



# THE COMMUNICATOR

Volume 15, Issue 2,  
April, 2017

Grant County Employee Newsletter

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Team Grant County

## Welcome to our Team!

New Employees - February 8, 2017 through March 21, 2017

**Alyssa Busalacchi** ~ February 13 ~ Orchard Manor

**Taylor King** ~ February 23 ~ Orchard Manor

**Korine Russell** ~ February 27 ~ Orchard Manor

**Janice Withrow** ~ March 1 ~ Orchard Manor

**Shannon Bartels** ~ March 6 ~ Health

**Darcy Ellis-Moore** ~ March 7 ~ Orchard Manor

**Ashley Scharpf** ~ March 13 ~ Social Services

**MacKenzie Johll** ~ March 20 ~ Health

**Heidi Klaas** ~ March 20 ~ Information Technology / Treasurer's Office

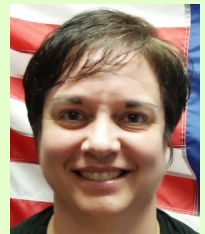
**Makila Ames** ~ March 21 ~ Orchard Manor

**Emma Johnson** ~ March 21 ~ Orchard Manor

## Please help us help you!

Probably the single most important thing you can do to help us attract new employees is to help us recruit. Simply dwelling on the positives will go a long way in attracting applicants. Let's embrace sharing the positives with our family, friends, and the community. Let them know the good things that happened throughout your day. Tell them about that unexpected smile or the thank you that someone gave you. Tell them how your co-worker high fived you after you helped meet a goal. Tell them how you almost did a happy dance when a project was completed. Tell them about the friendships made at work.

Once your new co-worker begins, continue to share the positivity by welcoming them and helping them succeed. Think back to your first day on the job and how you felt (the nervous excitement ~ will I succeed? ~ will I fail? ~ what if it is too hard? ~ what if I don't catch on fast enough? ~ will I be welcomed to the lunch table? ~ will I fit in? ~ will my new co-workers be nice and make me feel welcome?). Put yourself in their shoes and then help them feel positive, confident, and wanted. Let them know when they are doing a good job and give them encouragement when they struggle; remember it is normal to struggle when learning a new task or routine. Help give them the tools they need in order to succeed. When we do these things, that new co-worker leaves work feeling happy and confident that they made the right choice in coming to work for us. They'll share this happiness with their friends and family which may lead to even more new applicants that will then help us help you.



Dawn Mergen  
Personnel Specialist

"I love my job."

[www.everydayaffirmations.org](http://www.everydayaffirmations.org)

Remember to dwell on the good things! Share the heartwarming moments. Let people know the things you love about your job!

## Change in Status Reminder

It is the responsibility of each employee to promptly notify your department's payroll designee and/or the County Personnel Department (723-2540) of any changes in personal data.

Changes may include:

- ◊ Personal mailing addresses
- ◊ Marital status
- ◊ Telephone number
- ◊ Name change
- ◊ Dependent changes for insurance coverage such as births or adult children turning age 26



You have 30 calendar days after a qualifying event to add dependents to your insurance coverage. Changes received after that point may need to wait until January 1st of the following year. Forms must be complete and submitted early enough to allow sufficient time for the County Personnel Department to transmit the change to the insurance carrier before the 30 day deadline expires.

## Well Employee Clinics

The Grant County Health Department will be organizing employee health clinics for Grant County employees. These clinics are free to county employees, voluntary, confidential, and will not affect your insurance.

### Services we will be offering:

Cholesterol testing  
Blood Pressure screening  
Blood Sugar testing  
Hemoglobin (Iron) Screening  
Health screening questionnaire  
Health Education



"The first wealth is your health," as quoted by Ralph Waldo Emerson. The state of our health impacts our ability to live productive and happy lives. We encourage you to partake in one of these clinics. It will provide the opportunity to obtain a quick snapshot of your health without having to visit your doctor's office. Through early screening you can take steps to improve your health and lifestyle or seek treatment early. As a result you could prevent future complications.

The clinics will be held in **June 2017**. More details concerning specific dates, times, and locations will be communicated via county email.



# Deferred Compensation Retirement Contributions

Grant County partners with Wisconsin Deferred Compensation program and Nationwide deferred compensation program, to provide an additional avenue of saving for your retirement other than WRS. All benefit eligible employees have the option to save through pre-tax or after-tax payroll deduction.

Representatives from both programs will be in Lancaster to meet with employees that would like to learn about deferred compensation, have questions, or want to make changes to their accounts. Please see the below schedule and choose the location and time that works best for you.

## Representative Visit Schedule

### September 21, 2017

#### Nationwide Retirement Solutions; Bill Barnes (608)358-4821

9 a.m. to 10:30 a.m. at the Community Services building (Social Services Conference Room 1)  
 11 a.m. Group Presentation at the County Board Room; must contact Personnel Office if plan to attend  
 11:30 a.m. to 12:30 p.m. at the Administration building (Conference Room 201)  
 1 p.m. to 2 p.m. at Orchard Manor (Conference Room 104)  
 2:30 p.m. to 3:30 p.m. at the Law Enforcement building

#### Wisconsin Deferred Comp.; Pam Hammond\* (608)241-6604

9 a.m. to 10:30 a.m. at the Community Services building (Social Services Conference Room 22)  
 11 a.m. Group Presentation at the County Board Room; must contact Personnel Office if plan to attend  
 11:30 a.m. to 12:30 p.m. at the Administration building (Conference Room 266)  
 1 p.m. to 2 p.m. at Orchard Manor (Conference Room 107)  
 2:30 p.m. to 3:30 p.m. at the Law Enforcement building

**Please contact the Grant County Personnel Office with any questions you may have.  
 723-2540 or dmergen@co.grant.wi.gov**

### Please note:

- You don't have to wait until Pam from Wisconsin Deferred Comp is back in September to meet with her.** She may be available to meet with you when she is at other participating employer locations. To the right is information on how you can find out where and when she will be in the area and how to schedule an appointment. You may also call her at the above listed phone number to schedule something.
- You may also schedule an appointment with one of Nationwide's in-house retirement specialists.** Here is the link:  
<http://retirementspecialists.myretirementappt.com>

### Online Meeting Scheduler

Meeting with your local Retirement Plan Counselor has never been easier! With the new Online Scheduler, you can register for a group meeting or set up a one-on-one appointment from your computer, smart phone or tablet.\*

**Step 1**  
To schedule an individual meeting, go to the website: [wdc457.org](http://wdc457.org)

**Step 2**  
From the home page, click on the "Schedule a Meeting" link in the upper right-hand corner.

Schedule an appointment with us

### Nationwide® Appointment Scheduler

#### Schedule Your Appointment Now

Welcome!

Whether you have questions about your long-term financial plan or what steps to take now, Nationwide can help you stay on track to reach your retirement goals. In just a few clicks you can quickly reserve a time to speak with a Nationwide representative to get the help and information you need.

# Aflac

## Representative Visit Schedule

Grant County's benefit eligible employees may participate in Aflac. This coverage helps you pay for medical related out-of-pocket costs.

Aflac policy changes/enrollments are effective July 1<sup>st</sup> and January 1<sup>st</sup>

A representative from Aflac will be in Lancaster to meet with employees that would like to learn about the coverage types, have questions, or want to make changes.

**Our contact person is Michelle Nodorft. (608)778-8057**

Please see the below schedule and choose the location(s) and time(s) that work best for you.

### One-on-One Meetings (no appointment needed)

#### **May 24, 2017**

9 a.m. to 10:30 a.m. at the Community Services building (Social Services Conference Room 1)

11:30 a.m. to 12:30 p.m. at the Administration building (Conference Room 201)

1 p.m. to 2 p.m. at Orchard Manor (Conference Room 107)

2:30 p.m. to 3:30 p.m. at the Law Enforcement building

#### **June 19, 2017**

9 a.m. to 10:30 a.m. at the Community Services building (Social Services Conference Room 1)

*11 a.m. Group Presentation at the County Board Room; must contact Personnel Office if plan to attend*

11:30 a.m. to 12:30 p.m. at the Administration building (Conference Room 266)

1 p.m. to 2 p.m. at Orchard Manor (Conference Room 107)

2:30 p.m. to 3:30 p.m. at the Law Enforcement building

#### **November 16, 2017**

9 a.m. to 10:30 a.m. at the Community Services building (Social Services Conference Room 1)

11:30 a.m. to 12:30 p.m. at the Administration building (Conference Room 266)

1 p.m. to 2 p.m. at Orchard Manor (Conference Room 107)

2:30 p.m. to 3:30 p.m. at the Law Enforcement building

#### **December 14, 2017**

9 a.m. to 10:30 a.m. at the Community Services building (Social Services Conference Room 1)

*11 a.m. Group Presentation at the County Board Room; must contact Personnel Office if plan to attend*

11:30 a.m. to 12:30 p.m. at the Administration building (Conference Room 266)

1 p.m. to 2 p.m. at Orchard Manor (Conference Room 107)

2:30 p.m. to 3:30 p.m. at the Law Enforcement building

**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).**



# Dana's Desktop

by Dana C. Andrews, Grant County IT Technician



## The Deep Dark Web



You may have noticed in recent news stories that there is another internet besides the one you use daily; a dark scary place where all kinds of seemingly illegal activities take place. You may have heard terms used such as Deep Web, Dark Net, TOR routers, Cryptocurrency, and Cryptomarkets. However, most of us do not really know what these things are, how they are accessed, or what kind of threat they represent. Hopefully this short primer will answer some of those questions.

**Deep Web** is defined as any online resource that cannot be accessed (indexed) by search engines. Most of the deep web contains nothing sinister whatsoever. It includes large databases, libraries, and members-only websites that are not available to the general public. The bulk is composed of academic resources maintained by universities. If you've ever used a dedicated computer catalog at a public library, you've been to a deep web site.

**Darknet** on the other hand is the anonymous Internet ('where nobody knows your name'). It is technically a small part of the deep web. Within the dark net, both web surfers and website publishers have no easily accessible identities. Access to these places is done with a combination of special software and/or browser configurations using non-standard communication protocols (something other than HTTP:// or similar leaders you see in the browser address bar). These techniques create overlay networks (same wires as the regular internet but invisible to the normal users). Two examples are Onion networks and file sharing on peer-to-peer connections. Better known dark nets include Freenet, I2P, and GNUnet. Onion routers are a common component and Bit Torrent is a popular software app.

surface web	deep web	dark web
Anything that can be found via a typical search engine (Google Chrome, Safari, etc.)	Things your typical search engine can't find (government databases, libraries, etc.)	A small portion of the deep web that is hidden and hard to access (e.g. the Tor network is only accessible via a Tor browser)

**Darkweb** is the general term to describe the various websites, chat rooms, and file shares that are not accessible by normal browsing methods. The difference between this and Deep Web is these sites are typically on (use) public internet lines but obfuscate their connections using Darknet methodology (the aforementioned overlay network).

**Darknet Markets** (Cryptomarkets) are commercial website providing goods and services (usually illegal)

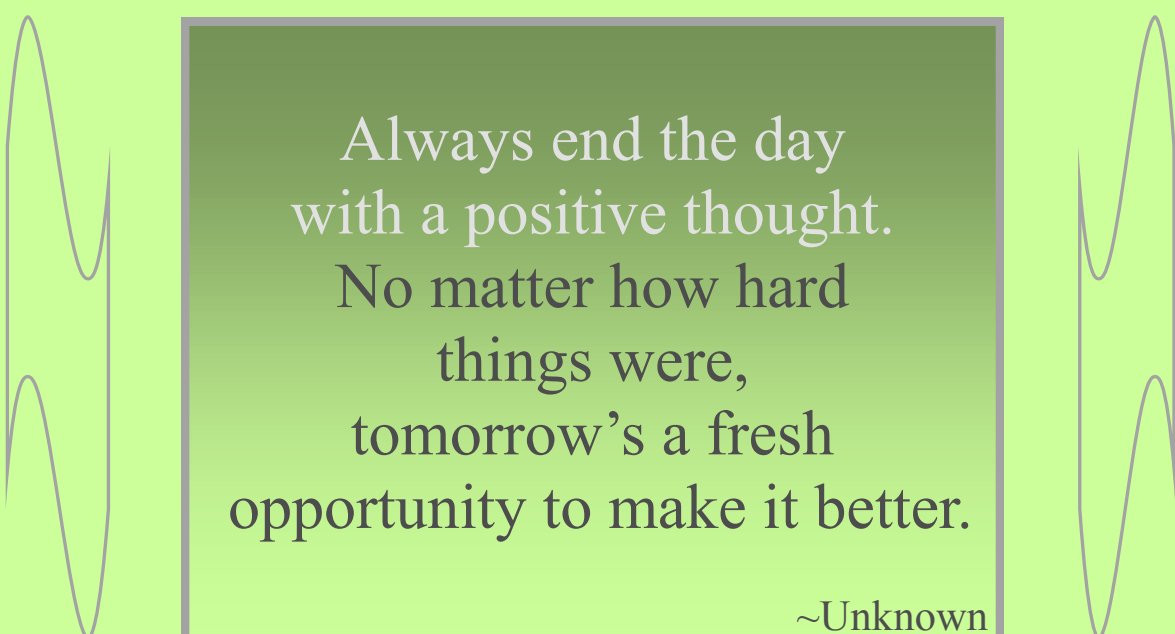
over a Darknet connection. Think a digitalized version of the old-school Black Market. The most famous was Silk Road. Shut down by the FBI/Europol in 2013, it quickly popped back up as Silk Road 2.0 which was then shut down in 2014. Silk Road 3.0 replaced that and continues to operate to this day.

**Bitcoin** (Cryptocurrency) is a real form of currency. It is also how you pay for your things on the Dark Web. This is a complicated subject but basically it is internet (virtual) money. There are some that want to end the use of these because they are used for illegal purchases but others are pushing for this to become more main-stream because the value is set by the consumer and not by artificial national or political policies of any one nation (a decentralized currency). In February 2015, the number of merchants accepting bitcoin for products and services passed 100,000 (credit – Wikipedia.org). On 3/3/2017 the value of a bit coin went higher than an ounce of gold! It even has a stock symbol (BTC). (In the news recently: The Winklevoss twins made an EFT application to the SEC with the symbol COIN.)

**Syndie** is an example of popular software used to run/host anonymous forums on the Darkweb.

**Tor** (A.K.A. The Onion Router) provides virtually untraceable networks (onion networks – peel back a layer and there is another layer). It works like this: Normally, when accessing the Internet, your computer communicates directly with the server hosting the website. In an onion network, this direct link is broken. The signal is instead bounced around a number of (usually) unregistered routers before reaching its destination. Like in the movies, lines of communication jump all over the world before getting to their final destination. Interestingly, the original onion network architecture was developed by the US Navy. It is still heavily used by military, government and law enforcement organization as well as journalists, political bloggers, whistleblowers and users living under restrictive regimes such as China and Iran besides the usual criminals, terrorist, perverts, drug dealers, anarchist, illegal music/movie downloader...

As all of these operate outside the overview of Internet management organizations, use of any of this is much more prone to virus, malware, and scam-schemes except in the case of stand-alone servers/networks (think again of that library index computer).



Always end the day  
with a positive thought.  
No matter how hard  
things were,  
tomorrow's a fresh  
opportunity to make it better.

~Unknown

## Service Anniversaries

April, 2017 through June, 2017 (5 year increments)

**Lawrence Kirschbaum** (Highway), **35 years** on June 1

**Connie Cray** (Child Support), **35 years** on June 21

**Sandra Lenz** (Orchard Manor), **30 years** on June 30

**Jay Fitzgerald** (Sheriff's Office), **25 years** on April 12

**Mary Allen** (Health), **20 years** on April 14

**Lawrence Ploessl** (Highway), **20 years** on April 14

**Linda Rech** (Orchard Manor), **20 years** on May 9

**Kimberly Martens** (Health), **20 years** on June 16

**Elaine Majerus** (Clerk of Court's Office), **15 years** on April 1

**Kathy Landon** (Orchard Manor), **15 years** on June 4

**Michelle NeCollins** (Sheriff's Office), **15 years** on June 11

**Michelle Young** (Health), **10 years** on April 4

**Daniel Reuter** (Sheriff's Office), **10 years** on June 4

**Molly Jerrett** (Orchard Manor), **10 years** on June 20

**Tawna Dickey** (Orchard Manor), **5 years** on April 5

**Cindy Pecinovsky** (Orchard Manor), **5 years** on April 10

**Lois Cull** (Orchard Manor), **5 years** on May 6

**Jessica Alt** (ADRC), **5 years** on May 14

**Brian Dailey** (Orchard Manor), **5 years** on May 17

**Jessie Knapp** (Clerk of Court's Office), **5 years** on June 18

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## Retirement Recognition

February 7, 2017 through March 11, 2017

**Debra McPhail** (Child Support), **28 years** (retired February 17)

***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.

# classification and compensation Study

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

**Adoptability****Affordability****Analysis****Benchmark****Benefits****Classification****Communication****Comparable****Compensation****Competitiveness****Consistency****Consultant****Data****Define****Descriptions****Design****Determine****Develop****Documentation****Employee****Equity****Evaluation****External****Fairness****Impartial****Implementation****Internal****Jobs****Marketplace****Measure****Methodology****Objective****Placement****Plan****Quality****Recommend****Responsibilities****Retention****Review****Structure**