

Sheboygan County News

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Chairman Vandersteen Ends Impressive 4 Year Term

By Adam Payne, County Administrator

Mike Vandersteen was honored at the County Board meeting this month for his highly successful tenure as County Board Chairman. Mike was first elected County Board Chairman on April 15, 2008, and, under county ordinance term limits, his last day as chairman was April 17, 2012.

Chairman Vandersteen led the County Board during challenging economic times, and did not hesitate to suggest new approaches or take on difficult challenges. Mike's strong leadership and can-do approach helped accomplish the following during his tenure: completed a second County-wide Program Evaluation and Prioritization Process; established a City/County Shared Purchasing Agent; established an employee InHealth Clinic; recipient of the Wisconsin Good Government Award; sold Sunny Ridge North; consolidated the Real Property Listing and the Treasurer's Office; consolidated

the Planning and Land and Water Conservation Department; consolidated Information Systems and the Finance Department; reduced the Property Tax Levy three of four years; partnered to establish a County Economic Development Corporation; inked a 50 year lease with Morgan Aircraft; partnered to build the Marsh Observation Tower; established a Recreational Fee to help maintain and improve our boat landings, campground and related facilities; partnered to Remove Contaminants and Restore the Depth of the Sheboygan River and Harbor; built up Healthy Fiscal reserves and Improved Bond Rating; relocated and improved the Aging and Disability Resource Center; expanded and Modernized the County Morgue; established an Employee Suggestion Reward Program; proposed a 1/2% County Sales Tax to help maintain critical services, reduce debt and reduce property taxes; significant



Infrastructure Improvements to our Roads, Airport and Rocky Knoll.

Under Chairman Mike Vandersteen's leadership, and excellent teamwork, Sheboygan County government continued to improve, continued to provide quality service to people in need, and continued to be a very important factor contributing to the safety, well-being and quality of life in our community.

Thank you County Board Supervisor Mike Vandersteen for your leadership and dedicated public service.

County Offers New Disease Management Program

by Ruth Wilsing, Benefits Assistant

Sheboygan County is excited to be offering a new enhanced care program called HealthTrack. The program is open to any employee or spouse/dependent on the health plan who has been diagnosed with diabetes, high blood pressure, or high cholesterol. Enrollment

in the program is free and confidential. Participants will receive waived costs on medications related to these conditions as well as other services. Informational meetings will be held on May 10, 2012. If you are unable to attend contact Ruth Wilsing at (920) 459-



3578 or the InHealth Clinic at (920) 547-4210 for more information.

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**John Detienne, Patrol Shift
Commander,
Sheriff's Department**

**Operational Studies
will be completed for
both the Human
Resources and Clerk
of Courts
Departments this year.
Requests for
proposals will be
distributed in April.**



Lieutenant John Detienne Leads a Dedicated Team

by John Detienne, Patrol Shift Commander, Sheriff's Department

My early childhood was spent in Waukesha, WI. My father's job caused relocation to Gainesville, FL, where I graduated from Gainesville High School. The next stop was Hanover, Pennsylvania, where I attended the University of Pennsylvania in Shippensburg, played football and became a member of the Tau Kappa Epsilon National Fraternity. Upon our return to Wisconsin we chose Oostburg where my parents met and spent their childhoods vacationing on the shores of Lake Michigan. I completed my BA in business administration at Lakeland College and later an AS in Police Science from Lakeshore Technical College.

My wife Cindy and I have been married for 22 years and have settled in her

hometown of Oostburg. Cindy began her 25 year career at the Comprehensive Health Center and continues in the Division of Corrections. Together we enjoy spending time doing home improvements, entertaining friends and family, bonfires, sailing, beach combing, and swimming with our three dachshunds. We especially look forward to traveling the country by motorcycle whenever possible, visiting with old and new friends along the way.

I have been employed by the Sheriff's Office for 20 years, most recently as a patrol shift commander. I lead a team of dedicated employees who together respond to calls for service. I have the honor of working with this team of men and women

who have prepared themselves to respond to the unthinkable, in the harshest of conditions, while maintaining an amiable yet assertive disposition in achieving peace and order. We count on employees from other departments along with citizens in forming partnerships whenever possible and, whether we say it or not, we always appreciate the dedication and commitment we undoubtedly find. I hope to spend my older crusty years somewhere warmer, though. On Wisconsin, but go Gators!

Regional Veterans Court Provides Specialized Treatment

by Charlene Cobb, Veterans Service Officer

Sheboygan County is phenomenal when it comes to supporting our Veterans. The various programs and events we are able to provide shows the commitment of our citizens to care for our Veterans. I believe this attitude is reflected by our County Board and county employees alike. Thank you; I appreciate all your support for our Veterans. You are a wonderful group of people to work with.

Our newest program is a Veterans Treatment Court. There is a team of dedicated and caring individuals from Judge Sutkiewicz, the Sheriff's Department, Clerk of Courts, Probation and Parole, DA, Public Defenders, private bar, City police, the VA and other concerned individuals helping to coordinate the components we need to initiate this Court.

These courts are standing up all over the country to provide channels for needed treatment for our Veterans, primarily combat Vets that have committed an offense that brings them into the judicial system. Our court will be a regional court, as most are, so that Veterans in need of treatment from one of our surrounding counties can also get help. The Court negotiates individualized contracts with the Veterans that involve treatment programs for their conditions and stipulations for their sentencing upon successful completion or in the event of withdrawal/dismissal from the Veterans Court.

A critical component is identifying a mentor, someone that will travel this road with the Veteran giving them the support and encouragement they need to be successful.

Our young men and women are returning from war, some with PTSD (post traumatic stress disorder) and/or TBI (traumatic brain injury) that may cause them to lose their way in society. These conditions are not new for our combat Veterans, but we are getting better at recognizing those afflicted and working to provide them needed treatment. Veteran Treatment Courts throughout the country have been successful, helping save some of our Veterans from spiraling out of control right into jail. We hope to do the same here, as well. Anyone desiring more information or wishing to be involved please contact Charlene Cobb at (920) 459-3053.

Airport Manager Chuck Mayer Leaves County Airport in Great Shape

by Adam Payne, County Administrator

After 25 years as the County's Airport Manager, and nearly 42 years employed by Sheboygan County, Chuck Mayer has decided to retire.

Chuck started as a draftsman July 1, 1970 working in the Planning Department, and a few years later became a Sanitarian/Zoning Administrator. In 1988 Chuck was promoted to Airport/Zoning Manager, and in 1990, Chuck began as the Airport Manager, the position he holds today.

Thanks in great part to his vision and leadership, the Sheboygan County Memorial Airport has become one of the best in the State. In particular,

Chuck was very successful at planning and securing federal funding. Since 1999, Chuck has overseen 36 capital improvement projects totaling \$25 million. Our airport ranks #7 of Wisconsin's 16 largest aviation corporate/transport category airports, and since recently extending both runways, we are now capable of handling transcontinental jet aircraft.

I am very fortunate to work with an outstanding management team, and have always held Chuck in high regard. His thoughtful planning, professionalism, and dedicated public service are exemplary, and he has made a major impact. Chuck leaves Sheboygan

County better than he found it, and I hope he has a long and enjoyable retirement.

A proposal is currently being discussed that would consolidate the Airport and Highway departments to form the "Transportation Department." I have recommended creating an Airport Superintendent position for the Airport and that Highway Commissioner Greg Schnell be promoted to oversee the Transportation Department.

Please join me in congratulating Chuck and best wishes as he begins a new chapter in his life.



Chuck Mayer,
Airport Manager, Airport

Counties Association Offers Two Scholarship Programs

by Kay Lorenz, Assistant to the County Administrator

The Wisconsin Counties Association (WCA) has two scholarship programs available:

Wisconsin County Mutual: To qualify for the County Mutual scholarship, applicants must have enrolled in a full-time undergraduate course of study at an accredited two- or four-year Wisconsin college or university no later than the fall term of the application year, and the applicant or the applicant's parent, grandparent or guardian must be a County Board Supervisor or employee of Sheboygan County. In 2011, five \$2,000 scholarship recipients were selected—including Neil Scannell, the son of a Sheboygan County employee—by

an independent panel of current and former educators based on scores received in the following categories: future goals and career plans, grade point average, community involvement, the quality of their writing and a letter of recommendation.

WCA Group Health Trust: To qualify for the Group Health Trust scholarship, applicants must enroll full-time at a Wisconsin college in the fall 2011 term as either a second-year student at a technical college; or an upper class (at least third year) student at a four-year university. The applicant must be working towards a career in health services. Special consideration will be given to those

majoring in nursing, physical therapy, occupational therapy, speech pathology or dental hygiene. The applicant or applicant's spouse, parent, grandparent or guardian must be an employee or a member of WCA Group Health Trust (which now includes all employees in the Sheboygan County Health Plan). Scholarship awards are \$1,000 for a technical college student or \$2,000 for a 4-year university student: Up to \$10,000 in scholarships will be awarded.

Scholarships for both Wisconsin County Mutual and Group Health Trust are awarded each year during the Wisconsin Counties Association Annual Conference in September.



Watch for the announcements and applications for the 2012 scholarship program in mid to late spring of 2012 at

www.wisconsincountymutual.org
www.wcaght.org
www.wicounties.org.

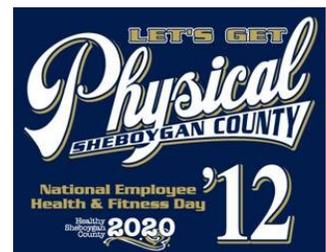
Let's Get Physical Sheboygan County 2012

by Kortnei Ames, Human Resources Secretary

Join us in participating in this year's Healthy Sheboygan County challenge by taking part in at least 20 minutes of physical exercise on Wednesday, May 16, 2012. All you have to do is sign up with

your department contact person and do 20 minutes or more of physical exercise anytime during the day. Every minute counts. For your participation you will be able to dress down (with su-

ervisor's approval), receive a healthy snack and an entry for great door prizes. Let's bring home the trophy again this year!!



Sheriff's Department Builds Stronger Community Relationships

by Todd Priebe, Sheriff

The Sheboygan County Sheriff's Office is in the midst of exciting and challenging times. Certainly, with a new administration comes a feeling that a new chapter is being written in the story of the Sheriff's Office with an emphasis on community policing and building countywide partnerships.

The Sheriff's Office has implemented a new concept for the township deputies with a shift from a reactive policing style to a proactive policing style, including an emphasis on crime prevention and problem solving. The township deputy concept will allow for stronger relationships to be built with the citizens of the County and learning of their areas of concern and resolving them together.

"Leadership in Police Organizations" has been adopted as the leadership model that will transform how the Sheriff's Office leads its employees. The emphasis is on influencing and understanding individual behavior to effectively accomplish organizational goals. By the end of this year, we will have 37 graduates of the Leadership in Police Organizations training program.

We are now connected across the State of Wisconsin through the WI-VINE Service that notifies registered crime victims, law enforcement personnel and concerned citizens when offenders are released from jail and provides around-the-clock access to offender status information either by telephone or use of the internet.

These new challenges have kept the Sheriff's Office extra busy. Less than a year ago, the Department installed a new countywide Computer Aided Dispatch and Records Management System. The new and advanced system will give law enforcement tools needed to improve how we respond to crime and improve on our data collection. Learning a completely new system has challenged everyone within the department.

The Sheriff's Office is currently working with community stakeholders to determine what is in the best interest for housing juvenile offenders. This issue presented itself during the 2012 budget process when stakeholders expressed their concern after hearing the Sheriff's Office presentation regarding juveniles being

boarded in Manitowoc.

The Corrections

Division has done a remarkable job with the Alternatives to Incarceration Programs. For the time being, these programs have prevented the need to expand the Detention Center. This year, the focus will be on expanding the Workender Program as one of the additional programs associated with Alternatives to Incarceration. This will also address our housing population and overcrowding issues.

Despite the recent challenges, the employees of the Sheriff's Office have endured the budget repair bill and contracts. We continue to commit ourselves to the citizens of Sheboygan County, citizens who can be proud of the men and women that make up the Sheboygan County Sheriff's Office.



MARK YOUR CALENDAR!!

5th Annual All Employee Appreciation Picnic—

Thursday, September 20, 2012

at the Sheboygan County Memorial Airport—

Aviation Heritage Center, catered by

Three Guys & a Grill.

Entertainment provided by "Chain Reaction"



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Government Works Week Promotes Healthy Communities/Healthy Families

by Adam Payne, County Administrator

As the Chief Administrative Officer for Sheboygan County, I have the pleasure of working for an incredibly dynamic organization. With 20 departments, 850 employees, and \$124 million budget, Sheboygan County administers over 200 programs and services. Programs and services that include maintaining the safety of our roads and highways, law enforcement, skilled nursing home care, protecting our natural resources, providing birth certificates and marriage licenses, maintaining land records, assistance to Veterans, and a number of health and human service programs for people in need. We also operate a thriving airport and provide the buildings and grounds for the UW-Sheboygan campus, both very important for economic development.

As Wisconsin and our nation continue to struggle with a weak economy, Sheboygan County is experiencing declining revenues, pressure to provide tax relief, yet increasing costs and demands for services. It is a tremendous challenge.

Fortunately, Sheboygan County has an excellent team in place, and a fiscal track record second to none. We have healthy fiscal reserves, an excellent bond rating, and hardworking, caring

staff who are effectively providing high quality services. Thanks to strong teamwork among County Board Supervisors, Department Heads, and staff, we have made numerous cost-saving changes, streamlined operations, prepared fiscal outlook plans, conducted department operational reviews, completed a county-wide program evaluation and prioritization process, sought public input, and made timely decisions that helped position us for success. In fact, since 2003 our table of organization has decreased from a high of 1,349 to 850, a 37% reduction. Our total county payroll is less today than it was in 2001, and we are the only county in the State that has reduced the property tax levy four out of the last five years.

However, as I mentioned, costs and demands for services continue to increase. For example, over the past year our Health and Human Services Department provided assistance to 11,000 individuals at our Aging and Disability Resource Center. 1,300 women, infants and children received health and nutrition services. Demands for economic assistance and food share benefits climbed to record levels, and, we received 1,109 reports of child abuse and neglect. Our mental health crisis line received and

followed up on 4,436 calls for help.

Sadly, these are just some of the figures, all of which represent a child, teenager, adult or elderly person in need.

During Sheboygan County Government Works Week we will be promoting "Healthy Communities/Healthy Families". I hope you will read our series of guest articles in the Sheboygan Press and The Review with accounts of how the Health and Human Services Department has and continues to make a profound impact on individuals, families and our community. Also, two public information fairs will be held to share information on County programs and services that have a positive impact on quality of life, self-sufficiency, and safety.

I want to thank Sheboygan County employees for the very important work you do. Your hard work and dedication is appreciated.



Family Caregiver Supportive Workplace Partnership Wraps Up Program

by Jane Jensen, UW-Extension Sheboygan County/Family Living & Kathleen Manny, Aging & Disability Resource Center

The Family Caregiver Supportive Workplace Partnership (Sheboygan County Pilot) held its wrap-up meeting in the fall of 2011. Department representatives reviewed the results of the pilot program and made recommendations for the future so that county employees who are family caregivers can be productive employees as well as empowered family caregivers. Co-leaders Kathleen Manny and Jane Jensen presented an overview of the recommendations and best practices to Human Resources Director Mike Collard in February of 2012. It was recommended to: provide ongoing supervisor training, acquaint employees with HR policies and EAP opportunities, utilize the county employee newsletter for articles relative to family care giving, share family care giving resources through e-mails to all users as opportunities are available, continue development of the employed

family caregiver website, encourage HR to subscribe to e-newsletters with family caregiver content and repeat onsite training opportunities as requested.

The efforts of the team and co-leaders resulted in workshops being held onsite from December 2010 through May 2011 at sites throughout the county. Family members were also encouraged to attend. Workshops included: Planning for the Future; Employee Benefits for Family Caregivers; A, B, C and D of Medicare; Supervising Employed Family Caregivers; Are you Thriving or Surviving; ADRC: What are we all About? And Prepare to Care. Several articles relative to the family care giving topics and the Partnership were distributed to county employees, via the county website for the public, county board supervisors, legislators and other community members. In-

formation and Assistance staff from the ADRC was also made available by appointment to discuss options with individuals. This initiative will be marketed to other employers.

Thank you to County Administrator Adam Payne, the department representatives, other team members, and county employees for making a commitment to create a supportive workplace for employees who are family caregivers! Please feel free to share comments and suggestions with Jane Jensen at 459-5900 or Kathleen Manny at 467-4100. The complete summary report is available on the Human Resources Department Intranet site or from Jane Jensen, and previous County Newsletter articles on this topic are available on the county website.