



November 2025 EMPLOYEE OF THE MONTH

The Franklin County Commissioners proudly presented the November Employee of the Month award to Janelle Friese. Janelle has been employed by Franklin County since June 2011 and serves as the director in the county's fiscal department.

November's employee of the Month recipient was determined by the Special Thanks and Recognition (STAR) Committee, which received 15 nominations for the November award, 10 of which were for Janelle. Multiple nominations cited Janelle's stewardship through implementing the county's new target-based budgeting methodology for the 2026 budget.

"Janelle's leadership and dedication have been nothing short of exceptional," said one nomination. "Over the past several months, she successfully directed the implementation of a new target-based budget, a complex initiative that she navigated with remarkable precision and grace. From overseeing the design and layout of the training materials to guiding her team and departments through the transition, she ensured every step was seamless and effective. Her strategic foresight aligned financial planning with broader organizational goals, laying the groundwork for long-term sustainability."

The nomination continued, "Her planning was meticulous. She anticipated challenges, identified key decision points and developed a structure that allowed the department to move forward with confidence. Her attention to detail ensured that nothing was overlooked, and her focus on process improvement helped streamline workflows and reduce confusion during a time of significant change. She established subcommittees for ongoing process planning and communication of the process to impacted stakeholders keeping all informed; attended target-based budget-specific conference sessions; created a new budget calendar and timeline; coordinated commissioner, fiscal and department communications; established new budget levels to provide appropriate steps of preparation; supported new Laserfiche budget forms and instructions implementation; guided the new process of supplemental funding requests, essentially replacing and streamlining existing processes; supported and guided budget estimates necessary for the new approach; and myriad of other necessary actions all while supporting her staff with ongoing operational responsibilities."

Janelle's outstanding characteristics are attributes that have not gone unnoticed by her peers. Those who work alongside her describe her as dedicated, caring, understanding, thorough, competent and kind. Others remarked on her integrity, poise, strong leadership skills, wisdom, professionalism, responsiveness and diligence, among many other positive qualities.

The Franklin County Commissioners congratulated Janelle on her recognition and thanked her for her excellent work and for exuding such a high standard of knowledge, leadership and excellence to the employees and residents of Franklin County.

