



THE COMMUNICATOR

Editor: Dawn Mergen, Personnel Specialist

Volume 19, Issue 2
April, 2021

Grant County Employee Newsletter

In this issue...

*Register of Deeds Office
Newly Elected County Clerk
Grant County's Strategic Plan
Dana's Desktop
Be A Buddy...Not a Bully*

*Continuous Improvement—It's a Lean Thing
Aflac and Deferred Comp Virtual Visit Schedule
Retirement Recognition
Service Anniversaries
Welcome to our Team
Word Find*



Newly Elected Register of Deeds, Andrea Noethe

Register of Deeds Office Newly Elected Register of Deeds, Andrea Noethe

Hello!

In January of 2021 I started my position as the Register of Deeds. Before that, I was the Deputy Register of Deeds for 4 years. We have a total of 3 employees in our office, myself as the Register of Deeds; MacKenzie Johll as Deputy Register of Deeds; and Susan Stohlmeyer as Administrative Assistant/Deputy Assistant.

A main function of our office is dealing with land records. Every piece of property in Grant County is represented in a recorded document in which our office protects and guards. We receive anywhere from 25 -50 documents every day we must proof, record, index, proof again, scan and export for the public to utilize.

Another task we perform in our office is issuing vital records for birth, marriage, death & recent divorces that occur in Wisconsin. We also permanently store DD-214's for our veteran county citizens. These vital records are used every day for identification purposes, for medical insurance, driver's license, passports, child support, court orders, medical benefits, employment, human service assistance, and for many other identification needs.

We look forward to providing you and the rest of Grant County with exceptional service.

Andrea Noethe



MacKenzie Johll, Andrea Noethe, and Susan Stohlmeyer



Newly Elected County Clerk, Tonya White

Newly Elected County Clerk, Tonya White

Hello! My name is Tonya White. I am the new County Clerk. I have worked for Grant County since 1999. I started out my career as a Dispatcher at the Grant County Sheriff's Office. In 2013, I took the position of Emergency Management Planner at Grant County Emergency Management. I am also a Supervisor for the Town of Fennimore.

I have been a resident of Grant County all my life. I grew up in Fennimore and have an associate's degree from Southwest Technical College. I currently live in Fennimore with my husband, Ron, and our son Braden who is a sophomore. We live on a dairy farm which keeps us very busy. In my spare time I enjoy reading, traveling and spending time with family and friends.

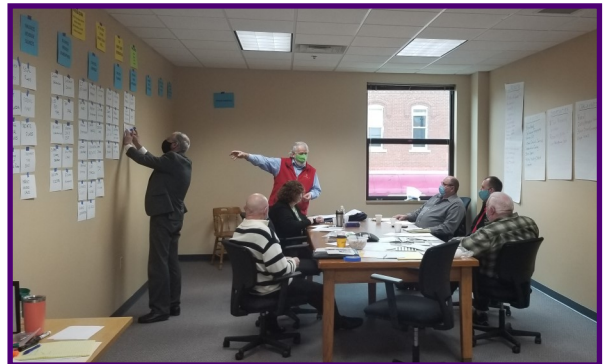


Once again it is time to review Grant County's Strategic Plan

Submitted by Joyce Roling, Personnel Director

UW Extension Agent, James Schneider, facilitates a workshop where a storyboarding exercise and SWOC analysis kept the Members of the Strategic Plan Committee busy to review and update the county's Strategic Plan. A survey will be sent out soon to County Board Supervisors, Grant County Employees, Municipalities, and other stakeholders to get input.

The Strategic Plan ADHOC Committee includes, County Board Supervisors Mark Stead, Gary Ranum, Roger Guthrie, and Porter Wagner. Also included are Shane Drinkwater, IT Director, and Tonya White, County Clerk.



Do you know what Grant County's mission statement and values are?

Grant County's mission is to provide the public with needed goods and services in a cost efficient manner.

Grant County Values: Integrity Efficiency Respect Honesty

Dana's Desktop

Dana C. Andrews, Grant County IT Technician



Need a Hand with That?

IKEA, the put-together-at-home furniture company, is now foraying into the digital world; sort of. In partnership with Asus computer manufacturing, IKEA is now selling a wooden hand to help manage some of your peripheral mess. With flexible fingers, it is able to hold headphones, game controllers, cellphones (really any kind of mid-sized device), and all those cords and cables that seem to sprout from computers and laptops these days. The IKEA Hand is part of a larger lineup of furniture meant for a digital world. Other products include gaming chairs, desks, mouse mats (can't wait to see the assembly instructions for those), ring lights, Mug holder that attaches to the side of your desk, and a mouse bungee (I didn't know they liked to do that). We'd be remiss to not also mention the *Lanespelare*, their multipurpose pillow that converts to a blanket or lumbar support or comfort cushion. (Below: IKEA Hand on left, Lanespelare on right)



I See You

The cameras in our phones continue to get better and better. So, if you make cameras, what can you do to compete? Canon, one of the largest camera manufacturers in the world, has an idea. They recently launched a small satellite equipped with their famous 5D Mark III DSLR camera. While it has been modified for use in space, it is still the same camera you can buy on Amazon. Instead of using a lens, it is attached to a 3720mm telescope pointed at earth. The idea, at least from their marketing division, is that you can snap pictures of earth from their website. However, that is for now, misleading. They do have a website that shows some images of Earth from space. You make a selection, zoom, and snap your picture. This is not live, you are working with an image taken at an earlier time. Still, the concept of a cheap, small, satellite that can provide useful functionality is an exciting preview into future opportunities.

Consumer Electronics Show (not everything in Vegas, stays in Vegas)

As written about in the past, each January features a major trade show in Las Vegas showcasing all the newest electronic devices and gizmos. Commonly referred to as CES, it is where Samsung, Phillips, IBM, and all the others, preview their hot new items for the coming year. For 2021 the show was virtual, but the list of items was still as long as ever. Here are a few of the more interesting items:

Lasso – A recycling device that steam cleans, removes labels, intelligently sorts, and shreds/crushes your non-garbage items.

Cadillac – Introduced a self-driving party van. Brilliant idea! Includes aromatherapy. They also had a flying car...

L’Oreal Perso – an AI (Artificial Intelligence) powered, motorized device that creates personalized skin care formulas for moisturizers, serums, and under-eye cream. It makes decisions based on real-time data and trend analysis. They also offer a device with the catchy name of “Yves Saint Laurent Rouge Sur Mesure”. It is a lipstick dispenser that can change the shade of color based on choices made in a phone app. Twist the applicator and apply your color for that perfect evening.

Ninu – This is a perfume atomizer that, like the L’Oreal lipstick device, modifies its output based on selections from a phone app. It blends a custom fragrance from three different vegan scents. Pick the smell that best says ‘vous’.

Neuvana Xen Vagus Nerve Stimulator – These are earbuds that send an electrical signal through the ear to the vagus nerve, “bringing on feelings of calm, boosted mood, and better sleep.

JLab’s JBuds Wireless Audio – Bluetooth speakers that hang from the arms of your glasses (or very cool shades).

GoSun – Solar powered water purifier & cooking devices. Perfect for off-grid living once the zombies are let loose.



Figure 1: JLab's JBuds Speakers

Why Waste Electricity Keeping Ice Cream Cold

Most of us are familiar with Keurig machines that make a single cup of flavored coffee from a pod. A machine called ColdSnap was debuted at this year’s CES show that takes this concept to the next level. Using a pod, it can dispense fresh frozen ice cream in about 90 seconds. The pods themselves are ‘shelf stable’ meaning you do not have to refrigerate them beforehand. There are several different ice cream flavor pods and the company says it is working on pods for smoothies, protein shakes, and frozen cocktails. One of the other nice features about this product is the pods are aluminum, allowing you to recycle (unlike coffee pods that are plastic). Fun fact. The idea came from one of their daughters. Tired of reading the same books at bedtime, the family decided to start a new bedtime tradition of writing ideas in “invention journals”.

What is Wi-Fi 6E

Wi-Fi 6E is NOT a new standard for home networking gadgets—routers, security cameras, internet-connected doorbells and such. The newest standard is still just Wi-Fi 6 (up to 250% faster than Wi-Fi 5). However, Wi-Fi 6 uses 2.4-GHz and/or 5-GHz radio spectrum to communicate. Devices with the “E” at the end perform the same as Wi-Fi 6 however they use the FCC recently released 6-GHz band. This means less latency due to congestion. Latency in network operations is akin to cars on a roadway. The more cars and the narrower the road, the slower you go, even if your car can drive fast. The 6-GHz change means the road is twice as wide as before with fewer cars. [For the technically minded, 2.4-GHz & 5-GHz combined covers 660 MHz of radio spectrum while 6-GHz covers 1,200 MHz by itself.]

Something to Wine About

Under the auspice of agricultural science, 12 bottles of French Bordeaux wine were stored aboard the International Space Station for a year (it might have been more but only 12 bottles were returned). The newly returned wine is being examined for changes by both chemical experts and wine tasters (“it has just a hint of stardust”). Can’t wait until they start testing box wines.

Current Starlink Satellite Status

At the time of writing this, over one thousand Starlink satellites have been successfully launched. Sixty-one of those have been lost. An additional sixty-eight are either too high or too low in orbit, although correcting. Satellites have to be at an exact altitude for the communication antennas to find them. The rest are rated as “in service”.

In other news; Space X filed paperwork with the FCC to use a protocol that will allow moving commercial vehicles to be able to access the Starlink network, including RVs. Elon Musk noted that the terminals are too large at this time for private vehicles (not even his Teslas).

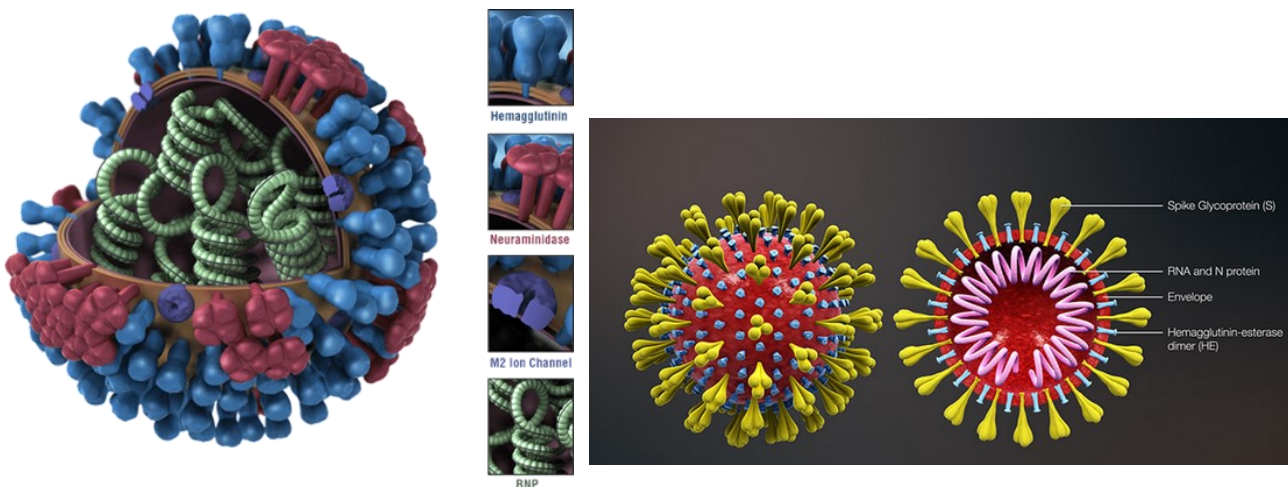
In a side note; the Grant County IT department has offered to provide support to Space X for a land-based gateway device to serve southwest Wisconsin, northwest Illinois, and eastern Iowa.

The Speed of Vaccine Development

As we know, the current Covid vaccines were created, tested, and approved in record time. The use of high speed, large capacity, super computers combined with new technology such as Crispr, allowed a radically new type of vaccine, mRNA based, to be developed in an incredibly short period of time. But how fast was it? Most literature about the approval process for vaccines simple state, “several years”. Using the last most famous pandemic, Influenza virus A, commonly referred to as “The Flu” as an example; the first ‘radically new’ vaccine was discovered by Jonas Salk & Thomas Francis, Jr. at the University of Michigan in 1940. However, the first injection was not licensed until 1945. That was 5 years to produce something that was highly desired and supported by the military (the Expeditionary force from the U.S. for World War I was especially hard hit by the flu and they did not want the same thing to happen during World War II). Interestingly, the Communicable Disease Center was opened in 1942 in Atlanta to provide the overview and coordination that this project needed (it took over from the previous organization; Malaria Control in War Areas). This would eventually become today’s Centers for Disease Control and Prevention, which is why we call it the CDC instead of CDCP.

According to the CDC, Covid-19 and Influenza are both contagious respiratory illnesses, but they are caused by different viruses. With Covid-19, we are really fighting a new version of the SARS virus while the yearly Influenza is virus type A (NIH1 being the one you most likely have heard of). There are actually 4 types of Flu viruses. Two of those do not affect humans and Virus B is considered mild and has never been the basis for a pandemic declaration. The twisty part that causes all the concern each season of what type of vaccine is being offered is that virus type A can be one of 198 different combination of proteins (there are 18 different hemagglutinin subtypes and 11 different neuraminidase subtypes). The hope is now, using mRNA and Crispr, the speed of creating the correct variant for the seasonal flu will be much shorter. This will help in getting the vaccines created and delivered in a more timely manner.

Below are diagrams of Virus A and SARS-CoV-2



Be A Buddy... Not a Bully.

GRANT COUNTY WORKPLACE BULLYING POLICY

- A. Grant County is committed to providing our employees and clients with a respectful, healthy, and safe work environment that is free from bullying. Workplace bullying is unacceptable and will not be tolerated.
- B. Bullying is malicious repeated behavior that a reasonable person would consider to be offensive, degrading, humiliating, or threatening. Bullying may be directed toward one employee, a group of employees, or clients.

Some examples include but are not limited to:

1. Screaming at someone
2. Condescending and belittling comments
3. Name calling or ridiculing
4. Derogatory remarks or insults
5. Undermining or impeding others' work
6. Unwarranted harsh and persistent criticism of work (not related to appropriate work performance critique by supervisor during review).
7. Cyber bullying which is bullying using social media, website materials, e-mails, texting, and cell phones.

- C. Grant County expects all employees who experience bullying or who see others being bullied to report it as soon as possible to the appropriate supervisor, manager, department head, or Personnel Department. Management employees are expected to take action to stop workplace bullying.
- D. Any reports of workplace bullying will be treated seriously and investigated promptly. Employees are expected to cooperate with an investigation and provide truthful information. The complainant will be updated on the outcome of the investigation. Confidentiality will be maintained during the investigation to the fullest extent possible.
- E. Employees who participate in workplace bullying, retaliate against an employee who reports bullying, or make a false accusation of bullying will be subject to disciplinary or other appropriate action up to and including termination.
- F. Questions regarding this policy or a specific situation should be directed to the Personnel Director.

Continuous Improvement – It's a Lean Thing

Submitted by Joyce Roling, Personnel Director

5S (Sort, Set in order, Scrub, Standardize, and Sustain)

One of the first things we learned in LEAN Concepts 101 is to 5S. What's 5S? *It's been awhile...let's go back to basics.*

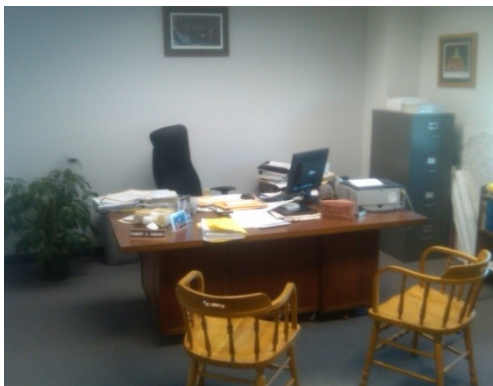
5S is defined as a methodology that results in a work space that is clean, uncluttered, safe, and well organized to help reduce waste and optimize productivity.

Click on this link to take you to a video that shows you how to 5S

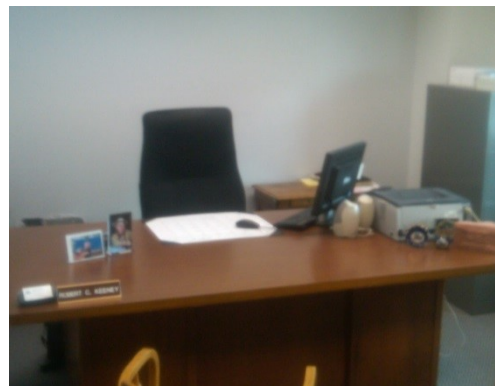
https://www.youtube.com/watch?v=8G1t_BdjGI0

5S (Sort, Set in order, Scrub, Standardize, and Sustain)

It's Spring Cleaning time!



Before 5S



After 5S

2021 Virtual Visit Schedule

06/08 thru 06/25/2021: **Aflac** for changes effective July 1, 2021, Michelle Nodorft

09/16/2021: Nationwide Deferred Compensation retirement, Kerryl Johnson (608)825-2516

09/21/2021: Wisconsin Deferred Compensation retirement, Eric Jochimsen (608)241-6604

11/16 thru 12/13/2021: **Aflac** for changes effective January 1, 2022, Michelle Nodorft (608)778-8057

Retirement Recognition

December 22, 2020 through March 13, 2021

Charleen Studnicka (ADRC), **9 years** (retired December 31)
Linda Gebhard (County Clerk), **31 years** (retired January 3)
Marilyn Pierce (Register of Deeds), **44 years** (retired January 3)
Michele Fishnick (Social Services), **24 years** (retired January 15)
Christina Moll (Orchard Manor), **20 years** (retired March 8)

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.

Service Anniversaries

April, 2021 through June, 2021 (5 year increments)

Annette Hochhausen (Clerk of Court), **40 years** on June 15

Kenneth Kirschbaum (Highway), **35 years** on April 14

Dawn Mergen (Personnel), **25 years** on May 14

Lisa Reuter (Orchard Manor), **20 years** on June 14

Levi Vial (Sheriff), **15 years** on April 2

John Barker (Sheriff), **15 years** on May 1

Heidi Millin (Orchard Manor), **10 years** on April 4

Chad Kieler (Highway), **10 years** on May 2

Tammy Napp (ADRC), **5 years** on May 31

Malorie Placke (Social Services), **5 years** on June 15

Susan Breuer (Orchard Manor), **5 years** on June 20

Team Grant County

Welcome to our Team!

New Employees - December 6, 2020 through March 13, 2021

- Margaret Bartkowski** ~ December 7 ~ Health
- Olivia Walters** ~ December 7 ~ Health
- Ashlyn Digman** ~ December 10 ~ Orchard Manor
- Brian Day** ~ December 14 ~ Emergency Management
- Taylor Deutsch** ~ December 17 ~ Orchard Manor
- Erika Stitzer** ~ January 4 ~ Social Services
- Renee Reuter** ~ January 4 ~ Health
- Taylor Denure** ~ January 4 ~ Emergency Management
- Tyler Timmerman** ~ January 5 ~ Sheriff
- Rose Webster** ~ January 15 ~ Sheriff
- Cole Kleiner** ~ January 15 ~ Orchard Manor
- Gracie Winter** ~ January 27 ~ Emergency Management
- Rita Saxby** ~ February 1 ~ ADRC
- Nathan Allen** ~ February 3 ~ Emergency Management
- Jill Knorr** ~ February 3 ~ ADRC
- Travis Clary** ~ February 9 ~ Health
- Brittany Mis** ~ February 9 ~ Health
- Alistair Polkinghorn** ~ February 9 ~ Health
- Kaelyn Weigel** ~ February 10 ~ Orchard Manor
- Brecklin Klosterman** ~ February 11 ~ Orchard Manor
- Jennifer Mariskanish** ~ February 12 ~ Orchard Manor
- Chantel Hampton** ~ February 16 ~ County Clerk
- Nicole Runde** ~ February 22 ~ Health
- Arranda Henry** ~ February 23 ~ Orchard Manor
- Lisa Gundlach** ~ February 23 ~ Facilities Maintenance
- Olivia Hilger** ~ March 5 ~ Orchard Manor
- Jackson Fry** ~ March 8 ~ Highway

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.

Enjoying Springtime



ENSDPSSSLCIGRRNW
SSIESPESHSERFEEAA
SKEPIPICNICSLMB
HPRLFRRHLLITKLTN
STUAPJRMISSENSIP
GTMIPIEBSBMALFO
HCNRLHBLFISHING
IGOWATWOLCSRDAE
MRLLSWASGYOEOTR
OUTDOORSNCBNFUB
ENRITRTOILIEFRH
HIKINGSMPICWAE E
BSETIKNSMNSADNJ
OGNINEDRAGILEIS
ETHLIAOGCNCCHSMS

Bicycling
Birds
Blossoms
Camping
Chirping
Colors
Daffodils

Fishing
Fresh
Gardening
Growth
Hiking
Jellybeans
Kites

Lambs
Nature
Nests
Outdoors
Parks
Peeps
Picnics

Renewal
Strawberries
Tulips
Walks
Warmth