



MARATHON COUNTY EMPLOYEE NEWSLETTER

Keeping employees *connected* and *engaged*.

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Check out the Employee Resources Department, [Coronavirus Employment Info](#) webpage for the latest information.

From the Desk of the County Administrator



Welcome back! I hope each of you had a great holiday weekend. Whether you spent time enjoying the outdoors, grilling in your backyard, or settling down with a book, I hope that we all took a moment to reflect and to recharge.

Our organization is 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. This edition of the newsletter highlights two great examples of our colleagues doing just that!

Read about Stephanie Martell's work to get books in the hands of children-in-need during the pandemic. Her innovative idea solved two pressing questions for the Library:

- 1) how do we provide access to new reading materials when both the Library and local schools are closed and
- 2) how to address the excess supply of gently-used books when the Friends of Marathon County Public Library Group is not holding book sales due to the pandemic?

You can also read about the experience of Teal Fyksen (a Land-Use Specialist at CPZ) and his family providing respite care for two young children that were receiving services through Marathon County's Comprehensive Community Services/Children's Long-term Support Program. The need for foster parents and respite providers in our community is greater than ever and it is inspiring to read the Fyksen's story and that of other care providers.

This edition of the newsletter also offers some great information on our Wellness Program and some upcoming activities that can get us outside and active. After all, we need to remember that for us to do our best work, each us need to take care of ourselves.

Finally, this edition offers important information relative to the revisions we have made to our employee policies as part of our ongoing COVID-19 response. In short, **beginning Monday, July 13**, all employees will be required to wear face coverings in county-owned indoor public areas (such as public hallways and public restrooms) and when they are unable to maintain social distancing. I encourage each of you to read my email from July 4, 2020, which provides additional context for this policy change.

My sincere ask of each of you is that we continue to recognize that our organizational response to COVID-19 is only effective if each of us demonstrate individual responsibility. We know that many of those we serve—and a significant number of our colleagues—are particularly vulnerable to this virus.

My ask is that we each endeavor to do our part to keep our community, our colleagues, and those we serve safe by following the recommendations from the Centers for Disease Control and our Health Department:

- ◆ Practice physical distancing (stay 6 feet away from others)
- ◆ Practice good hand hygiene by washing and disinfecting your hands frequently and thoroughly
- ◆ Avoid large gatherings
- ◆ Wear a mask or face covering in public
- ◆ Stay home if you are showing any signs or symptoms of COVID-19 or other communicable illness

Regardless of our position within this organization or within our community, we all have the opportunity to lead in this effort. Modeling these behaviors, while at work and while outside of it, will most certainly have an impact on your colleagues and on our community.

In closing, our COVID-19 Response Team continues to closely monitor the circumstances within our community and our work places. We are working diligently to keep you informed and to make changes to our policies as necessary.

Thank you again for your professionalism, vigilance, and commitment to living our Core Values.

In service,



Lance Leonhard

COVID Symptoms

If you are experiencing any of the following symptoms of COVID-19, Contact the Aspirus Call Center at **1-844-568-0701** or your healthcare provider for further instructions. Contact your supervisor and Employee Resources Department with recommended treatment plan and/or instructions.

Cough

Fever

Chills

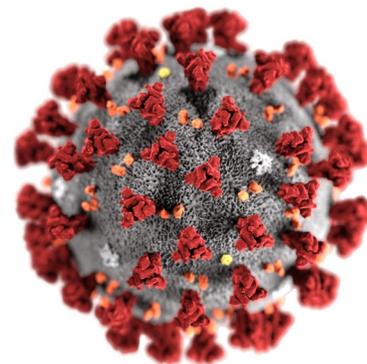
Sore throat

Muscle Pain

Shortness of breath

Difficult breathing

New loss of taste or smell



FOLLOW THESE 5 SAFETY STEPS to keep us all healthy

- 1 STAY HOME IF YOU DON'T FEEL WELL**
Or if you tested positive for COVID-19 or were exposed to someone with COVID-19 in the last 14 days
- 2 STAY 6 FEET AWAY FROM PEOPLE**
who don't live with you, both in and out of the water and avoid sharing items with other people
- 3 WEAR A CLOTH FACE COVERING**
when not in the water*
* Don't place cloth face coverings on children under age 2 or anyone who has trouble breathing or is unconscious, weak, or otherwise unable to remove the cover without help.
- 4 WASH YOUR HANDS OFTEN** with soap and water for at least 20 seconds or use hand sanitizer with at least 60% alcohol
- 5 COVER YOUR COUGHS AND SNEEZES** with a tissue or your elbow, throw the tissue in the trash, and wash your hands



Now, **let's swim!**



CS217144-8 06/19/2020

cdc.gov/coronavirus



WHEN YOU ARE OUT & ABOUT GIVE YOURSELF SPACE FOR HEALTH



Take Steps to Continue to Protect Yourself & Others

Clean Your Hands - Avoid Close Contact - Stay Home if Sick - Wear Face Coverings





Core Value Award Winner

Congratulations Stephanie Martell

Mary Stachowiak from the Library nominated her co-worker **Stephanie Martell** as a Role Model of Our Core Values as follows:

SERVICE: responsibly delivering on Library's commitment to all of their internal and external customers.

QUALITY: providing public services that are reflective of "best practices" in the field.

STEWARDSHIP OF RESOURCES: Conserving our human, natural, cultural, and financial resources for current and future generations.

Stephanie is a Library Assistant at the Wausau Headquarters of the Marathon County Public Library. She had heard about an idea from Tara, a co-worker, in which books were being given where food was being handed out to school children. During the library's closed time, due to COVID 19, Stephanie promoted an idea of providing withdrawn library books to Marathon County school districts. Routinely the library weeds books based on use, condition, and relevance. These materials are given to the Friends of Marathon County Public Library for their book sales. Due to coronavirus concerns, the book sales have been postponed until later this year.



Library staff used the closed time to increase their weeding schedule which made for more books than the Friends will need for their sales. With this in mind, Stephanie contacted many of the Marathon County school districts offering these gently used books. Their responses were very enthusiastic and many made immediate arrangements to pick up the books. Some schools planned to give them out with lunches, some with school packets, and others when they returned student's personal items to them. The Marathon County school districts and the library community have faced many unknowns and unprecedented experiences during the coronavirus pandemic. Students and library patrons didn't have access to their school's library or the public library, its physical products, or computers. Stephanie's efforts resolved two problems; an

overabundance of books for the book sale and children in need of books to read. To date, 3750 books have been provided to the school districts.

For this reason, Stephanie exemplifies the Role Model of Our Core Values of **SERVICE/QUALITY/STEWARDSHIP OF RESOURCES**.

Way to go Stephanie and congratulations!

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 [Mary Palmer](#), County Administration.

Beyond Yourself :: One Wisconsin Family's Foster Parenting Story in the Age of Coronavirus

Written by Jenny Fyksen

You may have heard that foster care services are in high demand in Marathon County, but what you may not know is that levels of commitment and ways to assist are wide ranging. For example, **did you know that you can provide part-time or full-time foster parenting?** You can also donate supplies to be matched to foster families in need. Volunteers at several area churches help by providing foster parents with meals, transportation to appointments, child care, or mentoring. **There are a variety of ways to get involved that fit your interests, skills, and availability.**

For example, with 3 children of their own, **Teal and Jenny Fyksen generously opened up their hearts and their home to provide 10 hours per week of respite care** to 3- and 4-year-old siblings with special needs in an attempt to help a family avoid foster care placement for their children. Read their story as part of a dedicated team working together to help a family in need, and what happened when the aftereffects of coronavirus struck . . .

Our Social Services staff would like to express our **thanks to all our 60 foster families in Marathon County** during National Foster Care Month!

Currently, the greatest need locally is for families who are able to care for teenagers and sibling groups. Read on for heart-warming local stories and for various ways you can assist with foster care in Marathon County . . .

READ MORE ▶



ADRC of Central Wisconsin “Wear a Mask” Campaign

The ADRC-CW mission is focused on promoting choice and independence through personalized education, advocacy, and access to services that prevent, delay, and lessen the impacts of aging and disabilities in the lives of adults. Aligned with its mission, the ADRC-CW believes in being proactive to help keep older adults, adults with disabilities, and the entire community, safe and healthy. Therefore, we are launching a “Wear a Mask” contest and campaign. Encouraging and collaborating with residents throughout the ADRC-CW region (Langlade, Lincoln, Marathon, and Wood counties) to promote wearing masks.



With COVID-19 positive cases continuing to increase, the CDC recommends wearing a mask during the pandemic to protect and respect each other. The ADRC-CW would like to support and encourage the recommendations from the CDC by promoting mask wearing in public where social distancing is made difficult.

During this campaign, the ADRC-CW is asking the community members to help spread the word. We want older adults (60 years plus) and adults with disabilities (18-59 years) to send in their mask wearing selfies. The pictures should be of themselves wearing masks along with a slogan to promote mask wearing. [Click here for more information and submit pictures.](#)

PTO Maximum Temporary Increased to 360 Hours

The Employee Resources Department has received requests to increase the PTO maximums since some employees have not been able to take time off due to COVID. We have worked with the Finance Department to increase the PTO maximums temporary from 320 to 360 beginning pay period 16 (July 12, 2020 through July 25, 2020). This means that full time employees will continue to accrue PTO up to 360 hours. However, if you leave County employment, the maximum payout that you may receive continues to be based on the existing eligible payouts as long as you give the required notice. Please refer to [Chapter 8, Employee Separation / Retirement of the County's Policy and Procedure Manual](#) for the required notice. We anticipate returning the maximum to 320 hours starting on July 25, 2021 — this means any hours above 320 will be forfeited. At that time the 360 hours maximum will be prorated for eligible part-time employees based on their FTE employee allocation.



PTO Accrual Rates for Employees Allocated to Full-Time Position

Years of Continuous Service Completed	Biweekly Accrual	Annual Accrual Based on Biweekly Accrual	Approximate Maximum Annual Accrual		Maximum Eligible Payout	Effective 7/25/2020 Maximum Accumulation Allowed Hours (1)
			Hours	Days		
0 through 4	6.1538	159.9988	160	20	200	360
5 through 9	7.0769	183.9994	184	23	224	360
10 through 14	8.0000	208.0000	208	26	248	360
15 through 19	8.9230	231.9980	232	29	272	360
20 +	9.8461	255.9986	256	32	296	360

(1) Effective July 25, 2021, the PTO maximum will return to 320 hours and any hours above 320 hours will be forfeited.

Added Security For Emails

CCITC has implemented a new policy that will allow email recipients to quickly determine if an incoming email is from Internal Staff, or an outside entity.

In the Subject header of an incoming email from outside our system, the tag “[EXTERNAL]” will be prepended to the subject if the email originated from outside our email system.

This is simply a tag to assist with determining and identifying the actual source of an incoming email.

This feature will quickly show if an outside attacker is using (spoofing) an internal email address in an attempt to perform malicious actions.



Examples:

Internal Message Subject Example:

"Meeting today at 3:00 pm"

External Message Subject Example:

"[EXTERNAL] Meeting today at 3:00 pm"

If you have any questions regarding this policy, please call the CCITC Help Desk at (715) 261 6710.

Important Wellness Program Dates

Telephone Health Coaching 1	7/31/2020
Biometric Screening	10/1/2020
Health Assessment	10/20/2020
Annual Medical Exam	10/31/2020
Optional Wellness Activities	10/31/2020

Activities must be completed by above dates to qualify for incentives and premium reduction in 2021. Qualified participants no longer need to be actively employed on 12/31/20 to receive discounted premium in 2021 if they qualified during the 2020 Wellness Program.

Health Coach Returning From Maternity Leave

Asia Bay will be returning from maternity leave in early September. Please continue to send all wellness activity submissions and emails to Health.Coach@co.marathon.wi.us as the Aspirus Business Health Team will cover until she returns.

If you need to contact via phone please call 844.309.1269 and they will be able to help you with any questions you may have.

Dale Dimond Received Distinguished Award From The Wisconsin County Code Administrators

Submitted by Paul Daigle

Dale started his career as an On-Site Waste Specialist in Adams County in 1979 and was with Adams County for 14 years before he joined Marathon County in 1993, also as an Onsite Waste Specialist. Dale still holds this position today and is the lead for the Onsite Waste Program in Marathon County, ensuring that private onsite waste treatment systems (POWTS – commonly known as septic systems) are compliant with all state and Marathon County regulations to ensure the protection of Marathon County’s ground and surface water.

Dale is passionate in his work to protect the surface and groundwater of the county, while serving the citizens. More recently Dale has been instrumental in preparing the department for the implementation of an updated POWTS maintenance program as well as a new updated software program (Transcendent Technologies).

Dale takes his work seriously and is recognized by his peers around the state and the plumbers he works with as having extensive knowledge and expertise in his profession. He is the “go-to-guy” in the State of Wisconsin regarding POWTS systems, related rules, regulations and processes. Dale has served the WCCA (Wisconsin County Code Administrators) by being the Secretary Treasurer from 1984-1998. In 1998, he was the WCCA Professional of the year! Dale has also served on numerous POWTS Code Councils for over 30 years! Dale has been involved in the POWTS world for over 41 years!

Dale always looks forward to his days off to pursue his fishing passion. He loves being on the lakes when no one else is around and avoiding the weekend crowds, while pursuing the fish of 10,000 casts, the Great Musky. In reality Dale loves to sleep on the floor of his boat undisturbed. He lives in Weston with his wife Adela and son Mike, who also enjoy the outdoors with him.

Dale was recently awarded the Dick Mace Lifetime Achievement Award from WCCA! A prestigious award offered to only a select few who qualify by improving resource protection for a period of at least 20 years, making outstanding contributions, to advance and promote the success of WCCA as well as leading inspired advancement of WCCA members, its goals and objective and collaborative relationship with cooperating agencies and associations.

Congratulations to Dale Dimond for his contributions, success, and work that will continue to make a difference in resource protection long after he decides to retire.



Social Services and Credit Union West Side Parking Lot Under Construction

Submitted by Julia Wicke

The season of orange, better known as the construction season, is “digging in” the west side parking lot at 400 East Thomas Street, the building for Social Services and the Credit Union. Here’s the “scoop”:

The City of Wausau is excavating the west side parking lot to complete an underground upgrade to the sewer system. The work began June 22, and the anticipated completion is by the end of November 2020.

While parking is limited, the phone lines and online services are open for business!

The drive through to the Credit Union remains open. Members are asked to please turn left (east) when exiting the drive through and circling behind the Social Services building. A “One Way” traffic sign has been posted to guide members when exiting the drive through.

The available on-site parking has been designated for use as shown in the following diagram, including shared customer parking for Social Services and the Credit Union.



Thrive Church on Grand Avenue has kindly provided alternate parking in their lot for Social Services staff so we have about a 10 minute walk round trip.

Consistent with our positive work culture, we are finding the opportunities in this situation. It is a great opportunity to share a walk with co-workers and get in some exercise at the same time!



Drivers please be sure to be aware to yield to pedestrians in the crosswalk on the corner of Grand Avenue and Thomas Street.

2020 Wellness Program – We’re Halfway There!

Submitted by Mary Jo Maly

It’s hard to believe that the 2020 Wellness Program is halfway over! If you haven’t actively participated, there’s still time to achieve wellness points! Due to the COVID pandemic, all group focused wellness events have been put on hold. But that doesn’t mean you can’t still participate in wellness activities to earn wellness points! The Wellness Team has been busy creating new and fun challenges to keep you engaged during the upcoming months to help you achieve your points. So visit your personal portal often to see what’s out there!



And speaking of events..... The Independent Bike Event occurred in May and we are pleased to report that 68 employees participated in this event. Participants submitted a photo of themselves “biking” at a favorite area. Besides earning 50 wellness points, participants who elected to submit a photo in the “Most Scenic Biking” contest had an opportunity to win a \$25 Chamber gift card. There were 27 participants in this category. Everyone put a lot of thought in their biking participation. It was not specified what kind of bike had to be ridden and we were surprised to see the originality employees’ came up with! We appreciate your creativity!!! There were many great photos submitted and it was difficult for the Wellness Team to choose just one winner of the “Most Scenic Biking” event.... **But the winner was..... Hannah Schommer (and friends!).**

The Wellness Teams thanks everyone who participated in the “Most Scenic Bike” event. We hope you had fun participating.

Congratulations!
Hannah Schommer
(Marathon Co Health Dept)
May 2020 Independent Bike Event
Most “Scenic Photo” Winner



New Wellness Activities Added

There are two activities that are now open again in the wellness portal to earn points. These activities will start 7/5/2020 and go until 9/26/2020. Participants can earn 100 points for every 6 consecutive weeks of meeting the goal per tracker.

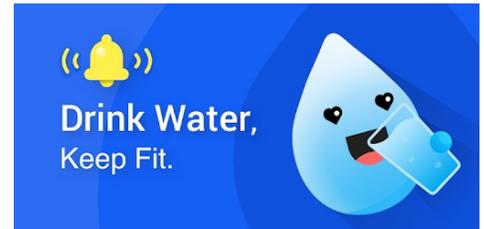
Water Tracking Activity

Registration: No Registration Required - Just start tracking between the dates below

Tracking Dates: July 5th - Sept 26th, 2020

Every 6 consecutive weeks of tracking 64 fluid ounces of water per day for 5 days per week will award you 100 points.

Tracker is located under the Tracker Tab in the Wellness Portal. Please note that each 1 entered equals 8 oz. Must have 8 for the total 5 days per week to earn the points.



Exercise Tracking Activity

Registration: No Registration Required - Just start tracking between the dates below

Tracking Dates: July 5th - Sept 26th, 2020

Every 6 consecutive weeks of tracking 150 minutes per week will award you 100 points

Tracker is located under the Tracker Tab in the Wellness Portal.



Article Deadline for the September & October Employee Newsletter

Monday, August 17, 2020

Please send your newsworthy information to

Sharon Hernandez

Employee Resources Department

sharon.hernandez@co.marathon.wi.us



Marathon County
Employees Credit Union

Spend Time Social Distancing with Your New Recreational Vehicle!

How does a cow balance
his checking account?

With a cow-culator.



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Already a member: Thank you! Not a member: Contact us today!

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COVID-19: Definitions

What Do We Mean When We Say . . .

Asymptomatic: A person is a carrier of a disease and shows no symptoms, but can still spread the disease.

Community Spread: When a disease spreads among people in a community without a clear explanation as to how they were infected.

Hand Hygiene: Washing hands with soap and warm water or hand sanitizer (60% alcohol) for 20 seconds.

Incubation Period: Time between when a person is infected to when they notice symptoms of the disease. COVID-19 incubation period is 2-14 days.

Isolation: Keeping confirmed cases of a disease separated from people who are not sick. Can be voluntary or mandated.

Pandemic: A disease has spread over several countries and continents, and impacts many people.

Personal Protective Equipment (PPE): Specialized clothing or equipment to protect an individual against disease.

Physical Distancing: Also known as “social distancing”. Keeping 6 feet of space between yourself and others. Can be accomplished by avoiding gatherings, such as parties, crowds, and unnecessary visits to stores.

Quarantine: Unlike isolation, quarantine involves separating and restricting the movements of people who have been exposed to a disease to see if they become ill.

Self-isolation: Voluntarily staying home from work or school and limiting time spent in the public.

Self-monitoring: Checking yourself for symptoms of a disease.

On Behalf Of



Source: Yale Medicine. (2020). Our New COVID-19 Vocabulary-What Does It All Mean?

Retrieved from: <https://www.yalemedicine.org/stories/covid-19-glossary/>

COVID-19: Avoid Illness

[Source: Wisconsin Department of Health Services](#)

To prevent getting and spreading COVID-19, make sure you practice good personal health habits and avoid being exposed to the virus.

Avoid close contact [with others](#) and practice physical distancing

- Stay at home as much as possible. Cancel events and avoid groups, gatherings, play dates, and nonessential appointments.
- Avoid gatherings of 10 or more people. See the frequently asked questions below for more information about gatherings.
- Stay at least 6 feet away from other people, when possible.
- If possible, wear a cloth face covering in situations when physical distancing is difficult.
- Stay home when you are sick, except to get medical care.

Practice good hand hygiene

- Wash your hands regularly for at least 20 seconds. If soap and water are not available, use an alcohol-based hand sanitizer with at least 60% alcohol.
- Avoid touching your face, eyes, and mouth when in public.

Enjoy summer safely

- Explore the outdoors, but keep it local
- When you're enjoying time outside, the safest option is to spend time with the people you live with.
- If you are gathering with other people, limit the number to under 10 and practice physical distancing.
- Avoid sharing food.
- Wash your hands frequently, and avoid touching shared surfaces.

If you start to feel sick

- If you become sick, stay home. Visit Wisconsin Department of Health Services Webpage [if you think you are sick](#) for more information.
- Cover your mouth and nose with a tissue when you cough or sneeze or use the inside of your elbow.
- Clean frequently touched surfaces and objects daily (for example, tables, countertops, light switches, doorknobs, and cabinet handles).

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, handshake).
- ◆ Were within 6 feet of the person for more than 15 minutes.
- ◆ 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).
- ◆ 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](#)

REMEMBER:

- Someone who is sick with COVID-19 can spread it two days before they show any symptoms.
- Not everyone with COVID-19 will have symptoms, but they may still spread it to others.

On Behalf Of



Dental Appointments and COVID-19: What has changed?

COVID-19 has altered the way many businesses operate, and dental practices are no exception. In fact, offices are taking extra precautionary measures to ensure you and your family (as well as their staff) remain safe and healthy. Here are some things you may notice when you attend your next dental appointment.



You may need to wait in your car before your appointment time



You may be asked screening questions or to take your temperature before entering the building



Many offices will require you to wear a mask (if you have one, bring it with you)



You may be asked to come to the office alone, unless you are attending to a child or dependent



Waiting rooms may have fewer chairs and no magazines or toys, and you may see additional dividers or Plexiglas® throughout the office



You may be asked to wash your hands or use sanitizer before entering treatment rooms



Staff may be wearing additional personal protective equipment (PPE), such as face shields, masks, gowns, or head coverings



Treatment may be modified to reduce the amount of aerosols created (i.e. the hygienist may hand-polish your teeth instead of ultrasonic cleaning)



Your appointment may take longer than usual, as stricter guidelines have been set for sanitization and other measures

Please note: you should never be charged an additional fee for any Personal Protective Equipment (PPE) or infection control procedures when receiving care from a Delta Dental network provider. Infection control and PPE are considered part of and included in the fee for the complete service and therefore is not billable separately to you, the patient. If you experience issues with charges for PPE, please contact our customer service representatives at 800-236-3712.



Did you know that sun can damage your skin within 15 minutes of exposure?

It can cause multiple health concerns such as sunburn, skin cancer, and cataracts.



summer is here!

and it's the perfect time for a sunny reminder



Sunscreen facts

- SPF-15 or higher
- Reapplication of the sun screen every 2 hours, and after swimming, sweating, or toweling off.
- Expiration date: Sunscreen without an expiration date has a shelf life of no more than 3 years, but the shelf life can be shorter if it has been exposed to high temperatures. Throw away sunscreen after 1-2 years (they lose their potency).
- Some sunscreens may lose their effectiveness when applied with the insect repellents. You may need to reapply more often.
- Cosmetics: Some makeup and lip balms now contain SPF, if you do not have this type of makeup, you can benefit from wearing a wide brimmed hat.



Symptoms

Sunburn does not occur immediately, symptoms usually start 4 hours after sun exposure, and worsen within 24-36 hours, and resolve in 3-5 days. Symptoms of sunburn consist of the following:

- Redness
- Swollen skin
- Headache
- Nausea
- Eyes may become red, dry, painful and feel gritty
- Tenderness
- Blistering
- Fever
- Fatigue

Treatment

- Take aspirin, acetaminophen, or ibuprofen to relieve pain, headache, and fever
- Drink plenty of water to replace fluid losses
- Comfort burns with cool baths
- Avoid further exposure to the sun, until the burn has resolved
- Apply moisturizing cream, aloe, or hydrocortisone cream.

Things that you can do to protect your skin:

- Apply Sunscreen SPF-15
- Seek shade under an umbrella, tree or shelter
- Clothing - when possible wear, long sleeved shirts and pants, that are tightly woven
- Hat with a brim, protects your face, ears and back of your neck.
- Sunglasses to protect your eyes





Summer Environmental Injury Prevention

Submitted by Sherry Gatewood



Finally, the sun is shining on a regular basis. The temperatures are warm enough to spend time playing outdoors without wearing layers. Nature is in full bloom and trails are prime for hiking. Our lawns and landscapes need weekly maintenance. Minor injuries can occur as we enjoy the summer. Take these small steps throughout the summer to avoid the aggravation of mishaps.

Sun burn – The sun is the hottest between 10 a.m. and 2 p.m. Avoid outdoor work at this time if you can. Wear sunblock with 15 SPF or higher and apply frequently when sweating and/or swimming. Cover the skin to protect it. Wear a wide brimmed hat, long sleeves and pants, or use an umbrella for shade if needed.

Insect bites -- Mosquitoes, ticks, and wasps. Ensure properly dressed for outdoor activities. This includes shoes and socks when hiking in the woods. Use an insect repellent, as directed. Check your body for ticks when coming in from the woods. For best results, shower and change clothes as well. Comb/brush pets frequently to check them. Check areas around the house for wasp nests and get rid of them using wasp spray. Be careful when working in sheds and look up.

EMPLOYEE HEALTH & WELLNESS CENTER

1100 Lake View Drive, Wausau, WI
North Central Health Care
Wausau Campus - Door 25

Schedule an Appointment:
715.843.1256 or MyAspirus.org

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



Heat stress -- The body normally cools itself by sweating, but when humidity is high and sweat does not evaporate quickly, body temperature can rise rapidly. Very high body temperatures may damage the brain or other vital organs. Stay hydrated even when you are not expecting to go outside. Do your outdoor work in the early morning or later in the evening. If you are not able to do that, take frequent breaks in the shade and drink fluids. Drink Powerade or Gatorade to replace minerals lost through sweating.



If you start to feel sick while working outdoors, take a break in the shade or a cool environment with air conditioning and drink water. If you are sweating excessively and getting cramps, you may need to also replace the salt in your body with something like Gatorade. If the symptoms do not improve, seek care in a medical facility. Do not ignore the symptoms of heat stress and try to work through it as it can lead to heat stroke which can be life threatening. Call 911 if someone who has been working outdoors is confused, dizzy and not sweating.

Cuts and punctures that can occur while doing yard work put one at risk for a secondary infection and pain. Wear gloves while working and wash hands as much as possible. Seek medical care for further evaluation if you have a cut that is turning red, swelling and/or oozing. Seek medical care right away if you think you need stitches. If you have not had a tetanus shot in 5 years with a dirty cut, you may also need a tetanus shot to prevent a worse infection.

Don't forget Poison Ivy/Oak. If you come in contact with poison ivy/oak, wash the skin right away. The oils from these plants can cause itchy blisters that can sometimes become painful and infected.

Take care of yourself to prevent potential environmental injuries.

**Contact the Employee Health and Wellness Center
at 715-843-1256 if you have questions.**



**Submitted by
Mary Jo Maly**

Summer is in full swing – it's the perfect time to head outdoors and enjoy the sunny weather. But are you protecting yourself from potential risks? Everyone has heard about the harmful effects of UV rays. But how much do you really know? Take this quiz by order of questions and then read the below article for the answers.

1. Ultraviolet (UV) Light is a form of:
 - A. Radiation
 - B. Light Rays
 - C. Purple color emitted from lightbulbs
2. The most significant source of UV Radiation comes from:
 - A. Welding torches
 - B. The sun
 - C. Tanning beds
 - D. Lasers
3. The sun emits radiation in the form of UV light, which is classified into three types of wavelights: UVA, UVB, and UVC. Which of the following is true statement:
 - A. UVA causes skin aging
UVB causes sunburns
UVC is blocked by the earth's ozone layer
 - B. UVA, UVB, and UVC causes sunburns and skin aging
 - C. UVA, UVB and UVC all penetrate the skin equally
 - D. UVB and UVC are associated with skin cancer
4. Overexposure to UV radiation can lead to serious health issues, including skin cancer. Which of the following statements are true about skin cancer caused by UV radiation:
 - A. Basal and Squamous cell cancer are most common
 - B. Commonly forms on the head, neck, hands arms
 - C. Most common to those who are over age 50
 - D. Melanoma is the most aggressive type of skin cancer
5. All UV radiation is bad for you:
 - True or False
6. SPF stand for Sun Protection Factor. If it typically takes you 15 minutes to burn without sunscreen and you apply an SPF 10, how many hours will it take you to burn in the sun wearing the protection?
 - A. 4 hours
 - B. 10 hours
 - C. 2.5 hours
 - D. 150 hours
7. What minimal SPF protection is recommended by the US Food and Drug Administration?
 - A. 4 SPF
 - B. 15 SPF
 - C. 25 SPF
 - D. 50 SPF
8. Your eyes need sun protection too. Which is true about the quality of sunglasses?
 - A. Darker lenses provide more protection
 - B. Polarized lenses are the best type of sunglasses to wear at all times
 - C. Sunglasses providing 99% UV protection are recommended

UV Radiation

Most of us don't realize that UV light is a form of radiation. Yikes! Radiation is a scary word that doesn't have a lot of positive connotation with it. The main source of UV radiation is the sun, although it can come from other manmade sources such as tanning beds and welding torches. The sun emits radiation in the form of UV light, which is classified into three types of wavelengths: UVA, UVB, and UVC. The earth's ozone layer blocks all UVC light, but UVB and UVA light pass through it. UVA has a longer wavelength that penetrates deeply into the skin – it's the kind of UV radiation associated with skin aging. UVB has a shorter wavelength and damages the outermost layers of your skin. It is kind of sun radiation that causes a suntan and sunburns. Damage from UV exposure is cumulative and increases your risk for skin cancer over time. While your body can repair some of the damage in skin cells, it can't repair all of it. The unrepaired damage builds up over time and triggers mutations that ultimately can cause skin cancer, with basal and squamous cell cancer as being the most common. Typically, they form on the head, face, neck, hands, and arms because these body parts are the most exposed to UV radiation. Fortunately, when discovered early, these common forms of skin cancer are almost always curable. However, Melanoma, the most serious and aggressive skin cancer, can develop in the cells that produce melanin – the pigment that gives your skin color. Those most susceptible to skin cancer are those who spend a lot of time in the sun, have light colored skin, eyes, and hair, have a family member with skin cancer, or are over age 50. Overexposure to UV radiation can also cause eye cataracts, eye damage, skin aging, growths on the skin, and immune system suppression.

UV Radiation — Continued

Not all UV Radiation is bad. There are beneficial effects of UV radiation which include the production of vitamin D, which is essential to human health. Vitamin D helps the body absorb calcium and phosphorus from food and assists with bone development. The World Health Organization (WHO) recommends 5 – 15 minutes of sun exposure 2 to 3 times a week.

How to Protect Yourself from UV Radiation

Despite the risk factors, you can safely enjoy the outdoors by protecting your skin against UV exposure with broad-spectrum sunscreen. It is important to choose the right sunscreen and apply it correctly. The US Food and Drug Administration's regulations for sunscreen labeling recommend that the sunscreen have a sun protection factor (SPF) of at least 15, and it should protect against both UVA and UVB radiation. According to the National Council on Skin Cancer Prevention, most people apply only 25%–50% of the recommended amount of sunscreen. When out in the sun, apply at least one ounce (a palmful) of sunscreen **every two hours**. It should be applied more often when sweating or swimming, even if the sunscreen is waterproof. Additionally, you should consider sun-safe clothing, hats and sunglasses.



Know the Numbers

SPF stands for sun protection factor. An SPF rating tells you how long you can stay in the sun without getting burned *while* wearing that sunscreen, compared with how long you can stay in the sun before you burn *without* wearing that sunscreen

For example: If it typically takes you 15 minutes to burn without sunscreen and you apply an SPF 10, it will take 10 times longer (2.5 hours) to burn in the sun. A higher SPF doesn't indicate superior sun protection—it indicates that you will remain protected in the sun for a longer amount of time.

For example: an SPF 2 product protects your skin just as effectively as one with an SPF of 30. However, SPF 2 sunscreen will need to be applied more frequently.

Don't Forget to Protect Your Eyes



UV protection sunglasses are essential for keeping your eyes healthy. They block the ultraviolet light from reaching your eyes. For protection, look for sunglasses that:

- ◆ Block at least 99% of both UVA and UVB rays
- ◆ Screen out 75% to 90% of visible light
- ◆ Have lenses that are perfectly matched in color and free of distortions and imperfections
- ◆ Have lenses that are gray for proper color recognition

The color of the lenses and the degree of darkness the sunglasses provide have nothing to do with the sunglasses' ability to block UV rays. Opt for wraparound sunglasses or closefitting sunglasses with wide lenses that protect your eyes from every angle. Some contact lenses also offer UV protection, but should be worn in combination with sunglasses to maximize protection.

Stay Safe this Summer!

Taking steps to protect yourself from the sun is a year-round responsibility but is especially important during summer when the sun's rays are the strongest. **By keeping these facts in mind, you can safely enjoy the warm weather and the sunny days in store for us during the next couple of months!**

Did you answer all questions correctly?

You were hopefully able to find the answers to the quiz from the article. For an answer key, see below. For more information refer to the following organizations used as resources in this article.

1= A 2= B 3= A 4= A B C D 5= false 6= C 7= B 8= C

Resources: The Skin Cancer Foundation; Centers for Disease Control & Prevention; US Food & Drug Administration; WHO, Mayo Clinic, American Cancer Society





Submitted by Sherry Gatewood

LYME DISEASE



Lyme disease is an illness caused by the bacteria *Borrelia burgdorferi* and *Borrelia mayonii*. It is spread to humans by the *Ixodes scapularis* tick (also known as the black-legged tick or deer tick). Anyone can get Lyme disease, but people who spend more time outdoors are at a higher risk of being bitten by an infected tick. In Wisconsin, the highest number of cases are seen in the western and northern regions, but recently cases have increased in the central and eastern regions. The average number of reported cases has more than doubled over the past 10 years.

What causes it?



- ▶ Lyme disease is spread to humans through the bite of an infected black-legged tick. Ticks can be found in areas with woods, brush, or tall grass. A tick must be attached for at least 24 hours to spread Lyme disease to a person.
- ▶ Lyme disease is spread during the spring, summer, and fall by both adult ticks and the young nymph stage of the tick. The risk for Lyme disease is highest in the spring and early summer, when the nymphs are most active. People may not remember being bitten by a tick because the black-legged nymphs are very small, about the size of a poppy seed.

What are the signs and symptoms?



The early symptoms can show up 3-30 days after being bitten by the tick. If not treated, the later symptoms can take weeks to months to show up.

Early Symptoms

- ▶ Circular reddish rash (does not appear in all cases)
- ▶ Fever
- ▶ Headache
- ▶ Stiff neck
- ▶ Muscle/joint pain

Late Symptoms

- ▶ Meningitis (brain swelling)
- ▶ Facial muscle weakness
- ▶ Heart abnormalities
- ▶ Arthritis
- ▶ Joint pain/swelling

What are the treatment options?



Lyme disease can be treated with antibiotics. It is important to get treatment as soon as possible after symptoms start. If treatment is delayed, it can spread to the joints, heart, and nervous system and have long-term effects.

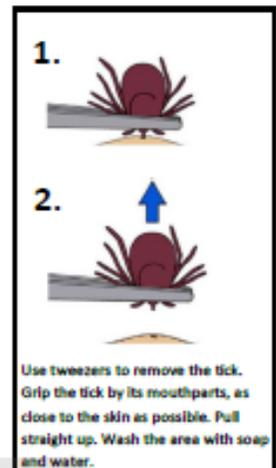
How can it be prevented?



Follow these steps to reduce your risk of being bitten by a tick:

- ▶ When outdoors, wear a long-sleeved shirt, long pants, and high socks with pant cuffs tucked into the socks. Wear light-colored clothing so ticks are easier to see.
- ▶ Walk in the center of trails and try not to brush up against shrubs and tall grass.
- ▶ Wear insect repellent with 20-30% DEET, or use 0.5% permethrin on clothes. Follow directions on manufacturer's label.
- ▶ Do tick checks on yourself and others after coming in from outside and quickly remove any ticks.
- ▶ Take a shower after coming in from outside to remove insect repellent and any ticks on the body.
- ▶ Put clothing worn outside in dryer on high for at least 10 minutes to kill any ticks that may still be on clothes.

HOW TO REMOVE A TICK:



2020 Komen Wisconsin's More Than PINK Walk is going VIRTUAL

Submitted by Mary Palmer

Late afternoon on Thursday, June 24th, *Susan G. Komen More than PINK* held a Drive-Thru Walk Kick-Off Event at Marathon Park. The enthusiasm was undeniable and **PINK** was everywhere!

Here are some facts you will want to know:

It doesn't cost anything to sign up for the Walk, but to get a commemorative Komen Shirt you need to fundraise \$100

The August Walk is cancelled and the **new date** for the virtual walk is **Saturday, October 24, 2020**

To sign up go to: [KomenWisconsin.org/Walk](https://www.komenwisconsin.org/Walk) to select your City (Wausau)

Click **REGISTER** and join a team. Our Team name is **MARATHON COUNTY** (yes, very original)

Log in or Sign up and complete the Registration Form

We are not sure how the Wellness Points will work for this VIRTUAL event, but we should have that figured out in the near future. We are also thinking of doing some fundraising. Maybe selling long-sleeved t-shirts. If you have ideas, let Mary know.

If you have questions about the *Susan G. Komen More than PINK VIRTUAL* walk, contact Mary Palmer at 1401 OR mary.palmer@co.marathon.wi.us

2020 Komen Wisconsin's VIRTUAL More Than Pink Walk

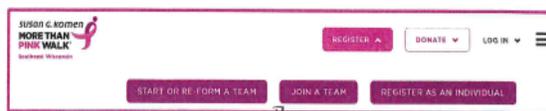


COVID 19 has closed down a lot of things, but breast cancer is not one of them.

Join your fellow Walkers across the state on **SATURDAY OCTOBER 24th** for this one-of-a-kind celebration and fundraiser!

Registration is **FREE** and **SUPER EASY**
Visit [KomenWisconsin.org/Walk](https://www.komenwisconsin.org/Walk) to select your City

1. SELECT YOUR REGISTRATION CHOICE FROM THE DROPDOWN



You'll have the choice to 'register as an individual' or 'start or reform a team' or 'join a team.' Previous Team Captains can bring back their team for this year. Simply type your team's name into the Start a Team box and an option to select your previous team name will pop up. Once your team is started or reformed, invite your friends and family to join!

2. LOG IN or SIGN UP

Returning Walkers: If you need to, click on [Forgot Username or Password?](#) to retrieve that important information!

Have you participated in a Race for the Cure or MORE THAN PINK Walk before?

YES NO

3. FILL IN THE EASY REGISTRATION FORM

Participation and Fundraising

Which best describes you?

Virtual Adult \$0	Virtual Survivor or Living with Metastatic Breast Cancer \$0
Virtual Youth Under 18 \$0	

Select your participation type and answer a few more questions about fundraising, shirt size, and how you know about the event.

Registration is free so consider making a donation right away to get your fundraising page off to a great start!

RESEARCH CARE COMMUNITY ACTION

Libraries Were Created for Times Like These

With such monumental changes happening in our society right now, **libraries are an important resource to provide historical context to recent events** to help you process what's taking place in the news. Libraries can connect you to materials to help you understand your world a little better so you can make more informed decisions in your life.

Did you know that **all you need is a library card to access *The New York Times* from home without a subscription?**

MCPL Library Specialist Chad Dally highlights resources and **reading lists for adults and children regarding the topics of race and inequality in our history and society** and informs you of **the library's latest reopening plans.**

READ MORE

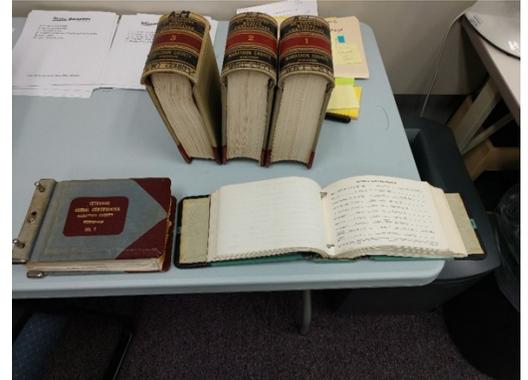


Veterans Service Historical Records

Submitted by Jill Geoffroy



On May 12, 2020 Mary Forer from the Marathon County Historical Society picked up 21 Grave Registration Books that had been sitting on shelves in the Veterans Service Office. They will be scanned and archived by the Historical Society staff/volunteers. The books will be put on display in November around Veterans Day for the public to view. In addition, copies will be made available for family members who request them in the future.



Veterans Services Commission Donation For Ramp

Submitted by Jill Geoffroy

In May, the Veterans Service Commission provided \$500 to the Patriots for Warriors towards a \$2,000 ramp for a Veteran who lives in Mosinee.



Veterans Service Office Scanning Project

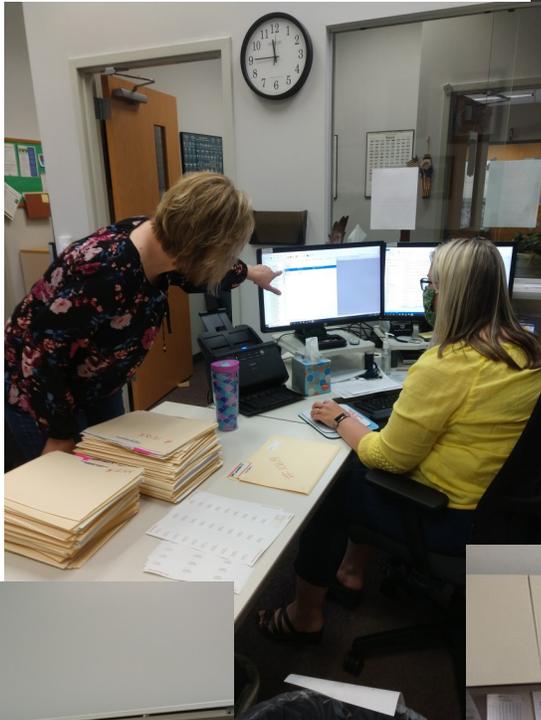
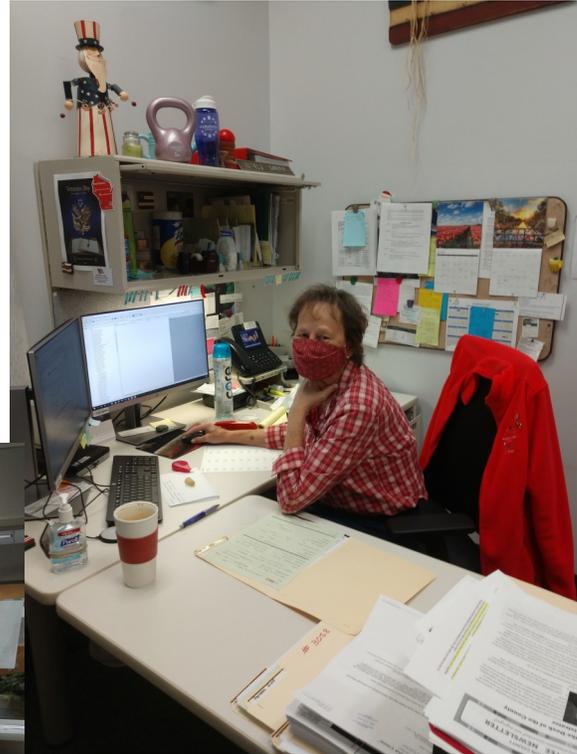
Submitted by Jill Geoffroy

In May 2020 the Scanning Project started!

CCITC Project Manager Heather Giddings, Gwen Loiz, Mary Dunn and Jill Geoffroy from the Veterans Service Office and Aby Sauter and Jean Rolnecki on loan from the Health Department are working together to sort, scan and index paper Veterans Service Office files.

The goal is to have our 15,000 paper files all on Laserfiche by October.

Way to go!





JOIN US FOR OUR UPCOMING EVENT!

WALK TO END ALZHEIMER'S

No one should have to fight alone. Together, we can raise awareness and improve the quality of life for those affected in our communities!

Location: Marathon Park

Date: 9/26/20

Due to COVID-19 the walk may look a little different this year,
more details to come!

Marathon County
Mary Brock
mary.brock@co.marathon.wi.us

alz.org/walk



Do You Know That You Can Fax Through Outlook?

Directions to send a fax through Outlook:

1. Start a new mail message
2. Type in the fax number in the "To:" field followed by **@fax.co.marathon.wi.us**.
 - ◆ Do not use dashes or commas.
 - ◆ Local numbers require the 715 prefix.
 - ◆ Long distance require a 1, the area code, and the number

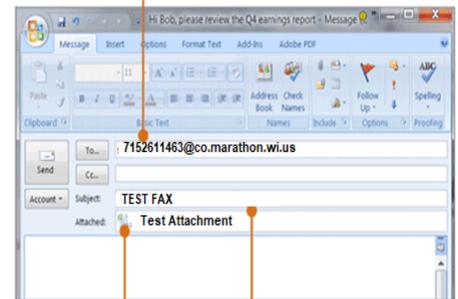
Local example: 715261463@fax.co.marathon.wi.us

Long distance example: 19602161463@fax.co.marathon.wi.us

3. Type a subject.
4. Type in necessary information in the body of the message excluding any specially formatted items, i.e. no graphics.
5. Click on Send
6. When fax goes through, you get an email confirmation. . . "DELIVERED: FAX . . ."

Send a fax by email.

Open your email client and enter the fax machine's 10-digit phone number followed by



Attach the documents and click **Send**.

Use the subject line for text you'd like to appear on the coversheet.

Ascension WI EAP in the Midst of COVID-19

They are here for you!

Employee Assistance Program (EAP) licensed counselors are ready to help. 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 is updated nearly daily and additional information can be found on website 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, or through our website www.ascensionWIEAP.org. EAP looks forward to talking with you!



Welcome To Our Team!



Started May 4, 2020

Michelle Denton, Communications Specialist,
Sheriff's Office



Started May 11, 2020

Simon Clawson, Public Health Assistant,
ADRC-CW



Started May 4, 2020

Joshua Zentner, Deputy II, Sheriff's Office



Started May 8, 2020

Stephen Blumm, Public Health Assistant,
ADRC-CW



Started May 18, 2020

Morgan Tollard, Planning Technician,
Conservation Planning & Zoning



Started May 18, 2020

Marcus Aumann, Senior Park & Recreation
Manager, Parks Recreation & Forestry



Started May 18, 2020

Amanda Mroczenski, Communications
Specialist, Sheriff's Office



Started May 18, 2020

Jana Suriano, CPZ Technician, Conservation
Planning & Zoning



Welcome To Our Team—Continued



May 31, 2020

Samantha Thomas, Corrections Specialist,
Sheriff's Office



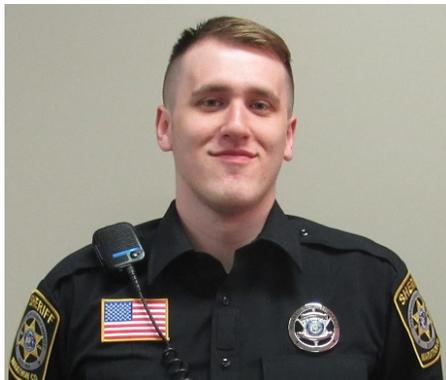
Started June 1, 2020

Christopher Brandner, Deputy III,
Sheriff's Office



Started June 1, 2020

Dakota Hartenstein, Communication
Specialist, Sheriff's Office



Started June 14, 2020

Quinten Papendorf, Corrections Specialist,
Sheriff's Office

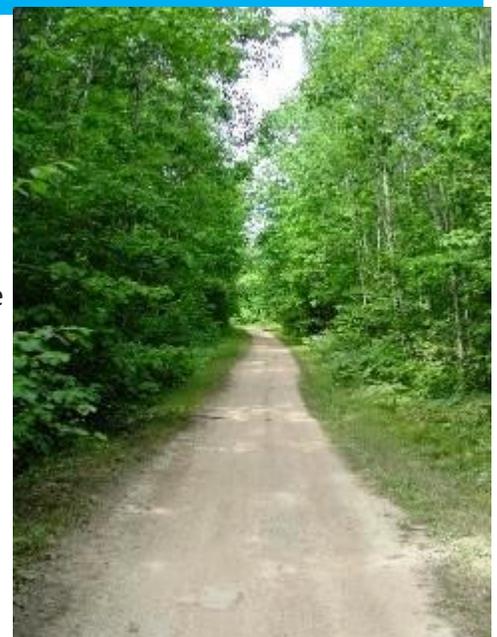


Taking Advantage of Outdoor Activities in Marathon County Amid a Pandemic

With all of the uncertainties that have come with COVID-19, you may be asking yourself, *What CAN I do this summer to stay active?* Even though many establishments have reopened in Marathon County, you may still have concerns about being out and about or expanding the circle of people you interact with.

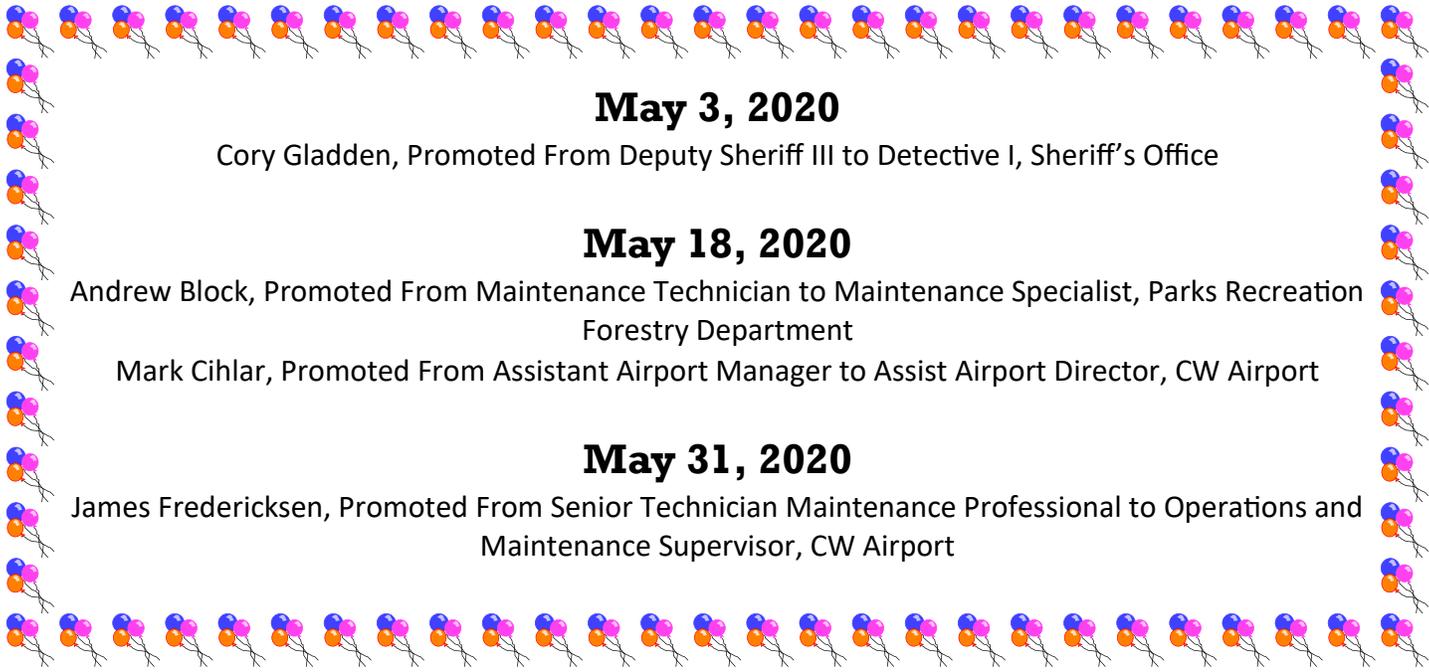
If you're looking for **ideas of outdoor activities you can do with your friends and family in Marathon County this summer to maintain your health and wellness**, read on as Public Health Educator Jenna Flynn connects you to ideas and updates on options put forth by the Wausau and Marathon County Parks, Recreation & Forestry Department...

[READ MORE](#) 



Burma Road County Forest Unit and ATV trail.
(Photo courtesy of Marathon County.)

Congratulations On Recent Promotions & Transfers!



May 3, 2020

Cory Gladden, Promoted From Deputy Sheriff III to Detective I, Sheriff’s Office

May 18, 2020

Andrew Block, Promoted From Maintenance Technician to Maintenance Specialist, Parks Recreation Forestry Department

Mark Cihlar, Promoted From Assistant Airport Manager to Assist Airport Director, CW Airport

May 31, 2020

James Fredericksen, Promoted From Senior Technician Maintenance Professional to Operations and Maintenance Supervisor, CW Airport

Service Anniversaries In July & August 2020

45 Years Of Service — None

40 Years Of Service

Sharon Hernandez, Employee Resources Analyst, Employee Resources, July 18, 1980

35 Years Of Service

Mary Beck, Administrative Coordinator, District Attorney’s Office, July 8, 1985
Lynn Meurette, Accounting Technician, Sheriff’s Office, July 8, 1985
James Zelenka, Maintenance Specialist, Highway Department, July 29, 1985

30 Years Of Service

Sheila Westcott, Corrections Lieutenant, Sheriff’s Office, July 9, 1990
Andrew Chuzles, Senior Maintenance Specialist, CW Airport, July 16, 1990
Kristine Weden, Social Services Supervisor, Social Services Department, July 23, 1990
Gregory Bean, Captain Investigation, Sheriff’s Office, July 30, 1990
James Griesbach, Highway Commissioner, Highway, August 6, 1990



Service Anniversaries In July & August 2020—Continued

25 Years Of Service

Randal Charneski, Maintenance Technician,
Parks Recreation Forestry, July 25, 1995
Keith Wilcox, Maintenance Technician, Parks
Recreation Forestry, July 25, 1995

20 Years Of Service

Janice Schreiner, Administrative Coordinator,
Highway, July 10, 2000
Lori Garber, Social Services Coordinator, Social
Services, July 17, 2000
Brian Seehafer, Social Services Coordinator,
Sheriff's Office, July 18, 2000
Shawn Schnelle, Corrections Specialist, Sheriff's
Office, August 16, 2000
Sara Klebenow, Social Services Professional,
Social Services, August 21, 2000

15 Years Of Service

Charles Kevil, Public Health Assistant, ADRC-CW,
August 1, 2005

10 Years Of Service

Eric Enerson, Detective II, Sheriff's Office,
July 12, 2010
Christopher Frisch, Senior Maintenance
Specialist, Highway, July 12, 2010
Andrew Sims, Park Forester, Parks Recreation
Forestry, July 26, 2010
Kelly Schremp, Assistant Administrative
Manager, Clerk of Courts, August 9, 2010
Jason Skalitzky, Deputy Sheriff III, Sheriff's
Office, August 16, 2010
Jacqueline White, Deputy III, Sheriff's Office,
August 17, 2010



5 Years Of Service

Andrew Tackes, Corrections Specialist, Sheriff's
Office, July 6, 2015
Ruth Heinzl, Social Services Professional, District
Attorney's Office, July 13, 2015
Christopher Strasser, Maintenance Specialist,
Highway, August 3, 2015
Kimberly Vande Voort, Administrative
Coordinator, Corporation Counsel,
August 17, 2015
Aandrea Mett, Public Health Assistant,
ADRC-CW, August 18, 2015
Sarah Grunenwald, Social Services Professional,
Social Services, August 31, 2015

