

10. Implementation

Introduction

The Implementation Element serves as a “priority” list for implementing and realizing the Bayfield County Comprehensive Plan. It prescribes those actions necessary to realize the visions, goals, and objectives highlighted in previous plan chapters. This Plan addresses many important components critical to sustaining a healthy community, while preserving the area's rural character, natural resources, and history. As change is inevitable, the Bayfield County Comprehensive Plan may need to be amended to appropriately reflect land use and other planning-related changes.

This document is intended to help guide decision-making within Bayfield County. The Plan is an expression of the County's wishes and desires and provides a series of policies, programs, and actions for assisting the community in attaining its visions, goals, and objectives. The plan is not an attempt to predict the future, but rather an attempt to document the community's values and philosophies that citizens of Bayfield County share. The plan guides a variety of community issues and opportunities including:

- Housing
- Transportation
- Utilities and Community Facilities
- Agricultural, Natural, and Cultural Resources
- Economic Development
- Intergovernmental Cooperation
- Hazard Mitigation
- Land Use

Elected officials, Plan Commissions, Town Boards, and County staff should review all proposals pertaining to future development and redevelopment against this Plan and develop specific findings of fact to support or deny any given application. As part of this, a thorough review of the Plan is necessary, with particular attention given to the goals and objectives. Where the impact of a proposed development is minimal, the evaluation may simply be a determination of whether or not the Plan provides relevant direction and whether the requested action is in conformance with the Plan.

Development proposals with significant potential impacts will require a more detailed analysis in order to determine consistency.

Plan Integration and Consistency

Within this Implementation Element, it is required to “describe how each of the Elements of the Comprehensive Plan will be integrated and made consistent with the other Elements of the Comprehensive Plan.” As a result of the Comprehensive Plan being developed in a coordinated and simultaneous effort, the planning process has ensured that the development and review of each Element is consistent with the others; and based on that analysis, there are no known inconsistencies between the planning Elements. In the future, as Plan amendments occur, it is important that the elected officials and County staff review this document on an annual basis to ensure consistency.

To ensure consistency across jurisdictional boundaries, Bayfield County encourages early dialog between all adjoining and overlapping municipalities as they develop or revise their comprehensive plans and ordinances. Where inconsistencies are identified and a resolution cannot be reached, future actions can be developed to bring the parties together to address their concerns.

Consistency with Town Plans

The Bayfield County Comprehensive Plan is intended to function cooperatively with the Town Comprehensive Plans. This fact highlights the importance of striving for ongoing consistency between local comprehensive planning and this countywide Plan. Plan consistency will help achieve consistent, predictable decision-making and the desired patterns of future growth because local governments and the County will be “reading from the same playbook”. This is important as Bayfield County shares zoning and land division review authority with local governments. All towns within Bayfield County are under County Zoning, and are encouraged to consult with the County Zoning staff before making amendments to their Comprehensive Plans. It is also important that every amendment to a Town Plan be forwarded to the County. Bayfield County should work to incorporate local Plan amendments into the countywide comprehensive plan through the recommended periodic review and update procedures described in this Element.

Future Amendments or Plan Updates

The Bayfield County Comprehensive Plan is designed with a vision to serve the County for 20 years (2023-2043). It is possible that unforeseen changes or deviations from planning assumptions will occur over the planning period. Plan statistical data, projections, narrative, and maps may also become outdated if not periodically updated.

This Comprehensive Plan should be considered a “living document,” responsive to changing conditions, opportunities, and challenges. Updates to a long-range plan such as this one are inevitable, as changes in development patterns, economic conditions, social values, or other factors may require that the plan be revised in order to remain consistent with the current situation. The plan also contains background narrative and statistical data which needs to be periodically revised to remain current. The plan’s projections may also need to be revised in response to changing demographics, social values, or economic variables.

There are two types of Comprehensive Plan revisions, *periodic Plan updates* and *corrections*. Periodic Plan updates occur at regular intervals and are meant to adjust the Plan content based on changing conditions. This type of revision may involve alteration of plan goals, objectives, or policies or the incorporation of new or adjusted information into the Comprehensive Plan. Plan corrections involve the revision of Plan text, statistics, projections, or mapping to reconcile issues with incorrect or faulty data.

Rationale for Plan Revisions or Updates

Changing conditions and/or values will require periodic revision of the Comprehensive Plan. The Wisconsin Comprehensive Planning Law requires that the Plan be reviewed and updated at least once every ten years. However, it is recommended that the Plan be reviewed on an annual basis to ensure accuracy and relevance and to evaluate progress toward attainment of Plan goals and objectives. A more formal update is recommended at least once every 5 years to examine and adjust statistical data, projections, plan narrative, goals, objectives, mapping, actions, and implementation mechanisms. The update of statistical data should coincide with the release of U.S. Decennial Census information.

Changes to Comprehensive Plans of the local governmental units in Bayfield County should also be reflected in the County Comprehensive Plan. For example, changes to a Town Future Land Use Map also need to be reflected in the countywide Plan for future land use. For this reason, it is recommended that Bayfield County coordinate Plan revision activities with the local governmental units.

Plan Implementation Policies

The County will maintain the Comprehensive Plan as a “living document that must be responsive to the changing needs of Bayfield County. In order to do so, the County will:

- Coordinate the implementation of all Comprehensive Plan Elements.
- Coordinate County and local municipality implementation efforts.
- Integrate the Comprehensive Plan into the decision-making process of the County and local municipalities.
- Utilize available programs, including those identified within the various Elements of the Comprehensive Plan, as needed to achieve Plan objectives.
- Continue to seek public participation and involvement throughout the Comprehensive Plan implementation process.
- Achieve and maintain a process for review and action on zoning/land use applications that is coordinated between the County and towns.
- Promote intergovernmental cooperation throughout the Comprehensive Plan implementation process.
- Utilize the recommended conflict resolution process (or other mutually agreed upon process) to resolve future conflicts related to implementation of the Comprehensive Plan.

Action Plan

The foundation for Plan implementation is the Action Plan. The Action Plan includes a compilation of programs and specific actions to be completed in a stated sequence. The Action Plan also includes proposed changes to any applicable zoning ordinances, official maps, or subdivision ordinances, and describes how each planning Elements will be integrated and made consistent with one another. The Implementation Element also includes a mechanism to measure progress toward achieving the plan's goals and objectives and identifies a process for periodically updating the Comprehensive Plan.

An action is a specific task that must be completed in order to achieve the Plan's goals and objectives. The Action Plan is intended to provide a clear set of specific actions to be undertaken in a preferred sequence in order to implement the Plan. For purposes of compliance with the Wisconsin Comprehensive Planning Law (Ch. 66.1001), the "actions" are used synonymously with "programs" identified in the legislation.

The following tables provide a detailed work plan and timeline for actions that Bayfield County should complete as part of overall plan implementation. Column headings used in the following tables are defined as follows:

Action - Language defining the action.

Target Timeline - Identifies the order, or sequence of actions.

Responsible Party/Lead/Involved - The agency, department, or organization responsible for implementing the specified action.

Key to Responsible Party/Lead/Involved:

ADRC	Aging and Disability Resource Center
BCHA	Bayfield County Housing Authority
BCEDC	Bayfield County Economic Development Corporation
CEP	Northwest Wisconsin Concentrated Employment Program
FEMA	Federal Emergency Management Agency
FHWA	Federal Highway Administration
LWCD	Bayfield County Land and Water Conservation Department
NCWMA	Northwoods Cooperative Weed Management Area
Northwest CSA	Northwest Community Services Agency
NPS	National Park Service
NWRPC	Northwest Regional Planning Commission
RAWFHI	Rural Affordable Workforce Housing Initiative
USDA-NRCS	US Department of Agriculture-Natural Resources Conservation Service
USFS	US Forest Service
USFWS	US Fish and Wildlife Service
WDNR	Wisconsin Department of Natural Resources
WEM	Wisconsin Emergency Management
WHEDA	Wisconsin Housing & Economic Development Authority
WisDOT	Wisconsin Department of Transportation
WTA	Wisconsin Towns Association

Housing

Vision Statement

Bayfield County strives to ensure that County residents are afforded the opportunity to live in the communities of their choosing with a variety of attainable housing opportunities that can meet the needs of residents throughout their lives.

Equity

Goal: Bayfield County will actively increase development of new attainable housing opportunities for County residents across the spectrum of age, income, and ability.

	Target Timeline	Responsible Party
<i>Objective 1: Bayfield County will support the development of equitable and attainable housing opportunities in communities across the County.</i>		
Action 1: Increase public awareness and understanding around the need for equitable housing. Gather support for equitable housing development.	December 2023	UW Housing Educator
Action 2: Quantify the need for additional rental units to accommodate demand.	December 2024	UW Housing Educator
<i>Objective 2: Bayfield County will support development of new housing opportunities for elder residents, including independent living and assisted living opportunities that can serve residents across the income spectrum.</i>		
Action 1: Continue to support Northern Lights Health Care operations through active partnership, including financial assistance, grant support, and advocacy.	Ongoing, as needed	County Board
Action 2: Support the development of a financial sustainability for Northern Lights Health Care.	Complete plan by December 2026	County Board Northern Lights Board City of Washburn Human Services
Action 3: Provide assistance and support to Cinnare Solutions to develop a 56-unit senior-focused complex in Washburn adjacent to Northern Lights.	Ongoing until completion of build in December 2025	County Administrator City of Washburn

Action 4: Provide assistance and support to local communities in crafting RFPs for development of additional housing units for elder residents.	Ongoing, as needed	UW Housing Educator
Action 5: Apply for and co-sponsor applications for funding opportunities and technical assistance in collaboration with County municipalities and the Tribe.	Ongoing, as needed	County Administration
<i>Objective 3: Bayfield County will support development of new housing to meet the needs of a robust workforce making between 80%-120% of County median income.</i>		
Action 1: Provide support for new initiatives supporting home ownership and rental opportunities, including the Buy Out, Buy In (BOBI) Homeownership Program.	December 2024	UW Housing Educator County Board
Action 2: Update County Zoning Ordinances to support multi-unit and higher density housing options.	December 2024	Planning and Zoning County Board
Action 3: Collaborate with Bayfield County Housing Authority to identify new opportunities that could support residents making up to 120% of County median income.	December 2024	BCHA
Action 4: Explore the creation of a Community Housing Development Organization (CHDO).	December 2024	BCHA UW Housing Educator County Administration
Action 5: Coordinate a regional discussion on how to more effectively harness employer resources to address workforce housing issues.	December 2023	BCEDC UW-Community Development

<p><i>Objective 4: Bayfield County will seek opportunities to increase the stock of both owner- and renter-occupied units (including starter homes and multifamily units), in order to ensure a mix of opportunities for residents making less than 80% of median income.</i></p>		
<p>Action 1: Work with Bayfield County Housing Authority to identify opportunities to support an increase in their program capacity.</p>	<p>December 2023</p>	<p>BCHA UW Housing Educator County Administration</p>
<p>Action 2: Identify and support a Low-Income Housing Tax Credit (LIHTC) application for new income-qualified housing units.</p>	<p>June 2024 for application submission in December 2024</p>	<p>UW Housing Educator BCEDC Local Municipalities</p>
<p><i>Objective 5: Increase the supply of transitional housing to address homelessness and housing insecurity in the region.</i></p>		
<p>Action 1: Coordinate with local human services agencies to develop a needs assessment in order to better understand the scale of housing insecurity in the region and possible solutions.</p>	<p>Ongoing with annual conversation to address emerging needs by December 2023</p>	<p>Northwest CSA Ashland County Human Service Veterans Affairs Criminal Justice Coordinating Council</p>
<p>Action 2: Seek financial and technical support to ensure the continued success of the existing transitional housing providers.</p>	<p>Ongoing with annual conversation to address emerging needs by December 2023</p>	<p>Northwest CSA Ashland County Human Service Veterans Affairs Criminal Justice Coordinating Council</p>
<p><i>Objective 6: Bayfield County will increase the supply of supportive housing options.</i></p>		
<p>Action 1: Coordinate with partners to develop and support a LIHTC application under the supportive-housing set aside.</p>	<p>June 2024 for application submission in December 2024</p>	<p>UW Housing Educator BCEDC Local Municipalities ADRC Northern Lights Nursing Home CEP Red Cliff Housing Authority</p>

Quality

Goal: Bayfield County will capitalize on opportunities to improve the existing housing stock in order to enhance the quality, livability, and character of the County.

	Target Timeline	Responsible Party
<i>Objective 1: Bayfield County will actively seek funding sources to offset the cost of new home development.</i>		
Action 1: Develop a relationship with USDA Rural Development and identify funding sources to support a new housing development.	December 2023	Housing Coalition UW-Community Development County Administration
Action 2: Identify an additional project within the County to make use of USDA funds.	December 2024	UW-Community Development County Administration
Action 3: Apply for USDA funds to support a new development.	December 2025	UW-Community Development County Administration
Action 4: Develop new funding mechanisms for Land Trusts and Small Developments as part of the WHEDA Rural Affordable Workforce Housing Pilot.	July 2024	Housing Coalition UW-Community Development County Administration
Action 5: Research opportunities within Bipartisan Infrastructure Law (BIL) funding to support housing infrastructure development.	December 2023	Housing Coalition UW-Community Development County Administration
Action 6: Identify additional projects within the County to make use of Low-Income Housing Tax Credit (LIHTC) funding.	December 2025	Housing Coalition UW-Community Development County Administration
Action 7: Identify and apply for one additional grant per year to offset the costs of housing development.	By December of each year	Housing Coalition UW-Community Development County Administration

<p><i>Objective 2: Bayfield County will encourage the redevelopment or elimination of substandard, blighted, or deficient housing throughout the County.</i></p>		
<p>Action 1: Provide support to Town of Cable and its development partners to create a shovel-ready site at the former school site.</p>	<p>December 2024</p>	<p>Housing Coalition UW-Community Development County Administration</p>
<p>Action 2: Develop a plan and process to recapture tax delinquent properties for development of affordable housing.</p>	<p>December 2024</p>	<p>Housing Coalition UW-Community Development County Administration</p>
<p>Action 3: Develop an inventory of properties for redevelopment.</p>	<p>December 2024</p>	<p>UW Housing Educator Land Records Planning and Zoning BCEDC</p>
<p><i>Objective 3: Bayfield County will Partner with Northwest Regional Planning Commission (NWRPC) to increase access to programs that provide residents with financial incentives and opportunities to improve and maintain homes, including disbursement of Community Development Block Grant (CDBG) housing funds.</i></p>		
<p>Action 1: Develop a plan to increase awareness and use of funding for home repair through programs administered by Northwest Regional Planning Commission (NWRPC).</p>	<p>December 2024</p>	<p>UW-Community Development NWRPC</p>
<p><i>Objective 4: Apply for all available federal and state assistance available to local governments that will support an increase in energy efficiency and electrification in local housing, in order to contribute to the County's goal of net-zero carbon emissions by 2050.</i></p>		
<p>Action 1: Research opportunities available through federal, state, local, and private programs (Bipartisan Infrastructure Law, Focus on Energy, Xcel, Bayfield Electric, etc.) to support energy-efficient infrastructure development.</p>	<p>December 2025</p>	<p>County Administration</p>
<p>Action 2: Partner with Cheq Bay renewables to incorporate solar technology in County-sponsored housing development in Washburn.</p>	<p>December 2025</p>	<p>Cheq Bay Renewables Cinnare Solutions Administration UW-Community Development City of Washburn</p>

Collaboration

Goal: Bayfield County will actively participate in collaborations and partnerships across state, federal, tribal, county, and municipal lines, and with both the private and nonprofit sector, to ensure that adequate housing options exist across the region.

	Target Timeline	Responsible Party
<i>Objective 1: Bayfield County will collaborate with Red Cliff to explore new opportunities to achieve shared housing goals.</i>		
Action 1: Host Quarterly meetings with Red Cliff Housing Authority to identify opportunities for collaboration on shared housing goals.	Bi-annual (2x per year)	Red Cliff Housing Authority BCHA UW-Community Development County Administration
Action 2: Include housing updates regularly on County-Tribal Relations meetings.	Bi-annual (2x per year)	Red Cliff Housing Authority BCHA UW-Community Development County Administration Housing Coalition
<i>Objective 2: Bayfield County will collaborate with towns and municipalities to explore new opportunities to achieve housing goals.</i>		
Action 1: Enact a support program to assist communities in development of RFPs and contracting with developers to build needed housing.	December 2025	UW-Community Development County Administration Housing Coalition
Action 2: Identify cost-sharing opportunities to support shared-housing development goals with municipalities.	December 2024	UW-Community Development County Administration
<i>Objective 3: Bayfield County will increase collaboration with the Bayfield County Housing Authority (BCHA) to increase the efficiency and efficacy and range of collaborative housing efforts.</i>		
Action 1: Develop a shared housing action plan that can increase capacity to administer a broader range of housing programs and activities serving an expanded target population.	December 2024	BCHA UW-Community Development County Administration

<p>Action 2: Formally review MOU with Bayfield County Housing Authority (BCHA) to include clarification on shared goals and objectives.</p>	<p>December 2023</p>	<p>BCHA UW-Community Development County Administration</p>
<p><i>Objective 4: Bayfield County will increase capacity to address housing at a County level by partnering with UW-Madison Extension to hire additional staff and dedicate additional resources to improve housing opportunities for residents.</i></p>		
<p>Action 1: Provide facilitation, and backbone administrative support for Regional Housing Coalition and other housing related partnerships and collaborations through annual goal setting, bi-annual meetings, and quarterly updates.</p>	<p>Ongoing with annual, bi-annual, quarterly, activities</p>	<p>UW-Community Development</p>
<p>Action 2: Enact a support program to assist communities in development of RFPs and contracting with developers to build needed housing.</p>	<p>July 2023</p>	<p>UW-Community Development</p>
<p>Action 3: Participate in UW-sponsored research on climate migration patterns and their potential effect on housing to better understand the potential challenges and opportunities.</p>	<p>December 2024</p>	<p>UW-Community Development</p>
<p><i>Objective 5: Bayfield County will coordinate with the business community to increase workforce housing opportunities so that businesses can grow and thrive in the County.</i></p>		
<p>Action 1: Explore the development of an employer-based funding source to increase new workforce housing within the Rural Affordable Workforce Housing Pilot.</p>	<p>July 2024</p>	<p>UW-Community Development BCEDC Larger local employers Chambers of Commerce</p>
<p><i>Objective 6: Bayfield County will partner with Northwest Regional Planning to ensure the disbursement of Community Development Block Grant (CDBG) housing funds.</i></p>		
<p>Action 1: Develop a plan to increase awareness and use of home repair funding through programs administered by Northwest Regional Planning Commission (NWRPC).</p>	<p>July 2024</p>	<p>NWRPC</p>

Zoning and Land Use

Goal: Bayfield County will develop a housing strategy that increases opportunities for attainable housing while maintaining community character and the integrity of the natural environment.

	Target Timeline	Responsible Party
<i>Objective 1: Bayfield County will encourage development of parcels that are within or adjacent to existing utility, transportation, daily living, and recreational infrastructure.</i>		
Action 1: Enact a support program to assist communities in development of RFPs and contracting with developers to build needed housing.	July 2023	UW-Community Development Bayfield County
Action 2: Develop an inventory of sites that are particularly advantageous for new housing development across Bayfield County.	July 2023	UW-Community Development Land Records
Action 3: Research opportunities and facilitate access to loans, grants, and other funding sources for site development.	Annually, opportunities identified by October	County Administration UW-Community Development
<i>Objective 2: Bayfield County will identify tax delinquent lots suitable for housing development.</i>		
Action 1: Develop a process for identifying tax delinquent properties suitable for redevelopment for the purpose of housing.	December 2024	UW-Community Development Land Sales Committee County Administration Planning and Zoning
<i>Objective 3: Whenever possible, Bayfield County will favor multi-family zoning and the permissibility of accessory dwelling units to increase residential density and lower the cost of new housing unit development.</i>		
Action 1: Evaluate the Zoning Code for changes that will increase housing opportunities.	March 2024	Planning and Zoning Consultant affiliated with WHEDA RAWHI Program
Action 2: Modify or rewrite the Zoning Code to allow for increased density.	December 2026	Planning and Zoning Consultant affiliated with WHEDA RAWHI Program

<i>Objective 4: Bayfield County will encourage reevaluation of overlay districts to increase density and opportunities for housing development.</i>		
Action 1: Reevaluate overlay districts for congruency with County housing goals.	March 2024	Planning and Zoning Consultant affiliated with WHEDA RAWHI Program Municipal government officials Ashland Bayfield Towns Associations
<i>Objective 5: Bayfield County will streamline permitting processes making housing development easier and less costly.</i>		
Action 1: Evaluate the permitting process for inefficiencies and delays.	March 2024	Planning and Zoning Consultant affiliated with WHEDA RAWHI Program
Action 2: Enact a streamlined permitting process to support housing development.	December 2024	Planning and Zoning Consultant affiliated with WHEDA RAWHI Program

Transportation

Vision Statement

Bayfield County and the Wisconsin Department of Transportation will provide a safe and efficient local, regional, and statewide transportation system. The roadway network will support the land use vision and all other elements of the Comprehensive Plan. Bayfield County will strive to incorporate new technologies to support the transition to electric vehicles and provide an appropriate level of service to sustain community residents and businesses. Bayfield County will strongly encourage the development of bicycle and pedestrian trails throughout the County as a means of enhancing healthy communities, providing transportation alternatives, and addressing recreational needs.

Goal 1: The transportation system in Bayfield County shall facilitate the safe and efficient movement of its citizens within the County, while preserving the identity of the community.

	Target Timeline	Lead Agencies	Involved Agencies
<i>Objective 1: Coordinate with other jurisdictions, agencies, and committees in enhancing transportation services.</i>			
Action 1: Establish open lines of communication with WisDOT and local or regional transit authorities to maintain and enhance transportation facilities throughout the County.	2024	County Administration Highway	WisDOT WTA Red Cliff Tribe Medical Transit Human Services Veterans Office
Action 2: Continue to establish a local network of roads that are connected, coordinated, and affordable that will link residents to important community facilities and regional highways.	Ongoing	County Administration Highway	WisDOT WTA
Action 3: Require private developers to design and construct roads under private ownership to County standards.	2024	County Administration Planning and Zoning Highway	WTA

Action 4: Enhance the ability for older adults and adults with disabilities to travel within and between communities to maintain independence, health, and social connections.	Ongoing	County Administration Human Services Highway Transportation Coordination Committee	WisDOT Red Cliff Tribe Transit Veterans Office Private Transit Providers
Action 5: Require the dedication or preservation of right-of-way consistent with County standards when property is subdivided and work with landowners/developers during the site planning process to implement safe and efficient roadway design including access points or intersection with other roadways.	2024	Planning and Zoning Highway	WTA

Goal 2: Transportation improvements shall balance environmental factors with transportation needs and the desired land uses as identified in the future land use section of the Comprehensive Plan.

	Target Timeline	Lead Agencies	Involved Agencies
<i>Objective 1: Plan alternate routes throughout the County to make better connections, as necessary.</i>			
Action 1: Engage local communities for input on all new highway projects.	Ongoing	County Administration Highway	WisDOT WTA Red Cliff Tribe
<i>Objective 2: Plan, design, and construct transportation improvements that respect the natural environment and reflect the aesthetic character and values of the citizens of Bayfield County.</i>			
Action 1: Incorporate design features that maximize the natural environment and aesthetic characters of Bayfield County.	Ongoing	Highway	WisDOT WTA Red Cliff Tribe
<i>Objective 3: Incorporate resiliency into future projects to mitigate impacts from changing weather conditions.</i>			
Action 1: Include resilient features in future improvements to future projects that have experienced weather-related impacts.	Ongoing	Highway Emergency Management	WEM FEMA WisDOT

Goal 3: The future transportation system should be flexible, multi-modal, incorporate technologies to support the transition to electric vehicles, and provide for the needs of citizens and businesses in Bayfield County.

	Target Timeline	Lead Agencies	Involved Agencies
<i>Objective 1: Support efforts to expand walking, bicycling, ATV/UTV vehicles, transit, electric vehicle transition, and other modes of transportation.</i>			
Action 1: Encourage bicycle trails throughout the County.	Ongoing	County Administration Tourism Forestry Highway	WTA Towns Villages
Action 2: Develop a comprehensive trail plan and develop funding sources.	2024	County Administration Tourism Forestry Highway	WTA
<i>Objective 2: Support efforts to obtain easements and additional Right-Of-Way for future separated pathways.</i>			
Action 1: Include funding and professional services to assist with acquiring additional Right-of-Way on future projects as available.	Ongoing	County Administration Highway	FHWA WisDOT WTA
<i>Objective 3: Develop and implement a countywide alternative fuel filling station plan.</i>			
Action 1: Gather stakeholders and identify needs and options.	2023	County Administration Forestry Sheriff Highway	WisDOT WTA Red Cliff Tribe
Action 2: Develop Alternative Fueling Plan.	2023	County Administration Forestry Sheriff Highway	FHWA WisDOT WTA Red Cliff Tribe
Action 3: Review with stakeholders, finalize and implement plan.	2024	County Administration Forestry Sheriff Highway	FHWA WisDOT WTA Red Cliff Tribe

<i>Objective 4: Encourage and work with commercial industry to establish alternative transportation and ride sharing options.</i>			
Action 1: Identify and meet with stakeholders.	2023	County Administration	FHWA WisDOT WTA Red Cliff Tribe Medical Transit Human Services Veterans Office Highway
Action 2: Develop options and research funding opportunities.	2023	County Administration	FHWA WisDOT WTA Red Cliff Tribe Medical Transit Human Services Veterans Office Highway
Action 3: Finalize options and apply for possible funding opportunities.	2024	County Administration	FHWA WisDOT WTA Red Cliff Tribe Medical Transit Human Services Veterans Office Highway

Goal 4: Pursue alternative fuel sources for fleet vehicles as technology becomes available.

	Target Timeline	Lead Agencies	Involved Agencies
Objective 1: Invest in electric, compressed natural gas, or other alternative fuel type vehicles as technology becomes available.			
Action 1: Incorporate available technology in new projects.	Ongoing	County Administration Forestry Sheriff Highway	FHWA WisDOT WTA Red Cliff Tribe

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Utilities and Community Facilities

Vision Statement

Bayfield County will be served by renewable, safe, and resilient utilities including broadband, energy infrastructure, and community facilities which will be accessible and beneficial for all. Bayfield County will prioritize infrastructure, services, including healthcare and senior care, and programs that protect and sustain the natural environment, well-being for all, and are consistent and contribute to the County's goal of net-zero carbon emissions by 2050.

Goal 1: A clean, resilient energy supply that makes use of cost-effective renewable resources while protecting Bayfield County's natural resources, that are consistent with and contribute to the County's goal of net-zero carbon emissions by 2050.

	Target Timeline	Responsible Party
<i>Objective 1: Support the County's efforts to align its policies with the State of Wisconsin's and Xcel Energy's policy of carbon-free electricity by 2050.</i>		
Action 1: Develop a countywide electric vehicle charging infrastructure plan.	2025	Highway Tourism County Administrator Cheq Bay Renewables
Action 2: Track and maintain carbon-free electricity status in all County-owned facilities even as electric usage may increase due to the electrification of transportation and building systems.	2025	Highway Tourism County Administrator Cheq Bay Renewables
<i>Objective 2: Collaborate with area utilities to demonstrate advanced clean energy projects, including microgrids, to build County and grid energy resilience.</i>		
Action 1: Develop a countywide energy resiliency guidance plan.	2028	County Administrator Cheq Bay Renewables
Action 2: Collaborate with area utilities and build working relationships to ensure power generating plants and transmission lines are incorporated into a smart grid.	2028	County Administrator Cheq Bay Renewables
Action 3: Actively apply for grants to help deploy new technologies.	2028	County Administrator Cheq Bay Renewables

<i>Objective 3: Encourage deployment of “rooftop” solar photovoltaics on County residential and business properties through solar-friendly permitting, education assistance, utility collaboration, and potential incentive assistance as it might become available.</i>		
Action 1: Work with municipal, tribal, and county zoning administration to create solar-friendly zoning codes.	2030	Zoning Cheq Bay Renewables
Action 2: Promote Focus on Energy and other funding sources encouraging solar applications.	2024	County Administrator
<i>Objective 4: Encourage landowners and electric utilities to locate large solar photovoltaic arrays and energy storage systems near existing or future substations as this is the most cost-effective, efficient, and environmentally sound way to provide large-scale, locally sourced clean energy in this decade.</i>		
Action 1: Encourage future land use planning exercises considering large-scale solar application locations.	2025	Planning and Zoning
Action 2: Emphasize importance of renewable energy generation to local utilities.	2024	County Administrator
<i>Objective 5: Facilitate public input when permitting or approving utility infrastructure and oversee that utilities adhere to carbon reduction policies and intent of permits.</i>		
Action 1: Encourage utilities to site future renewable energy sites now.	Ongoing	County Administrator
<i>Objective 6: Educate residents on the impact of reduced carbon policies and the long-term cost savings.</i>		
Action 1: Share energy savings with residents.	Ongoing	County Administrator County Board
<i>Objective 7: Work with utilities to establish community resiliency centers.</i>		
Action 1: Develop a map of potential County-owned community resilience centers.	2025	Emergency Management
Action 2: Encourage and support renewable energies to enhance resiliency at essential service locations.	2025	Emergency Management

Goal 2: Sustain the health, well-being, recreation, and safety of residents and visitors and improve the quality, quantity, and affordability of social services and education for all community members, including children, youth, teens, seniors, and people with disabilities.

	Target Timeline	Responsible Party
<i>Objective 1: Health care, child, and senior care programs are available throughout the County.</i>		
Action 1: Develop a countywide plan to address senior social isolation, with a goal of 3 new initiatives by 2033.	2026	Human Services
Action 2: Develop and Implement a Health in All Policies ordinance.	2028	Health Department
Action 3: Develop a short-term study group of County Board members tasked with evaluating childcare and eldercare needs across the County and making recommendations for programs to address gaps.	2026	Human Services County Administrator
<i>Objective 2: Identify and support efforts by home health, health care, and supportive care organizations to address the need for recruitment and retention of caregivers for seniors and children.</i>		
Action 1: Explore options for collaborative partnerships, using County access to data, funding, and facilities, that will increase caregiving options throughout the County.	2027	Human Services County Administrator
<i>Objective 3: Facilities and programs include accessible features to allow participation by all persons.</i>		
Action 1: Develop a countywide policy for best practices in accessibility for all County facilities and programs.	2025	County Administrator
Action 2: Develop a municipality or township-based self-evaluation and transition plan to work toward access for all and Americans with Disabilities Act (ADA) compliance.	2026	County Administrator
<i>Objective 4: Bayfield County government departments support school districts, libraries, municipal, and tribal human service programs.</i>		

Action 1: Develop a best practices guidance document detailing opportunities for County support of schools, libraries, and municipal and tribal human services programs.	2025	Human Services Health Department
Action 2: Develop an ongoing calendar of County grant or other funding opportunities that could benefit school districts, libraries, and municipal and tribal human services departments.	2025	County Administrator
<i>Objective 5: Actively support area nonprofits and encourage public private collaboration to solve problems.</i>		
Action 1: Develop an ongoing calendar of County grant or other funding opportunities that could benefit area nonprofits with missions that are in alignment with County objectives.	2025	County Administrator
Action 2: Develop a best practices guidance document detailing opportunities for County support of area nonprofits with missions that are in alignment with County objectives.	2026	County Administrator

Goal 3: Support and strengthen essential services to protect the public health, safety, and welfare of the community.

	Target Timeline	Responsible Party
<i>Objective 1: Response times for EMS, police, fire, and rescue services are established for each geographic area of the County and services are coordinated to meet these response times.</i>		
Action 1: Develop a master list of emergency response agencies across the County, organized by municipality or towns.	2024	Emergency Management Sheriff
Action 2: Develop a guidance document, working with municipal or township emergency management leadership, for optimal response times.	2025	Emergency Management

<i>Objective 2: Broadband access and cellular reception are countywide.</i>		
Action 1: Identify remaining broadband and cellular “deserts” and work with broadband and cellular providers to bring service to those areas.	2025	County Administrator Area Broadband Providers
<i>Objective 3: Onsite wastewater treatment, sanitary sewer service, stormwater management, and water supplies are safe and environmentally sound.</i>		
Action 1: Develop a countywide plan that provides guidance to municipalities re: climate-change induced impacts to waste treatment and water treatment plants.	2026	Health Department

Goal 4: Recognize the value and everyday importance of Bayfield County's parks and community centers, libraries, civic buildings, and cultural assets by investing in their maintenance and improvement.

	Target Timeline	Responsible Party
<i>Objective 1: Invest in library capital improvement projects whenever possible to ensure their strong role in communities.</i>		
Action 1: Survey libraries to determine what/if any CIPs they have planned and develop a funding plan to support their efforts	2024	County Administrator
<i>Objective 2: Encourage regular utilization of public facilities (Town, City, Village, and Tribal Facilities) throughout the County to help ensure their use, upkeep, and value.</i>		
Action 1: Develop a comprehensive list of all County-owned public facilities with occupancy and use information and post on the County website, social media, and newsletters.	2024	County Clerk Tourism
<i>Objective 3: Support outdoor youth activities to create a strong appreciation and lasting value of our outdoors.</i>		
Action 1: Work with UW-Madison Extension 4-H and Youth Development Director to develop a 5-year outdoor youth activity programming plan.	2025, and ongoing	UW-Extension

<i>Objective 4: Identify and develop means of financing more energy efficient infrastructure, including the counties aging housing stock.</i>		
Action 1: Develop a 5-year Capital Improvements Program to identify and plan for future utility and facility needs/upgrades.	2025	Maintenance County Administrator
Action 2: Develop an inventory of all County-owned buildings with HVAC systems older than 20 years.	2025	Maintenance
Action 3: Convert all HVAC, hot water heaters, windows, and building insulation to high efficiency models.	2028 (50%) 2033 (100%)	Maintenance
Action 4: Identify grant programs or state/federal funding that will fund the replacement of all HVAC systems older than 20 years old with high efficiency HVAC systems.	2025	County Administrator
<i>Objective 5: Bayfield County will invest in community recreational assets (e.g., trails, facilities, programs) recognizing that an amenity-rich environment is a critical component for community wellbeing.</i>		
Action 1: Stimulate trail development and maintenance by assisting local organizations and clubs through financing/funding, equipment, and land access.	Annually -- 2024	Forestry Planning and Zoning Local Clubs and Organizations
Action 2: Develop an assessment of trail needs, locations, and businesses needed to support those trails.	October 2024	UW-Extension 3rd Party Firm Forestry Northland College (Student or Intern) Planning and Zoning Tourism

Agricultural, Natural, and Cultural Resources

Vision Statement

The County’s agricultural, natural, and cultural resources will be developed and maintained in a manner that is consistent with and contributes to the County’s goal of net-zero carbon emissions from County operations by 2040 and from all County sources by 2050.

Goal 1: Protect, maintain, and enhance lakes and streams, wetlands, forestlands, aquatic and terrestrial habitats, and groundwater to maintain water quality, ecologic function, and recreational and aesthetic values.

	Target Timeline	Responsible Party
<i>Objective 1: Assist private landowners to protect, restore, and enhance shorelands, watersheds, and agricultural and forested lands.</i>		
Action 1: Provide technical assistance for landowners in Bayfield County on private land projects.	*Minimum 15 site visits annually	LWCD USDA-NRCS
<i>Objective 2: Implement practices to reduce stormwater runoff volume and velocities.</i>		
Action 1: Implement and fund slow the flow sediment reduction projects with neighboring counties; and provide technical assistance to landowners to restore, enhance and create water retention practices.	*Minimum 7 site visits annually *Avg. 5 Implementation Projects installed annually	LWCD USDA-NRCS Northland College USFWS
Action 2: Provide technical and financial assistance to install projects and practices with partner agencies to reduce streambank erosion and clay bank slumping.	*2023-2026 Funds thru EPA and other funding sources	LWCD USDA-NRCS Northland College USFWS
Action 3: Improve zoning development standards to reduce potential for new development to exacerbate erosion of steep slopes.	2024 ordinance update	LWCD Planning and Zoning
Action 4: Collaborate with the Bayfield County Forestry Departments to address any environmental issues on recreational trails and County parks.	*Avg. 3 site visits for technical asst. annually 2023-2025	LWCD Forestry

Action 5: Map sensitive resources and identify management required to maintain habitat quality.	2024	Forestry LWCD WDNR USFS
<i>Objective 3: Reduce the spread of invasive species to aquatic and terrestrial habitats.</i>		
Action 1: Continue to implement and support the Bayfield County AIS Strategic Plan and the NCWMA Strategic Plan.	*Avg. 50 site visits for treatment; 200+- acres treated annually	LWCD NCWMA
<i>Objective 4: Protect and restore lake and stream ecological quality.</i>		
Action 1: Maintain and restore forested headwaters and steep slopes of drainages and waterways.	Ongoing	LWCD WDNR
Action 2: Focus land acquisition and conservation projects around lakes and streams.	*Ongoing; Avg. 2 site visits annually with both depts.	LWCD Forestry
Action 3: Support and apply BMPs from the most current WDNR Wildlife Management Plans applicable to northern Wisconsin.	*Annually	LWCD Forestry WDNR

Goal 2: Reduce and mitigate surface and groundwater impacts from agricultural land use activities in Fish Creek, White River, and Iron River Watersheds.

	Target Timeline	Responsible Party
<i>Objective 1: Work with farm producers on NR 151 Performance Standards and Prohibitions.</i>		
Action 1: Provide technical assistance and cost share to farms for ATCP 50 projects and practices, including nutrient management planning.	*Allocate avg \$25,000 cost share annually for projects 2023+	LWCD USDA-NRCS
Action 2: Continue to administer the Bayfield County Farmland Preservation Plan.	*Ongoing	LWCD
Action 3: Establish larger minimum parcel size for important agricultural lands.	2024-2025 ordinance revision	Planning and Zoning LWCD

Action 4: Develop 9 Key Element Plan for Fish Creek Watershed.	*2023-2026	LWCD WDNR Superior Rivers
Action 5: Update Marengo River 9 Key Element Plan.	*2023-2024	Superior Rivers

Goal 3: Enhance or improve climate resiliency across all natural landscapes, with an emphasis on forests, and increase natural carbon sequestration to the extent needed to achieve the County’s goal of net-zero carbon emissions from County operations by 2040 and from all County sources by 2050.

	Target Timeline	Responsible Party
<i>Objective 1: Maintain or increase the extent of forest ecosystems.</i>		
Action 1: Establish a baseline trend of forest ecosystems by different forest types.	Ongoing	Forestry WDNR Forestry
<i>Objective 2: Improve or enhance a diversity of interconnected forested landscapes, with an emphasis on increasing the extent of public lands.</i>		
Action 1: Continue to focus on land acquisition.	Annually	Forestry WDNR Forestry
Action 2: Develop a process to evaluate additional land acquisition/protection.	Ongoing	Forestry
<i>Objective 3: Discourage habitat fragmentation.</i>		
Action 1: Establish larger minimum parcel sizes for forestland habitats.	2024	Forestry Planning and Zoning WDNR USFS
Action 2: Encourage the development and adoption of sustainable management strategies that improve forest productivity, diversity, health, and vigor.	Ongoing	Forestry
<i>Objective 5: Encourage the development and adoption of forest management strategies that enhance or improve carbon sequestration rates and storage capacity.</i>		
Action 1: Achieve the balance of forest management and carbon sequestration.	2023+	Forestry

Action 2: Reduce the potential for carbon loss from natural disturbances, including wildfire, insects, and disease, as well as human induced disturbances including conversion.	Ongoing	Forestry
Objective 6: Encourage and support regenerative agricultural practices by Bayfield County farms.		
Action 1: Promote practices and projects that encourage carbon sequestration such as perennial crops and rotational grazing.	*2023+	WDNR LWCD UW-Extension

Goal 4: Increase the climate resilience for planning, design, engineering, and construction of future projects due to more intense weather events.

	Target Timeline	Responsible Party
<i>Objective 1: Increase technical assistance and education activities with landowners regarding coastal erosion on the south shore of Lake Superior and fluctuating inland lake levels.</i>		
Action 1: Continue to partner with the Natural Resources Conservation Service (NRCS), Wisconsin Department of Trade and Consumer Protection (DATCP), and Wisconsin DNR to factor in more intense weather events when planning for projects.	*2023-2026	LWCD
<i>Objective 2: Incorporate additional storage and protection measures during planning, designing, and installing all conservation practices on the landscape.</i>		
Action 1: When possible, design projects to a 100-year storm precipitation/runoff event.	*2023+ Avg. 10 site visits annually between depts.	LWCD Forestry Highway
<i>Objective 3: Continue training for conservation staff and board members on climate resiliency as it relates to project planning and available funding.</i>		
Action 1: Attend all possible specification/standard update trainings and engineering trainings.	*Annually	LWCD Forestry Highway WDNR

Goal 5: Protect, restore, and enhance sustainable fish and wildlife populations and habitat through an integrated ecosystem approach.

	Target Timeline	Responsible Party
<i>Objective 1: Maintain and restore the diversity of Bayfield County's fish and wildlife populations while minimizing the negative impacts of overabundant species and satisfy the public's desire for hunting, fishing, and wildlife viewing.</i>		
Action 1: Coordinate state, local, and federal management of Conservation Opportunity Areas.	2023+	WDNR USFWS Forestry and Parks
<i>Objective 2: Sustain and restore fish and wildlife habitat quality, quantity, and spatial distribution on public and private lands.</i>		
Action 1: Provide assistance, guidance, and incentives to landowners for habitat on private lands.	2023+	WDNR USFWS LWCD
Action 2: Provide technical support to municipalities to mitigate negative impacts of land use on fish and wildlife habitats and populations.	*Ongoing	WDNR USFWS LWCD
Action 3: Enhance fish and wildlife habitat by improving water quality, stabilizing water flow, and improving quality habitat.	*2023+ Avg. 5 site visits annually with partner agencies	LWCD WDNR USFWS USFS
Action 4: Maintain and restore habitat quality by preventing fragmentation of land ownership.	2023+	Forestry USFS WDNR
Action 5: Prevent introduction and spread of invasive species that degrade habitat for native species.	*Annually	LWCD NCWMA WDNR USFS
<i>Objective 3: Support and increase opportunities for people to participate in fish and wildlife focused activities.</i>		
Action 1: Assure adequate and mapped public access areas to accommodate demand for hunting, fishing, and wildlife viewing on County-owned lands.	Annually	Forestry

Goal 6: Preserve and enhance cultural resources, including historical and archeological sites and resources.

	Target Timeline	Responsible Party
<i>Objective 1: Coordinate with Red Cliff Tribe to support efforts to preserve cultural heritage, language, artifacts, archeology, and other cultural resources.</i>		
Action 1: Support development of cultural programs.	Avg. 5 tribal relations committee meetings annually	Bayfield County Red Cliff Tribe
Action 2: Increase non-tribal awareness and knowledge of tribal history and culture.	Annually	Bayfield County Red Cliff Tribe
Action 3: Support and promote museums and cultural and interpretive centers.	Annually	Bayfield County Red Cliff Tribe
<i>Objective 2: Coordinate with the Bayfield County Historical Society to update the inventory of historic properties within the County and share this information with the State of Wisconsin Architecture and History Inventory.</i>		
Action 1: Develop a list of eligible or registered historical places in Bayfield County.	2023-2024	Historical Society
Action 2: Work with private landowners on the preservation of historical buildings.	Annually	Historical Society
<i>Objective 3: Support the preservation of cultural and historic resources.</i>		
Action 1: Recognize cultural and historic values in land use and development decisions.	Annually	Planning and Zoning Historical Society
Action 1: Protect tribal treaty rights on ceded territories in Bayfield County.	Annually	Bayfield County Lake Superior Chippewa Tribes

***More detail regarding the Target Timeline for many of these Goals, Objectives, and Actions can be found in the following:**

- Bayfield County Land and Water Resource Management Plan
- Northwoods Cooperative Weed Management Area Annual Work Plan
- Bayfield County Forest Comprehensive Land Use Plan
- Bayfield County Forestry and Parks Annual Work Plan
- Chequamegon-Nicolet National Forest Plan
- Annual NRCS Farm Bill
- Wisconsin Wildlife Action Plan
- USFWS Coastal Program
- Barnes-Drummond Community Wildfire Protection Plan

Economic Development

Vision Statement

Bayfield County seeks to become a regional leader in sustainable economic development by adopting a countywide economic development platform that is based in the foundation of Triple Bottom Line thinking; balancing the needs of People, Planet, and Profit (the 3Ps) in order to positively affect the long-term, socio-economic sustainability and viability of the County thereby increasing quality of life for all residents.

Goal 1: Bayfield County will actively support initiatives that support recruitment and retention of a skilled workforce.

	Target Timeline	Responsible Party
<i>Objective 1: Bayfield County will support initiatives that increase the availability of affordable workforce housing opportunities.</i>		
Action 1: Identify new sites for housing development.	January 2024	Housing Outreach Specialist Planning and Zoning
Action 2: Identify existing sites for redevelopment and increase of density.	January 2024	Housing Outreach Specialist Planning and Zoning
Action 3: Collaborate with communities on the creation of RFPs for housing development.	June 2024	Housing Outreach Specialist
Action 4: Determine resources to assist in the retrofitting/ rehabilitation of existing housing.	June 2024	Housing Outreach Specialist UW-Community Development
Action 5: Educate communities and the public on resources available for assistance.	August 2024	Housing Outreach Specialist Communities and Municipalities
<i>Objective 2: Bayfield County will support initiatives that increase childcare and eldercare opportunities, in order to increase the labor force participation rate.</i>		
Action 1: Develop a short-term study group of County Board tasked with evaluating childcare and eldercare needs across the County and making recommendations for programs to address gaps.	March 2024	County Administration Human Services

<i>Objective 3: Bayfield County will invest in community recreational assets, (e.g., trails, facilities, programs) recognizing that an amenity-rich environment is a critical tool in recruiting a vibrant stable workforce.</i>		
Action 1: Stimulate trail development and maintenance by assisting local organizations and clubs through financing/funding, equipment, land access.	Annually-2024	Forestry Planning and Zoning Local Clubs and Organizations
Action 2: Develop an assessment of trail needs, locations, and businesses needed to support those trails.	October 2024	UW-Extension 3rd Party firm Forestry Northland College (Student or Intern) Planning and Zoning Tourism
Action 3: Support 4-H and other groups that create amenities/ activities for youth in the communities.	Annually-2025	County Government

Goal 2: Through active partnership and collaboration with local and regional economic development agencies, Bayfield County will ensure that locally owned businesses of all sizes are afforded access to critical business resources, including:

	Target Timeline	Responsible Party
<i>Objective 1: Increased access to financial assistance and/or incentives through state and federal grants, and other financial instruments for existing and new companies.</i>		
Action 1: Support regional entities that provide financial assistance and/or incentives.	Annually-2023	County Government
<i>Objective 2: Access to opportunities for financial planning and succession planning access to opportunities for education in order for business owners to meet changing demands.</i>		
Action 1: Support and utilize regional entities to provide bi-annual programming for succession planning to existing business owners.	Annually-2023	County Government BCEDC

<i>Objective 3: Access to programs that support entrepreneurship and locally-owned micro- and small business ventures.</i>		
Action 1: Utilize regional entities to provide programs of support for entrepreneurship and micro-economies.	Annually-2024	County Government

Goal 3: Bayfield County will invest in critical business and industry sectors needed to support the changing demographics of the County.

	Target Timeline	Responsible Party
<i>Objective 1: Bayfield County will invest in opportunities/facilities that will build a more vibrant medical and caregiving sectors in order to meet the demands of the County's changing demographic.</i>		
Action 1: Develop a list of current service provider locations and identify potential "desert" areas.	2024	County Government Current Service Providers
Action 2: Develop a streamlined process of obtaining land, zoning, and construction of facilities in the "desert" areas.	2025	County Government Planning and Zoning Current Service Providers
Action 3: Develop a coalition of regional care providers and economic development to assess gaps in care and identify opportunities and strategies for new businesses and endeavors to fill in those gaps.	2026	County Administration BCEDC UW-Community Development Other Regional Entities

Goal 4: Bayfield County will invest in infrastructure improvements needed to support modern economic development and community needs.

	Target Timeline	Responsible Party
<i>Objective 1: Bayfield County will continue to pursue broadband expansion until all residents of Bayfield County have exceptional access to broadband technology suitable for telecommuting and educational needs.</i>		
Action 1: Seek partners and grants for expanding quality broadband services.	Annually-2023	County Government Norvado Bayfield Wireless Others

<i>Objective 2: Bayfield County will continue to invest in renewable energy infrastructure in order to increase regional energy independence.</i>		
Action 1: Collaborate with renewable energy providers and consultants to identify projects suitable for funding through grants.	Annually-2023	Cheq Bay Renewables Xcel Energy Bayfield Electric Coop County Government
<i>Objective 3: Bayfield County will support the expansion of sewer and water utilities in order to create more opportunities to develop and expand business and housing.</i>		
Action 1: Compose a reference page that outlines the regulatory and financial benefits of building housing within existing water/sewer districts.	2024-begin discussions	Planning and Zoning County Government Housing Outreach Specialist Communities/Towns Local Sanitary Districts
Action 2: Determine barriers of rehabilitating or construction on the sites available.	2024 in coordination with action 1.	Planning and Zoning County Government Housing Outreach Specialist Communities/Towns Local Sanitary Districts
<i>Objective 4: Bayfield County will revise and realign zoning codes and ordinances in order to effectively streamline systems for economic development including business expansion, home, and commercial development.</i>		
Action 1: Develop a clear, simple and streamline process with Bayfield County Planning and Zoning.	2024-2025, ongoing throughout the updating of zoning code	Planning and Zoning BCEDC Local Contractors and Developers

Goal 5: Bayfield County will balance the needs of residents and visitors to the area.

	Target Timeline	Responsible Party
<i>Objective 1: Bayfield County will revise short-term rental ordinances to ensure continuous quality of life for long-term residents.</i>		
Action 1: Collaborate with Bayfield County Planning and Zoning to revise ordinances.	June 2024	Planning and Zoning County Administration Local Municipalities
Action 2: Educate state representatives of the barriers of state regulation that adversely affect County enforcement.	April 2024	County Administration Local Municipalities

<p><i>Objective 2: Bayfield County will explore an increase in direct fees related to tourism activities in order to raise revenues to support tourism related infrastructure (e.g., sales taxes, user and impact fees, etc.).</i></p>		
<p>Action 1: Educate state representatives on the benefits of a Premier Resort Tax covering all of Bayfield County.</p>	<p>April 2024</p>	<p>Tourism County Administration Chambers of Commerce</p>
<p><i>Objective 3: Bayfield County will continue to support public transit opportunities for the rural population.</i></p>		
<p>Action 1: Provide continuing support of public transit service providers.</p>	<p>Annually-2024</p>	<p>County Government</p>

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Intergovernmental Cooperation

Vision Statement

Bayfield County will work cooperatively with towns, cities, adjoining counties, school districts, state and federal agencies, and the Red Cliff Band of Lake Superior Chippewa to provide residents with a wide variety of cost-efficient, non-duplicative services for the betterment of all residents.

Goal 1: Improve communication and collaboration with neighboring towns, municipalities, area school districts, state and federal agencies, and the Red Cliff Band of Lake Superior Chippewa to improve efficiency.

	Target Timeline	Responsible Party
<i>Objective 1: Determine need for agreements with state, federal, and municipal agencies, and the Red Cliff Band of the Lake Superior Chippewa to facilitate response to all hazard incidents.</i>		
Action 1: Survey all units of government regarding existing intergovernmental agreements and ask what additional agreements are needed.	January 2024	County Clerk
Action 2: Identity three activities and services that are provided by the County that would most benefit from intergovernmental cooperation. Identify two activities and services that are not provided to the County that would most benefit from intergovernmental agreements.	February 2024	County Administration
Action 3: Survey communities for a list of sites with available development capacity considering existing public utilities and community facilities, and recreational areas.	February 2024	County Clerk
Action 4: Notify Wisconsin DNR and DOA of updated land use and comprehensive planning processes, 60 days prior to adoption.	Ongoing	County Administration
Action 5: Notify WisDOT of proposed development projects adjacent to state trunk highways, at least six months in advance.	Annually January 1	Highway

Action 6: Meet with WisDOT and WDNR to ensure transportation infrastructure are safe and natural resources are protected.	Annually Feb 1	Highway LWCD
Action 7: Annually meet with DOT to ensure that all transportation projects consider accessibility for pedestrian for users, including persons with disabilities.	Annually, January	WisDOT ADRC
<i>Objective 2: Seek ways to share community facilities and services with neighboring communities and coordinate on multi-jurisdictional applications whenever possible.</i>		
Action 1: Survey equipment available to share with adjacent jurisdictions.	Annually January	County Clerk
Action 2: Develop formal intergovernmental agreement templates For units of government.	March 2024	County Admin
Action 3: Share example IGA from other areas demonstrating savings units of government may achieve through collaboration.	March 2024	UW-Extension
Action 4: Highlight potential benefits for road construction, maintenance, EMS and police services, and recycling.	June 2024	UW-Extension
Action 5: Share collaboration opportunities and advantages for housing rehabilitation with municipalities.	October 2023	UW-Extension
<i>Objective 3: Identify existing or potential conflicts between local governmental units, including future land use trends, and describe processes to resolve such conflicts.</i>		
Action 1: Establish a conflict resolution process involving elected official leadership from adjoining and overlapping jurisdictions.	June 2024	UW-Extension
Action 2: Work with surrounding towns and municipalities on land use and zoning issues.	Ongoing	Planning and Zoning

<p>Action 3: Adopt and incorporate countywide land use classifications that have been developed as part of the comprehensive planning process.</p>	<p>Ongoing</p>	<p>Planning and Zoning</p>
<p>Action 4: Continue the work of the Bayfield County Tribal Relations Committee with representation from Bayfield County Board and the Red Cliff Band of Lake Superior Chippewa that will meet regularly to communicate and address issues of concern to both jurisdictions.</p>	<p>Ongoing</p>	<p>County Administrator</p>
<p><i>Objective 4: Maintain strong working relationships at the Board, Administration, and Department levels with the Red Cliff Band of Lake Superior Chippewa.</i></p>		
<p>Action 1: Continue to have quarterly Tribal County Relations meetings and one joint Tribal Counsel/County Board meeting annually.</p>	<p>Annual</p>	<p>County Board County Administrator</p>
<p>Action 2: Support ongoing collaboration between the Bayfield County Sheriff's Office and the Red Cliff Policy Department via the Tribal County Law Enforcement Grant.</p>	<p>Annual</p>	<p>Sheriff County Administrator</p>
<p>Action 3: Support and encourage collaboration between Bayfield County and Red Cliff Tribe Transportation and Health and Human Services Departments.</p>	<p>Annual</p>	<p>Health Director Human Services Director County Administrator</p>
<p>Action 4: Endorse collaborations between the County and Tribe on grants for joint service delivery.</p>	<p>Annual</p>	<p>County Board County Administrator</p>
<p>Action 5: Encourage innovations in efforts that protect the environment and water resources including but not limited to clean energy projects.</p>	<p>Annual</p>	<p>County Board County Administrator</p>

Hazard Mitigation

Hazard Mitigation Vision Statement

To promote resiliency among County departments and partner agencies during natural and manmade disasters.

Goal 1: Inform and educate citizens about hazard mitigation as well as the various hazards.

	Target Timeline	Lead Agencies	Involved Agencies
<i>Objective 1: Educate residents and surrounding communities on the risk exposure to natural hazards and ways to increase the members' capability to prepare, respond, recover, and mitigate the impacts of these events.</i>			
Action 1: Community Education Seminars.	Minimum of 2 scheduled annually beginning in 2023	Emergency Management Highway Department	WTA Red Cliff Tribe
Action 2: Public Service Announcements Re: Natural Disaster preparedness.	Seasonal – 4 announcements to be sent seasonally	Emergency Management Highway Department	WDNR USFS Tourism
<i>Objective 2: Develop and attend classroom discussions in local schools to promote education.</i>			
Action 1: Develop and implement the Bayfield County Schools Emergency Operations Plan (EOP) Plan and present to the area districts and Students.	Initial plan to be completed by January 2024, with annual audits and updates	Emergency Management	Sheriff's Office School Districts of: Ashland Bayfield Drummond Maple South Shore Washburn
<i>Objective 3: Use best available data, science, and technologies to improve understanding of location and potential impacts of hazards, and to promote disaster resilient communities by discouraging new development in hazardous areas or ensuring that development is done in such a way to minimize risk.</i>			

<p>Action 1: Utilize existing mapping resources to identify hazardous areas. Annual audit of local municipal road maintenance forms to identify problematic areas. This data will assist the mapping of this data.</p>	<p>Annual auditing and updating to be completed by August of each year (to accommodate for budget season)</p>	<p>Land Records Highway Department</p>	<p>WTA Red Cliff Tribe Planning and Zoning</p>
<p><i>Objective 4: Present hazard mitigation topics to through public outreach using 3 different form of social media, in-person presentation at the County Fair, and presentations to the Wisconsin Towns Association.</i></p>			
<p>Action 1: Hazard mitigation public outreach. 6 different topics to be presented annually.</p>	<p>Annual outreach to be conducted using a seasonal or opportunity-based process</p>	<p>Emergency Management</p>	<p>Sheriff's Office Red Cliff Tribe</p>

Goal 2: Include resiliency of infrastructure for hazardous events.

	Target Timeline	Lead Agencies	Involved Agencies
<p><i>Objective 1: Continue to seek funding for climate change impacts on natural disasters – wildfire, flooding, winter storms, heavy rain events, etc.</i></p>			
<p>Action 1: Seeking state and federal grant opportunities.</p>	<p>Apply for a minimum of one opportunity annually.</p>	<p>Highway Department Land & Water Conservation Emergency Management Land Records Tourism</p>	
<p><i>Objective 2: Provide and or improve flood protection through various means, such as increase flow capacities at stream and river crossings with larger structures to accommodate high flows and land uses/ topographic engineering that slows the flows of tributaries.</i></p>			
<p>Action 1: Design infrastructure to withstand a 100-year storm when applicable</p>	<p>Ongoing</p>	<p>Highway Department Land & Water Conservation County Forestry County Administrator</p>	<p>USFS WDNR Land Records</p>

<i>Objective 3: Encourage hazard mitigation measures that result in the least adverse effects on the natural environment and that use natural processes, while preserving and maintaining cultural resources.</i>			
Action 1: When possible, follow best management practices for future work or repair projects.	Ongoing	Land & Water Conservation Planning and Zoning County Administrator Highway Department	USFS DNR
Action 2: Incorporate resilient attributes in new capital projects.	Ongoing	County Administrator	WTA Red Cliff Tribe
Action 3: Develop mapping system with capabilities to identify and locate residents most vulnerable to risk.	December 2025	Sheriff's Office Emergency Management Land Records	
Action 4: Develop a Continuity of Operations Plan (COOP) for County offices.	December 2024	County Administrator County Board	County Department Heads
<i>Objective 4: Assist and educate town road crews on proper road maintenance reporting so they qualify for FEMA and WDF funding when applicable.</i>			
Action 1: Initiate training with Federal Emergency Management Agency (FEMA) and Wisconsin Disaster Fund (WDF) for local municipalities.	FEMA and WDF Training to be held annually by December 31 st of each year.	LWCD Highway Emergency Management	WTA Red Cliff Tribe
Action 2: Development and implementation of the Road Maintenance form for local municipalities.	August 2023	Emergency Management Highway Department	WTA

Goal 3: Increase collaboration and communication between citizens, local government, departments, tribal departments, federal agencies, and the private sector.

	Target Timeline	Lead Agencies	Involved Agencies
<i>Objective 1: Promote recruitment for emergency responders in all areas of the County.</i>			
Action 1: Advocate for legislative changes at the state level to improve recruitment efforts.	Ongoing	Emergency Management County Administrator County Board	WTA
<i>Objective 2: Enhance the regional interoperability communications between emergency response agencies: Wisconsin Interoperable System for Communications (WISCOM).</i>			
Action 1: Work with the State of WI Office of Emergency Communications (OEC) to influence regional interop frequencies.	December 2028	Emergency Management	County Administrator Sheriff's Office Highway
<i>Objective 3: Utilize the community wide emergency notification system.</i>			
Action 1: Identify and create policies regarding how the countywide emergency notification will be used.	July 2023	Emergency Management Sheriff's Office County Board County Administrator	
<i>Objective 4: Engage local governments to promote collaboration.</i>			
Action 1: Seek opportunities to create formal agreements and MOUs.	2023 - Ongoing	County Administrator County Board	WTA Red Cliff Tribe USFS WDNR NPS WEM
Action 2: Update agreements with Bayfield County Highway, USFS, and other partner agencies.	2024	Highway County Administrator	USFS WDNR Red Cliff Tribe WTA

Goal 4: Develop and implement training plans for future emergency events.

	Target Timeline	Lead Agencies	Involved Agencies
<i>Objective 1: Further training of County officials/staff.</i>			
Action 1: Schedule and host Independent Command System (ICS) training.	To be held at least once annually	County Administrator Emergency Management	
Action 2: Conduct tabletop exercises of actual incidents to prepare for actual emergencies.	To be held at least once annually	Emergency Management Highway	TC Energy Enbridge Northern Natural Gas FEMA WEM
Action 3: Host training events with all 3 pipelines that run through Bayfield County.	To be held at least once biennially.	Emergency Management	TC Energy Enbridge Northern Natural Gas USFS

Land Use

Vision Statement

Bayfield County will maintain a mix of small communities, rural landscapes and natural areas that make this a unique area with a high quality of life.

Growth and development will be encouraged in communities that have the capacity or opportunity to expand existing infrastructure. Single residential zoning will be focused on areas such as lakeshores and rivers where natural resources are most impacted by increased density and use. Communities will be encouraged to infill and increase housing within existing developed areas. Commercial developments will be encouraged within existing communities and along transportation corridors. Rural landscapes will be maintained by discouraging subdivisions and encouraging concentrated growth among existing residential areas and roads. Infrastructure projects which impact the visual rural landscape (road expansions, utility corridors, energy facilities, communication towers, etc.) should be designed to minimize impacts to the landscape.

Agriculture and forestry will be supported through revisions to the zoning code, discouraging subdivisions in working landscapes, supporting transportation systems and technical support from County staff.

The County will organize regular discussions with towns, cities and the public on land use, sustainable development and planning on a regular basis to continue developing and implementing a vision for the future of Bayfield County. Every two years, a meeting will be convened to review land use issues.

Jurisdictional Planning

Goal 1: Coordinate growth management and land use planning between the County, townships, cities, and agencies.

	Target Timeline	Responsible Party
<i>Objective 1: Ensure that all towns within Bayfield County utilize the future land use classifications in the 2023 Comprehensive Plan.</i>		
Action 1: Engage communities and towns into the process of utilizing the future land use classifications.	2023	Planning and Zoning County Administrator Towns
<i>Objective 2: Develop a planning workshop every other year with representatives from the County, towns, cities, and villages within Bayfield County to understand planning issues, review best management practices, and discuss planning issues.</i>		
Action 1: Develop a Planning and Zoning educational outreach position.	2024	Planning and Zoning County Administrator

<i>Objective 3: County Board Zoning Committee will review the land use policies of this document as well as the land use map in February to ensure consistency and familiarity with the document.</i>		
Action 1: Implement.	2024	Planning and Zoning and Committee
<i>Objective 4: Promote the incorporation of Plan Commissions on a town-by-town basis.</i>		
Action 1: Contact all of the towns/municipalities to provide information and support.	2024	Planning and Zoning Towns
<i>Objective 5: Update the Ordinance and Zoning Districts to align with Comprehensive Plan.</i>		
Action 1: Revise Zoning Code.	2025	Planning and Zoning and Committee

Planning for the Environment

Goal 1: Ensure that land use and development is compatible and harmonious with the natural environment.

	Target Timeline	Responsible Party
<i>Objective 1: Modify zoning ordinance as needed with this goal. Ordinance already includes several requirements related to limiting environmental impact.</i>		
Action 1: Research potential zoning in forestry, agriculture, lakeshore, and riparian zones which maintains the use and function of the land with conservation development options for landowners.	2024	Planning and Zoning and Committee
Action 2: Increase minimum lot sizes and develop conservation subdivision guidelines for maintaining agricultural and forestry land uses.	2024	Planning and Zoning and Committee
Action 3: Identify areas of the County for high density/impact commercial, industrial, agricultural, recreation development, or develop zoning codes for these categories.	2024	Planning and Zoning and Committee

<i>Objective 2: Promote higher intensity, higher density growth and development within Bayfield County on appropriate sites through Zoning Code revisions.</i>		
Action 1: Encourage residential developments, which include multi-family housing, in areas that can accommodate more intensive infrastructure demands.	2024	Planning and Zoning and Committee
Action 2: Encourage minimizing the number of driveways.	2024	Planning and Zoning
Action 3: Promote through-street systems over dead end roads/driveways.	2024	Planning and Zoning
Action 4: Develop appropriate parking standards for different uses.	2024	Planning and Zoning
<i>Objective 3: Minimize light pollution.</i>		
Action 1: Develop guidelines for best practices on light pollution.	2024	Planning and Zoning
Action 2: Create programs to encourage and educate about dark skies and best practices for reducing light pollution.	2025	Planning and Zoning
Action 3: Evaluate areas of Bayfield County for Dark Sky designation to promote winter tourism.	Ongoing	County Administration Tourism

Goal 2: Encourage the protection of historic sites to preserve the County’s history, promote the sense of place and provide tourism opportunities.

	Target Timeline	Responsible Party
<i>Objective 1: Identify historic and cultural sites within Bayfield County utilizing GIS mapping. Identify staffing and departments.</i>		
Action 1: Develop a County work group combining multiple departments and Red Cliff representatives.	2024	County Administration
Action 2: Develop and inventory cultural and historic sites.	Ongoing	County Administration

Goal 3: Protect water resources in volume and quality.

	Target Timeline	Responsible Party
<i>Objective 1: Conserve the artesian water system at near current levels in Bayfield County.</i>		
Action 1: Conduct a study of the artesian water system.	2023	County Administration
Action 2: Evaluate policy and program options to conserve the artesian water system.	2024	County Administration
<i>Objective 2: Protect water resources through planning and zoning.</i>		
Action 1: Address this in Zoning Code revisions.	2024	Planning and Zoning and Committee
<i>Objective 3: Protect and restore public waters through policy, conservation purchases, and facilitating access to water.</i>		
Action 1: Prioritize public and private land acquisitions which conserve the watersheds, riparian zones, wetlands, and lakes of Bayfield County with highest priority to Class 3 lakes and trout streams.	2024	Forestry and Committee
Action 2: Prioritize acquisition of shorelines which provide public access to lakes and streams.	Ongoing	County Administration Forestry

Goal 4: Protect and preserve agricultural and forestland uses and the overall economic viability of working lands within Bayfield County.

	Target Timeline	Responsible Party
<i>Objective 1: Develop and update the County's Farmland Preservation Plan (FPP) as a means of creating tax credits for agricultural preservation, soil and water conservation.</i>		
Action 1: Update the Farmland Preservation Plan before expiration.	2028	LWCD
Action 2: Staff and fund staff for this program.	2027	County Administration

<i>Objective 2: As a means of protecting active farmland within this land use, the County should incorporate the Land Evaluation Site Assessment (LESA) tool. Staff and fund this effort.</i>		
Action 1: Review Land Evaluation and Site Assessment (LESA) and other tools and programs which could be leveraged to protect active farmland.	2025	LWCD
<i>Objective 3: Encourage restorative agriculture and farming techniques that support the economic and environmental integrity of agricultural land within the County.</i>		
Action 1: Support the hazelnut initiative and other efforts to develop specialty crops suitable for the region.	Ongoing	UW-Extension
Action 2: Support best management practices and reduce impacts to the environment of agriculture.	Ongoing	LWCD
<i>Objective 4: Support forestry and agriculture economy by maintaining and ensuring access to transportation infrastructure.</i>		
Action 1: Use bridge and road aids for working lands road improvements.	Ongoing	Highway and Forestry Committees
<i>Objective 5: Ensure regulatory and policy changes are supportive of working agricultural and forestlands.</i>		
Action1: Lobby for working lands road aids.	Ongoing	Superior Days

Plan Implementation

Goal 1: The Bayfield County Comprehensive Plan is an effective planning guide for the future of Bayfield County.

	Target Timeline	Responsible Party
<i>Objective 1: Implement and maintain the Bayfield County Comprehensive Plan.</i>		
Action 1: Appoint a Comprehensive Plan Implementation Committee. This committee will help facilitate implementation of the Comprehensive Plan and provide guidance on future Plan amendments and updates. <ul style="list-style-type: none"> • County Administrator • Planning & Zoning Director • Town Representatives (3) • County Board Members (2) • Red Cliff Tribal Representative 	Establish immediately following Plan adoption	County Board
Action 2: Conduct an annual review of the Comprehensive Plan and conduct an annual progress review of the Action Plan to ensure progress toward attainment of Plan goals and objectives by February 15 of each year.	Annually	Comprehensive Plan Implementation Committee County Board
Action 4: Update the Comprehensive Plan every 10 years in accordance with the Wisconsin Comprehensive Planning Law (Ch. 66.1001).	2033	Comprehensive Plan Implementation Committee Towns
Action 5: Maintain copies of the Bayfield County Comprehensive Plan on the County website.	Ongoing	Planning and Zoning
<i>Objective 2: Coordinate with each municipality in Bayfield County on the status of locally adopted comprehensive plans.</i>		
Action 1: Develop and maintain an inventory of locally adopted Comprehensive Plans by March 30.	Implement in 2024, Ongoing to Maintain	Planning and Zoning

Action 2: Maintain copies of locally adopted Comprehensive Plans on the County website.	Ongoing	Planning and Zoning
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Goal 2: Review, revise, or create regulatory ordinances necessary to ensure consistency with the Comprehensive Plan and implementation of the objectives, including zoning ordinances, land division ordinances, and official mapping ordinances.

	Target Timeline	Responsible Party
<i>Objective 1: Identify and correct inconsistencies between County ordinances and the Comprehensive Plan.</i>		
Action 1: Conduct a zoning-planning consistency assessment.	Initiate immediately following Plan adoption	Comprehensive Plan Implementation Committee Planning and Zoning Consultant

Plan Amendments and Updates

Evaluating the Comprehensive Plan is an ongoing process and will, at some time, lead to the realization that the Plan requires updating and amendments. The time that elapses between the completion of the Plan and the need to amend the Plan depends greatly on evolving issues, trends, and land use conditions. Periodic updates will allow for updates to statistical data, and to ensure the Plan’s goals, objectives, and actions reflect the current conditions, needs, and concerns.

A tremendous amount of change can occur in a community over just a couple of years and the County of Bayfield will be prepared to address changing conditions with timely plan updates. Amendments to the Plan will follow the requirements of state law and will be evaluated for consistency with the existing plan, including all elements.

To ensure residents are involved in plan amendments, the following process and protocol should be followed to allow public involvement and comment. The Bayfield County Comprehensive Plan Implementation Committee, County staff, and elected officials must undertake a review of the Plan and consider necessary amendment(s) to the Plan resulting from property owner requests and changes to social and economic conditions.

After this review, recommended changes to the Plan shall be forwarded to the County Board. Bayfield County shall call a public hearing to afford property owners time to review and comment on recommended plan changes. A public hearing shall be advertised in accordance with the County’s public meeting notice procedures. Based on public input, recommendations, and other facts, the County Board will then formally act on the recommended amendment(s).