

# SPREADING LOG

*The Professional Nutrient Applicators Association of Wisconsin Newsletter*

**December 2008**

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## **Iowa Certification Training**

Commercial nutrient applicators who wish to work in Iowa must be certified by the Iowa DNR. UW Extension and PNAAW are downlinking the Iowa satellite training in three locations this year: Chippewa Falls (Chippewa County), Janesville (Rock County), and Lancaster (Grant County). Registrations for the January 7, 2009 session must be received by December 31, 2008. For more information and a downloadable registration form, visit: <http://www.agronext.iastate.edu/immag/>.



## **Annual Meeting Changes Format**

Based on feedback and suggestions from members, the following changes have been made for 2009:

- Level 1 certification training is now a pre-conference session, so you don't have to choose between certification and the education sessions.
- The presentations on the January 27, 2009 are focused around the theme of "Manure as a Commodity." (2009 Symposium—see attached agenda)
- The preliminary summary of the road weight study will be a general session on Wednesday morning, rather than included in the annual business meeting.

## **Board Elections**

There are four positions available on the board. They are as follows:

- Two 3-year at large terms
- Two 2-year regional representatives (northwest, south)

The at-large positions are currently held by Denise Schank and Ernie Sundstrom. Both are eligible for re-election. The northwest regional position is held by Donnie Wohlk, Jr., and the south by Tim Ransom. Donnie is eligible for re-election, Tim is not (as he is finishing his second consecutive term). Any paid active member is eligible to run for the board. Applicators interested in serving on the board should contact President Dave Eisentraut (920.980.5905) by December 29, 2008 if possible.



## Annual Business Meeting—2009 Symposium

The annual joint convention of the Association, Wisconsin Custom Operators, and the Midwest Forage Association is January 26-28, 2009 at the Chula Vista Resort in Wisconsin Dells. A copy of the program is included in this newsletter. The business meeting of the Association will be held from 10:45 am -12:00 pm on Wednesday, January 28, 2009. Main business items for the meeting include election of officers and a discussion of the proposed mandatory regulation of the industry. Dues for 2009 (\$100 active hauler/\$50 for industry/farmer) can be paid when registering for the annual conference. Payments made prior to December 31, 2008 may be deductible on this year's taxes.

## Multi-State Applicator Meeting

Any and all applicators are invited to the multi-state applicator board meeting at 4:30 pm on January 27, 2009 at the 2009 Symposium (see attached agenda). Our goal is to allow applicators from across the Midwest to share concerns and ideas.

## Spills Database

Several years ago, Ohio Extension summarized all of the manure spills in the state to determine what the root causes and impacts were--and the real reasons surprised a lot of applicators and environmentalists. UW Extension is putting together a summary of manure spills and incidents that have occurred over the past ten years in Wisconsin. Our goal is to find out what the root causes are and help find ways to prevent them from happening. While we have just started, the root causes seem to break down into the following categories:

- Equipment Mechanical Failure (hose blows, valve failures)
- Vehicle Accidents (over too far on shoulder, hitting the ditch to avoid another vehicle)
- Field Runoff from poor application (on snow, raining, rates too high)
- Manure Pit Overflows
- Pure Human Stupidity (build your own liquid manure storage from solid manure, etc)

Some trends are emerging as well (the impact of preventable incidents is going down--much fewer are reaching streams or groundwater), but the information on manure incidents is sporadic in many cases. To insure the most accurate information, you may be receiving a call asking for information on an incident. We do ask that you be honest in helping analyze why things go wrong and what can be done to prevent problems in the future.

## Certification Reminder

The Level 1 certification is designed to allow you the choice of bringing your staff to a training session or training and testing them yourself. Training/testing must be done every 12 months to maintain certification status.

## Examples of Creative Approaches to Rewarding Employees

Following are some examples of what some industries are doing with rewards and awards to encourage entrepreneurial behavior among their employees:



- Employees put a percentage of their salary at risk and then can either lose it, double it, or triple it based on team performance.
- Personalized "innovator" jackets, shirts, and leather folders are given to employees who make entrepreneurial contributions.
- Employees are given \$500 to spend on an innovative idea that relates to their job.
- A company sets targets, and then 30 percent of incremental earnings above target is placed into a bonus pool which is paid out based on each employee's performance rating.
- Small cash awards are given to employees who try something new and fail-and the best failure of the quarter receives a larger award.
- Some companies have point systems where employees receive differing amounts of points for different categories of innovation contributions. Points are redeemable for computers, merchandise, free daycare, tuition reimbursement, and other types of rewards.
- Small cash amounts are given for innovative suggestions, and then redeemable points (for more significant cash awards) are earned based on how far the suggestion moves through the process of development, approval, implementation, and impact (cost savings or revenue generation).
- A parking spot is reserved for the "innovator of the month."
- Employees receive recognition for innovation suggestions, and then a drawing is held at the end of the year of all accepted suggestions, with the winner receiving a sizeable financial award.
- "Hero biographies" are written about an employee, his or her background, and an innovation that he or she has championed; the stories are full of praise and a little humor.
- One firm provides gift certificates within a day of an employee idea being implemented, while another takes employees to a "treasure box" where they can choose from among a number of gifts.
- A company that gives employees 15 percent of out-of-pocket savings achieved by their ideas in the first two years of use, and, if the idea is for a product, 3 percent of first year sales.
- The top performing team in terms of innovation is sent to a resort for a week.
- A company gives a savings bond to the employee who raises the most challenging question in management meetings.
- One organization has \$500 "on-the-spot" awards for anyone showing special initiative. Firms have their own Olympics, rodeos, competitions, game shows, hit parades, and murder mysteries in an attempt to recognize initiative and excellence.
- Others have praise and recognition boards, threshold performance clubs, atta-person awards, and some allow innovators to appear in company advertisements.

**EMPLOYEE  
OF THE  
MONTH  
PARKING**

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