



SHEBOYGAN COUNTY NEWS

Second Quarter 2017

Sheboygan County Transportation Complex

By Adam Payne, County Administrator and Greg Schnell, Transportation Director

The ground breaking for the new Sheboygan County Transportation Department Complex has occurred and work is underway. The new complex is located at the intersection of State Highway 67 and County Highway "J". The transportation complex will be 163,000 square feet and will be the future home to three of the County's current transportation facilities. The current Elkhart Lake Shed, Plymouth Shed, and Sheboygan Transportation Department Headquarters will all be consolidated into the new facility.

Preparing the site was done by our own Transportation Department staff and included stripping topsoil, hauling pit run, digging retention/detention ponds, placing gravel, preparing the building site, spreading topsoil, seeding and landscaping. We are fortunate to have the resources and skilled workforce to complete all of the site work, and they did a tremendous job. It was also very helpful to have gravel pits nearby that allowed us to prepare the site and save money.

The general contractor, Quasius Construction Inc., has completed the foundation work and the erection of the pre-cast wall panels has begun. Utility work is also occurring, including the installation of the waterline that will connect to the Rocky Knoll Health Care Center water tower, as well as connecting the sewer lines to the force main from Rocky Knoll to the City of Plymouth Wastewater Treatment Plant.

The estimated cost of this project is \$24,880,739, which includes: design fees, permitting, civil engineering, site work, building construction, unheated storage facility, salt sheds, a fueling system, and shop and office equipment. The new facility is scheduled to be completed by the summer of 2018.

The transportation complex will serve our community for the next 75 to 100 years, and is being built to protect and maintain snowplows and other equipment that is significantly larger than they were years ago, and costing upwards of \$250,000 each. Obviously it is important to take care of our equipment that is essential to improve and maintain our roads and bridges.

The Elkhart Lake and Plymouth sheds, as well as the Sheboygan Transportation Headquarters all have an accepted offer to purchase for their appraised values, and, the properties will soon be returned to the tax roll.



When the new Transportation Complex is complete, the County will have four locations based in the four corners of our county. We want to thank and acknowledge the County Board for their support of this project. The new Transportation Complex is a tremendous investment, and will allow Sheboygan County to provide efficient and cost-effective services that taxpayers expect.

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All newsletters for County employees can be found online at www.sheboygancounty.com

For more information contact newsletter editor, Alayne Bosman in the County Administrator's office.

Employee Assistance Program

Courtesy of Aurora

In today's fast-paced, demanding world, balancing home and work life can become overwhelming. Sheboygan County provides each employee and family members with an exceptional benefit that is often overlooked or forgotten. The purpose of this note is to remind you of the many benefits available through the Aurora Employee Assistance Program (EAP).

The EAP is a free benefit provided to all employees of Sheboygan County and family members residing in the household. The EAP is 100% confidential as specified by both state and federal law. There is no cost to employees or family members for any services provided by the EAP.

Some specialty work/life services available through the EAP include:

- Relationship Issues
- Workplace Concerns
- Anxiety & Depression
- Alcohol or Drug Abuse
- Marital Conflict
- Parent/Child Problems
- Divorce
- Mediation Consultation for Legal Matters
- Financial Consultation
- Legal Consultation
- Adoption Assistance
- Difficulty with School or Peers
- Eldercare Assessment
- Childcare Search
- Balancing Work & Family
- Locating Resources
- School & College Planning

In addition, the Aurora EAP offers up to three (3) face-to-face or telephone sessions with Master's-level counselors where employees can talk about their stress, relationship or family concerns, drug or alcohol issues, or anything else they choose to discuss. The EAP counselor may then refer to:

- Community Resources
- Insurance-Based Provider
- Additional EAP Sessions

You may also visit the Aurora EAP website at www.aurora.org/eap. Our company's User Name is shebcountry.

Please contact the Human Resources Department with any additional questions, or call the EAP at 1-800-236-3231 from 8:00 AM to 5:00 PM, Monday through Friday to schedule an appointment or work/life services. You can always call the EAP 24 hours a day, 7 days a week to speak with a counselor.

Text 911

By Jim Risseeuw, Sheriff's Department

On February 14, the Sheboygan County Emergency Dispatch Center activated the Text 911 feature which was purchased as part of the radio system upgrade and combined dispatch project. The project included the purchase of new 911 system software that now features Text 911.

To activate this feature, Sheboygan County worked with all the major cell carriers in our area to make this feature available to their customers. Each carrier tested the feature with our Emergency Dispatch Center and all are fully functional. The following carriers are now enabled: Sprint, Cellcom, AT&T, US Cellular, Verizon, and TMobile.

This feature allows people with speech or hearing disabilities to initiate 911. In addition, it gives victims or witnesses an important option if they need to remain unnoticed for their own safety in situations such as a robbery or domestic abuse.

To use this feature, the caller goes to a blank text message screen, enters "911" in the recipient or "to:" line, types a message describing the emergency and, if possible, the location. An emergency dispatcher will acknowledge the 911 Text with a text message that may include questions about location and the nature of the emergency.

We ask that cell phone users do not test the feature on their phone as it creates unnecessary calls in our dispatch center. The feature has been thoroughly tested with each cell provider.

For any additional information or questions, contact Lt. Kristy DeBlaley at (920) 459-4367.

State of the County

By Adam Payne, County Administrator

Sheboygan County is a leader of providing responsive and cost-effective local government. We have healthy fiscal reserves, an excellent bond rating, and a hard-working, caring staff providing quality services in a fiscally responsible manner.

The County has approximately 835 employees working in **19 Departments**, administering over **200 programs and services**, with an overall budget of **\$146 million**.

The Health and Human Services Department (\$34 million), Sheriff's Department (\$23 million), Transportation Department (\$21 million) and Rocky Knoll Health Care Center (\$13 million) are the four largest departments and comprise nearly 2/3rds of the entire County budget. The remaining Departments include: Building Services, Finance, Human Resources, Information Technology, Planning and Conservation, Treasurer/Real Property Listing, County Clerk, Register of Deeds, Medical Examiner, Corporation Counsel, Clerk of Courts, District Attorney, Court Commissioner, UW-Extension, and Veterans Service.

The most important public policy document developed is our annual budget. Out of the \$146 million budget, the County property tax levy is \$48 million. The balance is primarily state and federal revenue, private pay and fee or service charges.

What Have You Done for Me Lately?

Top 10 list of 2016 accomplishments, working our way to number one...

10. Active Threat Drills & Training - Sheboygan County is committed to providing a safe work environment for all employees and the people we serve. Unfortunately, unexpected crisis's, including an active threat, robbery, assault, emergency evacuation, or need to provide medical assistance can happen and does in our society. The past year Sheboygan County provided training to all employees including Civilian Response to Active Shooter Events (CRASE) provided by the Sheriff and HR Departments. "Active Shooter Drills" were held at County facilities, which provided employees the opportunity to practice what they learned. The drills definitively increased ones adrenaline, and for most employees, it was the first time they experienced hearing gun shots in a building. We are now better prepared to respond to such emergencies, and the training was well received.

9. Leadership Development & Pay for Performance – Leadership Development Training was provided for all County Department Heads and managers, with a focus on strengthening our collaborative culture and team development. Training topics included the importance of effective communication, leadership, conflict resolution, employee recruitment, performance management, coaching, and providing feedback. In addition, training was provided on attracting, selecting and retaining the best employees. Sheboygan County recognizes and supports professional development and continuous learning as crucial components of being an effective leader and successful organization.

The Pay for Performance Evaluation process has also continued to improve through ongoing training to foster goal setting, performance evaluation and feedback, as well as employee recognition which all help assure employee and organization success. The County's Pay for Performance Plan recognizes employee contributions, and those that exceed expectations earn a higher performance rating, which provides for a higher wage increase.

8. Courthouse Security Enhancements Approved – In 2016 the Sheboygan County Administrator appointed an ad hoc committee charged with evaluating the Courthouse security and to suggest opportunities for improvement. Courthouse employees were surveyed in the spring of 2016, with 90% responding that they favored having a centralized secured entrance. As a result of the ad hoc committee's work and review of other courthouse security measures, the County Board authorized funding for one secured entrance equipped with scanning and x-ray equipment, video, and personnel. Additional renovations include a circle driveway off North 6th street, repairs to the front courthouse steps, and a wheel chair ramp to accommodate handicapped access.

7. Partnership with GHT - The County realized over \$1,000,000 in savings last year by moving to the Wisconsin Counties Association Group Health Trust (WCA/GHT). Our Strategic Benefits Planning Committee continues to provide valuable input, suggested improvements to our health plan design, and as a result, the County continues to provide an attractive health insurance plan with increased emphasis on offering employee wellness programs. In addition, our InHealth Clinic continues to provide cost effective health care service, which is a win-win for our employees and taxpayers alike.

6. Strong Fiscal Track Record Continues – Sheboygan County has an impressive fiscal track record. We have healthy fiscal reserves, an excellent bond rating and are effectively meeting the demands of providing high quality services in a fiscally responsible manner. In November 2016 the County Board enacted a 1.03% levy decrease. The 2017 budget reflects the 5th property tax levy reduction in the last ten years. Due to ongoing streamlining, consolidation, establishing priorities, and employees' hard work, our total payroll is less today than it was ten years ago. In addition, for the 3rd consecutive year, the County received the Certificate of Achievement for Excellence in Financial Reporting.

5. Ring of Fiber Installed – In partnership with the City of Sheboygan and the Sheboygan Area School District, Sheboygan County completed the construction of a 23 mile, \$2.5 million underground fiber optic network in October 2016. The network replaces the aging and sometimes unreliable radio tower equipment that previously connected County facilities to the Internet. The enhanced speed and reliability of the new network will support the construction of a disaster recovery and data backup site at the Detention Center in 2017, vastly improving the security of the County's data assets and its ability to recover from data loss. In addition, this network forms the communication backbone for collaborative projects between the County and City, such as the Combined Dispatch Center and Emergency Operations Center. Owning this fiber optic network guards against price volatility associated with commercial network providers, and the County is already realizing savings.

4. Transportation Complex Approved & Ground Breaking - In 2016 the County Board authorized proceeding with building a new Transportation Complex. The Complex will consolidate the Plymouth Highway Shed, the Elkhart Lake Highway Shed and the main Department Headquarters into one facility more centrally located in the County. Earthwork began in November 2016 and construction in April 2017. The Complex will be approximately 163,000 square feet, or about the size of two football fields. The facility will address a number of problems and costs associated with our aging infrastructure, and allow us to enhance service, centralize operations, better protect and maintain our equipment, reduce our building footprint, and offer three prime pieces of property for redevelopment.

3. Drug & Alcohol Treatment Court Launched - After nearly two years of discussion and planning by the County's Criminal Justice Advisory Committee and other community stakeholders, a Sheboygan County Drug and Alcohol Treatment Court was successfully launched in July 2016. Under the leadership of Judge Ed Stengel and through the coordination of the Health and Human Services Department, the effort reflects a close collaboration between the Court, the District Attorney's Office, the State Public Defender, the Wisconsin Department of Corrections, local law enforcement, and private treatment providers. Through this initiative, Sheboygan County now offers a more effective blend of treatment and justice that has proven to be effective in reducing recidivism, promoting family unity, and achieving positive outcomes for both participants and communities.

2. Radio Upgrade and Combined Dispatch Project Complete - Sheboygan County invested nearly \$15 million to enhance emergency response and improve public safety with a new radio system, 911 system, and uniform procedures and policies for dispatching law enforcement, fire, and emergency medical services for all citizens of Sheboygan County. The new Combined Dispatch Center went live in November 2016 with a staged move from the Sheboygan Police Department to the new dispatch center at the County Law Enforcement Center. This move coincided with the upgrade to a new digital radio system. The new radio system provides better coverage and greater voice clarity than the old analog system which was no longer supported by the manufacturer. With these two major changes, we eliminate duplication of services, eliminate the need to transfer calls from one dispatch center to the other, improve emergency response, and long-term efficiencies are gained through staffing, training and equipment replacement.

1. Implementing County Sales Tax & Revenue Sharing Program - In order to support 450 miles of County roads, 73 bridges, and be fiscally responsible, a proposal was developed that provides the financial resources to pave 30 miles annually, as well as fund bridge and road reconstruction. In addition, recognizing that we are not the only unit of government falling behind on maintaining our transportation infrastructure, the County is also sharing some of the revenue with our local municipalities (the first County to do so in the State). By implementing the ½ percent county sales tax, the Sheboygan County Board established a sustainable revenue source to help maintain a safe and reliable county transportation system, be fiscally responsible, reduce borrowing, reduce debt service, provide direct property tax relief, and share sales tax revenue with our local municipalities to help support their transportation needs.

What is the State of the County?

Strong. Though there is always room for improvement, ongoing challenges associated with State unfunded mandates, and escalating costs associated with providing services and maintaining our transportation infrastructure, Sheboygan County continues to be a leader of providing responsive and cost-effective local government. We have a team and track record we can take pride in.

Challenges Ahead

If the State continues to erode local control, dictate rigid one-size-fits-all property tax levy caps and doesn't adequately fund state mandated programs, Sheboygan County will not be able to sustain its present level of programs, services and staffing.

County Board Fills District 10 Vacancy

By Adam Payne, County Administrator

On Tuesday, May 16th Mr. Curt Brauer was sworn in as the new County Board Supervisor for District 10. He is serving the remainder of a two-year term expiring April 16, 2018. Supervisor Brauer was one of eight candidates interviewed by Chairman Tom Wegner and Vice-Chairman George Marthenze to fill the vacancy due to the passing of Supervisor Jack Van Dixhorn. Mr. Brauer will also serve on the County's Health & Human Services Committee.

Chairman Wegner said he was pleased with the number and quality of candidates that came forward and that Mr. Brauer impressed him. "Curt has an excellent reputation, is very involved in the community, and will be able to build positive relationships with his peers on the County Board and others in County government," Wegner said.

Mr. Brauer is an electrician and is currently the Business Representative for the International Brotherhood of Electrical Workers - Local 494 Kettle Moraine Unit and has over 24 years of work experience as an electrician. In his free time, he enjoys volunteering for Habitat for Humanity, coaching trap league, serving in numerous capacities at church, painting, fishing, and spending time up north with family and friends.

Please join me and Chairman Tom Wegner in welcoming Supervisor Curt Brauer to our team and helping him be successful.



Critical Incident Stress Management

By Scott Shackelford, Health & Human Services

Critical Incident Stress Management (CISM) is designed to support staff with a process of minimizing stress and assisting staff with personal and professional difficulties following critical incidents. Critical Incidents are defined as challenging events that have the potential to create significant human distress and can overwhelm one's usual coping mechanisms. Some examples include a client death, workplace accidents, incidents of severe child abuse or domestic violence, physical violence, threats, an employee death, tragedy within their immediate family, or a community-wide tragedy/natural disaster.

In the CISM process, several steps are taken to work with the employees that are affected by a critical incident with the goal of providing support and normalization of their reactions to foster a return to a sense of safety and security within the workplace. The first step in this process is to hold a Crisis Management Briefing (CMB) facilitated by an agency administrator or trained crisis debriefer to provide accurate information to agency staff, provide immediate coping resources, and assess further needs of agency staff.

The second step is having staff impacted by the critical incident participate in a confidential defusing meeting arranged as soon as possible after the critical incident facilitated by a supervisor and trained crisis debriefer. This is best described as psychological first aid with stabilization, ventilation, and screening as its core elements. Defusing is intended to assist staff to make the transition from a high state of arousal to a more normal state to bring the experience of the critical incident to a conclusion and allow the opportunity to express immediate concerns.

The third and final step is crisis debriefing, defined as a formal and confidential group process provided by two trained crisis debriefers designed to mitigate the impact of the critical incident and to accelerate the recovery process. Crisis debriefing is not an interrogation or therapy, but rather a dedicated time to discuss stabilization, acknowledge the crisis, facilitate understanding, encourage effective coping, and support recovery to include referral to ongoing supports such as EAP (Employee Assistance Program).

Sheboygan County is fortunate to have a dedicated CISM support team which includes Sheboygan County Health and Human Services employees Patrick Leichtnam, Tanya Bricco, Amy Mancl, Dave Kratz, Katy Pruitt, Barb Kultgen, Nancy Carey, Deb Althen, Sean Michels, Becky Herzog, Nancy Koene, and Scott Shackelford.

If your work area would have the need for Critical Incident Stress Management (CISM) support, please contact Scott Shackelford (920) 459-5251 or Nancy Koene (920) 459-3234.

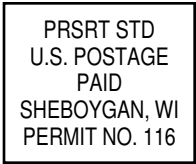
Sheboygan County Clothing Orders Being Taken

By Alayne Bosman, Assistant to the County Administrator

If you would like to purchase clothing with the Sheboygan County logo on it, please contact Alayne Bosman via email by Friday, July 7. The website for placing an order is: www.companycasuals.com/scemployees/start.jsp New apparel has been added to the website so be sure to check it out!

Please let me know if you need help navigating the website, if there is something you are interested in that you don't see on the website, or if you have a question about the sizing of a particular item. Items will be delivered by July 21st.





Information Technology to Introduce Two New Systems in 2017

By Chris Lewinski, IT Director

The Information Technology department will be deploying two new countywide systems later this year, replacing aging systems that have reached the end of their useful service life.

First to be replaced is the County's phone system. Our existing phone system is nearing twenty years old, and utilizes aging AT&T technology that is becoming increasingly unreliable and difficult to administer. The new phone system, which leverages Voice over Internet Protocol (VoIP) technology and the County's Ring of Fiber network, will be considerably easier to deploy and maintain. At the same time, it offers many useful features that are not available with the current system and is anticipated to reduce annual phone operational costs by as much as 50%.

The first pilot group of VoIP phones will be deployed later this summer, and the project will utilize a phased approach to rollout the new system, allowing for employee training and to minimize impacts to County operations. The tentative project timeline currently calls for all phones to be deployed by December 31, 2017.

Information Technology will also be transitioning the County's email to Google's G Suite, an enterprise grade set of business applications that includes Gmail, Google Drive and Google Calendar. G Suite will replace the County's aging Microsoft Exchange 2010 server, for which mainstream support ended in 2015. Many employees who have a personal Gmail account will already be familiar with the email interface, and the Cloud-based storage will help alleviate many of the challenges IT now faces in providing adequate file storage for its users. This Cloud system will also enable County employees to easily and securely check their email from any device connected to the internet, from anywhere.

Similar to the phone project, the email system will be implemented using a phased approach, with the first group of test users switching to Gmail in early Fall. Allowing for adequate training and migration of existing email files, IT anticipates that all County users will be converted to G Suite in early 2018.

The Information Technology team is excited about these upcoming changes, and the flexibility, reliability, and features the new systems will provide to County employees. If you have any questions about either of these projects, please contact me at chris.lewinski@sheboygancounty.com.