



# THE COMMUNICATOR

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Grant County Employee Newsletter

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## 2017 Budget Snapshot

*Submitted by Nancy Scott, Finance Director / County Auditor*

Each year the department heads hold a series of budget workshops to craft a county-wide budget to present to the Executive Committee and County Board for approval. With the 2017 budget, we are once again faced with the challenge of how to pay for increased costs in health insurance, a modest wage increase, and other costs while living within our revenue constraints.

By state statute, our general tax levy cannot increase by more than the rate of net new construction in the county. That increase will not be available for a few weeks yet, but, based on previous years, we will likely only be able to increase our levy by about \$120,000 for next year. We will lose an estimated \$52,000 in state aid with the closing of the Cassville power plants, and that aid will continue to decrease an additional \$52,000 in each of the following four years. The limited levy increase, loss of the power plants, and a typical increase in sales tax revenue will likely give the county around \$135,000 in new general revenue for next year's budget.

The estimated increase in health insurance premiums for 2017 is 12.9% -- an increase of over \$400,000 in the county share of the premiums. An increase of 1% in wages costs over \$200,000. Like anyone else, the county also has to deal with increased costs of supplies, utilities, maintenance, equipment, etc., each year. A portion of the increased costs in some departments may be passed on to other funding sources such as state contracts, but those funding streams have gotten tighter over the years as well.

The preliminary budget requests the department heads discussed at our July workshop leave the county with a funding gap of \$700,000 for 2017. We will be meeting again in early August to work toward resolving that and creating a budget that is balanced, realistic, and sustainable. The many hours spent by the department heads and their staff who help prepare and revise their budgets are greatly appreciated.

## *LEAN is here to stay...*

The LEAN luncheon meetings have been going well. We are in the process of prioritizing our goals. We received approval from the county board for funding of a LEAN facilitator training. We have several projects that are ready to go as soon as the facilitator training is complete.

A facilitator guides and encourages the continuous improvement process by leading teams in brainstorming, cause and effect diagrams, process control concepts, value stream mapping, workflow analysis and much more! In a nutshell, a facilitator coaches a team on a LEAN project from beginning to end using LEAN concepts. Anyone interested in being a facilitator may contact me.



Joyce Roling  
Personnel Director

## *Holiday Policy Reminder...*

There has been some confusion regarding holiday pay. For those of you eligible for holiday pay, below you will find an excerpt from the policy as a reminder of the need to work before and after the county observed holiday to receive it. In addition, you cannot use sick leave pay and still get holiday pay unless on FMLA.

The complete policy is found in the Employee Handbook at [www.co.grant.wi.gov](http://www.co.grant.wi.gov).

*“To be eligible for holiday pay, an employee must work his or her last regularly scheduled workday immediately preceding the holiday and his or her regularly scheduled workday immediately following the holiday. No payment shall be made for employees out on worker's compensation, or unpaid medical or personal leave. Holidays falling in paid sick leave period will not be considered as counting against sick leave time.”*



Anyone wishing to have a specific subject discussed in a future newsletter may contact Joyce Roling at 723-2045 or [jroling@co.grant.wi.gov](mailto:jroling@co.grant.wi.gov).

## Deferred Compensation Representative Visit Schedule

Please mark your calendars for September 15th to meet with the Deferred Compensation representatives. This is your opportunity to review your account or learn more about this retirement savings tool. A schedule will be disbursed in early September. Meanwhile, should you wish to speak with a representative, their contact information is listed below.

Nationwide Retirement Solutions; Bill Barnes; 877-677-3678

WI Deferred Compensation Program; Pam Hammond; Great West 608-241-6604



# Dana's Desktop

by Dana C. Andrews, Grant County IT Technician



I.T. has been busy the last few months transitioning Social Services over to the Grant County network/domain. Part of the reason Social Services is changing domains is that Grant County has started using Microsoft System Center 2012 systems management suite. Commonly referred to a SCCM (although technically that is just the interface console), this is software that automates several of the most common I.T. functions. It is a Microsoft product that enables administrators to manage the deployment and security of devices and applications across an enterprise.

Another Microsoft technology in action is Group policy which is a method to apply settings and changes to select groups of users based on differing criteria. It happens when the user logs on so it is not dependent on any specific workstation or location.

So, what exactly is group policy and SCCM? These technologies ensure that your computers' software stays up-to-date (no more calls that your flash player is out-of-date). It allows the deployment of printers based on your location rather than hard-coding printers to workstations. Your mapped drives will also be completely portable throughout the county network. We are also implementing the anti-virus protection portion. This module quietly monitors your workstation activity in the background while you work. No more scans slowing down your day! Because it is live protection, it catches the malware as it is trying to infect, rather than a scan discovering after the fact, that you have been infected.

This is a picture of an early hard drive. It could hold one song by today's standards.



**5MB hard drive  
being shipped  
by IBM in 1956.**

There is even a new client for remote access that is faster and smoother than the old TightVNC (no more being asked, "what is your IP number"). Additionally, the new automation model should mean many fixes can now be done in the background and not require a desktop visit. Hopefully the only interruption to your work will be a requirement to re-boot after a change/update is made.

Something else being implemented is technology called User Experience Virtualization (UE-V) which will keep your workstation in sync, no matter what computer you are actually on. Make a change at one location and within ½ hour, any (and all) other places you are signed in will have the change showing there as well. For those with the old roaming profiles, you should see this operate much faster with quicker logons. The initial reactions to this technology have been very positive!

That's about it for this issue. By next quarter you will, hopefully, be reading this in cooler weather!



## Service Anniversaries

July through September (5 year increments)

**Kim Spease** (Orchard Manor), **35 years** on July 17  
**Linda Roesch** (Register of Deeds), **35 years** on August 24

**Ruth Rotramel** (ADRC), **30 years** on July 7  
**Rita White** (Orchard Manor), **30 years** on July 7

**Jon Knautz** (Highway), **30 years** on July 14

**Mary Koenen** (Health), **30 years** on July 14

**Randall Chambers** (CSZ), **30 years** on August 4

**Lisa Myers** (Orchard Manor), **30 years** on September 4

**Anthony Sheckles** (Sheriff), **20 years** on August 26

**Peter Janisch** (Sheriff), **20 years** on September 3

**Robin Vance** (Orchard Manor), **20 years** on September 13

**Heather Day** (Social Services), **15 years** on July 17

**Judith Mahlkuch** (Orchard Manor), **15 years** on August 28

**James Dresen** (Highway), **10 years** on July 17

**Tonya Mish** (Orchard Manor), **10 years** on July 26

**Ashley Abing** (Orchard Manor), **10 years** on August 10

**Mark Udelhofen** (County Clerk), **10 years** on August 16

**Jennifer Wagner** (Orchard Manor), **10 years** on September 7

**Cindy Berntgen** (Orchard Manor), **5 years** on July 15

**Amanda Mooney** (Orchard Manor), **5 years** on July 15

## Retirement Recognition

March 26th through July 22nd

**Brenda Post** (Orchard Manor), **12 years** (retired April 1st)

**Bonny Lenz** (Orchard Manor), **21 years** (retired April 6th)

**Kathleen Pozorski** (Social Services), **34 years** (retired April 6th)

***Grant County wishes you a happy and healthy retirement!***

**Reminder** ~~ Please contact the County Personnel Office at least two months before your retirement date so we can assist you with the process.

# A to Z for Wellness

A W F N I O B U A W T B N N S D A U Q R I U  
 S T A Y A S T A U Q S G I E U Q I L B O T Y  
 H Y E T R X R E L B S E H P Q F E E N W L U  
 W T D I E T A R Y A T C R S M R O W H C N I  
 L I N U T R I T I O N I H E A L T H Y U S S  
 S L O E E E N U R U G C N C R B C R R M C L  
 S I I Y M M I P R H P T E I B O C P E E L S  
 W B T S O E N C T F A V P O S S C T P O A E  
 N I A T D B G R Y L I S D H U U A G O Y S W  
 S X N R E O O A H T L Y P C W B I C R U S E  
 E E I E P W A E N U M U J E O A E J P G E L  
 E L D N W F A E E A L U O L T L L P M E S L  
 L F R G T L V U S E M S I Y L L L K U G I N  
 H R O T T E O S W P I S T T G E E R J N C E  
 S Y O H R X I E I U M P S S M B R R I I R S  
 I S C P G N I N M L H O V E G E T A B L E S  
 S C E L D G G T M E E R N F R L C E C C X N  
 K O S E H J W E I G H T L I F T I N G Y E E  
 U G X T A F I T N E S S I L I T S E H C L T  
 I E E C I L S W G I M N T V S E T A L I P I  
 H I K I N G L A E Y A O E L S K Z U M B A B  
 F S E E P R U B G M D J M E U L S A U M B W

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|-----------------|-------------|-------------------|-----------------|-------------------|----------------|
| Active          | Crunches    | Hiking            | Oblique         | Squats            | Walk           |
| Balance         | Dietary     | Inchworm          | Pedometer       | Strength          | Water          |
| Bicycling       | Exercise    | Jump rope         | Pilates         | Stress Management | Weight         |
| Body Mass Index | Fitness     | Jumping Jacks     | Preventive Care | Supplements       | Weightlifting  |
| Bosu Ball       | Flexibility | Kettlebell        | Protein         | Swimming          | Wellness       |
| Burpees         | Fruit       | Lifestyle Choices | Quads           | Training          | Xtreme Bowflex |
| Classes         | Fun         | Mental Health     | Run             | Upright row       | Yoga           |
| Coordination    | Gyms        | Metabolism        | Sleep           | Vegetables        | Zumba          |
| Core            | Healthy     | Nutrition         | Sports          |                   |                |