

2008 County Government Plans and Goals - January

Aging & Disability Resource Center (ADRC)

- We will continue working with the Human Services Department to prepare Manitowoc County for Family Care. The ADRC will continue its mission of being a one-stop shop for information and assistance for people age 18 and older who are in need of long term care services. This includes providing services to people age 60 and older under the Older Americans Act, and information and assistance to people age 18 and older who are coping with either a developmental disability, mental illness, or physical disability.
- The ADRC will be working with Maritime Metro Transit to hire a mobility manager this year to assist with developing a coordinated transportation program for Manitowoc County. A vehicle acquisition application will be submitted to the Wisconsin Department of Transportation to accommodate the needs that will arise from a more defined coordinated transportation plan.
- Prevention will continue to be an important goal of the ADRC. A grant received from the Arthritis Foundation and Centers for Disease Control will market the importance of exercise to people ages 45 – 64 who have an arthritis diagnosis. Falls prevention programs will continue to be offered to assist with educating the community on how to stay safe in their own home as long as possible. Living Well with Chronic Conditions and Tai Chi will both be continuing this year as prevention programs.
- “Stepping On” will be a new addition to falls prevention programs this year. This is an evidence based multi-factorial falls program developed in Australia that will be offered through a partnership between the ADRC, Public Health, and Aurora Medical Center.
- Family Caregiver programs will also continue to be offered. This includes the “Powerful Tools for Caregivers,” “Caregiving Relationships,” “Caregiving at Life’s End,” and the “American Red Cross Caregiver Program.” The newest addition to the caregiving curriculum that will be introduced this year is “Elder Care and the Workplace.”
- The ADRC will place a great deal of emphasis on marketing its prevention programs to the younger retirees.

Clerk of Circuit Court

- Working on records retention to create some additional storage space for court files. In the past year, we have addressed exhibits retention and have delegated a locked storage area specifically for court exhibits and have implemented secure exhibit retention practices. We have very limited storage space for court files, and it is imperative that we have a system in place to annually address the required retention periods as directed by Supreme Court Rules.
- Continue working on ways to make the court system more accessible to the public. We have created many forms packages with comprehensive instructions and brochures to assist pro-se litigants, as well as continuously updating and expanding our website with useful resources and information to assist the public.

- Continue creating internal efficiencies on handling and processing paperwork and filings, to make the information accessible on CCAP more timely. Although this is always a priority, it can become quite challenging when we are short staffed. We have done an extensive amount of cross training within the office, which has proven to be extremely beneficial in assisting various units with backlogs in the workload.
- Looking into the possibility of bringing video conferencing into our courtrooms. This would be beneficial from a security standpoint, and would also provide an economic benefit by eliminating transport expense. It would also be financially beneficial when expert testimony is required in trials by experts located outside of the state or country.

Comptroller

- Process timely and accurately all accounts payable and payroll transactions, retiree's health insurance billing, process treasurer's receipts to the general ledger, and file all the required state and federal reports, not to mention insuring the county's property and liability exposure.
- In partnership with the Personnel Department and other departments affected, we will be reviewing and if advantageous implementing a new time card entry system. We are looking for a process that will speed up entering payroll time card information, cut down on the number of mistakes employees are making on their time cards, and provide departments that rely on scheduling their work force, a method and system to do it. Between us and the personnel department, we will try to keep everyone informed as we move forward with this endeavor.

Coroner

- Meet with all EMS agencies to explain our role and thank them for their valuable assistance.
- Develop a long-term equipment replacement schedule.
- Provide more funds for continuing education.
- Continue working with deputy coroners to improve and update the policies and procedures manual.
- Work on providing all deputies with a laptop and digital camera for casework.
- Record storage of casework on memory sticks.
- Develop brochures for distribution to family and others to explain our role and how to access our department, death certificates, and case information.
- Develop standards for hire of deputies consistent with the American Board of Medico-legal Death Investigator guidelines.
- Update files of deputies regularly for continuing education and make sure they have access to relevant educational opportunities.
- Provide outdoor clothing for deputies.
- Work with the Survivors of Suicide group formed in Two Rivers to provide assistance to families in need of these services.
- Develop strategies and policies to better deal with individual law enforcement agencies for evidence gathering and storage.
- Revise the numerous forms we use to reduce redundancy.

County Clerk

- Make it through 4 elections in one piece and learn a lot in the process.
- Fully implement the e-mail program for the County Board in order to cut postal costs.
- Use space more efficiently in our upper vault area so that both we and the public can access records in a more orderly manner.
- Readjust job descriptions so that we can efficiently allocate the office work load.
- Continue to organize and provide information to the residents of Manitowoc County by making better use of existing technology (e.g. posting forms and documents online).
- Reach out to younger members of our community to get them interested in their government through school (e.g. presentations to high schools which include how to vote and becoming a high school poll worker).

Emergency Management

- Conduct successful community and staff education on severe weather preparedness.
- Coordinate and participate in local and regional radiological ingestion training/functional exercise.
- Participate in threat based security exercise with Kewaunee Power Station on September 12th.
- Update Emergency Operations Plan with active participation from agencies with roles in emergency response and recovery.

Family Court Commissioner

- Our main goal for 2008 is to have the office appropriately staffed when our secretary/JA is out of the office. We have had to close the office on too many occasions due to unavailability of clerical support. There is a new .62 FTE floater position starting in the courthouse this year, and with proper training she will be the answer to this issue.
- Continue to focus on using educational co-parenting programs for divorce and paternity couples, as well as the *Peaceful Alternatives to Family Violence* class offered by Blue Waters Family Counseling, since these programs help remedy current family problems and help prevent family issues from developing that would otherwise end up in court.
- Coordinate our local pro se assistance forms with those now provided on the state court website, to avoid confusion and streamline access to court for litigants who do not have the assistance of an attorney.
- My greatest wish is to have our own family court courtroom on the 3rd floor. We could docket more cases and have less delay if we had our own courtroom in which family and small claims hearings could be scheduled all day every day. Our case volume grows every year, and a separate family court courtroom is well justified for a county our size. A courtroom fronting the rotunda would also be more secure, as per the opinion of our court bailiffs.

Health Department

- By 2010, less than 20% of adults will use tobacco products. *(Currently 20%)*
- By 2010, less than 13% of children will have their first full cigarette by age 13. *(Currently 14.2%)*
- By 2010, 40% of adults in Manitowoc County will participate in physical activity at least 5 days each week. *(Currently 38%)*
- By 2010, 40% of adults will be at a healthy weight. *(Currently 37%)*
- By 2010, the birthrate to teens under age 18 will be less than 11/1000. *(2004-06 rate = 12/1000)*
- By 2010, deaths from falls will be less than 33/100,000. *(Currently 35/100,000)*
- By 2010, less than 24% of teens will have had their first full drink by age 13. *(2005 28%, Currently 23%)*
- By 2010, 30% of MA recipients will have had dental care in the previous year. *(Currently 23%)*
- By July 31, 2008, Manitowoc County Health Department will support pandemic influenza readiness by completing activities defined in the guidance from the Centers for Disease Control (CDC).
- During 2008, all women of reproductive age who receive services through the Manitowoc County Health Department will be provided with appropriate information about family planning and reproductive health, pregnancy related health, and Medicaid services including the Family Planning Waiver and Healthy Start. During the contract budget period January 1, 2008 through December 31, 2008, the Manitowoc County Health Department WIC Project will maintain an average participation that is at least 97% of the contracted caseload of 1,484.
- During 2008, seven businesses located in Manitowoc County will implement new worksite wellness plans.
- Throughout calendar year 2008, residents of Manitowoc, Calumet, Kewaunee, Door, and Brown Counties will be served by a regional Radon Information Center managed by Manitowoc County Health Department.
- By December 31, 2008:
 - 325 children at risk for lead poisoning who reside in Manitowoc County will receive an age-appropriate blood lead test.
 - 7 environmental lead hazard investigations will be completed on the primary residences and pertinent secondary properties of children with venous blood lead levels ≥ 10 mcg/dL who reside in Manitowoc County according to the Elevated Blood Lead Investigation protocol.
 - 85.6% of children residing in the Manitowoc County Health Department jurisdiction that will turn 19 months of age during the contract year 2008 will have received their 4th dose of DTaP.

- 130 children ages birth through 7 years from Manitowoc County will be properly positioned in a child safety seat as demonstrated by their parent or caregiver.
- 135 women will receive early identification of pregnancy services from the Manitowoc County Health Department.
- 3 new steps in becoming a Breastfeeding Friendly Health Department will be completed by the Manitowoc County Health Department.
- 62 residents of Manitowoc County ages 35-64 years will be screened through the Wisconsin Well Woman Program.
- 214 compliance investigations at licensed tobacco retail vendors, 5 related public outreach activities, and 5 related media outreach activities will be completed in Manitowoc County according to the prescribed schedule.
- Enforcement activities will be implemented by the Manitowoc County Sheriff's Department in Manitowoc County in collaboration with WI Wins Tobacco compliance inspections.
- Three strategies to support tobacco prevention and control local coalition building or maintenance will be implemented by the Manitowoc County Tobacco Control Coalition.
- Four strategies in support of tobacco control interventions in Wisconsin will be implemented by the Manitowoc County Tobacco Control Coalition.
- One community will implement an education campaign to address community-wide smoke-free air policy change.
- Two anti-tobacco advocacy initiatives will be implemented by Manitowoc County youth.
- Manitowoc County Health Department will engage in a continuous planning process with local and regional partners to respond to public health emergencies.
- All staff in the Manitowoc County Health Department will achieve the Emergency Preparedness Core Competencies for All Public Health Workers identified for their position in a public health emergency response.
- Manitowoc County Health Department will participate in a public health emergency preparedness exercise or real event that meets the requirements set by the Centers for Disease Control (CDC).
- Epidemiology capacity will be increased by the Manitowoc County Health Department's development of a local surveillance system which includes an implementation plan for monitoring the community's school or worksite absenteeism.

Highway

- We are a team charged with the responsibility of developing and maintaining a highway system for Manitowoc County. We strive to address the safety needs and environmental concerns of the public. Our main goal for 2008 and the future is to develop and maintain a quality transportation system for today and tomorrow.
- Transportation infrastructure and services are vital for supporting the growth of Manitowoc County's economy. A strong transportation network reduces the cost of production and distribution, creating jobs while boosting industry competitiveness and productivity.
- With the passing of the 2008 County Budget, our department will be able to hire 3 new employees to help construct and maintain our infrastructure. With the new budget and additional employees, we plan on rehabilitating and paving 15 miles of county trunk highways. The past 5 years we only averaged 10 miles.
- Winter road maintenance is another essential operation in our department. Our goal is to make roadways safe within the limitations of resources, roadway protection and environmental concerns. With over 574 lane miles of county roads to maintain in winter, we plan on providing the taxpayers with excellent winter maintenance by using new technology, improved roads, and the skills of our employees.
- Speaking of dedicated employees, our goal for 2008 is to be a team which supports each other and also supports the taxpayers. In order to be a team, we need to communicate effectively with each other and the taxpayers by doing the following:
 - Try to understand each other and discover new ideas we can appreciate and learn from each other.
 - Move "outside ourselves" and take a hard look at how the public and the rest of the county departments envision us.
 - Give people the benefit of the doubt.
 - Be objective and non-evaluate in your day-to-day dealings with people.
 - Confront issue(s), not people.
 - Foster an environment of openness and trust.
 - Allow people to save face.
 - Be aware of instances in which you might be perceived as insensitive.
 - Minimize sarcasm. If you offended people analyze the way in which you misrepresented your wit.
 - Treat people with the same courtesy you would extend to a new customer.
 - Treat people as they want to be treated, not as you want to be treated.
 - Communicate! Communicate! Communicate! Our department cannot be effective if we do not interact.

We need to keep our noses to the grindstone and focus on why we are here and use the time we are at work effectively.

Human Services

- Develop various procedure manuals for processes such as client intake, court referrals for Child Welfare clients, new employee training, and many areas that just weren't written down before.
- Compile and maintain a staff photo directory so that everyone can get to know who they work with. This includes name, title, unit, and location.
- The agency safety committee is meeting regularly to develop procedures for staff and clients in the building as well as on home visits.
- Complete three strategic planning projects and continue to update for future years.
- Complete the renovation of the building at 1226 Washington Street in Manitowoc for the Painting Pathways clubhouse for county residents with mental health challenges. The trainings and programs are being worked on and should be completed in 2008.
- Work on designing and implementing the Family Care Long Term Support Initiative with the county consortium, the Aging and Disability Resource Center, and the state Bureau of Long Term Care.

Joint Dispatch Center

- Hire/train/assign fourth supervisor into management team.
- Work with county board/committees to secure engineering firm/plan for communications infrastructure project.
- Continue process to identify leaders from dispatcher staff to improve procedures, training, and overall working conditions to benefit our customers and our staff.

Information Systems

- *iSeries: JDE Edwards Upgrade* We are upgrading JDE in 2008. This is the Financial systems package used by the County. As we expand the functionality of JDE throughout the County it is important to stay current with enhanced capabilities.
- *iSeries: InfoPrint Reporting Expansion* We will continue to expand the use of InfoPrint E-Mail based report delivery. InfoPrint allows us to discontinue the practice of centrally printing reports in the IS Department and allows the same reports to be run and then be automatically e-mailed to the appropriate people. This results in a significant reduction in paper usage and delivers reports as soon as they are run. Eventually this will allow us to eliminate the old "green bar paper" reports altogether.
- *GIS: Conversion to Geo Databases* We will convert all of our GIS data to Geo Databases in 2008. This is a fundamental change in how data is stored and managed within the GIS environment. The end result is a much more flexible data model with a lot of increased capabilities.
- *GIS: Move GIS Mapping Websites to County Server* We will be implementing a new server and redesigning the County – City joint GIS mapping websites. This joint project between the County and the Cities will see the new equipment located within the County's IS Department and will allow changes to how the site is implemented and presented to the public.

- Domino: Upgrade to version 8 We will be implementing version 8 of Domino and Notes in the 2nd half of 2008. This is a major revision of the software and will present the end user with an entirely different look and feel. The version we are currently running is going to end of support so it is time that we upgraded.
- E-Mail Archiving And Management We are in the process of implementing a robust e-mail archiving solution that will support the legal requirements surrounding open records, records retention, discovery and litigation. The system that we have now is more of a disaster recovery mechanism than a document management solution.
- Document Imaging We have already deployed and will be going live in very early 2008 with a document imaging and management product for Planning & Park. This will significantly streamline the processes involved with filing and retrieving documents managed by the Department.
- Laptop Support: Hi- Speed Cellular Connectivity There are many laptop users who would like to have the ability to connect with their laptops from anywhere in the field at "hi-speed". In Q1 of 2008 we will be adding hi-speed cell cards to laptops for requesting users that will eventually allow for connectivity almost anywhere in the County at hi-speed. Cellular connectivity is different than the typical "wireless" connection in that it will be available almost anywhere in the County. If a cell phone works in any given location, these cards will work as well. This will be very helpful to folks in HSD, ADRC, PHD, HWY, etc. who use laptops while working in the field.
- Aegis: Version 8 Release In 2008 we will be upgrading our Aegis Law Enforcement software systems to version 8. This is the most significant and comprehensive release since its original release. The upgrade provides many user requested enhancements and provides major improvements for the mapping module.
- Aegis: WIJIS Implementation We will be implementing the WIJIS (Wisconsin Justice Information Sharing) project in 2008. This project will allow our Law Enforcement Agencies to become part of an information sharing network throughout the State. Our agencies can share as much (or as little) of their information contained within Aegis with other State of Wisconsin Law Enforcement Agencies and can access information from other agencies throughout the State.
- Aegis: Mobile Projects There will continue to be a lot of enhancements in the squad car mobile connectivity capabilities. The squad cars will have access to Aegis information, mug shots, Tracs data links, in-car video recording, license scanning, wireless "hotspot" connectivity around the County for fast data transfers, etc., all without the Officers having to leave their squad car.
- Citrix: Stability Improvement Project The project to stabilize and enhance the performance of Citrix for HSD has been active for the past 7 months and will come to a close in January 2008. The goal was to improve the performance of the 10 servers running Citrix and to improve their stability thus improving reliability and up time.
- CMHC: Enhancements We will be implementing a number of long sought after enhancements for the CMHC application used in HSD in Q1 & Q2 of 2008.

CMHC is a comprehensive software package that is designed to help run and manage Human Services types of organizations. We will also be implementing a data warehouse within the CHMC environment in 2008. This will improve the reporting capabilities available to end users of the CMHC product.

- Training Room: Rebuild Our well used Training Room is showing its age and is in need of a facelift. We will be designing new software templates for the classroom and developing a better mechanism to allow for quick rebuilds of the PCs after a class is completed. With all the new software changes coming to the County in 2008, the classroom will continue to get heavy usage.
- Software Deployment: We will try to implement an automated software distribution system in 2008. We currently have no way to upgrade or update software on PCs or Laptops once they are deployed. You have what you got when you received the equipment. We want to ability to keep equipment in the field up to date and to do that requires an automated deployment infrastructure.
- VPN Implementation: We will be implementing "Virtual Private Networks" (VPN) in 2008. This will allow users to connect to their login server directly over the Internet. This would allow County users to connect to their normal servers from at home, or at a hotel, etc. and securely access their files from anywhere in the World. This combination of software and hardware creates a secure "tunnel" through the Internet allowing access to your data while still maintaining high levels of security.

Personnel

- Assist in the transition of ownership of the Health Care Center, particularly related to all employment matters.
- Complete the research and make a recommendation regarding implementation of an electronic timekeeping system.
- If approved, implement phase 1 of the electronic timekeeping system.
- Develop an ongoing communication strategy regarding employee benefits, particularly health insurance benefits.
- Research and recommend to the Personnel Committee possible amendments to the non-represented compensation system.

Planning & Park

- Administration of the following County Ordinances: Junk/Police, General zoning, Shoreland Floodplain, Setback, Airport Height, Subdivision Regulations, Private Sewage, Parks, Highways, Wireless Communication Facilities, Non-Metallic Mining, Citations/Ordinance Violations and Ordinance Enforcement, Private Water Systems, and Wind Energy Systems.
- Administration of the following State Statutes in conjunction with Manitowoc County Ordinances: Wisconsin Shoreland Protection Program, Department of Commerce, Private Sewage, Department of Transportation, Wisconsin Fund, Non-Metallic Mining Program, Smart Growth Planning,
- Continue to streamline application process for Board of Adjustment.
- Update Farmland Preservation Planning. Manitowoc County must have an updated Farmland Preservation Plan to ensure that the residents of Manitowoc

County receive Farmland Preservation Tax Credits. For 2007, our plan was updated as required by the State.

- GIS/GPS Technology - Continue mapping assistance for towns, villages, county departments, non-profits, and private. Provide County/City Street Maps and update every five years. Provide County Park Maps and update every five years. Maintain and create specific GIS data layers to increase office efficiency. Update and Maintain Sanitary and Zoning Permit tracking software. Allow staff to continue to attend continuing education classes in GIS/BPS technology.
- Education and Public Outreach - Educate residents and stakeholders on department/agency functions as related to natural resources and land use issues in Manitowoc County. Issue press releases regarding septic maintenance, violations, junk and issuance of zoning/setback permits. Work with the Extension office on public education. Conduct yearly informative meetings, concerning septic systems with septic pumpers and plumbers. Make pamphlets available, concerning ordinances, to industry professionals. Educate Board of Adjustment Members and citizens on zoning and variance processes. Attend Professional Association meetings, i.e. Realtors, Towns, and Builders. Review existing materials and update and create new publications as needed. Conduct radio interviews. Explore issuing a quarterly departmental report.
- Manitowoc County was successful in obtaining a \$405,000 grant in 2007 to assist in the development of a county wide Smart Growth Plan. This multi jurisdictional comprehensive planning grant includes 21 local units of government. We are assisting Bay Lakes Regional Planning in the development of the Manitowoc County Smart Growth Plan.
- Local Planning Assistance - In the past, planning assistance has included developing town land use plans. We will discontinue the service of drafting town land use plans (see Smart Growth item above). We will continue providing information, advice, and technical assistance regarding planning to local governments within the county and assist local units of government with grant applications.
- Demographics - Continue current redistricting services for Supervisor Districts and Ward Maps and act as Census data clearing house for Manitowoc County. Serve as liaison to Federal Census Bureau for updating census maps.
- Grant Writing and Administration - Continue to apply for grants that will fund development projects in our park system. After a grant is awarded, we administer the paperwork as well as supervise the project to its completion.
- Working relationship with local state wardens - Presently we have a decent relationship with the local wardens. We will mail a copy of our park ordinance to them to avoid any confusion about the rules and regulations in our park system.

Public Works

- 2008 will be a very busy year in the Public Works Department with a large number of projects either being done or planned. Most of the projects are maintenance related and will improve the life span of several county buildings.
- There are several special projects that we will either continue to plan for or that will be worked on, depending on approvals and other factors. Some of

these projects include the Courthouse Dome, Radio System and Antennas, and the Wetland Bank.

- In the Solid Waste field, we will have some additional Drug Collection Programs.
- For this year's Clean Sweep Program, Manitowoc County will continue to work jointly with Calumet County, and we will also begin working jointly with Sheboygan County. The plan is to make this a regional program, and hopefully a three-county project, from which we can develop a template that can be used for other programs.
- On the Expo grounds, including the Ice Center, there are many new events proposed for 2008 and beyond. Should these events develop the positive effects that are expected, it will benefit everyone in Manitowoc County.

Register in Probate

- With our new staffing arrangement, the primary goal is to reach a point where the new staff members understand the cases handled by the Probate Office and are able to use the Case Management software at a proficient level for their positions as well as provide complete and accurate information to the public on an independent basis.
- I would like to eliminate the billing backlog for payment reimbursements due the county.
- In addition, I would like to complete the task of documenting the recently destroyed files both in case management and on the old index cards.
- Finally, I would like to review and purge retained files to allow storage in a compressed area and create additional space for current files. Personally, I would like to organize my office research collection so that it could actually be used!

Register of Deeds

- We will be implementing the electronic recording of documents in our office. This will save our customers time and money by transmitting their documents immediately over the Internet. This will also save the customer and Manitowoc County postage expense in sending and returning the documents.
- We will also continue the electronic indexing and optical imaging of our birth, death, and marriage records. This will save staff time and our customers waiting time in obtaining these records.

Sheriff's Department

- Implementation of a computer forensics lab.
- Implementation of 900 mhz radio system to bridge the communications gap with Point Beach Nuclear Power Plant.
- Work with Public Works and Emergency Services on the development and upgrade of the county radio system.
- Look at alternatives to alleviate jail overcrowding.
- Create new Huber entrance for the jail.

Soil & Water

Mission: Protecting our environment to enhance the quality of life for all County citizens.

- Implement Local Conservation Ordinances & State Conservation Standards
The Department is responsible for enforcing County Ordinances for animal waste, waste storage, agricultural shoreland management and livestock siting. State Standards include cropland erosion, manure runoff, nutrient management and other manure management prohibitions.
- Pigeon River Priority Watershed Program
Two years of cost share eligibility remain for landowners in the watershed for applying best management practices. This is a great opportunity for landowners in the watershed to improve their property and the environment. We will designate time and energy to this area of the County while funds are still available.
- Groundwater Protection
We requested and received \$150,000 of State dollars to cost share for nutrient management planning for cropland owners with karst features such as sinkholes and shallow soils over bedrock. The goal is to identify critical sites and better manage these areas when applying manure, commercial fertilizer and pesticides.
- Education Programming
Educating farm and non farm citizens on environmental issues in Manitowoc County is one of our top priorities. This will be accomplished in numerous ways and with the help of other government agencies and citizen volunteers.

UW-Extension

- Ensure continued efficient and effective operation of the office.
- Continue consistent communication with county employees through the employee e-newsletter.
- Continue working with Human Services staff to complete 3-5 year strategic plan for the department.
- Implement a supervisor training program, including classroom training, supervisor e-newsletter, and lunch and learn workshops.
- Expand offerings for basic and intermediate software skills training in Computer Skills, Word, Excel, and PowerPoint.
- Expand training offerings for soft skills such as Presentation Basics, Business Writing, Time Management and Understanding the Generations at Work.
- Examine the needs of limited-income residents, particularly people in poverty, through the initiation of a hunger task force.
- Expand the use of the Family Strengthening 10-14 program to help teens decrease peer pressure related to drugs and alcohol, and to assist caregivers in parenting skills using love and limits.

- Assess the needs of county employees who care for an adult while working to determine what they need to navigate through their many responsibilities and stresses.
- Agricultural needs assessments completed in 2007 identified the following 12 areas where the Manitowoc County UW-Extension Dairy Agent should conduct educational efforts. In order of priority, they include: 1) Options for handling liquid manure, 2) Manure transfer and storage, 3) Manure hauling, application and incorporation, 4) Dairy modernization, 5) Land use issues, 6) Manitowoc County manure ordinances, 7) Agricultural education of rural (non-farm) residents, 8) Renewable energy sources (bio-fuels, solar, wind), 9) Agricultural education of urban (cities, and villages) residents, 10) Financial management, 11) Dairy farm employee training, and 12) Critical site (sink holes, wells, etc) assessment and protection of water quality.

In 2008, the following agricultural educational sessions are currently planned:

- Workshop for custom manure haulers and crop consultants regarding methods to reduce surface and groundwater pollution through improved manure application and incorporation methods
- A critical site assessment workshop for farmers
- Myths of Energy Summit II—Agricultural Energy Solutions
- Five Dairy employee training sessions (conducted in English and Spanish) are scheduled
- Breakfast on the farm will be held at Saxon Homestead Farm (SHF) on June 8 and will feature a tour of Saxon Creamery, where the owners of SHF make their own artisan cheeses
- Several dairy modernization tours and seminars will be held in 2008 to assist dairy producers, consultants and service providers who are planning modernization/expansion projects
- One-on-one consultation with farm families considering dairy modernization/expansion projects

Veterans Service

- As I approach my 100th day serving as your Veterans Service Officer, I want to thank everyone for the warm welcome and wonderful words of encouragement.
- I am pleased to tell you that even with all of the twists and turns that occurred, in this past year and a half, our county faired well. Due to the dedicated efforts of Faye Jaeckel, Bob Hanson, and Senior Aide, Bev Escher, Manitowoc County surpassed the state average for Veterans benefits growth rate. The state average per county for Veteran benefit growth has been 5.5% for the past few years. These past two years our county's rate has been 6%. Thank you Faye, Bob, and Bev!
- Moving into the New Year we are both losing and gaining staff. Faye will continue serving our veterans, Monday through Wednesday, until January 16th. Final details to provide support to this office are being worked on.
- The part-time staff we have gained is paid for by the Department of Veterans Affairs, your federal tax dollars working for us. Our "work-study" person is a former Marine, full-time student at the UW, working 10-12 hours per week, and her name is Elaine Prater. Her duties will be heavily administrative with a strong focus on data entry. She will be supporting the first leg of a three part plan to build the Veterans Information Management system (VIMS) database, electronically archive the vital documents, and update contact information for

county veterans who have not been in the office for years or whose discharge paperwork is not on file.

- I will continue to learn the ins-and-outs of both the state and federal programs as they apply to the veterans, Active Duty, Reserve, and National Guard each being different: education, disability, healthcare, pension, loans, death benefits, etc. These programs also have the potential of impacting the spouses, the widow/widower, and/or dependent children based on the veterans service connection. Needless to say, I rely heavily on Faye's knowledge, the Veterans Benefit book, and the Internet but am starting to feel less anxious.
- As the Service Officer, I plan to find and utilize as many outlets as possible to get information out to the veterans and the general public. Too many of the programs and services available to them are under-utilized simply because they are not aware of them or do not know they should have their qualifications reviewed for possible upgrade or new eligibilities.
- If you know a veteran, please ask them when they last spoke to their Veterans Service Officer. If it has been more than 10 years, ask them to call for an appointment. I would rather spend 30 minutes with a veteran and determine that there isn't a need for any of their benefits now, than have them miss out on services that they deserve and that might make life easier.

Other Units of Government 2008 Plans and Goals

City of Manitowoc

- Work to enhance the already very successful partnership between our city and Dewey Street Properties/Commercial Horizons to further develop our west side shopping opportunities.
- Develop renewable energy resources for MPU including bio-mass and wind (in-house) and discover all resources available in the market (off the grid).
- Expand the business relationships between the City of Manitowoc, MPU and the members of the Central Brown County Water Authority if mutually beneficial.
- Seek out additional regional water customers.
- Provide support and advocacy for businesses in Manitowoc that are in the expansion mode (e.g. Tower Tech, Orion, Manitowoc Composites, etc.).
- Continue the partnership with Manitowoc City Center Association (MCCA) supporting the association members in the effort to become a Main Street organization and in their pursuit for two way traffic in our downtown area.
- Develop Manitowoc into a sustainable community through the best investment of resources, expanded conservation efforts, and pursuing the tenants of our eco-municipality resolution.
- Continue to aggressively market our community and business opportunities through our branding program ("at this very moment..."), advertising, support of the Manitowoc County Economic Development Corporation, and personal contact.
- Expand the resources to staff in order to keep them the best trained and effective in their fields and the most productive on a day to day basis.

City of Kiel

- In 2008, the City of Kiel plans to purchase a new ladder truck for the fire department and a new ambulance.
- Road projects include the renovation of Foundry Road, along with 8th Street and Washington Street. 8th Street will be the main entrance to the newly created Kieland Meadows Subdivision which has about 75 residential lots.
- Sargento will complete a 6 million dollar addition to the plant, with upgrades to the current electric service. The Utility also plans to convert a portion of the overhead wires to underground service on Highway 67 prior to construction of two new roundabouts scheduled by the DOT in 2009. The utility also plans to complete construction of a new underground electric feeder system from the St. Anna Substation to Kiel for improved reliability.