# **CHOOSING YOUR BATTLES**

WCCA 2017 SPRING CONFERENCE

# How not to become a Motivational Speaker and live in a van down by the river.











Steve Rannenberg 27 years experience Current Assignment Zoning Administrator-Douglas County.

Scott Godfrey
23 years experience
Current Assignment
Zoning Administrator-Iowa
County





Karl Jennrich 20 years experience Current Assignment Conservation/Zoning Administrator-Oneida County

# Top Survival Tips



### Recognize your work environment





Is this your work environment?

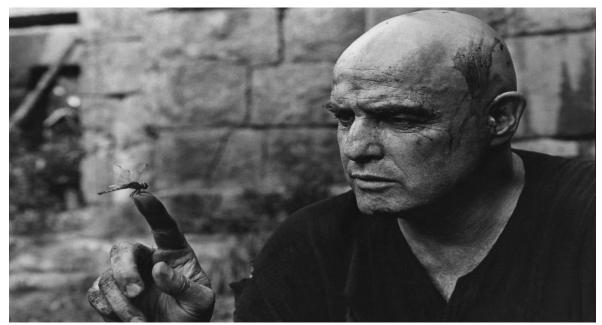






Is this your work environment?

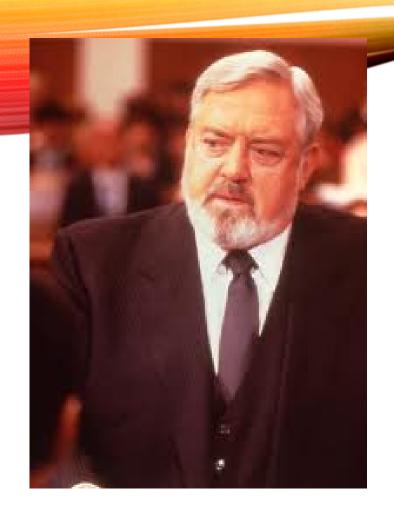




# Do you have the support of

- Committee/Chairperson
  - County Board
    - Boss
    - Staff
    - Public





#### **Enforcement**

Do you have support of Corporation Counsel?

Do you even have a Corporation Counsel?

What about your Judge?







#### **Be Proactive**

Meet new County Board Members Reach out to your towns Invite yourself to WTA local Chapter meetings When asked attend meetings:

Lake Association

**Builders** 

Realtors

Septic installers

# Be Nice to the media



## Media:

They have a job just like you

Answer any and all questions

#### **Excellent**



#### Oneida County Planning and Development Committee

The committee — comprised of supervisors Scott Holewinski, Jack Sorensen, Dave Hintz, Billy Fried and Mike Timmons — along with zoning director Karl Jennrich and assistant director Pete Wegner, have shown transparency with the media and public. The committee held 77 meetings dating back to 2010 to come up with a new shoreland protection ordinance.

After completing the ordinance, the committee held three public hearings in three different locations, while holding them at a time that would maximize public attendance. Throughout the hearings, the committee allowed the public to ask questions for clarification before opening up the public hearing portion of the meeting.



# Confess your Sins

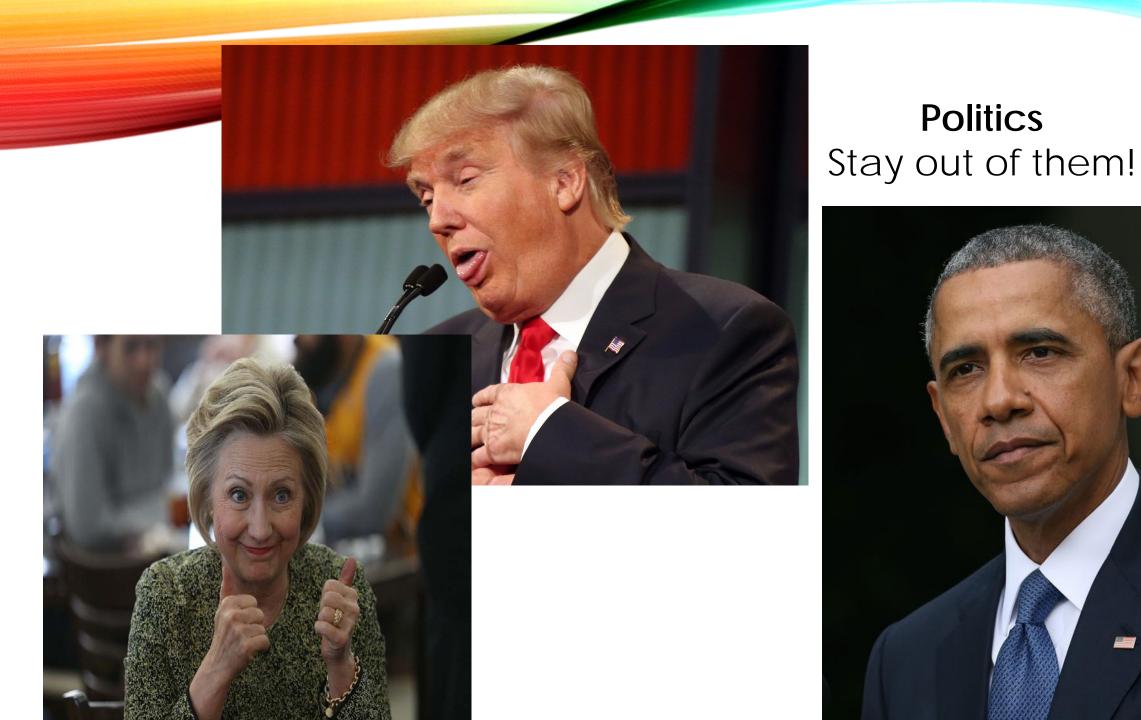
Committee Chair Corporation Counsel



Never Ever Never Ever Let your Chairperson/Committee Find out about a problem in THE NEWS MEDIA FIRST!

### When Given Orders!

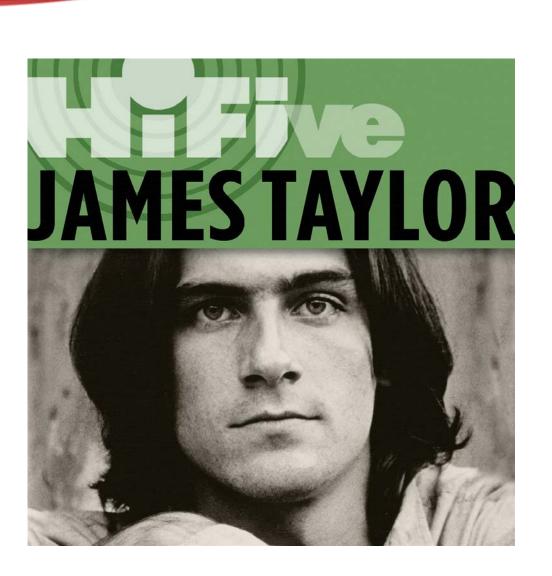




# WCCA



Utilize your District Contacts
Utilize WCCA Google Groups



You just call out my name
And you know wherever I am
I'll come running, oh yeah baby, to
see you again
Winter, spring, summer or fall
All you've got to do is call
And I'll be there, ye, ye, ye
You've got a friend

# Rouge

A dishonest or worthless person: scoundrel

Behaving in ways that are not expected or not normal

To cease to follow orders: to act on one's own, usually against expectation or instruction.

To pursue one's own interest

# Are you the Rouge Zoning Administrator we hear about?

# Jim's Ten Rules for Becoming an "Old Zoner"

You are messing with people's dreams – whenever possible, be gentle.

Laugh a lot, at yourself first and hardest, at others last, least and sparingly.

Never lie this is so you never have to remember who you told what. The truth becomes more and more important as you age.

Trust me on this, it will become obvious.

If you screw up, take the blame.

If there is a screw up in the department, take the blame.

If there is a success story, give everyone else credit first and save only a tiny bit, if any, for yourself.

If it is a problem for you to get up and go to work every morning -

FIND A DIFFERENT JOB!

It took 155 years to get this state to its present state. Most of the stuff we do has only been around for about 35 years. You can't change everything all at once.

-continued-

RULE #5 -continued-

# Be satisfied, even take pleasure in making small changes. They do add up over time. If you are not trying to change things for the better –

FIND A DIFFERENT JOB!

Be aware of and be willing to decide what you are not going to get done today. This is something you have to do every day - get used to it. If you can't -

FIND A DIFFERENT JOB!

It really doesn't get easier with time. Every time you make something foolproof, some fool comes along and proves you wrong – it's all about the challenge.

Pick your fights carefully and know that you are going to loose some important fights.

That's okay, use the experience to become a better fighter.

Never miss the chance to get together with your peers. Not only does misery love company, but knowing that others have the same issues, and learning new solutions to old problems is invaluable.

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RULE #1 -continued-

# The friends you make is the only true measure of your success.



Jim Burgener (32-year veteran)

**Marathon County Assistant Director** 



Thanks





