



[CLICK HERE](#) to view
current Renville County
job postings.

December Commissioner Board Meeting Schedule:

Work Sessions:

December 3 at 8:30 a.m.
December 17 at 8:30 a.m.

Regular Meetings:

December 12 at 2:00 p.m.
December 20 at 8:30 a.m.

Special TNT Meeting:

December 12 at 6:00 p.m.

***NO meeting week of
Christmas**

End of Year Reminders

- The final paycheck of the year will be paid on 12/27 (for pay period 12/7 - 12/20).
- Vacation accruals will need to be down to 240 by 12/20. Anything above this will be lost or can be donated to the [Catastrophic Leave Bank](#). You can find the form to contribute to catastrophic leave on the staff page.
- Comp hours for PW union, HS non-exempt union, and non-union/non-exempt staff must be down to 40 by 12/20.
- Comp hours for HS exempt union employees and PW exempt employees will have any comp time over 40 deposited into a deferred compensation plan.
- Be sure to take into consideration any hours you will be earning that pay period when looking at your max accruals.
- You are highly encouraged to use your vacation before the 12/20 deadline. If staffing becomes an issue, your request for vacation may be denied and the time lost. Please plan ahead!



REMINDER: Wellness Incentive

If you earned a wellness incentive in 2024, it will be paid out to your HSA or VEBA in January/February 2025.

REMINDER: 2025 Medical Insurance

For those enrolled in medical insurance through Renville County, a reminder that we will still be with Blue Cross Blue Shield, but it will be with Sourcwell (not directly with BCBS as we were in 2023 and 2024). You will get new health insurance cards for 2025. Be sure to use those going forward with your provider(s).

New Employees



Ryley Pollock

Admin Support Supervisor
Human Services

Ryley enjoys volunteering with local emergency services and spending time with friends and family.

Ryley began as the Admin Support Supervisor in Human Services on November 4. Originally from Darwin, Minnesota, he moved to his home in Olivia with his dog Marta in 2022. Ryley has worked in health care the majority of his working life mainly with the geriatric population in positions from direct care to health care leadership. Most recently he worked in Hutchinson in an assisted living and memory care facility. Outside of work,



Sara Wendt

Social Worker
Human Services

Sara enjoys spending time at their seasonal camp site in the summer, going for walks, attending concerts, and baking. Sara is passionate about helping others and is looking forward to her career with Renville County.

Sara joined the Human Services team as a Social Worker on November 12. She received her Bachelor's of Science degree in Human Services from Rasmussen. She spent the last four years working as an Assistant Director for a homecare company and the four years prior to that as a toddler teacher at a daycare center. Sara lives with her husband and one and a half year old daughter. She

Promotion



Marisa Lee

Lead Social Worker
Human Services

Join us in congratulating Marisa on her promotion to Lead Social Worker as of September 29!

Secure Act 2.0 Impact on Deferred Compensation Contributions

In 2024, the contribution limit for deferred compensation is \$23,000, and the age 50 and over catch-up contribution is \$7,500. This means an active plan participant age 50 and over can contribute a total of \$30,500.

Effective January 1, 2025, retirement plan participants turning ages 60, 61, 62, or 63 in the calendar year can contribute an additional \$11,250 to their retirement plan account.

Building off the example above, assuming the same limits for 2025, an active plan participant age 60-63 can contribute an additional \$11,250 for a total of \$34,250 in 2025.



December Finance Updates

Accounts Payable: Claims for the 2nd check run in December must be submitted and approved by end of day **Monday, December 16**, (*earlier is always better*), due to the last board meeting of the year taking place **Friday, December 20**.



Payroll: Timecards **MUST** be submitted and approved by end of day **Friday, December 20** (*or your last day worked that pay period*), to ensure payroll gets processed and everyone gets paid on time. With Christmas falling mid-week, we have a shortened processing time frame. Please be considerate of your management and payroll team, and don't make them track you down to submit and/or correct your timecard.

Thank you and have a good holiday season!
Administration



Navigating Holiday Stress:

Date and Time: December 18, 2024 - 12:00 PM

Description: The holidays are meant to be a time of joy and coming together, but a lot of times they end up being full of stress. Learn about why the holidays can be so stressful, and what you can do before, during, and after the holidays to navigate that stress.

[REGISTER HERE](#)

Offered through Minnesota National Alliance on Mental Illness (NAMI)



with the

Prince of Pausing

AVOID SHORTCUTS THROUGH SNOW

The smooth surface of a snow-covered lawn or walkway can hide potential hazards like ice, water main shut off valves, sprinkler heads or holes and heaved pavement.



SAFETY IS SERIOUS BUSINESS. TAKE PRECAUTIONS AND REPORT UNSAFE CONDITIONS.
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*Renville County
Board of Commissioners*

Retirement Party

honoring

Randy Kramer (12 Years of Service)

&

Doug Erickson (8 Years of Service)

Friday, Dec. 20 at 10 a.m.

Government Services Center

105 S 5th Street, Olivia

Suite 116

Please Join Us!

Public Works Happenings



Photos Above: Co. Rd 51 Ditch Cleaning



Photos Above: Crack Filling Co. Rd 11 West of Co. Rd 5



Photos Above: Co. Rd 60 Ditch Cleaning



Photos Above: Co. Rd 11 Pipe Work

Inclement Weather Compensation



It is the County’s policy to be open for business despite snow or other inclement weather. Any decision to delay the opening of the County office or to close for the day will be announced by the County Administrator or his/her designee. Individual offices may be closed due to snow or other inclement weather at the discretion of the department head. Full or partial days of work missed due to inclement weather when the County office is open for business shall be taken as sick leave, vacation leave, compensatory time used, or (if no paid leave is available) leave without pay (LWOP). In the event that an employee is late for work due to inclement weather and that employee reports to work within two (2) hours after

the employee’s expected start time (in no event later than 10 a.m.), the employee will be excused with pay provided the school district of the employee’s residence and/or the school district most closely located to the employee’s work location (BOLD District for employees at the Olivia campus) has delayed or postponed school on that day. In the event an employee works beyond his/her normal ending time, the hours not worked prior to 10 a.m. cannot be used to accrue compensatory time or overtime. An employee arriving more than two (2) hours after the start of their expected shift, or at 10:01 a.m. or later, must use sick, vacation, compensatory time, or LWOP to make up for the total time missed.

[CLICK HERE](#) for the full Personnel Policy. *(Inclement Weather Compensation can be found on pages 23-24.)*

Renville County

WINTER RECOGNITION

and Training Event

Tuesday, December 17

Guest Speaker: Former NFL Player *Gaelin Elmore*

**Lunch Served Between Training Sessions
- GSC Room 116/117 -**

10:00 - 11:30 AM

1:00 - 2:30 PM

Be The Difference: *Belonging is the Support We Need*

What determines if an individual is a “success” story or a “cautionary” tale? Is it talent? Is it resilience or grit? Is it simply luck? Gaelin Elmore knows that stories of caution and success have more things in common than we’d care to admit. He knows because he lived it. Mr. Elmore’s powerful story has motivated and inspired thousands, but instead of using his story to focus on “success,” he uses it to shed light on the importance of belonging and “support.” Throughout this keynote, attendees will be challenged and inspired to be individuals who CARE about belonging, because belonging is ‘the difference’ between a story of success and a tale of caution.

Learn:

- The fundamental difference between stories of “success” vs tales of “caution”
- The transformational power of belonging
- How to support others using the CARE model

[REGISTER HERE](#)

by December 6





Renville
COUNTY
Service • Stewardship • Shared Responsibility

WINTER RECOGNITION AND TRAINING EVENT DOOR PRIZES!



Attend one training session for your chance to be one of four lucky winners to get tickets to these fun attractions!

Winners drawn during the training; must be present to win.

****BONUS WELLNESS INCENTIVE****

Attending a training session will get you a **WILD CARD** to use in any \$100 tier you wish for the 2024 Wellness Incentive Program!



Flexible Spending Account Reminder

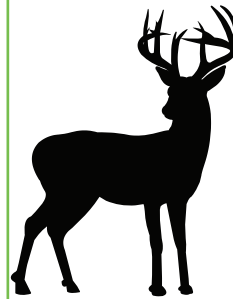


Did you know that you are able to see how many days are left to spend your Flexible Spending Account (FSA) funds in your [online WEX account](#)? The countdown timer is visible 90 days before the final service date occurs. Check this out to ensure you aren't going to lose

any FSA funds! If you have issues getting into your online account, reach out to WEX Participant Services at 866-451-3399.

Renville County Parks Archery Hunt Reminder:

The Archery Hunt runs until December 31



If visiting parks during this time, guests are highly encouraged to wear bright-colored clothing and be aware of hunters.

Questions?

Contact Jesse Diehn,
Parks Manager, at x3747



REMINDER: Renville County Offices Close at NOON on Christmas Eve

Merry Christmas!

LOOK BOTH WAYS BEFORE CROSSING THE STREET. DON'T DIVE IN HEAD FIRST. WATCH FOR PHISHING SCAMS.



YOU NEED TO BE AWARE OF SURROUNDINGS TO PREVENT ACCIDENTS. IT'S THE SAME ONLINE.

Phishing uses email, text or calls to steal sensitive information, deploy malware or commit financial fraud.

Always Click Wisely and Be on the Look Out for Scams:

- **Is the email account name correct?** Compare the account name to ones you know are legitimate.
- **Is the email address correct?** Is the @ symbol in the correct place? Is the domain name or extension correct?
- **Is a quick response/action requested?** Often threat actors use urgency to get people to act without thinking.
- **Is it "click bait"?** It is best to assume that messages that are too good to be true or appeal to your curiosity are fake.
- **Is the URL legitimate?** Hover mouse over the link (without clicking) to see where the link actually takes you. If it is not where it is claiming you will go, do not click.





Wellness Update

Creating a worksite environment where the healthy choice is the easy choice for employees and their families.

Staff Circles with Andrew Peltz

Thursday, Dec. 19

12:00 - 1:00 p.m.
in GSC Room 121a

15-MINUTE CHAIR MASSAGES

Thursday, Dec. 19
GSC Room 121b
9:45 - 11:15 a.m.

[Click here](#)
to sign up!

CONVENE Monthly Webinars

December 12 - *Critical Thinking: How to Solve Problems and Succeed in Work and Life*; with Dr. Brian Barnes

All Convene webinars are recorded. Past recordings can be found [HERE](#).

Turn in your Wellness Worksite Agreement and documentation by 12/20/24. Your participation can earn you up to \$500 in your HSA or VEBA!

Email completed form to
wellness@renvillecountymn.gov

Wellness Walking Challenge Winner



Congratulations to Seth Sparks, Drainage Systems Manager in Public Works, for winning the Walking Challenge!

Food Shelf Fundraiser Results

FIRST PLACE = Team Kramer

SECOND PLACE = Team Hamre

Thank you to everyone who donated!

Team Kramer	Human Services	\$ 860.00
Team Hamre	Admin, E.S, EDA, RRRSWA, IT, Attorney, PW Office	\$ 751.00
Team Robinson	Public Health, R.J., E.M., Facilities, Ext., Vets	\$ 410.00
Team Erickson	Courthouse, PW's Shops	\$ 270.00
Team Snow	Sheriff & Jail	\$ 50.00
TOTAL RAISED =		\$2,341.00

Thank you to the Sheriff's Department for collecting **8,605 pounds** of food through their 3rd Annual Sheriff's Office Food Drive with local schools!

6TH ANNUAL HOLIDAY DOOR DECORATING CONTEST



Join in the fun! Decorate your department's office door in December!

Submit a photo by 8:00 a.m. on Tuesday, December 17. County Commissioners will do the judging, and winners will be announced that day!

Email door photos to: wellness@renvillecountymn.gov

