Jefferson County

Adopted 2017
# Table of Contents

*From the County Administrator* .................................................................................................................. 1  
*Jefferson County – The Future* .................................................................................................................. 2  
*Jefferson County Board of Supervisors* ..................................................................................................... 3  
*Strategic Planning Committee* .................................................................................................................. 3  
*Strategic Planning Process* ....................................................................................................................... 4  
*Our Mission* .............................................................................................................................................. 5  
*Vision 2027* .............................................................................................................................................. 5  
*Our Guiding Principles* ............................................................................................................................. 6  
*Jefferson County Goals: 2019-2027* ........................................................................................................... 7  
*Goal Creation and Actionable Steps* ......................................................................................................... 11  
*Jefferson County’s 10 Strategic Goals* ..................................................................................................... 12  
*Comments and Questions* ....................................................................................................................... 24
From the County Administrator

On behalf of the Jefferson County Board and the Strategic Planning Committee we are pleased to present the updated and revised Jefferson County Strategic Plan. This plan will help guide the County’s Vision and Budget for the next 10 years. Jefferson County has a strong history of planning. In 2009, the County embarked on its first strategic plan that was adopted in 2010. This document provided a significant framework for the work we are doing on this current Strategic Plan.

In 2015, the Jefferson County Board Chair initiated a Task Force on County Operations and Organization to define the short term and long term needs of the County. This Task Force included elected officials, county staff and public members. One of the key outcomes from this process was the need to update the County’s Strategic Plan and to include well-defined goals and actionable steps to ensure that the identified goals were accomplished.

The County set aside funds as part of the 2017 Budget to proceed forward with this update. The Administration and Rules Committee issued a request for proposal in the beginning of 2017 which included an interview process, and Chamness Group was engaged to move forward. From February to May of 2017 multiple approaches to collect the public’s input were implemented. These conversations provided the information needed to form the 10 year Vision for the County.

The County Board Chair and the Chair of Administration and Rules Committee provided to the County Board a recommended slate of County Officials and public members to serve on the planning committee. The planning committee began the process and subsequently developed our proposed plan.

The execution of the Strategic Plan will be a dynamic process. The Administration and Rules Committee, with support of staff and collaborative working committees, will be responsible to monitor the progress of the Strategic Plan and cause implementation thereof. This will include specific reviews to ensure the intended goals and actions steps to accomplish these goals continue to hold true based on assumptions made at the time of drafting this document. This plan is designed to be reviewed and updated based on conditions occurring within the County and the region on a routine basis. Further, additional action planning steps for years 3-6 and 7-10 will be added to update this document in the future.

We look forward to seeing what the future of what Jefferson County will become while still upholding the values and guiding principles. This plan is intended to be collaborative in nature to ensure that we advance the quality of life in Jefferson County for all stakeholders.

Sincerely,

Ben Wehmeier
Jefferson County Administrator
Jefferson County – The Future

Jefferson County Interstate 94 (I-94) makes up 25 miles of the nearly 78 miles between Milwaukee and Madison. This is one of the most important economic corridors in Wisconsin, and is part of the larger I-Q Corridor from Chicago to the Twin Cities. Furthermore, Jefferson County HWY 26 is quickly becoming a major north/south corridor in the State. This is projected to be a strong development area and constitutes 30 of the 95 miles along the Janesville to Fox River Valley corridor.

Jefferson County is projected to have substantial population growth over the next 30 – 50 years, with specific pressures from the east and west as well as additional pressures from the south. In comparison to the rest of the state, Jefferson County will have a relatively large percentage of the population at working age.

The location of Jefferson County lends itself to a role in the integration of the economies of the Madison and Milwaukee Metropolitan Areas, which in turn could dramatically improve and change the County’s economy. The debate has sometimes been framed in absolutes between those who support development versus those who support farmland preservation. It is believed through proper visioning and planning the County can balance both, while respecting the municipalities’ autonomy and fiscal constraints.

Overall, we strive for prosperity with a high quality of life for our citizens. We recognize the need for diverse entertainment and cultural experiences for all ages. We have an outstanding network of parks and open space as well as recreational opportunities. Our location, and to some degree our demographics, make possible an emphasis on research, technology, advanced manufacturing as well as appropriate agricultural technologies as potential building blocks for prosperity.
Jefferson County Board of Supervisors

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<td>Michael Wineke</td>
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<td>Ed Morse</td>
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<td>Conor Nelan</td>
<td>Dick Schultz</td>
<td>Mary Roberts</td>
<td>Gary Kutz</td>
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Strategic Planning Committee

A very special thank you to the Strategic Planning Committee, which was made up of Board members, Jefferson County staff, and members of the community, for their work in the creation of this plan.
Strategic Planning Process

Strategic planning is a method for creating order, organization, and improvement both internally and externally. It was the process used to define Jefferson County’s vision and goals and how the County plans to meet these goals over the next 5-10 years. The purpose of creating a 10-year strategic plan was to provide a clearly defined map on how to improve, grow, and operate Jefferson County.

A collective and conscious effort was used to outline Jefferson County’s future by hosting listening sessions with communities throughout the County. There was extensive countywide interaction with residents, businesses and agricultural groups, the Board, staff and individuals. The research included in-person and phone conversations, focus groups and world cafes, as well as attending business and community meetings. In addition, there was a thorough review of past plans and current operational plans, such as the zoning, comprehensive, and business development plans.

The action plan was divided into three-year increments. This allows the committee to focus on both long-term and short-term goals and prioritize which action steps will be accomplished within that timeframe. Strategic plans are dynamic documents and not static; therefore, the action plans should be reviewed and updated at a minimum of each year to allow for changes within the County and the state. This strategic plan is designed to remain as the foundation for the entire 10-year time frame, regardless of changes in the Board or staff. This is critical in order provide continuity and the accomplishment of goals.
Our Mission

“To fulfill County government’s responsibilities to its citizens and advance the quality of life in Jefferson County.”

Our Vision

Over the course of 10 years, we have focused our intentions and have worked to build our County and provide a higher quality of life for our citizens. We better marketed our economic and recreational opportunities. We linked our county cities and municipalities with modern transportation systems and a unique system of parks and recreational trails.

Jefferson County is now a greater contributor to economic activity in our region. We are no longer a “drive-through” along the HWY 26 and I-94 corridors. In ten years, the County has become a crucial part of these corridors.

The County focused on fostering high-quality, well-planned development that provides economic opportunity for our population and allowed for the continuation of our tradition of land and water conservation. The County took a balanced and proactive approach to growth that has sustained county government services and maintained the quality of life that is important to residents. This includes preservation of agriculture, natural resources, parks, open space and that “small town feel,” while also pursuing the desired amenities to retain and attract residents, visitors, and a viable workforce. Growth opportunities have complemented and enhanced these goals, while at the same time taking on the responsibility of guiding the expansion of linking two main metropolitan areas of the state together.

As a county government, we serve as a model for all and operate in an efficient, effective, and transparent manner. The County took the lead in working with stakeholders of the County and the region to develop a sustainable operation that is to the benefit of all, while maintaining the financial capacity to provide quality services.
Our Guiding Principles

Guiding principles are those values that direct an organization throughout its life in all circumstances, irrespective of changes in its goals, strategies, type of work, or leadership. As our population increases:

1. We will work to maintain the “small town feel” that is part of what defines Jefferson County.

2. We will value conservation and our natural resources. We are respectful stewards of our finite natural resources.

3. We will manage County resources in a financially prudent manner.

4. We will make policy decisions in an open and transparent manner.

5. We will manage our human capital with the same amount of responsibility as we do other aspects of our business. Our staff is not just a means to an end but people with ideas and abilities.

6. We will encourage collaboration among departments, in our towns, cities and municipalities and in our region.

7. We will work to find a balance between preserving our agricultural heritage with business and residential development.

8. We will commit to the health and well-being of all our stakeholders.
JEFFERSON COUNTY GOALS - 2019 – 2027

MARCH 2019

GOAL 1: JEFFERSON COUNTY IS COMMITTED TO SUSTAINABLE GROWTH THAT IMPROVES THE LIVES OF OUR RESIDENTS AND OTHER STAKEHOLDERS AND CREATES A MORE POSITIVE FISCAL ENVIRONMENT.

BUSINESS

- Build a process that will attract new business workers and residents to the County
  - Attract, retain and develop new business
  - Business markets focus on research, technology and advanced manufacturing
  - Create an economic environment that allows for strong income levels
  - Keep pace with advancing technologies
- Develop broadband to ensure/improve coverage of digital data county wide
  - Expand access to and choices for broadband Internet throughout the county by pursuing funding options and collaborations with business, Internet service providers and other local governments

AGRICULTURE

- Support and sustain our agricultural economy including:
  - ag-tourism
  - farm-to-table initiatives
  - emerging farm markets
  - keeping current with agricultural technologies and production trends
  - Create a balance between preserving agricultural lands and development.

AFFORDABLE HOUSING

- Assess the overall housing market
- Work with local cities, municipalities and developers to develop more affordable housing
- Work with municipalities and developers to encourage the maintenance, development and re-development of housing-county wide.

WORKFORCE

- Create a workforce development plan that includes:
  - Jobs that pay at a minimum, a living wage
  - A workforce development to attract workers to Jefferson County
**BALANCED GROWTH**

- Develop methods for conservation, sustainability and resource preservation
- A balanced approach to rural and urban development

**EDUCATE**

- Foster an educational atmosphere that provides a sound foundation for all children and adults
  - Birth -3
  - 4K-12
  - Higher education
  - Lifelong education
- Work with adjacent universities and technical schools on workforce growth and retraining initiatives.
- Cooperate with a school system that attracts families and helps to build Jefferson County's reputation and maintain property values
- Foster an educational atmosphere that benefits both our youngest and oldest residents

**GOAL 2: JEFFERSON COUNTY HAS DEVELOPED A TRANSPORTATION AND INFRASTRUCTURE PLAN:**

**TRANSPORTATION**

- Develop a plan for transportation that develops a reliable and connected system of highways, state roads, trails and sidewalks:
  - Takes advantage of County Hwy 26, a major north/south corridor and its location along I-94 between Milwaukee and Madison
  - Develops inter-county transportation – busses, taxis/Uber that supports business, parks and open spaces
  - Creates a countywide system of trails
  - Works with housing and business developers to ensure good access to businesses in the county and supports residential areas including sidewalks
  - Encourage and support tele-commuting through expansion of Broadband internet availability and affordability.

**INFRASTRUCTURE**

- Create a timeline and budget to update county facilities
- Preserves historically significant buildings
- Supports attraction of new business: cultural, restaurant and retail facilities
- Infrastructure that supports commerce and agriculture
**Goal 3:** **Ensure Safety, Public Service and Well-Being for all Residents of Jefferson County**

**Safety and Public Service**
- Define and develop opportunities for shared services with public and private partners
- Educate the public on safety issues
- Ensure that all residents are safe, having shelter and food needs met

**Health and Well-Being**
- Encourage and support the physical and mental health of residents through the mission of Health and Human Services Departments
  - Look to develop proactive programs
- Provide and promote quality outdoor recreational opportunities, essential health services and access to health care.

**Goal 4:** **Expand Communication about Jefferson County to Improve Awareness, Increase Tourism and Attract Workers and New Residents**

**Marketing and Communications**
- Develop a marketing plan that:
  - Informs people throughout the county, state and nation about the many offerings in Jefferson County both county wide and within cities, municipalities and rural and park lands – by market sector
  - Informs tourists wanting to visit the county
  - Updates website to create a visual presence
  - Considers the appropriate social media outlets for promotion

**Intergovernmental Relations**
- Create a process for countywide collaboration through ongoing and consistent communication with cities and municipalities
- Cooperate with surrounding counties in development along transportation routes and define ways to do this in a consistent and productive manner
- Develop a Smart Growth plan, that aligns with the County strategic plan and defines:
  - strategic land-use plans
  - zoning plans
  - regulatory policies that are clear and fairly managed
• Work as planning and zoning teams to develop methods for conservation, sustainability and resource preservation and improve coordination of plans and economic development
• Assist cities and municipalities to have growth plan or goals that align with County’s strategic plan

**GOAL 5:**  **JEFFERSON COUNTY IS KNOWN FOR ITS NATURAL RESOURCES AND PARKS AND IS A GREAT PLACE TO LIVE WORK AND PLAY.**

Focus on maintaining a high quality of life through support of:
• A wide variety of entertainment, restaurant, shopping and cultural opportunities
• Inclusive social interactions and community events
• Safe cities and country sides
• Top-notch school systems
• High quality outdoor recreational opportunities
• A vibrant small-town atmosphere

**Live**
• Understand and explore housing development
• Work with developers to create a realistic housing plan

**Work**
• Create a workforce development plan that includes:
  o Working with local universities and tech colleges in developing workforce program
  o Interact with statewide workforce boards to participate in workforce initiatives and programs
  o Engage businesses county wide to participate in workforce initiatives
  o Work in conjunction with JCEDC

**Play**
• Focus is on a high quality of life through:
  o Diverse entertainment and cultural experiences
  o Outstanding parks and network of open space
  o Recreational activities
  o Promotion and development of the Glacial Heritage Area
Goal Creation and Actionable Steps

The following pages outline of the goals that were created by the strategic planning committee. Each goal has detailed strategies that define the steps to accomplish them. For a full list of action items along with details about the person(s) responsible, timeframe and measurements, please refer to the Jefferson County website via this link: www.jeffersoncountywi.gov/StrategicPlan.

The plan is designed to be reviewed and updated based on conditions occurring within the County and the region on a routine basis. Further, additional action planning steps for years 3-6 and 7-10 will occur in order to update this document.
Jefferson County’s 10 Strategic Goals

**GOAL 1:** Promote a culture of growth and services by continuing our positive fiscal history

**GOAL 2:** Create an economic environment resulting in strong income levels and above state average educational goals which will attract and retain residents

**GOAL 3:** Foster an educational atmosphere that benefits both our youngest and oldest residents

**GOAL 4:** Establish a cohesive, efficient, and cost-effective program for protective and public services throughout the County

**GOAL 5:** Initiate an ongoing marketing plan to inform and attract a qualified workforce, tourists and new business

**GOAL 6:** Coordinate a system where smart growth and natural resources complement each other

**GOAL 7:** Institute a transportation plan of conventional and non-conventional means to connect resources and residents

**GOAL 8:** Develop broadband expansion plan to improve the quality and coverage of digital data throughout the county

**GOAL 9:** Devise an infrastructure plan to improve our county road system and buildings

**GOAL 10:** Maintain the key agricultural economic drivers while keeping up with advancing related technology
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<tr>
<th>GOAL 1</th>
<th>Promote a culture of growth and services by continuing our positive fiscal history</th>
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</table>
| Strategy 1.1 | Educate Department Heads/County Staff about the County’s overall budget  
| | a. Host a separate budget presentation specifically for Department Heads  
| | b. Invite Board Chairman and Finance chairman to meet with Department heads  
| | c. Consider town hall budget education meeting for all county employees |
| Strategy 1.2 | Educate key stakeholders/public about aspects of the budget, fiscal health of the County and other aspects of the strategic plan  
| | a. Board to host listening sessions  
| | b. Promote events with news coverage |
| Strategy 1.3 | Identify services and programs involved with fiscal aspects  
| | a. Look at cost and revenue of each  
| | b. Review their status: keep or discontinue  
| | c. Apply priority-based budgeting to each  
| | d. Review current revenue streams for each  
| | e. Identify mandated and non-mandated programs |
| Strategy 1.4 | Explore opportunities to consolidate and/or collaborate these programs  
| | a. Develop a working group for just this purpose  
| | b. Understand the skill sets needed for each department  
<p>| | c. Maintain continuous quality improvement programs (LEAN) |
| Strategy 1.5 | Identify opportunities for collaboration with non-profits, profits, and other governmental agencies |
| Strategy 1.6 | Develop methods for employee education through professional development, leadership training and recruitment |
| Strategy 1.7 | Review county board size and structure for potential consolidation and streamlining |
| Strategy 1.8 | Schedule committee meetings for alignment in order to save time and money |
| Strategy 1.9 | Monitor state and federal legislative changes as they are in process, not after made into law |
| Strategy 1.10 | Develop a better process for engaging state and federal elected officials |
| Strategy 1.11 | Explore options for regional planning opportunities |</p>
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<thead>
<tr>
<th>GOAL 2</th>
<th>Create an economic environment resulting in strong income levels and above state average educational goals which will attract and retain residents</th>
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</table>
| Strategy 2.1 | Review current salary requirements  
a. Compare in-house and out of house salary data  
b. Understand local supply and demand for workers |
| Strategy 2.2 | Support the strategic plans for the JCEDC and GHDP |
| Strategy 2.3 | Inventory all resources within the county regarding economic resources  
a. Loan funds  
b. Chambers of Commerce  
c. Tourism groups  
d. Farm and agriculture organizations |
| Strategy 2.4 | Inventory existing sites available for industrial purpose |
| Strategy 2.5 | Record these sites into searchable database connected to JCEDC website |
| Strategy 2.6 | Review barriers to economic development |
| Strategy 2.7 | Establish work group with the following goals:  
a. Get all local governmental agencies (towns, villages, cities) together  
b. Streamline local zoning language  
c. Streamline permit processing |
<p>| Strategy 2.8 | Develop locally controlled incentives that are tied to all local wages |
| Strategy 2.9 | Develop a consistent revenue stream to support economic competitiveness |
| Strategy 2.10 | Collaborate with neighboring workforce development boards to attract worker, including training on needed skills |</p>
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<th>GOAL 3</th>
<th>Foster an educational atmosphere that benefits both our youngest and oldest residents</th>
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<tr>
<td>Strategy 3.1</td>
<td>Assess what is currently being done and what has historically been done</td>
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</table>
| Strategy 3.2 | Build upon the present ideas  
a. Provide parenting skills and health education  
b. Partner with schools for workforce development  
c. Continue to foster relationships with all levels of educational institutions |
<p>| Strategy 3.3 | Explore an “Every Child Thrives” Program based on research done by the Every Child Thrives Initiative that was developed by the Greater Watertown Community Health Foundation |</p>
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<th>GOAL 4</th>
<th>Establish a cohesive efficient and cost effective program for protective and public services throughout the county</th>
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<td>Strategy 4.1</td>
<td>Identify shared services not offered by the county</td>
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<td>Strategy 4.2</td>
<td>Identify shared services by individual departments</td>
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<td>Strategy 4.3</td>
<td>Contract with outside facilitator (non-county employee) to implement similar program or Public Policy Forum</td>
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<td>GOAL 5</td>
<td>Initiate an ongoing marketing plan to inform and attract a qualified workforce, tourists and new business</td>
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<td><strong>Strategy 5.1</strong></td>
<td>Identify our target demographic with help from the JCEDC, local chambers and workforce boards to help determine what is attractive to workers, residents, visitors and commuters. Also consider interests of Millennials, Gen Xers and Baby Boomers</td>
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| **Strategy 5.2** | Market the JCEDC to better attract:  
• Businesses  
• New workers  
• Residents  
• Tourists |
| **Strategy 5.3** | Determine Phase II of the JEM program which will help to discover funding possibilities and maximize state dollars |
| **Strategy 5.4** | Identify and understand existing amenities and resources within the county |
| **Strategy 5.5** | Inventory and catalogue existing amenities and resources  
• Parks and recreation opportunities  
• Businesses  
• Heritage |
| **Strategy 5.6** | Inventory current housing stock and determine what type of additional housing is needed  
a. Work with housing developers and real estate professionals in developing plan ideas  
b. Develop a long-term plan for housing |
<p>| <strong>Strategy 5.7</strong> | Identify existing amenities and resources in neighboring counties to help determine what is available in other small communities and what incentives exist to keep workers in their county |
| <strong>Strategy 5.8</strong> | Catalogue what individual communities within the county are doing |
| <strong>Strategy 5.9</strong> | Connect the individual communities with the overall county plan |
| <strong>Strategy 5.10</strong> | Consider a Jefferson County Tourism Bureau |</p>
<table>
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<tr>
<th>GOAL 5</th>
<th>Initiate an ongoing marketing plan to inform and attract a qualified workforce, tourists and new business</th>
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<tr>
<td>Strategy 5.11</td>
<td>Work with technical colleges and high schools to develop workforce and skill development programs</td>
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<td>Strategy 5.12</td>
<td>Collaborate with technical colleges in the recruiting process</td>
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<td>Strategy 5.13</td>
<td>Collaborate with county high schools about high tech skill programs</td>
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<td>Strategy 5.14</td>
<td>Engage all governmental agencies and local chambers of commerce in workforce development</td>
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</table>
| Strategy 5.15 | Develop and execute a comprehensive Economic Development plan  
  a. Work with JCEDC and GHCP  
  b. Develop a consistent brand county-wide  
  c. Reach out to the business community  
  d. Look at farm and agriculture opportunities |
<p>| Strategy 5.16 | Work with the JCEDC and GHDP to develop and execute comprehensive Marketing Plan that creates a County-wide brand |</p>
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<th>GOAL 6</th>
<th>Develop a system where smart growth and natural resources complement each other</th>
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<td>Strategy 6.1</td>
<td>Identify ALL current plans (land use, smart growth, comprehensive, etc.)</td>
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<td>Strategy 6.2</td>
<td>Develop a master plan incorporating all county plans</td>
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<td>Strategy 6.3</td>
<td>Educate municipalities regarding county zoning</td>
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<td>Strategy 6.4</td>
<td>Consider options for sustainable efforts</td>
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<td>- Energy plan</td>
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<td>- Trash and refuse collection</td>
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<td>- Park and recreation</td>
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<td>- All forms of transportation</td>
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<td>- Manufacturing</td>
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<td>- Agriculture</td>
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<tr>
<td>Strategy 6.5</td>
<td>Educate public and private sectors on implementation of sustainable efforts</td>
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<tr>
<td>Strategy 6.6</td>
<td>Create talking points to communicate with all governmental entities</td>
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<td>Strategy 6.7</td>
<td>Formulate a plan to sustain the Glacial Heritage Area vision to include the following:</td>
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<td>- Funding,</td>
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<td>- Bike trails,</td>
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<td>- Outdoor recreation</td>
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<td>- Clean water</td>
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<td>- Agricultural land-use</td>
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<td>- Brewing history</td>
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<td>- Historical sites</td>
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<tr>
<td>Strategy 6.8</td>
<td>Create key talking points and define how to communicate with municipalities, towns and cities following state process</td>
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| Strategy 7.1 | Form a Transportation Plan Steering Committee comprised of:  
  - Administrator  
  - Highway Department  
  - Infrastructure Chair  
  - Highway Chair and committee  
  - HS representatives  
  - Economic development representatives |
| Strategy 7.2 | Complete a review of regional, local, municipal, state and county plans as well as existing services related to transportation such as:  
  - Highway Department 5 Year Capital Improvement Plan  
  - Veteran Services Van Program  
  - County Bike and Pedestrian Plan |
<p>| Strategy 7.3 | Define and contact experts (internal and external) for information |
| Strategy 7.4 | Define availability and access to all forms of external transportation |
| Strategy 7.5 | Collect data for accessibility to all forms of external transportation |
| Strategy 7.6 | Determine new technologies related to transportation |
| Strategy 7.7 | Consult budget/financial director as needed |
| Strategy 7.8 | Develop a comprehensive plan based on research |</p>
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<tr>
<th>GOAL 8</th>
<th>Develop a broadband expansion plan to improve the quality and coverage of digital data throughout the county</th>
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| Strategy 8.1 | Form a Broadband Steering Committee to potentially include members from:  
- County  
- Municipalities  
- Towns  
- Tech experts  
- Economic development  
- Business community  
- Public |
| Strategy 8.2 | Review existing public and private broadband plans for potential examples |
| Strategy 8.3 | Research grant opportunities via state or federal sources  
a. Determine person to attend seminar for more information |
<p>| Strategy 8.4 | Prepare and submit <em>Broadband Forward!</em> application to get certification in WI |
| Strategy 8.5 | Prepare and submit other grant applications available |</p>
<table>
<thead>
<tr>
<th>GOAL 9</th>
<th>Devise an infrastructure plan to improve our county road system and our building complexes</th>
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</table>
| **Strategy 9.1** | Review, update and amend buildings and facilities plans with input from the following:  
- Facility Dude  
- Central Services  
- HS  
- Workforce Development  
- Sheriff’s Department  
- Court system  
- Parks and Fair Park  
- City of Jefferson  
- Utility departments |
| **Strategy 9.2** | Review, update and amend existing county highway infrastructure plan with input from the following:  
- Internal and external experts  
- Existing I-94 corridor plans (Waukesha, Jefferson, Dane)  
- All necessary WI DOT plans  
- Local municipalities |
| **Strategy 9.3** | Develop an I94 and Hwy 26 Corridor Plan specific to Jefferson County |
| **Strategy 9.4** | Present and infrastructure report to County Administrator and Board Chair |
| **Strategy 9.5** | Present a highway report to County Administrator and Board Chair |
| **Strategy 9.6** | Present all final reports to County Board |
| Strategy 10.1 | Continued implementation of the current Ag Preservation Plan |
| Strategy 10.2 | Update the plan subject to DATCP approval and be sure to include all types of agriculture |
| Strategy 10.3 | Host a successful Farm Technology Days |
| Strategy 10.4 | Form an Agriculture Education Committee to determine the best methods to promote Ag tourism industries and educate the general public by input from the following:  
  - Tourism  
  - Chambers of Commerce  
  - Municipalities  
  - County Officials  
  - UW Extension  
  - Technical Colleges  
  - High Schools |
| Strategy 10.5 | Investigate Ag Technologies including Bio Fuel sources |
| Strategy 10.6 | Explore the creation of an Inmate Co-op |
Comments and Questions

Thank you to all members of the Board, staff and community who participated in the discovery process by sharing their ideas and comments in focus groups, world café sessions, one-on-one interviews, phone conversations and as participants in the planning process.

Comments or Questions
This project and publication was a collaborative effort. Comments and inquiries are welcome and should be directed to:

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