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April 17, 2015

Note: The Board may take action on any or all items listed on the following agenda.

AGENDA

Sawyer County Board of Supervisors meeting
April 21, 2015; 6:00 p.m.; Large Courtroom; Sawyer County Courthouse

Beginning at 6:00 p.m., the Board will meet in closed session, pursuant to section 19.85(1)(c), Wisconsin Statutes, to consider the employment of a County Administrator, and to review a contract for the employment and terms and conditions of employment of a County Administrator. The open session of the meeting will begin at approximately 6:30 p.m., with the following agenda:

01. Call to order, roll call, Pledge of Allegiance, meeting agenda, and audience recognition
02. Minutes of the meeting of March 19, 2015
03. Appointment of County Administrator and contract for terms and conditions of employment of a County Administrator
04. Public Safety Committee report, including:
 - Emergency Government Department resolution designating hazardous materials team
 - Recognition of Animal Control Officer
 - Memorandum of Understanding for use of Highway Department property as public emergency mortuary facility
05. Health and Human Services Board report, including:
 - Health and Human Services Board By-Laws
 - Alcohol and Other Drug Abuse/Mental Health Unit Strategic Plan (including new supervisory position)
 - Health and Human Services Board composition
 - resolution to support retention of existing model of family care in Wisconsin (Aging and Disability Resource Centers)
06. Land, Water, and Forest Resources Committee report, including:
 - Sawyer County Land and Water Resource Management Plan
 - Zoning Board of Appeals letter of appreciation for service on Board
07. Administration Committee recommendations, including:
 - Carlson Dettmann Consulting appeals of employment classifications and compensation
 - use of credit cards for payment of Ambulance Service charges
 - Ambulance Service collection policy
 - addendum to 2010 plat book services agreement with Mapping Solutions
08. Appointments, including representative on Sawyer County Housing Authority Board
09. Correspondence, reports from conferences and meetings, other matters for discussion only

KM

Kris Mayberry
Sawyer County Clerk

copies: Sawyer County Record, Sawyer County Gazette, WRLS, WHSM, AND WOJB

minutes of the meeting of the **Public Safety Committee**

Sawyer County Board of Supervisors

April 14, 2015; 8:30 a.m.; Assembly Room; Sawyer County Courthouse

Members present: Bill Voight (Vice-Chair), Dale Schleeter, Jim Bassett

Others present: County Board Chair Hal Helwig, County Board member Warren Johnson, Sheriff Mark Kelsey, Lt. Joe Sajdera, Emergency Management Director Pat Sanchez, Ambulance Director Eric Nilson, Sawyer County Coroner Dave Dokkestul Judge Gerald Wright, Louise Ladenthin, newspaper reporter Frank Zufall (Sawyer County Record)

Motion by Bassett, 2nd by Schleeter, to approve the agenda as presented. Motion carried.

Motion by Bassett, 2nd by Schleeter, to approve the March 10, 2015, meeting minutes. Motion carried.

Local amateur radio coordinator Wally Kruk presented information about the volunteer organization entitled Wisconsin Amateur Radio Emergency Service/Radio Amateur Civil Emergency Service (ARES/RACES). Mr. Kruk indicated that the purpose of the organization is to assist communities with communications during emergencies.

Esther Maina presented information about the volunteer organization entitled Lost Dogs of Wisconsin. Ms. Maina indicated that the purpose of the organization is to assist in reuniting lost dogs with their owners and requested that a procedure be developed in Sawyer that provided for the posting of lost dogs (descriptions and pictures if possible) on the internet (Facebook, etc.). The Committee directed Ms. Maina to meet and work with Sawyer County Animal Control Office Sherrie Shelton to explore the options for a procedure to provide for the posting of lost dogs on the internet.

The Committee reviewed a written department report prepared by Child Support Department Director Sandy Okamoto (copy in meeting file). Motion by Schleeter, 2nd by Bassett, to accept the report. Motion carried.

Sawyer County Circuit Court Judge Gerald Wright advised that Clerk of Circuit Court Claudia Burgan was reviewing options for filling a vacant position in the Clerk of Court's Office, including hiring a former Clerk of Court's Office employee. The Committee discussed whether to authorize filling the position by appointment as opposed to the standard procedure for hiring County employees and determined to refer the matter to the Administration Committee for their consideration. Judge Wright also reported that it is too late to apply for this year's round of applications for a federal Justice and Mental Health Collaboration Program Grant, but that Sawyer County should be prepared to apply in next year's grant cycle.

Sheriff Mark Kelsey presented a list of travel requested in April and May for Sheriff's Department employees. Motion by Schleeter, 2nd by Bassett, to approve the travel. Motion carried.

Sheriff's Department Jail Administrator Joe Sajdera presented and reviewed with the Committee a daily jail population report.

Motion by Bassett, 2nd by Schleeter, to accept the Sheriff's Department reports. Motion carried.

Sawyer County Animal Control Officer Sherrie Shelton presented and reviewed with the Committee a written monthly department report (copy in meeting file). Motion by Schleeter, 2nd by Voight, to accept the report. Motion carried.

Sawyer County Coroner Dave Dokkestul presented and reviewed with the Committee a written monthly department report (copy in meeting file). Motion by Bassett, 2nd by Schleeter, to accept the report. Motion carried.

Emergency Management Department Director Pat Sanchez presented and reviewed with the Committee a written monthly department report (copy in meeting file). Ms. Sanchez presented and reviewed with the Committee a proposed resolution designating a hazardous materials team for Sawyer County. Motion by Schleeter, 2nd by Bassett, to recommend County Board approval of the resolution. Motion carried.

Ambulance Service Department Director Eric Nilson presented and reviewed with the Committee a written monthly department report (copy in meeting file). Motion by Bassett, 2nd by Voight, to accept the report. Motion carried.

The Committee reviewed the monthly department vouchers as presented. Motion by Bassett, 2nd by Schleeter, to approve the vouchers. Motion carried.

The Sheriff's Department presented a memo entitled "April 12-18 is Animal Control Appreciation Week" which expressed the department's appreciation of Sawyer County Animal Control Officer Sherrie Shelton. The Committee determined to forward the memo to the April 21, 2015 County Board meeting.

The Committee announced that members of the Committee will travel with Ambulance Service Department Director Eric Nilson to the facilities utilized by the Sawyer County Ambulance Service in the Village of Radisson and the Village of Winter, and to a site or sites in the Town of Ojibwa that may be considered for future Ambulance Service facilities. Members of the public were invited to be at the sites while the sites are visited by the Committee.

[Vice-Chair Bill Voight indicated that the following travelled with Ambulance Service Department Director Eric Nilson to view the sites: Vice-Chair Bill Voight, Committee member Dale Schleeter, County Board member Warren Johnson, Sawyer County Coroner Dave Dokkestul, and Town of Winter Supervisor Ronald Barnaby.]

minutes prepared by Sawyer County Clerk Kris Mayberry

Resolution # -2015

Designation of the Sawyer County Hazardous Materials Team

WHEREAS, Sawyer County recognizes the value of intergovernmental cooperation and efficient use of valuable community resources and has determined that a Hazardous Materials Response Team ("HazMat Team") comprised of local fire department personnel will best serve the needs of the community; and

WHEREAS, the Sawyer County Fire Association ("Association") has offered to sponsor a HazMat Team with trained, qualified and certified personnel from local fire departments in Sawyer County; and

WHEREAS, the Local Emergency Planning Commission ("LEPC") is authorized by Wisconsin Statutes to identify a local emergency response team to respond to hazardous materials releases and has done so by the approval of a motion and the issuance of a letter in support of a County-designated team.

WHEREAS, the Sawyer County Emergency Management Director, through funding provided by various grants, has acquired a trailer and associated equipment for use by a designated, duly certified hazardous materials response team; and

WHEREAS, the Sawyer County Emergency Management Director and the LEPC will continue to explore and, if appropriate, apply for grants to support the Team; and

WHEREAS, the Sawyer County Public Safety Committee has considered the Emergency Management Director's proposal and recommends entering into an Intergovernmental Agreement with the Sawyer County Fire Association for the purpose of creating and administering a Sawyer County HazMat Team staffed by personnel from local fire departments in Sawyer County deemed eligible by the Association; and

WHEREAS, the Team is expected to be self-sufficient requiring no financial support of the County, except as mentioned herein; and

WHEREAS, it is the desire of the County to have the Team become State certified, which, in turn, will allow the Team to be eligible for annual and other grant funding;

NOW, THEREFORE, BE IT RESOLVED by the Sawyer County Board of Supervisors that this Board accepts the recommendation of the Emergency Management Director and the Local Emergency Planning Commission and does hereby designate a Sawyer County Hazardous Materials Team as described herein with oversight and administration provided by the Association.

BE IT FURTHER RESOLVED that the Board authorizes the County Board Chairperson and the County Clerk to execute an Intergovernmental Agreement providing for a Sawyer County Hazardous Materials Team in cooperation with the Sawyer County Fire Association, subject to the review and approval of the Public Safety Committee and the County Attorney.

April 12-18 is Animal Control Officer Appreciation Week

Our agency is very appreciative of the Sawyer County Animal Control Officer, Sherrie Shelton. Officer Shelton is a hard-working woman who risks her life and devotes countless time and resources by helping the public to protect the welfare of helpless animals and pets that are rescued from injury, disease, abuse and starvation. Officer Shelton enforces animal control laws, protects the public from disease and assists other law enforcement agencies on a regular basis. Thank you Officer Shelton for the job you do and the passion that you put into your job!

The Sawyer County Sheriff's Department



**Memorandum of Understanding
Between
Sawyer County Coroner, Sawyer County, and
Sawyer County Highway Department**

This agreement is made and entered into between the Sawyer County Coroner, Sawyer County, and the Sawyer County Highway Department located at 14688W County Road B, Hayward, Wisconsin.

I. PURPOSE AND SCOPE

The purpose of this MOU is to reach an understanding regarding the use of the Sawyer County Highway Department property for such purposes as may be reasonably associated with and coincidental to the field operations of a Unified Mortuary Facility (UMF) established to support a declared Public Health Emergency or other disaster event.

In particular, this MOU establishes an understanding regarding the use of Sawyer County Highway Department property to park refrigerated trailers which will temporarily store human remains at a county operated UMF in case of a declared Public Health Emergency or other catastrophic event.

II. BACKGROUND

In the event of a Public Health Emergency or other major disaster, the potential exists for an overwhelming number of fatalities that will exceed the capabilities of individual funeral homes. Under such a scenario, an alternate approach to individual funeral homes has been developed for processing a large number of fatalities. The UMF would serve this function.

III. SAWYER COUNTY CORONER AND SAWYER COUNTY RESPONSIBILITIES UNDER THIS MOU

1. The Sawyer County Coroner and Sawyer County will declare a Public Health Emergency or other Local Emergency.
2. Sawyer County Emergency Management will contact a Sawyer County Highway Department representative and advise that the designated UMF will be opened, and that additional refrigerated storage capacity is required.
3. The Sawyer County Coroner and Sawyer County agrees that it shall exercise reasonable care while conducting its activities utilizing Sawyer County Highway Department property.
4. The property will be used in full compliance with the safety practices of the Sawyer County employees, and applicable local, state and federal safety codes.

IV. SAWYER COUNTY HIGHWAY DEPARTMENT RESPONSIBILITIES UNDER THIS MOU

1. Sawyer County Highway Department hereby agrees and authorizes the use of its property.

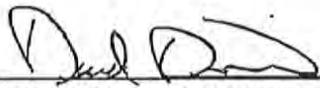
V. IT IS MUTUALLY UNDERSTOOD AND AGREED BY AND BETWEEN THE PARTIES THAT:

Either party may terminate this agreement upon written notification.

VI. EFFECTIVE DATE AND SIGNATURES

This MOU shall be in effect upon the signatures of the Sawyer County Coroner, an authorized representative of Sawyer County, and an authorized representative of the Sawyer County Highway Department. It shall be in force from March 1, 2015 to February 28, 2016 and will automatically renew annually thereafter unless the agreement is terminated by either party (see V).

Signatures to the agreement:

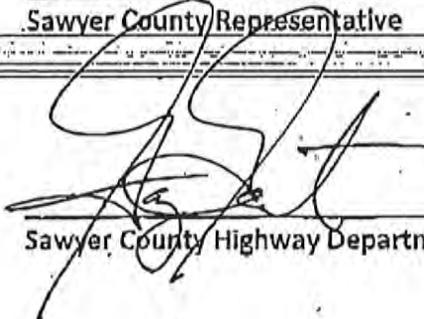


Sawyer County Coroner

April 6, 2015
Date

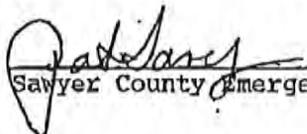
Sawyer County Representative

Date



Sawyer County Highway Department Representative

4/13/15
Date



Sawyer County Emergency Government

04-13-15
Date

minutes of the meeting of the Sawyer County Health and Human Services Board
April 14, 2015; 6:30 p.m.; Assembly Room; Sawyer County Courthouse

Committee Members in Attendance: Warren Johnson, Shirley Suhsen, Carol Pearson, Ron Kinsley, Norma Ross, Tweed Shuman, Michelle Lambert, Dale Schleeeter, Iras Humphreys.

Staff Members in Attendance: Paul Grahovac, Patty Dujardin, Amy Nigbor, Dave Bauer, Alicia Carlson, Joe Bodo, Eileen Simak, Mike Coleson, Cindy Hanus.

The meeting was called to order by Tweed Shuman, noting for the record that all members were in attendance.

Approval of Agenda

A motion was made by Ron Kinsley, seconded by Carol Pearson to approve the agenda with the following changes: move Old Business (I) Law Enforcement Letter and New Business (C) Computer System Upgrade before Committee Reports; motion carried.

Approval of Minutes

A motion was made by Carol Pearson seconded by Ron Kinsley to approve the minutes of the March 10, 2015 meeting as presented; motion carried.

Audience Recognition

Carol Lund, City of Hayward Chief of Police Joel Clapero, Assistant Chief Craig Faulstich.

Law Enforcement Letter

- The director reported meeting with local law enforcement about their concerns regarding Transitions and Oasis.
- County Board Chair Hal Helwig and HHS Board Chair Tweed Shuman attended the March 17th meeting as well.
- It was agreed that the proposed hiring of additional staff at Transitions will address concerns at that facility. While they are in support of the program, Chief of Police Joel Clapero and Assistant Chief Craig Faulstich expressed their continued concern with the placement of out of county juveniles at Oasis. Board Chair Shuman requested an outline of the referral process be presented by the Juvenile Justice Supervisor at the next board meeting.

Computer System Upgrade

The county I.T. Director proposed an upgrade to the HHS email, messenger and file storage systems. The current systems have become increasingly difficult to support and run the risk of losing valuable data. The upgrade can be done using funds from both the HHS and I.T. department's 2015 budgets. A motion was made by Warren Johnson, seconded by Michelle Lambert to proceed with the computer system upgrade; motion carried.

Committee Reports

LCO Liaison: Norma Ross reported that a regional evaluation of the ICW Title IV-E program was favorable.

Executive Committee

Board Chair Tweed Shuman reported the Executive Committee met twice since last month's regular board meeting to conduct interviews. The Child Protective Services Supervisor position is pending, while the AODA/MH Secretary position has been offered to the number one ranked candidate, pending board approval. A motion was made by Carol Pearson, seconded by Shirley Suhsen to accept the recommendation of the executive committee for the AODA/MH Secretary position; motion carried.

Vouchers

Copies of the March 2015 vouchers, as well as all bills paid since the last board meeting were submitted for approval. A motion was made by Ron Kinsley, seconded by Iras Humphreys to approve the vouchers as submitted; motion carried.

Residential Services Update

The AODA/Mental Health coordinator recapped his written report on the census at Transitions and crisis on call case management. He made note of the increase in juvenile mental health crisis over the past year.

Motor Pool Usage

The board reviewed the motor pool usage reports for February 2015. A motion to accept the report was made by Carol Pearson, seconded by Warren Johnson; motion carried. The director reported transmission failure of the red Taurus. A motion was made by Warren Johnson, seconded by Iras Humphreys to accept the maintenance supervisor's recommendations on the disposition of the affected vehicle and its replacement; motion carried.

Economic Support Consortium Update

A document from the Wisconsin County Human Services Association (WCHSA) regarding income maintenance funding, PPACA allocations and fraud funding was provided to the board. To ensure program integrity, service delivery and accommodate increased case load, WCHSA is requesting additional funding to the governor's proposed budget. The HHS director reported Northern IM Consortium staff are still working on child care equities within the consortium.

Juvenile Residential Facility

The Juvenile Justice Supervisor reported a 100% occupancy rate at Oasis for March 2015. On call procedures were discussed. Board Chair Shuman reported local law enforcement officials expressed their approval of the current on call system at their meeting in March. Warren Johnson asked the Juvenile Justice Supervisor to make all parties involved aware of placement procedures emphasizing the preference of placing Sawyer County juvenile offenders.

Budget Performance Report

Copies of the February 2015 Budget Performance Report for Health and Human Services were reviewed. A motion was made by Ron Kinsley, seconded by Shirley Suhsen to accept the report as presented; motion carried.

Out of County Travel

Proposed out of county travel and training for the months of April/May 2015 were submitted for approval, with the addition of Department of Corrections training in Stevens Point on May 28, 2015. A motion was made by Carol Pearson, seconded by Michelle Lambert to approve the out of county travel and training; motion carried.

Health and Human Service Board By-Laws

A motion was made by Warren Johnson, seconded by Shirley Suhsen to forward with recommendation to adopt the revised Health and Human Services By-Laws to the full county board; motion carried.

AODA/Mental Health Unit Strategic Plan

The unit supervisor presented the AODA/Mental Health strategic plan to the board. A motion was made by Iras Humphreys, seconded by Warren Johnson to recommend the plan, including detailed fiscal impact, and forward to the full county board; motion carried.

AHEC Intern

The Wisconsin Area Health Education Center system, along with public health departments, will again host the summer community health internship program. The Public Health Officer requested approval to host the internship of a nursing student from Hayward for a period of eight weeks (40 hours per week) this June and July, at no cost to the agency. A motion was made by Warren Johnson, seconded by Iras Humphreys to approve the AHEC internship; motion carried.

HHS Board Composition

The director made the request to re-appoint three citizen members to successive terms on the HHS board as follows: Shirley Suhsen and Carol Pearson, three year terms beginning May 1, 2015 and Michelle Lambert, a two year term beginning May 1, 2015. A motion was made by Ron Kinsley, seconded by Warren Johnson to forward the appointments with recommendation to the full county board; motion carried.

ADRC/Family Care Resolution

A resolution to retain the existing model of family care in Wisconsin was presented for approval to the board by the ADRC-N Branch Manager. Changes to Long Term Care programs, as outlined in the Governor's 2015-2017 budget proposals were discussed. A motion was made by Warren Johnson, seconded by Dale Schleiter to approve the resolution and forward with recommendation to the full county board; motion carried.

Any Items for Discussion Only

Iras Humphreys made a request to move forward with the director's evaluation. This item will be added to next month's agenda.

Adjourn

A motion to adjourn was made by Dale Schleiter, seconded by Warren Johnson; motion carried. Meeting adjourned at 8:23 P.M.

minutes of the meeting of the Administration Committee

Sawyer County Board of Supervisors

April 16, 2015; 8:30 a.m.; Assembly Room; Sawyer County Courthouse

members present: Hal Helwig (Chair) Ron Kinsley, Dale Schleeter, Dean Pearson, Jim Bassett, Brian Bisonette

also present: County Board member Warren Johnson, Information Technology Department Director Mike Coleson, County Treasurer Dianne Ince, Accounting Manager Melissa Roach, County Clerk Kris Mayberry

Motion by Kinsley, 2nd by Schleeter, to approve the meeting agenda. Motion carried.

Motion by Kinsley, 2nd by Schleeter, to approve the March 12, 2015 meeting minutes. Motion carried.

Assistant Veterans Service Department Director Gary Elliott presented a written department report (copy in meeting file), including requests for approval for employee travel. Motion by Kinsley, 2nd by Schleeter, to approve the department report and travel requests. Motion carried.

Information Technology Department Director Mike Coleson provided a written department report (copy in meeting file). Motion by Kinsley, 2nd by Bassett, to approve the department report. Motion carried.

The Committee discussed employee appeals of the compensation and classification study, position pay matrix, and pay structure for Sawyer County researched and developed by Carlson Dettmann Consulting (approved by the County Board at their meeting held December 18, 2014) and reviewed Carlson Dettmann's recommendations regarding those appeals. Highway Commissioner Gary Gedart objected to the recommendation for the Highway Department Account Clerk position. Several Committee members expressed their concern with the results of the study and indicated that there may need to be further review and revisions following the adoption of Carlson Dettmann's recommendations. Accounting Manager Melissa Roach advised that the fiscal impact of approval of the recommendations would be an increase of \$14,408.95 to the 2015 Sawyer County Budget and recommended that the funds be charged to the Contingency Fund Account of the 2015 Sawyer County Budget. Motion by Bassett, 2nd by Kinsley, to recommend County Board approval of the recommendations, effective April 20, 2015. Motion carried.

Health and Human Services Department Director Paul Grahovac and Alcohol and Other Drug Abuse (AODA)/Mental Health Unit Supervisor Joe Bodo presented the Health and Human Services Board recommendation to approve a proposed Alcohol and Other Drug Abuse (AODA)/Mental Health Strategic Plan developed by Mr. Bodo. The plan included a proposal for a new AODA Clinic/Criminal Justice Supervisor position estimated to result in a net increase to the Health and Human Services Department budget of \$18,402.88. Motion by Pearson, 2nd by Bisonette, to recommend County Board approval of the recommendation. Motion carried.

Accounting Manager Melissa Roach presented and reviewed with the Committee a written department report (copy in meeting file), including a 2014 and 2015 year-to-date report of County expenditures and revenues, a report on General Fund contingency fund account expenditures and balances, and an update on in-house Ambulance Service Department billing.

Accounting Manager Melissa Roach presented and reviewed with the Committee her recommendation to begin accepting credit card payments for Ambulance Service billing. Motion by Pearson, 2nd by Helwig, to recommend County Board approval of the recommendation. Motion carried.

Accounting Manager Melissa Roach presented and reviewed with the Committee a proposed Ambulance Service Collection Policy. Motion by Schleeter, 2nd by Kinsley, to recommend County Board approval of the policy. Motion carried.

Accounting Manager Melissa Roach requested approval to attend a Wisconsin Government Finance Officers Association Spring Conference scheduled for April 23-24, 2015 to be held in the Wisconsin Dells, and to attend a Carlson Dettmann Consulting Workshop to be held in Eau Claire on May 12, 2015. Motion by Pearson, 2nd by Schleeter, to approve the request and to approve the Accounting Manager's report. Motion carried.

County Clerk Kris Mayberry provided a department report and presented a proposal from Mapping Solutions for an addendum to the 2010 Plat Book Services Agreement to provide that the County pays a one-time fee of \$1,000 for Mapping Solutions to produce updated Plat Books which the County would purchase and sell to the public. Motion by Kinsley, 2nd by Schleeter, to recommend County Board approval of the proposal. Motion carried.

County Treasurer Dianne Ince presented a financial report (copy in meeting file) through March of 2015 prepared by and the Wisconsin Department of Revenue monthly report on county sales and use tax distribution to Sawyer County which included the following information:

- distributed to Sawyer County in March of 2015 - \$103,558.92
- distributed to Sawyer County in 2015 through March - \$3787,483.03
- distributed to Sawyer County through same month in 2014 - \$325,657.59
- 2015 Sawyer County Budget sales and use tax revenue forecast - \$1,600,000

Motion by Bassett, 2nd by Kinsley, to approve the report. Motion carried.

County Clerk Kris Mayberry presented and reviewed with the Committee an invoice from Command Central in the amount of \$5,380.75 for charges associated with programming the voting equipment for the April 7, 2015 election. Mr. Mayberry advised that a portion of the charges relates to municipal elections and that those portions could be charged back to the municipalities. Motion by Kinsley, 2nd by Schleeter, for the County to pay for the programming without charging back to the municipalities. Motion carried.

County Clerk Kris Mayberry presented and reviewed with the Committee an invoice from Indianhead Community Action Agency (ICCA) in the amount of \$10,523.68 relating to services provided by ICCA in 2011 for administration of a Community Development Block Grant for housing rehabilitation. The housing rehabilitation project has been closed out for some time. The Committee determined to disregard the invoice.

The Committee reviewed the monthly department expense vouchers. Motion by Kinsley, 2nd by Pearson, to approve the vouchers. Motion carried.

Accounting Manager Melissa Roach reported that several departments paid \$50 towards a membership in a mutual fire aid association so that mutual aid would be provided to the County, if and when needed, without charge.

Motion by Kinsley, 2nd by Schleeter, to convene into **closed session**, pursuant to sections 19.85(1)(c), (e), (f), and (g), Wisconsin Statutes, for discussions involving employee hiring, performance, and compensation, to review a contract for consideration of the employment and terms and conditions of employment of a County Administrator, for preliminary discussion of specific personnel matters, and to discuss potential litigation involving Sawyer County. Motion carried by unanimous voice vote.

[Minutes of closed sessions are kept in a confidential file in the County Clerk's Office.]

Motion by Bassett, 2nd by Schleeter, to reconvene into open session. Motion carried.

Motion by Bassett, 2nd by Schleeter, to adjourn the meeting. Motion carried.

Minutes prepared by Sawyer County Clerk Kris Mayberry

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SAWYER COUNTY HEALTH and HUMAN SERVICES

ARTICLE I Introduction

The County Board of Supervisors has the primary responsibility for the well-being, treatment and care for persons needing services in economic support, children, youth and families, adult and aging, mental illness, developmental disability, alcohol and drug dependence, public health and emergency services. These services are provided through a Department of Health and Human Services established by the County Board of Supervisors under Section 51.42(4)(a)2.b Wisconsin Statutes, Section 46.23 Wisconsin Statutes and 251.03(1) Wisconsin Statutes.

ARTICLE II Authorization

The Health and Human Services Board was created and authorized to function by resolution of the Sawyer County Board of Supervisors on March 17, 1994. Subsequently, the Sawyer County Board of Supervisors amended the original resolution to include Public and Home Health on May 21, 1998 and on December 17, 1998 approved the by-laws to integrate the Human Services and Health departments. On May 2, 2000 approved a Health and Human Services Board size of 13-15 members, including seven (7) County Board members. On June 19, 2014, by Resolution #10-2014, the Sawyer County Board of Supervisors amended the size of the Health and Human Services Board to nine (9) members, five (5) of whom are County Board members and the balance appointed by the County Board, in compliance with the Health and Human Services Board by-laws, Wisconsin Statutes 46.23(4) and 251.03(1), and directed members of the Health and Human Services Board to review the by-laws to insure compliance with that resolution.

ARTICLE III Appointments, Composition, Terms, Replacements

- Section 1 All appointments to the Health and Human Services Board shall be made by the County Board of Supervisors pursuant to Section 46.23(4)(b) Wisconsin Statutes and 251.03(1) Wisconsin Statutes.
- Section 2 Initial appointments to the Health and Human Services Board shall be for the following terms:
- Subsection a One-third of the members shall serve one-year terms; one-third of the members shall serve two-year terms; and one-third of the members shall serve three-year terms.

Subsection b Appointments to expired terms following the first year of operation shall be for three years and in the manner that original appointments are made.

Section 3 The Health and Human Services Board shall consist of not less than nine (9) members, five (5) of whom are County Board members.

Subsection a No less than one-third nor more than two-thirds of the total members appointed shall be County Board Supervisors.

Subsection b The remaining members appointed shall be community representatives.

Subsection c The persons appointed shall have a recognized ability and demonstrated interest in health and human services.

Subsection d Health and Human Services Board members appointed to represent the County Board of Supervisors shall resign from the Health and Human Services Board should their elected term of office as County Board Supervisor expire.

Section 4 When it becomes necessary to replace a member before a term expires, the person appointed shall serve for the length of the unexpired term of the person being replaced.

ARTICLE IV Definitions

'County Board' means the County Board of Supervisors.

'Board' means the Sawyer County Health and Human Services Board.

'Program' means the total range of services to people including, but not limited to economic support, children, youth and families, adult and aging, mental illness, developmental disability, alcohol and drug dependence, and public health and emergency services.

'Director' means the director appointed by the Sawyer County Health and Human Services Board.

'Department' means the Wisconsin Department of Children and Families.

ARTICLE V Purpose of the Health and Human Services Board

Section 1 The purpose of the Health and Human Services Board is to develop and provide a comprehensive range of health and human services in an

integrated and efficient manner; to utilize and expand existing governmental, voluntary and private community resources; to promote citizen well-being through the provision of services for economic support, children, youth and families, adult and aging, mental illness, developmental disability, alcohol and drug dependence and public health and emergency services.

Section 2 The Health and Human Services Board acts as a governing and policy-making body that has been authorized by the County to develop programs, plans and budgets for the program areas mentioned above.

ARTICLE VI

Powers and Duties of the Health and Human Services Board of Directors

Section 1 Within the limits of available State and Federal funds and of County funds appropriated to match State funds, the Health and Human Services Board shall provide for economic support, children, youth and families, adult and aging, mental illness, developmental disability, alcohol and drug dependence and public health and emergency services, under the following guidelines:

Subsection a Shall determine administrative and program policies within limits established by the Department.

Subsection b Shall establish priorities in addition to those mandated by the Department.

Subsection c Shall determine whether State-mandated services are provided or purchased or contracted for/with local providers, and monitor the performance of such contracts.

Subsection d Shall determine, subject to the approval of the County Board and with the advice of the Director, whether services are to be provided directly by the County Department of Health and Human Services or contracted for/with other providers and make such contracts.

Subsection e Shall represent health and human service agencies, professionals and consumers of services in negotiations with State and Federal government.

Subsection f Shall appoint a County Health and Human Services Director subject to the approval of the County Board on the basis of recognized and demonstrated interest in and knowledge of human services problems, with due regard to training, experience, executive and administrative ability and general qualification and fitness of the performance of the duties of the Director.

Subsection g Shall appoint advisory committees for the purpose

of receiving community, professional or technical information concerning particular policy considerations.

Subsection h Shall determine the number and location of outstations, when appropriate, to meet service demands.

Subsection i May recommend the removal of the Director for cause to the County Board which participated in the appointment of the County Health and Human Services Board, and such County Board may remove the Director for cause by a two-thirds vote, on due notice in writing and hearing of the charges against the Director.

Subsection j Shall develop Health and Human Services Board operating procedures.

Subsection k Shall oversee the operation of one or more service delivery systems.

Subsection l Shall evaluate service delivery.

Subsection m Shall submit a proposed budget in accordance with s.46.031(1) for authorized services.

Subsection n Shall cooperate to the extent feasible with the school board, health planning agencies, law enforcement agencies and other human service agencies, committees and planning bodies in the geographic area served by the Health and Human Services Board.

Subsection o May perform such other general functions necessary to administer the program.

Subsection p Shall comply with State requirements.

Section 2 The Director shall have all of the administrative and executive powers and duties of managing, operating, maintaining and improving the programs of the county health and human services. In consultation with the Health and Human Services Board and subject to its approval, the Director shall prepare:

Subsection a An annual comprehensive plan and budget of all funds necessary for the program and services in which priorities and objectives for the year are established as well as any modifications of long-range objectives.

Subsection b Intermediate-range plans and budget.

Subsection c Such other reports as required by the Department Secretary and County Board.

Section 3 The Director shall make recommendations to the Health and Human Services Board for personnel and salaries of employees and changes in program services.

ARTICLE VII
Officers, Elections, Duties

Section 1 The officers of the Health and Human Services Board shall consist of the following: A chairperson, vice-chairperson and secretary/designee.

Section 2 The officers shall be elected at the first meeting of May of each year and shall assume the office immediately upon being elected.

Subsection a The election of officers shall be the first order of business at this meeting.

Subsection b Elected officers shall serve for one full year.

Section 3 Duties of Officers

Chairperson - The chairperson presides at all meetings of the Health and Human Services Board and in general performs the duties usually associated with the office of chairperson. With the approval of the Health and Human Services Board, the chair establishes committees as required and makes appointments to the committees. He/she acts as chairperson to all standing committees or may delegate this responsibility to a member of the committee. The chairperson signs all invoices for the Health and Human Services Board expenditures that have been approved by the Health and Human Services Board.

Vice-Chairperson - The vice-chairperson of the Health and Human Services Board succeeds to the chairmanship in the event of the chairperson's absence or disability. The vice-chairperson undertakes such other responsibilities as the chairperson may assign.

Secretary/Designee - The secretary/designee maintains a record of the proceedings of all the meetings of the Health and Human Services Board. The secretary/designee signs all voucher expense reports after they have been approved by the Health and Human Services Board. The secretary/designee is responsible for all records entrusted in his/her care. The secretary/designee undertakes such other responsibilities as the chairperson may assign. He/she serves and acts as secretary to all standing committees.

ARTICLE VIII
Standing Committees, Composition, Duties, Appointments

Section 1 There shall be two (2) permanent committees of the Health and Human Services Board.

Subsection a The Executive Committee shall be composed of three (3) members including the chairperson, vice-chairperson and secretary/designee.

The committee exercises the same direct decision-making authority as that vested in the chairperson. Most actions of the committee would be to make recommendations to the Health and Human Services Board and only in situations where immediate action is required or the action to be taken is within the legitimate authority of the chairperson, would the committee act directly.

The committee shall address and act on all issues concerning personnel that are referred to it by the Health and Human Services Board or the Director.

The committee, in cooperation and collaboration with the Director, shall review the Health and Human Services Board's program, plan and budget to assure they meet the stated purpose of the Health and Human Services Board and provide adequate funding.

Subsection b The Lac Courte Oreilles (LCO) Liaison Committee shall be composed of the representative from LCO.

The LCO member shall be responsible for communicating and interpreting the Health and Human Services Board's programs, policies, practices and decisions to the LCO Tribal Governing Board. The representative shall keep the Health and Human Services Board informed of all proceedings of the LCO Tribal Governing Board that are of concern to the Health and Human Services Board.

Section 2 In the event of an absence of a member from the Executive Committee meeting, the chairperson may appoint an alternative Health and Human Services Board member to serve in the capacity of the absent committee member.

Section 3 All appointments to committees shall be made by the chairperson with the approval of the Health and Human Services Board.

ARTICLE IX Meetings, Notices, Attendance, Voting

Section 1 The regular meeting of the Health and Human Services Board shall be held two (2) days prior to the Administration Committee at the time and place designated, or other dates as approved by committee. Special meetings of the Health and Human Services Board and meetings of the committees shall be held at any time at the discretion of the chairperson.

Subsection a All members shall be notified and provided with a copy of the agenda of all meetings at least 24 hours in advance.

Subsection b A quorum must exist to transact business.

Subsection c A quorum means a simple majority.

Section 2 All meetings shall be open to the public and it shall be the duty of the County Clerk or a designee to see that the public is properly notified of all meetings through the county newspapers and/or radio stations.

Section 3 All members shall be required to attend all meetings of the Health and Human Services Board unless excused by the chairperson. All committee members are expected to attend meetings of the committee to which he/she has been appointed unless excused by the chairperson. Health and Human Services Board members must be present to answer roll call at the start of the meeting and at the end of the meeting in order to receive per diem and mileage unless excused by the chair.

Section 4 Each member shall be entitled to one vote for each issue or motion before the Health and Human Services Board.

Subsection a The chairperson shall be entitled to cast a vote only to break a tie vote.

Subsection b The vote of a member shall be counted only if he/she is present at the time the issue or motion is presented.

Subsection c All voting shall be voice, unless a member requests otherwise, and then only by majority vote of all members present.

Subsection d Results of all votes shall be declared by the chairperson.

Subsection e Voting members with a conflict of interest, should abstain and committee members may request such.

ARTICLE X

Resignations, Terminations

Section 1 Any member of the Health and Human Services Board who wishes to resign from the Health and Human Services Board shall send written notice, in duplicate, addressed to the Health and Human Services Board chairperson who will refer it to the County Board.

Section 2 All resignations from office, with the exception of the chairperson, shall be in writing addressed to the chairperson.

- Subsection a In the event an officer resigns his position prior to the completion of his/her term, the chairperson, with the consent of the majority of the Health and Human Services Board members, shall appoint a person to fill the unexpired term of the resigned person. This shall be done at the next regular Health and Human Services Board meeting following the date of resignation.
- Section 3 The resignation of the chairperson shall be in writing addressed to the chairman of the County Board of Supervisors.
- Subsection a In the event the resignation of the chairperson occurs prior to the end of his/her term of office, the chairman of the County Board of Supervisors shall appoint an acting chairperson to preside at the next regular meeting of the Health and Human Services Board following the date of resignation.
- Subsection b The first order of business at this meeting shall be the election of a permanent chairperson.
- Section 4 Any Health and Human Services Board member may be removed from office for cause by two-third vote of the County Board, with due notice in writing and hearing of the charges against the person.
- Subsection a A member may bring complaint against another member in writing submitted to the chairperson.
- Subsection b The member being removed shall be provided with a written notice thirty (30) days in advance of removal which shall clearly state the reason(s) for the action.
- Subsection c The member being removed shall have the right to present his/her case before the Health and Human Services Board.
- Subsection d A two-thirds vote of all members is necessary to remove a person from office.
- Subsection e Three consecutive unexcused absences shall be cause for termination.

ARTICLE XI
Health and Human Services Board Procedures

- Section 1 The chairperson, or designee, shall begin each meeting with the request for roll call by the secretary.
- Subsection a Each member shall, when their name is called, indicate their presence by saying "here".

- Subsection b The secretary, or designee, shall inform the chairperson of the numbers of members present, excused or unexcused.
- Subsection c The chairperson shall determine whether a quorum exists.
- Section 2 The chairperson shall note the minutes from the previous meeting.
- Subsection a Following the notice of the minutes, the chairperson shall ask for corrections or additions.
- Subsection b If there are no corrections or additions, the minutes shall stand approved as recorded.
- Section 3 The Health and Human Services Board shall conduct its old business in accordance with and in the order of the agenda developed for the particular meeting. The order of the agenda may be changed at any time for convenience but only with the approval of the majority of the Health and Human Services Board members present.
- Subsection a An issue not on the agenda may be brought up for discussion at the request of any Health and Human Services Board member with the consent of a majority of the Health and Human Services Board members present.
- Subsection b A motion shall not be entertained on any issue that is not a part of the agenda as published.
- Subsection c A written recommendation from a committee which is a part of the agenda shall take precedence over verbal recommendations from the floor. Therefore, a motion on the written recommendation shall be requested by the chairperson from a member of the committee making the recommendations and a second shall be advanced.
- Subsection d On all issues, the chairperson shall determine exclusively whether a motion is necessary.
- Section 4 The Board shall conduct new business in accordance with the agenda.
- Subsection a No old business, whether a part of the agenda or not, may be conducted at this time except by unanimous consent of all Health and Human Services Board members present.
- Subsection b No motions may be entertained under other relevant business.

ARTICLE XII
Parliamentary Authority

Section 1 Robert's Rules of Order shall govern the conduct of business in all cases in which they are applicable and not in conflict with these by-laws.

ARTICLE XIII
Approval, Amendments

Section 1 These by-laws shall become effective on the date they are approved by the County Board.

Section 2 These by-laws can be amended at any regular meeting of the Health and Human Services Board by a two-thirds vote of all Health and Human Services Board members, provided that the amendment has been submitted in writing to the members prior to a regular meeting. The amendment shall be approved by the County Board before it becomes effective.

These by-laws have been adopted by the Health and Human Services Board on:

Date

Chairperson

These by-laws have been approved by the Sawyer County Board of Supervisors on:

Date

County Board Chairperson

AODA/MH
Strategic
Plan

2015

This plan will serve through a process of change, to assist individuals and families improve their health and wellness, live self-directed lives and reach their full potential.

Joe Bodo

AGENCY DIRECTOR



AODA/MH SERVICES



SHARED SERVICES

- Grant Writing
- OVI Assessments
- Back Up 51
- Hospital/Jail Consults

AODA CLINIC / CRIMINAL JUSTICE SUPERVISOR
DHS 75 SERVICES

AODA & MENTAL HEALTH / S1 BOARD SUPERVISOR
DHS 62 SERVICES

AODA Clinical Supervision: training, policy and procedure, reviews, personnel issues

Coordinated Services; Probation, Criminal Justice Programs, VIP, Child Welfare

Outpatient counseling and direct services to all 3 positions

Contracted Services Coordinator

Transitions AODA/MH Director

On Call/ Mobile Crisis Coordinator

Case Management: Court-S1 Board: Stipulations and Commitments

AODA Counselor
Outpatient Services
Drug Court Case Mgmt
Back-up services for STOP Program

Service Coordinator
STOP Program
Drug Court/VIP
Community Service

Prevention Specialist/AODA
Community based prevention
Outpatient services

Group Homes

Hospital/Inpatient

Outpatient

AODA Strategic Plan

Vision Statement: Through a process of change, assist individuals and families improve their health and wellness, live self-directed lives and reach their full potential.

Mission Statement: We intend to develop and enhance services which address the alcohol and drug issues within Sawyer County. To develop a tri-fold approach targeting county wide implementation of evidenced based approaches which focus on supportive strategies for existing County programs, coordination of local resources and establishment of on-going prioritizations of target populations. These approaches will be reviewed annually to address the ever-changing AODA trends within the County and collaboration with community services. AODA Programming within the County will focus on outreach, prevention, out-patient counseling services, crisis intervention and court related diversionary services inclusive of but not limited to; the Sawyer County Traffic Offender Program (STOP), the Drug Court Program and Intoxicated Driver Services.

Rationale for Services

- Alcohol and drug abuse issues have been identified as the number one priority in the Sawyer County Community Health Assessment.
- Alcohol and drug abuse remain the number one correlating factor in criminal activity within Sawyer County.
- Multi-generational AODA based trauma continues to drastically affect families, threaten Sawyer County youth and exhaust County resources.
- Individuals who have experienced trauma are at an elevated risk for substance use disorders, including abuse and dependence. Alcohol and drug abuse issues among women have increased dramatically due to the high level of exposure to traumatic events specifically to sexual assaults and/or domestic violence requiring trauma informed care practices.

Departmental Positions Required to fulfill the Strategic Plan

AODA Clinic/ Criminal Justice Supervisor (new position)

Primary duties include implementation and supervision of DHS 75 clinical services and staff. Coordination of Judicial services including the collaborative on-going effort with Department of Corrections, participation in the Sawyer County Drug Court Program as case manager and provider of outpatient counseling as identified by current program needs. Supervisor will oversee the implementation of Trauma Informed Care services to women with substance abuse disorders. Coordination with internal departments, specifically child welfare due to the complexity of family based services and assisting with Victim Impact Panel presentations. Secondary duties will be shared services with the AODA & Mental Health/51 Board Supervisor inclusive of but not limited to grant writing, OWI assessments, hospital and jail consults and back-up 51 support/on-call.

AODA Counselor- 35 hours per week (restructured/position reduced to 35 hours per week)

Primary duties will include AODA counseling, individual/group and family services. Focus will include utilization of evidence based practices and materials to assist individuals and families in resolving AODA issues. Secondary duties will include participation in the Sawyer County Drug Court Program as a case manager along with providing support and back up services to the Service Coordinator. Providing back-up services to the Service Coordinator will create efficiencies, enhance services and improve the client outcomes and overall success rates.

Service Coordinator – 35 hours per week (currently working 40 hours per week)

Primary duties include implementation and case management of the Sawyer County Traffic Offender Program. Secondary duties include Sawyer County Drug Court support services, coordination and placement of individuals with community service sites and assistance with Victim Impact Panel presentations. Please see attachment for further explanation of STOP Program.

Prevention Specialist / AODA Counselor – 35 hours per week

Primary duties include outreach, counseling and prevention activities focusing on Sawyer County youth and developing and coordinating youth related community activities while promoting the message of AODA services available within the County. Strong collaboration amongst other departments within Sawyer County as well as outside agencies/providers will be emphasized in this position. Secondary duties include assisting clients in obtaining Medicaid for future clinical service reimbursement.

AODA/Mental Health Supervisor

Primary duties include implementation and supervision of DHS 62 and Wisconsin Chapter 51 Services. Supervisor will provide principal on-call services and coordinate Mobile Crisis activation when needed and create either diversionary plans or determine higher level of care including Emergency Detentions. Supervisor will be responsible for all Chapter 51 proceedings including case management services following judicial disposition. Supervisor will ensure compliance with the court ordered 51 services involving wrap around services and developing strategies to reduce chronicity. Supervisor will also case manage clients placed in facilities out of Sawyer County to ensure fiscal responsibility and client care. Supervisor will conduct OWI assessments and case manages all DHS 62 IDP County residents referred to both County and Non-County Providers.

AODA/MH Supervisor will also serve as the Director of the Transitions Community Based Residential Facility. Supervisor will receive CBRF training to assist with emergency staffing needs and coordinating admissions with the AODA Clinic/Criminal Justice Supervisor. Secondary duties will be shared services with the AODA Clinic/Criminal Justice Supervisor inclusive of but not limited to grant writing and hospital/jail consults.

Summary

In conclusion it has become apparent that there are several significant areas of concern within the services and program areas discussed in this plan. An increase in both personal and community needs relevant to AODA issues along with a reduction of staff throughout the years has proven to be an inefficient, unsuccessful, costly means towards addressing the problems. This along with the fact that there has been additional requirements place upon existing staff to access both State and Federal dollars while providing mandated services has led to my recommendations. I believe this plan as outlined offers a logical, experienced driven solution to addressing what remains one of the most serious problems threatening individuals, families and our communities.

Respectfully Submitted



Joe Bodo

Projected Savings and Increased Revenue Projections to Fund New Position

Cost of AODA Supervisor Position	83,593.00
Net Savings from eliminating Psychiatric Consultation	(12,639.88)
Projected increased revenue over budget based on first 3 months trend	(26,486.24)
Savings from reducing staff from 40 to 35 hours per week	(7,500.00)
Additional billing projected from the supervisor seeing 10 billable clients per week at masters level	(18,564.00)
Net Cost of New position	18,402.88

Pre-Trial and Intoxicated Driver Intervention Program (STOP)

Currently the Sawyer County Health and Human Services Department has an IDP (Intoxicated Drivers Program) that is known by the acronym as STOP (Sawyer County Traffic Offender Program). STOP is a court ordered intensive supervision program designed to monitor bond conditions of pretrial defendants who have been charged with operating while intoxicated (OWI) offenses.

Though this program is court sanctioned it is a voluntary one designed to assist repeat OWI offenders to improve not only their lifestyle, but also that of the community in which they reside. The goal has been to offer the OWI repeat offender an upfront assessment and early treatment for alcohol abuse issues in exchange for reduced penalties.

The STOP program, as currently laid out, is designed to begin after the initial court appearance and according to the bail bond is either mandated to report to the I & R Center within 48 hours of their bail hearing to set up a testing procedure or to make an appointment to attend an intake interview within 10 days of their initial appearance.

There is a fee charged for this program for each individual to enroll: \$100 for a misdemeanor and \$200 for a felony and there is a cost of \$200 for the OWI assessment. Additionally there is a case management component to this program which also oversees the individual's continuous sobriety via a random color call testing for urine or breath tests (UA's and PBT's) as well as completion of the Driver's Safety Plan (DSP) and Victim Impact Panel (VIP). All this information is related to the Judge and District Attorney plus the individual's own attorney via an affidavit prior to the individual's sentencing. The incentive to participate is to be able to serve their sentence at home on an electronic monitor in lieu of jail time or that they will hopefully receive a reduced sentence for jail and/or fines.

The STOP program data shows that the likelihood of recidivism is reduced for those individuals who successfully complete the program. Participants who have completed STOP were shown to be significantly less likely to be convicted of a new offense after admission. In addition, the implementation of the STOP program has significantly decreased incarceration for OWI offenders as STOP completers were more likely to receive sentences that included electronic monitoring rather than jail. Our statistics show that those individuals who did not complete or enroll in the STOP program were more likely to be sentenced to jail or admitted to prison.

The current program in 2014 had over the course of the year 44 individuals on the monitor and 102 people who were involved in the random testing over this same time period. An average at any one time was 10 individuals on the electronic monitor with an average wearing period of 80 days. The rental cost of the unit to the county is \$8/day and an individual is charged \$21/day. (This cost to the individual is only slightly higher than the Huber fees charged per an inmate -- \$22 more a week). If you look at 10 offenders incarcerated in the jail at \$50/day for 80 days the cost would be \$40,000 to the county. At a cost of \$8/day to rent the monitors for those same 10 people the cost is only \$6,400 -- all borne by the offender. The overall cost savings to the county was \$33,600 saved in jail bed days for that time period and \$10,400 was the

profit made to the county from the rental of these units that helped offset the costs of the testing equipment used.

Every individual enrolled in STOP currently engages in AODA counseling along with all recommendations of his Driver's Safety Plan. We feel that by case managing these individuals and getting them to complete their Driver's Safety Plan and for many to be seen for counseling by the county not only assures the county they will not be driving after revocation but they will be able to get their needed driver's license after the required waiting period is over. By streamlining this program and using evidence based practices we expanded on the duties of our existing Community Service/Drug Court Coordinator by having her handle all record keeping, drug testing, placement of and removal of the electronic monitors plus the tracking and reporting of the monitors. She also handles all necessary affidavits, letters and reports to the Judge, DA, and defense attorney s.

Confronting what is the largest public safety issue in our county is no small task when faced with the cultural acceptance of alcohol abuse. It is the goal of the Sawyer County Health and Human Services Department to provide a program that will give participants the responsibility to remain alcohol and drug free throughout the program, attend counseling and case management sessions, and complete their AODA assessment that results in a Drivers Safety Plan (DSP) and all recommendations in their DSP.

The burden of excessive alcohol use in Wisconsin totals to an economic cost of \$6.8 billion dollars or \$1,200 per person in the state per year. Wisconsin ranks highest among all states in binge drinking, an important risk factor for alcohol related injuries and deaths. The annual economic cost of excessive alcohol use in Sawyer County is \$22.4 million as noted by the 2011 University of Wisconsin Public Health Institute study. It notes that in Sawyer County binge drinking was responsible for 76% of the economic cost of excessive alcohol consumption. (Binge drinking is defined in this study as 5+ drinks/occasion for men; 4+ drinks for women). Sawyer County's rate was 25% for binge drinkers as compared to 23% for the state and 16% for all of the rest of U.S. In 2011 excessive alcohol consumption in Sawyer County contributed to at least 7 alcohol related deaths, 153 alcohol related hospitalizations and 187 alcohol related arrests. The cost per Sawyer resident equates to \$1,353.47 per year in economic costs attributed to excessive alcohol use.

STOP Program; create efficiencies, enhance services and ensure greater success rate.

Having an additional staff member could assist Diane on a part time basis in the following ways;

1. Increased testing ability; not just in the morning but at random times during the afternoon throughout the week. An additional staff person would also increase the ability to do observed UA's as Diane cannot do this on a regular basis due to the sheer number of client's testing and the time frame allotted for the testing. We would then be able to decrease the usage of Transitions for testing purposes as they only perform PBT's; no urine screens are done.
 2. Home visits could be done prior to the individuals going on the bracelet to determine any needs or problems that should be fixed prior to the installation. Trouble shooting before the bracelet goes on only saves time which is of the essence in this department.
 3. If there were problems with existing monitors on clients, an additional staff member could go to the home and assess the situation, contact the Monitoring site and switch out monitors or correct whatever the issue(s) may be. The back- up person could also help place orders and call the monitoring center on alerts that are received from the home base.
 4. Gather all relevant information prior to the Intake such as getting copies of the Bond from CCAP, gather a list of client's medications, assist in urine testing the individuals the day of the Intake to capture any substances that the individual has currently been using to establish a baseline for treatment purposes and to provide knowledge to Diane what to watch for in subsequent tests to ensure compliance with the bond.
 5. Become involved in the Plea and Sentencing; making sure all DSP requirements are being adhered to as well as conditions of the bond and writing up affidavits to the court.
 6. Having another person help Diane with this program could free up some time to look for grants and be able to write a grant to procure better and enhanced testing equipment.
 7. An additional staff person would allow for coverage of the STOP program in all areas which would afford Diane the opportunity to take a day off of work every so often and cover for her in the event she becomes ill; currently there is no one that can do this for her.
-

Additional staff would also ensure the following efficiencies;

1. Help decrease the wait time for people to get in for assessments and outpatient counseling services.
2. Allow for crisis counseling sessions (same day appointments) if needed.
3. Provide treatment to those individuals who need intensive counseling services on a more frequent basis
4. Provide groups or individualized sessions to residents at Transitions on a weekly basis generating more revenue to help offset the cost of the position.

Mental Health Services

Lutheran Social Services had been providing outpatient mental health services in Sawyer County as a contracted provider since the late 1970's. In 1992, Lutheran Social Services ceased to provide those services. In 1993, under the direction of Carol Lund, an administrator for LSS, they re-opened an office in Hayward. The office had several therapists, including Paul Grahovac (October 1993). The county established a good working relationship with both the director and staff. Unfortunately, Lutheran Social Services decided to terminate services to outlying areas leaving a void in the mental health services. Due to this and with the support of Health and Human Services Director Pete Sanders, Carol Lund opened Northland Counseling Program in 2000, and services continued uninterrupted.

To date, Northland Counseling continues to provide a vast array of services including outpatient emergency crisis bed, residential staffing and community support services. The 2015 plan for mental health services will continue to be provided through Northland Counseling Program.



Northland Counseling Mental Health Services

OUTPATIENT MENTAL HEALTH

Individual Counseling for Children, Adolescents, and Adults
Group Therapy
Psychological Testing
Psychiatry

EMERGENCY MENTAL HEALTH PROGRAM CERTIFIED WITH SAWYER COUNTY HEALTH AND HUMAN SERVICES

Mobile Crisis
Walk-Ins
Crisis Bed Unit in Ashland with 4 Adult beds, and 2 Child/Adolescent beds

COMMUNITY SUPPORT PROGRAM WITH ON-SITE PSYCHIATRY

Northland is aware that Sawyer County is pursuing CCS Certification. We are very interested in working in collaboration with Sawyer County on that programming.

PO BOX 1062 ☐ 10752 Beal Avenue ☐ Hayward, WI 54843 ☐ 715-634-0222

ADDENDUM

The following information was presented to the Health and Human Services Committee meeting on January 6, 2015.

This information was presented to validate the need for an additional position and also to show how AODA services in Sawyer County have not kept up with the growth of other agencies within the county. This is despite the fact that the majority of departments and agencies deal with persons experiencing significant AODA issues and act as a funneling system to county services.

At that time, the committee requested that a strategic plan be developed to clarify a vision, mission and outline a strategy for services, hence the development of this strategic plan.

AODA Clinic Services

Joe Bodo, Sawyer County MH/AODA Clinical Coordinator

1/6/15

The major responsibility of the 51.42 Unified Services Board is to develop and budget for a comprehensive program ensuring continuous care for the mentally ill, developmentally disabled, and alcohol and drug abusers in the local community. An appointed planning committee is required to assess the needs of the community. Local citizens and organizations are encouraged to provide suggestions and plans.

The plan must address the needs of the alcoholic and drug abuser, including establishment of goals, priorities, and estimated costs. Provisions must be made for coordination of local services and continuity of care. Available community resources must be utilized and new resources developed.

Wis. Stats. sec. 51.42 was enacted into law on January 1, 1977, due to nationwide dissatisfaction with institutionalized and custodial care. Wisconsin counties thus became responsible for providing services in alcohol and drug abuse, developmental disabilities, and mental health. The legislation requires this to be done through community boards or boards appointed by a county board of supervisors.

AODA/MENTAL HEALTH ENTRY POINTS

- Self Referral
- Criminal Justice System (Court, Probation, Private Attorneys)
- Crisis Contacts (Law Enforcement, Hospital, Individuals and Families Etc.)
- Medical Providers, Clinics, Health Agencies
- Employee Assistance Programs, Schools, Employers, Business Community
- Tribal Entities and Programs
- Internal (Child Protective Services, Domestic Violence, Sexual Assault, Economic Support, Adult Services, Public Health, Juvenile Court, Other County Units)
- Inpatient Treatment Programs, Hospitalizations, Other AODA/Mental Health Providers
- Federal State, Out of State, Other Counties and Government Entities

- Historical Perspective

1988 Data

AODA	CPS	AS	PH	DOC	CITY PD	SHERIFF	LCO PD
4/S	2	2	2	1	4	8	0

2015 Data

AODA	CPS	AS	PH	DOC	CITY PD	SHERIFF	LCO PD
2/S	4/S	3/S	3/S	7/S	8	18	6

According to the Sawyer County Public Health Assessment, alcohol and drug abuse issues were identified as the number one problem surpassing any other problem identified within our county and yet, we have less staff to serve the identified at risk target population.

These totals do not include revenues generated from Clerk of Court funds, Victim Impact Panel funds, Drug Court Fees and STOP Program Fees. This dollar amount is a representation of Clinical Services and revenues generated by the Clinic.

80 Total Active Clients in July/August

AODA Counselor 40 hours per week- 54 active clients. Counselor reduced to 35 hours per week as of 1/1/15.

AODA Coordinator 35 hours per week - 26 active clients not including a monthly average of 12 OWI assessments performed.

The majority of outpatient clients outside of OWI Assessments were seen every two to three weeks. Many of these clients should have been seen on a weekly basis if not a twice a week due to the severity of addiction. Waiting lists are currently at three to four weeks out which will increase due to AODA counselor now being reduced to 35 hours a week taking away 20 slots per month. Projected case load for 35 hour counselor would be 18-20 clients in addition to Drug Court duties, Victim Impact Panel duties, Crisis On Call/Court responsibilities inclusive of Chapter 51 court proceedings. Projected case load for $\frac{3}{4}$ counselor would 18-20 clients per week plus prevention activities.

Twenty years ago we were dealing with clients that abused three major substances; Alcohol, Cannabis and Cocaine. At present, we are dealing with those aforementioned substances along with Synthetic Drugs including Bath Salts and Methamphetamines, Heroin, Inhalants, Sedatives/Tranquilizers, Opioids and an array of prescribed medications.

Best treatment practices include more intensive outpatient services. This means seeing clients on a more frequent basis and

offering additional case management services including coordinating with multiple providers and agencies.

In order to address what has been identified in Sawyer County's Public Health Assessment as the number one problem within the County, we must not only keep pace with the amount of clients funneled through outside referral agencies/sources, we must also have the available resources to address the issue. It is clear that we are deficient with staff as compared to twenty seven years ago.

Monthly Example

July/August 2014

Instituted raise in the sliding fee scale for indigent clients from \$5.00 an hourly session to a minimum of \$25.00 an hourly session. This amount can be higher based upon income reported by client.

We also assisted clients in signing up for the Affordable Health Care Act and at present, approximately 90% of our clients are receiving these benefits.

Due to this change, the clinic receives approximately \$55.00 per session on every client that has the insurance.

In addition to the above changes, all court ordered evaluations pursuant to criminal charges remain the client's responsibility at the cost of \$150.00 for the 2-hour assessment.

These changes have generated additional revenues for the clinic.

Past revenues:

2013: \$53,183

2014: \$71,465

Breakdown of 2014: *This is with comparable staffing patterns

Jan- June: \$31,257

July-Dec: \$40,208



The State of Wisconsin

DEPARTMENT OF HEALTH SERVICES
DIVISION OF QUALITY ASSURANCE

This is to certify that **Sawyer County Health & Human Services/Information & Referral Center**
at the location **10610 Main St Suite 224**
Hayward, WI 54843

Type: **Biennial**

Certificate Number: **1825**

Effective Period: **07/01/2014 to 06/30/2016**

is an approved facility under Chapter 51 of the Wisconsin Statutes for the following programs:

CSAS-Emergency Outpatient	DHS 75.05
CSAS-Outpatient Treatment	DHS 75.13
CSAS-Prevention	DHS 75.04

<u>Begin Date</u>	<u>End Date</u>
07/01/2014	06/30/2016
07/01/2014	06/30/2016
07/01/2014	06/30/2016
04/30/2015	06/30/2016

The following branch office(s) are certified to provide service:

Tier 1 **TRANSITION HOUSE**
16208 Wood Ridge Lane, Hayward, WI 54843

Kitty Rhoades
Kitty Rhoades, Secretary DHS

This certificate is not transferable or assignable.
Post in a conspicuous place on premises.

**CHAMBERS OF CIRCUIT JUDGE
GERALD L. WRIGHT**

Candace K. Biskup
Court Reporter

Sawyer County Circuit Court

10610 Main Street, Suite 244
Hayward, Wisconsin 54843
(715) 634-4886

Marjorie Kelsey
Judicial Assistant

April 13, 2015

Mr. Tweed Shuman, Chairperson
Sawyer County Health and Human Services Board

RE: 2015 AODA/MH Strategic Plan

Dear Mr. Shuman:

I write to express my support for the 2015 AODA/MH Strategic Plan recently prepared by Joe Bodo. Based on my experience on the bench, I can easily confirm that the county has a significant need for increased services in this area. Frankly, the Plan probably understates the need for increased services in this area.

It is clear to me that a significant number of people who come through our local criminal justice system have substance abuse and/or mental health needs that have not been adequately addressed in the community. The current level of staffing is inadequate to meet the needs of this population. I am convinced that the community is being forced to spend more money in the criminal justice system than it would have to if these needs were being adequately met.

I have also noticed that the few programs we have in place now to handle this population after they become involved in the criminal justice system are under staffed. We do not have enough counselors to meet the population's needs. Current staff are over worked and are at serious risk of burnout. We have lost some very talented people because of it, and are at risk of losing more if the County fails to act.

The current low level of staffing also prevents existing programs from being able to fully implement proven, evidence based practices. As a result, the programs are less effective than they could, and should be. As an example of this, I understand that the low staffing levels have forced the programs to rely on group therapy sessions instead of more effective individual sessions. Drug testing protocols are also adversely effected, making them much less effective than they should be in holding people accountable, thereby reducing their effectiveness..

Please take this Strategic Plan seriously and increase the funding for these services that are vital to our community. Thank you.

Sincerely,



Gerald L. Wright
Circuit Court Judge

Hayward Police Department

P.O. Box 969 ~ 15889 W Third Street
Hayward, WI 54843
Phone (715) 634-8961 ~ FAX (715) 634-5757

April 16, 2015

Sawyer County Board of Supervisors
10610 Main Street
Hayward Wisconsin 54843

Dear Board Members,

I have had the opportunity to review the AODA/MH Strategic Plan put together by AODA Mental Health Coordinator Joe Bodo. I know firsthand the struggles that the Health and Human Services Department faces with the drug and alcohol epidemic in Sawyer County. I also understand and appreciate the difficult decisions all of you have to make when it comes to budgeting.

Based on my experience in law enforcement I know the amount of calls that are placed to Health and Human Services and most are directly related to the abuse of alcohol and other drugs and the problems they create. I would roughly estimate seventy percent of the individuals that are arrested by our department are under the influence of alcohol and other drugs. Any assistance or consideration that you could give to funding a position within the AODA program would be greatly appreciated.

In the future we will continue to see an increase in AODA issues as we are now dealing with prescription drug abuse, synthetic drug abuse, and the abuse of meth and heroin. The destruction that these drugs create, rip our local families apart and lead to the majority of criminal activity in our community. Please consider funding a position that would directly help combat this epidemic.

Sincerely,



Joel Patrick Clapero
Chief of Police
City of Hayward Police Department

SAWYER COUNTY HEALTH & HUMAN SERVICE BOARD

NAME	ADDRESS	PHONE	AFFILIATION	GROUP REPRESENTATION	EXP. DATE
Iras Humphreys healthyself.iras@gmail.com	10705N Linden Road Hayward, WI 54843	634-2560	County Board		05/01/2017 (3 years)
Dale Schleeter rbwpdale@centurylink.net	16197W Hwy 27/77 Hayward, WI 54843	634-8188	County Board		05/01/2016 (2 years)
Norma Ross norma.ross@lco-nsu.gov	13394W Trepania Road Hayward, WI 54843	634-8934 ext:249 (w) 699-6057 (c)	Native American	LCO Tribe	05/01/2016 (1 year)
Shirley Suhsen	7641 N Indian Dr Hayward, WI 54843	634-4522	Consumer	Community Member	05/01/2018 (3 years)
Carol Pearson	P.O. Box 413 Hayward, WI 54843	634-2436	Consumer	Community Member	05/01/2018 (3 years)
Ronald Kinsley nkp@bevcomm.net	9760W Hwy 27/70 Ojibwa, WI 54862	945-2384 945-2630 (w)	County Board		05/01/2016 (1 year)
Michelle Lambert michelle.lambert@essentiahealth.org	P.O. Box 1197 Hayward, WI 54843	634-8163	Consumer	Health Care Professional	05/01/2017 (2 years)
Warren Johnson wrisoup@centurytel.net	4357N Price Dam Road Winter, WI 54896	266-4108	County Board		05/01/2016 (2 years)
Tweed Shuman shumantweed@gmail.com	16099 W Zulaski Road Hayward, WI 54843	634-3199 638-5100 (w) 701-330-6897(cell)	County Board		05/01/2016 (1 year)

SAWYER COUNTY HEALTH & HUMAN SERVICE BOARD

NAME	ADDRESS	PHONE	AFFILIATION	GROUP REPRESENTATION	EXP. DATE
Gladys Ruegger	15619 Winter Drive Hayward, WI	634-7800	Consumer	Community Member	05/01/2015 (2 year)
Iras Humphreys healthyself.iras@gmail.com	10705N Linden Road Hayward, WI 54843	634-2560	County Board		05/01/2017 (3 years)
Dale Schleeter rbwpdale@centurylink.net	16197W Hwy 27/77 Hayward, WI 54843	634-8188	County Board		05/01/2016 (2 years)
Norma Ross norma.ross@lco-nsu.gov	13394W Trepania Road Hayward, WI 54843	634-8934 ext:249 (w) 699-6057 (c)	Native American	LCO Tribe	05/01/2015 (1 year)
Shirley Suhsen	7641 N Indian Dr Hayward, WI 54843	634-4522	Consumer	Community Member	05/01/2015 (3 years)
Carol Pearson	P.O. Box 413 Hayward, WI 54843	634-2436	Consumer	Community Member	05/01/2015 (3 years)
Ronald Kinsley nrcp@bevcomm.net	9760W Hwy 27/70 Ojibwa, WI 54862	945-2384 945-2630 (w)	County Board		05/01/2015 (1 year)
Michelle Lambert	P.O. Box 1197 Hayward, WI 54843	634-8163	Consumer	Health Care Professional	05/01/2015 (2 years)
Warren Johnson wrisoup@centurytel.net	4357N Price Dam Road Winter, WI 54896	266-4108	County Board		05/01/2016 (2 years)
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Resolution # -2015

To Retain Existing Model of Family Care

WHEREAS, Family Care enables individuals with physical disabilities, cognitive disabilities, and the frail elderly to remain in their own homes to avoid institutionalization; *and*

WHEREAS, Family Care has been proven to reduce the cost per member for publicly funded long-term care services while receiving very high customer satisfaction ratings; *and*

WHEREAS, Governor Walker's 2015-2017 budget proposal would restructure Wisconsin's long-term care (LTC) Family Care Program and has the potential to dismantle existing county Aging and Disability Resource Centers (ADRC); *and*

WHEREAS, input regarding the proposed changes was not sought from people who receive long-term care services; their families; aging and disability advocates; local officials; Managed Care Organizations, ADRCs; provider agencies; the State Long-term Care Advisory Council or legislators; *and*

WHEREAS, the Governor's budget would replace the existing Managed Care Organizations with statewide (potentially for-profit) health insurance companies that will provide primary and acute health care as well as long-term care service using a no-bid process; *and*

WHEREAS, the Governor's budget would give authority to the Department of Health Services (DHS) to eliminate county-run ADRC's by contracting out many of their functions; *and*

WHEREAS, Wisconsin's ADRCs are a nationally recognized model for providing the public with resources and options counseling that assist individuals and their families to maximize personal assets and resources before accessing and relying on publicly funded long-term care; *and*

NOW, THEREFORE, BE IT RESOLVED, that the Sawyer County Board of Supervisors, assembled this 21st day of April 2015, approves this resolution supporting that Wisconsin retain its existing, successful and cost-effective model of ADRCs and Family Care until stakeholders are included in pursuing opportunities to improve the quality and effectiveness of the long-term care delivery system.

BE IT FURTHER RESOLVED, that the Sawyer County Board of Supervisors directs the County Clerk to provide a copy of the resolution to Governor Scott Walker; State Senator Janet Bewley; State Senator Jerry Petrowski; Representative Beth Myers; Representative James Edming; members of the Joint Finance Committee; the Wisconsin Counties Association; and the Wisconsin Counties Human Services Association.

Minutes of the meeting of the Sawyer County **Land, Water and Forestry Resources Committee**
Sawyer County Board of Supervisors
April 15, 2015; Assembly Room; Sawyer County Courthouse

Committee Members Present: Jim Bassett, Dean Pearson, Bruce Paulsen, Hal Helwig, Thomas Winiarczyk

County Personnel Present: Greg Peterson, Dan Pleoger, Kris Mayberry, Dale Olson, Dianne Ince, David Todus

NRCS Personnel Present: Ron Spiering

DNR Personnel Present: Jim Kujala

LCO Personnel Present: None

Others Present: Bill Noonan, John Welter, Mike Outcalt, Jan Holmes, Jim Toftness, Dick Dewhurst,

Meeting called to order at 8:30 AM.

Approve agenda

Motion by Bassett, second by Paulsen to approve agenda. Motion carried.

Approve minutes

Motion by Pearson, second by Paulsen to approve the March 11, 2015 minutes. Motion carried.

Audience recognition

Welter inquired about status of Nelson Lake trail. Peterson stated that DOT has approved and grant submitted.

Event Dates

None requested.

County Treasurer

Application received from Todd Petit to purchase item #4 on Land Sale list. Mayberry wants to have applicant sign off as being aware of all information regarding parcel. Motion by Paulsen, second by Pearson to approve sale pending full disclosure by applicant. Motion carried.

Land Records and County Surveyor Department

Pleoger reported that the air photos flights might begin next week (ice needs to be off lakes completely. a) County work report: Written report handed out (on file with minutes). Tax Lister is approximately 30 days behind. b) County-wide assessing – word is that it is dead, pulled from budget. c) Request to carry-over vacation hours – motion by Paulsen, second by Pearson to allow carry-over as long as it is taken within two months. Motion carried.

Sawyer County Forestry Department

a) Low Use Access Permit – application received from Jeffrey Henn for permit in the SESE and SWSE of Section 3, Township 42 North, Range 7 West. Motion by Pearson, second by Bassett to approve. Motion carried.

b) WCFA Spring Administrators meeting report – David Todus, Forester, gave a report highlighting discussion held at two-day meeting: biomass guidelines, climate change, permit issues, NHI portal and more. Peterson spoke about Governors' budget.

c) Recreational trail report – Noonan gave report: 1) Would like trails to be open on Friday before Governors' Fishing Opener (depends on weather and trail conditions); 2) Snowmobile registration – on July 1st there will be more money in snowmobile funds, 2 tier registration/trail permit; 3) Tussockia Trail (Peterson reported that he had received a draft MOU this AM; 4) Attended WATVA Summit meeting.

d) County Forestry report – 1) Handout (on file with minutes) – YTD revenue is \$1,387,041. 2) Timber Sale prospectus has been sent out for May bid opening. DNR Forestry report – 1) Full-time liaison position is on hold until probably July due to Governors' budget. 2) Remarked on "good neighbor" aspect on National Forest from WCFA meeting.

Sawyer County Zoning/Conservation Department

a) County work report (copy on file with minutes); Town of Spider Lake zoning - use existing zoning administrator (town money); Tim met with USDA; UW-Stevens Point assigned intern (Luke Peterson) for septic survey on Whitefish Lake; No brushing has been done on dams; Kelly is working on native planting by Shue's Pond in City of Hayward; Friday, April 24th there is a meeting at 1:00 PM for Park Model definition group. Bassett asked about Round Lake – nothing official from DNR.

b) NR115 Proposed Shoreland-Wetland Protection Ordinance Amendments – will go to Public Hearing, Zoning, and then to County Board.

c) Conference reports – WLWCA added cougar to list of species; WCCA – Wisconsin Fund elimination in Governors' budget.

e) Potential sale of Sawyer County mitigation site, including agreement to establish mitigation bank – motion by Bassett, second by Bassett to authorize Olson to talk to County Corporation Counsel regarding agreement and bring final agreement to committee in May. Motion carried.

d) Conservation Plan – motion by Pearson, second by Bassett to approve and send to County Board. Motion carried.

NRCS Business

Spiering handed out report (on file with minutes).

LCO Business

None

Review and Approve Monthly Vouchers Report

Motion by Paulsen, second by Bassett to approve vouchers, excluding the \$5175 for Bike/Pedestrian Trail (not this committee). Motion carried.

Other matters for discussion only

Petersen again questioned the Carlson-Dettman wage survey. He received the results after the appeal process in an email yesterday. The Foresters did not get a bump up. Positions that do not require a four-year degree are getting paid more. Paulsen suggested coming back to meeting next month with comparables.

Closed Session

Motion by Paulsen, second by Pearson at 10:25 AM to go into Closed Session pursuant to sections 19.85(1)(e) and (g), Wisconsin Statutes, to discuss negotiations and/or terms for the potential sale of the wetland mitigation site and potential litigation involving Sawyer County. Motion carried unanimously by voice vote.

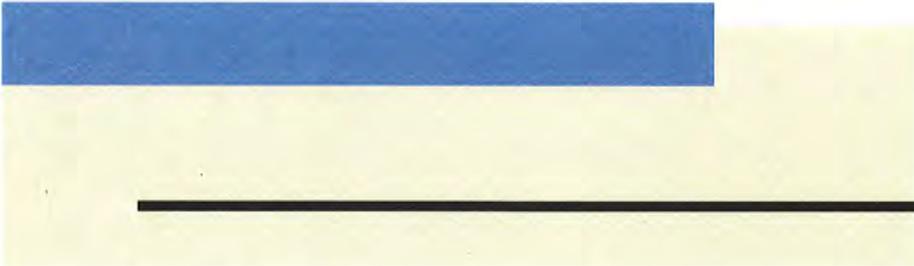
[Minutes of Closed Session are kept in a confidential file in the County Clerks' office].

Motion by Paulsen, second by Bassett at 10:50 AM to re-convene into Open Session. Motion carried.

Adjourn

Motion by Paulsen, second by Pearson to adjourn meeting. Motion carried. Meeting adjourned at 10:51 AM.

Delores Dobilas, Recorder



SAWYER COUNTY

LAND AND WATER
RESOURCE MANAGEMENT
PLAN

2015-2025

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People Assisting with Plan Development

Dan Tyrolt – Lac Courte Orielles Environmental Engineer
Doug Casina – WDNR Water Regulation
Max Wolter - WDNR Fish Manager
Greg Peterson – Sawyer County Forestry
Kristy Maki – Aquatic Invasive Species Coordinator
Lonn Franson - DNR Wastewater Engineer
Ron Spiering – NRCS District Conservationist
Jim Bassett – County Board Member
Bill Sande – Army Corps of Engineers
Scott Pasanen – Agricultural Producer
Ami Slabaugh – Agricultural Producer
Kevin Schoessow – UW Extension Area Agricultural Development Agent
Waldo Asp – Sawyer County Lakes Forum Chair
Phil Nies – Sawyer County Lakes Forum
Gary Pulford - COLA
Len Eckerly – Town of Hunter
Dale Olson – Sawyer County Zoning & Conservation Administrator
Tim Seidl – Sawyer County Assistant Conservationist
Pat Brown – Sawyer County ZAC Technician
Kelly Nechuta – Sawyer County ZAC Technician/Conservation Specialist

Committee Members

Jim Bassett, Chairman
Fred Zietlow
Bruce Paulsen
Dean Pearson
Brian Bisonette
Thomas Winiarczyk, FSA rep

Plan Summary

Plan Development Process

The first Sawyer County Land and Water Resource Management Plan was completed in March 1999 and has been the basis for a revised plan in 2003, 2009 and 2015. The planning work groups consisted of technical staff representing state and federal agencies, as well as individuals representing agriculture, forestry, tribal and local governments. The current plan was revised by Land & Water Conservation staff and reviewed by a work group.

Identification of Concerns

All areas of non-point source pollution can be ranked in the "high" category in Sawyer County. The Department will continue to address resource concerns from shoreline development and inappropriate land uses that threaten water quality, as well as forestry, recreation, and local road maintenance issues. Information and education objectives are also high priorities and are included in the work plan.

Plan Requirements

The Land and Water Conservation Committee must hold a public hearing for review of the final draft of the county land and water resource management plan. After public review, the Land and Water Conservation Committee must review, approve, and recommend approval of the plan to the County Board. Upon the County Board's approval the plan must be submitted to the Wisconsin Land and Water Conservation Board (LWCB) and Department of Agriculture, Trade and Consumer Protection (DATCP). DATCP will review the plan, make recommendations and take action on the plan submitted by each county.

Relationship between county plan and watershed plans

The Plan addresses county-wide issues that are not addressed in the basin plans. Watershed and non-point source pollutions control goals, as indicated in the basin reports, will remain a priority for the county and will provide funding opportunities to implement watershed and resource management plan objectives.

Watershed Rankings

Watershed rankings identify those areas in the state dominated by nonpoint source or polluted runoff issues. The watersheds are organized by "high", "medium", and "low" level issues with polluted runoff (both rural and urban). Complete basin information is available in Department of Natural Resources publications. The county will continue to support initiatives established in the basin and watershed plans to address areas of concern.

Resource Assessment

Lake Shoreline Development: Within the last thirty years the county has experienced tremendous growth as former tourists have become full-time residents or owners of water front property and vacation homes. The county has developed a lake classification system in an effort to maintain the water quality of developed and undeveloped lakes.

Protection of Outstanding and Exceptional Resource Waters: Sawyer County has 205 named lakes and hundreds of miles of streams and rivers, many of which are designated by the Department of Natural Resources as exceptional or outstanding resource waters.

Wetland Protection: In addition to an abundance of surface waters, wetlands account for approximately 20.2 percent of the county's acreage.

Reduce Nonpoint Source Pollution: Non-point source pollution is the primary threat to resources within the county. Although nutrient levels have only increased slightly, there are signs that the increases are adversely affecting water quality.

Location of Resources: The St. Croix River Basin spans both Wisconsin and Minnesota. The Lower Chippewa River Basin encompasses 314,375 acres of wetlands, 2,602 miles of streams, and 447 lakes and flowages. The Upper Chippewa River Basin encompasses the majority of Sawyer County with a total of 4,051 miles of streams and 765 lakes.

Impaired Waters

According to the WI-DNR 2008 303(d) list of impaired water bodies, Sawyer County has several lakes not currently meeting water quality standards due to atmospheric deposition of mercury and total phosphorus levels.

Land Use

Sawyer County utilizes land and information modernization programs to evaluate land uses and provide assistance in developing programs. The majority of land within the county is wetlands and forestry (74%). Agriculture accounts for 13%, residential land is approximately 12%, and commercial and industrial acreage is 1% of the total county acreage.

Soil Loss Inventories

Sawyer County was the first of the northern counties to prepare a Soil Erosion Control Plan. The primary goal of the plan is to reduce soil erosion of cropland caused by water erosion on all cropland in the county to allowable soil loss levels that meet the Natural Resources Conservation Service Technical guide standards.

Development Trends

Sawyer County has experienced tremendous growth in recent years. The draw to northern Wisconsin, and Sawyer County in particular, is the forest and water resources. The county's growth has accelerated so rapidly that public officials are having difficulty maintaining and protecting the character of the northwoods. All townships within the county have completed smart growth plans.

Identification of Priority Farms

Sawyer County's methodology for identification of farms uses a systematic approach, however, there are very few farms remaining in the county (approximately 40 with 30 of those livestock operations). We intend on using the excellent rapport we have built with our local farm community to identify "priority" farms.

Performance Standards and Prohibitions

ATCP 50/NR 151 set forth state minimum performance standards and prohibitions for farms and urban areas. These performance standards and prohibitions were designed to achieve water quality standards by limiting nonpoint source water pollution. It is the landowner's responsibility to meet the agricultural performance standards and prohibitions.

NR 151 Implementation Strategy

The Sawyer County Land Conservation Department will cooperate with the Department of Natural Resources (DNR), and other agencies to implement the agricultural performance standards. The extent of implementation of the components of the strategy will be dependent upon the availability of funding for staffing, support, and cost share funds for completion.

Partners in the Land and Water Resource Management Plan

Sawyer County has been fortunate to have a dedicated group of individuals from a variety of agencies who have worked to preserve and protect our resources for many years. We also

have a broad base of volunteers in this community. These professional and volunteer partnerships will be vital to the achievement of the plan's objectives.

Funding Plan Implementation

This plan will be the basis for future funding initiatives. Grant funds will be sought to supplement funding from local, state and federal sources. We will continue to participate in programs developed by federal and state agencies and utilize those dollars to the greatest extent before seeking private funding.

Information and Education Strategy

Information and education objectives are included in the work plan, which includes a timeline and partnerships utilized to achieve objectives. Information and education has been a high priority in the past and continues to be important in carrying out the department goals.

Monitoring and Evaluation

An important component of any long range plan is to monitor and evaluate the success of strategies developed to meet goals. As information is compiled over the next five years, trends and comparisons can be evaluated and programming adapted to meet plan objectives. Land and Water Conservation Department staff will be the responsible party for compiling, reviewing, and reporting the success of plan objectives.

Plan Goals and Objectives

The goals and objectives established in this plan represent priorities for natural resource management in Sawyer County carried out by the LWCD staff with help from partner agencies. Priority goal and objective items are printed in **bold**.

Goal 1: Reduce environmental impacts of agricultural non-point source pollution.

- Objective 1: All farms have and utilize a nutrient management plan
- Objective 2: Control barnyard runoff
- Objective 3: All cropland erosion be reduced to tolerable soil loss level
- Objective 4: Work with cranberry growers to reduce discharge impacts on surface water

Goal 2: Protect, enhance, and restore natural shoreline structure and function

- Objective 1: Educate shoreline property owners
- Objective 2: Install shoreline restoration/protection projects
- Objective 3: Protect existing shoreline ecosystems and habitat
- Objective 4: Mitigation plan guidance and approval

Goal 3: Control and monitor invasive species

- Objective 1: Survey, monitor, and map aquatic invasive species
- Objective 2: Educate public on the prevention, early detection, and control of invasive species

Goal 4: Reduce soil erosion caused by forest road building & stream crossing activities

- Objective 1: Educate landowners and loggers about best management practices
- Objective 2: Monitor logging sites and provide consultation to logging operators
- Objective 3: Seeding and planting of abandoned forest roads

Goal 5: Protect land and water resources through land use/comprehensive planning and enforcement of zoning regulations

- Objective 1: Establish county wide land use planning standards
- Objective 2: Require mandatory mitigation and restoration of shoreline violations
- Objective 3: Identify land conservation protection areas
- Objective 4: Work with municipalities to develop more eco-friendly right-of-way and erosion control methods.

Goal 6: Wetland Preservation

- Objective 1: Encourage wetland restoration and enhancement
- Objective 2: Educate public on the value of wetlands and related regulations

Goal 7: Promote reforestation

Objective 1: Annual Tree Sale program

Objective 2: Expand use of tree planter

Introduction

The need for local leadership in natural resources management is an important component included in the federal Farm Bill and Wisconsin Act 27, which redesigned the non-point pollution program.

In addition, new runoff management guidelines and performance standards were established with ATCP 50/NR 151. These actions by elected officials and policy makers have reaffirmed that local leadership is the key to successfully managing and protecting our natural resources.

Locally led natural resource management is based on the principle that communities are best suited to identify and resolve local natural resource problems. More importantly, it is local government's responsibility to engage in land use management processes to target federal funding such as NRCS Cost Share dollars, which ultimately impact the quality of the natural resources of Sawyer County.

Sawyer County, as most northern Wisconsin counties, is faced with ever increasing public demands on our unique natural resources. The Plan is an important tool to guide local government, various state and federal agencies, and individuals as we strive to improve and protect our lands and waters.

Plan Development Process

As a result of 1997 Wisconsin Act 27, Chapter 92.10 of the Wisconsin Statutes was amended to include a county land and water resource management planning program. The first Sawyer County Land and Water Resource Management Plan was completed in March 1999 and has been the basis for a revised plan in 2003, 2009, and this Plan. The previous plans were developed through discussions with local citizen and technical advisory groups. The planning work groups consisted of technical staff representing state and federal agencies, as well as individuals representing agriculture, forestry, tribal and local governments. The 2009 plan was revised by Conservation staff and reviewed by a work group. The current plan has been revised by staff and reviewed by a work group which met on February 11, 2015 at 1 p.m. A public hearing will be held on April 8, 2015 at 8:30 a.m., at which time the revised Plan will be reviewed by the Sawyer County Land, Water, and Forestry Resources Committee. If approved, the Land and Water Resource Management Plan will be reviewed by the Sawyer County Board of Supervisors on April 21, 2015 at 6:30 p.m.

To achieve the best plan, and meet specified goals and timelines, Sawyer County will rely on partnerships with organizations as well as individuals with an interest in protecting our natural resources.

Identification of Concerns

All areas of non-point source pollution in Sawyer County can be ranked in the "high" category. The Department will continue to address resource concerns from shoreline

development and inappropriate land uses that threaten water quality, as well as forestry, recreation, and local road maintenance issues. Information and education objectives are also high priorities and are included in the work plan.

Plan Requirements

The requirement for a county land and water resource management plan was created in the 1997-1999 Biennial Budget Bill, Wisconsin Act 27 with amendments to Chapter 92.10 of the Wisconsin Statutes. In addition elements of ATCP 50 and NR151 must be included in current plans. These mandates established a county planning process for:

- Conserving long-term soil productivity;
- Protecting the quality of related natural resources;
- Enhancing water quality; and
- Addressing severe soil erosion problems.

The Land, Water and Forestry Resources Committee must hold a public hearing for review of the final draft of the county land and water resource management plan. After public review, the Committee must review, approve, and recommend approval of the plan to the County Board. Upon the County Board's approval the plan must be submitted to the Wisconsin Land and Water Conservation Board (LWCB) and Department of Agriculture, Trade and Consumer Protection (DATCP). DATCP will review the plan, make recommendations and take action on the plan submitted by each county.

Relationship between county plan and watershed plans

Sawyer County land is divided between three watershed basins (Figure 1). The majority of land is within the Upper Chippewa Basin. The southwestern corner of the county falls within the Lower Chippewa Basin and the northwestern corner in the St. Croix Basin. The Plan addresses county-wide issues that are not addressed in the basin plans. Watershed and non-point source pollutions control goals, as indicated in the basin reports, will remain a priority for the county and will provide funding opportunities to implement watershed and resource management plan objectives. The Department of Natural Resources has noted that water quality assessments are not available due to a lack of water quality data.



Figure 1

Watershed Rankings

Watershed rankings identify those areas in the state dominated by nonpoint source or polluted runoff issues. The watersheds are organized by "high", "medium", and "low" level issues with polluted runoff (both rural and urban).

Three river basins and eleven watersheds are located within Sawyer County boundaries. The Department of Natural Resources identifies the watersheds within the Upper Chippewa River Basin as large, low priority watersheds with the exception of the Couderay River watershed, which is ranked as large, high priority. The Red Cedar Lake watershed within the Lower Chippewa Basin has a moderate priority designation. There are three watersheds within the St. Croix Basin that are not ranked but have low groundwater rankings. (Appendix F)

Complete basin information is available in Department of Natural Resources publications: WT-554-2001, The State of the Lower Chippewa River Basin; WR-345-96 REV, Upper Chippewa River Basin Water Quality Management Plan; and WT-555-2002, The State of the St. Croix Basin. The county will continue to support initiatives established in the basin and watershed plans to address areas of concern.

Resource Assessment

Lake Shoreline Development

An ongoing environmental priority in Sawyer County is to improve water quality and maintain or repair endangered shoreline ecosystems. The value of clean and beautiful lakes, streams and rivers has been essential to the county's growth and tourism industry. For many years healthy aquatic ecosystems were the norm in the sparsely populated county. Within the last twenty years the county has experienced tremendous growth as former tourists have become full-time residents or owners of water front property and vacation homes. The majority of lake lots on larger lakes are 100 feet wide and have been developed. Recent trends are toward development of small lakes and more marginal shorelines. As can be expected, loss of shoreline habitat and reduced water quality have been results of this growth. The county has developed a lake classification system in an effort to maintain the water quality of developed and undeveloped lakes.

Protection of Outstanding and Exceptional Resource Waters

Sawyer County has 205 named lakes and hundreds of miles of streams and rivers, many of which are designated by the Department of Natural Resources as exceptional or outstanding resource waters (Appendix B). A unique resource for Sawyer County and northern Wisconsin is the *Chain of Lakes* which includes: Big Round; Little Round; Osprey; Grindstone; and Lac Courte Oreilles. This chain of clear water lakes consists of approximately 11,700 acres of surface water. The rare trophic qualities of these lakes make them an important resource that must be preserved for future generations.

Wetland Protection

In addition to an abundance of surface waters, wetlands account for approximately 20.2 percent of the county's acreage according to the Wisconsin DNR Wetland Inventory. Non-point source pollution is the primary threat to resources within the county. Development along shorelines contributes to the degradation of waters from building site erosion, dramatic increases in impervious surfaces, improper application of lawn care chemicals, reduction of shoreline buffers, and disturbance of the near shore aquatic habitat. Secondary non-point concerns are sedimentation caused by poor logging and agriculture practices.

Reduce Nonpoint Source Pollution

Paleoecological core studies have been completed by Department of Natural Resources Bureau of Science Services staff on four Sawyer County lakes, all are considered outstanding waters. In terms of all the Wisconsin lakes studied by DNR staff, the Sawyer County lakes consistently had some of the lowest mean sedimentation rates for the last 150 years. However, the sedimentation rate from the 1970's to the mid-1990's began to increase with significant increases noted since the mid-1990's. Based on the information gathered from the core samples this elevated rate of sedimentation is likely due to anthropogenic activities; most likely shoreline development. Although the nutrient levels have only increased slightly, there are signs that the increases are adversely affecting water quality. The greater concern is the overall trend that the core samples have identified.

Location of Resources

The county's surface water (lake) acreage is approximately 54,000 acres bordered by 850 miles of shoreline. The following illustrates how surface water is distributed among the basins:

St. Croix River Basin

The St. Croix River Basin spans both Wisconsin and Minnesota. Portions within Sawyer County include the Totagatic River (SC20) with 66 percent of the watershed forest and 20 percent wetland, the Upper Namekagon River (SC22) with 70 percent of the watershed forested and 15 percent wetland, and portions of the Trego Lake and Middle Namekagon River (SC21) watershed with 64 percent forested and 16 percent wetland. The following tables illustrate the specific watershed surface waters and groundwater concerns. Key issues identified by the WI St. Croix Basin External Partners team for the basin include:

- Shoreland (lakes and rivers) habitat protection and restoration
- Non-point source runoff contamination of surface water
- Cooperation with grassland/prairie and wetland restoration initiatives to protect water quality and enhance wildlife habitat
- Northwest Sands Integrated Ecosystem Management Plan

In addition, the DNR St. Croix Basin team has noted the following as priority issues:

- Motorized Recreation Impacts
- Development Impacts
- Agricultural Impacts

- Dam Impacts
- Exotics
- Potential Loss of Endangered/Threatened Species
- Animal Damage
- Over-harvest of Fish
- Feeding of Wildlife (concentrations increase disease, etc.)
- Toxins (copper, mercury, fish contamination)
- Solid Waste-Landfills
- Lack of Data/Information Needed to Manage
- Need to Educate the Public
- Lack of Staff and Funding

St. Croix River Basin – Streams within Sawyer County

Watershed	No. of Streams	Miles of Streams	Miles/Classification
Totogatic River (SC20)	4	73	73-DEF
Upper Namekagon River (SC22)	4	43*	37-ORW/COLD; 2-ERW/COLD; 4-DEF
Trego Lake-Middle Namekagon (SC21)	3	60	34-ORW; 2-ERW; 24-DEF

*Includes 5 miles of the Namekagon River downstream of the Hayward dam noted as especially important for rare species of freshwater mussels.

St. Croix River Basin – Lakes within Sawyer County

Watershed	No. of Lakes	Surface Area	Classification
Totogatic River (SC20)	10	2,916	1-IA; 1-IIA; 1-IID; 1-I-Ins; 2-II-Ins; 4-None
Upper Namekagon River (SC22)	10	1,249	1-IA; 1-IIA; 2-I-Ins; 2-II-Ins; 4-None
Trego Lake-Middle Namekagon (SC21)	7	383	1-IIA; 1-I-Ins; 1-II-Ins; 4-None

St. Croix River Basin – Permitted Wastewater Treatment Facilities

Watershed	Name	Type	Receiving Water
Upper Namekagon River (SC22)	Hayward Wastewater Treatment	Municipal	Groundwater
	WI DNR-Price Rite Remeidation	Industrial	Groundwater and Namekagon River

Lower Chippewa River Basin

The basin as a whole encompasses 314,375 acres of wetlands, 2,602 miles of streams, and 447 lakes and flowages. Sawyer County has an insignificant portion of the basin's streams and only 23 of the lakes with a combined acreage of 2,687. The few streams included are listed as outstanding or exceptional waters (Benson Creek, Forty-one Creek, Knuteson Creek, Sucker Creek, and Thirty-three Creek.) The Red Cedar Lake Watershed has an overall priority ranking of medium. The following tables illustrate the specific watershed surface waters. The following

issues of concern noted in the state of the basin report are based on input from DNR staff, the basin partner team and the public:

- Loss, impairment, and fragmentation of habitat
- Excessive sedimentation to surface waters and net importation of nutrients from point and non-point sources to surface and groundwater
- Growth and development
- Threats to groundwater
- Lack of Inventory and monitoring data for resource management
- Impact of dams on streams
- Need for an integrated, dynamic educational strategy
- Recreational use pressure and conflicts

Lower Chippewa River Basin – Streams within Sawyer County

Watershed	No. of Stream	Miles of Streams	Miles/Classification
Red Cedar Lake (LC11)	8	28	17-Cold(I); 2-WWSF; 9-WWFF

Lower Chippewa River Basin – Lakes within Sawyer County

Watershed	No. of Lakes	Surface Acres	Classification
Red Cedar Lake (LC11)	23	2,687	14-1C; 5-1D; 2-2B;2-2C

Upper Chippewa River Basin

The majority of the Sawyer County lies within this basin with a total of 4,051 miles of streams and 765 lakes. Wetland acreage for the basin was not available and the DNR sites a lack of water quality data as a significant roadblock in assessing water quality. The most current documentation is the *Upper Chippewa River Basin Water Quality Management Plan* published in 1996. The following tables illustrate the specific watershed surface waters. DNR water quality objectives for the basin include:

- Effects of dams on the Chippewa and Flambeau Rivers on in-stream habitat, fisheries and water quality.
- Mercury levels in, and deposition to, lakes in the county
- Additional stream and lake monitoring to better assess conditions and define specific resource recommendations

Upper Chippewa River Basin – Streams within Sawyer County

Watershed	No. of Streams	Miles of Stream	Miles/Classification
Lower North Fork Flambeau River (UC11)	14	141	10-Cold(I); 25-Cold(II); 19-Cold(III); 87-DEF
Thornapple River (UC18)	16	217	7-Cold(I); 7-Cold(II); 203-DEF
Weirgor Creek & Brunet River (UC19)	31	333	42-Cold(I); 26-Cold(II); 19-Cold(III); 246-DEF
Couderay River (UC20)	15	138	16-Cold(I); 6-Cold(II); 116-DEF

East Fork Chippewa River (UC21)	29	299	8-Cold(I); 26-Cold(II); 30-Cold(III); 235-DEF
Lake Chippewa (UC22)	13	67	9-Cold(I); 4-Cold(II); 54-DEF
West Fork Chippewa River (UC23)	20	254	2-Cold(III); 252-DEF

Upper Chippewa River Basin - Lakes within Sawyer County

Watershed	No. of Lakes	Surface Area	Classifications
Lower North Fork Flambeau River (UC11)	8	1,472	3-1A; 1-1C; 3-2D
Thornapple River (UC18)	0	0	0
Weirgor Creek & Burnet River (UC19)	21	2,246	6-1C; 2-1D; 5-2C; 7-2D
Couderay River (UC20)	43	17,123	9-1A; 12-1C; 2-1D; 4-2A; 2-2B; 6-2C; 8-2D
East Fork Chippewa River (UC21)	9	1,183	1-1A; 1-2A; 2-2C; 5-2D
Lake Chippewa (UC22)	36	19,526	7-1A; 8-1C; 4-1D; 2-2A; 8-2C; 5-2D
West Fork Chippewa River (UC23)	36	5,819	7-1C; 7-1D; 1-2A; 4-2C; 17-2D

Paleoecological studies have been completed on several lakes within the Couderay River (UC20) watershed. Studies were conducted by Wisconsin Department of Natural Resources Bureau of Science Services and have been completed on Grindstone, Whitefish, Round and Sand lakes. Results indicate all the lakes have some of the lowest mean sedimentation rates of the 48 Wisconsin lakes studied to date. However, all the lakes have indicators that note increased nutrients since the mid-1990's which is probably due to increased nutrient runoff from soil amendments in lawns near the lakeshore. Increased productivity has begun to adversely impact lake oxygen levels in the bottom waters. This deep water loss of oxygen is an early sign of cultural eutrophication.

Impaired Waters

According to the WI-DNR 2015 303(d) list of impaired water bodies, Sawyer County has several lakes not currently meeting water quality standards.

OFFICIAL_NAME	POLLUTANT	IMPAIRMENT
Black Lake (Birch)	Mercury	Contaminated Fish Tissue
Callahan Lake	Mercury	Contaminated Fish Tissue
Fishtrap Lake	Mercury	Contaminated Fish Tissue
Ghost Lake	Mercury	Contaminated Fish Tissue
Lac Courte Oreilles - Musky Bay	Total Phosphorus	Water Quality Use Restrictions
Loretta Lake (Brunet Flowage)	Mercury	Contaminated Fish Tissue
Moose Lake	Mercury	Contaminated Fish Tissue
Mud Lake	Mercury	Contaminated Fish Tissue
Sissabagama Lake	Total	Excess Algal Growth

	Phosphorus	
Two Axe Lake	Mercury	Contaminated Fish Tissue
Windigo Lake	Mercury	Contaminated Fish Tissue
Winter Lake (Price Flowage)	Mercury	Contaminated Fish Tissue

Crazy Horse Creek, formerly listed as impaired due to sedimentation and degraded habitat, was delisted in 2002 due to efforts by Sawyer County Land & Water.

Lac Courte Oreilles – Musky Bay

In June 2014 the United States Environmental Protection Agency (U.S.EPA) declared Musky Bay of LCO “impaired” for phosphorus and added Musky Bay to the WI-DNR 2012 303(d) list of impaired water bodies in Wisconsin. To address the impairment of Musky Bay and the increasing phosphorus loading to the rest of LCO, Courte Oreilles Lake Association (COLA) and the Tribe have prepared a proposed Site Specific Criteria and completed a Total Maximum Daily Load study for LCO.

COLA and the Tribe are proposing that the Wisconsin Department of Natural Resources establish, by rule, a total phosphorus criterion for LCO that is more stringent than currently exists. The current criterion that applies to a 2-story fishery lake like Lac Courte Oreilles is 15 parts per billion, total phosphorus. COLA and the Tribe are proposing that a total phosphorus criterion of 10 parts per billion, calculated as a lake wide average, be set specifically for Lac Courte Oreilles because the current criterion is not stringent enough to protect the 2-story/cold water fishery ecology of Lac Courte Oreilles into the future. The lake wide average for total phosphorus in Lac Courte Oreilles currently stands at 12.8 parts per billion.

The draft Total Maximum Daily Load study has been prepared to address the phosphorus impairment of Musky Bay and also address the proposed new total phosphorus criteria for all of Lac Courte Oreilles. The Total Maximum Daily Load study is the result of four years of monitoring and scientific study. The Total Maximum Daily Load study lists all the sources of phosphorus loading to Lac Courte Oreilles and allocates phosphorus reductions necessary to restore Musky Bay and protect the Lac Courte Oreilles 2-story/cold water fishery into the future. Once approved by the Wisconsin Department of Natural Resources and the U.S. Environmental Protection Agency, the Total Maximum Daily Load study will guide and provide the legal framework for requiring reduction of phosphorus discharges to Lac Courte Oreilles and open state and federal funding opportunities for implementing other phosphorus load reduction projects.

COLA and the Tribe are currently revising the proposed Site Specific Criteria and the Total Maximum Daily Load study report following review and comment by WDNR and the US EPA. The public process to approve the Site Specific Criteria and the Total Daily Maximum Load is expected to commence in late summer of 2015.

Identification of Priority Farms

Sawyer County's methodology for identification of farms is rather simplistic, however, there are very few farms remaining in the county (approximately 40 with 30 of those livestock operations). We intend on using the excellent rapport we have built with our local farm community to identify "priority" farms. We will use a systematic approach using these guidelines:

Identification

1. Use Farm Service Agency List to identify all County producers

Inventory

1. Integrate feedlot modeling into our field visits for the Department of Natural Resources wildlife damage and abatement program. BARNY 2 will be used for phosphorous and COD delivery.
2. Agricultural fields will be inspected for sheet and rill erosion. Natural Resources Conservation Service documents have cited two fields within the county as being over tolerable soil loss levels. Meetings with these individuals have already been completed. RUSLE 2, when available, will be used for all future determinations.
3. Contact livestock operations within a 303D listed impaired water but not covered above. Contacts will be informal; first by telephone, then by mail.
4. Contact remaining operations as above.
5. Approximately 95% of the field inventory has been completed.

Action

1. Farms that are currently meeting requirements of ATCP 50 will be notified.
2. Farms that are "critical sites", under a Department of Natural Resources "notice of intent", in an agricultural impacted 303D listed watershed, or have significant problems with manure management, excessive nutrients, or cropland erosion will be notified of such and be encouraged to voluntarily implement conservation practices. Historically, such farms are non-existent in Sawyer County.
3. Farms that are found not in conformance with number 2 and do not voluntarily comply will be referred to the Department of Natural Resources for further action.

NR 151 Implementation Strategy

The Sawyer County Land Conservation Department will cooperate with the Department of Natural Resources (DNR), and other agencies to implement the agricultural performance standards. The extent of implementation of the components of the strategy outlined below will be dependent upon the availability of funding for staffing, support, and cost share funds for completion.

The following principles will guide implementation of the agricultural performance standards in Sawyer County:

- Encourage voluntary participation in an ongoing cost sharing program for agricultural conservation practices
- Implement most cost effective practices with an emphasis on nutrient management
- Coordinate DATCP funding for conservation practices to meet the agricultural performance standards with other cost share opportunities.

1. Conduct information and education activities

Sawyer County will distribute information and educational material. The information may be distributed via newspaper, newsletters, handouts, public information meetings, and one-on-one contacts. The educational materials will be designed to meet the following objectives:

- Educate landowners about Wisconsin's agricultural performance standards and prohibitions, applicable conservation practices, and cost share grant opportunities;
- Promote implementation of conservation practices necessary to meet performance standards and prohibitions;
- Inform landowners about procedures and agency roles to be used statewide and locally for ensuring compliance with the performance standards and prohibitions.

2. Select and evaluate parcels for compliance with standards and prohibitions

A. See Priority Farms Strategy

B. Onsite evaluations procedure:

- Contact owners of selected parcels and schedule site evaluations.
- Conduct onsite evaluations
- Determine and document the extent of current compliance with each of the performance standards and prohibitions
- Use the site visit to review farm plans and operation and maintenance compliance for current program participants.
- Where non-compliant, estimate costs and eligibility for cost sharing.

3. Document and report compliance status

A. NR151 status report

Following completion of records review and on-site evaluation, prepare and issue NR 151 status report to owners of the evaluated parcels. This report will convey the following information at a minimum:

- Current status of compliance of individual parcels with each of the performance standards and prohibitions.
- Corrective measure options and rough cost estimates to comply with each of the performance standards and prohibitions for which a parcel is not in compliance.
- Status of eligibility for public cost sharing.
- Grant funding sources and technical assistance available from federal, state, and local government, and third party service providers.

- Farmland Preservation Plan compliance.
- An explanation of conditions that apply if public cost share funds are used.
- A timeline for completing corrective measures, if necessary.
- Signature lines indicating landowner agreement or disagreement with report findings.
- Process and procedures to contest evaluation results to county and or state. The Land Conservation Committee will review cases of contested compliance evaluation results at a regularly scheduled LCC meeting.

B. Maintain public records. Keep and maintain evaluation and compliance information as public record.

4. Secure cost sharing and technical assistance / Issue NR151 Notice

Voluntary component

- Receive request for cost-share and/or technical assistance from landowner.
- Confirm cost-share grant eligibility and availability of cost-share & technical assistance.
- Develop and issue cost-share contract (including BMPs to be installed or implemented, estimated costs, project schedule, and notification requirements under NR 151.09(5-6) and/or 151.095(6-7). (Appendix A)

Non-voluntary component

- In the event that a landowner chooses not to install corrective measures either with or without cost sharing, issue landowner notification per NR 151.09(5-6) and/or 151.095(6-7).
- If eligible costs are involved, this notification shall include an offer of cost sharing.
- If no eligible costs are involved, or if cost sharing is or was already made available, the notification will not include an offer of cost sharing.

5. Administer funding and technical assistance

A. Execute cost-share agreement. If cost-sharing is involved, finalize and execute cost-share agreement including schedule for installing or implementing BMP(s).

B. Provide technical services and oversight.

- Provide conservation plan assistance
- Review conservation plans prepared by other parties

- Provide engineering design assistance
- Review engineering designs provided by other parties
- Provide construction oversight
- Evaluate and certify installation of conservation practices

C. Re-evaluate parcel.

- If site is compliant, update "NR 151 Status Report " and issue "Letter of NR151 Compliance."
- If not compliant, seek non-regulatory remedies or initiate enforcement action.

6. Enforcement activities

Notify DNR of enforcement action needed. This will be pursued in circumstances where:

A. A breach of contractual agreement including failure to install, implement, or maintain BMPs according to the provisions of the agreement occurs OR the landowner has failed to comply with a notice issued AND non-regulatory attempts to resolve the situation have failed.

B. Schedule enforcement conference. If landowner is found to be out of compliance, the LCC will notify the appropriate Department of Natural Resources staff to set up the enforcement conference.

C. Participate in enforcement conference. The LCD will provide technical assistance and participate in an enforcement conference formally initiated by DNR.

D. Initiate enforcement action. Refer cases to DNR for enforcement. The Sawyer County Manure Storage Ordinance or other ordinances which incorporate standards may be used.

7. Monitoring compliance

- Conduct periodic evaluations to verify ongoing compliance.
- Respond to public complaints alleging noncompliance
- Noncompliance that threatens public health and safety will be immediately referred for enforcement action through appropriate county and state entities.
- New property owners will be made aware of or have access to NR 151 compliance information

8. Annual reporting of program activities and progress

- Maintain and convey a record of annual site evaluations showing their location and compliance status.

- Maintain a record of estimated costs of corrective measures for each evaluated parcel.
- Maintain and convey a record showing parcels where public cost sharing has been applied to implement standards and prohibitions, the amount and source of those funds, and the landowner share.
- Maintain and convey a record and location of parcels receiving notification and violation letters.
- Maintain and convey a record of the annual cost of technical and administrative assistance needed to administer agricultural performance standards and prohibitions, as established in NR151.

Land Use

Sawyer County utilizes land and information modernization programs to evaluate land uses and provide assistance in developing programs. The county tax lister's database has been modified to include designation of shoreline property owners which is used as a tool to distribute educational materials.

The majority of land within the county is wetlands and forestry (74%). Agriculture accounts for 12%, residential land is approximately 12%, and commercial and industrial acreage is 1% of the total county acreage. The following (Table 1) reflects estimated acreage for commercial, industrial, forestry and wetlands, agriculture, and residential land usage within the county. (Appendix E)

Township	Commercial C-1	Industrial I-1	Forestry F-1	Agriculture A1 & A2	Residential R1, RR1 & RR2
Bass Lake	190	275	13480	7545	7547
Couderay	83	38	33208	3950	4862
Draper	78	0	82160	2545	2830
Edgewater	42	27	22214	4444	3029
Hayward	813	350	19652	7265	8370
Hunter	44	11	27964	639	4515
Lenroot	166	40	40072	5920	6027
Meadowbrook	35	0	16540	5675	668
Meteor	6	3	15340	5740	939
Ojibwa	187	79	14663	8129	8863
Radisson	94	19	24780	18906	1086
Round Lake	304	178	58157	3377	7461
Sand Lake	131	5	16802	6879	5372
Spider Lake	10	0	55764	1746	5592
Weirgor	31	11	12758	7106	1496
Winter	656	5	131037	16504	28565
Total Acres	2870	1041	584591	106370	97222
Percentage	0.50%	0.50%	74%	13%	12%

Table 1

Soil Loss Inventories

Sawyer County was the first of the northern counties to prepare a Soil Erosion Control Plan (see Appendix C). The Soil Erosion Control Plan was approved by the Land and Water Resource Board in August, 1998. The primary goal of the plan is to reduce soil erosion of cropland caused by water erosion on all cropland in the county to allowable soil loss levels that meet the Natural Resources Conservation Service Technical guide standards by the year 2000. A soil erosion transect survey was completed in each of the 1999, 2000, 2001 and 2004 growing seasons to establish a database for soil erosion estimations and as a baseline resource in conservation planning.

Freeon, Magnor, and Padus soils make up the majority of Sawyer County's cropland. These soils are nearly level to moderately sloping and are suited for farming, except they are limited by a short growing season. Based on information in the current soil erosion transect survey database the estimated weighted average tolerable soil loss (T) rate for the county is 4.2 tons/acre/year and the weighted average soil erosion rate (A) is 1.2 tons/acre/year. As reported to the State of Wisconsin Department of Agriculture, Trade and Consumer Protection in the 2001 Accomplishment Report, Sawyer County cropland acres greater than T or equal to 2T equal 6 percent of cropland acres. (Appendix D)

Development Trends

Sawyer County has experienced continued growth in recent years. Census data for the period from 2000 to 2010 indicates a county growth rate of 2.23% compared to the state rate of 5.7%.

The population data reflects growth in individuals that are full time residents and does not accurately reflect the seasonal population fluctuations that occur. Sawyer County has one of the highest recreational housing ratios (48.5, 2000 Census) in the state. What draws individuals to northern Wisconsin and Sawyer County in particular are the northwoods and waters. The county's growth has accelerated so rapidly that public officials are having difficulty maintaining and protecting the character of the northwoods. All townships within the county have completed smart growth plans.

County zoning regulations for shorelines have been revisited by a committee comprised of technical, lake association members, and other interested individuals. In 2011, the stand alone Sawyer County Shoreland/Wetland Zoning Ordinance was passed. The latest ordinance lists "wilderness lakes" that were arrived at on a numeric point system developed by the Land and Water Conservation Department. This is a unique step toward small lake protection in the State.

Performance Standards and Prohibitions

Performance standards and prohibitions are a focal point in the land and water resource management plans. In addition to county ordinances, Sawyer County will utilize the compliance, enforcement and appeal procedures and state standards as identified in the following:

- NR 151, Wis. Admin. Code & ATCP 50

ATCP 50/NR 151 set forth state minimum performance standards and prohibitions for farms and urban areas. These performance standards and prohibitions were designed to achieve water quality standards by limiting nonpoint source water pollution. It is the landowner's responsibility to meet the agricultural performance standards and prohibitions. The role of Sawyer County Land Conservation Department is to assist them in doing so.

NR 151 Non-Agricultural Performance Standards

Construction sites >1 acres-must control 80% of sediment load from sites.

Stormwater management plans (>1 acre after 10-1-04)

- Total suspended solids
- Peak discharge rate
- Infiltration
- Buffers around water

NR 151 Agricultural Performance Standards

For farmers who grow agricultural crops

- Meet "T" on cropped fields
- Follow a nutrient management plan designed to limit entry of nutrients into waters of the state.

For farmers who raise, feed, or house livestock

- No direct runoff from feedlots or stored manure into state waters
- No unlimited livestock access to waters of the state where high concentrations of animals prevent maintenance of adequate or self sustaining sod cover
- Follow a nutrient management plan when applying or contracting to apply manure to limit entry of nutrients into waters of the state

For farmers who have plans to build a manure storage structure:

- Maintain a structure to prevent overflow, leakage, and structural failure
- Repair or upgrade a failing or leaking structure that poses an imminent health threat or violates groundwater standards
- Close a structure according to accepted standards
- Meet technical standards for a newly constructed or substantially-altered structure

For farmers with land in water quality management area (defined as 300 feet from a stream, or 1,000 feet from a lake or areas susceptible to groundwater contamination)

- Do not stack manure in unconfined piles
- Divert clean water away for feedlots, manure storage areas, and barnyards located within this area

This regulation is available from the Department of Natural Resources or this web site, <http://www.legis.state.wi.us/rsb/code/nr/nr151.pdf>

▪ ATCP 50, Wis. Admin. Code which establishes nutrient management and sheet/rill erosion standards; establishes technical standards for cost-shared practices; and establishes cost-sharing requirements for existing facilities and practices if non-DNR funds are used.

This regulation is available from the DNR or this web site,
<http://www.legis.state.wi.us/rsb/code/atcp/atcp050.pdf>

- Comprehensive Planning Law, ss. 66.1001 and 16.965, Wis.Stats. which defines a comprehensive plan as containing 9 elements; requires public participation; and establishes plan adoption procedures, imposes a consistency requirement (after January 1, 2010) between plan and local land use actions. This regulation is available from the Department of Administration or this web site, <http://www.doa.state.wi.us> under the heading *Comprehensive Planning*.

- Sawyer County Comprehensive Zoning Ordinances establish setbacks for buildings and structures from navigable waters; controls removal of shoreline vegetation; imposes permit and other requirements for filling, grading, and dredging near shorelands; regulates development including lake access, island development resorts and condominiums, lake classification development standards, establishes building setbacks from natural features, authorizes intervention to abate a hazardous condition or nuisance; provides compliance procedures including a board of adjustment for variances and appeals, notice requirements, public hearings, enforcement and penalties such as forfeitures for violations, review and appeals. This ordinance is available from the Sawyer County Zoning and Sanitation Office, 10610 Main Street, P.O. Box 668, Hayward, WI 54843 or from this web site, <http://www.sawycountygov.org/CountyDepartments/ZoningSanitation/OrdinanceRulesandBylaws/tabid/312/Default.aspx>.

Partners in the Land and Water Resource Management Plan

Sawyer County has been fortunate to have a dedicated group of individuals from a variety of agencies who have worked to preserve and protect our resources for many years. We also have a broad base of volunteers in this community. These individuals participate in annual events such as Fishing Has No Boundaries, Lumberjack World Championships, American Birkebeiner, and the Chequamegon Fat Tire Festival. These events are unique to Sawyer County and rely on high quality natural resources and provide us with committed volunteer resources. These professional and volunteer partnerships will be vital to the achievement of the plan's objectives.

Agencies and programs involved in implementing our plan include:
Department of Natural Resources-

The Land and Water Conservation department has an extensive working relationship with the Department of Natural Resources. NR 151 Performance Standards have been a collaborative effort with the County performing the field work and the local DNR acting as the enforcement arm.

Other DNR programs include the AIS coordinator grant, rapid response grants for invasives, the Wildlife Damage and Abatement program, a grant funding from Aids for Acquisition for Developing Local Parks, Recreational Boating Facilities, the Stewardship program, and others.

The DNR utilizes the expertise of the Land and Water Conservation Department for implementing mitigation after shoreline citations as well as acting as a liaison for both private property owners and governmental entities with environmental issues.

University of Wisconsin Extension-

Local Extension is utilized assisting with farm facilities modernization, and as an educational resource in the Nutrient and Pest Management programs.

Lac Courte Oreilles Tribe –

Tribal Conservation efforts mimic County efforts and there is a free-flow of information, ideas, and equipment between the LCO tribe and the County. In 2009, the departments began a multi-year project in reducing erosion and loss of shoreline on many of the islands in the Chippewa Flowage. This is a true partnership and greatly improves the effectiveness of both departments.

Natural Resources Conservation Service -

The County Conservationist attends local work group meetings of the NRCS EQIP program. Large agricultural projects are generally “piggy-backed” utilizing federal and state funding with county design and installation inspection. There is little in the way of Wetland Reserve program and Conservation Reserve program acreage in Sawyer County. NRCS also provides engineering assistance to the County.

Department of Agriculture, Trade and Consumer Protection-

DATCP provides crucial funding for staffing as well as bonding funds for the implementation of practices. The standards and specifications used by the department, as well as many regulatory practices are promulgated by the DATCP. The Resource Planning section has been an invaluable tool to completing this Land and Water Resource Management plan.

Sawyer County Zoning –

Sawyer County Zoning is the enforcement branch for many of the Counties regulations in land use. The expertise of the Land and Water Department is called on for making sound land use policies. LWCD also provides mitigation for shoreland properties and assists with implementation of the NR 135 Non-Metallic Mining and Reclamation Program.

Sawyer County Forestry –

The Forestry Department utilizes the Land and Water Conservation Department for permitting, assistance with erosion control on All Terrain Vehicle trails and logging roads, rehabilitation of logging sites for wildlife, and other issues.

Lake Associations –

Lake associations play a vital role in the education of lake residents and protection of water resources. Sawyer County has twenty-seven active lake associations and a county-wide lakes forum who will utilize the plan as they work towards common goals and objectives to protect water quality and habitat. The Star Home program and others have been collaborative efforts.

The Courte Oreilles Lakes Association (COLA) represents some 450 property owner members on Lac Courte Oreilles (LCO) and Little Lac Courte Oreilles lakes. Over the last five years the association has undertaken a number of steps to address deteriorating water quality including securing impaired water status under the Federal Clean Water Act, proposing a new more restrictive phosphorus standard for LCO, conducting outreach to other lake associations in the Upper Couderay River

Watershed, and implementation of numerous phosphorus reduction projects around the LCO lakes and in the greater LCO watershed. COLA relies upon and supports Sawyer County implementation of this Plan and County Zoning requirements aimed at protecting water quality and habitat. COLA officials are available to assist and guide other lake organizations in their efforts to protect lakes in Sawyer County.

Funding Plan Implementation

This plan will be the basis for future funding initiatives. Grant funds will be sought to supplement funding from local, state and federal sources. We will continue to participate in programs developed by federal and state agencies and utilize those dollars to the greatest extent before seeking private funding. A state approved county wide plan will be a great source of information and guidance as we seek both private and governmental funding.

Sawyer County has initiated county cost-share programs to assist with abandoned well closures to protect groundwater and provide technical and cost-share assistance to install shoreline buffers in critical riparian areas and other shoreline protection practices. We have utilized and will continue to utilize the Department of Agriculture, Trade and Consumer Protection cost-share program for NR243 Notice of Discharge compliance.

As needed, we have utilized volunteers from community organizations as well as the high school environmental research class and local Boy Scouts to curb the invasion of purple loosestrife in our water ways. In cooperation with Department of Natural Resource staff, we provide technical assistance and supplies to volunteers for raising beetles for the biological control of this invasive exotic. We will continue to rely on these valuable volunteer resources to implement lake protection projects.

The Land and Water Conservation Department has written and received grants from private and governmental sources to implement projects. As competition for monetary resources increases it will be vital to the success of future projects to be competitive in the grant writing process. Department staff is trained in this area and will continue to target a wide variety of sources for procuring grants.

In addition to volunteer assistance and grants, the county will seek funding from state and federal programs including:

- Wisconsin Department of Natural Resources non-point source funding (TRM), stewardship grants, lake planning grants, aquatic plant management grants, aquatic invasive species grants, dam repair and modification, brownfield site assessment and remediation grants, shoreline protection and lake protection grants
- Department of Agriculture, Trade and Consumer Protection funds for shoreline protection and funding for soil and water resource management plan implementation
- Natural Resource Conservation Service Environmental Quality Incentives Program (EQIP), Wetlands Reserve Program (WRP), Stewardship Incentive Program (SIP), Conservation Reserve Program (CRP), Wildlife Habitat Incentives Program (WHIP), Farm Bill funds, and Farmland Protection Programs

- Wisconsin Land and Water Conservation Association Internship Program

Information and Education Strategy

Information and education objectives are included in the work plan, which includes a timeline and partnerships utilized to achieve objectives. County staff made information and education a high priority in the past and will continue to do so. Information and education strategies include:

- Education and promotion of the Farmland Preservation Program, nutrient management plans, grazing management, conservation tillage, tree planting, prevention, identification and mapping of invasive species, cost-share programs and wetland benefits to agriculture producers.
- Education and promotion of best management practices for riparian areas, prevention, identification and mapping of invasive species, wetland function and benefits, shoreline zoning regulations, water quality testing, and tree sale program for landowners, students and general public.
- Education and promotion of best management practices, tree planter availability, cost-share programs for seeding and planting, wetland benefits, prevention, identification and mapping of invasive species, and technical assistance availability to logging operators and landowners.

Various formats will be utilized to present information and will be dependent on the audience and topic. Local media will be a key source of dispersing information. County staff will continue to provide presentations and information to local governments, lake associations, schools, and other special groups as requested. Educational packets will be distributed to new landowners via the postal mail.

As needed, staff will produce computerized presentations, slide shows, hand-outs, and demonstration models to meet educational goals. There currently are many excellent publications which will also be utilized whenever possible to avoid duplication of efforts.

Monitoring and Evaluation

An important component of any long range plan is to monitor and evaluate the success of strategies developed to meet goals. Due to funding constraints, agencies responsible for natural resources rarely have the dollars and/or staff to adequately evaluate and monitor resources.

Volunteers from lake associations, schools, and other interested groups will be utilized to assist in our monitoring and evaluation efforts. Details of tools to measure progress in addition to monitoring and evaluation efforts are outlined in the Five Year Work Plan.

Lakes located within Reservation boundaries will be monitored by the LCO Conservation Department. They measure many aspects of trophic status and

perform a variety tests including phosphorous, chlorophyll A, secchi disk, blue green toxins 12 lakes, mercury, and total N, P, and total suspended solids in streams.

Water quality monitoring and data collection on other County lakes will involve a partnership between the county, lake association volunteers, Department of Natural Resources staff and Lac Courte Oreilles Tribal Conservation staff. This team effort will also apply to the monitoring of invasive species. Whenever possible, students from area schools will also participate in monitoring and data collection. Testing includes secchi disk, dissolved oxygen, and total phosphorous.

Sawyer County contains very few acres of farmland that erodes at a rate greater than the tolerable level. Farmland within the county will be monitored for erosion as defined in the Farmland Preservation Program and other relevant programs. The county conservationist will continue to monitor over-all farming best management practices in the day-to-day department operations.

Forestry staff from the county and Department of Natural Resources will be utilized to monitor best management practices pertaining to logging site erosion and access road construction. The county conservationist will provide technical assistance as requested to monitor logging sites, stream crossings and recreational trails within the county forest.

Evaluation of the success of a land and water resource management plan can be measured on a short-term basis with progress tools established within the work plan. Many of our objectives can be measured within the work plan but changes to resources may take as much as a generation to be significant.

As information is compiled over the next five years, trends and comparisons can be evaluated and programming adapted to meet plan objectives. Land and Water Conservation Department staff will be the responsible party for compiling, reviewing, and reporting the success of plan objectives. An annual report will be prepared and reviewed by the Land and Water Conservation Committee. Recommendations and/or adjustments to the plan are an expected occurrence and will be discussed at the regular monthly Land and Water Conservation Committee meeting.

Plan Goals and Objectives

The goals and objectives established in this plan represent priorities for natural resource management in Sawyer County carried out by the LWCD staff with help from partner agencies. The activities needed to reach these goals will be implemented over the course of time established in the workplan. Priority goal and objective items are printed in **bold**.

Goal 1: Reduce environmental impacts of agricultural non-point source pollution.

Objective 1: All farms have and utilize a nutrient management plan

Objective 2: Control barnyard runoff

Objective 3: All cropland erosion be reduced to tolerable soil loss level

Goal 2: Protect, enhance, and restore natural shoreline structure and function

Objective 1: Educate shoreline property owners

- Objective 2: Install shoreline restoration/protection projects
- Objective 3: Protect existing shoreline ecosystems and habitat
- Objective 4: Obtain base-line water quality data on 75% of the county waterbodies

Goal 3: Control and monitor invasive species

- Objective 1: Survey, monitor, and map aquatic invasive species
- Objective 2: Educate public on the prevention, early detection, and control of invasive species

Goal 4: Reduce soil erosion caused by forest road building & stream crossing activities

- Objective 1: Educate landowners planning to harvest timber
- Objective 2: Sponsor best management training sessions for loggers and landowners
- Objective 3: Monitor logging sites and provide consultation to logging operators
- Objective 4: Seeding and planting of abandoned forest roads

Goal 5: Protect land and water resources through land use/comprehensive planning and enforcement of zoning regulations

- Objective 1: Establish county wide land use planning standards
- Objective 2: Require mandatory mitigation and restoration of shoreline violations

Goal 6: Wetland Preservation

- Objective 1: Encourage wetland restoration and enhancement
- Objective 2: Educate public on the value of wetlands and related regulations

Goal 7: Promote reforestation

- Objective 1: Expand tree sale program
- Objective 2: Expand use of tree planter

SAWYER COUNTY LWRM WORKPLAN (2015-2025)

*Priority items are listed in bold.

Goal 1: Reduce environmental impacts of agricultural non-point source pollution

Objective	Actions	Who	When	Estimated Staff Needs	Estimated Cost Other Than Staff	Measure Progress Tool(s)
All farms have and utilize a nutrient management plan	Educate farmers on the need for a nutrient management plan Inventory all livestock farms and identify priority farms Inventory all cash crop farms and identify priority farms	LWCD LWCD LWCD	2009-2014	1 FTE \$40,000 DATCP	\$80,000	Number of farms utilizing nutrient management plans (assist 3 farms) Number of acres planned for nutrients (1000 acres) Reduce fertilizer and pesticide used (assist 3 farms)
Control barnyard run-off	Install conservation practices	LWCD NRCS	2009-2014	.1 FTE \$4,000 DATCP		Number of farms meeting performance standards (bring 1 farm into compliance)
All cropland erosion be reduced to a tolerable soil loss level	Perform annual transect survey Educate farmers on grazing management Develop conservation plans for all cropland Promote conservation tillage	LWCD UWEX LWCD NRCS LWCD NRCS UWEX	2009-2014	.05 FTE \$2,200 DATCP		Survey results (1 per year) Number of acres utilizing grazing management (assist 3 farms) Number of conservation plans (3 plans) Number of acres planned (1000 acres)

Total FTE: 1.15

Goal 2: Protect, enhance, and restore natural shoreline structure and function

Objective	Actions	Who	When	Estimated Staff Needs	Estimated Cost Other Than Staff	Measure Progress Tool(s)
Educate shoreline property owners	Provide shoreline stewardship packets to new owners	LWCD	2009-2014	.4 FTE \$16,000 DATCP	\$1,500 Publications/Mailing	Number of packets distributed (40 packets per year)
	Provide presentations and media releases to lake associations	LWCD				Number of media releases and presentations (5 each per year)
	Promote establishment of new lake associations	Lakes Forum UWEX				Number of lake associations (3 new associations)
	Provide technical on-site visits as needed	LWCD				Number of site visits made (40 visits per year)
Install shoreline restoration/protection projects	Provide technical assistance for projects	LWCD DNR LCO	2009-2014	.35 FTE \$13,000 DATCP	\$20,000 Cost-Share Funds DATCP	Number of site visits made (40 visits per year)
	Provide cost-share funds for projects	LWCD DNR LCO				Number of projects installed (6,000 feet of shoreline)
	Initiate ag shoreland protection program	LWCD NRCS				Number of ag shoreland projects installed (6,000 feet of shoreline)
Protect existing shoreline ecosystems and habitat	Advocate for improved shoreline zoning regulations	Zoning LWCD	2009-2014	.14 FTE \$1,600 Zoning \$3,000 DATCP		Approved shoreline protection zoning ordinances (1 ordinance)
	Provide townships with conservation presentation for smart growth planning	LWCD				Number of presentations to townships (assist 5 townships)

Obtain base-line water quality data on 75% of the county water bodies	Train lake associations to perform testing	LWCD DNR	2009-2014	1.4 FTE \$31,600 DATCP \$5,000 DNR \$5,000 LCO	\$1,000 Water Testing Equipment	Number of lake associations performing testing (train 3 associations)
	Establish a county-wide water quality testing program	LWCD LCO DNR				Number of samples taken (100 samples)
	Develop water quality database	LWCD				Water quality database (1 database)

Total FTE: 2.29

Goal 3: Control and monitor invasive species

Objective	Actions	Who	When	Estimated Staff Needs	Estimated Cost Other Than Staff	Measure Progress Tool(s)
Survey, monitor, and map aquatic invasive species	Monitor lakes with known AIS Survey lakes with no known AIS Encourage lake associations to develop volunteer monitoring programs Maintain a mapping program and invasive species database	LWCD LCO DNR LWCD	2009-2014	.42 FTE \$10,000 DNR \$1,000 LCO		Number of habitat areas identified Number of reports of invasive species
Educate public on the prevention, early detection, and control of invasive species	Provide invasive species identification manuals to public Educate public on the importance of prevention	LWCD DNR UWEX NRCS LWCD DNR LCO	2009-2014	.2 FTE	\$1,000 Printing Materials	Number of manuals distributed Number of educational materials distributed

Ensure AIS issues are properly managed	Provide assistance to groups managing and controlling AIS Be involved in APM planning Develop control plans for rapid response projects	LWCD	2009-2014	0.1 FTE \$2,000 DNR		Number of Lake Associations Assisted
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Total FTE: 0.72

¹ Lakes include, but not limited to: Callahan, Chippewa Flowage, Blueberry, Chetac, Lac Courte Orielles, Grindstone, Round, Connors, Clear, Osprey, Nelson, Whitefish, Winter, Knuteson, Spider, County Line, Sand, Tiger Cat, Smith, Teal, Moose, Lost Land, Sissabagama, Little Sissabagama, Lake Hayward, Deer, Ghost, Schoolhouse, Windigo, Two Rivers, and Lovejoy.

Goal 4: Reduce soil erosion caused by forest road building activities

Objective	Actions	Who	When	Estimated Staff Needs	Estimated Cost Other Than Staff	Measure Progress Tool(s)
Educate landowners planning to harvest timber	Provide best management practices literature with cutting permits	DNR Forestry	2009-2014			Number of best management practice manuals distributed
Sponsor best management training sessions for loggers and landowners	Partner with WWOA, FISTA, & DNR to develop and present training	LWCD DNR Forestry	2009-2014	.02 FTE \$1,000 DATCP	\$1,000 DNR Training Site/Materials	Number of presentation attendees
Monitor logging sites and provide consultation to logging operators	Provide prompt response to requests for technical assistance	LWCD DNR Forestry	2009-2014	.02 FTE \$1,000 DATCP		Number of technical site visits related to logging operations
Seeding and planting of abandoned forest roads	Provide seed cost-share program Advertise cost-share in local media	LWCD DNR LWCD DNR	2009-2014	.05 FTE \$2,000 DATCP	\$1,250 NRCS Seed cost-share funds	Number of acres of abandoned roads planted

Total FTE: 0.60

Goal 5: Protect land and water resources through land use/comprehensive planning and enforcement of zoning regulations

Objective	Actions	Who	When	Estimated Staff Needs	Estimated Cost Other Than Staff	Measure Progress Tool(s)
Establish county wide land use planning standards	Complete an approved county wide smart growth plan	LWCD Towns Zoning UWEX	2009-2014	.2 FTE \$2,000 DATCP \$2,000 UWEX \$4,000 Zoning		Completed smart growth plan
	Encourage Farmland Preservation Program enrollment	LWCD				Number of Farmland Preservation enrollees
Require mandatory mitigation and restoration of shoreline violations	Provide restoration plans for shoreline violations	LWCD DNR Zoning	2009-2014	.4 FTE \$10,000 DATCP \$3,000 DNR \$3,000 Zoning	\$1,000 Publications	Amount of restored shoreline
	Educate landowners on the values of natural vegetation	LWCD DNR				Reduced number of violations

Total FTE: 0.60

Goal 6: Wetland preservation

Objective	Actions	Who	When	Estimated Staff Needs	Estimated Cost Other Than Staff	Measure Progress Tool(s)
Encourage wetland restoration and enhancement	Establish county wetland bank	LWCD	2009-2014	.4 FTE \$16,000 DATCP	\$10,000 Cost-Share NRCS or U.S. Fish and Wildlife	Number of wetland acres established
	Provide technical assistance and funding to landowners	LWCD LCO DNR NRCS				No net loss in wetland acreage
Educate public on the value of wetlands and related regulations	Provide educational information to lake associations, schools, and media	LWCD DNR LCO	2009-2014	.02 FTE \$1,000 DATCP	\$2,000 Multi-media Equipment	Number of educational contacts

Total FTE: 0.42

Goal 7: Promote reforestation

Objective	Actions	Who	When	Estimated Staff Needs	Estimated Cost Other Than Staff	Measure Progress Tool(s)
Expand tree sale program	Advertise tree sale in local media	LWCD	2009-2014	.09 FTE \$3,600 DATCP		Number of trees sold
	Recruit volunteers	LWCD				Reduce staff time for tree distribution
Expand use of tree planter	Advertise availability of planter and related tools in local media	LWCD DNR	2009-2014	.1 FTE \$2,000 DNR \$2,000 DATCP		Number of trees planted

Total FTE: 0.19

Appendix A-Conservation/Best Management Practices

Use with Cost Share Applications			
Tech Guide Practice Code	Practice	ATCP 50 #	Unit of Measurement
560	Access Road or Cattle Crossing	50.65	FT
575	Animal Trails and Walkways	50.66	FT
350	Barnyard Runoff Control System	50.64	#
360	Closure of Waste Impoundment		#
332	Contour Buffer Strips		Acres
330	Contour Farming	50.67	Acres
340	Cover Crop/Green Manure	50.68	Acres
342	Critical Area Planting		Acres
362	Diversion	50.70	FT
382	Fencing/Exclusion	50.75	FT
386	Field Border		Acres
393	Filter Strips	50.72	Acres
395	Fish Stream Improvement		#
490	Forest Site Prep		Acres
410	Grade Stabilization Structure	50.73	#
412	Grassed Waterways	50.96	Acres
561	Heavy Use Area Protection	50.74	Acres
422	Hedgerow Planting		Acres
468	Lined Waterway or Outlet		Acres
360	Manure Storage Abandonment-Closure of Waste Impoundments	50.63	#
313	Manure Storage Facilities	50.62	#
635	Milk House Waste Control-Waste Treatment Strip	50.77	#
484	Mulching		Acres
590	Nutrient Management	50.78	Acres
500	Obstruction Removal		#
595	Pest Management-Field Crops	50.79	Acres
595	Pest Management-Specialty Crops		Acres
516	Pipeline		FT
528A	Prescribed Grazing-Cropland	50.80	Acres
528A	Prescribed Grazing-Pasture		Acres
329B	Residue Management Mulch-Till	50.82	Acres
329A	Residue Management No-Till & Strip-Till		Acres
393	Riparian Filter Strips (non-CREP)	50.83	Acres
558	Roof Runoff Management -Gutter	50.85	#
350	Sediment Basin-Barnyard		#
350	Sediment Basin (Non-Barnyard)		#
725	Sinkhole Treatment	50.87	#
574	Spring Development		#
313	Stacking Pad		#
580	Streambank Stabilization & Shoreline Protection	50.88	FT
585	Stripcropping	50.89	Acres
606	Subsurface Drain	50.90	#
600	Terraces	50.91	FT
612	Tree/Shrub Establishment	50.71	Acres
620	Underground Outlet	50.92	#
472	Use Exclusion		Acres
634	Waste Transfer system	50.93	#
635	Waste Water Treatment Strip	50.94	FT
638	Water and Sediment Control Structures	50.86	#
638	Water/Sediment Control Basin	50.95	#
614	Watering Facility Trough/Tank	50.76	#
642	Well Abandonment	50.97	#
657	Wetland Restoration	50.98	Acres
380	Windbreak/Shelterbelt Establishment		Acres

Appendix B

Sawyer County Outstanding & Exceptional Water Resources

Waterbody Name	Portion within ORW/ERW	Classification Status
Badger Creek	All	ORW
Barker Lake	All	ORW
Beaver Creek	All	ORW
Benson Creek	All	ORW
Blaisdell Lake	All	ORW
Buckhorn Tributary	All	ORW
Camp Smith Lake	All	ORW
Eddy Creek	All	ORW
Evergreen Lake	All	ORW
Grindstone Creek	All	ORW
Grindstone Lake	All	ORW
Hayward Lake	All	ORW
Lac Court Oreilles	All	ORW
Lake Chippewa	All (Chippewa Flowage)	ORW
Little Weirgor Creek	All	ORW
Maple Creek	All	ORW
McDermott Brook	All	ORW
Mosquito Brook	All	ORW
Namekagon River	All	ORW
Nelson Lake	All	ORW
Osgood Lake	All	ORW
Pacwawong Lake	All	ORW
Perch Lake (T42N R6W S25)	All	ORW
Phipps Lake	All	ORW
Round Lake (Big Round)	All	ORW
S Fork Flambeau River	From the Price County line to the Junction w/ the N Fork of the Flambeau River	ORW
Sand Lake	All	ORW
Spider Lake	All	ORW
Swan Creek	All	ORW
Teal Lake	All	ORW
Unnamed Tributary to Little Wiergor @ S33 to S34 T37N R7W	All	ORW
Whitefish Lake	All	ORW
Alder Creek	All	ERW
Bean Brook	All	ERW
Bear Creek	All	ERW
Blueberry Creek	All	ERW
Brunet River	Above town road in S27 T40N R4W	ERW
Brunet River Tributary S18 T38N R5W to S24 T38N R6W	All	ERW
Casey Creek	All	ERW
Chippanazie Creek	All	ERW
Chippewa River Tributary S2 T38N R6W	All	ERW
Connors Creek	Flambeau R to Little Connor Creek	ERW
Couderay Creek Tributary @ S17 to S18 T39N R8W	All	ERW
Dead Man Creek	All	ERW
Deer Creek (Winter Township)	T38N R4W S36 and downstream	ERW

Flambeau River Tributary @ S10 to S9 T38N R3W	All	ERW
Flambeau River Tributary @ S11 to S14 T39N R3W	All	ERW
Flambeau River Tributary @ S14 to S13 T37N R4W	All	ERW
Flambeau River Tributary @ S18 to S30 T38N R3W	All	ERW
Flambeau River Tributary @ T37N R3W S27 (Bull Creek)	All	ERW
Flambeau River Tributary @ S1 to S12 T39N R3W	All	ERW
Forty-One Creek	All	ERW
Hackett Creek	S29 T37N R3W to County line	ERW
Hatchery Creek	All	ERW
Hauer Creek	All	ERW
Hemlock Spur Creek	All	ERW
Knapp Stout Creek	All	ERW
Knuteson Creek	Above Wise Lake in S36 T38N R9W	ERW
Lac Courte Oreilles Tributary @ T39N R8W S5	All	ERW
Lake Chippewa Tributary @ S17 to S9 T39N R7W	All	ERW
Long Creek Tributary	S7 T38N R3W to outlet	ERW
Moss Creek	All	ERW
Namekagon River Tributary @ S13 T41N R9W	All	ERW
Pipestone Creek	All ERW	
Price Creek	Flambeau River up to road crossing in S12 T37N R3W	ERW
Spooky Bay Creek	All	ERW
Sucker Creek	Above Highway 48	ERW
Swift Creek	Above Tuscobia Trail	ERW
Thirty-three Creek	All	ERW
Yarnell Creek	All	ERW

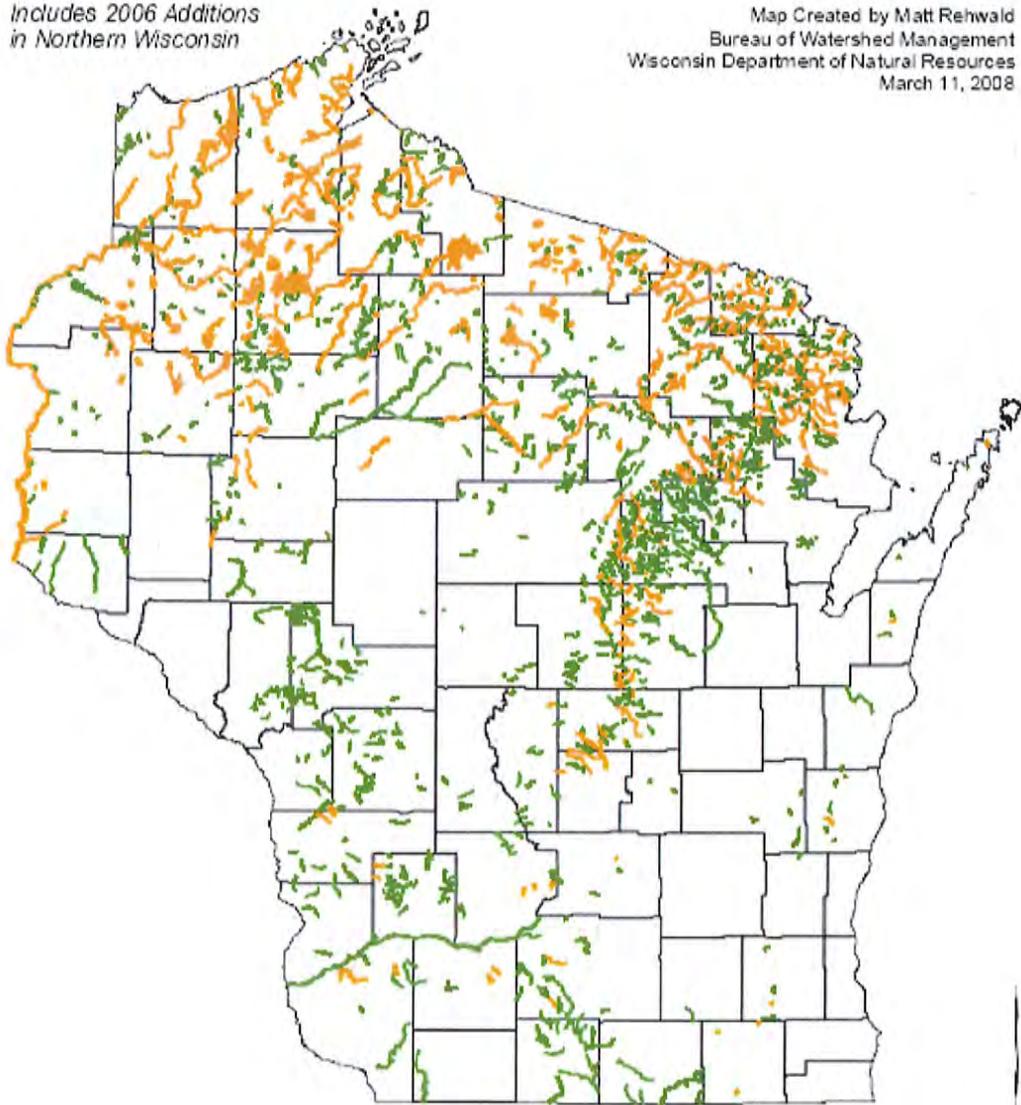
Resource Waters

- Exceptional
- Outstanding

*Includes 2006 Additions
in Northern Wisconsin*



Map Created by Matt Rehwald
Bureau of Watershed Management
Wisconsin Department of Natural Resources
March 11, 2008



0 30 60 120 Miles

SAWYER COUNTY
SOIL EROSION CONTROL PLAN

Prepared by:

Sawyer County Land and Water Conservation Department
May 1997

SAWYER COUNTY SOIL EROSION CONTROL PLAN

OBJECTIVES AND GOAL OF THE SOIL EROSION PLAN

This document is the soil erosion control plan for cropland in Sawyer County, Wisconsin. The plan was developed and written under the supervision of the Land & Water Conservation Committee within the guidelines set forth by the Department of Agriculture, Trade & Consumer Protection and is submitted to comply with the requirements of Chapter 92.10 Wis. Stats, and ATCP 50.12 Wis. Admin. Code. This soil erosion control plan is part of Sawyer County's long-range planning strategy to improve soil and water resource management. A public hearing on the original plan was held on November 3, 1995, and approved by the Sawyer County Board of Supervisors on November 14, 1995. The current plan was approved unanimously by the Sawyer County Land & Water Conservation Committee in 1997.

The purpose of the plan is to direct conservation efforts systematically and use the conservation dollars in the most effective manner possible until cropland within the entire county meets acceptable soil loss levels.

The primary goal of the Sawyer County Erosion Control Plan is to reduce soil erosion of cropland caused by wind and water erosion on all cropland in the County to allowable soil loss levels that meet the Natural Resources Conservation Service Technical Guide standards by the year 2000.

The soil erosion control goals under Chapter 92.10 and ATCP 50.12, Wis. Administrative Code are as follows:

By January 1, 2000, no individual cropland field in the state will have a soil erosion rate at which exceeds T-value.

By July 1, 2005, no individual cropland field in the state will have erosion rates which exceeds 2 times T-value.

SOILS, GEOLOGY AND LAND USE

Sawyer County is in northern Wisconsin with a total acreage of 866,560 of which 21,100 acres are in cropland. Freeon, Magnor and Padus soils make up the majority of Sawyer County's cropland. These soils are nearly level to moderately sloping land and are suited for farming, except they are limited by a short growing season. There is currently no soil survey available for Sawyer County. A current listing of soil series names and K factors used to calculate erosion rates is found in Appendix 8. See Appendix 1 for land use distribution from the Northern Wisconsin Cropland Study, February 1995, Appendix 3 for existing land use, Appendix 5 for the county watershed boundaries, Appendix 9 for a map of the major soil types, and Appendix 10 for topography.

CROPLAND SOIL EROSION IN SAWYER COUNTY

Appendix 4 and Appendix 2, from the Northern Wisconsin Cropland Study, Feb., 1995, reference information on the estimated average annual sheet and rill erosion in the county. Most of this erosion information is currently available only on a county-wide basis. Other field specific information can be found on the local database. The information in the current database estimates the weighted average T-value for the county to be 5.0 T/A/Y,

the weighted average soil erosion rate to be 2.6 T/A/Y, and the highest soil loss rate on a field to be 5 T/A/Y. The database erosion estimates are based on one percent of the 21,100 acres of cropland in Sawyer County [Wisconsin Agricultural Statistics – 1994].

STRATEGY FOR IMPLEMENTATION

Since little specific cropland field information is available, the Sawyer County Land Conservation Department believes that beginning a voluntary educational approach now is the best means of achieving adoption of erosion control practices on as broad a county-wide basis as possible. The county will provide educational and technical assistance for the installation of soil conserving practices. County staff will also hold informational meetings for farmers to discuss the potential for implementation of shoreland management ordinances under s. 92.17 Stats.

Additionally, the county conservation staff will inventory areas where crop rotations, tillage, and soil type are likely to cause erosion above the tolerable soil loss level (T). The majority of this inventory will be completed before the year 2000. This will enable county staff to determine priority areas where these soil conserving practices are most needed. Erosion control practices will then be emphasized for these priority areas. These priority areas will be designated based on:

- The total amount of erosion occurring in each area;
- The extent to which current estimated erosion rates for cropland fields exceed the soil erosion control standards;
- The off-site damages, including water degradation caused by soil erosion;
- The extent to which the soil erosion is preventable;
- The cost of preventing the erosion;
- The feasibility of implementing the erosion control strategy; and
- Other factors identified by the land conservation committee.

Soil erosion rates and progress made toward the "T by 2000" goal will be tracked through the county database that contains current cropping conditions of individual fields. The database will enable the Sawyer County Land and Water Conservation Department to track where practices are needed. As fields are inventoried, the practices are planned and installed, the database will be updated to reflect progress made towards the "T by 2000" goal. This progress will be submitted annually to DATCP in the Accomplishment Report. Landowners and/or land users will be notified of current soil erosion rates on individual land parcels when the farm conservation plan is developed and monitored for compliance with conservation programs. The conservation plan will contain suggested management practices for reducing soil erosion. During the development or revision of this conservation plan, landowners or land users may present information related to the accuracy of the determined erosion rate.

In addition to these goals, Sawyer County has a soil and water conservation policy (see Appendix 7) in effect that sets standards for croplands of participants in the Farmland Preservation Program. This policy includes standards for developing and administering farm conservation plans under ss. ATCP 50.18 and 50.20, Wis. Administrative Code. See Appendix 6 for a listing of participants in the Farmland Preservation Program that have farm conservation plans implemented.

The following agencies were utilized in development and preparation of the erosion control plan: Department of Natural Resources, Natural Resources Conservation Service, Farm Service Agency, Department of Agriculture, Trade and Consumer Protection, University of Wisconsin – Extension, and the county land information office created under s.59.88(3). The Sawyer County Land and Water Conservation Department will continue to work with these agencies to coordinate conservation programs with the priorities of this plan. This will be accomplished by requesting that all agencies consider the goals in this plan when making decisions concerning where conservation efforts are to be directed.

State and federal conservation programs, and their respective cost sharing will be promoted to landowners in the designated priority areas to assist them in implementing the goals of this soil erosion control plan. Currently the Environmental Quality Incentives Program overseen by the Farm Service Agency is unfunded. State funds from Ag Shoreland Management may be available in the future pending grant approval.

CONSERVATION PRACTICES RECOMMENDED

Most of the soil erosion occurring on Sawyer County cropland is preventable using proper conservation practices. Because the main purpose of this erosion control plan is to meet the "T by 2000 goal", the erosion control measures outlined in this plan will focus mainly on those for cropland even though other soil erosion sources exist in this county.

A variety of conservation practices are available for the control of cropland soil erosion. The practices range from structural, such as the installation of terraces and the construction of grassed waterways, to cultural management such as conservation tillage, and contour farming. An objective of the county soil erosion control program is to identify those conservation practices that would most effectively address soil erosion problems in the County. Preference will be given to the conservation practices that allow producers to raise essentially the same crops they were producing in the past.

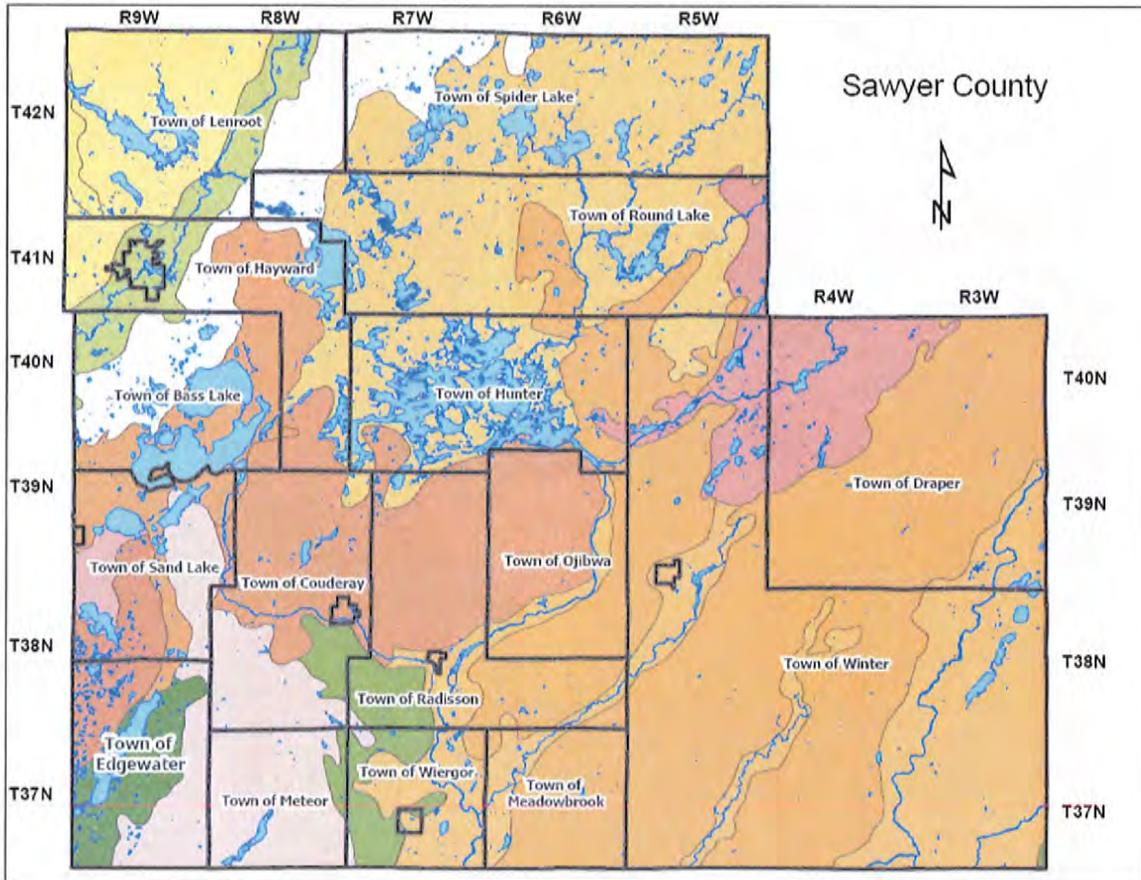
The recommendation of this Soil Erosion Control Plan is to use conservation tillage or crop rotations with little corn and long term hay due to the fact they are the easiest to implement without extensive capital outlay. Conservation tillage education will be provided to individuals developing a conservation plan, and peer education from producers presently employing conservation practices will also be used.

Projected management practices and Staff Time Needs:

Amending crop rotations	700 acres	250 hours
Conservation tillage	300 acres	50 hours
Contour farming	0 acres	0 hours
Critical area planting	50 acres	100 hours
Grassed Waterways	5 acres	100 hours
Field diversion	0 acres	0 hours

Appendix D

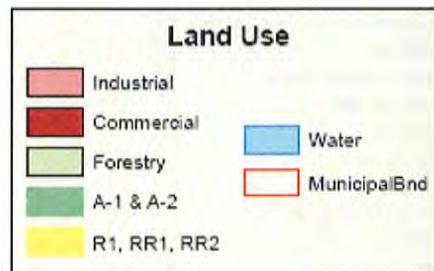
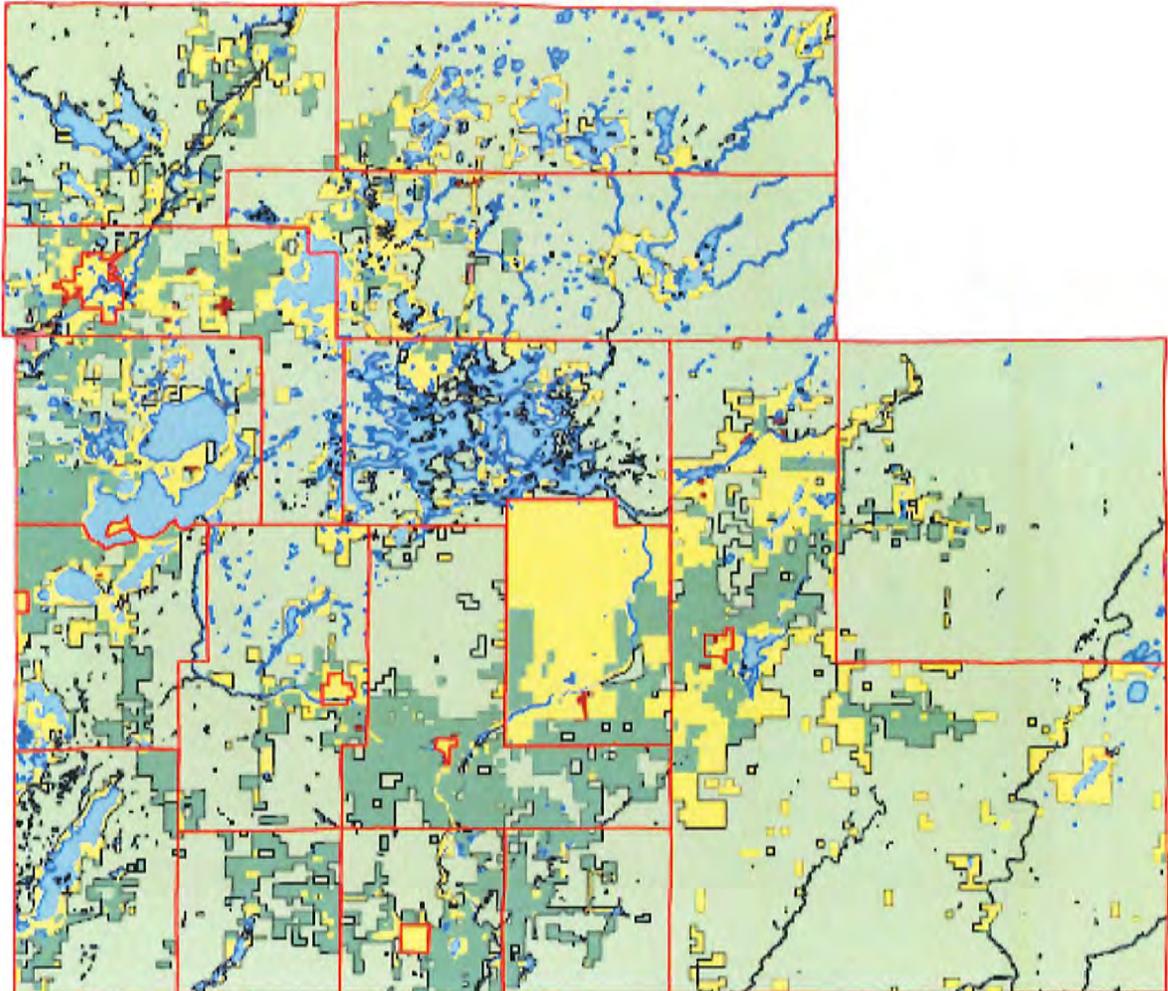
Sawyer County ~ General Soils Map



Soil Type Association	
	Barron-Dobie Plains
	Birchwood Lakes
	Chequamegon Washed Till and Outwash
	Exeland Plains
	Flambeau silt capped Drumlins
	Frog Creek Moraines
	Glidden Drumlins
	Hayward Moraines
	Hayward Plains
	Jump River Ground Moraine
	Lac Court Oreilles Plains
	Meteor Hills
	Pipestone Hills
	Spooner Plains
	Telemark Washed End Moraine

Appendix E

Sawyer County General Land Use



Appendix F

Watersheds that Fall within Sawyer County (All or a Portion of)											
Watershed Code	Name	Watershed Area (acres)	Area (sq miles)	Total Stream Miles	Total Lake Acres	Total Wetland Acres	NPS Priority Watershed Year	NPS Stream Ranking	NPS Lake Ranking	NPS Groundwater Ranking	NPS Overall Ranking
LC10	Brill and Red Cedar Rivers	190,518	297.7	265	6,282	15,832	0	Med	Med	High	High
LS14	Upper Bad River	86,198	134.7	213	1,110	20,386	0	NR	NA	Low	Low
SC22	Upper Namekagon River	126,591	197.8	135	6,298	19,027	0	NR	NR	Low	Low
SC20	Totagatic River	211,156	329.9	275	6,681	42,970	0	NR	NR	Low	Low
SC21	Trego Lake - Middle Namekagon River	172,087	268.9	218	4,463	28,205	0	NR	NR	Low	Low
UC19	Weirgor Creek and Brunet River	207,357	324.0	407	2,241	39,377	0	Low	NR	Low	Low
UC12	Butternut Creek	49,706	77.7	81	1,375	13,530	0	NR	Med	Low	Low
LC11	Red Cedar Lake	89,609	140.0	168	6,893	7,429	0	Low	Med	Low	Low
UC07	Lower Flambeau River	82,319	128.6	152	252	13,319	0	NR	Low	Low	Low
UC21	East Fork Chippewa River	195,300	305.2	311	2,431	65,074	0	NR	Low	Low	Low
UC08	Lower South Fork Flambeau River	128,098	200.2	187	607	42,849	0	NR	Low	Low	Low
UC11	Lower North Fork Flambeau River	98,541	154.0	172	2,087	20,812	0	NR	Low	Low	Low
UC18	Thornapple River	147,184	230.0	244	193	38,871	0	Low	Low	Low	Low
UC23	West Fork Chippewa River	182,257	284.8	257	6,208	60,036	0	Low	Low	Low	Low
UC22	Lake Chippewa	117,057	182.9	118	4,828	14,304	0	Low	Low	Low	Low
UC20	Couderay River	135,838	212.2	212	18,301	14,698	0	Low	High	Low	Low

Appendix A – Conservation/Best Management Practices

Appendix B – Outstanding & Exceptional Resource Waters - DNR

Appendix C – Soil Erosion Control Plan

Appendix D – General Soils Map

Appendix E – General Land Use Map

Appendix F – Watersheds that fall within Sawyer County

Committee:

Other issues discussed and rejected by the committee for plan insertion:

- Livestock siting
- Septage hauling and spreading
- Sawyer County Zoning septic survey



By action of the Sawyer County Board of Supervisors at their meeting this 21st day of April, 2015, the Board officially bestows their unanimous thanks to...

Jim Tiffany

For service to the Board and Citizens of Sawyer County while serving on the Sawyer County Board of Appeals from May 2008 to the present. Jim provided insight and cautious decision making in balancing the rights of the individual with the protection of our beautiful natural resources and the rights of others. His dedication and fairness will be missed by Sawyer County.

We again give our humble thanks for your years of service.

*Harold V. Helwig, Chairman
Sawyer County Board of Supervisors*

minutes of the meeting of the Administration Committee
Sawyer County Board of Supervisors
April 16, 2015; 8:30 a.m.; Assembly Room; Sawyer County Courthouse

members present: Hal Helwig (Chair) Ron Kinsley, Dale Schleeter, Dean Pearson, Jim Bassett, Brian Bisonette

also present: County Board member Warren Johnson, Information Technology Department Director Mike Coleson, County Treasurer Dianne Ince, Accounting Manager Melissa Roach, County Clerk Kris Mayberry

Motion by Kinsley, 2nd by Schleeter, to approve the meeting agenda. Motion carried.

Motion by Kinsley, 2nd by Schleeter, to approve the March 12, 2015 meeting minutes. Motion carried.

Assistant Veterans Service Department Director Gary Elliott presented a written department report (copy in meeting file), including requests for approval for employee travel. Motion by Kinsley, 2nd by Schleeter, to approve the department report and travel requests. Motion carried.

Information Technology Department Director Mike Coleson provided a written department report (copy in meeting file). Motion by Kinsley, 2nd by Bassett, to approve the department report. Motion carried.

The Committee discussed employee appeals of the compensation and classification study, position pay matrix, and pay structure for Sawyer County researched and developed by Carlson Dettmann Consulting (approved by the County Board at their meeting held December 18, 2014) and reviewed Carlson Dettmann's recommendations regarding those appeals. Highway Commissioner Gary Gedart objected to the recommendation for the Highway Department Account Clerk position. Several Committee members expressed their concern with the results of the study and indicated that there may need to be further review and revisions following the adoption of Carlson Dettmann's recommendations. Accounting Manager Melissa Roach advised that the fiscal impact of approval of the recommendations would be an increase of \$14,408.95 to the 2015 Sawyer County Budget and recommended that the funds be charged to the Contingency Fund Account of the 2015 Sawyer County Budget. Motion by Bassett, 2nd by Kinsley, to recommend County Board approval of the recommendations, effective April 20, 2015. Motion carried.

Health and Human Services Department Director Paul Grahovac and Alcohol and Other Drug Abuse (AODA)/Mental Health Unit Supervisor Joe Bodo presented the Health and Human Services Board recommendation to approve a proposed Alcohol and Other Drug Abuse (AODA)/Mental Health Strategic Plan developed by Mr. Bodo. The plan included a proposal for a new AODA Clinic/Criminal Justice Supervisor position estimated to result in a net increase to the Health and Human Services Department budget of \$18,402.88. Motion by Pearson, 2nd by Bisonette, to recommend County Board approval of the recommendation. Motion carried.

Accounting Manager Melissa Roach presented and reviewed with the Committee a written department report (copy in meeting file), including a 2014 and 2015 year-to-date report of County expenditures and revenues, a report on General Fund contingency fund account expenditures and balances, and an update on in-house Ambulance Service Department billing.

Accounting Manager Melissa Roach presented and reviewed with the Committee her recommendation to begin accepting credit card payments for Ambulance Service billing. Motion by Pearson, 2nd by Helwig, to recommend County Board approval of the recommendation. Motion carried.

Accounting Manager Melissa Roach presented and reviewed with the Committee a proposed Ambulance Service Collection Policy. Motion by Schleeter, 2nd by Kinsley, to recommend County Board approval of the policy. Motion carried.

CARLSON
DETTMANN
CONSULTING

MEMORANDUM

Date: March 31, 2015

To: Administration Committee

From: Barbara Petkovsek, Senior Consultant

Re: Appeals Recommendations

I have attached Carlson Dettmann Consulting, LLC (CDC) recommendations for appeals submitted following adoption of the Classification/Compensation Study.

The appeals information, along with information from the Department Head was considered for each appeal that was presented to CDC. We again applied our point factor system to each position to determine whether the position was 1) rated appropriately, 2) additional points were awarded but the position remained in the same grade, or 3) additional points were awarded and a recommendation was made to move the position up a grade.

We also kept in mind the internal equity established by the grade order list and Sawyer County's position in the external market.

Should an individual's position change over the course of the upcoming year, Sawyer County should commit to a reclassification process that would allow employees to submit a JDQ for review that would identify those changes for evaluation to assess whether a grade change would be warranted. This audit process would allow the County to maintain internal equity over the course of time. This same recommendation would hold true for newly created positions.

On the list of recommendations you will note some additional recommendations for certain positions – i.e. Driver/Operator, AODA Counselor/Prevention Specialist, Maintenance-Custodial. CDC also recommends that Sawyer County consider a policy that will allow for new hires to be placed on the pay schedule between the Start and Mid-Point of the range. This should be the exception rather than the rule and should be based on specific criteria such as market necessity to fill a position, specific experience brought to a position, etc.

As we bring our current project to a conclusion, on behalf of CDC I want to thank Sawyer County for choosing our firm to do your project. If CDC can provide any further assistance, please let us know.

SAWYER COUNTY APPEALS - CARLSON DETTMANN CONSULTING RECOMMENDATIONS

<u>Job Title</u>	<u>Department</u>	<u>Cur</u> <u>Gr</u>	<u>Rec</u> <u>Gr</u>	<u>Appeal Recommendation</u>
Deputy Clerk of Courts	Clerk of Court	G	G	Rated appropriately; remains in the same grade
Chief Deputy Clerk of Court	Clerk of Court	H	H	Rated appropriately; remains in the same grade
Deputy County Clerk	County Clerk	G	H	Reallocate to a Grade H; point change in decision making and communication
DA - Legal Secretary		G	H	Reallocate to a Grade H; point change in decision making and communication
Animal Control Officer	Dog Pound	H	I	Reallocate to a Grade I; point change in education/exp, decision making, comm
Forest Administrator	Forestry	N	O	Reallocate to Grade O; point change in thinking/problem solving
Assistant Forest Administrator		K	K	Rated appropriately; remains in the same grade, position vacant if filled review in a year
Forester I		J	J	Rated appropriately; remains in the same grade
Highway Commissioner	Highway	R	R	Rated appropriately; remains in the same grade
Patrol Superintendent		N	N	Rated appropriately; remains in the same grade
Construction Foreman		I	I	Rated appropriately; remains in the same grade
Shop Foreman		I	J	Reallocate to Grade J; point change in decision making
Hwy Office Manager		J	K	Reallocate to a Grade K; point change in decision making
Account Clerk		F	F	Rated appropriately; remains in the same grade
Highway Mechanic		H	I	Reallocate to a Grade I; point change in decision making, problem solving
Driver/Operator		G	G	Rated appropriately; remains in the same grade**
Heavy Equipment Operator			H	Allocate to grade H; Heavy Equip Operator*
* Working as Heavy Equipment Operator more than 4 hours pay in grade H at one step to the left of current step				
** Maintain premium pay for lead work of \$.65/hour				
Disability Ben. Specialist	Human Services	H		Pay set by ADRC not county; if that changes recommendation is to reevaluate position
Children's Long-Term Care Manager		I	J	Reallocate to a grade J; point change in experience, problem solving
ADRC - Adult Protective Specialist		J	J	Rated appropriately; remains in the same grade
Public Health Nurse		J	J	Rated appropriately; remains in the same grade; recommend hiring up to Step 6
AODA Counselor/Prevention Specialist - Non Masters		K	K	Rated appropriately; remains in the same grade
AODA Counselor/Prevention Specialist - Masters			L	Allocate to grade L for Masters degree***
*** Recommend monthly premium pay in a range of \$400-\$600/month based on specified credentials that allow for billing at an additional \$20/hour				
Secretary II		D	F	Reallocate to grade F point change in experience, decision making, thinking, communications
Admin Secretary I - Fiscal Clerk		G	H	Reallocate to grade H; point change in decision making

GIS Specialist	Land Records	I	J	Reallocate to a grade J; point change in experience, decision making, thinking, communications Position has assumed GIS Coordinator duties, if GIS Coordinator position filled both positions should be evaluated
Maintenance - Custodial	Maintenance	F	F	Remains in the same grade; point change in problem solving**
Maintenance - Mechanic	Maintenance	H	I	Reallocate to a grade I; point change in decision making, problem solving
** Add premium pay for lead work of \$.65/hour				
Dispatcher	Sheriff	G	H	Reallocate to a grade H; point change in thinking, communications
Sheriff Receptionist	Sheriff	F	F	Rated appropriately; remains in the same grade
Jailer	Sheriff	G	H	Reallocate to a grade H; point change in thinking, communications
Sheriff Admin. Assist.		G	H	Reallocate to a grade H; point change in thinking, communications
Deputy Register of Deeds	Register of Deeds	G	G	Remains in same grade, point change in decision making
Veterans Admin Assist	Veterans Administration	H	H	Rated appropriately; remains in the same grade
ZAC Director	Zoning-Conservation	O	P	Reallocate to grade P; point change in decision making
Assistant ZAC Admin - Zoning/Sanitation Specialist		J	L	Reallocate to grade L; point change in decision making, communications

Credit, Debit & HSA Cards

Merchant Business Name
AVE Claims Processing

Item Description	Rate/Price	Notes
Discount Rate Markup	0.50%	Wholesale Rate + Cost of Interchange Rates
Per-Transaction Fee (VISA,MC,DSCV)	\$0.10	Per Transaction
Administrative Fee	\$9.95	Per Month
PCI Compliance Fee – 3 rd Party Fee	\$12.95	Per Month
Batch Header Fee	Waived	Per Month
Card on File & E Check Processing – Revenue Maximizer [OPTIONAL]	\$9.95	Per Month
E- Check [OPTIONAL, requires Rev Max mthly fee]	\$0.20	Per Check
American Express Per-Transaction Fee [OPTIONAL]	\$0.10	Per Transaction
American Express Rate - [OPTIONAL]	2.55%	Per Transaction

Additional Features	Estimated Savings
<ul style="list-style-type: none"> 24/7 Live Customer Support Next-Day Funding Available Free Online Merchant Portal Fraud Protection Safe Guards Direct Integration into your PracticeMate Office Ally System 	<p>Monthly Savings – Unknown</p> <p>Annual Savings – Unknown</p> <p>Processor Savings – Unknown</p>

Standard Interchange Rates, as Determined by Visa, M/C, Discover

Debit Card (Swiped)	0.05% & \$0.22	Per Transaction
Non-Reward Credit Card & HSA Cards (Swiped)	1.55% & \$0.10	Per Transaction
Reward Credit (Swiped) OR (hand-keyed) Non-Reward Credit and HSA Cards	1.65%-2.20% & \$0.10	Per Transaction
Corporate Credit Cards (swiped/keyed) OR (hand-keyed) Reward Credit Cards	2.25%-2.40% & \$0.10	Per Transaction



Please complete all fields below and fax to 770.390.7923

Business Data:

Legal/Corp. Name: _____ Federal Tax ID: _____

DBA Name: _____

Address: _____ Phone: (____) _____

City: _____ State: _____ Zip: _____

Mailing Address (if different): _____

City: _____ State: _____ Zip: _____

Sole Proprietary ___ Partnership ___ Public Corp. ___ Private Corp. ___ Government ___ LLC ___

Non profit ___ (Include non-profit paperwork-501c3) Month/Yr. Business Opened ____/____

Requesting to set up AMEX: Y / N Existing AMEX # _____ Month/Yr. Incorporated ____/____

Description of Product/Services Sold: _____

Email address: _____

Average Sales Ticket: _____ High Ticket: _____ Average Monthly Card Volume: _____ High Monthly Card Volume: _____

Personal Information (Signer's data required on all accounts)

Owner #1

Name: _____ Social Security Number: _____

(No Post Office Box Allowed)

Home Address: _____ Home Phone: (____) _____

City: _____ St: _____ Zip: _____ Cell: _____

DOB: ____/____/____ % of Ownership _____

Business Title: _____ U.S. Citizen (Y/N) If no: _____

Owner #2
(If non-majority ownership for Owner 1 is under 51%, must complete Owner #2 Information)

Name: _____ Social Security Number: _____

(No Post Office Box Allowed)

Home Address: _____ Home Phone: (____) _____

City: _____ St: _____ Zip: _____ Cell: _____

DOB: ____/____/____ % of Ownership _____

Business Title: _____ U.S. Citizen (Y/N) If no: _____

Email address: _____

Form is Considered Incomplete if Any Fields are Left Empty

Bank Information (For deposit of your credit card transactions)

Bank Name: _____ City: _____ State: _____

Account Number: _____ Routing Number _____

Form is Considered Incomplete if Any Fields are Left Empty

SAWYER COUNTY AMBULANCE COLLECTION POLICY

A. APPLICABILITY:

1. This policy shall apply to the collection of all ambulance fees billed by Sawyer County Ambulance as a result to the utilization of the County's ambulance services.

B. PURPOSE:

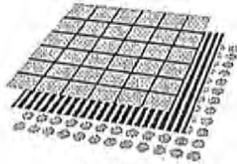
1. The intention of this policy is to clarify the collection procedures to be performed in attempts to collect unpaid ambulance fees billed by Sawyer County Ambulance.
2. To establish billing and collection practices for Sawyer County Ambulance. The intent is to adopt firm but fair policies for the collection of patient accounts. It is our goal to collect most money owed to the county for services provided.

C. BILLING PROCESS:

1. Sawyer County Ambulance will first make an effort to collect payment from the patient's insurance company(s). Patients who do not have insurance are listed as private pay and will be billed directly through monthly billing statements.
2. Co-payments, deductibles and any amounts not classified as uncollectible will be billed directly to the patient through monthly billing statements.
3. After 30 days, if payment has not yet been received, another copy of the bill as well as a payment plan option will be mailed to the patient with a notation of being past due.
4. After 60 days, if payment has not yet been received, another copy of the bill will be mailed to the patient with a notation of being delinquent.
5. After 90 days, if payment has not yet been received, another copy of the bill will be mailed to the patient with a notation of final statement.
6. If payment has not been received at this time, the account is 120 days aged and the patient will enter into a "Consider for Collections" schedule.

D. COLLECTIONS PROCESS:

1. Tax Intercept Program: Sawyer County Ambulance will provide notice to patients that meet the criteria for the Wisconsin Tax Intercept Program (TRIP). The intercept process will then be initiated to garnish their state income tax refund to pay their account.
2. If patients do not meet the criteria for the TRIP program, the ambulance billing clerk will make one attempt to contact the patient by phone. The patient will be offered two options in an attempt to resolve their outstanding balance. The options are listed below:
 - a. Settlement option: The patient will be offered a [TBD]% discount if they can make payment within 15 days.
 - b. Payment plan option: If the patient is unable to utilize the settlement option the payment plan option will be offered. When establishing a monthly payment plan, an attempt is made to follow federal poverty guidelines for the specific amount that a particular patient might be able to afford. Most generally, we try to maintain a minimum monthly payment of \$30, unless otherwise specified by the patient. The payment plan agreement will be mailed to the patient and first payment will be expected within 15 days of receipt.
3. If the patient has ignored all attempts for reconciliation of their account, Sawyer County Ambulance will submit the account to [collection agency name] for further collection efforts.



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Backed by experience, driven by technology.

**ADDENDUM TO 2010 PLAT BOOK
SERVICES AGREEMENT**

with

**Sawyer County Board of Supervisors
10610 Main
PO Box 836
Hayward WI 54843**

This document, dated March 23, 2015, serves as a contract addendum to the original Plat Book Services Agreement between Mapping Solutions and the Sawyer County Commission, signed on August 25, 2010.

The original Plat Book Services Agreement required the purchase of 2,500 Plat Books; 2,140 have been purchased to date. Mapping Solutions agrees to publish a new, updated version of the Sawyer County Plat Book contingent upon the Sawyer County Board of Supervisors agree to the following:

- Purchase 360 updated Plat Books that remain from the original agreement at the same price of \$12 per book.
- Pay a one time fee of \$1,000 for the updated edition.
- Reorders, based on demand, are for the same \$12 per book; 50 book minimum order.
- Allow Mapping Solutions to sell advertising to local businesses to offset production costs.

This Agreement is signed and approved by the following parties:

SPONSOR

MAPPING SOLUTIONS

Signature

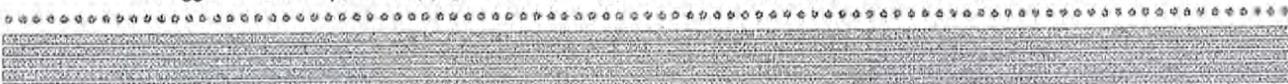
Signature

Name and Title

Name and Title

Date

Date



Kris Mayberry

From: Scott Krieger <scott@mappingsolutionsgis.com>
Sent: Monday, March 23, 2015 11:43 AM
To: Kris Mayberry
Cc: Craig Hoover; Kelly Dorsey
Subject: Re: Plat Book Addendum
Attachments: Sawyer WI addendum 3.23.15 v2.doc

Thanks, Kris. OK, I took out any inference about purchasing more books, but did leave the *option* to purchase at the original price. I will look at this as sort of a "gentleman's agreement" that the county will purchase more books based entirely on demand.

We have no problem assuming the risk of competition from Rockford. We would appreciate it if you didn't purchase books from them should they come out with a new one, though. They decided to abandon working with local sponsors everywhere and don't know why you would support them unless you have an agreement with them, also.

I have attached the revised agreement and did not copy any one else on your end, because I want you to manage who needs to see this at this time.

Appreciate your support.

Scott

Scott Krieger
Sales Manager
Mapping Solutions, Inc.
816.528.4336 - office
402.450.4160 - cell

On Mon, Mar 23, 2015 at 10:42 AM, Kris Mayberry <county.clerk@sawyercountygov.org> wrote:

Scott

The County Board tabled the addendum because of the 3rd bullet which has the County agree to purchase additional books once the 360 are sold. Even though no number of plat books is stated it is a concern to the Board. All along they have decided to avoid any commitment to buy any certain number of plat books because of what happened last time (Rockford publishing and competing) and because sales of plat books seem down with the depressed real estate market. If you deleted the 3rd bullet paragraph the Board would likely approve the addendum and I believe would purchase as many books as we can sell. That, of course, places the risk of Rockford competition and market factors on you and I understand if you are not agreeable. If not we should determine what we can negotiate for completing Sawyer County's obligations under the 2010 agreement. If Rockford does not publish a competing plat book I do think the locals are ready to buy a new plat book.



P.O. Box 791 16036W Hwy 63 S Hayward, Wisconsin 54843
Phone (715) 634-4280 Fax (715) 934-4803 Email: schous@cheqnet.net

April 9, 2015

Hal Helwig, Chairman
Sawyer County Board of Supervisors
10610 Main St, Suite 10
Hayward WI 54843

Dear Chairman Helwig:

Bruce Paulsen, a representative of the Sawyer County Board of Supervisors, is one of our commissioners for the Sawyer County Housing Authority. Bruce's term expires on May 12, 2015, and we hope that he will be reappointed to our board.

To keep our State Charter in compliance with the State Housing Statutes, we would like to have confirmation of this appointment in writing.

Enclosed is a list of our current commissioners. Thank you.

Sincerely,

Sheila Young
Executive Director

Enc.



"This institution is an equal opportunity provider and employer"

List of Officers for Sawyer County Housing Authority

Chairman

Dorothy Mercer
10556 N Namekagon Tr
Hayward WI 54843
634-4948
11/14/2011 – 11/13/2016

Secretary

Sheila Young
Sawyer County Housing Authority
PO Box 791
Hayward WI 54843
715-634-4280

Vice-Chairman

Bruce Paulsen
8518 N Hilltop Rd
Hayward WI 54843
715-634-3618
06/10/2010 – 05/12/2015

Recording Secretary

Barb Mrotek
Sawyer County Housing Authority

Commissioner

Iras Humphreys
10705 N Linden Rd
Hayward WI 54843
715-634-2560
05/14/2014 – 05/13/2019

Commissioner

Chedra White
11776 W Cemetary Rd
Exeland WI 54835
715-634-5272 Work
715-415-3615 Cell
12/14/2011 – 09/12/2016

Commissioner

Tom Mattson
PO Box 13079
Hayward WI 54843
715-699-4420
11/13/2013 – 11/13/2018