



Sheboygan County News

Volume 3, Issue 4
4th Quarter, 2010

All Newsletters for County
Employees can be found at:
www.co.sheboygan.wi.us



All Employee Appreciation Picnic Well Received

by Kay Lorenz, Assistant to the County Administrator

Inside this issue:

Olson's Aspirations Take Him From Student to Superintendent	2
County Team Formed to Support Family Caregivers	2
Risch Receives First Employee Suggestion Reward	3
Versatility & Flexibility Are All in a Days Work	3
Employees Help Reduce Energy Costs	4
Brault Appointed Interim Planning & Conservation Director	4

Over 200 employees attended the 3rd annual All Employee Appreciation Picnic held at the Broughton Sheboygan County Marsh Park on August 19th. The following are some of the wonderful comments County Administrator Adam Payne & I received.

"I want to thank you for the employee picnic. I had a great time, the setting was beautiful, the weather was perfect, the food was good and the conversations great! I appreciated being able to bring my spouse along. And, kudos to the planners for such a great job! I'm proud to be an employee of Sheboygan County." – Dale Deterding, Aging & Disability Resource Center

"I just wanted to thank you and tell you and the planning committee the picnic was great!" – Gail Schmeiser, Rocky Knoll

"As you know, I have been unable to attend in years past so this was the first one I attended. I thought it was wonderful. The food was great and receiving my coffee mug was such a treat, what a nice thought. Being the Marsh is county owned, I was thrilled to see that it was moved there this year. It was so very nice to see people who I have worked with over the past 22 years and don't have a chance to see any more." – Karin Pierce, Planning

"Just a quick note to thank you and your committee for the wonderful picnic on Thursday evening. I felt that this was and continues to be a great event." – Tim Reinemann, Rocky Knoll

"Wonderful picnic—enjoyed it immensely—I liked the location—I had not seen the tower until last night so that was a plus...I think the location of the band was perfect, we all could talk and hear each other with them situated there...the food was good—I think your door prizes were excellent—I think it was a perfect night...thank you very much." – Bonnie Flannery, Economic Support

"I just wanted to say THANK YOU for all your hard work planning the picnic. As usual, it was perfect—the location, food, entertainment, etc. I had a lot of fun and look forward to attending each year. Everything is always very organized and well planned." – Bonnie Widder, Economic Support

"I would like to thank you and all the other administrators and personnel who worked so hard to make the picnic so enjoyable. The location was lovely, the food excellent, and the gifts and

door prizes greatly appreciated. The weather was perfect, the company awesome. It takes a lot of time and effort to organize an event such as this. All of you did a wonderful job, and I appreciate that you would do this for us. I had a wonderful time." – Pam Johnson, Economic Support

Many thanks to the Picnic Planning Committee, as well as Mary Walsdorf from Rocky Knoll, who donated the use of the large tent, and Dean Al Hardersen from UW-Sheboygan who donated the use of the tables and chairs for the picnic. THANK YOU Mary, Dean Hardersen and everyone who participated!



Newsletter Preparation

Kay Lorenz
Kortnei Ames
Michael Collard
Adam Payne



Olson's Aspirations Take Him From Student to Superintendent

Greg Schnell, Highway Commissioner

Bryan began employment with the Sheboygan County Highway Department in 1994 as a summer student. He graduated from LTC in 1995 with a degree in material management, then continued going to night school and received his bachelors degree in management and public service administration. After graduation from LTC, Bryan was hired in May 1995 as a full-time maintenance worker and a winter grader operator. Bryan stayed in this position until Janu-

ary of 2006 at which time he became the Elkhart Lake Shed Supervisor. He was again promoted in August 2009 to Shop Superintendent.

2009 was a memorable year for Bryan. After a relatively quiet 15 years of employment with the county and a relatively quiet life overall, Bryan got married on June 20, 2009, was promoted Shop Superintendent in September, and was blessed with finding out he was going to be a father! Their son, Calvin, was born earlier this year.



Bryan enjoys spending time with his family, collecting antique tractors and spending time in the Great Wisconsin outdoors. Thank you Bryan for all that you have done and continue to do.

County Team Formed to Support Family Caregivers

Kathleen Manny, Sheboygan County Aging & Disability Resource Center

Jane Jensen/UW-Extension Sheboygan County/Family Living

Beverly Randall/Mental Health America in Sheboygan County

Pauline Krutilla & Todd Heinen/Aurora Employee Assistance Program

People who step up to provide care when needed to a family member or friend who is chronically ill, disabled, aged, or frail are called a **Family Caregiver**.

The Employed Family Caregiver Survey, completed by UW-Extension Sheboygan County/ Family Living in November of 2009, indicated that **over 68% of Sheboygan**

County employees who responded have caregiving responsibilities for parents, in-laws, grandparents, other relatives or friends.

The effects of caregiving may be dramatic to both the employer and the employee. It can result in reduced productivity, loss of work time, additional supervision costs and even replacement costs to the employer for employees who quit due to caregiving responsibilities. For the family caregiver, it can



cause changes in physical and emotional health. It can reduce free time to participate in other family, social, leisure or community activities, and it can be a financial burden.

As a family caregiver, there is help for you. Creating a Supportive Workplace is about providing support to you, a family caregiver, right where you

are—at work!

“Research indicates that once people identify themselves as caregivers, 90% become more proactive about seeking resources and skills, to assist them in their caregiving role.” (National Family Caregivers Association, 2001) A supportive workplace will make it easier for you to gather information and research options so you can be a productive employee as well as an empowered family caregiver.

We are pleased to share that the County Administrator is supporting representatives from various Sheboygan County Departments coming together to form a Family Caregiver Supportive Workplace Partnership. During the next six months, Partnership representatives will share information and get feedback from employees in the individual departments they represent in order to develop a plan to create and sustain a supportive workplace for Sheboygan County employees who are family caregivers.

Watch for additional results from the survey in upcoming newsletter articles, flyers, postings, fact sheets, and information packets regarding family caregiving. Individual meetings, lunchtime seminars and before or after work seminars will also be available.

Thank you Sheboygan County for making a commitment to create a supportive workplace for employees who are family caregivers!

Risch Receives First Employee Suggestion Reward

by Kay Lorenz, Assistant to the County Administrator



As you may recall, the April 2010 employee newsletter included an insert describing the newly created "Employee Suggestion Reward Program". The purpose of the program is to recognize and reward employees who improve the service that we provide, solve problems, and improve operations or procedures that help Sheboygan County as an organization accomplish our mission—"To provide courteous, responsive, efficient and effective services to those we serve."

The idea for an Employee Suggestion Reward Program was initiated by County Board Chairman Mike Vandersteen following Sheboygan County receiving the State 2009 Foth Good Government Award and \$1,000. The Employee Suggestion Reward Program allows the County to use the

\$1,000 Foth cash award in a manner that lives up to the spirit of the Good Government Award. The funds have been earmarked to provide rewards to non-management employees who submit suggestions that would result in a significant improvement in operations and associated cost savings.

Submitted employee suggestions are reviewed by an interdisciplinary committee consisting of the County Administrator, Corporation Counsel, Finance Director, HR Director, Building Services Director, IS Director and County Clerk. The interdisciplinary committee forwards its recommendations to the Executive Committee for final reward determination.

In August, the interdisciplinary Committee reviewed the first two employee suggestions and selected one to be forwarded to the Executive Committee. At their September 30th meeting, the Executive Committee made the determination to reward **Nancy Risch of the District Attorney's Department \$150.00** for her cost saving proposal for Victim Witness Services. Nancy reported that since the Victim Witness Office initiates contact with victims for many purposes to keep them informed, her proposal was to reduce the Victim Witness postage expense by making more contacts with victims via email. Working with her supervisor, Nancy's suggestion has been successfully implemented and is saving over \$1,500 annually. Congratulations, Nancy!

Versatility & Flexibility Are All in a Days Work

Greg Schnell, Highway Commissioner

VERSATILITY: Our highway department is the maintenance authority for 450 miles of county trunk highway, 170 miles of state highway and 465 miles of township road. Maintenance activities include, but are not limited to, snow removal, vegetation control, litter pick-up, pothole patching, shouldering, crack filling, center lining, 6,800 signs, traffic control and bridge maintenance.

In addition, the Highway Department also performs construction activities. The crushing unit supports our construction by crushing large rocks into small stones, producing the base aggregate for our road projects as well as shouldering materials for maintenance operations. The crushing unit also supports our asphalt plant. The asphalt operation produces between 40,000 and 80,000 tons of asphalt per year. The asphalt is used on county, state, town, village and city roadways. Upon request, asphalt is also provided to bordering counties. The asphalt operations have proven to be a cost-effective way to maintain and improve

our roads while passing the savings on to taxpayers.

All of the services the Highway Department provides are accomplished by 98 employees. Our staff is knowledgeable and skilled in a variety of areas giving us the versatility that we have today.

FLEXIBILITY: No two days are alike. Our responsibilities depend heavily on the weather, which can dictate what we do on any given day. We may have plans to reconstruct a road, but rain will cause us to change those plans. We may have plans to perform betterment on a roadway, but snow will cause us to plan differently. The rest of the world believes we have four seasons, but here at the Highway Department we have only two—construction season and winter. Activities for both seasons are weather—dependent and unpredictable.

We owe a tremendous amount of gratitude to the Highway staff for all the time they spend away from their families. They may

be called upon at the most inconvenient times—during family functions, children's school and sporting events, holiday celebrations, and lets not forget in the middle of the night in the dead of winter. Our job is to respond and perform duties under some of the worst conditions so that others may enjoy getting safely to their events, holiday gatherings and work.

Versatility and flexibility, all in a days work!



Employees Help Reduce Energy Costs

by James TeBeest, Director of Building Services

Energy use continues to drop since a comprehensive Energy Policy was implemented at the end of 2008. In 2010, energy consumption is even lower than 2009.

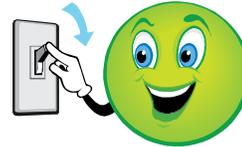
Compared to 2008 annual use, in 2009 we reduced electricity use by 7.8% and natural gas use by 9.1% - an equivalent of \$50,524. As of August 2010 we've saved that much already—\$50,593—with three months remaining in the year!

Electricity use in kilowatt hours for 2010 was 8.3% less than in 2008 despite an extra long air conditioning season, and natural gas therms used were a whopping 21.2% less than in 2008. The Administration Building is leading the way by reducing natural gas usage by 59%, and the H&HS Building is the most improved for 2010 to date.

The Energy Team and Building Services have done some projects with great suc-

cess in reducing energy use including replacement of various motors saving 7%, soda machines saving 67% and exit lights saving 93%. However, the real savings are coming from the conscientious efforts of all employees by turning off lights and computers, closing window blinds, and kindly adjusting to less comfortable temperatures.

Thank you!



Brault Appointed Interim Planning & Conservation Director

by Adam Payne, County Administrator

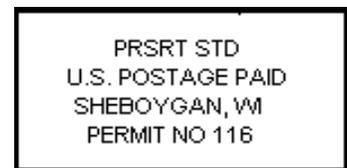
At their September 21st meeting, the County Board unanimously supported consolidating the Planning and Land and Water Conservation Departments and associated T/O revisions. Effective immediately, we now have a County Planning and Conservation Department! I am also pleased to share that on September 22nd, Mr. Aaron Brault was appointed Interim Planning and Conservation Director. Aaron has worked in the Planning Department since January 2007 as a Project Specialist and Manager of the Non-motorized Transportation Pilot Program,

and has done an excellent job. Aaron has a Bachelor of Science in Geographical Information Systems/Cartography, and is pursuing a Master's Degree in Urban Planning. Aaron has also been very involved in the community, and was recently recognized as a "Top Young Sheboygan County Professional" by the Chamber of Commerce Coastal Connections. In brief, Aaron possesses the character and leadership skills I want in a department head. He has developed excellent rapport with his co-workers and many others in the community, and with the strong support of Shawn We-

sener, Pat Miles and all the very capable staff he is surrounded with, Aaron is poised for success. Please join me in welcoming Aaron as the first Director of the newly formed County Planning and Conservation Department.



SHEBOYGAN COUNTY
508 NEW YORK AVENUE
SHEBOYGAN, WI 53081



«Name»
«Address 1»
«Address 2»
«City», «State» «Zip Code 1»-«Zip Code 2»

HEALTH CARE REFORM SECTION 125 CHANGE EFFECTIVE 1/1/2011

by Ruth Wilsing, Benefits Assistant

Part of the Healthcare Reform Act will affect the reimbursement of **OVER THE COUNTER DRUGS** (OTC) for the 2011 calendar year. Over the counter drugs will no longer be reimbursable in 2011, unless you have a prescription from a medical provider.

For those employees covered by the drug card you may submit the over the counter drugs under your CVS/Caremark prescription card and then under Section 125.

For those employees with 100% co-pay for prescriptions, you will need to send your original prescription for the OTC along with your 125 reimbursement request to Human Resources.

Please keep this change in mind, when completing your 2011 Section 125.

Over the counter drugs may still be submitted for any 2010 balances.

Please contact Ruth Wilsing at 459-3578 with any questions.

SHEBOYGAN COUNTY PRIDE

PLACE YOUR SHEBOYGAN COUNTY CLOTHING ORDERS NOW!!

by Kay Lorenz, Assistant to the County Administrator

Sheboygan County employees now have 20 items to select from on a new website:

www.companycasuals.com/sheboygancounty/start.jsp

We will continue to work with a local vendor in Sheboygan Falls—Creative Premiums. All items will include the Sheboygan County logo. As previously, once at least 12 requests in any combination of the available selections are received, an order will be placed and the items will be delivered within 2-3 weeks. You may place an order at any time.

Items ordered may be either picked up at the County Administrator's Office or forwarded to employees via interdepartmental mail.

I currently have a list of 10 tentative requests from employees that wish to order. I'll look at placing an order within the first two weeks of November to give you a chance to do some on-line shopping! Orders you complete on the website will be routed directly to me via email for processing.

Christmas is just around the corner, so please take a look at the website, preferably on your computer at home, and consider placing an order soon. Contact me at 459-3103 with questions.