



THE COMMUNICATOR

Volume 16, Issue 2,
April, 2018

Grant County Employee Newsletter

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Public Service Accommodation

Submitted by Jeff Kindrai, Grant County Health Department Director / Health Officer

At the April 24, 2018 Board of Health meeting, Daniel S. McClung presented an accommodation from Chuck Warzecha, Deputy Administrator from the Wisconsin Department of Health Services recognizing Troy Moris for his assistance, commitment and dedication to public service in protecting the health of the citizens of Grant, Iowa, Lafayette, Richland, and Vernon Counties. The accommodation specifically mentions his work in environmental health with the Lead, Asbestos, and Radon programs as well as his efforts in addressing human health hazards, public health nuisances, and promoting injury prevention. He was also thanked for his assistance and collaboration with several state programs on special projects and challenging environmental health cases.

Troy Moris is Grant County's Environmental Health Coordinator. Daniel S. McClung is an Environmental Health Specialist-ADV with the Bureau of Environmental & Occupational Health, WI Division of Public Health.



Daniel McClung, Troy Moris, Jeff Kindrai

Team Grant County

Welcome to our Team!

New Employees - February 13, 2018 through April 14, 2018

Majesta Molzof ~ March 2 ~ Orchard Manor
Sondra Mixdorf ~ March 5 ~ Orchard Manor
Roland Young ~ March 7 ~ ADRC
Bryan Heer ~ March 12 ~ Highway
Steven Morgan ~ March 19 ~ Highway
Makayla Dicken ~ March 20 ~ Orchard Manor
Karla Witzig ~ March 20 ~ Fair / UW Extension
Shane Drinkwater ~ March 26 ~ Information Technology
Terry Armentrout ~ March 27 ~ ADRC
Ingrid Dalsing ~ April 2 ~ District Attorney's Office
Yvonne Bender ~ April 4 ~ Orchard Manor
Alexxis Riley ~ April 4 ~ Orchard Manor
Whitni Marfilus ~ April 9 ~ Orchard Manor
Michelle Bray ~ April 10 ~ Orchard Manor

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.



2018–2020 Grant County Board Term

Robert Keeney, Grant County Board Chair

Welcome to the 2018-2020 term of the Grant County Board. I am honored to be re-elected County Board Chair and appreciate the opportunity to serve in the office for the next two years as we continue our progress on the many programs and projects that go into providing services to our citizens, businesses and communities. I would like to thank Grant Loy and Dan Timmerman for the time that they served on the Board and welcome Gary Northouse and Porter Wagner. While we only have 2 new members on the Board, there are many changes in Committee structures including scheduling of those meetings, which could take a bit of getting use to as we move forward.

It is exciting to continue the momentum created recently with LEAN projects, the facility under construction, and the decision on the sewer line extension to serve Orchard Manor and the new building. As these projects move forward we will be working on additional planning for furnishings, equipment, technology, naming, maintenance, and the physical move of departments to the new facility, the upcoming 2019 Highway project in downtown Lancaster, UW Extension restructure, full implementation of FacilityDude and Capital Forecasting, our Strategic Plan,... The list is never ending. What the future brings is an unknown, but the key is to work together as a team with staff, elected officials and County Board to take on these challenges in a timely, efficient, accountable manner.

Dedication, attention to detail, and a commitment to make Grant County the best place to live, raise a family, work and develop opportunities remain my focus. Please feel free to contact me with any comments, concerns or questions. (608)723-2711 rkeeney@co.grant.wi.gov

Service Anniversaries

April, 2018 through June, 2018 (5 year increments)

Deb Noel (Orchard Manor), **45 years** on April 11

Philip Muller (Highway), **35 years** on June 13

Janet Kirschbaum (Orchard Manor), **30 years** on June 27

Susan Stohlmeyer (Register of Deeds' Office), **25 years** on June 16

Lynda Schweikert (Conservation, Sanitation, and Zoning), **20 years** on April 6

Brian Heinrichs (Fair), **20 years** on May 4

Leslie Gulliford (Orchard Manor), **20 years** on May 8

Craig Reukauf (Sheriff's Office), **20 years** on June 10

Patricia Wells (ADRC), **15 years** on April 15

Lisa Kirschbaum (Orchard Manor), **10 years** on April 9

Catherine Robinson (Orchard Manor), **5 years** on April 22

Hilary Sahr (Social Services), **5 years** on May 21

Lori Reid (ADRC), **5 years** on June 3

Ashley Cooley (Orchard Manor), **5 years** on June 26



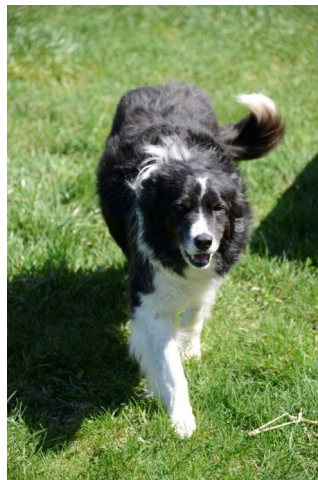
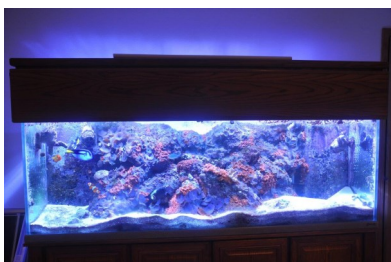
Grant County's New Information Technology Director Shane Drinkwater

I have been a resident of Grant County all of my life. I grew up in Hazel Green and later attended college at UW Platteville, where I graduated with a BS in Computer Science and Business Administration. My interest with computers and technology started in 4-H. For years I exhibited at the Grant County fair. Projects like an electronic organ with self-play and a computer based room mapper, using ultrasound. At age 16 I started computer programming on an IBM System 36 which started my 27 year career with United Clinical Laboratories (UCL) in Dubuque, Iowa. During my years in college I also worked and owned Ack Computer Consulting. Ack Computer Consulting allowed me to gain even more IT

knowledge as I helped people in the Tristate area with their personal IT needs. Ack Computer Consulting installed the first network at the UWEX which at the time solved printing and file sharing issues. During my 27 years at UCL I worked with and directed many projects including multiple datacenter implementations, Virtual Desktop infrastructure (VDI) and custom programming for the medical community.



I currently live near Potosi with my wife Jill and my two children Henry and Anna. We have many pets which includes 7 sheep, Lady a border collie, Easter the Holland lop bunny, Ike an African Grey Parrot and a 180 gallon salt water reef tank. During the summer I play trombone with Potosi, Lancaster and Platteville community bands. So if you have a free night during the summer come on down for a night of music. I have had the privilege to be the Legos, K'NEX, Computers and Robotics judge for the Grant County fair. An activity I always look forward to. For hobbies I enjoy computers, R/C aircraft, building custom autonomous drones, wearable electronics and when possible SCUBA diving. I am very excited to be the new Director of IT. I look forward to joining your IT team to solve current and future IT challenges.



Dana's Desktop

Dana C. Andrews, Grant County IT Technician



The Impact of the Internet (2018)

The world's first internet site is still online (<http://info.cern.ch>). There is also a website that shows you how old the internet is: <http://howoldistheinter.net/>. Next year will be its 30th anniversary. But how game-changing was it (is it)?



<http://info.cern.ch> - home of the first website

From here you can:

- [Browse the first website](#)
- [Browse the first website using the line-mode browser simulator](#)
- [Learn about the birth of the web](#)
- [Learn about CERN, the physics laboratory where the web was born](#)

China has treatment camps for internet addicts. Most of them are between the ages of 15 and 35. Tao Ran, director of the country's first Internet addiction treatment clinic in Beijing, said that 40% of those addicted to the Internet suffer from a form of attention deficit hyperactivity disorder (last year

was the first time the percentage of Asian internet users dropped below 50% of all internet users worldwide. China alone has twice as many registered internet users than the entire population of the United States). However, more people, as a percentage, use the internet in the U.S. than any other country in the world (88.1% of us have some form of internet connection). In comparison, it is estimated that approximately 7 million Britons and one-third of all adult Italians have never used the internet. Note that in 2016, for the first time, more internet surfing was done from mobile devices than PCs.

The majority of internet traffic is not generated by humans, but by bots (automatic computer programs). The estimate is 61.5% of all internet traffic is non-human. Part of this traffic is most likely the 269 billion emails that are sent every day; 70% of which are spam. No wonder it requires 50 million horsepower of energy a day to run the support equipment that provides the internet.

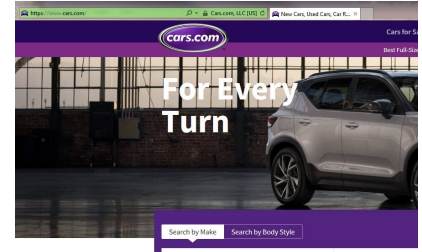
One billion dollars are spent a year on dating sites. Overall, the estimate is 2.5 trillion dollars are spent annually via online businesses. Because of this (and the fact the amount spent is growing every year) 2017, for the first time, saw more money spent for online advertising than TV (\$237 billion dollars versus TV's \$178 billion dollars). This probably also explains the almost 30,000 website hacks attempted every day. Most hacks, it is believed, are now done by computer programs that simply look for well-known weaknesses. If the program finds a security loophole, it injects its virus/ransomware/bitcoin exploit code automatically.



The Internet is 10637 days old.*

What have you done today to make it better?

What is the value of having a popular website name? The *Cars.com* website name sold for \$872 million dollars. Overall, as of January 2017, there were 1.3 billion active websites worldwide. Average network speeds have increased each year in every country yet 40% of all surfers will leave a page that takes longer than three (3) seconds to display. It is estimated that 70% of all Google searches stop at the first page.



Twitter recently reported they are down to 328 million active users (U.S. users are leaving in droves. Last year 2 million accounts were closed). Snapchat on the other hand grew to 300 million by the end of 2017 (only 18% of them are in the U.S. however). LinkedIn crossed the 500 million users mark last year. However, Facebook is still the giant with a reported 2.07 billion user accounts. (They also have 1.2 billion messenger accounts). Add to that YouTube (owned by Facebook) gets 1 billion unique user sign ins A MONTH (~2 million videos are viewed every minute of every day).

In closing, a quote from the creator of the World Wide Web (Tim Berners-Lee): *The Web as I envisage it, we have not seen yet. The future is still so much bigger than the past.*

Retirement Recognition

February 10, 2018 through April 14, 2018

Ellen Burdt (District Attorney's Office), **18 years** (retired March 9)

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.

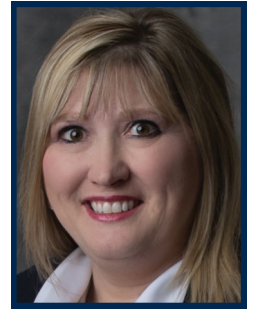


Grant County's New Child Support Administrator

Hello, my name is Carrie Kerstiens. I'm the new Administrator for the Child Support Agency. Our office consists of 85 years of experience from the employees of Rebecca Bloyer, Kathleen Schramm, Connie Cray, Meghan Blindert and Brittney Cliff. The child support agency is responsible for establishing paternity, child and medical support orders. Along with enforcing the support obligations and locating absent parents. Our office recently received a Certificate of Excellence from the Wisconsin Bureau of Child Support for demonstrating excellence in four federal performance measures for the previous federal fiscal year. The criteria included for meeting or exceeding the annual performance goals are court order establishment, paternity establishment, current support collections and arrears case collections. My goal is to continue to meet these performance measures each year so our agency receives the full funding from the State of Wisconsin.

Grant County's LEAN Journey

Joyce Roling, Grant County Personnel Director



The first article I wrote introducing the LEAN Initiative was in the fall of 2014. Here is an excerpt of that article:

*"Grant County is excited to join other counties in using **Lean** principles to improve process and efficiencies. **Lean** is a method used that improves speed and efficiency of any process by eliminating waste. Once waste has been identified, processes are redesigned to allow service, information or product to flow through the new process without interruption. In other words, the efficiencies are used to allow for increased production in services, whether it is less lag time, shorter waiting lists, decreased complexity of processes, improved quality, or improved process transparency. These are all examples of benefits of using **Lean**."*

We have come a long way since then. I've heard several department heads say "LEAN is just part of the way we do everyday business". This tells me that the county has succeeded in building a LEAN culture.

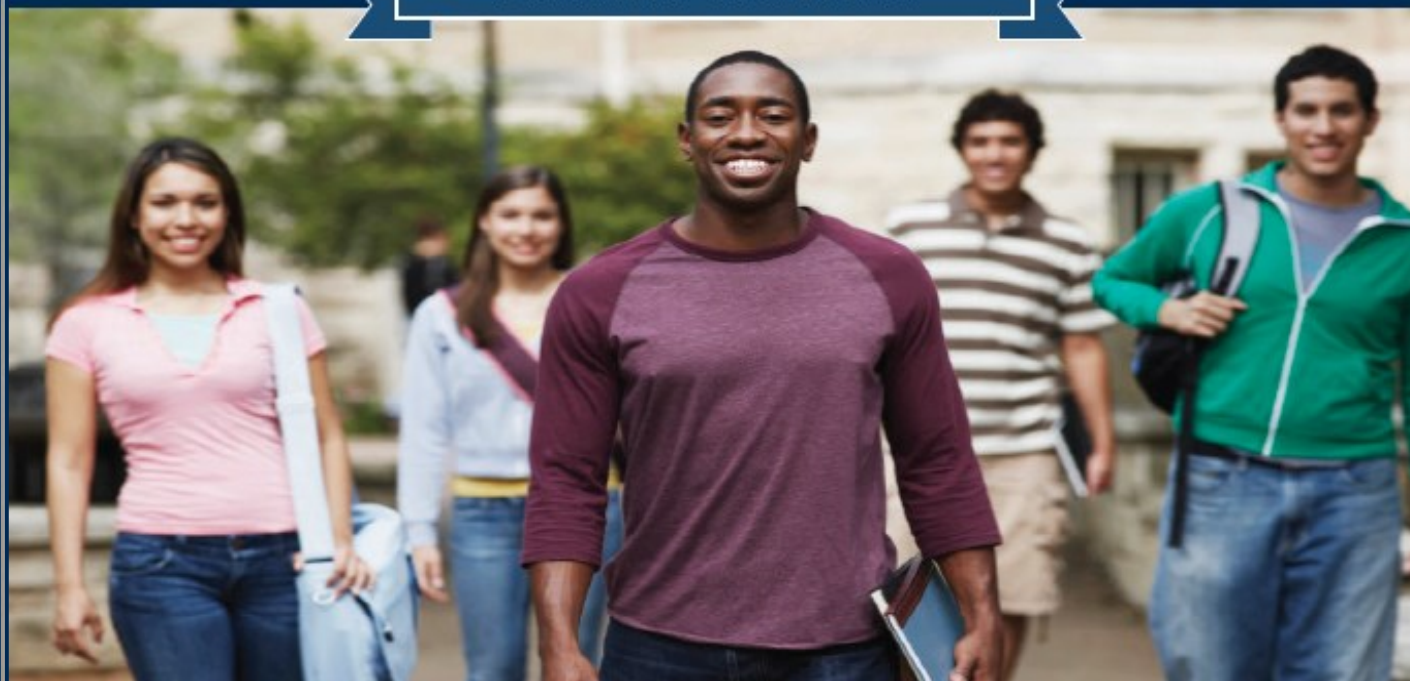


- ✓ We have more than 20% of our full time staff formally trained in LEAN.
- ✓ LEAN concepts are introduced with new employees when they start
- ✓ We have twelve trained facilitators
- ✓ We have four trained county board supervisors
- ✓ We have completed seven large LEAN projects and many small LEAN projects
- ✓ We currently have nine large projects going with facilitators
- ✓ Departments are doing small LEAN projects on their own without facilitators
- ✓ Almost all departments participated in 5 S projects
 1. Sort – Remove all items from the work space that are not needed for your operation.
 2. Set in Order – Arrange needed items so that they are easy to use and easy to find.
 3. Shine – Sweep floors, wipe off equipment and make sure everything stays clean.
 4. Standardize – A way that tasks and procedures are done in the work space.
 5. Sustain - Continue to take a few minutes each week to clean up around your work space. It catches up to you in a hurry. Make it a habit!
- ✓ We have proven statistics of productivity and dollars saved

Congratulations to all for your success in LEAN. LEAN is a continuous improvement process. We will continue to grow and add to our list of successes! Thank You!

SAVE 20% ON YOUR COLLEGE DEGREE

FRANKLIN UNIVERSITY



THINKING ABOUT EARNING YOUR ASSOCIATE'S, BACHELOR'S, OR MASTER'S DEGREE?

Grant County, WI employees receive 20% off tuition for bachelor and master degree programs. Franklin University is also partnered with Southwest Tech allowing students to transfer up to 94 credits towards their bachelor's degree to save additional money.



MINDY JOHNSON, ADVISOR

TRANSFERINFO@FRANKLIN.EDU
CALL OR TEXT 608.732.4727

Learn more Wednesday, May 30 or June 6

9 a.m. to 10:30 a.m. at the Community Services building (Social Services Conference Room 22)

11:00 a.m. to 12:30 p.m. at the Administration building (Conference Room 266)

1:00 p.m. to 3:00 p.m. at Orchard Manor (Conference Room 104)

3:30 p.m. to 5:00 p.m. at the Law Enforcement building



Franklin University is accredited by the Higher Learning Commission | www.hlcommission.org | 800.621.7440

Special Offer for WRS Members



~Free Financial Fitness Program~

Are you stressed about money? Perhaps you need some help creating a budget, or strategies for paying off debt. Take action now to improve your overall financial health and wellness through ETF's award-winning [Financial Fitness Program](#)!

Sign up today to receive free personalized online education and financial coaching services. Watch our [two-minute video](#) for Financial Fitness Program details, including how to get started with unlimited free tutorials, online resources, and free financial coaching for 30 days. Or, simply [start the program](#) today!

ETF is pleased to be working in conjunction with project partners at the Center for Financial Security at the University of Wisconsin-Madison, the Personal Finance Employee Education Fund, the University of Oxford and the Financial Fitness Group to provide the Financial Fitness Program to WRS employees.

This email was sent to dmergen@co.grant.wi.gov using GovDelivery Communications Cloud on behalf of: Wisconsin Department of Employee Trust Funds · 801 West Badger Road · PO Box 7931 · Madison, WI 53707-7931 · 877.533.5020

Financial Fitness Program: <http://etf.wi.gov/financialfitness/>

Two-minute video: http://etf.wi.gov/financialfitness/etf_finfit_110617/ETF_finfit_110617.html

Start the program: <https://wietf.financialfitness.academy/checkup/home>

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.

September 20, 2018

Nationwide Retirement Solutions; Kerry Johnson (608)825-2516

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 104)
 2:30 p.m. to 3:30 p.m. at the Law Enforcement building

Wisconsin Deferred Compensation; Stephanie Rautio (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 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



Aflac

Grant County's benefit eligible employees may participate in Aflac. This coverage helps you pay for medical related out-of-pocket costs. Policy changes/enrollments are effective July 1st and January 1st.

Michelle Nodorft (608-778-8057) 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. Please see the below schedule and choose the location and time that works best for you.

June 18, 2018

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

November 6, 2018

9 a.m. to 11:00 a.m. at the Community Services building (Social Services Conference Room 22)
 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

“Serving the Underserved”

April is National County Government Month. This year’s theme was “Serving the Underserved”. Below is a list of Grant County’s departments. The County employs approximately 570 people. Grant County’s population at last census was 51,208 (<https://www.census.gov/2010census/data/>).

ADRC
 Child Support
 Clerk of Court
 Coroner
 County Board Chair
 County Clerk
 CSZ
 District Attorney
 Emergency Management
 Fair
 Finance
 Health
 Highway
 Information Technology
 Orchard Manor
 Personnel
 Register in Probate
 Register of Deeds
 Sheriff
 Social Services
 Treasurer
 Unified
 UW Extension
 Veterans Service

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

*Notes: ADRC: Aging and Disability Resource Center
 CSZ: Conservation, Sanitation, and Zoning*