



Sheboygan County News

A Newsletter for County Employees

www.co.sheboygan.wi.us

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InHealth Clinic to Offer a New Direction for Health Care

A new way of providing health care is coming to Sheboygan-especially for employees and families on the County health plan. This spring, the County plans to open an employee health clinic staffed by a nurse practitioner. The clinic will be operated by Interra Health.

A family practice nurse practitioner can provide many of the same services as a family practice doctor, including: prescriptions, physical exams, vaccinations, women's health, urgent care, and disease management. If more advanced care is needed, she can refer you directly to a specialist, or work directly with your regular doctor.

The clinic will do more than just provide routine

medical care. Its emphasis will be on a Total Wellness program, which will start with a free health risk assessment screening, and continue with health coaching, education, and programs designed to improve health and help employees become better consumers of health care. Sheboygan County is striving to provide better, proactive, and more cost-effective health care.

In addition to convenience and emphasis on wellness, the clinic will offer another advantage to employees-no deductibles and no co-pays for any services provided by the clinic.

Further details on this exciting project will be coming soon.

The first annual Sheboygan County Employee Appreciation Picnic will be held this summer. Complete details will be in the next Newsletter!

Chairman Goehring Ends 5+ Year Term

Bill Goehring's tenure as County Board Chairman ends in April. Bill was first elected County Board Chairman in December 2002, completing the term of Mr. Dan LeMahieu (who was elected to the State Assembly), and was subsequently re-elected County Board Chairman for two full terms.

During Chairman Goehring's tenure, Sheboygan County Government made good things happen, including: the County completed a County-wide Program Evaluation and Prioritization Process, carefully studied and ultimately privatized Sunny Ridge,

consolidated UW-Extension with UW-Sheboygan, and major infrastructure improvements to our roads, airport and UW-Campus. Chairman Goehring advocated for critical programs and services provided by the Health and Human Services Department, and sought to improve intergovernmental cooperation, including championing the N23rd Street land sale to the City of Sheboygan.

Perhaps most notable under Chairman Goehring's leadership, the County Board was able to deliver the first property tax reduction in 21 years. 2008 marks

the 5th consecutive year that the annual levy percentage change decreased, and is the 7th consecutive year that the County tax rate has been reduced. Yet, nearly every department recently received a 3% operating increase or more.

Bill Goehring was first elected to the County Board in April 1988. Thank you Bill for your impressive leadership and dedicated service to Sheboygan County.



23 Teams Activate Sheboygan County

Activate Sheboygan County is a fun, team-based exercise challenge between each County building. The challenge started on Feb. 1 and will end on May 31. We had an astonishing 23 teams sign up from the following buildings: Administration, Courthouse, Sheriff's, Health & Human Services, Rocky Knoll, Job Center, Aging & Disability Resource Center and the Detention Center. The

teams are composed of 2-12 co-workers. The purpose of Activate Sheboygan County is to encourage employees to increase their level of activity. Employees can do this by spending additional time at the gym, parking further away from their work place, taking the stairs instead of the elevator, etc. During this activity Sheboygan County will also be participating in Bike & Walk to

Work Week to be held May 10—May 16.

Any questions you may have regarding this event can be forwarded to Ruth Wilsing or Kortnei Ames in the Human Resources Department.



Don't Forget, the Newsletters can be found on the Sheboygan County website.



WARNING-CONSTRUCTION AHEAD

The City of Sheboygan will be improving the drainage and repaving the streets surrounding the Courthouse starting in June and lasting through Fall. Sewer and water replacement will require deep holes that open the entire street and sidewalks, so they will be closed at times. The City will maintain our parking lot access, but we could be limited to one driveway and it may change weekly. It will likely require two-way traffic on the one-way streets. Please use caution and drive carefully.

Fresh Food Reduces Your Risk of Cancer

While there's no evidence that any single food or lifestyle change can prevent cancer altogether, some experts believe you can reduce the risk of cancer by as much as 35% if you make an educated effort to improve your diet. These changes include:
- less total fat, especially saturated fats, which are found primarily in

animal products such as meat and dairy products
- more fiber in the diet
- more fresh fruits
- more fresh vegetables, especially yellow squash, carrots and leafy greens, which are high in beta carotene and vitamin C, and vegetables from the cabbage family, including broccoli, Brussels sprouts and cauli-

flower
- fewer highly salted foods or foods prepared with salt, such as pickles and olives
- fewer meats prepared with nitrates and nitrites, such as bologna, hot dogs, salami and lunch meats
- fewer barbecued and smoked meats

May is National Buckle Up America Week

When it comes to risking your life by not wearing a safety belt, there's no good excuse.



Buckle up to protect yourself and your loved ones.

Bike Racks Are Coming Soon!

As part of the County's Non-motorized Transportation Pilot Program, industry standard bicycle racks were funded for most County buildings. Starting this spring, the County Highway Department will begin installing roughly 150 racks for employees and visitors that utilize County facilities.

A rack costs about \$200 to buy and install and lasts 20-25 years. On average, an automobile parking space costs about \$1,500 to build and about \$200 per year to maintain. Promoting biking rather than driving could save the County and taxpayers significant amounts of money in parking maintenance as

well as health care costs and other infrastructure maintenance.



UW-Extension Moves in With UW-Sheboygan

April showers bring May flowers, but no rain is scheduled for the first week in April this year. The reason? UW-Extension is moving their office from 650 Forest Avenue in Sheboygan Falls to the UW-Sheboygan campus just east of I-43 between Sheboygan and Kohler.

Sheboygan County is one of 13 Wisconsin counties that has a University of Wisconsin College. It becomes the third

county to co-locate its UW-Extension Office with a UW College. (Fond du Lac and Richland are the other two.)

UW-Extension will be located in a newly renovated area known as the Learning Resources Building. In addition to staff offices, the facility provides distance education and videoconferencing rooms, classrooms/meeting rooms, conference rooms, and tremendous opportunities to

more readily share resources and collaborate with the UW. Direct access to the UW-Extension Office will be provided via a new entrance and adjacent parking.

The staff of UW-Extension invite you to stop in and check out the new facility. Their new address is 55 University Drive, Sheboygan, WI 53081.



Building Services Keeps Buildings Looking Good

One of the County's 22 departments is the Building Services Department. They are responsible for building maintenance, grounds and cleaning of six County complexes, totaling nearly one-half million square feet, which includes the Courthouse and Annex, Law Enforcement Center, Administration Building, Health & Human Services Building and Annex, Detention Center, Agriculture Building and Taylor Park.

Building Services also assists with maintenance of the Veterans Memorial, Historical Society Museum and

Health Dimensions grounds at Sunny Ridge, and is responsible for electrical repairs at any one of the 82 County-owned properties with electrical service. Equipment failures and snowfalls are unpredictable, so the more advance notice you can give Building Services, the easier it will be for them to schedule the appropriate work force needed for departmental assistance.

Approximately one-fourth of the Department's \$3.1 million 2008 operating budget is budgeted for utilities at eight buildings. Above and

beyond the operating budget, Building Services plans and oversees capital improvement projects that recently have ranged from \$2-7 million on a yearly basis.

The Department consists of 32 staff members working over two shifts. Included in the table of organization are the director, account clerk, supervisor, electrician, 14 maintenance workers and 14 cleaners. Building Services strives to keep County buildings looking good, in safe condition and efficient for all users.

One never knows what each day is going to bring. The important thing is to be open and ready for it.

Henry Moore

Belonger Enjoys Hobbies from Travel to Brewing

Our featured employee of this quarter, Mark Belonger, is a P.M. shift Maintenance Worker II at the County Administration Building. He began with Sheboygan County on February 27, 2003.

Mark and his wife, Jill, are originally from Two Rivers but have called Sheboygan home for the past twenty years. They have

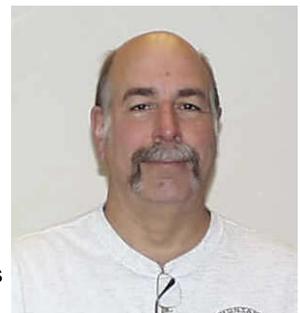
two grown boys, one of which lives in Montana and the other lives in Sheboygan.

Mark and Jill enjoy traveling and have visited quite a few of the states throughout the years.

And now, they have a good reason to travel more to Montana to visit their son! Their most exotic trip was to Hong Kong, but they really enjoy traveling to Mexico

for winter getaways. They are seasonal campers and own a travel trailer at a campground near Kewaunee where they spend 24 weekends each year.

Mark is a Ham Radio operator and has a radio shack at his home, and since 1990 has also enjoyed brewing his own beer!



Three Long-Serving County Board Supervisors Retire

April 8th will mark the end of a long and successful career for three of our County Board Supervisors. Supervisors Jim Gilligan, Bill Jens and Bill Seibold have 88 collective years of dedicated service on the Sheboygan County Board. We thank them for their leadership, knowledge and thoughtful decision-making throughout the years, and wish them all the best in their retirement.

44 years: Supervisor Jim Gilligan—Supervisor Gilligan was elected to the County Board in April 1964. Jim has served on numerous committees and has held many leadership positions, including County Board Chairman from 1988-1992 and 1998-2000. He served on the Finance Committee for 16 years, with four of those years as Chairman. He also served on the Personnel Committee for eight years, with two of those years as Chairman, and the Executive Committee for 12 years. He is currently the Vice-Chairman of the Health and Human Services Board and has served on that Committee for a total of 26 years, and as Chairman for 14 years. Thank you, Jim, for your years of dedicated service.



24 years: Supervisor Bill Jens—Supervisor Jens was elected to the County Board in April 1984. Bill has also held numerous leadership positions, including county Board Chairman from 1994-1998. He served on the Finance Committee for 16 years, and has been the Chairman for half of that time. He is also currently a member of the Transportation Committee. Bill served on the Executive Committee for 14 years and the Agriculture and Land Conservation Committee for 10 years, with four of those years as the Chairman. Thank you, Bill, for your years of dedicated service.



20 years: Supervisor Bill Seibold—Supervisor Seibold was elected to the County Board in April 1988. Bill has served on three committees during his tenure including Human Resources Committee for 12 years, with four of those years as Chairman; Health Care Centers Committee for eight years, with three of those years as Chairman; and the Law Committee for 12 years. Thank you, Bill, for your years of dedicated service.



Sheboygan County
508 New York Avenue
Sheboygan, WI 53081

PRSRT STD
U.S. POSTAGE PAID
SHEBOYGAN, WI
PERMIT NO 116

Paycheck Deduction Descriptions

| NAME | | Employee No | | Dept. | | Check Date | |
|----------------------|-----|-----------------|----------|----------------------|-----------|------------------|---------|
| Period Start Date | | Period End Date | | Total Hours | Gross Pay | Total Deductions | Net Pay |
| | | | | 80.00 | 2,467.20 | 909.83 | 1557.37 |
| Earnings Description | | Hours | Earnings | Deductions | | Amount | Y.T.D |
| REGULAR HRS | | 80.00 | 2467.20 | 125 DEDUCT | 65.42 | 261.68 | |
| | | | | FED. TAX | 254.17 | 1237.92 | |
| | | | | STATE TAX | 136.27 | 669.75 | |
| | | | | FICA TAX | 148.91 | 743.51 | |
| | | | | MEDI FICA | 34.83 | 173.90 | |
| | | | | LIFE INS | 8.70 | 17.40 | |
| | | | | SP/DEP INS | 3.50 | 7.00 | |
| | | | | SUPL INSUR | 8.70 | 17.40 | |
| | | | | ADDL INSUR | 26.10 | 52.20 | |
| | | | | UNION DUES | 21.23 | 84.43 | |
| | | | | DEF COMP | 150.00 | 600.00 | |
| | | | | DEF COMP | 50.00 | 200.00 | |
| | | | | UNITED WAY | 2.00 | 8.00 | |
| CURR HR RATE | | 27.41 | | Gross Y.T.D Earnings | | \$12,253.80 | |
| LNGVTY AMT | | 3.43 | | | | | |
| SHIFT PREM | | .00 | | | | | |
| TOTAL WAGES | | 30.84 | | | | | |
| RETIREMENT | | 735.22 | | | | | |
| Exemptions | | Additional | | Time Bank | | | |
| FEDERAL | 0-M | | | VACATION | 27.000 | DAYS | |
| STATE | 0-M | | | SICK BAL | 900.000 | HOURS | |
| | | | | FL HOLIDAY | 2.000 | DAYS | |
| | | | | COMP TIME | 7.500 | HOURS | |

125 DEDUCT INCLUDES: HEALTH INSUR

IF YOU HAVE ANY QUESTIONS REGARDING PAYMENT, CALL (920) 459-0338.
IF YOU HAVE ANY QUESTIONS REGARDING BENEFITS, CALL (920) 459-3105.

125 Deduct – The amount of earnings deducted from your gross pay if you have health insurance coverage, family dental insurance coverage, a medical expense account or dependent care account. This amount is not subject to federal, state, or social security tax.

Fed. Tax – The amount of earnings deducted from your gross pay for the payment of your yearly federal income tax.

State Tax – The amount of earnings deducted from your gross pay for the payment of your yearly state income tax.

FICA Tax – The amount of earnings deducted from your gross pay for your contribution to the federal Social Security retirement program.

MEDI FICA – The amount of earnings deducted from your gross pay for your contribution to the federal Medicare program.

Life Insurance – The amount of earnings deducted from your gross pay if you have elected to take basic life insurance coverage. The amount of coverage is equivalent to your previous year's annual earnings.

Sp/Dep Insurance – The amount of earnings deducted from your gross pay if you have life insurance coverage applied to your spouse and/or dependents. Coverage is limited to \$10,000 for spouse and \$5,000 for each dependent.

Supl Insurance – The amount of earnings deducted from your gross pay if you have supplemental life insurance coverage. This amount of coverage is equivalent to your previous year's annual earnings in addition to your basic life insurance coverage.

Addl. Insurance – The amount of earnings deducted from your gross pay if you have additional life insurance coverage. This amount of coverage can be from 1 to 3 times your annual earnings in addition to your basic life insurance. The employee has the option of choosing the 1 to 3 additional units.

Union Dues – The amount of earnings deducted from your gross pay for the payment of union dues.

Def. Comp. – The amount of earnings from your gross pay to be deposited into a 457 deferred compensation plan – either through the State of Wisconsin or Northshore Bank. This deduction is not subject to federal or state income tax.

United Way – The amount of earnings deducted from your gross pay if you have donated to the United Way organization.

Lngvty. Amt. – The rate of pay added to your base rate based on the length of time employed with the County and also based on your labor contract or county policy if you are a non-bargaining unit employee.

125 Payment – If you have signed up for the program, the amount of money you are being reimbursed for medical expenses and dependent care based on receipts you submitted to the Human Resources department. This amount is not subject to federal, state, or social security tax.

OTHER DEDUCTIONS YOU MAY SEE ON YOUR CHECK STUB

CR Union – The amount of earnings deducted from your gross pay to be deposited into your credit union account.

LTD Ins – The amount of earning deducted from your gross pay for the payment or short-term and long-term disability insurance coverage.

WRS Addtl – The amount of earnings deducted from your gross pay to be added to your State of Wisconsin retirement account in addition to what the County already contributes. The employee can choose how many additional earnings to be added.

If you have any questions about deductions on your pay stub, please contact the Human Resources Department at 920-459-3105.

Summary of Presentation by the County Administrator at the February 19, 2008 Sheboygan County Board Meeting

The County has nearly **1,000 employees**, working in **22 Departments**, administering **over 200 programs and services**, with a **\$137 million budget**.

THE BIG FOUR: The Health and Human Services Department (\$35 million), Health Care Center (\$17 million), Highway Department (\$17 million) and the Sheriff's Department (\$16 million) are the Big Four and comprise nearly 2/3rds of the entire budget.

The remaining Departments include: Building Services, Information Systems, Finance, Human Resources, Planning and Resources, Treasurer, County Clerk, Register of Deeds, Coroner, Corporation Counsel, Child Support, Clerk of Courts, District Attorney, Family Court Commissioner, the Airport, Land and Water Conservation, Printing, UW-Extension, and Veterans Service.

We are the fifth largest employer, following Kohler (8,223), the Sheboygan Area School District (1,627), Bemis (1,600) and Sargento (1,309).

The most important public policy document developed is the annual budget. Out of the \$137 million budget, the county property tax levy is \$45 million. The balance is primarily state and federal revenue, private pay and fee or service charges.

What Have You Done for Me Lately

Top ten list of recent accomplishments, working our way up to number one...

- 10 North 23rd Street Property Sale to City of Sheboygan** – On February 6, 2007, Sheboygan County transferred ownership of 3.6 acres to the City of Sheboygan to construct a new Law Enforcement facility. As you know, this was no small feat.
- 9 Morgan Aircraft Lands at Sheboygan County Memorial Airport** – As part of the County's Five Year Capital Improvement Plan, the County Board allocated \$3 million to support making infrastructure improvements at the Airport to accommodate Morgan Aircraft manufacturing (\$1.5 million for taxiways and \$1.5 million to provide sewer service). Morgan Aircraft ultimately plans to create 2,000 new jobs.
- 8 Implementation of Family Care** – Sheboygan County is one of the pioneering counties in the midst of transitioning to Family Care. Family Care, administered predominately by the private sector, is a comprehensive, flexible, long-term care program that fosters independence and quality of life for the elderly and people with disabilities. The program will provide more cost effective services to nearly 850 people in Sheboygan County, and eliminate waiting lists.
- 7 County Board Reorganization** – The County Board took action to reduce their size and structure. Effective April 2008, the County Board plans to reduce the number of it standing committees from 10 to 8, and in April 2012, (following the 2010 biennial census) reduce its numbers from 34 to 25 County Board Supervisors, garnering an annual \$50,000 savings.
- 6 Consolidate and Relocate UW-Extension to UW-Sheboygan** – Next month, UW-Extension will move to their new home at the UW-Sheboygan Campus. This consolidation will provide more efficient, cost-effective educational services, as well as provide more convenient, state of the art technology and resources under one roof.
- 5 Non-Motorized Transportation Pilot Program** – Sheboygan County was the recipient of up to a \$25 million grant to develop a network of non-motorized transportation facilities that connect neighborhoods, retail centers, schools and recreation amenities, further enhancing the attractiveness of our County and quality of life.
- 4 Completion of the New Acuity Technology Center** – The County recently completed this \$7.2 million building addition at UW-Sheboygan, a tremendous example of the State, County and private sector leveraging resources for the benefit of the community. As you know, the County also added a new Science Building at the UW (\$4.5 million), and more recently supported the development of Bookworm Gardens on the Campus.
- 3 Health Plan Design Changes** – Last year union and non-union employees alike formed a Strategic Benefits Planning Committee, studying ways to improve and save money on health benefits. The County ultimately joined a new preferred provider network, saving approximately \$600,000. An Employee Wellness Program was also recently established.
- 2 Sale of Sunny Ridge**– After years of study, citizen input, and emotionally charged debate, the Sunny Ridge South Building was sold on May 1, 2007 to a private sector operator. The sale is expected to save \$30 million over the next ten years.
- 1 A Property Tax Levy Decrease** – For the first time in 21 years, the County Board reduced the property tax levy. We were one of only two counties, out of 72 counties in the State, able to do so. 2008 also marks the 5th consecutive year that the County's annual levy percentage change has decreased, and is the 7th consecutive year that the County tax rate has been reduced. As you may know, we are also only one of a dozen Counties across the State that does not have a ½% County Sales Tax.

What is the State of the County?

We have healthy fiscal reserves, an excellent bond rating, and hard-working, caring staff who are effectively meeting the demands of providing high quality services in a fiscally responsible manner.

Though there is always room for improvement, and ongoing challenges associated with the State fiscal deficit and lack of support, Sheboygan County has become a leader of providing responsive and cost-effective local government.

I trust you share my pride in being a part of Sheboygan County Government.

Wear Your Sheboygan County Logo With Pride

We are pleased to offer you an opportunity to purchase a very nice T-shirt with an embroidered County logo! The short-sleeved shirts are of heavyweight, 6.1 oz. pre-shrunk 100% pigment-dyed cotton fabric. Available in 3 colors with logo as seen below:



Once we receive at least 12 requests, an order will be placed and the shirts will be delivered within 2-3 weeks.

If you're interested in purchasing a T-shirt, please complete the order form below, ***attach your check made out to Sheboygan County*** and forward it to Kay Lorenz in the County Administrator's Office via interdepartmental mail for employees, or for non-employees, mail to to Kay Lorenz at 508 New York Avenue-Room 311, Sheboygan, WI 53081.

T-shirts will not be shipped. They may be either picked up at the County Administrator's Office or sent to employees via interdepartmental mail.

| Sheboygan County T-Shirt Order Form | | | | |
|---|-----------------------------|-----------------------|--------------------------------|------------------|
| Name: _____ | | Department: _____ | | Extension: _____ |
| COLORS: Hemp (Green) Khaki (Tan) Navy (Blue) | SIZES & COSTS (Adult only): | M-L-XL XXL XXXL | \$20 \$22 \$23 | |
| Please order the following: | | | | |
| Quantity: _____ | Color: _____ | Size: _____ | Cost: _____ | |
| Quantity: _____ | Color: _____ | Size: _____ | Cost: _____ | |
| Quantity: _____ | Color: _____ | Size: _____ | Cost: _____ | |
| Quantity: _____ | Color: _____ | Size: _____ | Cost: _____ | |
| | | | Subtotal: _____ | |
| | | | Add 5% Sales Tax: _____ | |
| <input type="checkbox"/> I will pick up my T-Shirt(s) at the County Administrator's Office | | | Total: _____ | |
| <input type="checkbox"/> Send my T-Shirt(s) to me via interdepartmental mail | | | | |

Sheboygan County Employees are hard-working and care about their community. We have a great team in place, and we should take pride in what we do.