2020 — A Year Like No Other

Without question, 2020 has been a year like no other.

Collectively last year, we battled against a worldwide pandemic. Locally, nationally, and globally, there was a shared purpose in overcoming this considerable challenge. Marathon County employees adapted to these challenging times.

We are built on a mission to help those around us. Whether you work at our Airport or in Zoning, and anything in between, we all work in pursuit of the vision of making Marathon County the Healthiest, Safest, and Most Prosperous county in the State of Wisconsin. Every day, across our organization, each of you make a difference in the lives of people in Marathon County through what you do at work and through what you do outside of it.

Core Value Award Recipients

Marathon County Health Department was selected as a 2020 Role Model for Marathon County Government by demonstrating exemplary behaviors in Service, Integrity, Quality, Diversity, Shared Purpose and Stewardship of Resources.

The Health Department faced numerous challenges in 2020. However, their successes were a direct result of the department keeping their core values in the forefront, which influenced their choices and actions they made on a daily basis.

We received four awesome Core Value nominations for Health Department employees. Ten employees were specifically nominated as well as one nomination which recognized the collective effort of the entire Health Department Team. We agree that the entire Health Department, including the temporary employees doing the important contract tracing work, deserve a “shout out” and recognition for exemplifying the best in our Marathon County Core Values as they continue responding to the COVID-19 pandemic!
Core Value Award Recipients Continued

The Health Department was nominated by Jenna Flynn. She recognized her colleagues and the department’s behaviors by making the following statement:

During the COVID-19 response, the staff here have went above and beyond to uphold the county core values. Not just one staff member, but everyone in this entire department has done their part in some way, shape, or form. Staff have assisted the community to connect people to resources and special outreach to populations of focus (Diversity). We’ve practiced integrity by working with positive cases, close contacts, businesses, and the general public to follow the delivery guidance provided to us by the Department of Health Services and Centers for Disease Control and Prevention (Integrity). The systems and resources that have been put together for the public have been exemplary (Quality). Many staff have worked long hours and weekends responding to numerous media requests, emails, and questions from the community (Service). We have worked tirelessly not just as teams, but as a department to address this response (Shared Purpose). Lastly, additional funding has been secured in order to continue addressing the COVID-19 pandemic and many things and operations have been changed in order to...

Health Department Staff and Contact Tracers

City of Wausau / Marathon County Parks Recreation Forestry—Ice Rink Team

The Ice Rink Team was nominated by Ben Krautkramer who said that the with the ice season set to start Monday, September 21, 2020 and mechanical projects being delayed this team stepped up to the plate and worked extensive hours to make sure the ice rink would be usable by the September 21st deadline for the Wausau Riverwolves morning practice. Everyone from the technicians who worked after-hours to complete the compressor project to the group who worked around the clock to paint and flood the rink, did an amazing job of going above and beyond for the betterment of the department. Overall this team was able to go from concrete to skateable ice in three days, which is absolutely outstanding.

City of Wausau / Marathon County Parks Recreation Forestry—Ice Rink Team
Core Value Award Recipients—Continued

**Coleen Krasowski, Social Services** — Coleen was nominated by Stacey Spencer and she wrote: Coleen shows **diversity** by taking others ideas and thoughts into consideration even if they aren’t the same as yours. IF something is brought to her attention, she logically thinks through it with the employee and walks through weighing out the pros and cons and is always up for a change that could better our processes. She doesn’t say that’s how it’s always been done. She welcomes new ideas.

Coleen has so much **integrity** — she is very respectful of everyone and is very open and honest even when it is a difficult management position she may be in. Coleen provides **quality and service** to our internal and external customers on a daily basis. She is always there when her coworkers need her help and willing to lend a hand and go above-and-beyond. As far as external customers, we had our 2019 audit and due to COVID, we completed the entire audit virtually. This was challenging with having paper files and some employees in the office and some employees working from home. We all worked together efficiently to accomplish all of the auditors needs in a timely manner. Even on her days off, she would be willing to help and welcomed a phone call, if we needed help with questions and concerns. She is a wonderful leader and teammate. **Shared purpose**—I think this is the biggest one. She leads our team and has had many challenges with being short staffed, working long hours, training new employees, scheduling around everyone’s life and COVID. She has

**Sharon Hernandez, Employee Resources Department** — Sharon Hernandez exemplifies our core value of **Shared Purpose** in her work in keeping our workplace as safe as possible from the COVID pandemic. Sharon has taken the lead role in dealing with employees who have been infected with, or exposed to, COVID-19. She has kept her Department Head informed and made the tough calls to restrict employees from the workplace. She does a superb job of informing employees of numerous leave options. She has done this all with integrity and compassion. Joan Theurer, Eileen Eckardt, Rebecca Mroczenski, and Rachel Klemp-North were tremendous resource to Sharon over the past several months as we have learned more and more about COVID-19. Their patience and responsiveness to Sharon’s and Employee Resources staff questions regarding specific situations relating to COVID-19 has enabled us to act swiftly to better protect our employees and the public. At times the volume and emotions involved in this work can be overwhelming. Sharon has certainly gone above and beyond what is called exceptional!
Core Value Award Recipients—Continued

Craig Panzer, City County Informational Technology Commission (CCITC)

Craig Panzer was nominated by Vicki Tylka, Julia Wicke, Nelson Pasha and the rest of the Social Services Department Staff. Craig demonstrated an outstanding level of service during 2020 in regards to replacing computer equipment to get the majority of our 120+ staff at Social Services equipped and trained to work from home due to the COVID pandemic. Because we needed to make changes quickly, Craig first assisted in preparing, providing, and training staff with loaner computer laptops and accessories while we waited for our new equipment to be delivered. When updated equipment was then available, Craig prepared each staff member again with their new setup. We valued Craig’s input on recommendations on the types and quantities of equipment needed to meet business needs for staff working in the office, and staff working from their homes. While Craig was on-site completing an computer install, he would always be available to assist others in answering/troubleshooting technology issues and provide in the moment training making everyone feel very comfortable in asking him and learning from him. Craig is a role model in delivering competent professional service. Social Services is very appreciative to be a recipient of those exceptional services! Craig, you really made a positive difference.

Other Core Value Recipients in 2020

Heather Wilde, Administrative Coordinator, Library
Diana Christiansen, Corrections Specialist, Sheriff’s Office
Sheng Lao, Corrections Specialist, Sheriff’s Office
Stephanie Martell, Library Assistant, Library

County Administrator Lance Leonhard quoted: “While there are undoubtedly additional challenges ahead of us, COVID-19 related and otherwise, the resilience that you, MARATHON COUNTY EMPLOYEES, have all shown, demonstrates that we will continue to persevere and thrive. Thank you again for all of your continued efforts to serve our community and your fellow coworkers.”
Molly Lawrence
Wisconsin District Attorney’s Association
Prosecutor of the Year

Across Wisconsin’s seventy-two counties there are more than 400 criminal prosecutors that work every day to advocate for justice. Each year, the Wisconsin District Attorneys’ Association recognizes three prosecutors (a District Attorney, a Deputy District Attorney, and an Assistant District Attorney) as its “Prosecutor of the Year.”

In 2020, Marathon County’s own Molly Lawrence received the Deputy District Attorney of the Year award.

Anyone that knows Molly knows she is deserving of this great honor. Her nomination—a authored by her colleagues, her supervisor, and community stakeholders—summed it up perfectly.

She is a selfless, gifted prosecutor who is dedicated to the betterment of her staff and justice for victims. On top of that, Molly is incredibly generous, good-natured, and kind. She sets a standard for new prosecutors to follow that demands attention to detail, thoughtful litigation, and a belief in doing the right thing – even when it is the hard thing.

Congratulations to Molly—and her family—for this well-deserved recognition!

Core Value Nominations

As a reminder, employees may submit Core Value nominations at any time throughout the year!

When you see your co-worker or a team who exhibit the exemplary behavior consistent with the County’s Core Values that is above and beyond their normal job duties, complete the “Role Model Of Our Core Values Nomination Form”.

The nomination form is located on the County’s Website, under Employee Resources Department OR Click here for nomination form — electronic or paper form available. Nominations are submitted to Toshia Ranallo, County Administration.

March April Newsletter
Article deadline
Monday, February 15, 2021
Submit To:
Sharon Hernandez
Employee Resources Department
Ext 1457
sharon.hernandez@co.marathon.wi.us
**COVID Vaccine Rollout Information**

The development of a vaccine marked a monumental milestone in the pandemic. While the vaccine rollout is underway, supplies remain limited, and our State partners continue to develop details regarding the rollout process. Generally speaking, the vaccine rollout in the State of Wisconsin is being conducted in a series of phases. The specific employees that will qualify within any specific phase of distribution is being determined first and foremost by the State of Wisconsin. Based on their guidance, our Employee Resources staff will work with Department Heads and the Health Officer to promptly identify and inform employees that become eligible based on their job duties. A general description of the phases, and how to schedule an appointment when you are eligible, is available at our Health Department website - [https://www.co.marathon.wi.us/Departments/HealthDepartment/COVID19/VaccineInformation.aspx](https://www.co.marathon.wi.us/Departments/HealthDepartment/COVID19/VaccineInformation.aspx)

At this time, the State of Wisconsin is transitioning from Phase 1A to a limited distribution in Phase 1B to law enforcement and fire personnel. *Rest assured that all Marathon County employees that we have determined fit within Phase 1A and the limited Phase 1B group have been informed that they are eligible to schedule a vaccination.* The State of Wisconsin is still working to define who qualifies as "essential workers" under Phase 1B. That said, we do anticipate that some of our staff will qualify under the State’s definition.

Our team is committed to advising staff as promptly as we can of their eligibility for the vaccine as we progress through the rollout phases. We appreciate your patience and integrity in this process.

While the vaccine is not mandatory, our goal is to ensure that everyone on our team that wants a vaccine has the opportunity to receive a vaccine when they are eligible under the rollout plan. To make this process as easy as possible our team wants to inform you of the following:

- **Paid Time to receive the vaccine** - Marathon County Employees can use up to ½ hour (30 minutes) of paid, worktime to receive their vaccine if they receive their vaccine during their normal work hours. However, given the variability with respect to vaccine availability, after registering for a vaccine you may be called with very short notice to appear at the provider, which could include evenings and weekends. If you receive the vaccine outside of your normal work hours it will be non-paid, non-work time. Similarly, you will not be able to use paid time to get your vaccine if you are not receiving vaccine based on the work-related prioritization we are putting in place.

- **Wellness Incentive** – employees who participate in our Wellness Program and receive the vaccine will receive 400 points toward the program.

- **Work with your Supervisor to schedule your vaccine** - Because it is possible that you may develop mild symptoms after receiving the vaccine, we encourage staff to work with their supervisors and colleagues to stagger requests for appointments. This ensures sufficient staffing in the event you need to remain home due to potential side effects of the vaccine.

- **Masking, Social Distancing, etc.** – it is important that everyone, even those that are vaccinated or have recovered from COVID-19, continue to practice prevention strategies – wear a mask, social distance, wash hands often, and avoid unnecessary travel and gatherings.

We understand that you have more questions and we are currently creating a Frequently Asked Questions (FAQ) document that we intend to release in the coming days. If after receiving that FAQ document you have any questions or concerns, please do not hesitate to contact the Employee Resources Department.

If you have not heard, the Federal Government’s Families First Coronavirus Relief Act expired December 31, 2020. However, Marathon County is providing an Emergency Paid Sick Leave benefit for COVID-19 through July 24, 2021. Details can be found in our Employment Policy Regarding Coronavirus [https://www.co.marathon.wi.us/Portals/0/Departments/PER/Documents/COVID19_Policy.pdf](https://www.co.marathon.wi.us/Portals/0/Departments/PER/Documents/COVID19_Policy.pdf)

Please continue informing Sharon Hernandez X 1457 in Employee Resources of any employee absences due to illness or COVID.
**January is National Radon Action Month**

Radon is a natural gas that comes from the ground. If your house is near an area with radon, it can enter your home through tiny cracks in your basement floor. Pick up a radon test kit to learn about the radon level in your home! [Click here for more information](http://www.co.marathon.wi.us/.../RadonTestKitPayment.aspx)

Did you know you can purchase a radon test kit through the Marathon County Health Department website? [Click here for the “2021 Participant Packet”](http://www.co.marathon.wi.us/.../RadonTestKitPayment.aspx) that includes an overview of the day plus description for each session and links to materials as well join.

[Click here for “Learning Tool Idea Catcher”](http://www.co.marathon.wi.us/.../RadonTestKitPayment.aspx) that is an optional document that you can utilize to enhance your learning throughout the day.

[Click here for “WebEx Troubleshooting Guide”](http://www.co.marathon.wi.us/.../RadonTestKitPayment.aspx) that shares helpful tips to navigate issues commonly encountered in WebEx.

**Hope To See You All Virtually On Monday, January 18, 2021**

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**Martin Luther King Jr. “Day On” — Monday, January 18, 2021**

The MLK Jr. Day-On event demonstrates our commitment to professional development and the County Board’s understanding that for us to do our best work serving our community, we need to take time together to learn and challenge ourselves. It is a day dedicated to learning how we as an organization and as individuals can better serve our community and better exemplify the County’s core value of Diversity.

The 4th Annual MLK Jr. Day-On will be held virtually by WebEx sessions in order to continue doing our part to keep staff and our community healthy during the pandemic. To make as many opportunities available as possible, some sessions will also be recorded for viewing at a later date.

You can join a WebEx without establishing a VPN connection.

[Click here for the “2021 Participant Packet”](http://www.co.marathon.wi.us/.../RadonTestKitPayment.aspx) that includes an overview of the day plus description for each session and links to materials as well join.

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**Hope To See You All Virtually On Monday, January 18, 2021**
Verify Your Address

If you have not done this recently, review your most recent pay stub and check that we have your current address.

This address is used for mailing many tax forms and required notices to your home address.

We ask that you verify your address NOW to ensure you receive the required correspondence without delay.

If you do need to update your address or change addresses in the future, please contact your Department Payroll Representative and ask them to report your change of address to the Finance and Employee Resources Department. The Form should be emailed to Payrollquestions@co.marathon.wi.us and glen.aldrich@co.marathon.wi.us.

Marathon County to Boost Public Library Wi-Fi Signal With CARES Act Funding

With limited access to the libraries and an increasing need for internet access due to the pandemic, Marathon County will use federal funding to increase the strength of its Wi-Fi signals, which will result in faster download and upload speeds for patrons using their own devices while parked outside area libraries when they are closed.

“City Kid” Bill Conway Delights in Asserting Himself on the County Board

Bill Conway is serving on the Marathon County Board of Supervisors for the first time, although he and his family have served others in their community for decades.

Wisconsin Central Time NEWS caught up with Conway via a virtual chat to learn more about his life, his family, his political and social positions, and his interest in viewing County Government through a human services lens.
Winter Safety Tips and Tricks

With winter quickly approaching, it's a perfect time to prepare employees for icy conditions. Let's prevent accidental slips, trips and falls from the Wisconsin ice and snow, and safely operate winter-specific equipment, so all employees can make it home.

'Walk Like A Penguin'

To prevent falling during slippery conditions try to 'walk like a penguin' by:
- Wearing treaded footwear that provides traction. Bring shoes to change into once inside
- Point arms down at an angle and feet slightly outward
- Do not place hands in pockets and limit what you carry to provide better balance
- Keep knees slightly bent and center of gravity over your front leg
- Take slow, short steps or shuffle to increase traction

When at Home

- To prevent shoveling injuries, try pushing the snow with short strokes instead of lifting. Use your legs and not your lower back to move the shovel
- Sprinkle non-clumping cat litter or sand on icy patches for better traction and salt for melting ice

Snow blowers commonly cause lacerations or amputations when operators try to clear snow from the discharge chute or debris from the auger/collectors.
- Turn off Engine (unplug electric models)
- Wait for all moving parts to stop
- Use snow clean-out tool or broom handle to remove clogs
- NEVER place hands or feet near auger/impeller or in the discharge chute

Traveling

Share the road with snowplows and remember to:
- Be patient, snowplows are working to improve road conditions
- Stay back at least 200 feet
- Stay alert for frequent turns, exiting and driving over centerlines
- Slow down to a safe speed for icy and snowy conditions

Other tips to remember while driving:
- Clear snow and ice from your vehicle's windows, front and rear lights, roof and hood
- Allow extra time and following distance. Most crashes are due to vehicles going too fast for existing conditions
- Keep a safe distance behind large trucks as they may block the view of the road and pieces of ice may blow off the top of commercial trucks
- Remember bridges and overpasses can be slippery, even if adjacent roads are in good condition

Salt Truck Auger Safety

Worker's hands and clothing can be caught by unguarded, rotating machinery leading to serious injuries or death.

Snowplow Drivers Die When Caught in Auger of Salt Spreader:
- December 2004: Driver died after his clothing became entwined around a rotary auger in the dump body when trying to free ice or salt clumps from the auger
- November 2010: Driver died while servicing a salt spreader truck and became entangled in the auger
- February 2018: Worker died after he climbed into the dump truck bed carrying salt and slipped into the auger

Recommended Safe Practices:
- Keep guards on all rotating machinery
- Stop all motion before maintenance or clearing jams: powertrain shafts, conveyor belts, augers
- Ensure workers are trained to recognize hazards associated with working around exposed rotating parts
- Implement an effective Lockout Tagout program that identifies and addresses the hazards associated with rotary machine parts and includes all the manufacturer's recommendations for safe machine handling
- Inspect equipment after maintenance procedures to ensure guards are replaced before equipment is operable
Tips To Get Ready for the Cold

Here are some actions you can take to ensure winter work is safely completed:

- Cover as much of your skin as possible by wearing gloves, a hat or hood, a scarf, and other clothing if necessary. Make sure to protect your ears, face, hands, and feet.
- Wear waterproof, insulated boots and warm socks. Footwear should have good grip/tread when walking outside.
- If you can, wear mittens rather than gloves because they keep your hands warmer.
- Dress in several layers of loose, warm clothing, and choose synthetic materials or wool over cotton.
- If clothing becomes wet, remove it and change into dry clothing as soon as possible.
- Avoid touching cold metal surfaces with bare skin.
- Consume warm foods and drinks, but avoid caffeine.
- If possible, avoid activities that lead to heavy sweating.
- Take periodic breaks in a warm, sheltered area.

If you will be outside working in the cold—whether you are working for the County or clearing snow from your own driveway—it’s imperative that you understand the hazards of extreme cold and take steps to protect yourself from frostbite and hypothermia.

Frostbite and Hypothermia

Frostbite happens when skin freezes from exposure to severe cold or contact with very cold objects, damaging skin and blood vessels. Extremities such as fingers, toes, cheeks, nose, and ears, are most likely to be affected by frostbite. In severe cases, frostbite causes tissue death, which can require amputation or lead to a loss of function in a body part.

Frostbite is characterized by numbness, tingling, stinging, or aching sensations in the affected body part. The skin may be waxy or white in color; in severe cases, these symptoms can be followed by heat, redness, swelling, blistering, and a color change in the skin to red and then black.

To treat frostbite, follow these do’s and don’ts:

- **DO** warm the frostbitten parts gradually with body heat.
- **DON’T** heat the skin suddenly using extremely hot water, a fireplace, or other high-heat sources.
- **DON’T** rub the frostbitten area. This can cause more damage.
- **DO** use warm (not hot) water between 102 and 110 degrees Fahrenheit to warm the frostbitten body part.
- **DO** apply a sterile dressing to blisters.
- **DO** get medical attention for severe cases of frostbite.

Hypothermia occurs when the body temperature falls below 96 degrees Fahrenheit. In mild cases, a victim may shiver uncontrollably, and his or her lips and fingers may turn blue. If mild hypothermia isn’t treated, the victim may become confused and disoriented, heart rate and breathing will slow down, and speech may be slurred. In severe cases, a victim may lose consciousness, and his or her heart rate may be so slow that it is difficult to find a pulse. Immediate medical attention is necessary in these cases.

Medical help should be sought for all cases of hypothermia, even mild ones.
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
sharon.hernandez@co.marathon.wi.us

Top 3 Tips For Preventing Back Injuries

1. **Proper Lifting Techniques:** When your job requires you to lift or carry a heavy object, lift with your knees and tighten your core muscles.

2. **Make Exercise Part Of Your Daily Routine:** It’s important to keep an ideal healthy body weight to keep the minimum amount of stress off your back.

3. **Listen To Your Body:** If you are required to lift heavy objects and feel that you honestly cannot lift a certain object, ask for help.
New ID Cards have been mailed to everyone enrolled in the Health Benefit Plan. The cards reflect the new UHC Choice Plus Network and the new Pharmacy Benefit Manager, CVS – Caremark.

Please report any errors on your ID Card to:

Glen Aldrich, Employee Resources
715-261-1180
glen.aldrich@co.marathon.wi.us

Along with the new year comes changes to benefit deductions. This is a reminder for everyone to review your paystub and ensure all earnings and deductions are accurate.

### Monthly Health Premiums

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<th>Employee + 1</th>
<th>With Wellness Incentive</th>
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<td>$113.32/$75.56</td>
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*Employee contribution is 15% of the total premium or 10% with Wellness Incentive

### Monthly Dental Premiums

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*Employee contribution is 50% of the total premium
Find a provider

Finding a network provider on umr.com has never been easier

1. Go to umr.com and select “Find a provider”
2. Search for UnitedHealthcare Choice Plus Network using our alphabet navigation or type UnitedHealthcare Choice Plus into the search box

For medical providers, choose Search for a medical provider. For behavioral health providers (including counseling and substance abuse) select View directory of behavioral health providers.

Remember:
Get the most from your benefit plan - use participating network health care providers whenever possible.

UnitedHealthcare Choice Plus:
The UnitedHealthcare online provider directories include network hospitals, primary physicians and specialists. The following information is available:

- Provider name, address and phone number
- Hospital affiliation
- Board certification
- UnitedHealthcare Premium® Quality & Cost Efficiency designations that highlight physicians by quality of care and cost standards in their specialty
- Provider ID number
- Office language capabilities (English, Spanish, etc.)
- Map and directions to each office
Memories in the making

Trust in us for knowledge and support on your journey to motherhood

Whether you are considering having a baby or are already expecting, UMR Maternity Management can teach you how to reduce your risk of complications and prepare you to have a successful, full-term pregnancy and a healthy baby.

How it works?
Healthier women are more likely to have healthy babies. If you are thinking about starting a family, our experienced OB/GYN nurses will help you understand your personal health risks and empower you to take action before you become pregnant. When the time arrives, our registered nurses will support you with timely prenatal education and follow-up calls, and will refer you to case management if a serious condition arises. Your nurse coach will call you each trimester during your pregnancy and once after your baby is born.

If you are pregnant and are identified as high-risk, a nurse case manager will monitor your condition and work to reduce your claims costs throughout your pregnancy and the post-delivery period.

You can self-enroll in maternity management or pre-pregnancy coaching, or you’ll be contacted and invited to participate if you are identified as pregnant through a clinical health risk assessment, utilization review or other program referrals.

*To be eligible for the free incentive gift you must enroll during your first or second trimester and continue to actively participate in the program each trimester of your pregnancy.
CVS Health National Network Participating Retail Pharmacies

The following list shows the major chain pharmacies that accept your members’ prescription ID card. In addition to these, many independent pharmacies also take part in the prescription program. If your members need to find out if a pharmacy not listed here accepts their card they should call the pharmacy directly.

A
A & P Pharmacy
Accredo Health Group, Inc.
ACME Pharmacy
Albertson’s Pharmacy
Aurora Pharmacy

B
Baker’s Pharmacy
Bartell Drugs
Bel Air Pharmacy
Bi-Lo Pharmacy
Bi-Mart Pharmacy
Brookshire Pharmacy

C
Carrs-Gottstein Foods Pharmacy
Cashwise Pharmacy
City Market Pharmacy
Coborn’s Pharmacy
Copps Pharmacy
Coram Healthcare Pharmacy
Costco Pharmacy
Cub Pharmacy
CVS Pharmacy
CVS Pharmacy in Target stores
CVS Specialty

D
Dierbergs Pharmacy
Dillon Pharmacy
Discount Drug Mart
Doc’s Drugs
Duane Reade

E
Eaton Apothecary

F
Fairview Pharmacy
Food City Pharmacy
Food Lion Pharmacy
Fred Meyer’s Pharmacy
Fred’s Pharmacy
Fresh Market Pharmacy
Fruth Pharmacy
Fry’s Food and Drug

G
Gerbes Pharmacy
Giant Eagle Pharmacy
Giant Pharmacy
Group Health Pharmacy

H
Haggen Pharmacy
Hannaford Food & Drug
Harmans Pharmacy
Harps Pharmacy
Harris Teeter Pharmacy
Harveys Supermarket Pharmacy
HealthPartners Pharmacy
H-E-B Pharmacy
Hen House Pharmacy
Henry Ford Medical Center Pharmacy
Homeland Pharmacy
Horton & Converse Pharmacy
Humana Pharmacy
Hy-Vee Pharmacy

I
IHC Health Center
Ingles Pharmacy

J
Jewel-Osco Pharmacy
Jolley’s Pharmacy

K
Kessel Pharmacy
King Sooper’s Pharmacy
Kinney Drugs
Klein’s Pharmacy
Klingensmith’s Drug
Kmart Pharmacy
Knight Drug
Kroger Pharmacy
Kroger Sav-on Pharmacy

L
Lincare Infusion Services
Long’s Drugs

M
Marianos Pharmacy
Martin’s Pharmacy
Maxor Pharmacy
Med-Fast Pharmacy
Medicap Pharmacy Medicine
Shoppe Pharmacy Meijer Pharmacy
Metro Market Pharmacy

N
Navarro Discount Pharmacy
NCS Healthcare Pharmacy
Neighborcare Pharmacy
Nob Hill Pharmacy
North Florida Pharmacy
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<tr>
<td>Omnicare Pharmacy</td>
<td>Safeway Pharmacy</td>
<td>United Market Street Pharmacy</td>
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<td>Sam's Club Pharmacy</td>
<td>United Pharmacy</td>
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<td>Option Care Pharmacy</td>
<td>Sav-Mor Pharmacy</td>
<td>USA Drug</td>
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<tr>
<td>Osco Pharmacy</td>
<td>Save Mart Pharmacy</td>
<td>UW Health Pharmacy Services</td>
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<tr>
<th>P</th>
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<tr>
<td>Pavilion Pharmacy</td>
<td>Vons Pharmacy</td>
<td>Walgreens Pharmacy</td>
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<td>Pharmerica</td>
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<td>Wegman's Pharmacy</td>
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<td>Weis Pharmacy</td>
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<td>Price Cutter Pharmacy</td>
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<td>Winn-Dixie Pharmacy</td>
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<td>Thrifty White Pharmacy</td>
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<td>Ralphs Pharmacy</td>
<td>Times Pharmacy</td>
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<tr>
<td>Randall's Pharmacy</td>
<td>Tom Thumb Pharmacy</td>
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<td>Recept Pharmacy</td>
<td>Tops Pharmacy</td>
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<tr>
<td>Rite Aid Pharmacy</td>
<td></td>
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<tr>
<td>Ritzman Pharmacy</td>
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**CVS Health National Network Participating Retail Pharmacies (cont.)**

*CVS Caremark reserves the right to review and update the Participating Retail Pharmacies List.*

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**Online Group Retirement Appointments**

The Department of ETF now offers online group retirement appointments every Tuesday from 6 to 8 p.m. Sessions are hosted by an ETF benefits specialist and conducted online via GoToMeeting technology.

In group online appointments, attendees are in “listen-only” mode but may submit questions via the chat feature to the specialist for reply. In addition, group retirement appointments are private — participants will not see who else is attending. ETF now offers WRS members three types of retirement appointments:

1. Individual (one-on-one with a specialist), conducted via phone
2. Individual (one-on-one with a specialist), conducted online
3. Group (up to 12 participants with a specialist), conducted online

To schedule an appointment, go to [https://etf.wi.gov/benefits/schedule-appointment](https://etf.wi.gov/benefits/schedule-appointment) or call 877-533-5020.

Before scheduling an appointment, you must have received a *Retirement Benefit Estimate and Application (ET-4301)* from ETF.

**Webinar Catalog**

ETF offers a series of 30-minute, live webinars designed to increase your understanding of WRS benefits. Individuals can also ask questions at the end of these sessions. Visit our webinar page to learn more at [https://etf.wi.gov/events](https://etf.wi.gov/events). Following are some of the topics being offered:

> **5 Basic Steps to Your Retirement** - Retiring in the next 12 months? We’ll walk you through the process.

> **Preparing for Retirement** - Learn about your steps to retire with the WRS.

> **Beneficiary Designations** - Learn what happens to your WRS account when you pass away.

**No Change for Local Group Life Insurance Premium Rate**

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 2021.

The Wisconsin Public Employers Group Life Insurance premiums are based on your previous years *Retirement Earnings* rounded up to the next higher thousand dollars. Your monthly premiums are determined as of July 1 of each year based on your age on that date and previous years retirement earnings.

<table>
<thead>
<tr>
<th>Age</th>
<th>Monthly Employee Premium Rates</th>
</tr>
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<tbody>
<tr>
<td>Under 30</td>
<td>$0.05</td>
</tr>
<tr>
<td>30-34</td>
<td>$0.06</td>
</tr>
<tr>
<td>35-39</td>
<td>$0.07</td>
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<tr>
<td>40-44</td>
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<td>55-59</td>
<td>$0.39</td>
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<tr>
<td>60-64</td>
<td>$0.49</td>
</tr>
<tr>
<td>65-69*</td>
<td>$0.57</td>
</tr>
<tr>
<td>70 and older</td>
<td>**</td>
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</tbody>
</table>

The spouse and dependent premium rates will remain at $1.75 per unit of coverage.

**IRS Business Mileage Rate Decreased For 2021**

The IRS business mileage rate will decrease to 56¢ per mile effective 1/1/2021 (2020 was 57.5¢).

The 2021 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
Out with the Old – In with the New!

The 2020 Wellness Program Ends - The 2021 Wellness Program Begins!

The 2020 Wellness Program has concluded and the Marathon County Wellness Team thanks everyone who participated. What a challenging year it was! There were ups and downs related to COVID 19 but we managed to muddle through the unexpected obstacles presented throughout the year. Our aggregate data reports indicate our Program has helped improve our overall health conditions of our employee population but there is still room for improvement. There are many reasons why results can vary from year to year but one eye-opening fact we learned from our 2020 Wellness Program survey was that COVID 19 impacted employees in many ways and employees were seeking resources to help manage resilience from the pandemic. With that in mind, you will see our 2021 Wellness Program will focus on COVID 19 issues along with the risk factors identified from the 2020 Wellness Program.

It is important to keep in mind the goal of our Wellness Program – “to help improve your health and well-being by offering you opportunities that promote preventive health care, safety and behavior changes”. The Wellness Team is committed to that by offering you many opportunities to achieve this goal. We’d like to share some key points that we learned from the aggregate results of the 2020 Program and our 2021 Program activities meant to focus on those health risks.

GHT will be sending you our 2021 Wellness Program brochure in January with some other important health plan information (non-health plan employees will receive a separate mailing). Be sure to share this information with your family as they too can participate in some activities and will find some of the wellness information valuable.

Lastly, please congratulate the winners of our 2020 Wellness Program who achieved the Qualifier or Champion Package level and won some awesome prizes! Please read on to see what they won! And, if you’re enrolled in the GHT Health Plan and achieved the Qualifier Package in 2020, you will receive a 5% discount off your 2021 health insurance premiums starting with the first payroll deduction in January, 2021. This is an annual savings of $453.12 - $1,278.48 depending on the plan you’re enrolled in. So why not participate?

2020 Wellness Program Data

**Top 5 Risk Factors**

*Data from Health Assessment answers combined with Biometric Screening Results*

<table>
<thead>
<tr>
<th>Risk Factor</th>
<th>Participation Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Weight</td>
<td>79%</td>
</tr>
<tr>
<td>Exercise</td>
<td>57%</td>
</tr>
<tr>
<td>Stress</td>
<td>50%</td>
</tr>
<tr>
<td>Nutrition</td>
<td>49%</td>
</tr>
<tr>
<td>Blood Pressure</td>
<td>47%</td>
</tr>
</tbody>
</table>

*Numbers in bottom right corner are values from 2019

Participation: 402 employees

3 of the 5 top risk factors have decreased between 2019 and 2020
The 2020 Health Assessment and Biometric report assessed the following health risk factors based on guidance from the World Health Organization and provided a final “grade” based on all participant responses and biometric results:

Alcohol Risk • risk based on the World Health Organization’s Alcohol User Disorders Identification Test.

Blood Pressure Risk • Value equal to or greater than 120/80

Blood Sugar Risk • Fasting glucose equal to or greater than 100 mg/dL • Diagnosed Diabetes (reported on the assessment)

Cholesterol Risk • risk based on a combination of the HDL (over 60) and LDL cholesterol (under 100) as well as the total cholesterol (under 200).

Stress Risk • Stress level determined by a stress identification tool.

Physical Activity Risk • based on a formula addressing the frequency (days per week) and amount of time individuals engage in physical activity as well as strength training and limiting sitting/screen time.

Nutrition Risk • determined by a nutrition identification tool.

Sleep Risk • determined by a tool that assesses sleep quality as well as amount of sleep reported.

Tobacco Risk • Use of any tobacco product (cigarettes, pipes, cigars, snuff or chew).

Triglycerides Risk • Fasting value greater than 150 mg/dL

Weight Risk • BMI greater than or equal to 25: Overweight / Obese • BMI less than 18.5: Underweight

Our wellness grade for 2020 indicated that our High risk health status decreased by 2% from 2019 and our low risk health status increased by 4% from 2019. This trend is positive since high risk conditions have a greater impact on morbidity and mortality.

While the trend is encouraging, the goal of the Wellness Program is to see more movement into the “low risk” health status. This change could have a positive spiral impact for everyone. It will indicate our employee population has practiced healthy lifestyle changes which ultimately can impact their personal health, health care expense, and health insurance premiums.
What’s New with the 2021 Wellness Program?

The 2021 Wellness Program will be similar to last year’s Program, however, you will see some differences. The Wellness Team listened to participants’ recommendations and comments while planning the 2021 Program as well as focusing on the aggregate results indicated from the 2020 Wellness Program. With Covid 19 still being present, you will see a strong emphasis on activities and education related to Covid 19. To promote health and safety to all our workers, there will be a generous incentive of 400 wellness points awarded to those who receive their Covid 19 vaccination when it becomes available! Plus, there will be on-going education related to managing Covid 19 related stress, resiliency and other health conditions.

One change to make note of for the 2021 Wellness Program is that you will need to acknowledge a participation disclosure statement within the Aspirus portal before you will be able to access your own personal portal. It is recommended you do this ASAP as you will not be able to make an appointment for wellness activities, view events, or accrue wellness points.

Also, we are excited to include GHT’s new REAL APPEAL weight loss program as part of the 2021 Wellness Program! This is a new benefit offered by GHT available to you and your spouse. Watch for more information on this new Program.

As like in 2020, there is still the “Qualifier” Package requiring 1,000 wellness points and “Champion” Package requiring 2,000 wellness points. A biometric screening, health assessment completion, and one health coaching session are still included as the base requirements of the Wellness Program. While an annual preventive exam is still encouraged, it is not a core component of either wellness package. Rather, the flexibility of choosing more optional wellness activities to complete either wellness package has been provided. Watch for opportunities throughout the year!

By participating in the 2021 Wellness Program, you may qualify for a 5% health insurance premium reduction from your 2022 health insurance premiums and win some great prizes like these lucky employees did from achieving the Qualifier or Champion Package goal in 2020!

Deborah Gauerke - Library $1,000 gift card
Wendy McCarthy - Clerk of Courts Kayak with Paddles
Daniel Richter - Library One Month Paid Health Insurance Premium
Olivia Carlson – Library $200 Gift Certificate from Builer’s Cycle & Fitness
Matthew Bauman – Social Services $200 Gift Certificate from Builer’s Cycle & Fitness
Victoria Chrapkowski – Health Dept Paid PTO – Wellness Day
Michelle McDougal – ADRC CW Snowshoes
Jennifer Lemmer – Register of Deeds $50 Gift Certificate from Dunham’s Sports
Little Jo Hernandez – Highway Dept $50 Gift Certificate from Dunham’s Sports
Deb Gleason – Sheriff’s (Corrections) Beamer Bicycle Headlight and Taillight
Corine Laub – District Attorney’s Office Camping Air Mattress
Paula Halkoski - District Attorney’s Office Inflatable Charging Unit
Kevin Lang – Highway Dept Walking / Skiing Sticks
Marathon County
2021 Employee Wellness Program

You are invited to participate in Marathon County’s 2021 Wellness Program!

This program is available to all employees in regular allocated positions – whether you participate in Marathon County's health benefit plan or not.

The purpose of our Wellness Program is to help improve your health and well-being by offering you opportunities to participate in activities that will promote preventative health care, safety, and encourage behavioral changes to inspire healthy habits. If you have previously participated in the Wellness Program, you will notice some changes for 2021. We listened to your input from the survey results of the 2020 Wellness Program and learned that COVID-19 may have restricted participation in some wellness events. Because COVID-19 will most likely be present during 2021, we felt it was important to emphasize wellness education and activities that can be completed in a safe manner during the COVID-19 pandemic in 2021.

By participating in the 2021 Wellness Program, not only can you achieve your own personal health goals but you can qualify for a 5% discount off your 2022 health insurance premiums and be rewarded some great prizes! All you need to do is meet the steps of the Qualifier and/or Champion Wellness package detailed in the following pages.

So why not participate? You have nothing to lose – just good information to gain and fun stuff to do to improve your personal health!
HOW DO I PARTICIPATE AND EARN INCENTIVES?
Marathon County’s Wellness Program will start on January 1, 2021 and end on October 31, 2021. There are two packages of participation: Wellness Qualifier and Wellness Champion. Each package offers a different incentive available to participants who successfully complete them.

The Wellness Qualifier is the “base” package that focuses on preventive health, safety and behavioral change. Complete all components by the deadline dates and earn 1,000 wellness points to qualify.

The Wellness Champion package is designed for those who “go the extra mile” by working towards personal goals to improve their health by building healthy habits into their daily lifestyle. Complete the Wellness Qualifier Package; then participate in further elective activities to earn an additional 1,000 wellness points for a total of 2,000 points qualifying you for some great prizes!

WHAT REWARDS AM I ELIGIBLE FOR?
QUALIFIER PACKAGE - Employees enrolled in Marathon County’s Health Plan can earn a 5% premium discount on their contribution of 2022’s health insurance premiums.
Non-Health Plan Employees: will qualify for one entry for prize drawings.

CHAMPION PACKAGE - Employees that are enrolled in Marathon County’s Health Plan and who achieve 2,000 points will earn a 5% health insurance premium discount in 2022 plus one entry for a prize drawing.
Non-Health Plan Employees: In addition to an entry for a prize drawing for completion of the Qualifier Package, those that achieve 2,000 points will be entered into a second entry for a prize drawing.

INCENTIVES - All prize incentives will be provided in January – February 2022. Employees must be in active employment status on 12/31/2021 to be eligible for prizes. Prize incentives may be subject to taxation. Terminated employees who achieved the Wellness Qualifier or Champion Package and who remain on Marathon County’s health insurance through Cobra in 2022 are eligible for the 5% health insurance premium discount in 2022.

Marathon County Wellness Committee
Your Marathon County Wellness Team provides leadership in creating a wellness culture at Marathon County. It is everyone’s responsibility for practicing a healthy lifestyle. The goal of the Marathon County Wellness Committee is to provide you wellness opportunities to try and/or learn about. We encourage you to participate in our sponsored events. Please contact any Wellness Committee member if you have recommendations for a wellness activity.

Asia Bay — Health Coach
715.847.2000 x21611
health.coach@co.marathon.wi.us

Mary Jo Maly — Employee Resources
715.261.1181
MaryJo.Maly@co.marathon.wi.us

Sue Fox — Employee Resources
715.261.1455
Sue.Fox@co.marathon.wi.us

Jeffrey Hahn — Highway Department
715.261.1812
Jeffrey.Hahn@co.marathon.wi.us

Becky Bogen-Marek — Social Services
715.261.7503
Becky.Bogen-Marek@co.marathon.wi.us

Randy Zagrabelny — Parks Recreation Forestry

Nong Thao-Kong — Sheriffs – Communication
Nong.Thao-Kong@co.marathon.wi.us

Toshia Ranallo — County Administration
715.261.1401
Toshia.Ranallo@co.marathon.wi.us

John Peralta — Solid Waste
715.446.3101 x103
John.Peralta@co.marathon.wi.us
Follow These Steps to Qualify

You will be assigned your own personal wellness portal through Aspirus’ ManageWell portal. Your personal portal will be used to schedule appointments for certain wellness events and tracking activities. You will be able to view your wellness points, your personal biometric data, and view upcoming events. It is important you view your portal regularly to help you avoid missing deadlines.

Step 1
Acknowledgment Use of the Aspirus ManageWell Portal
If you participated in the Wellness Program in 2020, go to your existing personal portal account at managewell.com and acknowledge the confidentiality disclosure notice and complete the Personal Data Survey to confirm your information by April 30, 2021. If you did not participate in the 2020 Wellness Program, you will first need to complete the 2021 Wellness Program Participation Form (available on Marathon County’s wellness website) and submit it to the Health Coach so a personal portal account can be created for you. You will be notified by email when your account is set up through the ManageWell portal. You will then need to acknowledge a confidential disclosure notice and confirm your personal information on a Personal Data Survey. All participants of the 2021 wellness program must acknowledge a confidential disclosure notice and provide personal data to activate your personal wellness portal. You will not be able to sign up for wellness events, view personal wellness information or track activity until your wellness portal is activated.

WELLNESS QUALIFIER PACKAGE
1,000 Points
Steps
Biometric Screening..........................100 Points
Health Assessment..........................100 Points
Health Coaching............................100 Points
Additional Activities.......................700 Extra Points
Incentives:
Health Plan Participants: 5% health insurance premium discount in 2022
Non-Health Plan Participants: 1 entry for a prize drawing

OR

WELLNESS CHAMPION PACKAGE
2,000 Points
Steps
Biometric Screening..........................100 Points
Health Assessment..........................100 Points
Health Coaching............................100 Points
Additional Activities.......................1,700 Extra Points
Incentives:
Health Plan Participants: 5% health insurance premium discount in 2022 plus one entry for a prize drawing
Non-Health Plan Participants: 2 entries for a prize drawing

Step 2
Sign up for and complete an onsite biometric screening before April 30th, 2021
Biometrics that are completed through the voucher program at the Marathon County Employee Health and Wellness Center or your Primary Care Physician on or after October 1st, 2020 may also satisfy this step.

Step 3
Complete the online health assessment before May 31st, 2021
NOTE: Your health assessment will only be available after you have completed your biometric screening and your results have been uploaded into your account.

Step 4
Sign up for and complete your personal health coaching session with your Aspirus Health Coach before July 31st, 2021

Step 5
Earn an additional 700 points by participating in optional wellness activities by October 31, 2021 to complete the Wellness Qualifier Package. Participate in a combination of any medical services or wellness activities shown on the Activities section on the last page by October 31, 2021. Once you achieve 1,000 points, you have now completed the Qualifier Wellness Package.

Step 6
(To achieve the Wellness Champion Package)
Participate in additional activities to earn a total of 2,000 points for the Champion Package to qualify for additional incentives.
Wellness Qualifier Package Activities

Biometric Screenings 100 Points
- Height, Weight, BMI, and Blood Pressure
- Fasting Blood Draw:
  - Total Cholesterol
  - HDL (High-Density Lipoprotein)
  - LDL (Low-Density Lipoprotein)
  - Triglycerides
  - Glucose
- Schedule your biometrics screening on the wellness portal or print off a voucher to schedule an appointment at the Employee Health and Wellness Center. All online scheduling will be for the Employee Health and Wellness Center.
- If you have had all the above measurements taken since 10/1/2020 with your primary care provider, you can submit those results to the Health Coach instead of fasting again.
- Biometric screenings must be completed or turned in by 4/30/2021 to be eligible for incentives.

Health Assessment 100 Points
- Filling out your health assessment online in your personal wellness portal.
- Please have your health assessment completed by 5/31/2021 to be eligible for incentives.
Please allow 8-10 days for biometrics to be uploaded to complete the health assessment.

Telephonic Health Coaching 100 Points
- Complete your telephonic health coaching session to discuss your biometric screening results and wellness goals for the next 3-6 months by 7/31/2021 to be eligible.
Participate in other sponsored wellness activities by October 31, 2021 to earn 700 additional wellness points to achieve the Qualifier Package.

Champion Package Activities
Complete the Qualifier Package plus participate in any of the other sponsored wellness activities to earn 1,000 additional wellness points by October 31st, 2021 to achieve the Champion Package.

*Your health assessment, biometric screens, and health coaching sessions are confidential and will only be accessible through your Aspirus Wellness Portal and Aspirus Business Health.

**All activities are subject to change. Points will only be awarded if the activity was successfully completed by the activity due date. Watch for upcoming details of the activities above.
You may attend your biometric screening and your Health Coach meeting during your regular work schedule with supervisor approval. Comp time and overtime is not permitted for any meeting attendance outside of normal work hours.

Wellness Activities
Pick any activity offered in this section to accumulate points to earn the Wellness Qualifier or Wellness Champion incentives. All activities must be a Marathon County or Group Health Trust (GHT) Sponsored Program.

100-200 Point Activities
Preventive Exams | 100 Points Each:
Complete any combination of a preventive medical, eye or dental exam(s) and submit proof of each exam to the health coach with the Preventative Exam form on the wellness portal. Only one submission for each type of exam per year will be accepted. If you complete your annual medical exam at the Employee Health & Wellness Center, you will earn an additional 100 points. Exams must be completed from October 1, 2020 – October 31, 2021 to be eligible.

Cancer Screening Tests | 100 Points Each:
Complete a colonoscopy, mammogram, or PSA screening and submit proof of each exam to the health coach. Points awarded for each screening once per year. Exams must be completed from October 1, 2020 – October 31, 2021 to be eligible.
Non – Preventative Exams Completed at the Employee Health & Wellness Center | 100 Points Each:
Complete your non-preventive exam and turn in proof of the service to the health coach with the Non-Preventative Exam form on the wellness portal, an EOB statement, or visit summary. One per year will be accepted.

Preventive Vaccinations | 100-400 Points Each:
Receive a COVID-19 vaccination* (400 points) and/or a seasonal flu vaccination (100 points) and submit documentation of each to the health coach. Only one submission of each type of vaccination per year will be accepted. *COVID-19 vaccination points eligible upon availability of the vaccine; COVID-19 vaccinations administered in a two-dose series will count as one vaccination. Documentation must verify the type of vaccine received. Vaccinations must be completed from October 1, 2020 – October 31, 2021 to be eligible.

Real Appeal Personal Weight Loss Program | 100 Points:
Sign up for program and participate in a minimum of nine group coaching sessions per year. Provide proof of participation with disclosure statement to the health coach.

Healthy Living Activities | 100 – 200 Points Each:
Complete one or more of the activities listed under this topic in the wellness portal to earn these points.

Community Supported Agriculture | 100 Points
Participate in any CSA. Provide proof of payment for program participation. Points awarded once per year.

Health Coaching Session 2 | 100 Points:
Complete a second health coaching session and earn 100 points. Only one additional coaching permitted per year.

50 Points Each
Wellness Challenges: Complete a 4-8 week wellness challenge sponsored by Marathon County or Group Health Trust.
Wellness Lunch and Learns: Participate in a Wellness Lunch and Learn session for education about a wellness topic.
Wellness Events: Participate in a wellness event sponsored by Marathon County. These can be hikes, cross country skiing, snowshoeing, or worksite exercise programs, etc.

Physical Fitness Community Event: Self report this activity in the wellness portal for up to 8 events per year. This activity is audited.
Employee Assistance Program (EAP): Participate in a sponsored EAP educational session about a COVID-19 related topic.

Tracking Activities: Self-track your exercise minutes, steps, fruits and veggies, and/or water for 6 weeks in the wellness portal.

25 Points Each
Online Educational Activities: Find these on the wellness portal throughout the wellness program year. Read educational handouts for the wellness topic and take the online quiz to receive points.
Real Appeal is available to County employees and their eligible family members at no additional cost as part of the Marathon County’s health benefit plan.

Living healthy and happy for the long term isn’t about hitting a certain weight or getting back into a pair of jeans. It’s about taking small, everyday steps that will have a lasting impact on your health — so you can feel great for the long term. Real Appeal® can help.

Real Appeal is an online weight loss program proven to help members achieve real, lifelong results. Plus, it’s available to you and eligible family members at no additional cost as part of your health benefits plan. Here’s what’s included:

- **Small steps. Lasting change.** Set achievable nutrition, exercise, and weight loss goals, then track your progress from your daily dashboard.

- **Support and guidance. Committed to you.** Stay focused on your goals with online group sessions led by coaches and a caring community of members.

- **Tools and resources. Delivered to your door.** You’ll receive a Success Kit with weight and food scales, exercise tools, food guides, and more.

**Click Here to Get Started** and take the first step toward the results you’ve always wanted.

**OR**

**Click Here For More Information**

Real Appeal is offered at no additional cost to members as part of their medical benefits plan, subject to eligibility requirements.
Wellness Corner — Submitted by Sherry Gatewood, PA

Knowing YOUR family's health history is an important way to take charge of your own health. Being aware that you have a genetic predisposition for a disease means you can take steps to lower your risk. You might be surprised at how much lifestyle changes, such as becoming more physically active and quitting smoking, can make a difference.

Family history can be a powerful screening tool and has been referred to as the best “genetic test.”

Compiling YOUR family health history
For a complete picture of your hereditary health risks, you’ll want to collect information from three generations of relatives:

- Yourself and your siblings
- Your parents, aunts, uncles and cousins
- Your grandparents

Here’s what you want to know:

- Any known diseases, including age at diagnosis and treatments (don’t forget mental health illnesses)
- Cause of death and age at death
- Lifestyle factors, such as smoking or obesity
- Ancestry (people of certain ethnic groups are at higher risk for specific diseases)
- Other environmental factors (for example, did a relative who died young work in a job that exposed him or her to dangerous chemicals?)

Family Health History Tools

- “My Family Health Portrait” by the U.S. surgeon general’s office is one of the most widely used tools. You can print the family history document or complete the form electronically. Saving the information online makes it easy to update as your family’s health information changes over time. Furthermore, other family members can use the data you collect as a starting point to create their own family history.

- The Genetic Alliance (www.genetica.com) offers a printable family health history questionnaire and a “Summary of Family Health History” you can share with your doctor.

- The March of Dimes (www.marchofdimes.org) also offers a printable family health history form.

Compile YOUR family history.

Fill in as much of the information as you can about yourself and your relatives on the family health history tool of your choice. Then, share the information with your doctor at your next appointment. Ask your doctor about appropriate lifestyle changes, screening tests and other preventive measures to reduce your risk for hereditary diseases.
Don’t just sit there!

We know sitting too much is bad, and most of us intuitively feel a little guilty after a long TV binge. But what exactly goes wrong in our bodies when we park ourselves for nearly eight hours per day, the average for a U.S. adult? Many things, say four experts, who detailed a chain of problems from head to toe.

**ORGAN DAMAGE**

Heart disease

Muscles burn less fat and blood flows more sluggishly during a long sit, allowing fatty acids to more easily clog the heart. Prolonged sitting has been linked to high blood pressure and elevated cholesterol, and people with the most sedentary time are more than twice as likely to have cardiovascular disease than those with the least.

Overproductive pancreas

The pancreas produces insulin, a hormone that carries glucose to cells for energy. But cells in sedentary muscles don’t respond as readily to insulin, so the pancreas produces more and more, which can lead to diabetes and other diseases. A 2011 study found a decline in insulin response after just one day of prolonged sitting.

Colon cancer

Studies have linked sitting to a greater risk for colon, breast and endometrial cancers. The reason is unclear, but one theory is that excess insulin encourages cell growth. Another is that regular movement boosts natural killer cells that kill cell-damaging—and potentially cancer-causing—free radicals.

**MUSCLE DEGENERATION**

Misery abs

When you stand, move or even sit up straight, abdominal muscles keep you upright. But when you slump in a chair, they go unused. Tight back muscles and weak abs form a postural imbalance that can exaggerate the spine’s natural curve, a condition called kyphoscoliosis, or swayback.

Tight hips

Pliable hips help keep you balanced, but chronic sitting can flatten and stretch the hip flexors. When they’re tight, limited range of motion and stride length. Standing and moving more often will increase hip mobility, a main reason elderly people tend to fall.

Tight glutes

Sitting requires your glutes to do absolutely nothing, and you get used to it. Soft, glutes hurt or stiffen, your ability to push off and your ability to maintain a powerful stride.

**LEG DISORDERS**

Poor circulation in legs

Sitting for long periods of time slows blood circulation, which can lead to fluid to pool in the legs. Problems range from annoying cramps and varicose veins to serious blood clots called deep vein thrombosis (DVT).

Soft bones

Weight-bearing activities such as walking and running stimulate hips and kneel. Daily bones to grow stronger, denser and stronger. Scientists partially attribute the recent surge in cases of osteoporosis to lack of activity.

**TROUBLE AT THE TOP**

Foggy brain

Moving muscles pump blood, oxygen and glucose through the brain and trigger the release of all sorts of brain- and mood-enhancing chemicals. When you sit for a long time, everything slows, including brain function.

Strained neck

As your neck strain occurs as a case at work, bending your neck forward toward a keyboard or lifting your head to create a phone while typing can strain the cervical vertebrae and lead to temporary immobility.

Painful shoulders and back

The neck doesn’t touch alone. Slumping forward overextends the shoulder and back muscles as well, particularly the trapezius, which connects the neck and shoulders.

**BAD BACK**

Inflexible spine

Spines that don’t move become inflexible and susceptible to damage in mundane activities, such as when you reach for a coffee cup or bend to tie a shoe. When we move around, soft disks deliver nutrients to the spine, and connective tissue, allowing up blood and nutrients. When we sit for a long time, disks are squashed unevenly and lose nutrients. Collagen hardens around supporting tendons and ligaments.

**LEAK DAMAGE**

How people are more at greatest risk for hemorrhaged bulging disks. A muscle called the psoas travels through this abdominal cavity and, when it tightens, pulls the upper lumbar spine forward. Low back weight rests entirely on the thoracic vertebra, putting bones instead of being distributed along the arch of the spine.

**THE RIGHT WAY TO SIT**

If you have to sit often, try to do it correctly, as soon as you can, sit up straight.

**The experts**

Scientific input toward for this report:

- James A. Levine, inventor of the treadmill desk and director of Exercise & Sports Sciences Research at Mayo Clinic
- Charles E. Matthews, National Cancer Institute investigator and author of several studies on sedentary behavior
- Jay Buehler, director of the NRS
- Jullian C. Smith, B.S., medical director of Bariatric and Endocrine Research, Mayo Clinic
- Tad Amano, neuroscientist at Barry University Department of Sports and Exercise Sciences

Scientists have found that sitting for long periods of time can be just as bad for your health as smoking. A 2011 study found that people who sit for long periods of time are at a greater risk for heart disease, diabetes, and other health problems. The study also found that sitting for long periods of time can cause problems with circulation, leading to swelling in the legs and feet.

So what can we do? The experts recommend:

- **Sitting on something mobile**: such as an exercise ball or even a foam block to force your core muscles to work. Sit up straight and keep your feet flat on the floor in more sitting to support a flattening of your waist.
- **Stretching the hip flexors for three minutes per side once a day, like this:**
- **Walking during commercials**: when you’re watching TV, it’s a good time to take a break and move around, even if it’s just a quick walk to the kitchen to get a drink.
- **An armchair (or chair) standing**: at your work station. You can do this, stand up every half hour or so and walk.
- **Yoga poses**: the cow pose and the cat pose to improve your flexibility and formation your back.

Sherry Gatewood, PA
**What Does it Mean to be a “Close Contact” of Someone With COVID-19?**

You are a “close contact” if **ANY** of the following situations happened while you spent time with the person with COVID-19 (even if they didn’t have symptoms):

- Had direct physical contact with the person (e.g. hug, kiss, or handshake).
- Were within 6 feet of the person for a total of more 15 minutes or more in a 24-hour period.
- Had contact with the person’s respiratory secretions (e.g., coughed/sneezed on, contact with dirty tissue, sharing a drinking glass, food or towels or other personal items).
- Live with the person or stayed overnight for at least one night in a household with the person.

Want to learn more about being a “close contact” of someone with COVID-19? Visit Wisconsin Department of Health Services, Next Steps: Close Contact Of Someone With COVID-19

If you believe any of the above situations occurred, let your supervisor that you are a “close contact” and contact Sharon Hernandez, Employee Resources at 715-261-1457.

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**Ascension WI EAP in the Midst of COVID-19**

**They are here for you!**

Ascension Employee Assistance Program (EAP) licensed counselors are ready to help and includes **free** short-term counseling.

Here are some features of Ascension WI EAP that have been developed to assist the employees and their families during this very difficult time.

**Virtual Counseling:** EAP Counselors have the ability to provide confidential counseling to employees and their immediate family members. It’s as simple as clicking a link. Clients can access their scheduled counseling sessions for individual, marital or family counseling.

**Phone Counseling:** If clients prefer to talk by phone, or are in an area where internet access is not available, EAP provides counseling by phone. Counselors provide a phone number and unique passcode that allows clients to access the phone call confidentially.

**Crisis Counseling:** Ascension WI EAP has increased the number of counselors available for crisis calls to assure that in a time of high anxiety, stress, isolation, and financial uncertainty clients needs are met without delay. As always, crisis counselors are available 24/7/265 days.

**Website:** EAP Compiled a wealth of resources on their website specific to the current need of the organizations, employees, and families they serve. Their [COVID-19 Resource page](https://www.ascensionWIEAP.org) is updated nearly daily and additional information can be found on website [www.ascensionWIEAP.org](http://www.ascensionWIEAP.org).

**Contact EAP:** EAP is here, ready, and accessible. Ascension WI EAP can be reached by phone 1-800-540-3758 by email [eap@ascension.org](mailto:eap@ascension.org), or through our website [www.ascensionWIEAP.org](http://www.ascensionWIEAP.org). EAP looks forward to talking with you!
Welcome To Our Team!

- **Cherie Mattson**
  - Custodial Supervisor
  - Facilities & Capital Management
  - Started November 2, 2020

- **Connie Beyersdorff**
  - County Treasurer
  - Treasurer’s Office
  - Started November 2, 2020

- **Kimberly Isakson**
  - Administrative Specialist
  - ADRC-CW
  - Started November 2, 2020

- **Amy Vetter**
  - Social Services Professional
  - ADRC-CW
  - Started November 3, 2020

- **Brittanie Schulz**
  - Administrative Assistant
  - Conservation Planning & Zoning
  - Started November 16, 2020

- **Kim Wieloch**
  - Administrative Manager
  - Health Department
  - Started November 30, 2020

- **Thomas Koontz**
  - Deputy III
  - Sheriff’s Office
  - Started November 30, 2020

- **Joshua Bigger**
  - Deputy III
  - Sheriff’s Office
  - Started December 14, 2020

- **Bailey Bohman**
  - Family Support Specialist
  - Social Services Department
  - Started December 14, 2020

- **Valerie Lahr**
  - Family Support Specialist
  - Social Services Department
  - Started December 14, 2020

- **Julia Hein**
  - Social Services Professional
  - Social Services Dept
  - Started December 14, 2020

- **Chelsea Grassl**
  - Social Services Professional
  - Social Services Dept
  - Started December 28, 2020

- **Renee Krautkramer-Huebsch**
  - Social Services Professional
  - ADRC-CW
  - Started December 28, 2002
Promoted November 2, 2020
Nicole Fehl
Administrative Assistant
To
Administrative Specialist
Conservation Planning Zoning

Transfer November 2, 2020
Jeffrey Hahn
Purchasing Coordinator
To
Equipment & Facilities Supervisor
Highway

Transfer November 30, 2020
Megan Hoesly
Economic Support Specialist
To
Child Support Specialist
Social Services Dept

Marathon County Employee Health & Wellness Center

Appointments are Required, Call 715.843.1256

Convenient Clinic Location
Services provided to you at no cost
- Acute Care Services
- Medical Care Services
- Chronic Condition Support
- Sports physicals
- Wellness Care
- Lab services available at no cost

Available to Employees and Dependent
- 18 months and older

No Cost, Quality, Convenient Care
- Maintain your health. Make your appointment today.

ASPIRUS BUSINESS HEALTH
3000 Westhill Drive, Suite 102
Wausau, WI 54401

Primary Medical Care Examples:
- Chronic Condition Support
- Routine Physicals
- Blood Pressure Monitoring
- Allergies
- Athlete’s Foot
- Bladder Infections
- Camp and Sports Physicals
- Cold and Flu Symptoms
- Ear Infections
- Screenings
- Strep Throat
- Upper Respiratory Infections

The services you will receive at the clinic will be provided to you at no cost, through the WCA/GHT.

EMPLOYEE HEALTH & WELLNESS CENTER
3000 Lakemere Drive, Suite 200
Wausau, WI 54403

For Appointments
715.843.1256

Clinic Hours
Monday - Wednesday - Friday: 8:00 am - 4:30 pm
Tuesday: 6:30 am - 3:00 pm
Thursday: 10:00 am - 6:30 pm
Service Anniversaries In January & February 2021

45 Years Of Service — None

40 Years Of Service — None

35 Years Of Service — None

30 Years Of Service
John Yessa, Maintenance Specialist, Highway Dept — January 2, 1991

25 Years Of Service
Debora DeLaporte, Accounting Specialist, Finance Dept — January 15, 1996
Deanna Bristol, Accounting Specialist, Clerk of Courts — February 12, 1996

20 Years Of Service
Maineng Thao, Administrative Assistant, Sheriff’s Office — February 5, 2001
Jennifer Soley, Paralegal, Corporation Counsel’s Office — February 26, 2001

15 Years Of Service
Russell Gage, Deputy IV, Sheriff’s Office — January 23, 2006
Dean Markofski, Maintenance Specialist, Facilities & Capital Management — February 6, 2006
Brett Klug, Corrections Coordinator, Sheriff’s Office — February 13, 2006

10 Years Of Service
Sue Fox, Employee Resources Specialist, Employee Resources Dept — January 10, 2011
Ralph Illick, Library Director, Library — January 10, 2011

5 Years Of Service
Matthew Derpinghaus, Library Manager, Library — February 1, 2016
Brian Grefe, Airport Director, Central Wis Airport — February 1, 2016
Peter Wade, Planning Technician, Conservation Planning & Zoning — February 1, 2016
Jessica Kubichek, Waste Management Specialist, Solid Waste — February 8, 2016
James Marchel, Senior Maintenance Specialist, Central Wis Airport — February 14, 2016
Lucas Volden, Corrections Specialist, Sheriff’s Office — February 15, 2016
Kody Wirkus, Maintenance Specialist, Highway Dept — February 15, 2016
Aidyn Laurynz, Social Services Coordinator, Social Services Dept — February 29, 2016