcoming recruitment for the Director position within the Outagamie County Recycling and Solid Waste Department. I believe I would be a valuable leader for the department and within the County Organization as a whole.

I have been with the Outagamie County Recycling and Solid Waste now for over four years in the role of Solid Waste Superintendent, along with over 20 years of experience related to landfill development and operations management. This level of experience has afforded me the opportunity to learn valuable leadership and operational skillsets that meets the County's expectations of a Director position, along with the ever changing environment within the recycling and solid waste industry. My strong desire and ability to cooperate, manage, and collaborate in a positive manner with all department and inter-departmental colleagues, stakeholders, clients, contractors and regulatory bodies is a sound trademark of my overall experience and background I bring to this position.

I have loved every minute of my time as Solid Waste Superintendent and have experienced fantastic growth both personally and professionally. I have had the privilege of working with some of the best in the industry and have developed sound working relationships with all of the recycling and solid waste operations staff by always developing a team based approach that matches the department's mission, vision, purpose and core values that all department staff strive to meet daily. I have also been afforded the opportunity on many occasions to report directly to the Outagamie County Board committees of jurisdiction by providing sound financial, technical and operational briefs regarding the department's on-going operations.

In closing, I look forward to the opportunity to further my career within Outagamie County and bring my experience, leadership and continuity to the entirety of the department and build upon the great successes that are currently set in motion. Please find attached my resume for your consideration.

Sincerely,

Gregory Parins

Gregory J. Parins



Objective

To be considered by Outagamie County, for the position of Recycling and Solid Waste Director. My overall experience within the Solid Waste industry provides over 20 years of seasoned and varied background which includes direct management of landfill and resource recovery operations, landfill construction, recycling infrastructure and operating system installations. Leading construction projects both within and outside the landfill industry gives me a well-rounded perspective for managing people and projects across varied industries. Unique to my experience is the extensive project work completed at the Outagamie Landfill facility both as a consultant and currently as the Solid Waste Superintendent. Having been tasked with management of the large scale construction projects, annual reporting to WDNR agencies, and long term planning strategies within the last 15 years at the facility gives me a wealth of experience and knowledge of Outagamie County Landfill's system operations, personnel, partnerships and future directives. Additionally, my ability to cooperate, manage, and collaborate in a positive manner with clients, contractors and regulatory bodies is a sound trademark of to my overall experience and background I bring to this position.

Key Areas of Expertise

- Municipal Solid Waste Landfill Operations Management
- Resource Recovery
- Construction Management
- Landfill Construction
- Landfill Compliance Monitoring and Reporting

Relevant Employment History

2019-Current, Solid Waste Superintendent, *Outagamie County Recycling and Solid Waste*
2016-2019, Construction Manager, *Foth Infrastructure and Environment, LLC*.
2012-2016 Project Environmental Scientist
2005-2012 Environmental Scientist
2001-2005 Environmental Technician

Solid Waste Operations Experience

2019-CURRENT OUTAGAMIE COUNTY RECYCLING AND SOLID WASTE SUPERINTENDENT

- Manage solid waste and recovery operations Outagamie County Landfill from 2019-Current
- Collaborated with Recycling and Solid Waste Director and partner counties, Brown and Winnebago, to extend the intergovernmental solid waste agreement (BOW) through 2042 which includes the addition of the Brown County South Landfill
- Responsible for management of 16+ employees engaged in a combined Landfill, Transfer, and Recycling/Resource recovery operation
- Manage over \$6M in heavy equipment and rolling stock assets, including requisition and procurement
- Evaluate and manage 5-year capital projects and purchases related to landfill expansion and closure, infrastructure replacements, heavy equipment replacements and refurbishments
- Acquire competitive price quotations, writes requests for proposals and specifications for equipment purchases either through competitive bidding or sole source justification criteria

- Investigate accidents and injuries; develop remedial preventative training plans, and responds to emergency situations as required by department
- Designed and implemented \$1M Outagamie County Resource Recovery Park. The park is a forward-thinking design aimed at higher landfill diversion, resource recovery and customer experience and was awarded the 2021 Wisconsin Department of Natural Resources Recycling Excellence Award
- Executed implementation of Renewable Natural Gas partnership with Terreva Renewables, LLC.

RECYCLING/RESOURCE RECOVERY MANAGEMENT

- Manage multiple Recycling & Resource Recovery Diversion programs including construction and demolition debris, sheetrock, vinyl siding, and reusable aggregates.
- Developed new markets and revenue streams for recovered materials.

ANNUAL BUDGET PREPARATION

- Preparation and management of \$13-20M Solid Waste Enterprise Budget
- Prepare fixed asset budget requests for landfill infrastructure and heavy equipment/fleet, averaging \$500K to \$6M annually
- Project future staffing needs and long-term sustainability options
- Prepare justification reports for staffing needs and additional equipment acquisition
- Monitor annual budget issues by providing timely estimated actuals, against current percentages used
- Work closely with Finance Director to ensure budgets are prepared accurately and on time
- Develop Capital Improvement Projects and timelines and budget accordingly

CONTRACT/PURCHASE ORDER MAINTENANCE

- Managed all solid waste construction and service contracts and purchase orders for outside vendor support and service
- Prepare contract scope of work, specific performance language, and terms
- Develop contract language for new landfill diversion, resource recovery, and recycling programs
- Write and review request for proposals for new equipment and/or services

PERSONNEL ADMINISTRATION

- Manage 16+ employees
- Provide thorough, sound, constructive review of subordinate supervisors' staff evaluations that facilitate rebounds
- Implement progressive disciplinary processes
- Staff recruitment and onboarding
- Look for motivational performance tools, training, and team development programs to enhance morale and performance both individually and as a team

REGULATORY COMPLIANCE MANAGEMENT

- Manage all aspects of environmental compliance with state and federal agencies
- Manage environmental monitoring and sample data collection and reporting
- Manage environmental consultant contracts related to data acquisition and regulatory reporting
- Manage all plan of operation modifications and construction documentation reporting
- Handle neighbor complaints with in-depth detailed responses and follow through to minimize any negative adverse effects on health and welfare of surrounding properties

LANDFILL ENVIRONMENTAL MONITORING

- Work hand-in-hand in all systems, providing input and staff support for landfill gas management, leachate extraction and treatment.
- Review ground water and gas monitoring analysis to insure landfill is within permit to operate compliance.
- Work with gas to energy operators to insure sufficient gas supply is being met and monitored.
- Work with contracted well drillers for vertical gas well placement and expansion.
- Monitor data and coordinate repair and replace leachate discharge systems

- Plan for and install horizontal landfill gas lines as fill sequence dictates with eventual tie into gas headers to flare to gas to energy facility.

LANDFILL PLANNING

- Provided timely landfill operations insights to Director and Consultants on long-range planning and cell development to ensure each stage of landfill meets and exceeds state and federal standards
- Manage landfill consultants with regard to landfill development, sequencing, and expansion plans
- Annual tonnage projections and site life evaluations
- Over a 20-year timeframe was part of 5 landfill expansion cells and 9 landfill closures – working closely with consultants, engineers, and contractors during each phase of construction to meet project completion dates
- Provide landfill consultants with timely landfill data for planning purposes to include soil cover usage, site movement of materials information, landfilling sequence planning

TECHNICAL WRITING AND ADMINISTRATIVE COMMUNICATION

- Strong tech writing skills, including operations procedures, job and equipment specs, training programs, evaluations, field performance tests, and other documentation.
- Provide timely situation/progress reports to agencies, both (internal and external).
- Work closely with other department heads and service departments.

Relevant Industry Experience

2018/19 SS Badger Ferry Dockwall Improvements, Manitowoc, WI

Construction Manager for replacement of SS Badger Ferry Dockwall. Project scope including installation of a 400' steel pile anchor wall and whaler system. Installation of 32 drilled 102' grouted rock anchor tendons. Installation of 400' of bulkhead wall constructed with a king pile and sheeting system. A fender wall system was also installed for ship docking. Acting as construction manager directly responsible for approval of material submittals, methods and implementation, schedule and budget. Managed field design changes and change order directives. Review and approved pay applications. Negotiate unit rate cost changes with contractor as appropriate. Project is currently in the construction phase with \$4.4 million in construction costs.

2018 Saxon Harbor Flood Damage Reconstruction, Saxon, WI

Construction Manager for reconstruction of Saxon Harbor. The harbor was destroyed in a 2016 flood event. Reconstruction of the marina, surrounding facilities and campground. Worked closely with funding representatives from FEMA and Wisconsin Emergency Management System and our client, Iron County. Multiple funding sources required detailed tracking of bid tasks for payment. Direct communication with the client, contractors, and suppliers. Managed field design changes and change orders. Reviewed and approved pay applications. Project cost \$6.5 million.

2017 Outagamie County LF NELF Phase 3 (17 acres), Little Chute, WI

Client representative and Construction Quality Manager for landfill expansion construction. Responsibilities include management construction operations and contractor, direct interaction and reporting to client, documentation of as built information and conformance to project specifications, management of pay applications and change orders, coordination and communication with WDNR agency representatives.

2016 Outagamie County LF East Cover Project (37 acres), Little Chute, WI

Client representative and Construction Quality Manager for engineered landfill cap. Responsibilities include management construction operations and contractor, direct interaction and reporting to client, documentation of as built information and conformance to project specifications, management of pay applications and change orders, coordination and communication with WDNR agency representatives.

2016 NSPW Wet Dredge Pilot Study, Ashland, WI

Marine operations coordinator for mechanical dredging of contaminated sediment from Chequamegon Bay. Specific responsibilities include: (1) Overseeing and managing marine construction compliance to project field schedules, reporting requirements, and performance objectives set forth in the design plans and specifications, (2) Communicating and coordinating regulatory activities with on-site agency representative, (3) Implementation of approved changes to the plans and specifications, (4) Overseeing and managing daily marine work and crew activities, (5) Assist CQA Officer in reviewing and recommending approval or disapproval of site-specific documentation, including contractor submittals, manufacturers' information, installer's information, and reference standards, (6) Coordinating in-situ measurement and sampling activities (e.g., water, air, noise, and sediment).

2015 NSPW Breakwater Construction, Ashland, WI

Construction manager for mechanical dredging of sediment from Chequamegon Bay and construction of an approximately 1,000 ft. rubble mound breakwater to act a wave attenuator for removal of contaminated sediment as part of the Phase 2 Pilot Study scheduled for 2016. Specific responsibilities include: (1) Directing and supervising daily work and crew activities, (2) Directing and supervising subcontract activities, (3) Daily coordination with other site personnel to assure that project requirements are being met and the schedule maintained, (4) Ensuring compliance with plans, specifications, and procedures applicable to the field activities, (5) Ensuring that the General Contractor and its subcontractors are meeting the requirements of the design, plans, and specifications.

2014 Outagamie County LF NELF Phase 2 (16 acres), Little Chute, WI

Client representative and Construction Quality Manager for landfill expansion construction. Responsibilities include management construction operations and contractor, direct interaction and reporting to client, documentation of as built information and conformance to project specifications, management of pay applications and change orders, coordination and communication with WDNR agency representatives.

2013 Winnebago County LF Final Cover Project (35 acres), Oshkosh, WI

Client representative and Construction Quality Manager for engineered landfill cap. Responsibilities include management construction operations and contractor, direct interaction and reporting to client, documentation of as built information and conformance to project specifications, management of pay applications and change orders, coordination and communication with WDNR agency representatives.

2012 Outagamie County NELF Phase 1 (25 acres), Little Chute, WI

Client representative and Construction Quality Manager for landfill expansion construction. Responsibilities include management construction operations and contractor, direct interaction and reporting to client, documentation of as built information and conformance to project specifications, management of pay applications and change orders, coordination and communication with WDNR agency representatives.

2011 Winnebago County LF Cover Project (13 acres), Oshkosh, WI

Client representative and Construction Quality Manager for engineered landfill cap. Responsibilities include management construction operations and contractor, direct interaction and reporting to client, documentation of as built information and conformance to project specifications, management of pay applications and change orders, coordination and communication with WDNR agency representatives.

2007 Comprehensive Baseline Industrial Hygiene Survey, Green Bay, WI

Completed a general industrial hygiene survey of two large paper mill facilities in Green Bay, WI. Performed baseline monitoring for employee exposure to a variety of chemicals and noise throughout two large facilities. The project included interaction with employees in every department and when possible every task in the process. Hundreds of samples were collected during this baseline event. Contaminants included respirable particulate matter, respirable silica,

metals such as hexavalent chromium, welding fumes, asbestos, chloroform, formaldehyde, and carbon monoxide. Also performed a decibel level survey throughout the entire facility at both locations to identify potential processes and or equipment with the highest need for noise mitigation.

2001-2005 Environmental Compliance Monitoring

Performed groundwater monitoring and sampling, landfill gas field monitoring, and other various environmental compliance monitoring. Proficient in the use of environmental monitoring instrumentation which includes; YSI water quality meters, Turbidity sondes, GEM 5000 multi gas meter, noise dosimeters, Trimble XH gps, Mini Rae handheld air monitor, and other environmental and industrial monitoring devices.

Education

- Bachelor of Science Degree, Silver Lake College, Manitowoc, WI
 - Major Biology
 - Minor Natural Science
 - Associates Degree, Fox Valley Technical College, Appleton, WI
 - Natural Resources Technician
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Additional Education/Training

WDNR/NRCS Wetland Delineation Training

WDNR NR 500 Solid Waste Code Technical Advisory Committee

Certifications

- State of Wisconsin Certified Landfill Manager
 - Hazwoper 40
 - OSHA 30
 - Radiation Safety Officer (RSO)
 - First Aid/CPR
-

References

Brian Van Straten, Outagamie County Department of Recycling and Solid Waste, Director

Jeff Tetzlaff, Outagamie County Department of Recycling and Solid Waste, Facilities Superintendent

Curtiss Riedy, Outagamie County Highway Department Patrol Superintendent

Carson Pethan, Vice President of Sales, Riverview Construction

Marty Sturzl, Technical Competency Leader, SCS Engineers LLC

Chris Anderson, Client Liason, Foth LLC

John Rabe, Winnebago County Landfill, Director of Operations

Reference contact information upon request



HUMAN RESOURCES DEPARTMENT

320 SOUTH WALNUT STREET, APPLETON WI 54911

PHONE (920) 832-1668 FAX (920) 832-1534

HRMail@outagamie.org

September 6, 2023

GREG PARINS



Dear Greg,

Congratulations on your selection for a Director of Recycling and Solid Waste position with the Recycling and Solid Waste department beginning on Sunday, September 24, 2023. We are pleased to confirm the verbal offer of \$115,232.00 annually (2023 base pay). Within our 2023 Exempt Wage Schedule you will be a Grade 19, Step 4. Your new Adjusted Date of Hire is: September 24, 2023, which determines when you are eligible for your next step increase.

This job is contingent upon successful completion of the following marked items:

- | | | |
|--|---|--|
| <input type="checkbox"/> POPE SCREEN | <input type="checkbox"/> BACKGROUND CHECK | <input type="checkbox"/> PRE-EMPLOYMENT DRUG TEST |
| <input type="checkbox"/> BID-CAREGIVER CHECK | <input type="checkbox"/> FINGERPRINTING | <input type="checkbox"/> DEPARTMENT OF TRANSPORTATION BACKGROUND CHECK |
| <input type="checkbox"/> SHERIFF | <input checked="" type="checkbox"/> Board of Supervisors approval of County Executive Appointment | |

Benefits:

If you are changing part-time to full-time status or vice versa; or reducing your part-time hours, your benefit proration and insurance eligibility could be affected. If this is the case it is highly recommended that you reach out to our Employee Benefits Specialist, Kariann Hesse at x1671 to review any changes.

If you are in or moving to a part-time status, your benefits will be based on the average number of hours you worked in the previous year. Calculations are based on both your anniversary date and your adjusted date of hire. Due to the complexity of this calculation, it is again highly recommended that you discuss these changes with the Employee Benefit Specialist.

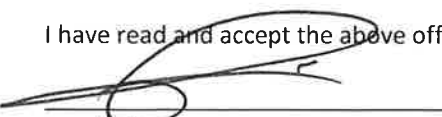
This offer letter does not constitute a contract of employment. We look forward to your continued employment and success with Outagamie County!

Sincerely,

Julie Micke

Julie Micke
Outagamie County HR Recruiting Specialist

I have read and accept the above offer.



Greg Parins



Date

Enclosures: N/A

cc: Anne Van
Thomas Nelson

OUTAGAMIE COUNTY VALUES:

INVESTED IN SERVING - BETTER TOGETHER - CREATE PROGRESS - SUPPORT THROUGH COMPASSION