

SUGGESTER OF THE YEAR - DONALD HAGIE  
Health & Social Services  
Winnebago Mental Health Institute

OUTSTANDING SUGGESTIONS

<u>Employee</u>	<u>Award</u>	<u>Savings</u>	<u>Suggestion</u>
DONALD G. CZESKLEBA CLAIR W. MOORE Natural Resources	\$ 200 each	\$ 10,000	Design and build a blower fish feeder to attach to a small garden tractor to feed the fish, saving feed and improving working conditions.
RICHARD M. De GREEP Health & Social Services State Reformatory	500	15,000	Search trash containers for residents' clothing and other materials before emptying the containers into the compactor.
THOMAS L. EHOS Transportation Enforcement & Inspection	100	6,000	Provide a packet for controller tests with just a bubbler, rather than a bubbler and a mouthpiece, since only the bubblers are used.
CLIFFORD M. GEIGEL RICHARD W. STEFFEK Transportation Motor Vehicles	100 each	6,000	Redesigned present driver license examining station in Milwaukee, thus eliminating the need to move or lease additional floor space.
DONALD E. HAGIE Health & Social Services Winnebago Mental Health Inst.	1,000	252,000	Use a metal grillwork bar-type arrangement on the windows to withhold minimum and maximum security residents rather than security screens which had been proposed. The grillwork provides better security and gives maximum ventilation and outside light.
JERRY HEFTY UM-Madison	100	7,000	Mount CRT terminals on lazy-susan style turntables for better access by multiple users.
JOHN LOBENSTEIN Health & Social Services Community Services	200	15,000	Contract for physical therapy services at Northern Center and Southern Center because of difficulty of employing physical therapists, thus restoring these needed services to residents and allowing the provider to bill Title XIX directly.
DELORES MADIGAN Natural Resources	50	520	Combine Notice of Intent and Cutting Report, thereby eliminating three form letters, saving processing time, and simplifying requirements for the public.
DENNIS J. PALMER UM-Platteville	250	5,300	Install flow controls on shower heads and faucets to conserve water and supply these flow control valves to other campuses.
PAUL C. SCHMIDT UM-Eau Claire	50	2,230	Change from IBM standard service agreement for typewriter maintenance to the custom service agreement.
REBECCA SCHUCH Health & Social Services Northern Center	50		Develop a self-correcting peg board to teach retarded students to match colors, thereby motivating the students and allowing the teacher to reach more students in a given time period.
LELAND J. SCHUH Agriculture, Trade & CP	100	19,030	Conduct butterfat testing training sessions in regional offices for all dairy plants rather than visiting all plants to demonstrate, thus saving time and travel and eliminating errors.
CLINTON E. SOLBERG Transportation Highways	1,000	25,202	Change the standard highway median design for some highways by using bifurcated or articulated mules for slipforming, resulting in a single wall instead of two walls.
LILLY S. SUNDET Public Service Commission	150	7,700	Simplify the method of issuing endorsements to interstate contract motor carrier licenses.
JAMES R. WENDT Health & Social Services Northern Center	50	720	Use existing abandoned switchgear to energize the emergency transformer only when there is a power outage and the powerhouse generator runs.
MARVIN ZADDAK Natural Resources	100	2,400	Design a system of veins for the hydraulic cutter head dredge which restricts the intake diameter to that required by the pump, thereby eliminating blockage.

AGENCY OF THE YEAR - DEPARTMENT OF TRANSPORTATION

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July 1, 1977 - June 30, 1978

**MERIT AWARD BOARD**

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Robert Fox  
Mary Graye

Kay Jallings, Coordinator  
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**MERIT AWARD BOARD**

**ANNUAL REPORT**

July 1, 1977 - June 30, 1978

**BANNER YEAR FOR THE STATE EMPLOYEES SUGGESTION SYSTEM**

Savings Goal 1977-78    \$300,000  
Actual Savings            \$504,495 (68% over goal)

Total suggestions received from state employees are up 39%. All other categories are UP also--number of commendation certificates, number of cash awards, and amount of cash awarded.

Top awards of \$1,000 went to two suggesters this year--Donald E. Hagie of the Department of Health and Social Services, Winnebago Mental Health Institute, and Clinton E. Solberg of the Department of Transportation, Division of Highways.

The 2nd Annual Awards Luncheon will be held Friday, September 15, with special awards being presented to all outstanding suggesters by Acting Governor Martin J. Schreiber.

The Suggester of the Year award for 1977-78 will be presented to Donald Hagie, who saved the State \$252,000 by proposing use of a metal grillwork bar-type arrangement on the windows rather than a security screen which had been proposed to withhold minimum and maximum security residents. The grillwork provides better security and gives maximum ventilation and outside light.

Agency of the Year award will be presented to the Department of Transportation for the second year in a row.

Of the 162 suggestions awarded this year, 67 resulted in annual savings to the State of \$504,495, and 95 provided intangible benefits such as improvements in the areas of public service, patient care and internal procedures; conservation of natural resources; elimination of safety hazards. These suggestions were awarded as follows:

	Intangibles	Cash Savings	Total
Suggestions Awarded	95 (59%)	67 (41%)	162
Commendation Certificates	47	5	52 (53 employees)
Number of Cash Awards	48	62	110 (124 employees)
Amount of Cash Awarded	\$1,710	\$7,055	\$8,765

The ratio of savings to expenditures is \$22 saved for every \$1 spent. (The national average for suggestion systems is about \$6:\$1.)

Our goals for 1978-79 will be to continue our promotional efforts to encourage state employees to offer their suggestions for improvement and to disseminate information about awarded suggestions so they may be implemented more widely.

Two Board members, Chairman Harry Graham and Robert Fox, have tendered their resignations to accept new positions in other states. While their tenure on the Board was brief, their enthusiasm and efforts leave a lasting effect on the merit award program.

Replacements have now been appointed and the Merit Award Board for the coming year is:

- Mary Graye  
Vice President and Personnel Director, First Wisconsin Bank
- Stephen J. Reilly  
Administrator, Department of Industry, Labor & Human Relations
- Dana J. Warren  
Executive Assistant, Department of Employment Relations

Special thanks to all the Agency Merit Award Chairmen and their committees who have contributed so much to the program, and to the Agency Heads who have encouraged and supported the program. It is only through this continued support and encouragement that the State benefits from the suggestions of its employees and these employees can be given some personal recognition.

**AGENCY AWARDS AND CASH SAVINGS**

July 1, 1977-June 30, 1978

Agency	Commendation Certificates	Cash Awards	Award Amounts	Annual Savings to State
Administration	3	6	\$ 200	\$ 5,973
Agriculture, Trade & Consumer Protection	1	4	350	26,298
Employee Trust Funds	1			
Health & Social Services	3	23	2,260	285,382
Industry, Labor & Human Relations	6	5	350	26,570
Justice	3	1	25	150
Military Affairs		1	50	4,200
Natural Resources	5	16	1,335	24,218
Public Instruction		1	150	7,700
Public Service Commission		2	65	3,374
Revenue	2	3	485	28,425
Transportation	15	15	1,660	50,395
Treasury		1	50	
UM System	9	27	1,225	36,650
Veterans Affairs	3	4	105	6,160
Vocational, Technical & Adult Education	1	1	25	
Special Awards			430	
<b>Total</b>	<b>52</b>	<b>110</b>	<b>\$8,765</b>	<b>\$504,495</b>

**MERIT AWARD PROGRAM SUMMARY**

July 1, 1953 - June 30, 1977

Fiscal Years	Commendation Certificates	Cash Awards	Award Amount	Annual Savings to State
1953-73	317	992	\$40,477	\$ 812,274
1973-74	58	108	5,555	103,840
1974-75	68	108	5,915	129,145
1975-76	54	115	7,095	2,155,596
1976-77	39	83	4,375	104,902
1977-78	52	110	8,765	504,495
<b>Total</b>	<b>588</b>	<b>1,516</b>	<b>\$72,182</b>	<b>\$3,810,252</b>

SUGGESTER OF THE YEAR - WINSTON O. OLSON  
 Department of Administration

OUTSTANDING SUGGESTIONS

Employee	Award	Savings	Suggestion
HAROLD BAUMANN Military Affairs	\$ 100	\$ 8,400	Computerize the reimbursement voucher to the Federal Government to eliminate transcription duplication and expedite payment.
RAYMOND DUNNE Public Instruction	100		Compile a digest of significant contested educational case decisions to identify the basis for past decisions and the precedent for appeal of potential cases, thus improving service to the public and reducing the number of duplicative appeals and the time spent in reviewing past decisions.
JOHN EGOFKSKE DOT-Facilities	50	4,800	Design a tool to straighten bent road signs instead of replacing them.
PHILIP HODGSON UW-Extension	150	536	Construct an exhaust manifold system from PVC pipe with an acid proof fan mounted on the roof to remove sulphuric acid fumes more efficiently than the hood system.
FRANK HOLZEM JIM WENDT H & SS-Northern Center	35 each	2,623	Add an overload relay to instantaneously shut down the continuous coal conveyor when unsafe load limits are reached, thus eliminating chain breakage.
TERRENCE KURZINSKI CHERI MEISE UW-Madison, Hygiene Lab	100 each	3,919	Implement the Septa steakplate method for throat cultures, which is faster, less expensive and more accurate.
SALLY LOY DOT-Motor Vehicles	100		Increase the amount of parking space available in the Hill Farms state parking lot by setting aside specified areas for parking of small vehicles.
DONALD MOLEPSKE Veterans Affairs	275	13,161	Have the lenders of vets loans retain all original documents as the file of record and send legible copies of originals to the department, eliminating copying and returning originals.
HARVEY PETERSON Agriculture, Trade & CP	100	3,952	Modify the lens housing on the Kjel-Foss analyzer to prevent moisture on the lens surface, enabling the instrument to be used in the summer.
HELEN SCHOTT ALBERT JENSEN DILHR	50 each		Install a toll-free line for DILHR so anyone in the state can call for information relative to the department's functions.
YVONNE K. WENTLANDT DOT-Facilities	100	7,584	Increase the spacing of reflective barrier delineators from 25 to 100 feet on the median strip in urban locations.

AGENCY OF THE YEAR—DEPARTMENT OF VETERANS AFFAIRS

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July 1, 1978 - June 30, 1979

**MERIT AWARD BOARD**

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CO-SUGGESTERS OF THE YEAR - 1978  
 PETER K. PROKOP  
 Department of Transportation  
 DAVID J. HORN  
 Department of Revenue

## MERIT AWARD BOARD ANNUAL REPORT

July 1, 1978 — June 30, 1979

Employee participation in the program increased 10% this year, with 893 suggestions being received. Of these, 200 shared awards of \$7,450 for total annual savings to the state estimated at \$157,852.

The top award of \$1,000 was given to Winston O. Olson of the Department of Administration for suggesting statutory revisions so that camera copy can be furnished to newspapers rather than having material typeset for publishing of legal notices. This suggestion alone will save the state an estimated \$25,000 each year.

The Third Annual State Awards Luncheon will be held Friday, September 28, at Quality Inn. Special awards will be presented to all outstanding suggesters by Governor Lee Sherman Dreyfus. Suggester of the Year award will be given to Winston Olson. The Department of Veterans Affairs will receive the Agency of the Year award for its remarkable participation rate and its contribution of 12% of the annual savings.

Of the 200 suggestions awarded this year, 72 resulted in annual savings to the state of \$157,852 and 128 provided intangible benefits such as better patient care, elimination of safety hazards, conservation of resources, better service to the public, improved procedures, etc. These suggestions were distributed as follows:

	Intangibles	Cash Savings	Total
Suggestions Awarded	128 (64%)	72 (36%)	200
Commendation Certificates	47	10	57 (57 employees)
Number of Cash Awards	81	62	143 (143 employees)
Amount of Cash Awarded	\$2,630	\$4,820	\$7,450

With the estimated annual savings of \$157,852, the state saved about \$3 for every \$1 spent. While this is \$2 better than the national average, we can do much better.

Special recognition must be given to some units which increased their program participation considerably—the Department of Administration, H & SS's Division of Vocational Rehabilitation, the Departments of Justice, Public Instruction, and Revenue, DOT's Division of Enforcement and Division of Facilities & Districts, and the UW System as a whole, and Extension, Madison, Eau Claire, Milwaukee and Superior in particular.

Our goals in 1979-80 will be to conduct a successful energy contest, increase program participation, and finish the year with annual estimated savings of \$1 million.

Special thanks to all the agency Merit Award Chairpersons and their committees who have contributed their time and energy to the program and to the Agency Heads who have supported the program. We must continue our efforts so the state will have the use of many fine ideas and the suggesters may be recognized for their contributions to the improvement of the government.

## AGENCY AWARDS AND CASH SAVINGS

July 1, 1978-June 30, 1979

Agency	Commendation Certificates	Cash Awards	Award Amounts	Annual Savings to State
Administration	2	2	\$ 1,015	\$ 25,000
Agriculture, Trade & Consumer Protection		6	230	4,390
Business Development		1	25	
Educational Communication Board		1	25	390
Employee Trust Funds	1			
Health & Social Services	9	35	1,255	9,430
Industry, Labor & Human Relations	11	12	470	4,555
Investment Board		1	50	2,210
Justice	2	1	20	
Local Affairs & Development		1	25	
Military Affairs	1	1	100	8,400
Natural Resources	1	1	30	840
Public Instruction		2	125	
Public Service Commission	1			
Revenue	2	7	235	2,900
Secretary of State	1	1	10	
Securities		1	15	
Transportation	3	19	1,155	48,984
UW System	14	43	1,685	31,149
Veterans Affairs	9	8	505	19,604
Special Awards			475	
<b>TOTAL</b>	<b>57</b>	<b>143</b>	<b>\$ 7,450</b>	<b>\$157,852</b>

## MERIT AWARD PROGRAM SUMMARY

July 1, 1953-June 30, 1979

Fiscal Years	Commendation Certificates	Cash Awards	Award Amounts	Annual Savings to State
1953-1973	278	992	\$40,477	\$ 812,274
1973-1978	271	524	31,705	2,997,978
1978-1979	57	143	7,450	157,852
<b>TOTAL</b>	<b>606</b>	<b>1,659</b>	<b>\$79,632</b>	<b>\$3,968,104</b>

CO-SUGGESTERS OF THE YEAR - FY 80

PETER E. FROLAND Department of Transportation  
 DAVID V. WONG Department of Revenue

OUTSTANDING SUGGESTIONS

Employee	Award	Savings	Suggestion
NOEL CLEVEN NASS	\$100	\$4 each usage	Developed a pattern that can be used as a disposable diaper holder or as waterproof pants, saving on the cost of expensive commercial diapers.
THEODORE COLLINS NASS	\$100	\$ 8,400	Reduce package size of unit doses of tablets and capsules, saving on packaging costs and simplifying storage.
ROBERT P. HERALD DOT	\$100	\$ 5,000	Revised method of obtaining information on land for airport development, saving time and money in the land acquisition process.
DAVID WOODHOUSE ENERGY STILKA DOA	\$200 Ea.	\$ 9,328	Install a coaxial cable riser distribution system to simplify installation of computer terminals at CEP I.
BARBARA I. FOND U.W. - Eau Claire	\$100	\$ 6,130	Designed a new form for processing delinquent parking tickets, eliminating repeated typing of duplicate information and allowing the use of window envelopes.
ROSAMME BECKIN Revenue	\$250	\$24,000	Developed a plastic overlay grid to facilitate measurement of land parcels from aerial photographs.
CYNTHIA A. SCHNEIKE NASS	\$100	\$ 7,100	Develop a computerized printout of budget allocations from detail computer tape; data was previously reformatted manually.
DAVID C. SCHUMACHER DOT	\$150	\$11,750	Modified State Patrol holsters to fit new service revolvers properly; preserved the quick release feature, saving the cost of replacement holsters.
WILLIAM A. SMITH U.W. - Oshkosh	\$100	\$ 3,600	Mounted a sprayer unit on a floor scrubbing machine to apply floor sealer, saving in time and conserving labor.
JOHN STANFORD U.W. - Eau Claire	\$200	\$14,250	Purchased fireproof backing and stapled together for the saving of sanitary drapes, cutting down on cost.
ROGER TIGHEMORF U.W. - Extension	\$200	\$ 6,327	Designed and built a one-row corn chopper to fit between narrow corn rows, thus decreasing errors encountered in experiments.
JAMES R. WICHMAN DILHR	\$100	Intangible	Developed a "Business and Employer Information Packet" for the department, thus increasing the amount of assistance given to new businesses in the state.
MARY ZADDOCK DNR	\$100	\$10,300	Designed a hydraulic cutterhead dredge to reduce water flow into spoil areas, improving efficiency and safety, and protecting the environment.

Also deserving recognition is a group of nine people from U.W. - La Crosse. They worked jointly on replacing a chain elevator with a conveyor belt at the power plant coal elevator, cutting down on maintenance costs as well as costs of chain. Their ingenuity netted them \$60 each. This group includes Bill Ray, Glen Padretti, Lyle Quall, Truman Throver, Alfred Gerke, Irv Bowen, Patrick Versee, Richard Gray, and Charlee Garner.

AGENCY OF THE YEAR

DEPARTMENT OF INDUSTRY, LABOR AND HUMAN RELATIONS

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A BETTER WAY--



July 1, 1979 - June 30, 1980

MERIT AWARD BOARD

Dana J. Warren, Chairwoman  
 Stephen Reilly  
 Jean Manchester

Martin Hoffmann Jr., Coordinator  
 7th floor, 101 So. Webster St.  
 266-8599

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**MERIT AWARD BOARD  
ANNUAL SUMMARY**

July 1, 1979 - June 30, 1980

The Fourth Annual Merit Awards Luncheon will be held on Wednesday, November 12, at the Quality Inn. Governor Lee Sherman Dreyfus will present special awards to those employees present at the luncheon who are being honored as Outstanding Suggesters. The Agency of the Year Award will be presented to the Department of Industry, Labor and Human Relations for their remarkable participation rate in the merit award program.

Two employees will be given special awards as Co-Suggesters of the Year. They are Peter Froland of the Department of Transportation and David Wong of the Department of Revenue. Mr. Froland devised a tool to straighten steel sign posts. An annual savings of \$40,000 will be realized, since 65-80% of the twisted steel posts that previously were replaced can now be saved. Mr. Wong's suggestion that one file backup per income tax processing block be eliminated saves an estimated \$24,000 per year by reducing data processing service costs.

The twenty-five employees being honored at this year's luncheon represent the "cream of the crop" of all the many employees participating in the merit award program. To those who would say "is it worth it?" we respond with an unqualified "yes" - in attaining the estimated annual savings of \$233,466, the state saved over \$33 for every \$1 spent. This is far in excess of the national average of \$6.

Special recognition also goes to those agencies which increased their program participation in the last year. These include the Department of Administration; Employee Trust Funds; Employment Relations; Health and Social Services; Industry, Labor and Human Relations; Natural Resources; Revenue; and Transportation.

Special thanks go to all the Agency Merit Award Chairpersons and their committees who have given of their time and energy to the program as well as those agency heads who have supported the program. Let us now resolve to continue our efforts not only that we recognize suggesters for their contributions but mainly so the state can benefit from a continuing supply of fresh and innovative ideas that will improve governmental operations.

**AGENCY AWARDS AND CASH SAVINGS**

July 1, 1979 - June 30, 1980

Agency	Commendation Certificates	Cash Awards	Award Amounts	Annual Savings to State
Administration	6	3	\$ 450	\$ 12,228
Agriculture, Trade & Consumer Protection	1	5	190	2,560
Banking		1	15	54
Elections Board		1	25	1,500
Employee Trust Funds	1	2	50	635
Employment Relations		2	25	
Health & Social Services	11	52	1,515	31,934
Historical Society	1			
Industry, Labor & Human Relations	13	22	705	7,029
Military Affairs		1	75	4,000
Natural Resources		5	285	3,800
Revenue	3	11	579	27,544
Transportation	8	22	885	67,081
UM System	15	47	2,110	71,469
Veterans Affairs	2	6	115	3,532
<b>TOTAL</b>	<b>61</b>	<b>180</b>	<b>\$7,015</b>	<b>\$233,466</b>

**MERIT AWARD PROGRAM SUMMARY**

July 1, 1953 - June 30, 1980

Fiscal Years	Commendation Certificates	Cash Awards	Award Amounts	Annual Savings to State
1953-1973	278	992	\$40,477	\$ 812,274
1973-1978	271	524	31,705	2,997,978
1978-1979	57	143	7,450	157,852
1979-1980	61	180	7,015	233,466
<b>TOTAL</b>	<b>667</b>	<b>1,839</b>	<b>\$86,647</b>	<b>\$4,201,570</b>