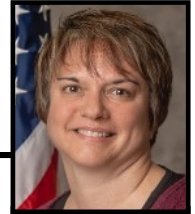




THE COMMUNICATOR

Volume 20, Issue 2
April, 2022

Grant County Employee Newsletter



Editor:
Dawn Mergen,
Personnel
Specialist

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Welcome Erik Heagle Grant County's New Administrator of the Department of Conservation, Sanitation and Zoning



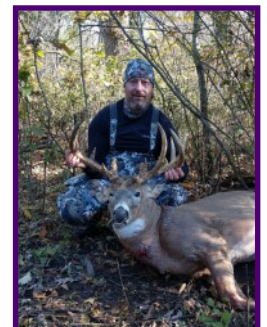
Hello, my name is Erik Heagle and I am the new Administrator for the Conservation, Sanitation, and Zoning Department (CSZD) here in Grant County. Since August of 2014, I was one of the Soil & Water Conservation Technicians in our office until stepping into this new role on 2/28/22. In my previous role I spent a lot of time surveying and designing different conservation practices through out the county. I dealt with constructing dams, grassed waterways, manure pit closures, streambank work and administering different county, state, and federal cost sharing programs. Prior to COVID and staffing shortages, I also helped assist with zoning and sanitation.

I am most proud of doing the majority of designing and construction overseeing of the trout stream projects that we partnered with NRCS and Trout Unlimited. I have helped assist with over 15 miles of streambank restoration, erosion control, and habitat work on numerous streams throughout the county. It's nice to be able to go back out to a site and see the benefits of your work. I am also the current secretary of Wisconsin Land & Water's Technical Committee which I have been a part of for over 3 years and a member of our area conservation training group AITCOM.



I grew up in a small-town west of Green Bay called Seymour and moved here from the Fox Valley Area. I currently live outside of Lancaster with my wife Kim, our dog and 3 cats. In my free time I enjoy hunting, fishing, hiking, taking trips out west and to Alaska. Our friends like to come down to visit and take advantage of my fishing spots. We also love music and going to concerts. I "attempt" to play guitar, bass, and drums with friends who come down to jam.

Feel free to reach out to me or my team with any questions. I look forward to the new opportunity and continuing to build relationships within the county.



The Generations Unmasked! and Communication Strategies in a New Workforce

Brad Gingras, Owner of Superior Strategies (www.superiorstrategies.org), will be providing us with training on Communication Strategies and on Generations.

Staff are invited to attend upon supervisor approval. Please sign up by contacting the County's Personnel Office (723-2540 or dmergen@co.grant.wi.gov). We will need to know your name and which session(s) you will be attending. Please note that the Generations training will be presented once and the Communications training will be presented twice.

Date: April 21, 2022

Location: Grant County Board Room (2nd floor of Administration Building)

<p style="text-align: center;">The Generations Unmasked!</p> <p style="text-align: center;"><u>8:30 a.m. to 10:00 a.m.</u></p> <p>Can Millennials ever show up on time? Why are Boomers so adverse to change? Our youngest employees won't even pick up the phone! Our staff wants to work on their terms. Generational conflict and misunderstanding has been present for decades, however the divide between each generation seems to get further apart. The Generations Unmasked identifies key influences, traits and characteristics of the predominant generations in the workforce, but more importantly strategies to help understand what makes each age cohort succeed and engage. No matter which generation you fit into, this session will help you better understand your coworkers and individuals throughout your life.</p>	<p style="text-align: center;">Communication Strategies in a New Workforce</p> <p style="text-align: center;"><u>10:15 a.m. to 11:45 a.m.</u></p> <p style="text-align: center;"><u>12:30 p.m. to 2:00 p.m.</u></p> <p>How could we complicate communication even further? How about a global pandemic that forces drastic, lasting change to the workforce? Communication techniques have evolved quickly then COVID-19 impacted it even further. Where are we headed? How can we improve? This session will provide insight into the evolution of communication along with effective strategies to engage your co-workers, colleagues and even strengthen personal relationships.</p>
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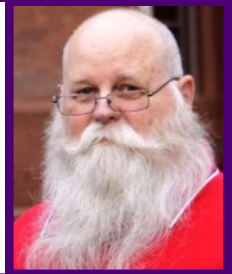
Who is Brad Gingras?

Brad Gingras, owner of Superior Strategies, is a professional trainer, facilitator, generational strategist and consultant. He has been in executive leadership throughout his career and in addition to Superior Strategies is also the Executive Director of Northwest Wisconsin Area Health Education Center (NWAHEC), coordinating healthcare education and workforce initiatives. His series of topics and expertise range from multi-generational training and strategies, leadership development, team-building activities, career preparation & counseling, and motivational speaking. His goal is to inspire, have fun, laugh, and leave everybody more knowledgeable about themselves and the individuals in their work or personal lives.

Brad and his family live in rural northern Wisconsin. He is an avid outdoorsman. When he isn't goofing around with an audience, he enjoys hunting, fishing, rock hounding, birding, making maple syrup, harvesting wild rice and pretty much anything else that allows him to enjoy the outdoors.

Dana's Desktop

Dana C. Andrews, Grant County IT Technician



The Next Generation of WiFi

Right now, if you are looking for a “state-of-the-art” WiFi router, you are looking at either a WiFi 6 or WiFi 6A device. The only difference between them is 6A has more bandwidth to use (something good in a busy environment) but otherwise, they are the same. However, the next generation of WiFi is not just about faster. Known in the industry as IEEE standard 802.11be (or WiFi 7 to us plain folks) they will be akin to a ‘smart’ device. While it has been loaded with lots of extra bandwidth, it will actually dynamically choose the best frequency for greater efficiency and speed. If needed, it can even use multiple bands of frequencies (meaning your outgoing signals do not have to compete with the incoming ones). Latency, the delay in getting a signal to pass, is expected to be extremely low (1 ~ 2 ms or about the same as current ethernet connections). Qualcomm, a chip manufacturer for WiFi devices, has a lab model working right now that ‘real world’ is delivering 5.8 gigabits per second (the best WiFi on the market now is running less than ½ that speed). Most exciting about this for nerds is the new standard will allow WiFi devices to run several radios but act like one big radio (one MAC address if you know about these things). So, if the device cannot provide a 320 MHz connection, it can run two 160 MHz channels at the same time, delivering the desired 320 MHz speed.



Oh Snap (Super Rubber Bands)

If you went to my junior high school you knew, quite painfully, how much a rubber band can sting. Therefore, it was with great trepidation that I read scientists

have found a way to super-charge the rubber band effect. A team of researchers from UM/Amherst announced that they have engineered a new rubber-like substance that can absorb and release large quantities of energy. Using the aforementioned rubber band as an example, they noted that one made of this new material would absorb the energy used to pull it back and then would input this extra power when you released it, making it fly much farther (or leaving a larger bruise). This material is an example of a class of materials called metamaterials. Metamaterials do not have naturally occurring equivalents but are strictly lab made items. In this case, a polymer was made of an elastic material embedded with tiny magnets. This causes something called phase-shift which generates the extra power. They noted this material should have applications in helmet safety, or robot parts (needing less electrical energy). This research was funded by the U.S. Army Research Office as an investigation into high-force impacts or lightning-quick responses.

The Future is Now (Again)

The January Consumer Electronics preview show in Las Vegas (CES) was held this year. The last two years it was virtual but this year it was 50/50 with limited attendance but also featuring Zoom presentations. This show features hundreds of new devices or concepts that may come in the near future. For fun however, here are my picks for five of the oddest products in this year's show.



1. A Racing ‘Copter Car. The last couple of years have really shown interest from manufacturers to make ‘flying’ cars. Often looking like oversized drones that you sit in, most to date have been single seater. However, this year an Indian start-up that has a two-seater model being marketed as a police car (cops & robbers?). But maybe most notable was from a French company called MACA. It is marketing

a racing version flying car. It is capable right now of flying 155mph straight line. If NASCAR adopts this, I have no idea how they will bump-draft but hopefully races will feature pit crews with rocket packs!

2. The concept of the smart lightbulb is being taken to a whole 'nother level. Sengled's smart bulb incorporates radar sensors and Bluetooth receivers to perform health tracking. Without anyone wearing any sort of special device, these bulbs will monitor heart rates, body temperatures, and even track sleep patterns. If they tell me they can make the bed too then I'm sold.
3. Hyundai (last year they showed the driverless tractor-trailers) revealed a concept of robotic devices that automatically interface with what you are doing. Called "metamobility", this will be a host of devices that will react to your presence and actions. For instance, as you walk around, a robot that looks like a dog with a flat back will follow you, morphing into a table when needed or maybe picking up things you drop. There are also plans for rooms that can re-configure themselves based on what you plan to do ("computer, configure football viewing in nap mode"). Their plans even include a car that will "transform" (their words) into a workspace (or a sword wielding protector of the universe). The basis of this is an extension of IoT (internet of things). They call it MoT (mobility of things). Who knows what will answer in the future when you ask someone to get you a roll of toilet paper!
4. There were a variety of VR suits (virtual reality) demonstrated at the show this year as well. From shoes with tactile feedback to full suits that change temperature based on game conditions, there continues to be more efforts to make virtual reality more "real".
5. Finally, coming soon to a market place near you (or online anyway) will be a cuddly cat named Amagami Ham Ham that nibbles on your fingers. Yukai Engineering says they are tapping into our secret desire to have cats nibble on our fingers. This 'stress' reliever is very high tech with 20 different nibble patterns, all controlled by an algorithm that will ensure each nibble is different than the last one. There are also plans for a Shiba Inu dog. The animals are based on Nemu Nemu series (plush animals?)

More Reasonable CES Inventions



Some other items from the Electronics show in Las Vegas.

1. Smart Dog Collar – Invoxia (France) has a smart collar for your pooch that tracks their heart rate, body temperature, and possibly other vital signs. It will also incorporate an activity monitor and GPS.
2. John Deere has developed a driverless tractor. Actually, a module (for retro-fitting into older models). Using your smart phone, you will designate where to farm. A collection of sensors, cameras, and AI computing will till the field while avoiding obstacles and pitfalls.
3. BMW gave everyone a sneak peek at a car that can change its exterior color (finally, I can match my car to the garage curtains).
4. Star Trek doors were demonstrated at the show. Motion sensors detect your presence and swoosh-swoosh your portal is open (\$2500 per door, door not included).

More Help at Home

Not related to the CES show but of the same theme is a start-up in the UK named "Moley Robotics." They are developing a self-cooking kitchen.



A system of rails is installed in the ceiling that two robotic arms hang down from. You select a meal from over 5000 recipes on a touch screen then add the ingredients to built-in containers and off it goes. From turning on the oven to whisking, flipping, stirring, pouring, and, of course,

putting things in and pulling them out of the oven. All of this is done behind a plexiglass screen so no human is hurt in the process. The recipes come from Tim Anderson, the 2011 winner of BBC's Master Chef TV competition. Nor is this the only company trying to do this. Others developing similar projects include an Israeli company (Kitchen Robotics) and an American one (Dexai Robotics). There is a working precedent for this. A French company, Pazzi, already has a chain of restaurants in and around Paris that is making pizza untouched by human hands. No word yet on who's doing the dishes after...

Speaking of Home

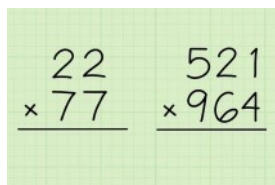


A Japanese firm named Serendix Partners was recently able to 3D print a home in one day for a cost of just over \$25,000.00. This is a spherical design (dome home) that uses 20 tons of reinforced concrete to create a 107 square foot living space. Designed by Masayuki Sono, it meets

Japanese earthquake and European insulation standards. The printing takes place at one of its factories, then the home is transported to its final location. Serendix Partners was the 2015 winner of NASA's Printed Habitat Challenge. Another home building concept, Lok-N-Blok, was certified by the International (Building) Code Council in the last month and expects to be in the marketplace this year. This system looks very (very) much like Lego blocks and is pretty much assembled in the same manner.

A Faster Way to Multiply

I am going to try to generalize a very complicated topic. That the topic is complicated may surprise you as we are talking about multiplication.



Something that has been around for over 4,000 years (if you accept the Babylonians were the inventors). Something this basic you would expect to be a done deal but in 1960 a 23-year-old mathematician named Anatoly Karatsuba, showed a quicker way to multiply very large numbers. As we learned in school, to multiply, we stack two sets of numbers on top of each other. Each bottom digit multiples each top digit (with offset for 'place') then we sum the results. Mathematicians call this the 'carry' method and it is

represented as n^2 steps. This n^2 means the number of operations you will perform (multiply and add) is equal to the number of digits in each number squared. It might be easier to understand this with an example. $100 \times 200 = 3$ digits per number. The square of 3 is 9 so it will take 9 steps to multiply these numbers. (6 multiplications and 3 additions). This is not a big deal with most everyday numbers but if you are doing astronomy, quark physics, or number investigation (largest PI number for example) you can be multiplying huge numbers together. While computers are fast, these types of calculations can take centuries to complete (I always felt the same about my homework). So, if a faster way to multiply can be found, it would have serious applications to many computing issues. After Mr. Karatsuba's discovery, how to multiply became an area mathematicians started re-exploring. And they started finding even quicker ways! I won't talk about how they are able to multiply quicker (it involves $\log(n)$ of numbers plus something called a fast Fourier transform) but in a recently published article by David Harvey and Joris van der Hoeven, the theoretical fastest method was discovered (or proven?). This latest process represents a three-fold increase in the speed of multiplying compared to the previous 'fastest' methods. This will allow things like super computers to do an even better job at modeling very complex systems (like the physics of black holes, predicting weather, or balancing my checking statement).

Quick Note

Due to a recent project, I now know our Register of Deeds has over 1 1/2 million pages of documents digitally recorded.



Where's the FLAG ?

Submitted by
Robert Keeney, Grant County Board Chair

The American Flag that was installed atop the Courthouse Dome in October 2017 was taken by the strong winds the night of December 15, 2021. Not only did the flag disappear from the dome, but the rope was taken too. Garry Pluemer and his maintenance staff have made numerous attempts to thread a new rope around the pulley at the top of the pole without success. At this time we are working with a contractor and a crane company to come up with a plan to get the rope installed and a new flag flown over the Courthouse again.



Garry Pluemer, Facilities and Maintenance Manager, attempting to thread a new rope in the dome.



The state of Grant County “As we move into 2022...”

By Grant County Board Chair, Robert Keeney

As we move into 2022, I would like to report on the state of Grant County as I see it. As COVID-19 is fading we continue to keep a watchful eye out on this pandemic that has crippled us for the past two years. It is time to move on but we must be cautious. Last summer many felt it was behind us, only to see multiple challenges in our operations and schools in our County as we battled the second wave. I think it's safe to say we have all had enough of this battle and are ready to get back to open operations.

While the pandemic created many challenges, funding associated with it has created some

opportunities for us to grow segments of our operation through technology and the development of unused space. ARPA (American Rescue Plant Act) funding has allowed Grant County to expand the use of VoIP phones, enhance cyber security, support remote work opportunities, and equip multiple areas for the use of Zoom as means of holding meetings. ARPA funds have also been used to upgrade Unified Community Services EHR (Electronic Health Records) to more efficiently monitor operations and recover available reimbursement funding. ARPA funds were used for building remodeling which helped to create offices to facilitate the

relocation of the IT and Maintenance departments to previously unused space on the third floor of the Administration Building. ARPA funding also allowed for additions to our fiber loop connecting CSZD and Unified to the other County facilities for quicker, more reliable connections during the challenging work place climate.

As we turn the page and head toward normalcy, there are plenty of projects in the hopper. Phase 3 of the Communications Project, which includes a redundant fiber loop around Grant County, is moving forward. Dual fiber conduit was placed last summer and fall from Platteville to Lancaster to Fennimore to Muscoda and on to Boscobel. This spring fiber has been blown into one of those conduits to allow for a connection to WiscNET at Platteville to connect Grant County with high speed internet which will accommodate a connection to the Platteville Police Department for 911 dispatch communications and the ever growing need for bandwidth in our operations. As this work progresses, the IT Department is configuring the completed Lancaster loop back to CSB so that there is redundancy in our fiber connections between departments. These improvements will prove valuable as we move to more cloud based programs such as the recently approved Tyler Munis software to be used for Human Resources, Payroll, and Finance. The communication towers are also moving along with plans nearing completion on the Platteville, Fennimore, Muscoda, and Boscobel sites. We continue to work on placement of the other locations near Millville, Bagley, Bloomington, Cassville, Potosi and Dickeyville to complete the 11 towers to provide improved

coverage throughout our large county.

As we continue to work on these major projects, we also look to break ground soon on the storage facility that was kicked off by ADRC wishing to fund a garage for their vehicles. As the building was designed, price and availability may have changed the focus a bit but arrangements were made to move forward to make the building a reality with additional funding to allow some space for maintenance department storage as well.

We continue to monitor the labor market as we recruit new and retain current employees while finding a balance in the challenging budget to support the multitude of services that Grant County residents expect and deserve.

We look forward to getting back to Youth Government Day, Rural Safety Day, the Grant County Fair, and our continuous improvement projects.

Change is continual. As we see turnover in the Board of Supervisors this spring, we need to educate and work together as a board with Grant County staff and elected officials to take on upcoming challenges. We need to review the Strategic Plan that was created and as a **TEAM** through Transparent communication, Efficient use of staff and resources, Accountable operations (following policy and best practices), and responsible Management (with respect of everyone involved) we will be successful in supplying services to Grant County.



“Go Red”

February 4th was National Wear Red Day in support of the American Heart Association. Some of the Administration Building staff put on their red in recognition of “Go Red”.



Register of Deed's Office



County Clerk's Office



I.T. Department



Finance Department



Health Department

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(s) and time(s) that work best for you.

June 16, 2022 and November 17, 2022

Locations and times will be announced prior to the visit date.



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 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(s) and time(s) that work best for you.

April 5, 2022

Wisconsin Deferred Compensation; Eric Jochimsen (608)241-6604
 9 a.m. to 10:30 a.m. at the Community Services Building (Lobby Conference Room)
 11:00 a.m. to 12:30 p.m. at the Administration building (Conference Room 266)
 1 p.m. to 3 p.m. at Orchard Manor (Conference Room 104)

September 15, 2022

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

9 a.m. to 10:30 a.m. at Orchard Manor (Conference Room 104)
 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 3 p.m. at the Community Services Building (Lobby Conference Room)

Wisconsin Deferred Compensation; Eric Jochimsen (608)241-6604

9 a.m. to 10:30 a.m. at the Community Services Building (Lobby Conference Room)
 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 3 p.m. at Orchard Manor (Conference Room 104)



Employee Counseling Services

Because people may encounter problems which they cannot cope and which have an adverse effect on their lives and job performance, Grant County encourages professional counseling to help overcome difficulties. Your supervisor can refer you to professional counseling services and they may be covered by your health insurance. County employees may be eligible to receive the following EAP (Employee Assistance Program) services and LIFT Session fitness services provided by National Insurance Services and LifeWorks.



Client Focused. Solution Driven.



Embedded Employee Assistance Program (EAP) with Claimant Assist

Support for Employees* with Life or Disability Insurance Through National Insurance Services



The EAP Program

Everyday life can be stressful and can affect your health, well-being, and performance. Fortunately, our Employee Assistance Program can aid in finding solutions. When facing personal problems, you might struggle with where to turn for help. The first step is usually the hardest, and guidance is often the key. That's why National Insurance Services (NIS) offers an Employee Assistance Program (EAP). An EAP offers a confidential place to find the answers that work for you.

Your EAP Service Provider

LifeWorks is a leader in the field of Employee Assistance and has been providing employee assistance services for over 40 years. LifeWorks has the experience to provide the broad range of services and guidance that is paramount to an EAP – whether it's help with day-to-day concerns or guidance through a challenging crisis. The information you discuss through the EAP is kept confidential in accordance with federal and state laws.

The EAP Process

When you access the EAP, LifeWorks counselors listen and take action toward finding solutions. The next step may include meeting with a mental health counselor for up to three face-to-face visits, negotiating health insurance benefits, or referrals to community resources for legal and financial services.

Referrals and Resources

You can receive information and a listing of childcare and eldercare resources with confirmed vacancies meeting your specifications. If face-to-face mental health counseling sessions are required, LifeWorks counselors will refer you for counseling at a location that is convenient to your home or work. LifeWorks counselors can also refer you to self-help groups such as Alcoholics Anonymous or Gamblers Anonymous and community financial and legal resources for debt management.

Claimant Assist

NIS's Claimant Assist program offers special services to Long Term Disability claimants or Life Insurance

(over)

Under our EAP you can receive no-cost, confidential help for a wide variety of needs and concerns:

- Alcohol or Drug Addictions
- Anxiety
- Childcare
- Depression
- Eating Disorders
- Eldercare
- Family Conflict
- Financial or Legal Concerns
- Marital Difficulties
- Parenting Concerns
- Problem Gambling
- Relationship Problems
- Stress Management

EAP Services Are Available to You Two Ways:

Phone: 866.451.5465
 Online: www.niseap.com

Claimant Assist Services Are Available:

866.472.2734

*The EAP is for use by the covered employee only. While issues may concern family members, all contacts to the EAP must be made by the employee.



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beneficiaries at no charge. If you have Disability insurance coverage through NIS, our Long Term Disability Claimant Services are available to guide and counsel claimants and their immediate family members. If you have Life insurance coverage through NIS, our Beneficiary Services Program provides counseling and assistance to beneficiaries when faced with the challenge of coping with loss.

Virtual Fitness

You have access to a virtual fitness platform through the EAP. LIFT session, one of the leading fitness providers, provides you with an easily accessible, effective and affordable way to reach your fitness goals anytime, anywhere for better health and well-being.

You can work out on your own with personalized programs and access coaches if you have questions, or choose to work under the live supervision of a coach online, in 1-1 personal or group sessions.

Access to Masters-Degreed Counselors 24-Hours a Day Through a Toll-Free Number Up to three in-person assessment and counseling sessions.

- **Legal Assistance:** Counselors may refer you to a telephone and/or one in-person consultation with an attorney.
- **Financial Assistance:** Telephone consultation with a financial consultant to address questions on budgeting, taxes, and debt consolidation.
- **Eldercare Assistance:** Our specialists can help you locate eldercare options, such as residential care or in home care, provide support in dealing with the emotions of retirement, or legal aspects like estate planning. Use our website to find resources on retirement, from financial planning and calculators, to articles on coping with retirement stress, and filing your retirement days with meaningful activities.
- **Childcare Assistance:** Telephone consultation with a work-life professional to provide information, referrals, and resources related to childcare concerns.
- **Memorial Planning Assistance:** Telephone consultation with a work-life specialist to assist with memorial and funeral planning. Services include identifying potential locations, associated costs for services, and providing information to help coordinate logistics (Available to Life insurance beneficiaries only).

Your EAP and Claimant Assist Administrator:



134 North LaSalle Street, Suite 2200
Chicago, IL 60602

Telephone Assistance:

EAP: 866.451.5465
Claimant Assist: 866.472.2734

Online:

www.niseap.com

Corporate Headquarters: 250 South Executive Drive, Suite 300, Brookfield, WI 53005-4273

Offices Nationwide: 800.627.3660 www.NISBenefits.com

LIFT session fitness

Achieve your fitness goals with unlimited fitness journeys and chat with fitness coaches

Finding a workout that fits your lifestyle is one of the most important things you can do to get started and stay consistent. With LIFT session virtual fitness through your Employee Assistance Program (EAP), you have access to unlimited fitness journeys that are customized for your goals and current fitness level.

Fitness anytime, anywhere with coach support

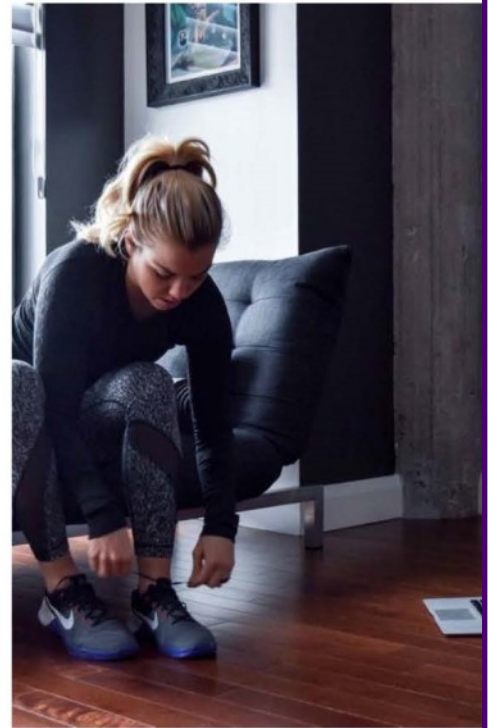
LIFT session virtual fitness programs are available on your mobile device, so you can stay active anytime, anywhere. Chat live online with fitness coaches who can help with fitness, nutrition, and recovery questions you have. Each session lasts 30 minutes, and the typical journey is three sessions per week for a total duration of six weeks. No equipment required!

How to get started

- Get started online at workhealthlife.com/us
 - Head to the 'My Services' tab and scroll down to 'LIFT Session Virtual Fitness' tab
- Sign up and complete your online fitness assessment
- Start the fitness journey right for you!
- Looking for additional support? LIFT also offers 1-1 Personal Training. Learn more about this service after sign up.

The support of live coaches and personalized fitness journeys will keep you engaged, excited, and on track to hit your goals. Kick-start your fitness journey now!

Let us help



[Watch this video to learn more about LIFT session fitness](#)

To reach your fitness goals, get started with LIFT session fitness today.

Visit workhealthlife.com/us.



Retirement Recognition

December 19, 2021 through March 12, 2022

Rita White (Orchard Manor), **36 years** (retired January 1)
Mary Bailie (Orchard Manor), **32 years** (retired January 3)
Jay Fitzgerald (Sheriff), **30 years** (retired January 7)
Lawrence Kirschbaum (Highway), **40 years** (retired February 11)
Bruce Clauer (Highway), **22 years** (retired February 11)
Jack Johnson (Sheriff), **34 years** (retired February 11)
Mareeta Kolman (Health), **21 years** (retired March 4)

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, 2022 through June, 2022 (5 year increments)

Connie Cray (Child Support), **40 years** on June 21

Mary Allen (Health), **25 years** on April 14
Kimberly Martens (Health), **25 years** on June 16

Elaine Majerus (Clerk of Court), **20 years** on April 1
Michelle NeCollins (District Attorney), **20 years** on June 11

Michelle Young (Health), **15 years** on April 4
Daniel Reuter (Sheriff), **15 years** on June 4

Cindy Pecinovsky (Orchard Manor), **10 years** on April 10
Jessie Knapp (Clerk of Court), **10 years** on June 18

Andrea Freymiller (Orchard Manor), **5 years** on April 10
Cari Schmidt (Health), **5 years** on April 24
Dennis Kelley (ADRC), **5 years** on May 3
Andrew Knapp (Veterans Service), **5 years** on May 8
Joseph Tesar, Jr. (Highway), **5 years** on June 12
Shawn Petersen (Orchard Manor), **5 years** on June 19
Katelyn Parker (Orchard Manor), **5 years** on June 27

Team Grant County

Welcome to our Team!

New Employees - December 15, 2021 through March 12, 2022

Jasmine Davis ~ December 15 ~ Sheriff
Ty Bloom ~ December 20 ~ Health
Jason Wagner ~ December 20 ~ Emergency Management
Trenton Wood ~ December 20 ~ Highway
Paige Pluemer ~ December 21 ~ Orchard Manor
Jamy Dorota ~ January 1 ~ Sheriff
Rose Webster ~ January 1 ~ Sheriff
Daniel Kliebenstein, Jr. ~ January 2 ~ Sheriff
Beth Ackerman ~ January 11 ~ Orchard Manor
Joshua Baumgartner ~ January 11 ~ Highway
Cayden Nielsen ~ January 24 ~ Orchard Manor
Dakota Reynolds ~ January 24 ~ Sheriff
Rebecca Hoyer ~ January 31 ~ Sheriff
Tiffany Ehlen ~ February 11 ~ County Clerk
Victoria Bonilla ~ February 13 ~ Sheriff
Brooke Runde ~ February 16 ~ Orchard Manor
Jane Farrey ~ February 23 ~ Orchard Manor
Christine Hoeb ~ February 23 ~ Orchard Manor
Lisa Adkins ~ March 2 ~ Orchard Manor
Sara Grainger ~ March 8 ~ Sheriff
Jillian Albert ~ March 10 ~ Orchard Manor
Jasen French ~ March 10 ~ Highway
Remington King ~ March 10 ~ Orchard Manor
William (Mike) Stewart ~ March 11 ~ ADRC
Scott Zenz ~ March 11 ~ ADRC

YOUR MIND IS A GARDEN. YOUR
THOUGHTS ARE THE SEEDS.
YOU CAN GROW FLOWERS OR YOU
CAN GROW WEEDS.



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*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.*

Conservation, Sanitation and Zoning

S S G N I N N A L P N N D G G
 C A M E P T V S O R I A R A N
 O A E C O S Y S T E M S E E I
 N O I T A T I N A S I R S E T
 T R N O I T A V R E S N O C S
 O S E C N A N I D R O N U C E
 U U R T N I U N O V T C R A T
 R G I W A T E R W A Y S C G M
 S G S O N W S N S T T L E Z S
 M N R E G U L A T I O N S E Z
 A I N S P E C T I O N S P O Z
 E P U E O M Z U M N C T N O S
 R P U T P I A R R O I I N M O
 T A R L G E L A E C N E A T T
 S M N N T N N L P G S P E C R

Conservation
 Contours
 Dams
 Ecosystems
 Inspections
 Mapping
 Natural
 Ordinances

Permits
 Planning
 Preservation
 Regulations
 Resources
 Sanitation
 Septic
 Soil

Streams
 Testing
 Water
 Waterways
 Zones
 Zoning