



MARATHON COUNTY EMPLOYEE NEWSLETTER

Keeping employees *connected* and *engaged*.

Highlights In This Issue

Farewell From Brad Karger	1 & 2
County Employee Health & Wellness Center News	2
Martin Luther King Jr. "Day On" - January 20, 2020	3-6
County Policy Enhancement & Pay For Performance	3
Health Insurance Update—Teladoc	7
What Should You Do If You Have Work-Related Injury OR Illness	8
County Employee Assistance Program (EAP)	8
County Wellness Program	9
Random—Lunch & Learn	10
Cold Weather Exercise	11
Shoveling & Heart Attack	12
Workplace United Way & Big Shout Out	13
Hwy Dept Employees Donation to Men of Honor & Ladies Holiday Party	14
Resolution Recharge & Life Insurance Premiums	15
2020 Retirement Recognition Banquet—April 24, 2020	16
CCITC Phishing Training	16
New Employees	17-18
Promotions	19
Service Anniversaries	20
Word Tips & Tricks	21
Sylvan Hill Tubing For County Employees	22&23

Farewell -- With Appreciation, Pride, Humility, and Gratitude

Written By Brad Karger

After 11 years as your County Administrator (and 31 total years in my various leadership positions with Marathon County), I am retiring at the end of 2019 with mixed emotions: I'm *excited* to move on to a new adventure, yet *sad* to no longer work on a team with so many people whom I will miss.



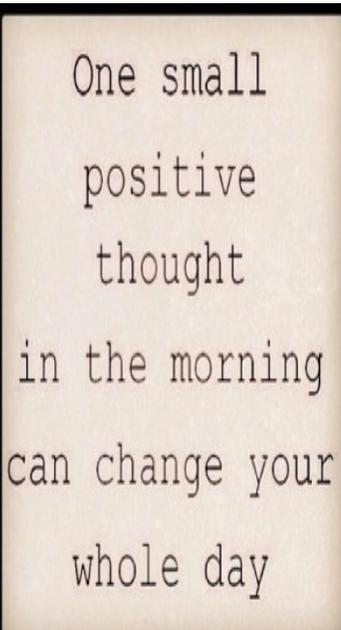
We have a wonderful staff at Marathon County who are skilled at their work and engaged in public service. But more than people who just work together, our team includes people who respect, trust, and care for one another. (By the way... They call that having a **strong culture**.)

APPRECIATION. I don't know if I have said it enough, but I truly appreciate the contributions of all of our County staff. We have many different roles and talents, and we all bring a little different approach to our work. I particularly appreciate those who make us smile and make work fun.

PRIDE. I leave with pride in a number of **team accomplishments** -- some you can see and visit, and some are invisible to the eye, unless you know where and how to look.

Together, we built the Center for Civic Engagement on the UWSP-Wausau Campus, we developed the Eastbay Sports Complex on the site of the Holtz Krause Landfill, and we restored the fishing pond at Bluegill Bay County Park. Additionally, but not as easy to see, we improved the **health** of our community, made people -- particularly children and older adults -- **safer** in their homes and on the roads, and we created **public spaces** and events that have helped to draw people to choose to live and thrive here in Marathon County.

Article Continue On Page 2



HUMILITY. Although there are many achievements that fill me with pride, there are certainly matters that I wish had gone better. As an organizational leader, one must take ownership of the shortcomings of the organization, not just the successes. Two such examples come to mind:

- One is the pay-for-performance compensation plan. We have achieved more clarity in job expectations and better feedback about performance than we did before. But we have not adequately funded the program to really differentiate the levels of performance.
- Second, I didn't do a good enough job in clarifying the County's unique role in economic development and business expansion. MCDEVCO has done some great things in gap financing and entrepreneurial education, but we have the Chamber, MCDEVCO, the municipalities, and now the Greater Wausau Prosperity Partnership all working in the economic development arena, and I don't think that our teammates are clear on what role they can expect the County to play.



The new County Administrator would be well advised to add these “opportunities” disguised as “problems” to his or her work plan for 2020.

GRATITUDE. In closing, I want to express my deepest gratitude to the members of the County Board, the department directors and managers, and all the County staff for giving me the opportunity to serve in 3 leadership positions of this remarkable County Government. I leave Marathon County with relationships and memories that will last for a lifetime. I also leave an organization well positioned to meet both the opportunities and the challenges of the 21st century. It has been an absolute pleasure to serve you all. Farewell!

[“I’m Glad You Asked . . .” The Top-5 Questions the Marathon County Administrator \(Brad Karger\) Was Asked on the Eve of His Retirement](#) — If you have trouble with opening this link, please open it up in Chrome or Firefox. The Central Wis Times articles have compatibility issues with Internet Explorer, thus the story may not display correctly. Contact CCITC Helpdesk at Ext. 6710 if you have problems with opening Chrome or Firefox.

 A photograph of a family of three in winter gear. A woman on the left is wearing a white knit hat and a blue jacket. A man in the center is wearing a blue and white striped scarf and a white jacket, with a baby on his shoulders. The baby is wearing a yellow and green jacket and a blue hat. They are all smiling and standing in a snowy field.

Marathon County Employee Health & Wellness Center

Great News!!

The onsite Health & Wellness Center continues to be available for your immediate health care needs and now, if preferred, you can also choose to designate your Onsite Care Provider as your Primary Care Provider to take care of all of your annual and ongoing health care needs.

Convenient Clinic Location
Services provided to you at no cost

- Primary Care Services
- Immediate Care Services
- Chronic Condition Support
- Physical Examinations
- Wellness Program
- Lab services available at no cost

**Wellness points available if you choose the Onsite provider as your Primary Care Provider.*

 The bottom of the advertisement features three logos: GHT (WCA Group Health Trust), Marathon County, and Aspirus (Passion for excellence. Compassion for people.).

Martin Luther King Jr. “Day On” Is Scheduled For January 20, 2020

We are now less than two week away the third annual Martin Luther King Jr. “Day-On” on Monday, January 20, 2020. The planning committee has done an excellent job putting together a wide array of professional development opportunities and we are convinced that each of you will find the sessions educational and engaging.

See Pages 4-6 for the flier and frequent asked questions.

One important think to note is that this year we are asking that anyone interested in attending the *Preventing Escalation* presentation by Sheriff’s Office Deputy Matt Bell or the *Plain Clothes People in Marathon County* presentation by Mennonite Bishop Enos Martin, pre-register by clicking on the links in the flyer, frequently asked questions document, or those below, as space in the meeting room is somewhat limited and each of those presentations have been popular in the past.

[Preventing Escalation - Matt Bell](#)

[Plain Clothes People in Marathon County - Bishop Enos Martin](#)



County Policy Enhancement

From time to time we get questions on how to handle funeral leave when a County employee dies. The following policy was developed to provide some guidance and consistency for employees. If you have any questions regarding this policy, contact Frank Matel, Employee Resources Director at Ext 1464 or Frank.Matel@co.marathon.wi.us.

An employee may receive up to four (4) hours of paid funeral leave to attend funeral activities due to the death of a current County employee. Employees desiring funeral leave shall promptly request funeral leave from their supervisor. Supervisors should try to approve these requests keeping in mind the operational needs of the department.



2020 Pay For Performance—P4P Discretionary Pay Increases

Reminder—discretionary pay increases will take effect Sunday, February 9th.

The March 6th paycheck will show any pay increase granted from the February 9th pay increase date.

IntelliTime system will not reflect the pay increases until the February 23rd payroll.



Increase In Range Maximum For County Pay Grid

Effective January 12, 2020

The range maximums were increased by 3%

[Click Here For New Pay Grid](#)

IRS Business Mileage Rate Decreased For 2020

The IRS business mileage rate will decrease to 57.5¢ per mile effective 1/1/2020 (2019 was 58¢).

Incentive Rate	Regular Rate
57.5¢	20.5¢

The 2020 County Expense forms have been posted on the Internet and Intranet under the Employee Resources Department Documents and Forms page, under the “[Expense](#)” heading at the bottom of the page.

MLK Jr. “Day On”

1.20.20



UWSP-Wausau, Center
for Civic Engagement
625 Stewart Ave., Wausau, WI

@7:30-8:15

Outside Theater for Coffee 

@8:30-9:30

Theater

Welcome – Lance Leonhard, Interim County Administrator
Video – Robert F. Kennedy speech in Indianapolis
announcing the assassination of Martin Luther King Jr.
Keynote – Equity, Inclusion, and Diversity through a
Trauma Sensitive Lens – Pamela Black, Trauma Sensitive
Education LLC

Outside Theater

SWITS Interpreters will have an informational table in the hall adjacent to the theater from 8:30am-10:30am, explaining how their services can be accessed and providing an opportunity to practice communicating through an interpreter.

@9:40-10:40**Theater**

Overcoming Generational Differences:
The Millennial Mindset – Steve Bench,
Generational Consulting

Black Box
[Preventing Escalation](#)
– Matt Bell, MC
[Sheriff's Dept.*](#)

Sonnetag Room

Evidence Based Decision-Making in the Criminal
Justice System – Laura Yarie & Lance Leonhard, MC
Administration & Justice Alternatives

@10:50-11:50**Theater**

History of Indigenous People in Central WI:
Government Policy of de-Indianization & the
Boarding School in Lac Du Flambeau –
Brian Jackson, Lac Du Flambeau Public
School Cultural Connections Program

Wilson Library

Learn to Speak a Few Words in
Hmong as a Sign of Respect &
Speaking through an American Sign
Language (ASL) Interpreter –
SWITS, the County's Interpretation
Provider

Black Box

Sexual Harassment Prevention:
Review of Marathon County
Policies – Frank Matel, Sue Fox,
Mary Jo Maly, MC Employee
Resources Dept.

Sonnetag Room

Racial Disparities in Opinion About Law Enforcement & How We
Can Build Public Confidence – Jim Palmer, WPPA Executive
Director & Ben Bliven, Chief of Police, Wausau

East Gate Hall, Marathon Park

Department of Public Instruction (DPI) Student
Meeting to Discuss their Class Projects (DPI
Students only)

@12-1**Theater**

Native American Dance
(12:30-1:05)

East Gate Hall, Marathon Park

Lunch – Menu Created to Highlight the Issue of Food Waste in Marathon
County – Chef Marilyn Frank, Marilyn's Fire Station and Catering

@1:10-2:10**Theater**

The Next 25 Years of County
Government in WI – Mark
O'Connell, WCA Executive Director

Black Box
[Plain Clothes People in](#)
[Marathon County – Enos](#)
[Martin, Mennonite Bishop*](#)

Sonnetag Room

Building an Intergenerational Community with
Autism – Dr. Kathy Meyer, Retired, Marshfield
Clinic & Julie Salamonski, Marshfield School
District

@2:20-3:20**Theater**

Circles of Change: Tools to Better Understand
and Work Through Issues of Bias, Diversity,
Inclusion, Oppression & Discrimination –
Audrey Robinson, UWEC

Black Box

Hmong History: Displacement and
Refugee Resettlement in Marathon County
– MaiGer Moua, UWSP & NCHC

Sonnetag Room

Helping Kids with
Disabilities Learn – Kelly
Kapitz, MC Special
Education

@3:30-4:30**Theater**

LGBTQ+ in Marathon County – Jaxon Seeger,
Wausau Transform & Alliance Chapter &
Shawn Judnic, Wood County

Black Box

Marathon County Participation in Government Alliance on Race &
Equity (GARE): What we learned and the highlights of our Race
Equity Action Plan – Judy Burrows, MC Health Dept.

*Please use the blue links to sign up for these sessions in advance. Seating is limited.

MLK Day—Frequent Asked Questions

FREQUENTLY ASKED QUESTIONS

1. Where will I be able to park?
UW Stevens Point – Wausau Campus is closed for normal operations because of the State holiday. There will be more than enough parking adjacent to the Center for Civic Engagement (Lot G on the UWSP Wausau site map) and East Gate Hall, within Marathon Park. You will not need a permit to park in either lot.
2. How will I find the various rooms?
All of the educational sessions are located in the UWSP Wausau Campus Center for Civic Engagement, located at 625 Stewart Avenue. Throughout the day, presentations will be held in the Theater, Wilson Library, Black Box Room, and the Sonnentag Room, all of which are on the main floor of the building. The rest of the UWSP Wausau campus will be closed on Monday. The only time you need to leave the Center for Civic Engagement is to attend lunch at East Gate Hall in Marathon Park, which is within easy walking distance.
3. Speaking of lunch, what will be provided?
Chef Marilyn Frank from Marilyn's Fire Station and Catering will be working with our local food pantries to highlight the issue of food insecurity in our community. Given that the menu will be dictated based on the fresh food available at local pantries, we don't know the specific menu as of yet.
4. How much will we have to pay for lunch?
Lunch will be provided without charge; however, attendees will have the opportunity to provide a donation to our local food pantries working to address food insecurity within our community.
5. Will employees still have to take a 30 minute unpaid lunch break?
Yes. Your standard work lunch rules will continue. That means you can join us at East Gate Hall for lunch any time between noon and 1:00 p.m., you can bring your own lunch from home or you can leave the conference site and get lunch somewhere in the community; however, you may want to stay close to ensure that you have time to get back to the Theater for the Native American Dance exhibition starting at 12:30 p.m.
6. Will I be paid mileage to travel to and from meeting locations?
Yes. The County's mileage reimbursement policies, forms, are all the same for the "Day On" as they are for all County business.
7. Do I need to sign up for any of the presentations?
Generally, no. However, given that the Black Box Room has a maximum capacity of 50 people, we are asking that you pre-register for the *Preventing Escalation* presentation by Sheriff's Office Deputy Matt Bell and the *Plain Clothes People in Marathon County* presentation by Mennonite Bishop Enos Martin. You can register by clicking the links in the attached flyer or those below:

 - [Preventing Escalation - Matt Bell](#)
 - [Plain Clothes People in Marathon County - Bishop Enos Martin](#)
8. Will there be a lactation room available?
Yes. We have arranged for a room at UWMC. Please see Mary Palmer at the registration table for more information.
9. Do I have to attend the whole day of programs?
Check with your supervisor on this. Participation requirements have been delegated to department heads and different departments will create different expectations. That being said, we welcome you to attend as much of the event as you can.
10. Will there be WIFI access available?
Yes. Attendees can access free WIFI by selecting the "UWSP_Unsecure_Guest" network, entering a valid email address when prompted at the login screen, and selecting "submit."

If you have any additional questions, please don't hesitate to contact Interim Administrator Lance Leonhard directly by email or by calling County Administration at 715-261-1400.

Health Insurance Update – Teladoc

The Group Health Trust is offering a new program for 2020 called Teladoc. You may have received a mailing welcoming you to Teladoc along with a card. It is available to all covered employees and dependents. If you register **by January 31, 2020**, you will receive 100 wellness points and entered in a drawing for a iPad. For privacy reasons, dependent spouses and children over age 18 need to register separately. Only the employee registration will be submitted for the drawing. When registering with Teladoc, you can bypass the credit card information screen as this benefit is at no cost to you or your family. To register go to Teladoc.com or download the Apple or Google Play app or call 1-800-TELADOC (835-2362).

Teladoc is another option to receive convenient, quality healthcare at no charge to you.

Teladoc will complement the County's Health and Wellness Center and Employee Assistance Program (EAP) by offering general medical and behavioral (mental) health services 24/7.

It is highly recommended that you register before you need this service. Teladoc requires medical history and the entire registration process takes about 10 minutes.

You should not call Teladoc for work-related injuries. See page 8 for information on the worker's compensation nurse line.



Teladoc gives you access 24 hours, 7 days a week to a U.S. board-certified doctor through the convenience of phone, video or mobile app visits. It's an affordable option for quality medical care.

GET THE CARE YOU NEED

Teladoc doctors can treat many medical conditions, including:

- Cold & flu symptoms
- Allergies
- Pink Eye
- Respiratory infection
- Sinus problems
- Skin problems
- And more!

With your consent, Teladoc is happy to provide information about your Teladoc visit to your primary care physician

Talk to a doctor anytime for free!

Teladoc.com
1-800-TELADOC (835-2362)



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How To Register For Teladoc

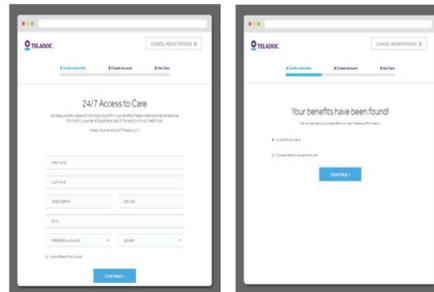
Registering for Teladoc is a quick and easy process. Once registered, you are four steps away from being well!



We suggest registering once you have access to the Teladoc service. Registration takes less than 10 minutes and saves vital time when you're not feeling well.

To register, follow these easy steps:

1. Go to Teladoc.com
2. Select *Set Up Account* and enter all required fields (Ex: First/Last Name, DOB, Zip, etc). When you're found, simply select your benefit provider (UMR). If you're not found, click on *Look me up using my health or insurance provider*. Search and highlight UMR. Once UMR is selected from the drop down, a field will appear to enter your *Insurance Card ID* information.



If you ever need help or have questions, you can call our call center 24/7/365 at 800-Teladoc (835-2362)

3. From there, the registration page will appear. You will be prompted to enter your basic information (Ex: Contact, Address, Login). Lastly, it will ask for you to electronically accept the terms, conditions, and privacy policy

4. After accepting the terms, you will then be presented with the option to complete your medical history, go to the home page to register eligible dependents, or perform any other account functions.

Helpful Hint: If scheduling a consult, have your credit card handy (if copy applies) and make sure your medical history is completed.

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. We will try our best to accommodate any work restrictions.
- 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

County Employee Assistance Program (EAP)

The Employee Assistance Program (EAP) does more than help employees solve problems. They also possess serious listening and empathy skills, and emotional support that offer relief from the anguish you may be feeling, caused by a life crisis, difficult time, or even grim personal circumstances. Don't dismiss asking the EAP for help, even if you believe "the EAP can do nothing to help me in this situation." Don't live in fear, lose sleep, feel physically ill, or experience a constant sense of foreboding doom by "going it alone." Instead, partner with the EAP for support that can help you through a difficult period.

The County's EAP program includes "confidential" assessment, referral and short-term counseling for all county employees and their immediate family members. Specialties include: interpersonal conflict, marital, child/adolescent issues, grief, trauma, mental illness, stress, work issues, alcohol/drug assessment, strategic/team planning, and more.

Immediate Phone Support - A counselor is available to talk immediately on the phone Monday-Friday, 9-5.

24/7 Answering Service - You'll never have to talk to a machine! A live person answers every call and can page an on-call crisis counselor any time of the day or night.

Don't hesitate to contact EAP at 800-540-3758 or eap@ascension.org.

There is no charge to County employees and their families.



*New health, new wellness, new life.
Wishing you a Happy New Year.*

2020 is here!

What's your New Year's resolution?

According to a national public poll, the top 10 New Year's Resolutions for 2020 are.....

- | | |
|--------------------------|--------------------------------|
| 1. Lose Weight | 6. Stop Smoking |
| 2. Improve your Finances | 7. Improve a Relationship |
| 3. Exercise | 8. Stop Procrastinating |
| 4. Eat Healthier | 9. Set aside time for yourself |
| 5. Manage Stress Better | 10. Save Money |

While not all these may be on your 2020 New Year's resolutions list, chances are that a couple of them are! If you've identified any as potential goals, ***your 2020 Marathon County Wellness Program can help you achieve them!***

Program results from the 2019 Wellness Program showed that ***393 employees earned 1,000 wellness points by successfully completed the Qualifier Package in 2019.*** These participants completed their biometric screenings, health assessment and two health coaching sessions plus a choice of educational and physical wellness activities throughout the year. *As a result, these employees earned a 5% savings on their 2020 Health Insurance Premiums! This equates to an annual savings of: \$425.52 (single plan), \$1,021.68 (Employee +1 plan), and \$1,200.24 (family plan)! Now that's an easy way to save money!*

Your Wellness Team strives to provide a variety of wellness activities that provides interest to everyone. Wellness is more than exercise and nutrition! It's about environmental, financial, mental, social, and mindful health! If you haven't participated in the Wellness Program before,

make it your New Year's resolution to join! Participating is easy! Just contact our Health Coach (Asia Bay) at

Health.Coach@co.marathon.wi.us to let her know you'd like to join and start watching for wellness announcements sent out by email.

Asia will set up your personal wellness portal that you will have access

to. If you participated in 2019, you don't need to do anything! Your personal wellness portal is already available for your use.



We hope you will consider participating in the 2020 Wellness Program.

Not only can the Program help achieve your 2020 New Year's goals, it can help you change your behavior and impact your well-being leading to a more "healthy you".

Wishing you a Healthy 2020 from your Marathon County Wellness Team



Did you know that the No. 1 cause of lung cancer outside of smoking is a radioactive gas, radon, that everyone breaths in every day? You cannot see, smell or touch radon but it can be very dangerous.

Radon is produced from a natural breakdown of uranium in soil, rock and water. The radioactive gas can enter any building through cracks in floors, walls, construction joints or gaps around service pipes, electrical wires and sump pits. The Environmental Protection Agency reports elevated levels of radon gas has been measured in every state and estimates that **one out of every 15 homes in America has elevated radon levels.** In Marathon County, 2 out of every 3 homes tested have elevated radon levels.



People who are exposed to elevated radon levels for a long period of time are susceptible to lung damage and lung cancer. Smokers who are exposed to elevated levels of radon gas have a 10 times higher risk of developing lung cancer according to the Centers for Disease Prevention and Control. Your chances of getting lung cancer from radon depends on how much radon is in your home, the amount of time you spend in your home, and whether you are a smoker or have ever smoked.



The County Wellness Team recognizes that Radon is an important wellness and safety topic that everyone should be aware of. You are invited to attend our first Lunch & Learn Wellness Presentation of 2020 that will focus on **“Radon Awareness”** presented by Sara Brown, Environmental Health Sanitarian - Marathon County Health Department. This presentation will cover important information that can protect you and your family! Learn more about what is radon, its health effects, how to test your home for radon, how to fix your home if you have high radon levels, and hear personal stories about individuals who have been diagnosed with lung cancer as result of radon exposure. Most importantly, radon kits will be available for purchase (\$8 cash/check/credit cards) after the presentation.

Please join us to learn more about this important safety/wellness topic. Wellness Program participants will earn 50 points for attending this session.*



**County Radon Safety
Lunch & Learn Wellness
Presentation
Tuesday, January 28, 2020
Noon – 1 pm
North Central Health Care – Theater
1100 Lake View Dr, Wausau**

This session will be recorded and available for viewing on the Wellness portal for those who cannot attend;

25 wellness points will be provided for viewing this recorded presentation



Cold Weather Exercise — By Sherry Gatewood

Employee Health & Wellness Center

1100 Lakeview Dr,
Wausau WI

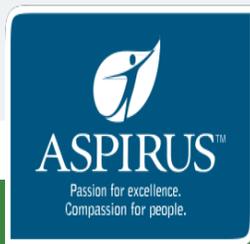
North Central Health Care
Campus, Door 25

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



This certainly has been a nice start for this Wisconsin winter. I hope this is not the “quiet before the storm”! Thankfully, we can get outside and enjoy the decent weather.

Outdoor activities can help boost our mood and energy to beat cabin fever. They also improve our immune system, heart health, sleep and overall fitness. However, there are risks for frostbite and hypothermia if not prepared to be outdoors.

It is important to prepare for outdoor activity by knowing the conditions outdoors and having appropriate, visible, waterproof cold weather gear. Dress in layers with materials that breathe and protect from moisture. Loss of body heat can lead to hypothermia. It can happen in mild temperatures but is more common in cold weather. When the body’s core temperature gets low enough, metabolic processes within the body stop working, the victim suffers cardiac arrest and dies. Shivering or diminished shivering in later stages, stumbling or decreased coordination, fatigue, drowsiness, impaired judgment, and lack of self-concern are signs of hypothermia. First aid for hypothermia includes moving to a warm, dry place, removing wet clothing, covering with warm blankets and providing warm fluids to drink. If someone is not responding to the treatment call for an ambulance.



The normal physiological response to maintaining body heat is that the blood vessels in the fingers and toes constrict in order to move blood to the core organs. The fingers and toes, ears, nose and cheeks are more at risk for frostbite. Wear a facemask or cover up with a hat and scarf if outdoors in cold temperatures below freezing for prolonged periods. Avoid tight clothing and constricting layers as this may cut off circulation and make the risk worse.



Before frostbite occurs, the fingers and toes may feel cold and tingly to numb. Frostbite occurs when there is damage to the skin. The fingers or toes may look waxy or blue and white. The digit may feel like it is missing and appear or feel hard like frozen tissue. If you suspect early signs of frostbite, get to a warm area and allow the skin to warm naturally with warm air. Use luke-warm water to re-warm frostbitten skin. Elevate the affected area and protect it from further injury. Do not put them in hot water as this may lead to a burn of the skin. Follow up with a healthcare provider.

Be informed, prepared, well dressed and enjoy the lovely Wisconsin outdoors.



Shoveling and Heart Attack — By Sherry Gatewood

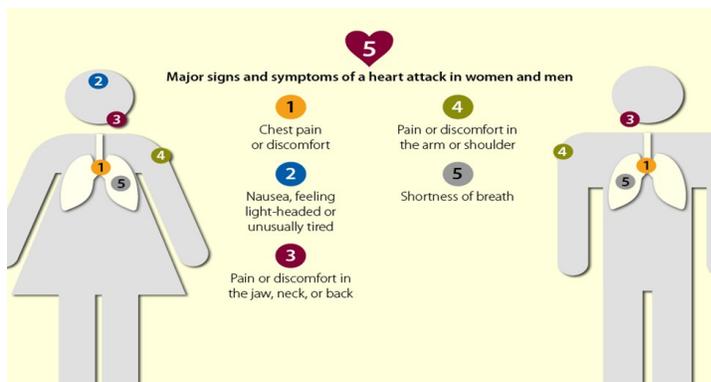
While most people won't have a problem, shoveling snow can be dangerous for those who have risks of heart attacks. Sudden exertion, like moving hundreds of pounds of snow after being sedentary for several months, can put a big strain on the heart. Pushing a heavy snow blower also can cause injury.

Cold weather can increase heart rate and blood pressure. It can make blood clot more easily and constrict arteries, which decreases blood supply. This is true even in healthy people. Individuals over the age of 40 or who are relatively inactive should be particularly careful.



Tips for shoveling snow:

- ◆ Give yourself a break. Take frequent rest breaks during shoveling so you don't over stress your heart. Pay attention to how your body feels during those breaks.
- ◆ Don't eat a heavy meal prior or soon after shoveling. Eating a large meal can put an extra load on your heart.
- ◆ Use a small shovel or consider a snow thrower. The act of lifting heavy snow can raise blood pressure acutely during the lift. It is safer to lift smaller amounts more times, than to lug a few huge shovelfuls of snow. When possible, simply push the snow.
- ◆ Learn the heart attack warning signs and listen to your body, but remember this: Even if you're not sure it's a heart attack, have it checked out (tell a doctor about your symptoms). Minutes matter! Fast action can save lives — maybe your own. Don't wait more than five minutes to call 9-1-1. [Click here for more information for warning signs of heart attack, stroke and cardiac arrest.](#)
- ◆ Don't drink alcoholic beverages before or immediately after shoveling. Alcohol may increase a person's sensation of warmth and may cause them to underestimate the extra strain their body is under in the cold.
- ◆ Be aware of the dangers of hypothermia. Heart failure causes most deaths in hypothermia. To prevent hypothermia, dress in layers of warm clothing, which traps air between layers forming a protective insulation.
- ◆ Wear a hat because much of your body's heat can be lost through your head
- ◆ Take care of yourself this winter. Avoid a back strain or a bulging a disk with proper lifting techniques using your legs and avoid throwing snow over the shoulder. When the body is twisting, the muscles that stabilize the back are not properly aligned for full force and can lead to a strain. Don't lift more than you can handle.
- ◆ Consult a doctor. If you have a medical condition, don't exercise on a regular basis or are middle aged or older, meet with your doctor prior to the next anticipated snowfall.



2019 Workplace United Way Giving Campaign

We are happy to share that Marathon County employees donated **over \$12,000** in this year's United Way Campaign. Your generous donations will be used to improve the health, education and financial stability of those in our community.



Reminder: If you made a donation of at least \$1 per week (\$52+ per year), you will automatically be entered to win a new Fiat Spider Convertible! The winner will be announced at the United Way Recognition Luncheon on January 29, 2020.

Thank you everyone for joining the fight to build a stronger community!

Big Shout Out To Joel Zawislan, Highway Department Employee

Joel won the Highway Department big buck pool. He donated his winnings to the Toys for Tots plus with his own money bought this bear and challenged all other Highway Department employees to donate to this cause. Joel said "no child should be without a toy on Christmas".

The Highway Department employees raised **over \$200** for the Toys for Tots! Way To Go!





The Highway Department Employees Rock

During the holiday season, the Highway Department Employees raised **\$450** for the “Men of Honor”

Ladies Holiday Christmas Party

The Judicial Assistants hosted this year’s Ladies Holiday Party on December 3, 2019, at Bunker’s in Wausau. 72 ladies from various County departments attended. We had cocktail hour and then dinner. Entertainment was provided by Hot Dog Entertainment which was an Improv Group. Raffles and drawings were done as well. The 50/50 raffle proceeds were donated to Sara’s Garden, as well as the proceeds from the 28 raffle baskets donated from individuals and various departments.



Sara’s Garden is a memorial to Attorney Sara Quirt-Sann, who was one of the four victims of the March 22, 2017 shooting. This charity meant a lot to us as a group, as the Judicial Assistants worked closely with Sara in our positions. Between the donation jar and proceeds from the 50/50 raffle (which the winner decided to donate her half back to the charity), we raised close to \$600 for Sara’s Garden. The Judicial Assistants will be presenting the proceeds to the Sara’s Garden Committee at their January Meeting. Thanks again to each and every one of you who donated to this cause. It meant a lot to us all, especially the Judicial Assistants!

A big “Thank You” to the Judicial Assistants for hosting the 2019 party!

Also a “Shout Out” to the ladies of ADRC-CW and Conservation Planning and Zoning who are already planning for 2020 festivities.



2020 GHT Challenges

**Save
the
Date**



Resolution Recharge

During this weight loss challenge, participants track their weight and those with the highest weight loss percentage are awarded prizes. Actual weights are not reported, only weight loss percentage.

Feb. 2-29, 2020

Watch for email blast from Health Coach for sign-up information

OR check out the GHT Website at <http://www.wcaght.org/>

No Change for Local Group Life Insurance Premium Rates

The Group Insurance Board has approved the Wisconsin Public Employer Group Life Insurance premium rates for local employees. Claims experience has been stable, resulting in no change to local employee premium rates for 2020. The spouse and dependent premium rates will remain at current levels.

Basic, Supplemental and Additional Insurance

Age	July 1, 2020 Rate per \$1,000
Under 30	\$0.05
30-34	\$0.06
35-39	\$0.07
40-44	\$0.08
45-49	\$0.12
50-54	\$0.22
55-59	\$0.39
60-64	\$0.49
65-69	\$0.57

Spouse and Dependent

Plan premiums will remain at \$1.75 per unit of coverage.

Questions Regarding Providers In the Aspirus Health Insurance Network Contact

Coalition Services

855-257-0192

<https://www.coalitionservices.com/>

Login: marathon

Password: county

COALITION SERVICES





2020 Retirement & Recognition Banquet

2020 Retirement and Recognition Banquet
will be held **Friday, April 24th, 2020**
at the Hilton Garden Inn, in Wausau

Invitations will be going out in February

**Entertainment Will Feature
Midwestern Comedian Tim Harmston**



City/County Information Technology Phishing Training In Progress Written By Gerald Klein

Phishing and spear phishing is one of the most common ways that computers get viruses and ransomware on them. While our security tools block many of these emails (as well as junk and spam), there's still a risk that some dangerous emails will get through. It's important that all of us know how to recognize phishing emails. The best practice for you is, once you recognize an email as phishing or spam, simply delete it without opening it. If you do open one of these emails, the MOST important thing is to not click on any link in it or open any attachment. Close it and block the sender (right click, select junk, block sender).

You might ask, "how would I know an email is phishing if I don't even open it?". That's a good question. Here's an example, suppose the Subject is, "Information about your BMO Harris account". Let's suppose that you do not have a BMO Harris bank account – This would be a good one to not even open and then, right click, Junk, Block Sender.

More training on how to recognize phishing is available on the Intranet. Go to CCITC, Documentation and Training, Cyber Security (<http://intranet/CCITC/DocumentationTraining/CyberSecurity.aspx>).

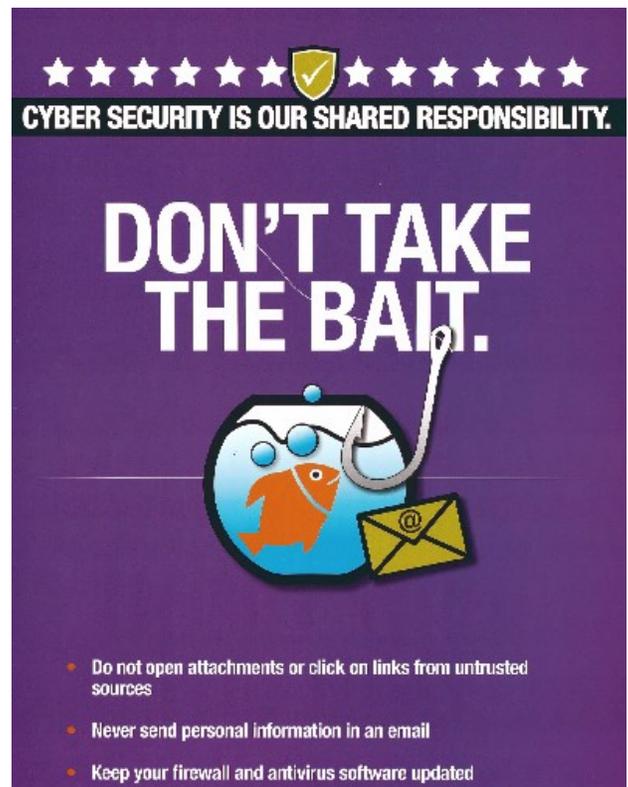
We have links to a variety of training material.

In the last two weeks, CCITC began using a new product to help teach all of us how to recognize phishing emails. This product is from InfoSec. The tool sends out fake phishing emails. If you accidentally opened one and clicked on it, you would have been taken to a white screen. Starting soon, the Email links when clicked on, will notify you that you just clicked a fake

email. You'll see our CCITC logo  as well as the name of your organization and it will recommend that you watch a short video training you on how to recognize phishing scams. Please DO take the training. It's only a few minutes long.

InfoSec has other training videos that we'll be making available on the Intranet. Our goal in this is to educate all of us on how to recognize phishing and spear phishing scam emails to better protect our critical information systems.

One last note, if you do accidentally open a real phishing email (not the InfoSec tests) and click on anything in it, please call the helpdesk and ask them to help you run a local virus scan. A helpdesk person can remote into your computer and run a Trend Micro scan of your computer.



Welcome To The Team!



Started Nov 4, 2019

Left To Right:

Seth Schulz, Public Health Professional, Health

Nathan Frodl, Maintenance Specialist, Parks
Recreation Forestry

Leah Griesbach, Social Services Coordinator, Social
Services



Started Nov 17 or 18, 2019

Back Row Left To Right:

Eric Samuels, Maintenance Technician, Highway

Lucas Strick, Maintenance Technician, Highway

Front Row Left to Right:

Lisa Miramontes, Corrections Specialist, Sheriff's

Heather Zunker, Administrative Specialist, County Clerk

Sarah Sisler-Linder, Administrative Specialist, Register of
Deeds



Started Dec 2, 2019;

Jason Yang, Social Services Professional, Social Services



Started On Dec 2, 2019

Paul Simmonds, PC Technician, CCITC

Started Dec 16, 2019 — Left To Right:

Rebecca Porter, Social Services Professional, Social
Services

Rolly Lee, Maintenance Specialist, Highway

David Trombley, Operations & Maintenance
Supervisor, CW Airport





Continued

Started On Dec 16, 2019

Bryan Johnson, IT Analyst, CCITC



Not Pictured Started On Dec 17, 2019

Aandrea Mett, Public Health Assistant, ADRC-CW

Started Dec 23, 29, or 30, 2019

Left To Right:

Ryan Miller, Waste Management Specialist, Solid Waste

John Peralta, Senior Maintenance Specialist, Solid Waste

Edward Bauknecht, Deputy III, Sheriff 's Office

Scott Schlei, Deputy III, Sheriff's Office

Benjamin Krautkramer, Assistant Park & Recreation Manager, Parks Recreation Forestry

Shoua Lor, Social Services Coordinator, Social Services



Started Dec 31, 2019;

Aaron Galindo, Deputy I, Sheriff's Office



Wellness Success Story From A County Employee

Over the past several years, I have experienced increasing demands on my personal time related to my children becoming more involved in activities, having increased homework, trying to manage a full time job, as well as, keep a household running. I've also had increasing time commitments with my aging parents. During this time I've been especially aware that my stress level has increased while my patience in all aspects of my life has decreased yet I often felt powerless to change this. I felt that time was always my enemy as there wasn't enough of it in the day.



Through the Wellness program and attempting to set goals, I've always felt that I needed to focus on exercise - the logical part of my brain knows that it relieves stress as well as helps to maintain or shed weight. However, the stressed part of my brain always found this to be yet another stressor - yet another task to fit into days that already don't have enough hours. Sitting down at the health coaching sessions and discussing my frustrations with Asia, I was able to reconsider the fact that maybe my goal needed to be setting aside time for myself. Time to breath, think, not think. . . just be. If that time includes exercising, all the better. For now, I just need to be aware that I need moments that are mine.

Congratulations On Recent Promotions & Transfer!

November 4, 2019

Eric Olson, Transferred to Waste Management Specialist to Landfill Gas Technician/Waste Management Specialist, Solid Waste Department

November 18, 2019

Craig Sankey, Promoted From Social Work Professional to Social Services Manager, Social Services Department

December 16, 2019

Hannah Larkin-Roelse, Promoted From Administrative Specialist to Social Services Professional, ADRC-CW

December 30, 2019

Katelyn Lillie, Transferred From Social Services Coordinator in Economic Support to Child Support Divisions, Social Services Department

Wellness Success Stories From County Employees

When Marathon County first started the wellness program, I was taking a medicine to lower my cholesterol. I made some life decisions and talked with Asia about my goals. I made goals to lower my cholesterol and completely get off the cholesterol medicine and exercise at least 4 times a week. I started packing meals instead of going out to eat. After about 8 months, I redid my labs and my doctor stated that my cholesterol had fallen a significant number of points. After a couple of more months, the doctor stated that I could stop taking the cholesterol medicine all together. Today I am off and I will hopefully stay off the medication. Remember it's a process and takes time to see results.



And Finally Here Is Another One:

CONQUERING WELLNESS
AT WORK



I really value the Marathon County Health and Wellness Program because it helps me stay accountable and keeps me on track health-wise. When I received the results from my biometric screening in the spring of 2018, I saw that some of my levels had gone up quite a bit from the previous year.

Seeing the hard data of these results really sparked an instant desire in me to break my bad habits and improve my results in 2019 (which, I'm happy to report, I was able to do!) Without the biometric screening and our employee wellness program, I would not have seen these results and known I had to improve them. Through the water tracking challenge and other initiatives, I've now established some good routines that I hope to keep up so that my results are even better in 2020!

Service Anniversaries In January & February

45, 40 & 35 Years Of Service

None



30 Years Of Service

Scott Corbett, Corporation Counsel, 1/3/1990,
Corporation Counsel Office

Missed in Sept/Oct Newsletter

Jeanne Cline, Library Specialist, 10/24/1989,
Library

10 Years Of Service

Melissa Moore, Public Health Professional,
1/1/2010, Health Department

Jennifer Pieper, Social Services Coordinator,
1/11/2010, Social Services

25 Years Of Service

Cheryl Kuehn, Law Enforcement & Corrections
Specialist, 2/10/1995, Sheriff's Office

5 Years Of Service

Charles Jones, Law Enforcement & Corrections
Analyst, 1/5/2015, District Attorney's Office

Sarah Lechleitner, Administrative Specialist,
1/5/2015, Sheriff's Office

Kassidi Wood, Administrative Specialist
1/5/2015, Clerk of Courts

Lorraine Zamzow, Law Enforcement &
Corrections Specialist, 1/5/2015, Sheriff's Office

Tammy Borchardt, Public Health Professional,
1/19/2015, Health

Steven Cherek, Accounting Specialist,
1/19/2015, Treasurer's Office

Amy Rieck, Administrative Specialist, 2/2/2015,
Clerk of Courts

Melissa Ver Velde, Social Services Professional,
2/16/2015, Social Services

20 Years Of Service

Kathy Case, Administrative Specialist, 1/1/2000,
ADRC-CW

Jane Erdman, Administrative Assistant,
1/3/2000, Treasurer's Office

Nancy Solberg, Executive Administrative
Coordinator, 1/3/2000, District Attorney's Office

Jane Reilly-Smith, Social Services Professional,
1/31/2000, ADRC-CW

Marshall Schjoneman, Lieutenant, 1/31/2000,
Sheriff's Office

15 Years Of Service

Camille Borski, Administrative Specialist,
1/3/2005, Social Services

Renee Oakes, Administrative Specialist,
1/10/2005, Sheriff's Office

Jeffrey Stefonek, Lieutenant, 2/14/2005,
Sheriff's Office



Tips and Tricks to Become a Master of Microsoft Word
Submitted By Sharon Hernandez



1. Copy, paste, and cut with keyboard shortcuts.

Ask anyone who knows these shortcuts — **Ctrl + C to copy, Ctrl + V to paste, and Ctrl + X to cut** — and they will testify to their critical timesaving nature. Master these three basic commands first and you'll find yourself zooming through document creation at surprising speeds.

2. Delete entire words at a time.

This is an easy one you may not know about: instead of slowly pecking at the keyboard to delete text, or holding down **Backspace** to eliminate words or entire sentences, press **Ctrl+Backspace** with the cursor placed after a word you want to erase a word at a time, making a tedious task much easier.

3. Use multiple clicks to select chunks of copy.

Rather than employing the tedious drag and highlight method, you can use your mouse to select chunks of copy: double-click over a word to highlight it or triple-click to highlight an entire sentence or section.

4. Quickly insert links into a document.

Similar to the copy / paste / cut commands, learning the keyboard shortcut for adding web links to a document — **Ctrl + K** — will save lots of time and quickly become one of the sharpest tools in your kit.

5. Find any word you want quickly and easily.

Instead of using your mouse to navigate to the **Find** command, click **Ctrl + F** to either open the window in older versions of Word, or move the cursor automatically to the **Search in Document** menu that always appears in the toolbar in newer versions.

Finally One More Wellness Success Story

I previously lacked motivation to stick to an exercise routine, and almost always ate poorly on the weekends. Having incentives of the wellness program has helped me stick to a routine and make mindful eating choices throughout the entire week, including meal and snack prepping for the week. I feel healthier and no longer worry about a number on the scale. I have made progress in my running times and can tell I am in better shape. It has inspired me to set additional fitness goals.

GHT Trust 3 for 3 Challenge Results

The WCA Group Health Trust 3 for 3 Challenge has now concluded. This final GHT Challenge of the year offered GHT members the opportunity to practice healthy living habits while also assisting their local food pantry.

County employees had 41 participants and raised \$610 for the local food pantries.

Way To Go County Employees!

Article Deadline for the March-April Employee Newsletter

**Monday
February 17, 2019**

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

sharon.hernandez@co.marathon.wi.us



Marathon County Employees & Families Are Invited To A



“NIGHT OF TUBING” At SYLVAN TUBING HILL - 1329 Sylvan St, Wausau SUNDAY, JANUARY 19, 2020, 6:00 PM – 9:00 PM

*For The First 250 Total People Who Plan To Tube
And Their Signed Registration Slips Are Received In Administration
We Will Let Departments Know When We Reach 250*

The County Association is sponsoring a **“Night of Tubing”** for Marathon County employees and families “free of charge”! There will be concessions available for purchase in the Chalet: hot dogs, pizza, nachos, soft pretzels, chips, candy and granola bars, hot chocolate, coffee, soda, water, and more.

Inner tubes are provided at the hill, which has a tow system to pull you back up to the top again and again! NO personal equipment such as skis, snowboards, saucers, sleds, plastic flyers or inflatables are allowed. All people tubing **Must Be 42” Or Taller** in order to tube. NO double-riding, one rider per tube, NO sitting on a parent’s lap – 42” is firm!

We need an approximate count for the Parks Department so they are able to provide enough food for concessions (**special dietary carry-ins allowed only**). See instructions below.

Check-In At Chalet Is Required!

Everyone Who Attends Must Have A Signed Waiver On File

**Return The Completed Registration & Waiver Form Found On The
Following Page To [Riley Dillon, Employee Resources](#)
By 4:30 PM On Thursday, January 16, 2020**

Registration Form On Next Page

Night Of Tubing Registration & Waiver Form

Employee Name (Please Print)

Department / Retiree

Phone Number

I will attend the January 19, 2020, "**Night of Tubing**" and will be bringing the following guests:

Total Number Attending The Event: _____

Number Tubing

Number Not Tubing

42" up to age 13 _____

Up to age 13 _____

Age 14 and over _____

Age 14 and over _____



All Attendees 18 Years Or Older Must Sign The Below Waiver Form
Any Attendee(s) Under 18 Years Old Must Have
Their Parent Or Legal Guardian Sign The Below Waiver

Please read and sign the waiver:

If additional space is needed, add to bottom of form or use additional registration sheet.

I am voluntarily participating in this event and agree to indemnify and hold harmless the City of Wausau and Marathon County from any and all liability from claims of bodily injury, property damage, death or from any other nature whatsoever arising from this event/activity, or from the use of Wausau or Marathon County properties and equipment.

Attendee Name (Print)	Employ- ee OR Guest	Under 18	Attendee's Signa- ture If 18 Years Or Older	Parent Or Legal Guardian Signature If Under 18
	E / G	Yes / No		
	E / G	Yes / No		
	E / G	Yes / No		
	E / G	Yes / No		
	E / G	Yes / No		
	E / G	Yes / No		
	E / G	Yes / No		

Return The Completed Registration & Waiver Form
To Riley Dillion, Employee Resources
By 4:30 PM On January 16, 2020
EMAIL: riley.dillon@co.marathon.wi.us
FAX: 715-261-4173

All Attendees Must Complete A Waiver Form

Questions? Call Sharon Hernandez at 261-1457