

Sheboygan County News

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2014 Budget Process In Motion

by Adam Payne, County Administrator

As most of you know and take pride in, Sheboygan County is a leader of providing responsive and cost-effective local government. We provide quality programs and services, have healthy fiscal reserves and an excellent bond rating. Our teamwork and track record is impressive, and I trust we will continue to lead by example.

For 2014, the County Board's Executive, Finance and HR Committees established the following goal and guiding principles:

Goal:

Strive to succeed with existing financial resources and tax levy associated with net new construction, projected to be a property tax increase of less than 1%.

Guiding Principles:

- Maintain essential quality programs and services
- Improve departmental efficiency
- Direct resources based on County priorities
- Position the County for continued fiscal stability

All departments received specific **Targeted** levy amounts and are expected to strive to gain efficiencies, evaluate and prioritize programs and services and help position the County Board and community for success.

To date, the budget process for 2014 looks encouraging. Though we estimate wage and benefit increases and inflationary operating expense increases will contribute to a budget gap of \$2.2 million, thanks to good planning and decision-making in the past, streamlining our operations, and proposals to once again change our health insurance network provider, we are poised to address this gap with few, if any, layoffs.

The budget process begins early in the year gathering data and establishing preliminary budget assumptions. We have an annual County Board Leadership Forum in early June to review past fiscal trends, performance, current status, and our fiscal outlook. The County Board is well aware of our challenges ahead, including the State imposed freeze on property taxes (except for net new construction). The following is the 2014 budget development timetable for the remainder of the year:

June 26—Budget kick-off

July 8 to August 9—Base budget review and any variance request(s) with County Administrator and Finance Director

July 15 to August 23—Liaison Committee review and approval

August 5 to September 27—Joint meeting between



Liaison Committee and Finance Committee

October 10—Budget notice published

October 22—Budget presented to County Board

October 29—County Board Public Hearing and Review

November 5—County Board adopts budget

Though ultimately additional revenue will be needed to offset limited state revenues and maintain essential services, I am optimistic about our 2014 budget process, and appreciate the strong team we have in place. If you have questions, please don't hesitate to contact your respective Department Head or me.

Thank you for your hard work, passion and the important work that you do.

3rd Quarter, 2013

Volume 6, Issue 3

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Non-Motorized Pilot Program Funds Major Projects in Sheboygan County

by Aaron Brault, Planning & Conservation Director

Four major projects that include bicycle and pedestrian facilities are currently under construction in the County. Three projects are in the City of Sheboygan and the other is located in Sheboygan Falls. Combined, these projects represent an investment in our community of over \$12 million.

Eisner Avenue, located on the north side of Sheboygan, is being completely rebuilt with new bicycle and pedestrian facilities. The corridor had a very uneven profile, poor pavement conditions, and high traffic volumes. Biking and walking was unsafe and undesirable on the roadway, both discouraging non-motorized transportation and preventing kids from being able to walk to the nearby elementary school. When completed, the new road will have five foot bicycle lanes between 8th Street and 21st Street. Sidewalks are also being installed in addition to new storm sewer and other utilities. About \$1 million of the funding is provided by the Nonmotorized Pilot Program (NOMO), \$500,000 is through the State, \$300,000 is through the Town of Sheboygan, and more than \$2 million is through the City of Sheboygan.

On the south side of the City, the CTH OK / South Business Drive corridor will also be re-built and include bicycle and pedestrian facilities. The roadway is very heavily traveled, linking a busy commercial area to several dense residential neighborhoods and an industrial park. Beginning just south of Washington Avenue and continuing south to Weeden Creek Road (CTH EE), this project will add five foot bicycle lanes and sidewalks on the east side of the road. The cross-section also includes two 12' travel lanes and a center turn lane. These facilities are a major improvement to previous conditions and are being funded with \$900,000 of County and \$1.6 million of Federal dollars.

Running through the heart of the City will be a new multi-use pathway reaching from Pennsylvania Avenue to Martin Avenue with the goal to eventually reach North Avenue one block to the north. The asphalt trail will be approximately 1.6 miles in length, 12 feet in width, and have lighting. It will serve as a great transpor-

tation alternative for motorists to the Calumet Avenue corridor that currently lacks bicycle facilities. Additionally, the trail provides the City with an exciting new amenity that will also help to beautify the surrounding areas. Funding of the \$3.3 million project is a mix of NOMO, Congestion Mitigation Air Quality Grant, and \$232,000 each from both the City and County.

Lastly, the Sheboygan Falls project consists of 28 different segments, including bicycle and pedestrian facilities such as paved shoulders, sidewalks, bike lanes, and multi-use pathways as well as road diets. Specific project sites were chosen based on their ability to connect to existing bicycle and pedestrian facilities in the City of Sheboygan Falls, as well as their opportunities to encourage non-motorized transportation by making biking and walking routes safer and more convenient to destinations. NOMO is funding all but \$180,000 of the \$2.59 million project.



Rocky Knoll Provides Excellent Rehabilitative Therapy

by Suzie Fenn, Accounts Payable—Finance Department

I'm too tired! I don't feel like it! It hurts too much! Maybe tomorrow. With no one home during the day time to push me, these would have been my excuses not to do my physical therapy exercises following my recent total knee replacement.

I had heard horror stories of scar tissue building up that may potentially prevent me from bending and straightening my knee properly, forcing me to go back and have it surgically corrected. The worst part of all would be facing all that pain again. Knowing myself too well, I asked for some sound advice from relatives, close friends, peers, and colleagues who have gone through this surgery. After considering their advice, reviewing the health insurance coverage Sheboygan County offers, and with a blessing from my doctor, I made one of the best decisions of my life—instead of going home I elected to be admitted to Sheboygan County's own Rocky Knoll Health Care Center to receive intensive rehabilitative therapy.

I have nothing but high praises for the RN's, LPN's, and CNA's that cared for me, along with the cleaning, kitchen, maintenance staff and everyone else that works at Rocky Knoll, including the staff from MJ Care that provide the Occupational and Physical Therapy—they are all top notch! They treated me with respect, cared for all my needs, and nursed and pushed me to get the results I needed. I would like to send a special thanks to all who went above and beyond to make my stay a worthwhile experience, from the ice cream at night, the back rubs, and the special effort to get my hair washed and the extra showers that were beyond the normal routine. You're the best!

My room had a view of the courtyard at the quiet end of one of 4 wings in the Woodland Village Unit of Rocky Knoll, and it was nice to look out and see the pretty birds and scenery. Each wing has

its own sitting area with a television, table and chairs for visiting or just getting together with others. The dining area is beautifully decorated and there were lots of things available to entertain myself with from puzzles, books, games, scheduled recreation ideas, videos, computers and even slot machines scattered around the entire facility.

Based on my experience and great outcome, I would highly recommend that anyone who needs or wants to have rehabilitation services consider an inpatient stay or outpatient rehab at Rocky Knoll Health Care Center.

Thank you so much for all you do!!



Pam K. Fills Her Spare Time Traveling & Reading

by Pam Kacmarynski, Controller—Finance Department

I am honored to be chosen as the featured employee this quarter. I'll complete 13 years working for Sheboygan County in October of this year. My first position was Staff Accountant, and I have held several other positions in the Finance Department over the years. In 2007, I was promoted to my current position of Controller. As the Controller, I oversee the accounting for Rocky Knoll, Highway, and the county's Insurance Fund. In addition, I am the application administrator for the JD Edwards (JDE) financial software. In 2010, my responsibilities grew to include taking on the role of administrator of payroll. In my current position, I have the opportunity to work with many departments and staff through the JDE Help Desk, training and budget preparation. I enjoy coming to work because every day brings a new challenge.

I am not originally from Wisconsin, but grew up in the little town of St. Anna.

After graduating from Elkhart Lake High School, I took the opportunity to relocate outside of Sheboygan County. Since then, I have lived across the state in many locations as well as outside of Wisconsin, the furthest distance being North Carolina. When I was offered a promotion while working for Pizza Hut that would bring me back to Sheboygan, I was pleased because I never thought I would return to the area I had left so many years ago.

After returning to Sheboygan County, I went back to college and received my Bachelors in Accounting from Lakeland College. While attending Lakeland, I worked full-time at Heritage Nursing Center (now Sheboygan Progressive Healthcare Center) initially in HR/Payroll and finally as the Financial Co-



ordinator. After receiving my degree, I was hired by VPI in Sheboygan as their Financial Analyst. That position led me to the opportunity with Sheboygan County and the rest is history.

I have two children: a daughter, Heather, who recently purchased her own home; and a son, Tyler, who currently lives in Green Bay. In my spare time I travel because my family is spread across the United States. Recently, my daughter and I spent ten wonderful days in Ireland. I also enjoy gardening and love to just relax with a good book!

Summer's Here ~ Road Construction In Full Force

by Greg Schnell, Transportation Director

You don't have to travel too far to see that our Season #2, CONSTRUCTION, has started. At the Highway Department we say there are only two seasons, winter and construction! Here's an update on projects this season.

Starting with the State Highways, as I write this correspondence, milling and paving is being performed on State Highway 57 for the entire length of the county, and on State Highway 32 between State Highway 23 and Howards Grove. The bridge on State Highway 23 at Woodland Road has been painted and painting of the bridge at Rangeline Road is in progress. This work is being performed by a private contractor.

On our county highway system, the major infrastructure project is County Highway J between Highland Road and County Highway M. This two mile section will cost approximately \$2 million. Approximately \$400,000 of that comes from the State of Wisconsin Local Road Improvement Program, and the remaining \$1.6 million dollars is financed under the Sheboygan County 5 Year Capital Improvement Program. The anticipated



start date for this project is the end of July, and completion is estimated to be in October. Throughout the course of the summer we plan on paving approximately 20 miles of county trunk highway and chip sealing 12 – 15 miles in an effort to preserve our asphalt surfaces. This work will be performed by our county workforce. There are a total of 86 employees working for the Highway Division.

Along with the above projects, we are reconditioning the Old Plank Road Trail for the Planning and Conservation Department, and paving the road and parking lot to the Sheboygan

County Museum for the Building Services Department. The labor for these projects will be performed by county forces, with private resources (equipment).

As the world turns and technology evolves, so are we at the Highway Division. We recently upgraded our asphalt operation, which was fueled by diesel fuel, to liquid propane (LP). This \$160,000 investment will pay for itself in two years or less due to the cost differences in materials.

As you can see, the Transportation Department's Highway Division is involved in a tremendous number of construction projects. In addition, we also take care of the maintenance of 450 miles of county trunk, 170 miles of state highways, and 465 miles of town roads. The maintenance consists of grass cutting, pothole filling, crack filling, etc. We also inspect and maintain 156 bridges.

Our Airport Division is trying to make the best of one of the wettest springs on record. There are many acres of grass and fence to maintain, along with numerous gates, runways and taxiways. All of this is accomplished with three full-time staff members and one limited term employee.

THANK YOU to all the departments that request our services and to those departments who provide services to us. Sheboygan County is fortunate to have such dedicated and diversified employees!

As one of the motoring public recently told us, he thinks he is getting construction "barrelitis"!!! I sure hope all of you don't get that! Drive safe!

Workplace Safety is a Key to Success

by Jean Gallimore, Human Resources Director

Workplace Safety remains an important topic for organizations and individuals around the world. Sheboygan County is no exception.

Over the past few months at the request of the County Administrator, the Human Resources Department and Emergency Management Director have worked together to focus on the realignment of the overall employee and customer safety efforts, policies and emergency action plans.

An Ad Hoc Safety Committee, which is comprised of a representative from each of the nineteen departments, has been meeting monthly. Our goal is to roll out a new/revised county-wide safety manual as an emergency reference by September. The main focus has been to update the major policies

such as: Fire, Tornado, Emergency Evacuation, General Emergency, and Phone Threats.

In addition, the following policies are in the process of being developed or re-fined:

Workplace Violence, Hazardous Communications, Suspicious Packages, Robbery, Employee ID Badges, FOB access, Lockdown, Incident Management - Employee and Guest injuries, as well as Blood Borne Pathogens.

We will share a draft of the new and revised policies to the department heads in August and intend to have Safety Training for all employees this fall.

Please refer to the below list of Safety Committee members, and feel free to contact any member if you have a

question, suggestion or concern relating to employee or our customer's safety.

Safety Committee Members:

Steve Steinhardt, Jean Gallimore, Kay Lorenz, Jim TeBeest, Al Nelson, Tim Chisholm, Marty Bonk, Tom Boyer, Mark Leibham, Jon Dolson, Aaron Brault, Susan Schaubel, Laura Henning-Lorenz, Charlene Cobb, Bernie Rammer, Ellen Schleicher, Jim Graf, Josh McDermott, Carla Peterson, Cindy Fale



Sheboygan County All Employee Appreciation Picnic ~ August 8th

by Adam Payne, County Administrator

Please join me and your co-workers at our 6th annual All Employee Appreciation Picnic on August 8th from 4:30 to 8:00 pm. Every year more people have participated (272 last year), and I'm hopeful we'll have another good turnout. This year we'll be in Elkhart Lake at Three Guys & a Pizza Pie. There will once again be gifts for everyone who attends, and a number of very nice door prizes.

I am approaching my 15 year anniversary working for Sheboygan County, and can't get over how quickly the time has flown by. I now have two children

in college, and my youngest only has two more years of high school. I know many of you can relate.

Recently I attended the Health and Human Services Department's employee appreciation luncheon, and enjoyed seeing a lot of familiar faces, as well as meeting some people for the first time. It made me wonder how many new employees have started working here since I began. Sheboygan County has 19 departments and 840 employees; 442 new employees since January, 1999!

I'm looking forward to seeing familiar faces and meeting new people, and sincerely hope you will plan to attend. If you have participated in the past, please encourage more of your co-workers to join you, and let's all kick back, relax and have some fun together. Also, for every employee that shows up wearing something with Sheboygan County's Logo on it, you will receive an additional raffle ticket for the door prizes.

Look forward to seeing you!