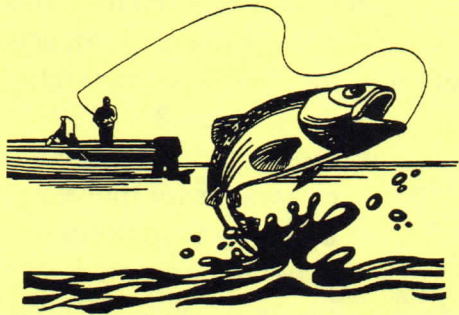


PINE LAKE NEWS



The Official Publication of:
Pine Lake Recreation & Rehabilitation District
Hiles, Wisconsin

NOTICE

PINE LAKE PROTECTION & REHABILITATION DISTRICT
SPECIAL MEETING
AT
HILES TOWN HALL, HILES, WI

9:30 A.M.
JANUARY 17, 1997



Purpose: To appropriate funds to purchase land.

The quarterly board meeting of the Pine Lake Commissioners will precede the special meeting and will commence at 9:00 a.m.

"CHAIRMAN'S BABBLE"

It's that time of the year again. The boat is traded in for the ice shack, the pier is put on shore to dry and rest, firewood is stacked, chimneys cleaned and the snow shoes are resting by the back door. Sound familiar? Winter is a-coming; summer is gone - or is it?



Memories....."I saw you putting your pier in..do you remember that slip on the shore, almost went swimming didn't you?

I still think if you would have replaced the worn battery cable on the shore the boat would have started easier. Shouldn't have left the cabin door open. Chipmunks can't get in if the doors are closed. Can't you still see the look on the little ones faces when they caught their first bluegill? Darn, forgot to cover the boat last night, didn't know it was going to rain that much. Sweetheart, come look at the sunrise over the lake (West side). Sweetheart, come look at the sunset over the lake (East side). Remember the duck and loons floating and diving? That's a nice basket of fish somebody has to clean. Look, Honey, so and so is up, lets take the boat over for a visit." The fun, the excite-

ment, the memories of yet another summer at the lake. I am going to ask that we all remember the good and bad days at the lake. They will live with us forever.

Now is the time to start looking for ways to bring about new members. The Pine Lake weed cutting program is working out well. The fishing has improved greatly over the last couple of years. The Board of Commissioners are constantly looking for new and improved ways to protect and rehabilitate Pine Lake. We would like to ask for your thoughts and input on "hot spots" that you think we should be concerned with. It's your lake, memories and good times we are trying to preserve.

Happy Thanksgiving - Merry Christmas to all. Be safe this winter, stay healthy and we will see you next spring.

*Remembering You,
Vic Burkey*

* * * * *

**PINE LAKE PROTECTION & REHABILITATION
DISTRICT MINUTES OF ANNUAL MEETING
JUNE 28, 1997**

The meeting was called to order by the Chairman, Vic Burkey at 9:05 a.m. Also in attendance were Board Members Pat Coraggio, Karl Tauer and Charlie Struebing.

SECRETARY'S REPORT

First item of business was the reading of the July 1996 Annual Meeting minutes and the preceding minutes of the Board. Ron Balzer motioned to accept, Dorothy Riemer seconded, motion passed. Minutes of the auxiliary meetings were published in the fall and spring publications of the Pine Lake

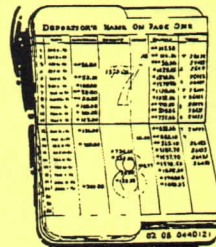


News and were accepted as printed.

TREASURER'S REPORT

Pat Coraggio next distributed copies of the treasurer's report and the annual financial statement and auditor's report prepared by Braun,

Preboske and Brettingen, S.C. Pat quoted page 1, paragraph 3 of the report as follows: "In our opinion, the financial statements referred to in the first paragraph present fairly, in all material respects, the financial position of the Pine Lake Districts as of



December 31, 1996, and 1995, and the results of its operations for the years then ended, in conformity with generally accepted accounting principles." Pat continued by informing the group that the Weed Harvester, Conveyor and Transport are

all paid for the district has a current balance of \$24,460.48. Ron Balzer motioned to accept the treasurer's report, Bob Riemer seconded, motion passed.

FCAL REPORT

Vic introduced this new segment of the meeting by explaining FCAL is the Forest County Association of Lakes and is in the process of organizing the lake districts, associations and group to form a stronger voice for Forest County with state government.

Pat Coraggio has joined FCAL as our Pine Lake representative and was given the floor to discuss their current activities. Pat explained that Mrs Mary Bierman of FCAL makes regular trips to Madison monitoring bills which affect Forest County lakes, and with the aid of a lobbyist, communicates our views to our politicians. Pat mentioned his surprise at the number and type of bills presently in Madison and how important this voice is to the lake district.

WEED HARVESTING REPORT

Larry Handeland opened the report by informing the body that the town truck would not be available to us this summer. Since then, a used truck was located in Antigo, and after inspecting the vehicle with Vic Burkey it was determined to be ideal for the lakes needs. A \$500.00 deposit was given toward the purchase price of \$12,000.00, with the understanding the lake district would need to approve the purchase. The truck is a 1986

International dump truck, single axle, with a 16 ft by 5 ft high box. The truck has 113,000 miles, in excellent condition and was formerly a DNR vehicle. Larry Handeland made a motion to purchase the truck, Bob Riemer seconded the motion. During discussion of the motion, Ron Balzer asked if the truck had its maintenance log and Vic and Larry believed it did. Vic added that in his years of driving truck the vehicle was in excellent condition and a great buy. Also, it was added that the cost of insurance will be forthcoming. The motion to purchase the truck passed unanimously. A check for the balance will be written and Larry will pick it up this afternoon.



NEW BUSINESS

The Commissioners offered the following resolutions:

1) Let it be resolved that the Commissioner's per diem should be increased to \$25.00 per meeting. The current \$15.00 has been in effect since 1976. Jim Krems moved and Bob Riemer seconded with the resolution passing unanimously.

2) Let it be resolved that the tax for the District should be reduced by \$2000.00 and the annual budget will be established at \$25,000.00 for the District. Charlie questioned the timing of this action, considering the purchase of the new truck. Ron Balzer suggested we should bank these additional funds for future land and building purchases. Ron Balzer amended resolution #2 back to the current tax per diem of \$27,000.00. Lynn McHenry seconded and the motion, amending the resolution, passed.

Tom Wirth added that he felt the Board Members have acted responsibly with the District funds and

any additional monies can safely be set aside for the future District needs. Pat Coraggio felt that a \$12,000.00 to \$15,000.00 surplus indicates that we should reduce our tax rate. Pat added that as Resolution #3 states, we have to set our goals for the future financial stability of the District.

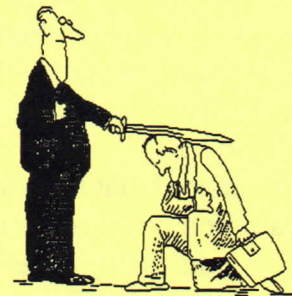
3) Let it be resolved that at the October Board of Directors Meeting, a separate account will be established by the Lake District which will receive a deposit annually of not less than \$5,000.00 per year to be set aside to accomplish the goals set forth in this Resolution. This will be known as Tax Freedom Day! Jim Kerns moved to accept the Resolution, Ron Balzer seconded. Tom Wirth added we might want to increase this amount to \$7,000.00. It was decided to wait and see at our next Commissioner's Meeting to decide if the funds dictated more than \$5,000.00. It was added that Tax Freedom Day was for our kids and the future generations of Pine Lake! Resolution #3 passed unanimously.

1997 / 1998 BUDGET

In light of the passing of the amended Resolution #2 and Resolution #3, the upcoming budget for 1997/1998 is so resolved.

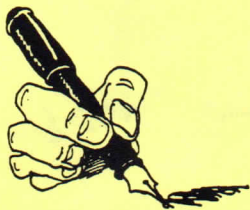
ELECTION OF OFFICERS

The next item of business was the election of an officer for Charlie's term. Bob Riemer re-nominated Charlie for a second term, Ron Balzer seconded, with no other nominations. Ron Balzer motioned to close the nominations, and this was seconded by Larry Handeland. Charlie Struebing was voted unanimously to a second term of office. A meeting will be held after the Annual Meeting for the Board members to decide who will hold what positions.



ANY OTHER MATTERS WHICH MAY COME BEFORE THE BOARD

Vic reminded the members that the District is still in need of land on or near the lake for docking, storage and servicing of the weed cutting



equipment. Vic added that our agreement with the DNR is that the District provide land and a building for this equipment! We did receive a response from our ad in our last newsletter from a Mr. Clement Nitke. Mr. Nitke offered to us a .4 acre piece of property, but in checking the property's frontage, it is too shallow and the lot is too small. Ron Balzer asked about the old dump site? The consensus was that it would not be suitable.

Mr. Tom Knaus was asked if the District could again rent his land for the docking of the weed harvester and the removal of weeds. Tom agreed, but questioned if the District's insurance coverage covered his land. He requested a letter on this coverage and Vic promised him he would call

our insurance and a letter will be sent.

Mrs Kragenbrink again approached the Board with the problems they are having at the boat landing which is adjacent to their property. Vic reminded her that the Board does not have jurisdiction over the town's lake access and they will have to seek help from the town and sheriff's department. Karl Tauer added that the town has ordered signs and will install them in the next two weeks.

Vic announced that the Fourth of July parade will be at 1:00 p.m. and the boats are to meet at the boat landing.

Vic reported that more buoys have been ordered to warn boaters of rocks in shallow areas.

Vic, who is the Hiles Fire Chief and Karl Tauer, who is the Training Chief, brought to the District's attention the problem with the width of driveways and access roads and the need to keep them cleared of brush and snow. During a recent chimney fire, the fire trucks had problems accessing the fire and later

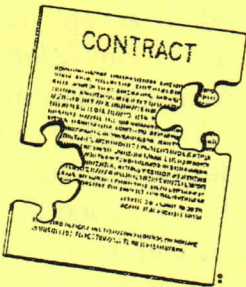
turning the fire trucks around to leave the scene. The fire department is requesting all homeowners to have a clearance on their drives 15 feet wide.

Pat referred him to an article in the last Pine Lake News and added that the District is awaiting a study by the DNR.

Ron Balzer inquired on the stocking of the lake. Pat referred him to an article in the last Pine Lake News and added that the District is awaiting a study by the DNR.

Ron Balzer motioned to adjourn, Bob Riemer seconded, motion passed. Meeting adjourned.

*Respectfully
Charles Struebing*



MEETING OF THE BOARD
JUNE 28, 1997

Pat made a motion that the Commissioner's remain in their present positions, Vic seconded, motion passed.

Pat reported that he received a phone call from Mr Jerry Gentz questioning the lakes position on the Crandon Mine. Pat answered that presently the District has not taken a position. Mr Gentz also asked if the District is considering restricting limiting Jet Skis use from 10:00 a.m. to 4:00 p.m.? It was decided to table the Jet Ski issue to the October meeting.



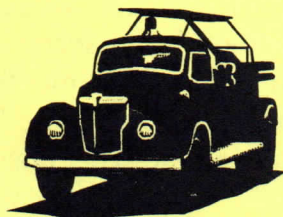
Vic questioned who would be responsible for the placement and removal of our lake buoys. Charles suggested that the weed crew be given this job. Larry Handeland agreed to add this to their duties and responsibilities.

The guest speaker for next years annual meeting needs to be decided on and maybe someone from the DNR could be recruited. Vic will check on this and report back.

Next quarterly meeting will be October 11th. (This date was later changed to Oct. 25th.) at 9:00 a.m.

Charlie motioned to adjourn, Pat seconded, meeting adjourned.

*Respectfully,
Charlie Struebing*



**PINE LAKE PROTECTION & REHABILITATION
DISTRICT MINUTES OF AUXILIARY MEETING
HILES TOWN HALL, HILES, WISCONSIN
OCTOBER 25, 1997**

The meeting was called to order by the Chairman, Vic Burkey, at 9:00 a.m. Also in attendance were Board Members Pat Coraggio, Karl Tauer and Charlie Struebing.

WEED HARVESTING REPORT

Larry Handeland reported that they harvested 102 truckloads of lake weeds. The new truck worked great and will be stored inside during the winter. The transport has a problem when loaded that the load isn't centered. Larry felt that a large capacity fuel tank positioned opposite the engine would compensate for this.

Charlie will check into the size required and the cost. The weed harvester also worked well, but will require some repair on the left side of the cutter head. The weed conveyor needs some minor repair which will be done next spring. Walkie-talkies also worked great, Larry added.

Vic asked about the depths we are cutting. Vic felt an average depth of 36 inches is generally what we should be targeting and added Buffalo Lake is only cutting to a depth of 30 inches. Larry stated that the cutting depth differs, depending on the lake depth. Larry felt it would be of help if a better gauging system could be worked out to help his crew during harvesting. Charlie suggested that we map the lake for the areas we are cutting and the depths of cut and location of rocks for future referral. Larry was in agreement and will make this charting part of next years focus.

Vic asked Larry if there is anything else the Board can do to help the harvesting crew. Larry will report back as required. Pat announced that the District will be advertising for additional weed-cutting employees to enable us to harvest with two

five hour shifts, six to seven days a week. Pat and Larry will discuss this come spring.

Karl Tauer questioned the Board if anyone knows what is the proper level the Mill Pond should be maintained at? There is no benchmark and the town can not find a level documented. Karl added that the town controls this dam and the DNR does not have any control of the water level. The reduction of 6" in the Mill Ponds level corresponds to a level change of 3" in Pine Lake. The town realizes the Mill Pond is an important component in the control of Pine Lakes water level.

*WISCONSIN ASSOCIATION OF LAKES MEETING
EAGLE RIVER, WI.*

Pat and Charlie attended and Pat reported on this workshop on Dock-O-Minium and how the state, counties and districts are regulating docks, shorelines and Jet Skis on our lakes. Mr Bill O'Connor, who is legal counsel with the DNR discussed with us the current status on legislation. Mr O'Connor also talked on their position on the number and placement of piers. Cost of enforcement of laws which are passed by the lakes can be funded by the state at up to 75% of the cost.

Karl Tauer mentioned that Kentuck Lake recently had a DNR representative at their annual meeting reporting on lake weeds. Karl felt that this was very informative and a possibility for this summer's meeting. Vic will contact the DNR and try to arrange a visit.

TREASURER'S REPORT

Pat reported on current balance of \$15,457.51 and asked where and how much do we want to invest this money. Charlie motioned that we invest \$5,000.00 into a CD toward our tax freedom day, Pat seconded the motion and the

motion passed. Charlie added that Pat should have the authority to choose which CD. An additional



\$3,000.00 will be invested into a short term CD. After discussing the approximate \$600.00 cost of this falls newsletter, it was decided there would be enough money for this investment.

Vic motioned that the District pay Larry Handeland \$500.00 toward the rental of his land where the weed harvester, transport and conveyor are stored and repairs were facilitated. Pat seconded, motion passed. It was added that much of Larry's time and expenses are not billed to the District and this was a small way to repay him.

Pat reminded the Board and members present that articles are due November 8th for this falls newsletter.

Karl reported that the no parking signs were installed on Christbaum Lane at the Town's lake access and seem to help the problem with boaters parking on private land. Karl also reported that Mr Jes Houle has asked if any matting could be installed at this boat landing to help in the removal of boats. The Board agreed that this should be a joint venture and Karl will report back to the Town Board. Pat added that there may be state grant money available for such a project.



Vic mentioned the availability of 14 acres of land across from Karl Tauer on West Pine Lake Rd. The Board gave the okay to look into its purchase.

Charlie asked the Board if we had considered renting or purchasing an information sign which can inform lake owners of upcoming meetings and events. Karl mentioned that the Fire Department was also considering a sign and the District may be able to use it the few times a year that we would require.

Pat suggested that the next quarterly meeting be January 10, 1998 at 9:00 a.m. Board members will consult their schedules (Meeting has since been changed to January 17th at 9:00 a.m.)

Pat motioned to adjourn, Vic seconded, meeting adjourned.

*Respectfully
Charlie Struebing*

OUR RIVER OF MANY RETURNS

Lately we have seen a lot of press on the importance of the Wolf River. Its beginning at Pine Lake takes us to many lakes and streams as it winds its way to Oshkosh. To my family it has provided many hours of relaxation since the early seventies. During the several hour trip from our dam to Little Rice Lake, I can recall little change, except the replacement of several road culverts and the beauty of eagles and ducks that have survived the growth of man in the north. I'm amazed at the fact that people flock to Wisconsin Dells to relax in artificial rivers when they can launch a canoe at our dam or at Atkins Road and follow the current as it winds around the forest edge.

Deer explode from the water, where they have chosen to cool themselves in its deeper holes and the ducks and herons gracefully take flight and land ahead allowing you another chance to share their beauty. Its occasional beaver dam adds a little excitement to our trip and it is always a moment of decision - do we take a run and try to paddle over these dams or do we lift the canoe over. Another event is the small tributaries that can provide us with a shortcut in the bend of the river or just a dead end - wrong choices require back tracking and listening to the heckling from our sons. As we near Chaney Road, we see the small water falls and have to decide are we going to turn back or are we going to continue on and during our return upstream we will be forced to life the canoe over these falls.



The return trip is an adventure in itself. We no longer have the current, gently directing us down river and pushing us over the beaver dams, and we pay attention to which direction we take at the forks in the river. By now we have applied several layers of sun tan lotion, ate our sandwiches, and depleted our stock of ice water and sodas. Shirts have come off and been put back on, we are a bit exhausted and I notice that the kids are awaiting the site of the van. As we load the canoes and

belongings, we remove our soaked shoes and call it a day. A day we hope to be able to relive throughout the coming years with my sons' children and their friends



*Dedicated to our boys:
Chuck, Eddie and Scott
and their children to
come...*

Charlie & Sandi Struebing

* * * *

FOREST COUNTY ASSOCIATION OF LAKES REPORT

Pat Coraggio, one of the Commissioners for Pine Lake who is also on the Board of Directors of the Forest County Association of Lakes (FCAL). FCAL is reputed to be the most progressive county wide association in the State of Wisconsin. FCAL is concerned with the quality of the lakes in Forest County and is very active in pursuing ventures which will maintain the quality of the lakes. In this vein, they have applied for and received a grant to have a lake study performed on some of the larger lakes in Forest County. Pine Lake, being one of the lakes that was involved in the study has received the results of the study which was conducted by Northern Lake Service, Inc. of Crandon. The report prepared by Ron T. Krueger is available to all members of the Pine Lake District. A copy may be obtained by contacting Pat Coraggio or Chairman Vic Burkey.



The study reports on the characteristics of the lake reporting Pine Lake as being 1670 acres and relatively shallow, 14 feet at the deepest part. Pine Lake is considered the head waters of the Wolf River and supports a good fishing population of northern pike, bluegills, perch, large mouth bass and some limited walleye fishing. This is a very interesting report which discusses the excessive

aquatic plant growth problem with Pine Lake and the types of aquatic plants which are found in the lake. It also contains a shoreline summary and recommendations for the Pine Lake District. These recommendations are set forth below.

1. Consider program similar to Pickereel/Crane septic survey and update. I would recommend discussing their program with them. It is an aggressive and somewhat controversial program but it is also probably the only hope for improving the situation on Pine Lake.
2. Encourage shoreline improvement where natural vegetation has been removed.
3. Pine Lake is popular with nonresident users and it is a very fertile system making it susceptible to invasion by non-native plant species. A system of monitoring for these species should be developed. The easiest would probably be to educate the harvester operators.
4. Protect the outlet from the millpond. This area acts to absorb nutrients and slow the water so sediment can settle out before reaching the lake. It is also probably very valuable to numerous species of wildlife.
5. Monitor the activities around the Millpond as these could have a fairly direct effect on the conditions on Pine Lake.

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NEW PROPOSED ZONING REGULATIONS

Forest County Zoning Administrator, Dawn Schmidt, has provided the Pine Lake P&R Commissioners with a copy of the new proposed zoning changes. Several of the changes will greatly effect the residents of Pine Lake. There are far too many



changes to list in this article, but two of the changes that will have significant impact on Pine Lake residents are proposed changes to eliminate all dwellings within 75 feet of the shoreline. The new proposed change reads as follows: "**Eventual removal of all boathouses.** All existing boathouses, and all boathouses constructed henceforth under this section shall be considered temporary structures not entitled to the nonconforming provisions (Grandfather Rights) of Chapter 3 hereunder and shall be discontinued from use and shall be dismantled; 1) upon sale or transfer of the property to another owner; or 2) by the year 2005, whichever comes first."

Section 9.11 - Back Lot and Other Use of Water Frontage is another change that is being proposed. It reads as follows; "In accordance with the intent of this district to discourage overcrowding of the lakeshore and of water surface by allowing back lots to have shared access rights over frontage lots to shoreline facilities such as beaches, piers, docks and boathouses, this district prohibits the use of parcels of land having water front access from providing those facilities for the regular use by occupants or their guests of back lots. This provision, for the same reasons of crowding, also prohibits the shared use via a lease or sale, such as through a condominium unless regulated as a public access resort or such facility to others."

One other change proposed is that it would be a violation of the zoning laws to fertilize your lawn within 75 feet of the lake.

The numerous other changes are being reviewed by the Lake District and we will be making our thoughts known to the Forest County Zoning Committee which has David Wilson as the Chairperson, Michael S. Kane and Thomas Vollmar as committee members.

The Commissioners would like to have your opinions on these items and any other changes that you are aware of in the zoning laws. The Zoning Committee is preparing to have a public hearing in February or March and will attempt to get the new changes passed through the County

Board by May 1998. This means that these changes will be in place by the time many of you return to Pine Lake to open up your cottage for summer use. The Pine Lake P&R Commissioners are your voice in the County and Pat Coraggio is your voice on FCAL Board of Directors which will also be responding to these changes. Please provide us with input so we can have your thoughts, wishes and concerns voiced to the Forest County Zoning Committee.



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TAMING THE MONSTER SEPTIC SYSTEMS, DRINKING WATER AND THE HEALTH OF YOUR LAKE

Excerpted from "Lake Tides Newsletter" Vol 22, No 3.

Most of you no longer worry about monsters under the bed... but what about that 'monster' septic system buried in your back yard? You feed it expensive additives, try not to feed it household chemicals, get its "stomach" pumped periodically, and hope that it doesn't back up into the basement. But could that septic system affect your homes's drinking water supply, or the health of the lake you live on and love?

Your septic system most likely consists of a tank, with capacity of perhaps 1000 gallons, and a drainfield. In the tank, solid materials are separated from the water. Since the average person uses about 50 gallons of water per day, a drainfield is needed to dispose of the excess water. Septic systems are generally groundwater recharge systems—they replenish the underground water supply we use for drinking water. But is the water

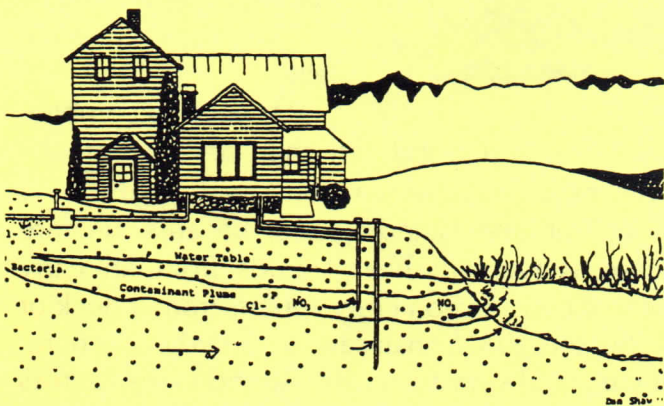


that leaves the drainfield completely pure?

Septic systems were designed about a hundred years ago to deal with water quality problems as they were understood at that time. They do a reasonably good job of filtering large particles from waste water and of removing bacteria, viruses and other disease-causing organisms. However, they generally do a poor job of removing chemicals. That's a job they were never designed to do.

Groundwater downgradient from septic systems—and that's generally moving toward your lake—often has a high concentration of nitrate, chloride, phosphorus, and other household chemicals. The figure shows how these contaminants move in a narrow underground band called a plume. The plume might contribute to excess plant growth in your lake, or it might enter the well you use for drinking water. Just when you think everything is going just fine with the 'monster', it could invisibly reach out to affect your health, or the beauty of your lakeshore home.

Surprisingly, pumping the tank is not much help with this problem. Pumping the tank periodically (every two years for the average home) is essential to prevent the drainfield from failing and ponding water in the back yard or basement. But it's not the ponded, "failed" system that affects groundwater and drinking water quality—it's the one that works just fine, letting water easily drain away



every day. Also, just following the septic system code won't solve the problem. The code deals with preventing human exposure to bacteria and viruses. Septic systems are exempted by law from meeting standards for nitrate in groundwater.

SO HOW CAN THE MONSTER BE TAMED?

To avoid septic system contamination of your well:

- > Avoid installing it into the contaminant plume. That means installing the well upgradient (higher in the groundwater flow system) than the septic system. Most often that means not installing the well between the septic system and the lake, or at least on the opposite side of the house from the drainfield.
- > In addition, install your well at a location and depth which avoids septic system plumes created by your neighbors.
- > Test your water annually for nitrate and chloride. If you have high levels, and there is little agriculture in your watershed, septic systems are probably to blame.

To avoid septic system contamination of groundwater:

- > Minimize the use of household cleaning products and chemicals that may pass through the septic system.
- > Consider the use of alternative septic systems that better remove nitrogen and other chemicals. Some are currently under development, such as recirculating sand filters.

To keep the 'monster' from contaminating your lake:

- > Place your drainfield as far as feasible from the lake shore.
- > Keep in mind that some lakes receive most of their water from rain and snowmelt, or from streams. Those lakes that receive the majority of their water from groundwater are most susceptible to septic system contamination.
- > Read labels to minimize the use of

dish detergents and laundry conditioners which contain phosphorus. The ban on phosphorus in laundry detergent does not affect these products.

- > Most importantly, support local efforts to limit the density of homes using septic systems on lakes. If high density development is considered desirable, a community sewer, or a group of homes on an alternate system, may be a better option.

Byron Shaw and Chris Mechenich, Extension Specialists, UW-Stevens Point

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SOUND CARRIES OVER WATER

BY: JIM BRAKKEN, DIRECTOR

Excerpted from "The Lake Connection", Summer 1997

A few years ago, my neighbor and I had a conversation while cleaning fish near the dock. The content of this conversation I do not recall, although it probably centered around the morning's catch. What I do recall is that Joe was on his dock and I was on mine. On this clear, calm morning we were able to converse in normal tone and volume, although we were about 200 yards apart. It was almost as though we were talking over coffee at the kitchen table.

LAKE ACOUSTICS

Many of those who are unaccustomed to being near a lake may be unaware of the unique acoustics. In another environment, sound can be absorbed by plants, rocks, buildings, trees, cars and everything else that it bumps into. A lake is quite different. The water's surface reflects sound. The smoother the lake, the further sound travels.

This unique condition can cause some problems. First, we all need to realize that every conversation which takes place on or near water can probably be heard over a long distance. Family discussions and other conversations of a sensitive nature should be kept inside. Be sure your guests and kids are aware of this. Next, we all need to realize that we consider normal sound may be noise pollution to others.

The joyous sounds of our kids playing on the beach may be music to your ears, but maybe not to your neighbors'. We have two simple rules for kids swimming at our house:

1. Talking while swimming is fine, but anyone shouting or screaming has to take a 10 minute time out.
2. The only time we shout "Help" is when we really need help.

In the summer months, try to avoid the use of chain saws, lawn mowers or similar power tools in the morning or late in the day. Save your fireworks for the July 4th weekend. Target shooting during the summer is best done at your local club. (Target shooting near water is very dangerous. Never shoot at or toward the water. You have no idea where it will end up.) Avoid using your outboard before breakfast. Try to use your electric motor or your oars. Think of those sleeping with their windows open.

Quiet your pets. Our dogs are encouraged to alert us when they sense someone entering our vicinity. If they continue to bark, we either quiet them down or take them inside. It is very annoying to have a dog bark at you as you quietly float along a shoreline. Although it may not bother you, the continued barking of your pet can be very irritating to others.

Turn down the volume on your stereo or TV. Your favorite entertainment may not sound as good from across the lake.

We need to combine the unique and wonderful characteristics of lake acoustics with common courtesy. Throw in a handful of understanding too, because on rare occasions we will hear sounds from an early morning construction crew, reports from a duck or deerhunters gun, a chainsaw, outboard or car horn.

If we are always aware that sound carries across water, our lake will sound more like it did a century ago. That is good for us all and it is good for the lake.



SHORELAND ZONING DETAILS

The statewide setback of a dwelling from the high water mark of a lake is 75 feet. Portage County requires 100 feet.

In Langlade County's zoning ordinance, tree and shrub cutting within 50 feet of a lake or stream is restricted. In 100 feet of frontage no more than 30% of trees or shrubs may be clear cut and clear cuts shall not exceed 10 feet in width. Cutting on the remaining land within 50 feet of the lake shall leave sufficient trees and vegetation cover to screen uses of landward as seen from the water, maintain bank stabilization, retard the flow of effluent, sediments and nutrients from shorelands and protect aesthetic values.

* * * *

TWELVE TIPS FOR MANAGERS FROM EMPLOYEES

1. Never give me work in the morning. Always wait until 5pm and then bring it to me. The challenge of a deadline is refreshing.
2. If it's really a "rush job", run in and interrupt me every 10 minutes to inquire how it's going. That helps.
3. Always leave without telling anyone where you are going. It gives me a chance to be creative when someone asks where you are.
4. If my arms are full of papers, boxes, books or supplies, don't open the door for me. I need to learn how to function as a paraplegic and opening doors is good training.
5. If you give me more than one job to do, don't tell me which is the priority - let me guess.



6. Do your best to keep me late. I like the office and really have nowhere to go or anything else to do.
7. If a job I do pleases you, keep it a secret. Leaks like that could cost me a promotion.
8. If you don't like my work, tell everyone. I like my name to be popular in conversation.
9. If you have special instructions for a job, don't write them down. In fact, save them until the job is almost done.
10. Never introduce me to the people you're with. When you refer to them later, my shrewd deductions will identify them.
11. Be nice to me only when the job I'm doing for you could really change your life.
12. Tell me all your little problems. No one else has any and it is nice to know someone is less fortunate.

**MERRY
CHRISTMAS**



**AND
HAPPY NEW YEAR**