



MARATHON COUNTY EMPLOYEE NEWSLETTER

Keeping employees *connected* and *engaged*.

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December 2018 Role Models Of Our Core Values

Nominees

- Julie Groshek and Jessica Kubichek—Quality
- Ben Krombholtz—Shared Purpose
- Lane Loveland—Integrity
- Matt Nimz—Shared Purpose
- Samantha Pinzl—Diversity
- Jamie Polley—Rookie of the Year
- Dan Richter—Service
- Abigail Sauter—Stewardship of Resources
- Boly Vang — Rookie of the Year
- Judy O’Keefe and Nelson Pasha—Team of the Year



Selected December 2018 Role Models

Service: Dan Richter, Library — When the County decided to implement uniform addressing, we knew we faced a daunting communication need. How are we going to communicate an individualized message with literally thousands of residents about what they need to do and when they need to do it to successfully transition to their new address? Dan working cooperatively with multiple agencies worked to identify the specific information that needed to be communicated and developed public notifications, press releases and content for the special website dedicated to uniform addressing. Dan put the impacted residents at the center in designing electronic documents to help them through what can be a stressful process. It wasn’t what do we want to tell them — but what do they need to know?

Integrity: Lane Loveland of the Conservation, Planning and Zoning Department — Lane regularly works with customers who are frustrated by a land use regulation that in some way is in conflict with their building plans. As a result of that frustration, many times the person will say things that are not respectful or helpful. Even in some difficult situations, Lane provides the person their opportunity to vent, and doesn’t take it personally. He quickly transitions into a polite conversation to better understand what the customer’s goal is and looks for other ways that goal can be achieved without violating any of the rules.



Quality: Julie Groshek and Jessica Kubicek of the Solid Waste Department — Julie and Jessica could see that the department was having problems with the scale weighing and accounts receivable software integration. They both tried relentlessly to resolve the problem but the best they got was the scale repair firm and the software vendor blaming each other, but not offering any solutions that worked. The problem got worse and worse until on a busy Saturday the system collapsed. Julie and Jessica got Solid Waste through that difficult period by working through a mountain of material codes, an ancient and cumbersome customer database and developing their own ideas for a more streamlined system. They also determined the need to establish a cellular back up for credit card transactions. Their determination and commitment to quality solved a problem that impacted the lifeblood of the operation when the people we thought we could rely upon to maintain the system could not.



Diversity: Samantha Pinzi of the Health Department — Samantha is a humble person who puts the interests of others ahead of herself, including people from groups that might otherwise be marginalized by society. Sam works to build stronger communities and more resilient individuals by coordinating our Adverse Childhood Experiences Collaborative, by supporting the Healthy Eating Active Living coalition, and by striving to reduce substance abuse and misuse in our county by employing evidence-based strategies with community partners. Sam understands that to sustain change within our community, you need to involve everyone from our community. Sam accepts people for who they are and she never forgets to focus on the person and their individual needs and strengths.

Shared Purpose: Matt Nimz, Highway Department — Matt Nimz is committed to the success of others. Matt transferred to a dayshift position and that left the nightshift with two mechanics who were familiar with repairing automobiles but with limited familiarity with large trucks and construction equipment. Many people would just walk away from the situation and enjoy their new, more desirable shift, but not Matt. Matt insisted on staying on his old shift until he could familiarize the new employees with all aspect of the large scale equipment repair. As a result of Matt's efforts our new employees got off to a great start and they learned from Matt that selflessness and shared purpose is more than a slogan in Marathon County - it is a way of thinking and acting.

Stewardship of Resources: Abigail Sauter of the Health Department — Abigail is a new addition to the Health Department and in her short tenure has many innovations that have made the department, particularly the environmental health and lab more efficient. For example, she designed a system of e-mail reminders for permit payments that saved us over 21 hours in contacting organizations and people with permits. She also fields 50% of the Lab calls, allowing Lab staff to focus their time on high priority, time sensitive work like water sample analysis and rabies follow-up. Aby has a knack for innovation and the time saved has been put to use in better serving our residents.

Rookie of the Year: Jamie Polley of the Parks, Recreation and Forestry Department — Jamie came home to Marathon County in June of 2018. Her department interacts with hundreds of stakeholders and serves both the City of Wausau and Marathon County. Jamie came in and tackled some tough challenges head on. She showed that she could live our values in some difficult situations. She immediately impressed her management team with her drive and commitment to group success. Soon after, the rest of the department and the community came to realize that she has brought a special skill package, a combination of critical thinking and interpersonal skills that will move our department forward for as long as we are lucky enough to keep her.

Team of the Year: Judy O'Keefe and Nelson Pasha of the Social Services Department — Judy and Nelson provide administrative support to the Social Services Department with incredible

competence and a positive attitude so much so that the Management Team refers to them as the "Go To" people. They are both fun to be around, they are always well organized, they never shy away from even the most vexing challenge. As a team they have complimentary talents, Nelson is the expert in working with data and software and Judy is the person who anticipates what others will need to be successful in their task, often before they do. Together they form a great team that others in the department have come to rely upon and to whom they are anxious to express their appreciation.



2019 Pay For Performance — P4P Discretionary Pay Increases

Reminder—discretionary pay increases will be reflected on the March 8th paycheck
IntelliTime system will not reflect the pay increases until the February 24th payroll.

Reminder — Organizational Culture Survey Deadline

If you haven't taken the Organizational Culture Survey yet, you still have a few more days, to give your feedback.

Deadline: Friday March 8th

Click the link complete the survey—
[LINK](#)

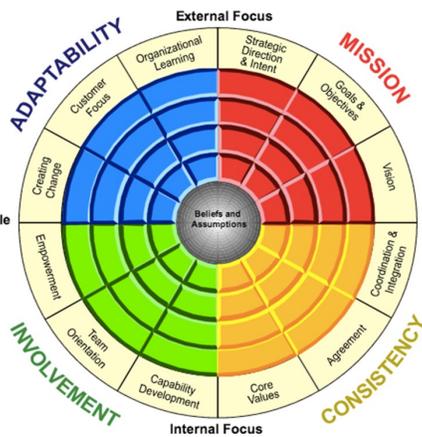
Thank you to everyone who has already completed the survey!

Results will be shared in April and then we get to work together developing action plans.

The Denison Model

Adaptability
Translating the demands of the business environment into action.
"Are we listening to the marketplace?"

Involvement
Building human capability, ownership and responsibility.
"Are our people aligned and engaged?"



Mission
Defining a meaningful long-term direction for the organization.
"Do we know where we are going?"

Consistency
Defining the values and systems that are the basis of a strong culture.
"Does our system create leverage?"



Sunday, March 10, 2019

Day Light Saving Time

Don't Forget To Change Your Clocks Ahead

**Mark Your Calendar For The
2019 Retirement & Recognition Banquet**

Friday, April 12, 2019

Hilton Garden Inn, in Wausau.

See Last Page 2 Pages Of News Letter For Invitation
Deadline To Register is March 25, 2019

Wellness Program Enhancement By Frank Matel

Our 2019 Wellness program is underway and there is still time to schedule your biometric screenings and participate in the 2019 wellness program.

Employees will have until **March 22nd** to sign up and complete the biometric screening. A compelling reason to complete biometric screening is to help identify risks for several chronic conditions that, if caught early, may be prevented. Biometric screening can also often reveal disease risks a person may not otherwise know about. A published study (PLoS ONE) found that one in three first-time participants in a company-sponsored wellness program were not aware they were at risk for a serious medical condition, such as diabetes or heart disease, according to biometric screening results. Many of these individuals were in a health plan, suggesting that healthcare access alone does not guarantee preventive care to identify risk for common chronic health conditions.

Remember that you can receive a 5% health insurance premium discount for the 2020 plan year if you qualify with 1000 points. That's over a thousand dollar (\$1000.00) reduction in the annual premiums you pay for a family health plan! I encourage you to get involved in our wellness initiatives, not just for the money but for your health and well-being.

Our Health Coach, Asia Bay, has heard from a few employees who expressed a need for more activities to earn points, especially those aspiring to reach the "2000 Point — Champion Level".

As a result, a few enhancements have been made:

- ◆ We will add some self-reported activities during the course of this year. This will increase your opportunities to earn points from doing healthy activities, typically a 6-8 week initiative of some sort, like biking, walking, drinking **more** water, or even sleeping.
- ◆ "Chronic Condition Management" is now expanded and renamed to "Chronic Condition Management and Healthy Living Opportunities". These supportive activities are open to all employees and you can discuss any wellness goals, and also earn points.

Please consider joining our wellness program. You could gain some extra dollars, feel better, learn some things, and you really don't have anything to lose (unless weight is your goal) !

To Sign-Up & Get Started in the Wellness Program

Contact Asia, Our Health Coach

Health.Coach@co.marathon.wi.us or 715-847-2000 x21611



*Asia Bay, Health Coach
& Wellness Coordinator*

Thanks for your time and participation! Watch for more wellness news to come.

Step 1: Biometric Screening Needs To Be Completed By March 22, 2019

Sign up, print out a voucher, or PCP collection form for Biometric Screenings here: www.managewell.com

Employee Resources Department Has Made It Easier To Apply For County Jobs

Updated Our On-Line Application System In Three Key Areas:

- ◆ Streamlined application process— Tier One and Tier Two. Only candidates moving forward in the application process need to fill out Tier Two application.
- ◆ System is mobile optimized for candidates using mobile devices such as iPad or smartphone.
- ◆ A new career center landing page and job alert feature will allow applicants to be notified via email when a job of interest is open for recruitment.

Strengthen Our Recruitment Strategy

We recognize the need to use social media to reach out to a more diverse generation of employees. Social recruiting will be used to promote our organizational culture, core values, and mission by sharing public updates, information about upcoming events, and community and employee engagement initiatives. Our goal in doing this is to promote the benefits of working for Marathon County to attract the best talent to serve the varying needs of the public.

Please follow our social media pages and share our updates and announcements with your networks!



<https://www.linkedin.com/company/marathon-county>



<https://www.facebook.com/Marathon-County-Employee-Resources-2067400490012734/>

Summer Seasonal Openings

Several departments are now recruiting to fill **Summer Seasonal Openings**. We have a variety of positions including general laborers, pool and park positions, internships, and more! These positions offer competitive pay, a fun work environment, and an opportunity to serve the community.

Please direct anyone who may be interested to our County Career Center at:

<http://www.co.marathon.wi.us/Departments/EmployeeResources/JobOpportunities.aspx>.



Introductory Computer Classes Room 4 of 212 River Drive

March 13 from 1pm to 3pm: Outlook 2013
 March 19 from 1pm to 3pm: Excel 2013
 March 21 from 1pm to 3pm: Word 2013

April 10 from 9am to 11am: Outlook 2013
 April 16 from 9am to 11am: Excel 2013
 April 18 from 9am to 11am: Word 2013

To enroll, please browse to the intranet, <http://intranet> click on CCITC calendar.

Click on the class title on the day you would like to attend, then click on Enroll for this event.

Martin Luther King “Day On” - 2019

On January 21, Marathon County Government employees came together during the 2nd annual MLK “Day On” to celebrate the 90th birthday of Dr. Martin Luther King, Jr., and to learn how to serve the residents of Marathon County better. Staff attended presentations on such topics as **the Mennonites, the Civil Rights Movement in Wisconsin, minority- and women-owned businesses, differences in multi-generational workforces, and more.**

County Administrator Brad Karger shares highlights of the in-service day **attended by over 400 County Government workers**, as well as some insights gleaned from an **Inclusivity Audit** conducted with Marathon County staff.

[READ MORE](#)

Sign-Up TO Get “Wisconsin Central Times” NEWS Delivered To Your Inbox Each Month

As part of our mission to build community and to be transparent and accountable to you—the taxpayer—Marathon County leadership brings you **Wisconsin Central Time NEWS**, a monthly electronic newsletter highlighting the people, issues, goals, and events of your Marathon County government.

We invite you to visit our **new mobile-friendly county eNewsletter site**: www.WisconsinCentralTimeNews.com. There, you can read current and past newsletter articles, event updates, Editorial Board bios, and more.

SUBSCRIBE to Wisconsin Central Time NEWS



Wisconsin Retirement Employee Trust Fund

Preparing For Your Retirement Program

April 15, 2019 from 6:30 to 9:30 pm
North Central Technical College
Center for Health Sciences Auditorium - Room 1004
1000 West Campus Dr, Wausau

Article Deadline for the March-April newsletter is

Monday, April 15, 2019

Please send your newsworthy information to
Sharon Hernandez, Employee Resources Department

sharon.hernandez@co.marathon.wi.us

Marathon County Employees Credit Union

Download Our New Mobile App Today! Our Mobile App is Now Live!

Enter the Google Play Store or App Store and Search for “Marathon County Employees Credit Union” Click on “Install”

GET IT ON Google Play

Marathon County Employees CU
CU Mobile Apps Finance
Everyone

Add to Wishlist **Install**

Download on the App Store

App Store Preview

Marathon County Employees CU
Marathon County Employees CU
Free

Contact Us with Questions!

715-261-7685
400 East Thomas Street • Wausau, WI 54403

What Should You Do If You Have A Work-Related Injury OR Illness?



Step 1: Notify your supervisor immediately. If life threatening, call 911 immediately.

Step 2: Should you require **OR** if you are considering medical treatment, contact the worker's compensation Nurse Triage Line at **844-891-6020** who is available 24/7. It is recommended that you contact the nurse triage line before leaving the job site when possible. The Nurse Line will obtain pertinent information, guide you to appropriate care and contact your supervisor and Employee Resources Department. You must also complete the County's workers compensation injury and illness report form.

OR

If you do not anticipate needing medical treatment, just complete the County's workers compensation injury and illness report form.

Step 3: If external treatment is necessary, the Triage Nurse will notify the medical facility that you will be arriving.

Step 4: Obtain a doctor's slip to return to work with or without restrictions or to be off work. Provide the doctor's slip to Employee Resources and give a copy to your supervisor.

Step 5: You must follow medical restrictions at all times during work and off work hours. If you feel a job assignment is not within your restrictions or causing you problems, you should talk to your supervisor immediately. Workplace safety is both an employee and employer responsibility.

**Questions: Contact Sharon Hernandez
Employee Resources Department
715-261-1457**

Chili Challenge — February 28, 2019

Congratulations to **Russ Graveen** from the Highway Department for **Remedy RX Chili** (# 5) as the winner of the 5th Annual Chili Challenge! There were nine delicious entries and over 50 people enjoyed the various flavors and styles of chili. It was our biggest turnout to date!!!

Russ Graveen, Highway – Chili Champion

Dean Stratz, Register of Deeds – 2nd place (#2), Dean's Chili

Nan Kottke, County Clerk – 3rd place (#8), Nan's Chili

Honorable mentions in alphabetical order:

Paul Halkowski, District Attorney – #4, Oahu Style Chili

Nate Porath, Wausau Police Dept – #1, Tequila Lime Chili

Toshia Ranallo, Conservation Planning Zoning – #7, Chicken Chili

Jonathan Schmunk, Health Dept – #9, Bacon/Beef Chili

Phyllis Simon, Corporation Counsel – #6, Pepperoni Chili

Pam Steffen-Karls, District Attorney – #3, Smoked Venison Chili



**THANK YOU to all the Challengers, Tasters and Donators.
We couldn't have done it without you!!!**



Flexible Spending Account (FSA) Run-Off

Flexible Spending Account participants have until March 31, 2019 to submit FSA claims incurred in 2018. Participants who were enrolled in the Medical Reimbursement Account may “carry over” up to \$500 of their unused 2018 FSA balance. There is no carry-over provision for the Dependent Daycare account.

Health Reimbursement Arrangement (HRA) Rollover Amounts

Health plan participants can rollover up to five times their annual HRA limits each calendar year. Before the rollover can take place, Diversified Benefit Services must first ensure they reimburse all 2018 claims. The HRA runoff period ends March 31, 2019. After March 31st, unused amounts from your HRA account will be available for reimbursement of eligible medical expenses incurred in 2019.

Please note: You will have to contact Diversified Benefits Services if you have outstanding 2019 medical claims that you want reimbursed from your rollover dollars.

View your HRA account and check your balance at

www.dbsbenefits.com

or call

Diversified Benefits Services at 800-234-1229

Affordable Care Act (ACA) Reporting

Employees in allocated positions scheduled to work at least 30 hours each week (75%) may receive two different tax forms required by the IRS. The forms include information that employers and insurance companies are required to report to the IRS on all their employees. The two forms you may receive are:

1095-B Health Coverage: This form identifies employees and their dependents **covered** under the health Benefit Plan at any time in calendar year 2018.

1095-C Employer-Provided Health Insurance Offer and Coverages: This form reflects employees who were eligible and **offered** Health Benefit Plan coverage in calendar year 2018. Employees who waived coverage will also receive this form to verify an offer of coverage. The premium amount reported in Part II, Block 15 reflects the lowest monthly premium offered for employee only (single) coverage, not your actual coverage level or premium amount.

You can obtain additional information on these forms and other ACA information at:

<https://www.irs.gov/affordable-care-act/questions-and-answers-about-health-care-information-forms-for-individuals>

Open House At Employee Health & Wellness Center

Save The Date — Wednesday, April 3, 2019 From 3:00 to 5:30 pm

The Marathon County Employee Health and Wellness Center is approaching its one year anniversary of providing **free** health care services to the Employees and Covered Dependents on the WCA-GHT Health Plan!

To celebrate, Aspirus and Marathon County will host an open house at the Employee Health and Wellness Center on Wednesday, April 3, 2019 from 3:00 to 5:30 pm. Aspirus staff will provide tours of the Employee Health and Wellness Center and answer any questions you may have.

Drawings for prizes & refreshments

Family members are encouraged to attend

3rd Annual Hands Around the Courthouse Friday, April 26, 2019 – Noon Marathon County Courthouse

For the 3rd year, Marathon County's Citizen Review Panel (CRP) and Marathon County Department of Social Services (DSS) are teaming up to raise awareness and prevent child abuse and neglect with a special event: **Hands Around the Courthouse**.

Each April, Hands Around the Courthouse is held in communities around the country. During this brief 30-minute event we will hear from speakers who are knowledgeable about the local impacts of child abuse & neglect as well as efforts to support children and families in our community. Additional resources will also be available to take and share. Before the event concludes we will form a circle symbolic of our support for children in our community. When we join hands, we embody a strong message that child abuse and neglect will not be tolerated and we will protect the children in our community.



We warmly invite our co-workers across the county to join us for this special event.

Gathering At Noon On Friday, April 26, 2019

Marathon County Courthouse—East Parking Lot (6th Street Side)



About the Employee Health & Wellness Center

By Sherry Gatewood

Preventive screening exams help to ensure appropriate management of chronic health conditions, find undiagnosed conditions, and provide preventive care to improve overall health. Routine check-ups can help maintain a state of good health and improve current health.

A patient recently asked what a wellness exam entailed. I explained to the patient that it is a routine physical exam in which I discuss all aspects of your health in relation to your current health problems, past surgeries and family medical history. From this information, we determine your current state of health, as well as your risks for specific diseases.

Vital signs such as blood pressure will be taken to provide a screening for heart disease and other conditions. A review of how you are feeling establishes other items to be investigated and addressed during your examination. Lab tests may be ordered to screen for high cholesterol, diabetes, and other conditions to ensure your health. Finally, at the end of the visit I will summarize a plan for continued good health, and the next steps in chronic condition support, and follow up as if necessary.

As a reminder, you can call 715- 843-1256 to schedule an appointment.

Services at the clinic FREE for employees and their dependents on The WCA-Group Health Trust Plan.

Employee Health & Wellness Center

1100 Lakeview Dr,
Wausau WI

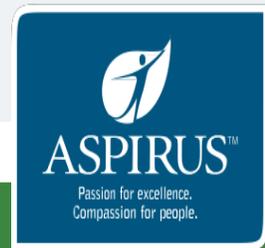
North Central Health Care
Campus, Door 25

Schedule An Appointment

715-843-1256 OR
MyAspirus.org

Clinic Hours

Mon, Wed & Fri —
8:00 am to 4:30 pm
Tues — 6:30 am to 3:00 pm
Thurs — 10:00 am to 6:30 pm



Pre-Operative Exams

By Sherry Gatewood

If you will have surgery and need a pre-operative physical exam, please call the Employee Health and Wellness Center. Depending on your personal needs, we may be able to help you with completing the exam. All Aspirus Pre-operative Physical Exams can be performed by an Advance Practice Provider such as a Physician Assistant or Nurse Practitioner. They must be Co-Signed and approved by a Physician. The purpose of the Pre-Op physical is to ensure that an individual receives required accommodations before and while in the operating room.

Again, call the Employee Health and Wellness Center and they will work with you to determine whether they can do your pre-operative physical OR whether your primary care provider will need to complete the exam.



Diabetes Management

Do you or someone you know have Diabetes?

By Sherry Gatewood

Diabetes is a condition in which the pancreas does not produce enough insulin or the body's cells are resistant to the insulin that is made. This condition results in elevated blood sugar, which can affect the body's function. Other defects of the body regarding diabetes is that the liver is making too much sugar, the kidneys are not correctly disposing of excess sugar and the brain is not telling the stomach when it is full. Any of these mechanisms results in a high amount of glucose or sugar in the blood. Glucose is a necessary form of energy that the body needs to work properly. Food or drinks, activity levels, rest and stress affect blood sugar levels. Insulin acts as a key to unlock the door of different cells to allow the glucose in to use or store for energy. If your body is not making enough or the cells do not recognize the insulin, over time, the sugar imbalance can affect the eyes, heart, kidneys, weight and feet.

Since Diabetes affects so many parts of the body, management is crucial. It is very important to ensure that one is educated on what diabetes is and how the disease is managed. Anyone with diabetes should go through a diabetes education course that includes steps on how to check their blood sugar, provide recommendations for a proper diabetic diet, how to use the prescribed medications, or if possible, manage with diet and exercise. The in-depth classes will also include how to do proper foot examinations and overall self-care related to diabetes. People with diabetes should see their medical provider at least every 6 months and an optometrist once a year. It is important to control blood pressure with a goal of 130/80 or less according to the new American Heart Association guidelines. Cholesterol shall be screened and managed to keep LDL, the bad cholesterol, below 100. The risk for heart disease is increased in diabetics, so it is important to monitor and maintain good blood pressure and cholesterol. Depending on their overall control of diabetes, some require more frequent visits. All of these items are discussed when seeing your medical provider for diabetes care.

There are more than 30.3 million people in the United States with diabetes. The symptoms often include frequent urination, always hungry and always thirsty. There are about 7.2 million people undiagnosed in the U.S. Many do not have any symptoms. Screening shall be performed annually on persons with a family history of diabetes, diabetes during pregnancy, those who have high blood pressure or high cholesterol, and those aged 40-70 with a body mass index more than 25. Screenings may be conducted by a simple blood test in the clinic.

The Employee Health and Wellness Center can assist with screening and chronic condition support to ensure that diabetes and other conditions are controlled.

10 Tips To Manage Your Diabetes

1. Take your medication.
2. Eat a healthy diet.
3. Exercise regularly.
4. Manage your stress.
5. Get enough sleep.
6. Go for regular check-ups at the County's Employee Health and Wellness Center and with your primary care provider.
7. Be informed.
8. Ask for support.
9. Be kind to yourself.
10. Join a support group.

Resilience

Let's Talk About Your Mental Health

By Sherry Gatewood

Our mental health is as important as our physical health and requires much of the same care. They often go hand in hand. A part of our mental health is Resilience, the ability to get through tough times and bounce back from adversity. Here are some tips from the Aspirus Employee Health and Wellness Center:

Being resilient is especially important in our work within health care. As we are ever changing and growing, we have more demands placed in front of us and can have changing responsibilities; we need to build our resilience skills to thrive in our workplace.

Stay flexible – Understanding that things won't always go as planned will help you be flexible with the situation and giving yourself some grace.

Learn from experience -Take a look at how you've coped with stress and difficulties in the past. You may already have healthy coping skills you are using, or maybe you realize that there are areas to improve. Understanding past patterns can help guide future behavior.

Remain hopeful - Don't let stress or difficulties get you down. Try to remain optimistic about the future.

Take care of yourself – Take action to keep yourself healthy so you are better able to handle stressful events. This includes keeping yourself healthy both physically and emotionally.

Be proactive - Don't ignore problems. Try to handle situations as they arise, figure out a plan and take action.

Get connected – Making connections will be important in helping build resiliency.

Make every day meaningful – Find something each and every day that gives you meaning. Whether you actively do something meaningful or find it hidden in your everyday.

Building and creating resiliency in our life is important for a number of reasons. It can help us to stay balanced in difficult times of our lives, allows us to develop tools for protection against overwhelming experiences, protects us from developing some mental health difficulties, lowers absences from work, reduces risk taking behaviors, and increases community or family activities.



Save The Date — May 8, 2019

The Wisconsin Deferred Compensation Program will host a **"Retirement Planning Workshop"** with representatives from the Wisconsin Retirement System (WRS) and the Social Security Administration.

We plan on two 3-hour sessions at the North Central Health Care auditorium on May 8, 2019:

Workshop one: 9:00 am to noon

Workshop two: 1:00 to 4:00 pm

Everyone should plan to attend, not just those close to retirement.

There's no better time than now to plan for your future.

50 Wellness Points!

March is“Eye Safety Month!”

Imagine life without sight! What a dark picture that would be. So why do we often take short cuts with tasks that could injure our eyes? Often times we are in a hurry and think that “this will only take a second to do, nothing will happen” or “how could this task injure my eyes” so we don’t take the time to put on eye protection or take other precautions.

No matter what job you do, whether welding, operating a chainsaw, mowing, shooting firearms, driving, or working on a computer, your job depends on your vision. So why not take precautions to protect your eyesight? It only takes a second for an injury to occur and that one second could change your life forever!

Take A Look At These Eye Injury Facts

- ◆ Every day, over 2,000 workers are treated for eye injuries in the United States. That amounts to more than 43 eye injuries per second in just the USA!
- ◆ Men are 81% more likely to encounter an occupational eye injury than women
- ◆ 70% of all workplace facial injuries involve one or both eyes
- ◆ 26% of eye injuries are due to exposure to harmful substances at work
- ◆ 90% of eye injuries are deemed highly preventable
- ◆ While manufacturing and construction lead the industry with the most workplace eye injuries, nearly 40% of work-related eye injuries happen in offices, healthcare facilities, labs, and like environments
- ◆ 10-20% of all workplace eye injuries will result in temporary or permanent vision loss
- ◆ The average time off work for an eye injury is 2 days



No Matter How You See It Eye Safety Should Come First!

Always wear the appropriate eye protection at work. Goggles, face shields, safety glasses, and full face respirators are available at your work to use for tasks that pose potential eye hazards. And, don’t forget about [Marathon County’s Prescription Safety Eyewear Policy](#)! This policy is applicable to employees in regular employment positions who are required to wear safety eyewear for their work. It affords an opportunity to purchase discounted prescription safety eyewear and provides up to \$100 reimbursement for purchases once every 24 months. See your department supervisor for more information.

Don’t Let Every Day Hazards Become An Oversight!

Don’t forget to protect your eyes from every day activities. **Try reducing the amount of time you use a computer** – it’s advised that for every 20 minutes you spend on the computer, you should take a 20 second break from having any eye contact with your computer’s screen. **Eat foods that protect your eyes.** It’s not only carrots that helps your eyesight! Whole grains, vegetables and citrus fruits and those rich in zinc, such as beans, peanuts, and lean red meat help provide protection from damage brought on by light. And, we all know harmful UV Rays from the sun are dangerous to our skin, but many don’t know that these rays are also harmful to the eyes. One of the most common eye problems from UV rays is cataracts along with cancer of the eyelid. But all of these problems can be solved by simply **wearing a pair of sunglasses when you go outside** – especially on sunny days. Sunglasses are capable of blocking the harmful sun rays. Last, **get an annual eye examination.** Just as it’s important to get your annual dental and medical exam, an annual eye exam can detect vision changes and potential eye diseases.

Your eyes are one of the most important and delicate parts of your body.

Follow these simple tips and keep your eyes healthy!

YOUR EYES WILL THANK YOU!



Alcohol is woven into our culture, especially in Wisconsin! It's the central part of celebrations, family gatherings, and socializing. If enjoyed responsibly, most people suffer few negative effects of alcohol use. But, not everyone tolerates alcohol the same way. And, few people seem to understand what is "**responsible**" alcohol consumption.

Can you answer these questions?

- ◆ What constitutes one drink for beer, wine, or liquor?
- ◆ What is moderate, binge, and heavy drinking and is it the same for women and men?
- ◆ Is it okay for everyone to drink moderately?
- ◆ How does alcohol affect the body?
- ◆ How long does alcohol stay in the body's system?
- ◆ How does "sleeping it off" really help?
- ◆ Could alcohol be in your system while driving to or while at work?
- ◆ What are signs of alcohol misuse?

The Marathon County Wellness Team invites you to "Alcohol Use – Its Impact at Work and Home" presentation on Wednesday, April 10th at Noon – 1 pm. at the North Central Health Care theater. Learn some interesting facts about alcohol use and its short and long term effects and experience the actual effects of alcohol by wearing the **Vision Impairment Glasses!**

Watch for more information!

Top 10 Defensive Driving Tips

1. Do not tailgate, allow no less than 2 seconds between vehicles during the daytime, 3 seconds during the night and 4 seconds during inclement weather
2. Be aware of the blind spots of your car, others and snow banks
3. Avoid distractions
4. Look ahead of you, not just in front of you
5. Don't use a cell phone
6. Lower visibility means lower speed
7. Pick a lane and stick to it
8. Watch out for lane changers
9. Beware of intersections
10. Never have eye contact with another driver



Group Snowshoe Night

Wellness Event Details

Snowshoe Night

5:30 PM Registration
6:00 PM Snowshoeing Starts

Tuesday, March 12th

Nine Mile County Forest Recreation Area
8704 Red Bud Road
Wausau, WI 54401

Who is Eligible?
Marathon County Employees and their family members.

To Register for this event, all participants must complete and submit a signed waiver form to the Health Coach by March 5th at 12:00 pm. Rentals are limited to 30, but more can attend. This a first come, first serve basis. Be certain to include all participants in your registration to help manage attendance requirements

Free Rentals or Bring Your Own Equipment

If you own your own snowshoes, please bring them to allow for a larger group of participants to be able to attend this event.

*May be subject to changes due to weather or other unforeseeable events



Employee Wellness Program Points

Marathon County Wellness Event
50 Points

Please sign in to receive points



Marathon County Wellness Focus: Physical Activity

Regular physical activity can produce long-term health benefits such as: preventing chronic diseases such as heart disease, cancer, and stroke, controlling weight, making your muscles stronger, promoting strong bone, muscle, and joint development, improving sleep, Increasing your energy, relieving stress, and increasing your chances of living longer.

New Hires In January and February

Gregory Hagenbucher, Law Enforcement & Corrections Analyst, District Attorney's Office, Hired 1/14/2019
Mary Beth Pergolski, Public Health Assistant, ADRC-CW, Hired 1/14/2019
Dale Wisnewski, Court Security Deputy, Sheriff's Office, Hired 1/14/2019
Tristen Wanden, Law Enforcement & Corrections Specialist, Sheriff's Office, Hired 1/27/2019
Rose Dehut, Library Specialist, Library, Hired 2/11/2019
Charles Hessil, Deputy Sheriff I, Sheriff's Office, Hired 2/11/2019
Alexis Ostrum, Communication Specialist, Sheriff's Office, Hired 2/11/2019
Robert Hoffman, Planning Technician, Conservation Planning Zoning, Hired 2/25/2019



Transfer & Promotions In January and February

Paul Schneck, Transfer from Accounting Specialist to Social Services Coordinator, District Attorney's Office on 1/14/2019
Pam Steffen-Karls, Promoted from Social Services Specialist to Social Services Professional, District Attorney's Office on 1/14/2019
Chelsea Block, Promoted from Social Services Professional to Social Services Manager, Social Services Dept on 1/27/2019
Trisha Tetzlaff, Promoted from Social Services Professional to Social Services Manager, Social Services Dept on 1/27/2019
Matthew Mielke, Promoted from Law Enforcement & Corrections Spec to Law Enforcement & Coordinator, Sheriff's Office on 1/27/2019
Olivia Carlson, Promoted from Library Page to Library Assistant, Library on 2/11/2019
David Decker, Promoted from Surveyor Technician to County Surveyor, Conservation Planning & Zoning Dept on 2/11/2019
Patrick Baur, Promoted from Custodian to Senior Maintenance Specialist, CW Airport On 2/25/2019



Service Anniversaries In March and April

45, 40 & 35 Years Of Service—None 30 Years Of Service

Kevin Yollitz, Maintenance Specialist, Facilities and Capital Management, Hired 3/13/1989
Sherri Seubert, Social Services Coordinator, Social Services, Hired 4/3/1989

25 Years Of Service

Daniel Fiorenza, Park & Recreation Manager, Parks Recreation Forestry Dept, Hired 4/11/1994

20 Years Of Service

Timothy Burkholder, Lieutenant, Sheriff's Office, Hired 4/12/1999
Patrick Finnegan, Maintenance Specialist, Highway Dept, Hired 4/26/1999
James Toth, Deputy Sheriff V, Sheriff's Office, Hired 4/26/1999

15 Years Of Service

Karen Kellbach, County Board Supervisor, County Board, Hired 4/20/2009

10 Years Of Service

Katherine Lemons, Social Services Professional, ADRC-CW, Hired 3/9/2009
Ronda Zastrow, Social Services Professional, Sheriff's Office, Hired 4/5/2009
Cheryl Fay, Public Health Assistant, Health Dept, Hired 4/20/2009
Robin Trantow, Lead Senior Maintenance Professional, Facilities and Capital Management, Hired 4/20/2009

5 Years Of Service

David Wagener, Senior Maintenance Specialist, Highway Dept, Hired 3/17/2014
Patrick Kilsdonk, Driver, ADRC-CW, Hired 3/31/2014
Robert Stephens, Assistant Parks & Recreation Manager, Parks Recreation Forestry Dept, Hired 3/31/2014
Gary Bohman, Maintenance Specialist, Hired 4/14/2014
Lindsey Quaintance-Jolly, Social Services Professional, Hired 4/14/2014
Eric Wanless, Deputy Sheriff I, Sheriff's Office, Hired 4/14/2014
Christopher Wickman, Senior Maintenance Specialist, Solid Waste, Hired 4/14/2014
Matthew Bootz, County Board Supervisor, County Board, Hired 4/15/2014
Alan Christensen, County Board Supervisor, County Board, Hired 4/15/2014
Jacob Langenhahn, County Board Supervisor, County Board, Hired 4/15/2014
Allen Opall, County Board Supervisor, County Board, Hired 4/15/2014
Jim Schaefer, County Board Supervisor, County Board, Hired 4/15/2014
Edward Stark, County Board Supervisor, County Board, Hired 4/15/2014
Jeffrey Zriny, County Board Supervisor, County Board, Hired 4/15/2014
Gregory Jehn, Social Services Professional, Social Services Dept, Hired 4/28/2014
Clare Schulta, Law Enforcement & Corrections Specialist, Sheriff's Office, Hired 4/28/2014



2019

43RD ANNUAL MARATHON COUNTY RETIREMENT & RECOGNITION BANQUET

FRIDAY, APRIL 12, 2019

HILTON GARDEN INN

2101 NORTH MOUNTAIN ROAD, WAUSAU

Social Hour/Free Soda - Cash Bar - 5:30 pm

Dinner - 6:30 pm

Buffet Dinner: Chicken Florentine; Grilled Flank Steak;

Yukon Gold Mash Potatoes, Carrots, Green Beans,

Plated side salad, rolls, butter, and Dessert

Program - 8:00 pm

Entertainment - 9:00 pm (Comic Juggler)

Return to Employee Resources Department

Name: _____ Dept: _____

Attending: _____ Amount Paid: _____

Guests Name(s): _____

***Please call to discuss any dietary needs.**

COST - \$10/Person

Make Checks Payable to Marathon County

Return to Employee Resources

By Monday, March 25th - No Refunds after March 25th

OVER

45 Years of Service

NONE

40 Years of Service

Vicki Schultz, DSS+Retirement

35 Years of Service

John Nesbitt, CWA
 Randall Moore, Fac&Cap Mgt.
 Scott Krueger, HWY+Retirement

30 Years of Service

Brad Karger, County Admin.	Paul Mergendahl, SHF
Michael Smith, PRF	Scott Pfaff, SHF
Paul Faust, SHF+Retirement	Jason Plaza, SHF
Eric Heggelund, SHF	Matthew Scheffler, SHF

25 Years of Service

Susan Grafton, COC	David Adamski, CWA
Sheila McCarthy, COC	Janilyn Hildebrandt, Fac&Cap Mgt.
Anne Pecha, County Clerk	Victoria Chrapkowski, Health
Dale Dimond, CPZ	Little Jo Hernandez, HWY
William Kolodziej, CPZ	Carolyn Bauer, SHF
	Mark Wagers, SHF

20 Years of Service

Barb Hartwig, ADRC-CW	Daniel Switlick, HWY
Carol Langbehn, CCIT	Daniel Schumacher, PRF
Edward Locke, CCIT	Randy Zagrabelny, PRF
Wendy McCarthy, COC	Bonnie Schubring, ROD
James Seefeldt, County Board	Shawn Blaschka, SHF
Kurt Bennett, Fac&Cap Mgt.	Kelly Gerrow, SHF
Barbara Parker, Fac&Cap Mgt.	Michael Kuehn, SHF
Michelle Schwoch, Health	Alan Wisler, SHF+Retirement
John Hummer, HWY	Theng Moua, DSS
Blaine Liebzeit, HWY	Maikou Yang, DSS
William Schildt, HWY	Scott Berger, VA
	Mary Dunn, VA

Former County Board Supervisors

Sherry Abitz, Dist. 10	Jacob Hoogendyk, Dist. 6
Kurt Kluck, Dist. 21	Orval Quamme, Dist. 7
Joel Lewis, Dist. 5	Todd Van Ryn, Dist. 11
Lee Peek, Dist. 9	Robert Wegner, Dist. 29
James Seefeldt, Dist. 2 +20 Years	

June 2018 Core Value Role Models

SERVICE: Josh Pawlowski and Andrew Schmidt, Highway
INTEGRITY: Julie Jensen, Social Services
QUALITY: Jean Kopplin, City-County IT
DIVERSITY: Cheng Yang, Sheriff
SHARED PURPOSE: Kitty Roesler, Library
STEWARDSHIP OF OUR RESOURCES: Ron Smith and David Hagenbucher, Solid Waste
ROOKIE OF THE YEAR: Kelly Rottler, City-County IT

June 2018 Team of the Year

Metallic Mining Team

Conservation, Planning, & Zoning

Rebecca Frisch, Paul Daigle, Lane Loveland, Teal Fyksen, Cindy Kraeger

Corporation Counsel

Scott Corbett

County Board

John Robinson

December 2018 Core Value Role Models

SERVICE: Dan Richter, Library
INTEGRITY: Lane Loveland, CPZ
QUALITY: Julie Groshek & Jessica Kubichek, Solid Waste
DIVERSITY: Samantha Pinzl, Health
SHARED PURPOSE: Matt Nimz, Highway
STEWARDSHIP OF OUR RESOURCES: Abigail Sauter, Health
ROOKIE OF THE YEAR: Jamie Polley, Parks, Rec, & Forestry

December 2018 Team of the Year

Judy O'Keefe & Nelson Pasha, Social Services

Retirees

Ardyce Jones, ADRC-CW	Anthony Lemmer, HWY
Judith Skinner, ADRC-CW	Scott Krueger, HWY+35 Years
Joan Breden, ADRC-CW	Janice Pankratz, Library
Denise Tritz, ADRC-CW	William Duncanson, PRF
Linda Weitz, ADRC-CW	Peter Knotek, PRF
Kathy Kainz, County Clerk	Randy Albert, SHF
Anne Heggelund, Credit Union	Paul Faust, SHF+30 Years
Susan Schreiber, ERD	Fred Goch, SHF
Dennis Van Swol, Fac&Cap Mgt.	Timothy Krohn, SHF
Ruth Wiemann, Fac&Cap Mgt.	Roy Melanson, SHF
Chongcha Yang, Fac&Cap Mgt	Alan Wisler, SHF+20 Years
Peter Nievinski, Finance	Debra Jakel, DSS
Tiffany Pietrowski, Health	Patsy Krueger, DSS
Julia Stavran, Health	Linda Michalski, DSS
Thomas Boneske, HWY	Vicki Schultz, DSS+40 Years
Richard Burch, HWY	Linda Schroeder, Treasurer
Darryl Gohdes, HWY	