

Great Game Huddle Notes

April 11th, 2017

Tina Phillips, of the Greene County Budget Office, visited with us a little this morning about the 2017 projections that we will be doing now that the books for 2016 have been closed. Here are the final numbers for the 2016 cash balance:

	2016 Beginning	2016 Ending	2017 Beginning	Difference
General Revenue	\$11,963,887	\$9,509,492	\$9,509,492	(\$2,454,395)
Road & Bridge	\$13,099,701	\$17,798,148	\$17,798,148	\$4,698,447
Assessor	\$3,795,330	\$3,846,262	\$3,846,262	\$50,931

The County Commission and the Treasurer rely heavily on our departmental projections when they need to make decisions on how to manage each department's finances as requests are made. Projection worksheets and instructions have been e-mailed to officeholders and department heads. The projection worksheet that we have used in the past hasn't changed, but some changes have been made to the salary tool worksheet. These changes will allow salary projections to be less complicated and more accurate.

Tina reminded everyone that she and Jeff Scott are there to help should anyone have any questions. Please contact your financial teammate, if you do!

Angie Crews of the Auditor's Office gave a presentation entitled "The Five Languages of Appreciation in the Workplace". Some interesting facts: 51% of managers think they are doing a good job of recognizing a job well done, when actually only 17% of their employees agree with them. We took a quiz as a group to look at the different ways that appreciation can be shown, and the differences between people and how they prefer to be recognized. Some tips:

- Take the time to notice whether people prefer to be publicly or personally recognized.
- Focus on individuals during conversation and give them your undivided attention.
- Focus on the value of the individual and their accomplishments.
- Assist employees when they need help so they know you are there for them.
- Use appropriate physical touch such as high fives, fist bumps and handshakes.
- Giving of tangible gifts is usually appreciated, but not always the most important thing for people.

64% of Americans who voluntarily leave their jobs do so because they don't feel appreciated!!!