

1. Issues and Opportunities

1.1 Introduction

In the summer of 2002, the Town of Herman signed a Resolution agreeing to participate in the preparation of a Multi-Jurisdiction Comprehensive Plan for the general purpose of guiding and accomplishing coordinated, adjusted, harmonious development within the Town of Herman. With assistance from the staff of the Dodge County Planning and Development Department and Foth & Van Dyke & Associates Inc., a comprehensive planning effort was begun. This planning effort is intended to serve as a guide to assist the Town of Herman in making decisions concerning the conservation and development of land over the next 20 years and beyond.

The Town of Herman is located in the east central portion of Dodge County. The Town of Herman is bounded by the Town of Theresa to the north, Washington County to the east, the Town of Rubicon to the South, and the Town of Hubbard to the west. The Town of Herman contains the unincorporated Villages of Herman Corners, Huilsburg, and Woodland. STH 33 is the major east/west transportation route through the Town, CTH P is the major north-south transportation route through the Town, and CTH S provides another east/west route. Map 1-1, Appendix, shows the regional setting of the Town of Herman.

1.2 Planning Process

In November of 2002, the Dodge County Planning and Development Department and Foth & Van Dyke & Associates Inc. prepared a Comprehensive Planning Grant application on behalf of the Town of Herman and 18 other communities in Dodge County (Map 1-2, Appendix, shows the Multi-jurisdictional Plan Groupings). In February of 2003, the County was informed by the state that Dodge County, the Town of Herman, and the other participating communities were awarded a \$321,000 comprehensive planning grant. On April 30, 2003, the contract with the Wisconsin Department of Administration to produce a comprehensive plan document within 30 months became effective.

In June of 2003, the Town of Herman signed a Memorandum of Agreement with the Dodge County Planning and Development Department to assist with the development of a Town Comprehensive Plan. The planning program called for a Comprehensive Plan document, a current land use map, and a future land use map. Mapping for the planning program involved the recording, classifying, and analyzing of current land uses in the Town. From this information, a base map with property lines was developed along with an existing land use map and a series of future land use maps.

Wisconsin Statutes, Section 62.23 by reference from Section 60.62 provides that it is a function of the Town Plan Commission to make and certify to the Town Board, a plan for the physical development of the Town of Herman. The plan's general purpose is in guiding and accomplishing a coordinated, adjusted, and harmonious development...which will, in accordance with existing and future needs, best promote public health, safety, morals, order, convenience, prosperity, or the general welfare, as well as efficiency and economy in the process of development. Wisconsin Statutes, Section 66.1001, further defines a comprehensive plan and a local unit of government's responsibilities. This legislation requires that a community that engages in land use regulations

develop and adopt a comprehensive plan. The plan must contain nine elements as specified in the statutes. It also requires that all land use decisions be consistent with the comprehensive plan.

The plan document is divided into two separate reports, the Inventory and Trends Report and the Recommendations Report. The Inventory and Trends Report contains the necessary background information and maps about the Town of Herman and points out important trends. The Recommendations Report contains the policies, goals, and objectives of the Town and the recommendations for future action.

Policies, goals, and objectives stated in this document reflect the deliberations of the Town Plan Commission and Town Board, based on the comments and opinions expressed by the people within the Town of Herman. References made to specific state, county, and other governmental programs do not imply endorsement of such plans, but are presented for background and reference only.

1.3 Public Participation Efforts

The Town of Herman adopted a Public Participation Plan at the beginning of the comprehensive planning process based on input from the Town Plan Commission. The following core efforts were identified to foster public participation above and beyond the statutory requirements of Wisconsin's Smart Growth law:

- All meetings will be open to the public;
- Notices and press releases will be sent to local media outlets identifying the time and location of public informational meetings and public hearings;
- Materials will be kept at the Town Hall for review by local residents and interested persons;
- Information about regional meetings and the Multi-Jurisdiction Comprehensive Plan will be available on the Dodge County Planning and Development Department website.

In addition, an address to forward written comments shall be provided in meeting notices and news releases. The Commission shall respond to written comments at public meetings.

1.4 Population Characteristics

Population Counts

Population change is the primary component in tracking a community's past growth as well as predicting future population trends. Population characteristics relate directly to the community's housing, educational, utility, community, and recreational facility needs, as well as its future economic development. Tables 1-1 and 1-2 display population trends and changes from 1960 to 2000 for all municipalities in Dodge County.

Table 1-1: Population Trends, Dodge County, 1960-2000

	1960	1970	1980	1990	2000
T. Ashippun	1,376	1,500	1,929	1,783	2,308
T. Beaver Dam	1,509	1,933	3,030	3,097	3,440
T. Burnett	899	875	917	915	919
T. Calamus	908	934	1,077	1,009	1,005
T. Chester	933	1,060	981	797	960
T. Clyman	852	889	815	742	849
T. Elba	928	960	1,028	964	1,086
T. Emmet	969	1,050	1,089	1,014	1,221
T. Fox Lake	793	1,501	1,674	1,928	2,402
T. Herman	1,145	1,215	1,131	1,127	1,207
T. Hubbard	1,079	1,301	1,508	1,390	1,643
T. Hustisford	891	1,034	1,262	1,209	1,379
T. Lebanon	1,212	1,278	1,518	1,630	1,664
T. Leroy	1,086	1,146	1,110	1,025	1,116
T. Lomira	1,242	1,247	1,391	1,280	1,228
T. Lowell	1,205	1,254	1,205	1,134	1,169
T. Oak Grove	1,543	1,326	1,333	1,200	1,126
T. Portland	879	915	976	994	1,106
T. Rubicon	1,355	1,564	1,759	1,709	2,005
T. Shields	625	602	584	500	554
T. Theresa	1,092	1,174	1,152	1,083	1,080
T. Trenton	1,221	1,406	1,319	1,299	1,301
T. Westford	890	1,006	1,203	1,248	1,400
T. Williamstown	659	659	657	692	646
V. Brownsville	276	374	433	415	570
V. Clyman	259	328	317	370	388
V. Hustisford	708	789	874	979	1,135
V. Iron Ridge	419	480	766	887	998
V. Kekoskee	247	233	224	218	169
V. Lomira	807	1,084	1,446	1,542	2,233
V. Lowell	341	322	326	312	366
V. Neosho	345	400	575	658	593
V. Randolph*	978	1,089	1,206	1,227	1,346
V. Reeseville	491	566	649	673	703
V. Theresa	570	611	766	771	1,252
C. Beaver Dam	13,118	14,265	14,149	14,196	15,169
C. Columbus*	0	0	0	10	36
C. Fox Lake	1,181	1,242	1,373	1,279	1,454
C. Hartford*	0	0	0	9	10
C. Horicon	2,996	3,356	3,584	3,873	3,775
C. Juneau	1,718	2,043	2,045	2,157	2,485
C. Mayville	3,607	4,139	4,333	4,374	4,902
C. Watertown*	3,968	4,373	5,911	6,754	8,063
C. Waupun*	5,849	5,481	5,439	6,086	7,436
Dodge County	63,170	69,004	75,064	76,559	85,897
Wisconsin	3,951,777	4,417,731	4,705,642	4,891,769	5,363,675

Source: Wisconsin Department of Administration, 1960, 1970, and 1980. U.S. Bureau of the Census, 1990 and 2000. *Municipality crosses county line, only includes portion in Dodge County.

Table 1-2: Population Change, Dodge County, 1970-2000

	1970-1980		1980-1990		1990-2000	
	Number	Percent	Number	Percent	Number	Percent
T. Ashippun	429	28.6%	-146	-7.6%	525	29.4%
T. Beaver Dam	1,097	56.8%	67	2.2%	343	11.1%
T. Burnett	42	4.8%	-2	-0.2%	4	0.4%
T. Calamus	143	15.3%	-68	-6.3%	-4	-0.4%
T. Chester	-79	-7.5%	-184	-18.8%	163	20.5%
T. Clyman	-74	-8.3%	-73	-9.0%	107	14.4%
T. Elba	68	7.1%	-64	-6.2%	122	12.7%
T. Emmet	39	3.7%	-75	-6.9%	207	20.4%
T. Fox Lake	173	11.5%	254	15.2%	474	24.6%
T. Herman	-84	-6.9%	-4	-0.4%	80	7.1%
T. Hubbard	207	15.9%	-118	-7.8%	253	18.2%
T. Hustisford	228	22.1%	-53	-4.2%	170	14.1%
T. Lebanon	240	18.8%	112	7.4%	34	2.1%
T. Leroy	-36	-3.1%	-85	-7.7%	91	8.9%
T. Lomira	144	11.5%	-111	-8.0%	-52	-4.1%
T. Lowell	-49	-3.9%	-71	-5.9%	35	3.1%
T. Oak Grove	7	0.5%	-133	-10.0%	-74	-6.2%
T. Portland	61	6.7%	18	1.8%	112	11.3%
T. Rubicon	195	12.5%	-50	-2.8%	296	17.3%
T. Shields	-18	-3.0%	-84	-14.4%	54	10.8%
T. Theresa	-22	-1.9%	-69	-6.0%	-3	-0.3%
T. Trenton	-87	-6.2%	-20	-1.5%	2	0.2%
T. Westford	197	19.6%	45	3.7%	152	12.2%
T. Williamstown	-2	-0.3%	35	5.3%	-46	-6.6%
V. Brownsville	59	15.8%	-18	-4.2%	155	37.3%
V. Clyman	-11	-3.4%	53	16.7%	18	4.9%
V. Hustisford	85	10.8%	105	12.0%	156	15.9%
V. Iron Ridge	286	59.6%	121	15.8%	111	12.5%
V. Kekoskee	-9	-3.9%	-6	-2.7%	-49	-22.5%
V. Lomira	362	33.4%	96	6.6%	691	44.8%
V. Lowell	4	1.2%	-14	-4.3%	54	17.3%
V. Neosho	175	43.8%	83	14.4%	-65	-9.9%
V. Randolph*	117	10.7%	21	1.7%	119	9.7%
V. Reeseville	83	14.7%	24	3.7%	30	4.5%
V. Theresa	155	25.4%	5	0.7%	481	62.4%
C. Beaver Dam	-116	-0.8%	47	0.3%	973	6.9%
C. Columbus*	0	0.0%	10	0.0%	26	260.0%
C. Fox Lake	131	10.5%	-94	-6.8%	175	13.7%
C. Hartford*	0	0.0%	9	0.0%	1	11.1%
C. Horicon	228	6.8%	289	8.1%	-98	-2.5%
C. Juneau	2	0.1%	112	5.5%	328	15.2%
C. Mayville	194	4.7%	41	0.9%	528	12.1%
C. Watertown*	1,538	35.2%	843	14.3%	1,309	19.4%
C. Waupun*	-42	-0.8%	647	11.9%	1,350	22.2%
Dodge County	6,060	8.8%	1,495	2.0%	9,338	12.2%
Wisconsin	287,911	6.5%	186,127	4.0%	471,906	9.6%

Source: Wisconsin Department of Administration, 1970 and 1980. U.S. Bureau of the Census, 1990 and 2000. *Municipality crosses county line, only includes portion in Dodge County.

○ From 1960-2000, Herman's population increased from 1,145 residents to 1,207. The rate of population growth varied widely during that time, rising only 0.4 percent during the 1980s but increasing to 7.1 percent during the 1990s. The Towns of Rubicon and Hubbard experienced similar growth patterns.

Population Estimates

Every year the Wisconsin Department of Administration (WDOA), Demographic Services Center develops population estimates for every municipality and county in the state. The 2003 population estimate for the Town of Herman was 1,218 residents, an increase of .91 percent from 2000. The 2003 estimate for Dodge County was 87,599 residents, an increase of 1.98 percent from 2000. Population estimates from the Wisconsin Department of Administration should be utilized as the primary source for population information until the release of the 2010 Census.

Age Distribution

A shifting age structure can affect a variety of services and needs within the community. A shifting age structure is a national trend that is also prevalent in Wisconsin. The baby-boomer generation, which is the largest segment of the overall population, is nearing retirement age. As this age group gets older the demand for services such as health care will increase and a younger workforce will need to take the place of retirees. It will become increasingly important to recognize if these trends are taking place and to determine how to deal with the effects.

○ Table 1-3 displays the population by age cohort for the Town of Herman and Dodge County.

Table 1-3: Population by Age Cohort, Town of Herman and Dodge County, 2000

	Town of Herman		Dodge County	
	Number	% of Total	Number	% of Total
Under 5	69	6%	5,098	5.9%
5 to 14	209	17%	12,095	14.0%
15 to 24	181	15%	11,174	13.0%
25 to 34	135	11%	11,746	13.7%
35 to 44	211	17%	15,018	17.5%
45 to 54	165	14%	11,341	13.2%
55 to 64	103	9%	7,439	8.7%
65+	134	11%	11,986	14.0%
Total	1,207	100%	85,897	100.0%
Median Age	35.5		37.0	

Source: U.S. Bureau of the Census, 2000.

○ The largest percentage (17 percent) of Town of Herman residents is between the ages of 35 to 44, the next largest age cohort is ages 5 to 14. The largest percentage of Dodge County's residents is in the 35 to 44 age category, 17.5 percent. The Town of Herman is similar since 17 percent of its residents are in the same age category. Also, 15 percent of the Town's population

is 15 to 24 years of age, higher than the County's percentage. The Town of Herman's median age is 35.5, which is lower than Dodge County's median age of 37.

Educational Attainment

Approximately 44.5 percent of Herman residents have attained a high school level education, comparable to the 43.6 percent in Dodge County with the same education level. The second largest percentage (17.8 percent) of education attainment in the Town of Herman is some college, no degree. The Town of Herman has 9.9 percent of its residents obtaining a bachelor's degree, which is slightly higher than the Dodge County percentage of 9.5. The Town of Herman had a larger percentage of residents with 12th grade or less and no diploma than the County. Table 1-4 indicates the education levels for the Town of Herman and Dodge County.

Table 1-4: Educational Attainment, Town of Herman and Dodge County, 2000

Attainment Level	T. Herman		Dodge County	
	Number	Percent of Total	Number	Percent of Total
Less than 9th grade	80	10.7%	4,025	7.0%
9th grade to 12th grade, no diploma	55	7.3%	6,128	10.7%
High school graduate (includes equivalency)	334	44.5%	25,031	43.6%
Some college, no degree	134	17.8%	10,588	18.4%
Associate degree	53	7.1%	4,079	7.1%
Bachelor's degree	74	9.9%	5,476	9.5%
Graduate or professional degree	21	2.8%	2,126	3.7%
Total Persons 25 and over	751	100.0%	57,453	100.0%

Source: U.S. Bureau of the Census, 2000. Only includes persons age 25 and over.

Household Income

Table 1-5 displays the 1999 household income and median household income for the Town of Herman and Dodge County as reported by the 2000 Census. The highest percentage (27.7 percent) of residents in the Town of Herman had a household income between \$50,000 to \$74,999. The next largest percentage (22.8 percent) of household income was \$35,000 to \$49,999, which was a little higher than the County's percentage of 20.4 percent of the same income level. Approximately 10.3 percent of the households in the Town of Herman had a household income of \$100,000 or greater. This exceeded the County's 6.9 percent of households that made \$100,000 or more. The median household income for the Town of Herman was \$49,937. The median income for Dodge County was \$45,190, slightly higher than the State's reported median income of \$43,791.

Table 1-5: Household Income, Town of Herman and Dodge County, 1999

	T. Herman		Dodge County	
	Number	% of Total	Number	% of Total
Less than \$10,000	11	2.7%	1,659	5.3%
\$10,000 to \$14,999	10	2.5%	1,627	5.2%
\$15,000 to \$24,999	38	9.3%	3,579	11.4%
\$25,000 to \$34,999	52	12.9%	4,434	14.1%
\$35,000 to 49,999	93	22.8%	6,420	20.4%
\$50,000 to \$74,999	113	27.7%	8,326	26.4%
\$75,000 to \$99,999	48	11.8%	3,305	10.5%
\$100,000 to \$149,999	37	9.1%	1,605	5.1%
\$150,000 or More	5	1.2%	558	1.8%
Total	407	100.0%	31,513	100.2%
Median Household Income		\$49,937		\$45,190

Source: U.S. Bureau of the Census, 2000.

*Percentages may not add up to 100%, due to rounding.

Population Projections

Population projections are based on past and current population trends and are not predictions, rather they extend past growth trends into the future and their reliability depends on the continuation of these past growth trends. Projections are therefore most accurate in periods of relative socio-economic and cultural stability. Projections should be considered as one of many tools used to help anticipate and predict change within the community.

Table 1-6 displays the population trends in the Town of Herman and Dodge County, 1990 -- 2003.

Table 1-6: Population Trends, Town of Herman and Dodge County, 1990-2003

Year	Town of Herman		Dodge County		Wisconsin	
	Population	% Change	Population	% Change	Population	% Change
1990	1,127	—	76,559	—	4,891,769	—
1991	1,134	.62	76,884	0.42	4,920,507	0.59
1992	1,149	1.32	78,032	1.49	4,968,224	0.97
1993	1,140	(.78)	78,738	0.90	5,020,994	1.06
1994	1,148	.7	78,945	0.06	5,061,451	0.81
1995	1,169	1.82	79,915	1.23	5,101,581	0.79
1996	1,178	.76	80,839	1.16	5,142,999	0.81
1997	1,187	.76	82,147	1.62	5,192,298	0.96
1998	1,195	.67	83,348	1.46	5,234,350	0.81
1999	1,199	.33	84,312	1.16	5,274,827	0.77
2000	1,207	.66	85,897	1.88	5,363,675	1.68
2001	1,208	.08	86,476	0.67	5,400,004	0.68
2002	1,216	.66	87,083	0.70	5,453,896	0.99
2003	1,218	.16	87,599	0.59	5,490,000	0.66
Total Change	91	8.07	11,040	14.42	598,231	12.23

Source: [Official Population Estimates](#), Demographic Services Center, Wisconsin Department of Administration

In the years 1990 and 2000 the Town of Herman's population was verified by a census, the other years listed are estimates by the Wisconsin Department of Administration. In 2000, the Town of Herman's population was close to the estimated increases of the other years. Overall, the Town of Herman has had an increase in its population from 1990 to 2003. Compared to the County, the Town has had a lower percent change in its population.

Wisconsin Department of Administration, Population Projections

In 2002 the Wisconsin Department of Administration (WDOA) Demographic Services Center prepared baseline population projections to the year 2025 for the communities and counties of Wisconsin. The WDOA utilized a projection formula that calculates the annual population change over three varying time spans. From this formula, the average annual numerical population change is calculated, which was used to give communities preliminary population projections for a future date. Table 1-7 shows the WDOA population projection for the Town of Herman.

**Table 1-7: WDOA Population Projections,
Town of Herman, 2000-2025**

2000 Population	2010	2015	2020	2025	% Change 2000-2025	Total New Persons 2000-2025
1,207	1,236	1,250	1,261	1,271	5.3	64

Source: Wisconsin Department of Administration, Demographics Services Center, Preliminary Population Projections for Wisconsin Municipalities: 2000-2020.

The Town of Herman had a 5.3 percent increase in population from 2000 to 2025. According to the WDOA Population Projection, the Town of Herman will have a population of 1,271 by 2025. The WDOA shows the Town of Herman gaining 64 new persons by 2025.

Census/Population Estimate Projections

Projections were created by using the 1990 and 2000 census population data along with the 2003 population estimate and increasing or decreasing population counts by the annual percentage rate of increase or decrease. Therefore, the projections are based directly on historical population trends. Table 1-8 displays the resulting projections from the 2000 population to the 2030 projection.

**Table 1-8: Census/Population Estimate Projection,
Town of Herman, 2000-2030**

2000 Population	2010	2015	2020	2025	2030	% Change 2000-2030	Total New Persons 2000-2030
1,207	1,268	1,305	1,343	1,382	1,423	17.9	216

Source: Dodge County Planning and Development Staff

The Dodge County Planning and Development Staff used the Town of Herman's yearly growth percentages from 1990 to 2003 to determine the Town's future population. The Town of Herman had an estimated 0.58 percent annual increase from 1990 to 2003. According to the average yearly growth rate, the Town of Herman will have 1,423 residents by 2030, gaining approximately 216 residents from 2000.

Alternate Population Projections

The Alternate Population Projection was produced by Foth & Van Dyke and Dodge County Planning and Development Staff to give County and local officials another population projection model. The Alternate Population Projection utilizes current average household size and the building permit data from 1994 to 2003 (See Section 8.4) to create a new population projection model. The average household size in 2000 was multiplied by the average number of new housing units built annually to produce the alternate population projection. Table 1-9 displays the Alternate Population Projections for the Town of Herman.

Table 1-9: Alternate Population Projection, Town of Herman, 2000-2030

2000 Population	2010	2015	2020	2025	2030	% Change 2000-2030	Total New Persons 2000-2030
1,207	1,353	1,426	1,499	1,572	1,645	36.3	438

Source: Foth & Van Dyke and Dodge County Planning and Development Staff

The Alternate Population Projection shows the Town of Herman having a 36.3 percent increase in population between 2000 and 2030. According to the Alternate Population Projection, the Town will have 1,645 residents in 2030, an increase of 438 residents from 2000.

1.5 Housing Characteristics

Table 1-10 displays the number of housing units found in the Town of Herman and Dodge County for 1990 and 2000. The table also includes the number of occupied and vacant homes.

The U.S. Census Bureau classifies housing units as a house, apartment, mobile home or trailer, a group of rooms, or a single room occupied as separate living quarters, or if vacant, intended for occupancy as separate living quarters. Separate living quarters are those in which the occupants live separately from any other individuals in the building and which have direct access from outside the building or through a common hall.

Table 1-10: Housing Supply, Occupancy and Tenure, Town of Herman and Dodge County, 1990-2000

T. Herman

	Percent of 1990	Percent of Total	Percent of 2000	Percent of Total	# Change 1990-00	% Change 1990-00
Total housing units	352	100%	401	100.0%	49	13.9%
Occupied housing units	347	98.6%	394	98.3%	47	13.5%
Owner-occupied	268	76.1%	314	78.3%	46	17.2%
Renter-occupied	79	22.4%	80	20.0%	1	1.3%
Vacant housing units	5	1.4%	7	1.7%	2	40.0%
Seasonal units	1	0.3%	0	0.0%	-1	-100.0%

Source: U.S. Bureau of the Census, 2000.

Dodge County

	Percent of 1990	Percent of Total	Percent of 2000	Percent of Total	# Change 1990-00	% Change 1990-00
Total housing units	28,720	100.0%	33,672	100.0%	4,952	17.2%
Occupied housing units	26,853	93.5%	31,417	93.3%	4,564	17.0%
Owner-occupied	19,632	68.4%	23,067	68.5%	3,435	17.5%
Renter-occupied	7,221	25.1%	8,350	24.8%	1,129	15.6%
Vacant housing units	1,867	6.5%	2,255	6.7%	388	20.8%
Seasonal units	950	3.3%	815	2.4%	-135	-14.2%

Source: U.S. Bureau of the Census, 2000.

*Percentages may not add up to 100%, due to rounding.

In 2000, the Town of Herman had 401 housing units, a 13.9 percent increase from 1990. In 2000, approximately 98.3 percent of the community's housing units were occupied. Of this figure, approximately 78.3 percent were occupied by owners and 20 percent were occupied by individuals renting the housing unit. Vacant units accounted for 1.7 percent of the total housing supply. None of the housing units within the community were for seasonal, recreational, or occasional use.

Table 1-11 displays the average household size found in the Town of Herman and Dodge County for 1990 and 2000.

Table 1-11 Average Household Size, Town of Herman and Dodge County, 1990 and 2000

	1990	2000
Town of Herman	3.25	3.06
Dodge County	2.71	2.56

Source: U.S. Bureau of the Census, 1990-2000.

The size of households have decreased from years ago, families are having fewer children than the large traditional families. The Town of Herman's average household size has decreased by approximately .19 persons since 1990. The County's average household size has decreased by .15 persons, a rate similar to that of the Town's. In 2000, the Town of Herman had a much higher average household size than the County's 2.56 persons and the State of Wisconsin's 2.50 persons.

Housing Unit Projections

Housing unit projections are an important element in preparing the comprehensive plan for a community. Specifically, they are used as a guide to estimate required acreage to accommodate future residential development, as well as prepare for future demands growth may have on public facilities and services throughout the planning period. Similar to population projections, it is important to note that housing projections are based on past and current trends, and therefore should only be used as a guide for planning.

Please refer to Table 2-5 for the linear housing unit projection and Table 2-6 for the alternate housing unit projection utilizing building permit data.

1.6 Employment Characteristics

Employment by industry within an area illustrates the structure of the economy. Historically, Dodge County has had a high concentration of employment in the manufacturing and agricultural sectors of the economy. Recent state and national trends indicate a decreasing concentration of employment in the manufacturing sector while employment within the services sector is increasing. This trend is partly attributed to the aging of the population.

Table 1-12 displays the number and percent of employed persons by industry group in the Town of Herman and Dodge County for 2000.

The manufacturing sector supplied the most jobs (34.2 percent) and the agriculture, forestry, fishing and hunting, and mining sector provided the second most jobs (14.2 percent) in the Town of Herman. The greatest percentage of employment for the county was also in the manufacturing sector (33.2 percent), followed by the educational, health, and social services (16.0 percent). The construction sector provided 6.6 percent of the employment by industry in the County. However, in the Town of Herman the construction sector claimed 10 percent.

Table 1-12: Employment by Industrial Sector, Town of Herman and Dodge County, 2000

Industry	T. Herman		Dodge County	
	Number	Percent of Total	Number	Percent of Total
Agriculture, forestry, fishing and hunting, and mining	102	14.2%	2,148	5.0%
Construction	72	10.0%	2,840	6.6%
Manufacturing	246	34.2%	14,359	33.2%
Wholesale trade	11	1.5%	1,142	2.6%
Retail trade	52	7.2%	4,668	10.8%
Transportation and warehousing, and utilities	30	4.2%	1,584	3.7%
Information	7	1.0%	792	1.8%
Finance, insurance, real estate, and rental and leasing	13	1.8%	1,523	3.5%
Professional, scientific, management, administrative, and waste management services	19	2.6%	1,691	3.9%
Educational, health and social services	89	12.4%	6,929	16.0%
Arts, entertainment, recreation, accommodation and food services	36	5.0%	2,235	5.2%
Other services (except public administration)	29	4.0%	1,555	3.6%
Public administration	13	1.8%	1,731	4.0%
Total	719	99.9%	43,197	99.9%

Source: U.S. Bureau of the Census, 2000.

*Percentages may not add up to 100%, due to rounding.

1.7 Issues and Opportunities Trends

Identified below are some of the population and demographic trends that can be anticipated over the next 30 years in the Town of Herman:

- ◆ Herman population is projected to rise steadily according to the WDOA, Census/Population, and Alternate Population Projections.
- ◆ School attainment percentages will gradually change, with more of the population attaining education beyond high school.
- ◆ Household income will slowly rise.
- ◆ The number of births will continue to support the rise in population, and deaths will rise due to the aging of the baby boomer generation.

- ◆ The 65-plus population will increase slowly up to 2010, and then grow dramatically as the baby boomers join the ranks of the elderly.
- ◆ The population aged 85 and over will continue to rise in the Town.