



Issue 38

County Administration Newsletter

Vision & Stewardship

May 2017

Administration

In the January 2017 Newsletter, we shared information regarding an employee satisfaction survey that will be conducted among staff. This survey is designed to determine our strengths and weaknesses in engaging our employees in order to identify areas for improvement as part of a larger effort to make Burnett County an even better place to work. It is preparatory to a set of action plans to address weaknesses and build on strengths.

This survey is divided into six dimensions of engagement including:

1. Work design and workflow
2. Respect and acknowledgment
3. Ability to do one's job
4. Professional growth
5. Trust in management and each other
6. Performance management

Your honest responses are important, and this survey will be confidential. Only aggregate responses will be shared. However, we will need to identify each department in order to keep the responses in synch with the recommendations for the specific work group. Very

small departments will be aggregated to avoid identification of individual responses. Please rest assured that there will be no negative consequences from your manager or anyone else - this is intended to be a positive first step towards improving our working environment.

Once we have a baseline, we can further evaluate Human Resource programs that would be beneficial to staff in the future. We look forward to your participation!

-Nate

County Clerk

What's Happening in the Office of the County Clerk?

We have had a few changes in the office since the first of the year. Long time Deputy County Clerk Judy Dykstra took on the role as County Treasurer after winning in the election in November and moved down the hall the first of the year. Kim Johnson, a familiar face for many years in the office took over as Deputy County Clerk

and is doing a great job. The new face at the front desk of the office is Administrative Assistant Sabrina Naglosky who has jumped right in since her hire the first part of March and is doing great. Welcome Sabrina. We can't forget Peggy Tolbert, who has been with us part-time for many years assisting with election administration and special projects. I appreciate and thank my wonderful staff for the job

they do and their dedicated service to the public.

With no further elections scheduled in 2017, we will be taking the opportunity to catch up on a few back burner projects. One thing on the agenda will be continuing to scan old county board documents (agendas/minutes/resolutions) and make that information available for public -

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viewing electronically on the website.

We are also working on preparing another online Tax Deed property sale which we are hopeful to have ready in July. The sale will be held on the Wisconsin Surplus site, <http://www.WisconsinSurplus.com> and will run several weeks. As

we get closer to finalizing sale information, we will get the word out. You can also check the county website periodically at www.burnettcounty.com where the notice and links to the sale will be posted on the front page.

With no fall elections, we plan to have extensive election training. Election workers, municipal

clerks and school personnel will be trained in all areas and brought up to speed this fall in election law changes to be in effect for 2018 elections.

As always, passport issuance and marriage licensing is on the rise as the summer approaches.

Never a dull moment in the office of the County Clerk.

Health & Human Services

May is mental health awareness month and most everyone can identify at least one family member, friend, or loved one that struggles with a mental illness. What isn't recognized is that everybody has mental health and that we all need to take care of it. One of the first steps in this process is breaking down the stigma that accompanies mental illness, and recognizes that everybody has good days and bad days. We also need to be aware that some people deal with life stresses differently and there are many different roots that can cause mental illness. With that being said, be aware that signs of mental illness come in many different forms; anger, tiredness, isolation, even euphoria. The fact is, the more we know, the better equipped we are to help another person with their thoughts and feelings, as well as ourselves.

Mental Health America has put together a list of self care activities that everyone can do to im-

prove on wellness. Self care is important for everyone and can help in preventing burn out at the job place and at home. We can better handle stressful days and have improved overall general health. Self care is very important and is all too often the advice we give others, but it may not be something we encourage in ourselves.

As we go forward it is important to know that 1 in 5 people will experience a mental illness this year, fifty percent of the population will have a diagnosable mental illness in their life time, and twenty five percent will develop a mental illness in their teen years. However, there are ways to help manage life with a mental illness and step one would be to get screened. The longer we wait in taking steps to get screened, and start the process of getting better, the more it may cost in overall health and relationships.

If you, are or someone you know, is struggling with a mental ill-

ness ,it is important to get screened. You can do a home test if you go to MHAScreening.org. A diagnosis is not provided, but this is a tool that can help you, or someone you know, get started in the right direction. Being diagnosed can be a difficult process, but the earlier a mental illness is detected, the better the results are for the individual and quicker the path is to a personal well-being.

Burnett County may be a smaller community, but there are resources available to those in need. Burnett County has a 24-hour crisis line (888-636-6655) for those experiencing an acute crisis, and individual and group counseling is offered through Aurora Community Counseling and Families First, as well as other counseling agencies in Burnett and bordering counties. For more information call Burnett County Behavioral Health, visit healthyburnett.org, or burnettcounty.com

31 WAYS TO WORK ON YOUR WELLNESS

MAY IS MENTAL HEALTH MONTH 2017

- 1 Track gratitude and achievement with a journal - include 3 things you were grateful for and 3 things you were able to accomplish each day.
- 2 Check up on your mental health. Take a screen at www.screening.org. It's free, anonymous, and confidential.
- 3 Set up a summer get away. It could be camping with friends or a trip to the tropics. The act of planning a vacation and having something to look forward to can boost your overall happiness for up to 8 weeks!
- 4 Work your strengths. Do something you're good at to build self-confidence, then tackle a tougher task. You've got this!
- 5 Keep it cool for a good night's sleep. The optimal temperature for sleep is between 60° and 67° F.
- 6 *"You don't have to see the whole staircase, just take the first step."* -Martin Luther King Jr.
Think of something in your life you want to improve, and figure out what you can do to take a step in the right direction.
- 7 Experiment with a new recipe, write a poem, paint or try a Pinterest project. Creative expression and overall well-being are linked.
- 8 Show some love to someone in your life who you hold dear. Close, quality relationships are key for a happy, healthy life.
- 9 Boost brainpower by treating yourself to a couple pieces of dark chocolate every few days. The flavanoids, caffeine, and theobromine in chocolate are thought to work together to improve alertness and mental skills.
- 10 If you are living with a mental illness or in the recovery process, visit www.mentalhealthamerica.net/feelslike. Remember - you're not alone!
- 11 Sometimes, we don't need to add new activities to get more pleasure. We just need to soak up the joy in the ones we've already got. Trying to be optimistic doesn't mean ignoring the uglier sides of life. It just means focusing on the positive as much as possible.
- 12 Feeling anxious? Channel your inner child and do some coloring for about 20 minutes to help you clear your mind. Pick a design that's geometric and a little complicated for the best effect.
- 13 Take time to laugh. Hang out with a funny friend, watch a comedy or check out goofy videos online. Laughter helps reduce anxiety.
- 14 Go off the grid. Leave your smart phone at home for a day and disconnect from constant emails, alerts, and other interruptions. Spend time doing something fun with someone face-to-face.
- 15 Dance around while you do your housework. Not only will you get chores done, but dancing reduces levels of cortisol (the stress hormone), and increases endorphins (the body's "feel-good" chemicals).
- 16 Feeling tired? Go ahead and yawn. Studies suggest that yawning helps cool the brain and improves alertness and mental efficiency.
- 17 Relax in a warm bath once a week. Try adding Epsom salts to soothe aches and pains and help boost magnesium levels, which can be depleted by stress.
- 18 Has something been bothering you? Let it all out...on paper. Writing about upsetting experiences can reduce symptoms of depression.
- 19 Spend some time with a furry friend. Time with animals lowers the stress hormone - cortisol, and boosts oxytocin - which stimulates feelings of happiness. If you don't have a pet, hang out with a friend who does or volunteer at a shelter.
- 20 *"What lies before us and what lies behind us are small matters compared to what lies within us. And when you bring what is within out into the world, miracles happen."* - Henry David Thoreau
- 21 Be a tourist in your own town. Often times people only explore attractions on trips, but you may be surprised what cool things are in your own backyard.
- 22 Try prepping your meals or picking out your clothes for the work week. You'll save some time in the mornings and have a sense of control about the week ahead.
- 23 Work some omega-3 fatty acids into your diet-they are linked to decreased rates of depression and schizophrenia among their many benefits. Fish oil supplements work, but eating your omega-3s in foods like wild salmon, flaxseeds or walnuts also helps build healthy gut bacteria.
- 24 Practice forgiveness - even if it's just forgiving that person who cut you off during your commute. People who forgive have better mental health and report being more satisfied with their lives.
- 25 *"What appear to be calamities are often the sources of fortune."* - Disraeli
- 26 Try to find the silver lining in something kind of cruddy that happened recently.
- 27 Feeling stressed? Smile. It may not be the easiest thing to do, but smiling can help to lower your heart rate and calm you down.
- 28 Send a thank you note - not for a material item, but to let someone know why you appreciate them. Written expressions of gratitude are linked to increased happiness.
- 29 Do something with friends and family - have a cookout, go to a park, or play a game. People are 12 times more likely to feel happy on days that they spend 6-7 hours with friends or family.
- 30 Take 30 minutes to go for a walk in nature - it could be a stroll through a park, or a hike in the woods. Research shows that being in nature can increase energy levels, reduce depression and boost well-being.
- 31 Make sure to enjoy 15 minutes of sunshine, and apply sunscreen. Sunlight synthesizes Vitamin D, which experts believe is a mood elevator.
- 32 *"Anyone who has never made a mistake has never tried anything new."* -Albert Einstein
- 33 Try something outside of your comfort zone to make room for adventure and excitement in your life.

Health & Human Services

As National Foster Care Month approaches it is difficult to encapsulate in one article what foster families mean to our communities. To say "Thank You!" seems too simple and insignificant. What may speak volumes is to validate the unique place they hold, and recognize them for so widely opening their hearts to help someone else they may have never met. The following piece did a nice job of that.

It's Really That Bad Secret of the Hidden Children,

by Sarah Harmeyer (3-10-17)

So, you've heard it before, on the news, Facebook, or conversations with friends. It seems bad, or, at least, it *should* seem bad. The numbers are enormous; it's talked about with such urgency and you can't deny it's a problem. And yet... it's just not *convincing*.

You glance at the image again and the phrases run through your mind. "There's such a need for foster parents." "Our county is in a crisis." "Children are being placed 4 hours away because there aren't enough foster homes to take them."

So why doesn't it feel real? Urgent? As *desperate* as they make it out to be? You're sure they're not lying about this...and yet, if it's really that bad, *where are all the kids? Why don't you see them? Know about them? What's up with that?*

Your question is valid and needed. This might help. Do you pay attention to the news? Not the big national stuff, but the local news? You know, the store that opened downtown, the food drive happening at the elementary school, the local arrests for drugs or domestic violence? *That* news? Well, *that* is where the need for foster parents is hiding. It's not broadcast or announced, it can't be, but if you ask yourself one simple question you'll start to see it.

What if there were kids involved?

The arrest for domestic violence.

What if there were kids involved?

The shooting at the 7-11.

What if there were kids involved?

The home raided for drugs.

What if there were kids involved?

The media won't tell you about it, but many times, ***there are***.

***There are kids involved.
But the kids are innocent.***

And that's why the media isn't covering it. It's a privacy issue. It isn't their fault their parents were selling drugs. It isn't their fault the grownups in their lives tried to solve problems by beating each other up. It isn't their fault that someone got shot. *It isn't their fault.*

And so the kids are protected. The media doesn't tell you there were children removed from the home. It doesn't show the social workers hastily carrying the kids'

clothes out in garbage bags. It doesn't follow the screaming child to the social worker's car as he is taken from the only family he's ever known or loved. It doesn't announce the surprise visit to the school where the innocent student learns she can't go home but is instead being escorted to some family she's never met.

And so the need for foster care hides in plain sight. You don't hear about it until you become a foster parent. And then you get calls about thirteen children in the course of two weeks. You start to see the situations on the news and realize it's connected to the child in your home.

The arrest for domestic violence on last night's news? *There were kids involved.*

The shooting at the 7-11 someone posted on Facebook? *There were kids involved.*

The home raided for drugs? *There were kids involved.*

Those massive, humongo foster care numbers that people always talk about start to pare down to the young people placed with you. They become lives, individuals, *in your own community, in your own home. And you start to realize that this is not some distant problem, it is here. It is now. And you can't stand the idea of kids spending the night in a social worker's office because there is nowhere for them to go.*

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This is the need. Your own local news means a child *near you* is in need of a foster home. So what can you do about it?

Maybe it's not much. Maybe right now, all you can do is share this post and pray. That's okay. DO NOT FEEL BAD ABOUT THAT. You know what is good for you and your situation.

But if you've been asking where all the children are, it tells me you care. And now you get it. You realize the reality of your very own community. So, if you are able to do something, here are some suggestions:

1. Share this (post) so others are aware too.
2. Find out who in your life is already fostering. You might be surprised, since this is something foster parents don't often post about. Put the question out there on your social media networks, then, let your friends know you want to support them the next time a child

enters their home.

3. Bring your friend a meal or two the next time a kiddo arrives (and paper plates!). Don't ask if she needs this, SHE NEEDS IT! Just bring it. Ask her when they eat dinner, what they eat, and then tell her you'll bring the requested item 30 minutes before dinner on a specific date. THIS IS HUGE.
4. If you can't do the above, call a local restaurant that provides delivery service and order a meal to arrive at your friends' place 30 minutes before their normal dinner time. They WILL THANK YOU.
5. Pick up your friend's laundry, wash, fold and return it to her.
6. Run to the grocery store for her.
7. Babysit her other children so she can take the foster child to all the first week medical appointments required.
8. Get a list of all the things the child didn't come with and run to the store for

those items.

9. Attend classes at your local DCS to find out what this foster care thing is all about.
10. Get licensed for "respite" (which really just means caring for a foster child for a week or less).
11. ASK! Continue to ask foster parents what you can do to support them. The needs of their children change frequently. Many times, those needs are not something you can help with, but continuing to ask is encouragement in itself. Plus, the more you ask, the more they trust that you *really do want to help*. And the more willing they will be to call you when they DO have a need you can help with.

If you are interested in becoming a foster parent or would like to inquire about other ways you can support our foster families or children in our community, contact Burnett County Foster Care Coordinator Inger LeClair at 715-349-7600 ext 1320.



Land and Water Conservation

The LWC Department would like to introduce our new Aquatic Invasive Species Coordinator – Cody Hallanger.



Cody graduated from UW – Stevens Point majoring in Resource

Management with an emphasis in Environmental Law Enforcement.

Cody has been with us sporadically since the middle of April and is now on board full-time since graduating on May 20. He is already busy with the Purple loosestrife control program, the Zebra Mussel issue on Big Mckenzie Lake, and plant sampling for lake Aquatic Plant Management Plans.

Helping Cody will be our new AIS Intern – Jason Jaworksi. He has just completed his 1st

year at Purdue University, majoring in Fisheries and Aquatic Sciences.

Returning for the second year is Aaron Ruud. Aaron is attending UW-Lacrosse, majoring in Biology with a concentration in Environmental Sciences.

We are pleased to have all 3 join our team. Any questions about aquatic invasive species can be directed to the AIS team through the Land and Water Conservation Department.

Big McKenzie Update

The McKenzie Lakes Are Zebra Mussel Management Team has been formed and is comprised of: Burnett County Land & Water Conservation Dept; Burnett County Lakes & Rivers Assn; Washburn County Land & Water Conservation Dept; Washburn County Lakes & Rivers Assn; McKenzie Lakes Assn; National Park Service; US Fish & Wildlife Service; St Croix Chippewa Indians of WI; and the WI Department of Natural Resources. The Team has issued an update on May 18, 2017, detailing some of the progress around the discovery of zebra mussels in Big McKenzie Lake:

*Follow-up monitoring occurred within a week of the original citizen report. A total of 9 zebra

mussels, a year or less old, identified in 2 separate locations on the lake.

*December 1, 2016, Public Information Meeting with estimated 80 – 100 people in attendance and May 18, 2017, Open House.

*Three grants awarded: McKenzie Lakes Association AIS Early Detection and Response; Washburn County AIS Education, Prevention & Planning; and Burnett County AIS Education, Prevention & Planning. Zebra mussel response activities are one part of the County grants. National Park Service, U.S. Fish & Wildlife Service, and lake/river groups are also contributing funding and/or staff/volunteer time.

*Management Team formed with priorities to develop a monitor-

ing strategy to 1) contain AIS and prevent further spread (i.e.: watercraft inspection & decontamination), 2) understand the extent and distribution of the Big McKenzie zebra mussel population (i.e.: monitoring), and 3) keep the public informed (i.e.: written and oral communications). Management Team has met 3 times with multiple additional sub-team meetings.

*Management Team subgroups are working on specific issues like a voluntary decontamination program for local lake service providers, better understanding public access and coordinating watercraft inspection/decon at them, and communications.

*Evaluating control options, which will depend on monitoring results.

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Control elsewhere (e.g. Minnesota) has had limited success and would likely be an experimental design if feasible.

*2017 monitoring, watercraft inspection and decontamination, and communication plans developed.

For further information please contact the Land & Water Conservation Department.

Veterans' Services

VETERANS CHOICE PROGRAM (VCP) PHONE LINE

IMPOSTER: The VA recently sent out a notice that a phone line has been set up by an unknown party that is very similar to the VCP line in an effort to obtain information from veterans who inadvertently dial the wrong number.

The correct VCP number is
1-866-606-8198

The imposter number is
1-800-606-8198

If the veteran incorrectly dials the wrong number, the caller is offered a \$100 rebate if s/he provides credit card information. The phone line does not state the caller has reached the *US Department of Veterans Affairs* or the VCP line. Be aware that the imposter phone number will incorrectly confirm the veteran has reached the VCP line if the veteran asks.

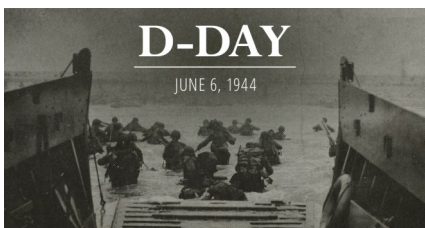
If the correct number is called, the phone line will state the caller has reached the *US Department of Veterans Affairs*. Additionally, the correct line will not ask for credit card information.

**Burnett County
Veterans Service
715-349-2179**

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JUNE

- 6th: D-Day, Operation Overlord (1944)
- 14th: Flag Day, Army Day (1775)
- 22nd: Pledge of Allegiance Recognized (1942)
- 22nd: GI Bill signed (1946)
- 25th: Korean War began (1950)
- 28th: WWI ends (1919)



JULY

- 2nd: U.S. Army Air Corps established (1926)
- 4th: Independence Day
- 12th: Pres Lincoln approves Medal of Honor (1862)
- 26th: Dept of Def. created, USAF (1947)
- 27th: Korean War Armistice (1953)
- 28th: WWI began (1914)



University of Wisconsin-Extension and Tourism

Our 2017 summer intern is Allie Webster. She graduated from Siren High School and is a 4-H alumna. Allie will be a great help with summer camp and other programs.

UWEX reorganization activities continue with a voluntary buy out option for faculty 55 years and older. This provides another opportunity for UWEX to adapt to its new fiscal situation. Also, our four programming areas

were reduced to two. They now are the Department of Agriculture and Natural Resources and the Department of Youth, Families, and Community Development.

Zoning/Land Information

Thirty-five hundred (3,500) orange 2nd/Final notice septic servicing cards were mailed out the first week of May. We have been busy receiving phone calls from some people asking why they have received these cards even though their system has been serviced within the required time frame. We are finding that three local service providers were not reporting some of the service to the county, therefore lots of time has been spent trying to get these straightened out for the property owner, service provider and our office. There are some local service providers who report all their servicing and we greatly appreciate their hard work and service to the community.

Holding tanks are required to be serviced/inspected once per year. All other systems are re-

quired to be serviced/inspected every three years.

With summer approaching it might be beneficial to read an article that talks about flood zone issues. <https://madmimi.com/s/ff3fe9>

Permits issued as of 5/10/2017 are: Land Use 158; Sanitary 52; Soil Tests 41; CSM/Parcel Splits 43. Land Use covers all items from decks, accessory structures to dwellings. Permits issued as of 5/10/2016 were: Land Use 167; Sanitary 45; Soil Tests 32; CSM/Parcel Splits 25. We are at about the same level as last year at this time. Other permits issued but not listed include; Variances, Conditional Use, Signs, Rezone, and Sanitary Non-Plumbing (these are sanitary reconnects or privys).

What is involved in issuing a Land Use permit? 1.) We help

the applicant with any questions prior to the permit. 2.) Help the applicant with any questions about the permit application. 3.) Review the application to make sure it is complete. 4.) Look at prior permits to see what was done in the past. 5.) Look at county GIS for zoning district type, floodplain, slopes, setbacks and wetlands. 6.) Do a site visit to verify the application is correct, existing items are allowed or were permitted, measure to make sure setbacks are met, and take pictures of the site. 7.) Work with applicant if any adjustments need to be made. 8.) If all is good, then we issue the permit and mail a copy of the approved permit and a permit card to the applicant. 9.) Make copy of the permit for the assessor. 10.) Make copy of any dwelling/addition permits for the UDC inspector.

We honor the memory of Service Members and their Families who have sacrificed to protect the freedoms that we enjoy...

