



MARATHON COUNTY EMPLOYEE NEWSLETTER

Keeping employees *connected* and *engaged*.

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Marathon County IDEAS Academy

Written By Molly Adzic

In the past 8 months, over half of all Marathon County employees have completed the 4 hour IDEAS Academy Awareness Training, and over 90% of participants said that they would recommend the training to a colleague.



Haven't been through Awareness Training?

What are you waiting for? Awareness Training is a fun and interactive introductory workshop covering the basic concepts of continuous improvement and a brief overview of select tools and techniques.

Available dates are listed below. Click [here](#) to register.



- Thursday March 12th 8:00AM-12:00PM
- Tuesday March 31st 8:00AM-12:00PM
- Tuesday April 7th 8:00AM-12:00PM
- Wednesday April 15th 12:30 PM - 4:30 PM
- Tuesday April 28th 8:00AM-12:00PM

Enjoyed Awareness Training and interested in developing a deeper understanding of continuous improvement?

The IDEAS Academy is always accepting [applications](#) for Innovator Training. The Innovator Training course is a 3-day hands-on workshop providing participants a more in depth overview of several additional tools and concepts. Like Awareness Training, Innovator is comprised of group exercises, videos, lecture, group discussion, and hands-on simulation. The Innovator Training course covers topics such as, project leadership, change management, strategies for tracking and measuring performance, and tips for successful innovation. This course is designed to prepare employees to lead a process improvement project to successful completion. Beyond the 3 consecutive days of training, it is the expectation that all Innovator Training participants will use what they have learned to lead and participate in continuous improvement initiatives within their department and across the County.

Continued on Page 3

*Excellence is not
a skill.*

It is an attitude.

Ralph Marston

Marathon County IDEAS Academy —Continued

If you are interested in applying for Innovator training, first meet with your supervisor to discuss your interest in the program and ensure that you have their support. Once you have confirmed your supervisor's support, please complete the Applicant Portion of the [application](#), found on the Marathon County Website under Continuous Improvement, and send it to your supervisor to complete and submit to IDEAS.Academy@co.marathon.wi.us for review. If you are selected to participate in the training, available dates will be shared with you and your supervisor to determine when you will attend. Sessions are typically offered on a monthly basis.



Innovator Training

Marathon County Leaders & Supervisors:

Your support is vital both before and after training. Help bridge the gap between learning and action with these 3 Easy Tips for Leaders:

1. Schedule time to debrief with your employees after they return from training to ask questions about their experience.
 - ◆ What did you learn?
 - ◆ What were you reminded of?
 - ◆ In what job scenarios do you see yourself using what you learned?
 - ◆ What will you do differently as a result?
2. Develop and document an after training action plan
 - ◆ Identify steps to be taken, what resources will be necessary, and when the action will be completed
 - ◆ Mark your calendar to follow up on progress at appropriate intervals.
3. Share and celebrate
 - ◆ Invite and encourage employees to talk about their learnings, actions, and results with others on your team or in your department
 - ◆ Acknowledge and congratulate employee initiative, action, and progress.

Any questions about Marathon County's IDEAS Academy can be directed to

IDEAS.Academy@co.marathon.wi.us.

Martin Luther King Jr. “Day On” 2020

Dr. Martin Luther King Jr. was, and remains, the most well-known leader of the Civil Rights Movement; yet, his impact on the history of our country is impossible to adequately capture. One of Dr. King's most powerful messages was on the importance of serving others, often declaring that:

“Life's most persistent and urgent question is, What are you doing for others?”

In Marathon County, we observed the Martin Luther King (MLK) Jr. holiday with a focus on Dr. King's message of service. **Our MLK “Day On” event challenged us all to ask ourselves how we can better serve our community and learn more about those we work alongside and serve.**

Learn more about the County's annual MLK Jr. “Day On” in the full article...

[READ MORE](#) 

If you have trouble with opening this link, please open it up in Chrome or Firefox. The Central Wis Times articles have compatibility issues with Internet Explorer, thus the story may not display correctly. Contact CCITC Helpdesk at Ext. 6710 if you have problems with opening Chrome or Firefox.

Flu Workplace Safety Prevention

Written By Mary Jo Maly



It's the peak season for the flu where there is a greater health threat to everyone. The workplace can be a highly contagious environment for sharing the flu. Therefore, workplace safety is important for all to avoid an outbreak.

Because colds and flu share many symptoms, it can be difficult to tell the difference based on symptoms alone. Flu symptoms can include fever or feeling feverish/chills, cough, sore throat, runny or stuffy nose, muscle or body aches, headaches and fatigue. Cold symptoms are usually milder but can also include a runny or stuffy nose with a cough. Colds generally do not result in serious health problems.

SIGNS AND SYMPTOMS	COLD	FLU
Symptom onset	Gradual	Abrupt
Fever	Rare	Usual
Aches	Slight	Usual
Chills	Uncommon	Fairly common
Fatigue, weakness	Sometimes	Usual
Sneezing	Common	Sometimes
Chest discomfort, cough	Mild to moderate	Common
Stuffy nose	Common	Sometimes
Sore throat	Common	Sometimes
Headache	Rare	Common

#FIGHT FLU

Flu Virus Facts You Didn't Know

Absenteeism due to the flu virus:
111 million
work days lost per year¹

Vaccination:

In 2015-16, only **31.7%** of 18-49 year-olds received flu shots

white **48.1%** of 50-64 year-olds got vaccinated

Common breeding grounds in offices for illness-causing germs include:



The Flu Virus Impacts Everyone:

- Employees & Employers:** According to the CDC, the flu virus contributes to about **\$7 billion annually** in sick days and lost productivity as well as **\$16.3 billion** in lost earnings
- The average flu-related absence is one work week
- The flu virus is the leading cause of lost time (days missed from work) with employers²



The Flu Virus Impacts Everyone at Work!

Prevent Sharing a Cold or Flu at Work

Employees are the most crucial resource at any business. Use these tips to lower your risk of sharing cold and flu viruses at work.

Get your flu shot!

Vaccination is the number one prevention step! And, it's not too late to get vaccinated if you have not yet. The flu shot can diminish the severity of symptoms and is the best way to protect yourself and others.

If you are sick, stay home from work!

Viruses spread easily in close quarters like offices. Stay at home if you have cold or flu symptoms. Marathon County supports your wellness by providing PTO to assist you if you need to be away from work for your illness. A flu shot is covered 100% under Marathon County's health plan and is available at the Employee Health and Wellness Center.

Cover your mouth and nose when you cough or sneeze

Viruses are mostly spread through mucus. Cover your mouth with the inside of your elbow so you don't cough or sneeze into your hand.

Embrace Basic Hygiene (but not sick coworkers!)

Cleanliness is one of the most important steps to stop the spread of flu. Wash your hands often... and don't skip the soap! Wash minimally for 15-20 seconds. Try not to touch your nose, mouth or eyes. Use hand sanitizer after touching surfaces or after you cough or sneeze. Avoid shaking hands during the flu season. Avoid using other employees' equipment like phones, computers, headsets, tools, etc. and make sure your work area is clean.

Taking these safety measures to prevent the flu at your worksite will keep you and your coworkers healthy and productive!

Spring Is Coming - Beware Of Icy Conditions

Written By Sharon Hernandez

Spring is just around the corner, which means we are now experiencing warmer days but unfortunately still have cold nights. This means, snow is melting during the day and then turning to icy conditions during the night.

Please watch for ice and most importantly be careful at work and when you are not at work. We want all of our employees to stay healthy.

Whether it's nearly invisible ice on your front porch steps, or that deceitful greasy floor surface near an entrance to the outside world that could double as a hockey rink, the possibilities of winding up on your rear more than your feet this winter seem endless.

Follow these 10 tips to make sure you're staying safe when walking around in snowy and icy conditions:

1. Walk slowly and carefully. Wear boots or other slip-resistant footwear.
2. Use special care when getting in and out of vehicles. Use the vehicle for support if you need to do so.
3. Watch for slippery floors when you enter any building or home.
4. Try to avoid carrying items, or walking with your hands in your pockets; this can reduce your ability to catch yourself if you lose your balance. Instead, carry a backpack if you have one.
5. Watch out for black ice.
6. Tap your foot on potentially slick areas to see if the areas are slippery.
7. Walk as flat-footed as possible in very icy areas.
8. Avoid uneven surfaces if possible. Avoid steps or curbs with ice on them.
9. Report any untreated surfaces to your supervisor. Help us keep you safe!
10. Remember: Ice and snow mean "take it slow!"

If you end up having a work-related injury or illness that requires medical appointment or you are considering whether medical attention is needed, please contact the County workers compensation nurse line at 1-844-891-6020.



**Marathon County
Employees Credit Union**

ATM at the Courthouse

www.mcecu.org

This ATM is located on the second floor by the vending machines on the way to the Sara Quirt-Sann Courtroom.

If you are a member of the Marathon County Employees Credit Union (MCECU) you may access up to \$300 per day with your debit card (don't forget your pin #) and there will be NO TRANSACTION FEE.

If you are not a member, you may still use the ATM with a credit card and pin for a minimal fee of \$3 per transaction.

So to avoid the transaction fee, why not join MCECU for all your financial needs!

Already a Member? Thank You and Enjoy this ATM!

Not a Member? Contact us today so you too can access this ATM at NO COST!

If you work in the Courthouse or another County building, you automatically qualify for membership, along with your family members.

715 261-7680

cuteller@co.marathon.wi.us

Everyone Counts—Census Day

April 1, 2020

Written By Molly Adzic

The U.S. Census Bureau has embarked on a nationwide effort to educate and encourage everyone living in the United States and five of its territories to respond online, by phone, or by mail to the 2020 Census. Marathon County and the City of Wausau have teamed up with the Census Bureau to create a Complete Count Committee to further their efforts. The Complete Count Committee is a collaborative partnership among community leaders with the mission of increasing awareness and motivation among our residents to participate in the 2020 count. It is absolutely vital that we count every person living in our community as it helps determine Wisconsin's representation in Congress as well as funds allocated to roads, schools, hospitals and other local organizations.

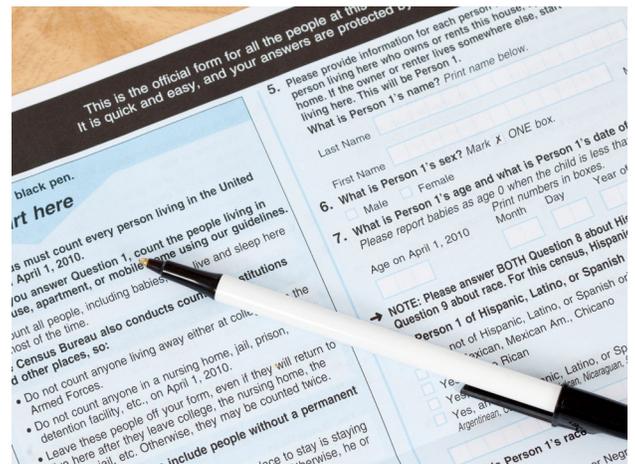
Check out this [video](#) for more information. [Census Made Simple](#)

How can you help?

- ◆ Respond to the 2020 Census Survey
- ◆ Encourage everyone you know to participate
- ◆ Share information and videos about the census with friends and on your social media accounts
- ◆ Get involved with the Complete Count Committee by contacting me at Molly.Adzic@co.marathon.wi.us
- ◆ Apply for a temporary part-time position with the 2020 Census. Anyone interested can apply online at 2020census.gov/jobs or by calling 1-855-JOB-2020 (Must be a U.S. Citizen, 18 years or older, with valid Social Security number and email address).

Also check out the Census 2020 story in the Wi Central Time NEWS.

[READ MORE](#)



Article Deadline for the May-June Employee Newsletter

Wednesday, April 15, 2020

Please send your newsworthy information to
Sharon Hernandez, Employee Resources Department
sharon.hernandez@co.marathon.wi.us

Don't Miss the
DEADLINE!

A Diversity Success Story: Thank You to my Marathon County Family!

Written By Samantha Pinzl

During the night in September 2019, I awoke with an emergent pregnancy complication that could be potentially life threatening to both the baby and me at only 29 weeks 0 days pregnant. I was admitted to the hospital and thankfully the baby was doing well. The next morning, I expected to be on my way, but the doctors had other plans for me. The best thing for my safety and the safety of the baby was to remain hospitalized and closely monitored, with the goal of getting me to 36 weeks. It felt daunting accepting that I would be hospitalized or on full bedrest for hopefully the next 7-8 weeks to let the baby grow. It was very difficult being away from my home, husband, and two-year old daughter. After two weeks in the hospital, I ended up being able to go home on bedrest, but was quickly back in the hospital for the last month of my pregnancy.

Marathon County Health Department, Marathon County Employee Resources, and Sharon Hernandez supported me throughout this entire journey- answering all of my questions and ensuring that I could maximize the benefits I had to get my family through this time period. I want to thank everyone who donated their PTO to me. You earn that PTO and it is your benefit— to give it away freely to someone is a selfless and kind gift we cannot thank you enough for. I cannot know who you are, but you can know that it truly made such a huge difference in our lives. I cried in my room after I talked to Sharon because it is humbling to need to accept help, and Marathon County was there to help when my family needed it most. Having this kind of support from my Marathon County family gave me one less thing to worry about. I remember the day in early October when my nurse told me that mothers who can have as little stress as possible while staying in the hospital, typically have the best outcomes for baby. The support I had from Marathon County allowed me to remain as stress-free as possible given the situation.



There are too few national or state policies that protect and incentivize mothers to stay in the workforce. The high cost burden and shortage of availability in quality child care services further compounds the challenges working mothers face. During my hospital stay I reflected on how lucky I was to have the social supports in place that I did—a family who could take excellent care of my daughter while I could not, friends and pastors to protect my spiritual and mental health (which was the largest burden of this journey), and an employer where my family's financial security could remain in tact for this unexpected health problem. I learned that many mothers do not have these kinds of support and are then faced to decline care against medical advice. Women make huge contributions to the workforce and are assets, and I am proud to show my children the many ways I can contribute to our household. Thanks be to the support I received from all of these resources, especially to my employer. This millennial mom is on the rise!



Now, to the good part! Without further ado, I'd like to introduce you to our son, Josiah John. Born on November 18th at 36.5 weeks gestation and completely healthy. We did not know the gender going into delivery so it was such a fun surprise at the end of this journey! He weighed 6 lbs 7 oz and was 20.5 inches long. He did not need a single day in the NICU. He is our success story and big sister, Eloise, is very proud. Thank you for contributing to our success! We truly cannot thank you enough. It is so good to be home and to be back to work for Marathon County.

Sincerely, Samantha Pinzl



Thanks to everyone, without all of you, this journey would have been much harder alone!

***Sincerely, Josh Pawlowski & Family
Highway Department Employee***

We Won't Let Cancer Win!!!!

Family-Friendly Workplace Survey

Sponsored by Marathon County Early Years Coalition

The Marathon County Early Years Coalition is asking all employees to participate in a “Family-Friendly Survey” which can be accessed on-line or through a mobile phone at wipps.org/employee or with a QR code (below).

The easy-to-use survey is confidential and anonymous. It takes 15 minutes to complete. Any person currently employed or self-employed, living or working in Marathon County, is encouraged to take the survey.

Survey results will be used to help local businesses and nonprofits make the community and workplaces more family-friendly. For more information, please contact WIPPS Research Partners at 715-261-6368 or info@wipps.org.

MARATHON COUNTY
EARLY YEARS
COALITION

FAMILY-FRIENDLY WORKPLACE EMPLOYEE SURVEY

**FAMILY
FRIENDLY
WORKPLACE**



TAKE THE SURVEY: wipps.org/employee



WHO IS SPONSORING THIS SURVEY?

The Marathon County Early Years Coalition is a partnership of over 50 organizations in Marathon County dedicated to ensuring child and family well-being through a coordinated county-wide effort which maximizes resources, focuses on evidence-based practices, and advocates for early childhood success.

WHY SHOULD EMPLOYEES TAKE THE SURVEY?

Responses will be used to develop a better understanding of how people working in Marathon County feel about family-friendly workplace policies, programs, and benefits. Confidential and anonymous responses to this survey will be combined with responses from many individuals taking the survey to address questions about our community such as:

- What kinds of family-friendly workplace policies and programs are currently available to the Marathon County workforce?
- What kinds of family-friendly workplace benefits does the Marathon County workforce value the most? The least?
- How much do employees who work in Marathon County value family-friendly workplace policies and programs compared to other job factors?

HOW WILL THE INFORMATION BE USED?

The information will serve as a catalyst to improve how we approach work-life balance in our community so that children and families have a strong foundation for a productive life. Insights will also help employers develop strategies to attract and retain more workers in our area. This study will NOT evaluate or rate the comprehensiveness of an individual business's or organization's employee benefit program.

WHO WILL SEE THE RESULTS?

Individual responses will be kept confidential and anonymous. Survey responses will be combined with data from hundreds of employees in Marathon County to create a final report outlining broad trends, which will be shared with interested stakeholders, including the public.

WHO DESIGNED THE SURVEY?

The survey was designed by researchers from the Wisconsin Institute for Public Policy and Service (WIPPS), a unit of the University of Wisconsin System. For more information, please contact WIPPS at 715-261-6368 or info@wipps.org.

WIPPS RESEARCH
PARTNERS
WISCONSIN INSTITUTE for PUBLIC POLICY and SERVICE



2019 Wellness Program Results & Gift Cards

Written By Mary Jo Maly

Results of the 2019 Wellness Program are in. It is gladly reported that participation continues to increase. This demonstrates that more employees are becoming more aware of their wellbeing – whether it's by participating in physical activities, learning about wellness through Lunch & Learn programs or getting annual medical exams.

The base level of each years' wellness program was designed to educate employees about their personal wellness outcomes (i.e. health risk assessments, biometric screening results and health

coaching). Those completing this level received a reduction on their health insurance premiums. Employees that achieved additional wellness goals by participating in additional wellness activities such as receiving their annual medical exam, participating in wellness sponsored programs, completing online educational activities, visiting sponsored health fairs, or attending the Employee Wellness Center during their open house events, received bonus wellness points that provided a gift card incentive to successful participants. This participation rate has also increased since the inception of the first Wellness Program (2016) as more employees strive to achieve the top wellness incentive level.



In 2019, 393 participants successfully achieved the Qualifier Package (1,000 wellness points) earning those employees a 5% discount off their 2020 health insurance premiums or a \$50 gift card for non-health plan participants. Of those 393 qualifiers, 108 employees met the Champion Package level (2,000 wellness points). These employees will receive a \$100 gift card incentive. Congratulations to these individuals for a job well done!



GHT is working on the distribution of the gift cards to those who achieved these incentives and anticipate mailing them out by the end of March (sent to your home address). If you are eligible for a gift card but have not received it by end of March, please contact GHT at 800-236-6885.

You can verify your wellness points by visiting your [Managewell personal portal](#) to see which level you qualified for. If you have questions about your wellness points, contact Asia Bay, Health Coach at 715-847-2000 Ext. 21611 or health.coach@co.marathon.wi.us.

Great News At Employee Health & Wellness Center

The County's Employee Health and Wellness Center continues to be available for immediate health care needs and now, you can also choose to designate Sherry Gatewood as your Primary Care Provider to take care of all of your annual and ongoing health care needs.

Convenient Clinic Location:

- ▶ Primary Care Services
- ▶ Immediate Care Services
- ▶ Chronic Condition Support
- ▶ Physical Examinations
- ▶ Wellness Program
- ▶ Lab Services

Appointments are required, call 715-843-1256.

Available to employee and dependents—18 months or older.

County Staff Share What They Learned After 1 Year of Racial Equity Training

Written By Kaitlyn Bernarde

In early 2019, a select group of Marathon County employees formed a local GARE team to participate in the Government Alliance on Race and Equity (GARE) learning community.

Each Marathon County service and department is affected by racial inequities — whether through its program offerings, services provided, hiring practices, meeting times, or other systems or facets of government. GARE has created tools that help advance racial equity when government decisions are being made in regard to such things as policies, practices, programs, and budgets.

Get the scoop on some action steps being taken based on what these local GARE team members learned over the past year...

[READ MORE](#)



The team consisted of MaiGer Moua of United Way of Marathon County, as well as several staff from Marathon County Government, including:

- ◆ Brad Karger (Former County Administrator)
- ◆ Jonette Arms and Pa Thao (Aging and Disability Resource Center)
- ◆ Dominique Swangstu and Andy Lynch (Conservation, Planning, & Zoning Department)
- ◆ Ashley Lange (County Board of Supervisors)
- ◆ Judy Burrows (Health Department)
- ◆ Brianna Wright and Kaitlyn Bernarde (UW-Extension)

Teladoc Option Through Health Insurance

Teladoc is available “free” to County employees and dependents who participate in the County’s Health Insurance. During the month of January, 354 employees and dependents registered. Of the 354, 220 also completed the medical history paperwork, which is fantastic! Just as important as registering is completing the medical history for the employee and all family members. Otherwise, the first time you call Teladoc, you will have to spend 15-20 minutes completing the medical history over the phone before you get connected with the physician.

For those of you who registered by January 31, 2020, your 100 wellness points will be added to your [personal Managewell portal](#). Contact Asia Bay, Health Coach at 715-847-2000 Ext. 21611 or health.coach@co.marathon.wi.us if you have questions.

The lucky winner of the iPad donated by Group Health Trust was

Ryan Weber of the Sheriff’s Department.

You can register or provide the medical history at any time. For privacy reasons, dependent spouses and children over age 18 need to register separately. When registering with Teladoc, you can bypass the credit card information screen as this benefit is at no cost to you or your family. To register go to Teladoc.com or download the Apple or Google Play app or call 1-800-TELADOC (835-2362). For more information to register, [click here](#).

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

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

As a reminder, you should not call Teladoc for work-related injuries. For work-related injuries requiring medical treatment, please contact Worker’s Comp Nurse Line at 1-844-891-6020.



Upcoming Wellness Dates and Deadlines

Written By Asia Bay

Biometric Screenings Deadline

March 22, 2020

Please complete this by going to the [wellness portal](#) and scheduling an appointment, printing off a voucher and using it at the Employee Health & Wellness Center, or submitting your results from your PCP dating between October 1, 2019 to March 22, 2020. This is the first step that needs to be completed by the deadline to earn any of the wellness incentives for 2021.

If you still need to register for the wellness program, please contact Asia Bay at Health.Coach@co.marathon.wi.us or 715.847.2000 x21611. The deadline to register is March 22, 2020 as the biometrics need to also be completed by that date to complete the wellness program.

Online Health Assessment Opens in April

April 1, 2020—April 30, 2020

The Health Assessment is an online questionnaire in the wellness portal that will open to complete April 1 - April 30. The questionnaire takes 15-20 minutes to complete. This is the second step that needs to be completed by the deadline to earn any of the wellness incentives for 2021. Biometric Screening needs to be completed before participants can complete the Health Assessment.

Schedule for Health Coaching Opens April 20, 2020

To schedule your Health Coaching session for May 1, 2020 to August 31, 2020, please visit the wellness portal. If you complete the Health Assessment after April 20, 2020, the health coaching schedule will show 24 hours afterwards. Biometric Screening and the Health Assessment needs to be completed before participants can complete their Health Coaching session.

Group Snowshoe Night

9 Mile County Forest Chalet

March 12, 2020

5:30-7:00 pm

Please register by submitting the waiver to Asia Bay at health.coach@co.marathon.wi.us or interoffice mail to Health Coach. See page 9 for flier.

Waiver will be emailed, posted in wellness portal, and located on Marathon County's Wellness Web page.

50 Wellness Points

*If you can't make it to Nine Mile County Forest Rec Area, snowshoe somewhere else that day, send the health coach a pic, and receive 25 wellness points.



April Lunch and Learn

Topic: Spring Sun & Safety

April 7, 2020

12-1 pm

NCHC Theater

50 Wellness Points

Keep an eye out for an email with more information.



Group Snowshoe Night

Wellness Event Details

Snowshoe Night

5:30 PM Registration
6:00 PM Snowshoeing Starts

Thursday, March 12th

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

Who is Eligible?

Marathon County Employees and their family members.

To Register for this event, all participants must complete and submit a signed waiver form to the Health Coach by March 9th at 10:00 am. Rentals are limited to 26, but more can attend. This a first come, first serve basis. Be certain to include all participants in your registration to help manage attendance requirements

Free Rentals or Bring Your Own Equipment

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

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



Employee Wellness Program Points

Marathon County Wellness Event

50 Points

If you can't make it to Nine Mile County Forest Rec Area, snowshoe somewhere else that day, send the health coach a pic, and receive 25 wellness points.



Marathon County Wellness Focus: Physical Activity

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

Health Reimbursement Arrangement (HRA) Rollover Amounts

Health plan participants can rollover up to five times their annual HRA limits each calendar year. Diversified Benefit Services must first ensure they reimburse all 2019 claims before the rollover can take place. The HRA runoff period ends March 30, 2020. After March 30th, unused rollover amounts from your HRA account will be available for reimbursement of eligible medical expenses incurred in 2020.

Please contact Diversified Benefits Services if you have outstanding medical claims incurred from January 1, 2020 through March 31, 2020 that you want reimbursed from your 2019 rollover dollars.

Flexible Spending Account (FSA) Run-Off

Flexible Spending Account participants have until March 30, 2020 to submit FSA claims incurred in 2019. The run-off is March 30th due to it being a leap year. Participants who were enrolled in the Medical Reimbursement FSA may “carry over” up to \$500 of their unused 2019 FSA balance. Any carryover amounts will not be available to reimburse 2020 claims until after the run-off period.

There is no carry-over provision for the Dependent Daycare account.

View your HRA or FSA accounts and check your balance at www.dbsbenefits.com



or call 800-234-1229.

News from the Department of Employee Trust Funds (ETF) Group Retirement Appointments

A Department of ETF benefits specialist is visiting our area to conduct group appointments.

April 20, 2020 2:00 pm —4:30 pm	Wausau, WI Event Open	Location Provided after Scheduling
April 21, 2020 9:00 am—11:30 am	Wausau, WI Event Open	Location Provided after Scheduling

Bring your Retirement Benefit Estimate and Application (ET-4301), which you receive from ETF. At this 2 and 1/2 hour appointment, several topics will be discussed, including:

- Your retirement estimate
- Annual annuity adjustments
- Return to work
- Death benefits
- Mailings you can expect to receive from ETF after retirement (and why it's important to keep your contact information up to date with ETF)

Call 877-533-5020 for a reservation!



Anniversary Open House
Come and tour your Employee Health & Wellness Center!

April 29, 2020
3:00pm - 5:30pm



Great opportunity to learn about Primary Care designation.

All Marathon County employees and their families are welcome to come and check out the clinic. Kids activities and prizes will also be available.

Register for prizes, meet the staff and learn about the convenient care available at no cost to you.

Marathon County participants will earn 25 wellness points.

April 29, 2020 from 3:30 to 5:30 pm @ 1000 Lake View Dr, Suite 200, Wausau

4th Annual Hands Around the Courthouse

Friday, April 24, 2020 – Noon

Marathon County Courthouse

Witten By Aidyn Laurynz

For the 4th year, Marathon County’s Citizen Review Panel (CRP) and Marathon County Department of Social Services (DSS) are teaming up to raise awareness and prevent child abuse & neglect with a special event: Hands Around the Courthouse.

Each April, Hands Around the Courthouse is held in communities around the country. During this brief event we will hear from speakers who are knowledgeable about the local impacts of child abuse & neglect as well as efforts to support children and families in our community. Leaders will also sign a proclamation, demonstrating our commitment to ending child abuse and neglect in our community.

Before the event concludes, we will form a circle as a symbolic show of support for children in our community. When we form this circle we embody the belief that all children should grow up free from abuse and neglect. And that as a community we stand to protect children and strengthen families.

Marathon County employees are warmly invited to join us for this special gathering to stand for children.



Chili Challenge—It's A Tie

Congratulations to **RUSS GRAVEEN** (#3 – Mountain Chili) and **MOLLY ADZIC** (#4 Classic 5 Bean Chili) as they both received the same amount of votes!

Second Place goes to **JONATHON SCHMUNK** (#6 – Just Like Wendy's® Chili)

Third Place is also a tie and goes to: **PAULA HALKOSKI** (#2 German Style Chili) and **NAN KOTTKE** (#10 Noodle Chili)

Honorable Mention goes to:

#5 – Quinoa Veggie Chili – Amanda Ley

#7 – Plain Old Chili – Theresa Wetzsteon

#8 – Chocolate Tips Chili – Toshia Ranallo

#9 – Ben's Slow Cooker Chili – Ben Deitz

#1 – Veggie Chili – Mary Palmer

Listening to the discussions it was really hard to make a decision because there were so many good ones! Congratulations to all the Challengers, Tasters and Donators. We couldn't have done it without you!

We raised \$225 for the American Heart Association.

Mountain Chili – Medium Warm

Russ Graveen, Highway Department

3 lbs. Ground Elk or Venison or Pronghorn (What matters most is that any of these are super lean meats)

1 lbs. pork sausage

6 oz. beer

4 medium onions

4 cloves garlic, minced

¼ c. chili powder

1 tsp salt

1 tsp black pepper

1 tsp ground oregano

2 tsp cumin

2 tsp cocoa powder

2 -29 oz. cans tomatoes, drained and chopped

3-16 oz. cans kidney beans

1 green pepper, chopped

1 red pepper chopped

1 cup frozen corn

Tabasco sauce to taste

Sauté meat, onion and garlic in beer until meat is browned, stirring to a fine crumble. Add ketchup, seasonings, and tomatoes and simmer covered for 1 hr. Add beans and corn and simmer for an additional ½ hr. Garnish with cheese and/or sour cream. Great served with corn bread.



CLASSIC 5 BEAN CHILI - SPICY

Molly Adzic, County Administration

Ground Beef (2lbs)

Diced Tomatoes (3 Cans)

Kidney Beans (2 Cans)

Red Beans (1 can)

Northern Beans (1 Jar)

Onion (1)

Green Pepper (1)

Garlic (1 clove)

Jalapeno (1)

Salt (a little)

Pepper (a lot)

Vegeta (a little)

Hot Shot (a little)

Chili Powder (a lot)





Do You Know What Your Cholesterol Numbers Are?

By Sherry Gatewood

EMPLOYEE HEALTH & WELLNESS CENTER

1100 Lakeview Drive, Wausau, WI
North Central Health Care 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



Do you know if you have a family history of high cholesterol or Hyperlipidemia?

Are there several members of your family who have had a heart attack or stroke at a young age?

Although there are several potential causes/reasons for these conditions in the young, Familial Hypercholesterolemia can be found with a screening fasting cholesterol test. “Familial hypercholesterolemia (FH) is a genetic disease caused by mutation of one of the genes critical for low density lipoprotein cholesterol (LDL-C) catabolism (or breakdown)”. Low Density Lipids are also known as bad cholesterol. This is the heavy cholesterol that sticks to artery walls.

Familial Hypercholesterolemia can be identified by a fasting blood test indicating a very high LDL number. It can be identified in children at age 2 years old. It affects about 1 in 200-250 people.

This condition does not respond to diet and lifestyle management. Fifty percent of males and twenty-five percent of females with this condition can have a heart attack or stroke by the time they are 50 years old. It is underdiagnosed and undertreated. The “American Heart Association criteria for the clinical diagnosis of FH is a low density lipoprotein cholesterol (LDL-C) more than 190

and either a first degree relative with LDL-C more than 190 or with known premature coronary heart disease less than 55 years men or less than 60 years women.”

The American Academy of Pediatrics 2008 guidelines suggested screening children between 2 – 10 years old with the following parameters:

- Parent with High Total Cholesterol over 240
- Family history of cardiovascular disease in males under 55 and females under 65 years old.
- Child is overweight or obese
- Child has high blood pressure
- Child smokes
- Child has diabetes

West Virginia University performed a study called the WV CARDIAC study and found that 37% of kids with significantly high cholesterol were missed when they did not fit the specific criteria. It is now recommended to perform cholesterol screening of all children regardless of risk factors.

The purpose of cholesterol screening in childhood is to identify and treat children with severe dyslipidemia (elevated cholesterol and LDL levels) that predisposes them to premature cardiovascular disease. For those with elevated LDL results, the treatment is often a healthy lifestyle. As adults, it is important to know one’s cholesterol numbers and to know one’s family medical history, if possible. Hyperlipidemia screening via fasting blood tests is usually performed at annual physical exam appointments. It may be recommended at routine well child.

The screening recommendations by age are:

0-2 years old: no screening

2-8 years old: Fasting lipid panel for at-risk children

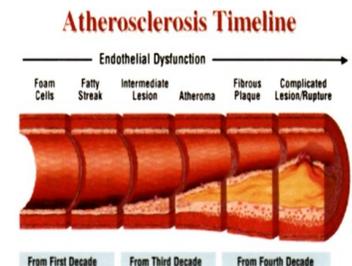
9-11 years old: Non-fasting lipid screen for all children

12-17 years old: Fasting lipid panel for at-risk children

18-21 years old: Non-fasting lipid screen for all patients

All adults 21 and over : Fasting lipid every 5 years, annually depending on risk factors.

If you are not aware of your numbers, you can be screened at the Employee Health and Wellness Center. If you have lab orders by your primary care provider, you may schedule your lab appointment at the Employee Health and Wellness Center. If you have children, please consult your pediatrician. If you have any questions or want to schedule an appointment contact the Employee Health and Wellness Center at 715-843-1256.



Welcome To Our Team!



Started January 6 , 2020 Left To Right:

Rebecca Kluck, Social Service Coordinator, Social Services
Ashley Slogar, Social Service Coordinator, Social Services
Shelby Jansen, Communication Specialist, Sheriff's Office
Katrina Egner, Social Services Coordinator, Social Services
Deirdra Hein, Social Service Coordinator, Social Services
Darlene Vlietstra, Administrator Coordinator, Social Services
Kala Thompson, Social Service Professional, Social Services



Started January 6, 2020

Emily Powell, Part-Time Custodian,
Facilities & Capital Management



Started January 6, 2020

David Griebel, Public Health
Assistant, ADRC-CW

Started January 13 , 2020 Left To Right:

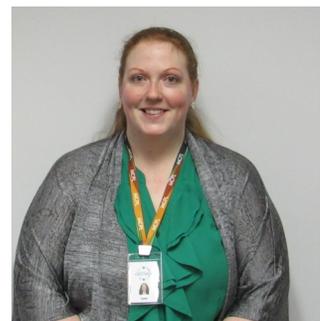
Kyle McMullen, Deputy, Sheriff's Office
Bradley Mroczenski, Asst Park and Recreation Manager,
Parks Recreation Forestry
Allison Birr, Waste Management Assistant, Solid Waste
Rhonda Powers, Administrative Specialist, ADRC-CW
Andrew Jeanetta, Maintenance Technician, Highway
Stephanie Martell, Library Assistant, Library



Started January 27 , 2020

Left To Right:

Amanda Nelson, Administrative Specialist, Clerk of
Courts
Shawn Maus, Maintenance Technician, Highway

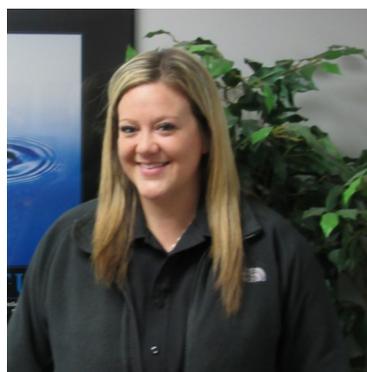


Started February 10 , 2020

Tara Hornbeak, Librarian, Library

Started February 23, 2020

Amber-Lin Bentley, Corrections Specialist,
Sheriff's Office



Congratulations On Recent Promotions & Transfer!

January 12, 2020

Deborah Alsteen, Promoted From Branch Library Assistant to Library Assistant

Patrick Bula, Promoted From CPZ Technician to Zoning Specialist, Conservation Planning Zoning

Paula Halkoski, Transferred From Administrative Specialist to Social Services Specialist, District Attorney's Office

Stephanie Martell, Promoted From Page to Library Assistant, Library

Kelly Newcomb-Hoehn, Promoted From Administrative Coordinator to Paralegal, District Attorney's Office

January 26, 2020

Jaclyn Beran, Promoted From Maintenance Technician to Urban Forestry Specialist, Parks Recreation Forestry

Leah Griesbach, Transfer From Social Services Coordinator to Social Services Grant Coordinator

Matthew Mielke, Promoted From Corrections Specialist to Deputy

Andrew Tackes, Promoted From Corrections Specialist to Corrections Coordinator, Sheriff's Office

February 24, 2020

Alma Carreto, Transfer From 70% to 100%, Administrative Specialist, ADRC-CW

Amber Emerson, Promoted From Social Services Coordinator to Social Services Lead Coordinator

Kaylee Graefe, Promoted From Administrative Assistant to Administrative Specialist

Summer Seasonal Openings

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

Please direct anyone who may be interested to the County's Career Center at:

[https://www.co.marathon.wi.us/
Departments/EmployeeResources/
JobOpportunities.aspx](https://www.co.marathon.wi.us/Departments/EmployeeResources/JobOpportunities.aspx)



Service Anniversaries In March & April

45 Years Of Service — None

40 Years Of Service

John Nesbitt, Senior Maintenance Specialist,
Airport, 3/15/1980

35 Years Of Service — None

30 Years Of Service — None

25 Years Of Service — None

20 Years Of Service

Christine Kriewaldt, Administrative Specialist,
Emergency Management, 4/3/2000

15 Years Of Service

Tressie Nelson-Menning, Administrative
Specialist, Sheriff's Office, 3/8/2005

10 Years Of Service

Stephanie Byer, Social Services Professional,
Social Services, 4/5/2010
Eileen Eckardt, Senior Public Health Professional,
4/5/2010
Jacqueline Urbans, Public Health Assistant,
ADRC-CW, 4/5/2010
Gary Beaström, County Board Member,
4/20/2010
Arnold Schlei, County Board Member,
4/20/2010



5 Years Of Service

Wendy Drexler, Library Assistant, Library,
2/17/2015 (Missed In Jan-Feb Newsletter)

Courtney Diels-Osness, Social Services
Professional, Social Services, 3/2/2015
Sara Steckling, Social Services Professional,
Social Services, 3/2/2015

Michael VanOfferen, Deputy Sheriff, Sheriff's
Office 3/2/2015

Spencer Wallace, Communications Specialist,
Sheriff's Office, 3/2/2015

Judith Becker-Smith, Administrative Supervisor,
Clerk of Courts, 3/16/2015

Carol Denk, Administrative Specialist, Clerk of
Courts, 3/16/2015

Cheng Yang, Court Security Deputy, Sheriff's
Office, 3/30/2015

Philip Rentmeester, Emergency Management
Director, 3/30/2015

Andrew Block, Maintenance Technician, Parks
Recreation Forestry, 4/14/2015

Robin Walczak, Library Assistant, Library,
4/27/2015

Christa Jensen, Social Services Manager, Social
Services, 4/27/2015



**44TH ANNUAL
MARATHON COUNTY
RETIREMENT & RECOGNITION BANQUET**

FRIDAY, 24th of APRIL 2020

Hilton Garden Inn
2101 North Mountain Road Wausau, WI

Social Hour – 5:30 pm Free Pop-Cash Bar

Dinner – 6:30 pm

Buffet Dinner: **Grilled Flank Steak; Grilled Chicken Breast;
Yukon Gold Mashed Potatoes, Green Beans & Carrots, Plated
side salad, rolls, butter, and Dessert**

Program – 8:00 pm

Entertainment – 9:00 pm (Comedian, Tim Harmston)



Return to Employee Resources Department

I will attend the Retirement & Recognition Banquet on Friday, April 24, 2020

Name: _____

Guest Name(s) _____

Department _____

Attending _____ Amount Paid _____

COST - \$10/Person DEADLINE – April 10th

No refunds after April 10th

Make check payable to: Marathon County

Return to Marathon County Employee Resources Department-Courthouse

500 Forest St, Wausau WI 54403

(715) 261-1451

(OVER)

45 Years of Service

Kathleen Schultz, ADRC

40 Years of Service

Scott Parks, SHF

35 Years of Service

NONE

30 Years of Service

Paula Halkoski, DA	Blaine Peterson, PRF + R
Kevin Yolitz, Fac&Cap Mgt. + R	Matthew Lonsdorf, SHF
Patricia Poverski, Health	Daniel Marsolek, SHF
Jeanne Cline, Library	Cary Pellowski, SHF
Christine Luebbe, Library	Jodie Miller, Social Services
Mary Stachowiak, Library	Judith O'Keefe, Social Services
Gregory Freix, PRF	Sherri Seubert, Social Services

25 Years of Service

Kim Uttech, COC	Darren Grauden, SHF
Mary Jo Maly, ERD	Frank Hanousek, Jr., SHF
Thomas Kijak, HWY	Michael Lechleitner, SHF
Audrey Kohlbeck, Library	Lynda Kroening, Social Services
Daniel Fiorenza, PRF	Elizabeth Spindler, Social Services

20 Years of Service

Melody Sodke, DA	Dean Stratz, ROD
Pamela Steffen-Karls, DA	Chad Billeb, SHF
John Bangart, HWY	Todd Boudreau, SHF
Todd Evers, HWY	Debora Brown, SHF
Patrick Finnegan, HWY	Timothy Burkholder, SHF
Timothy Spees, HWY	Sara Lonsdorf, SHF
Richard Thraen, HWY	William Millhausen, SHF
Philip Weber, HWY + R	Tom Pospyhalla, SHF
James Yaeger, HWY	James Toth, SHF
Thomas Falkowski, PRF	Jessica Bloom, Social Services
Daniel Thorstenson, PRF	Tonia Gilray, Social Services
Leon Weisenberger, PRF	Kathryn Stolze, Social Services

Former County Board Supervisors

Shawn Black, Dist. 21
 Karen Kellbach, Dist. 8
 Ashley Lange, Dist. 9

2019 Core Value Role Models

SERVICE INTEGRITY QUALITY
DIVERSITY SHARED PURPOSE
STEWARDSHIP OF OUR RESOURCES

Don Hagenbucher, Parks/Rec/Forestry
 Patrick Bula, CPZ
 Peter Wade, CPZ
 Craig Christians, Facilities & Capital Management
 Kristin Sorenson, CCIT
 Mickey Krautkramer, HWY
 Scott Berger, Veterans Services

Apartment Fire Support Team

Many Social Service Staff helped with the Apartment Fire incident, but special recognition goes to:

Stacia Burrows, Becky Bogen, Jenni Dalton - Social Services
 Lori Garber, Tonia Gilray, Brenda Hahn - Social Services
 Greg Jehn, Shannon Stadey - Social Services
 Kristin Wadzinski, Kris Weden - Social Services

Retirees

Elizabeth Zarnke, ADRC	David Gregersen, Library
Jacqueline Brod, COC	Sharyn Heili, Library
Kathi Porath, COC	Dale Antoniewicz, Parks/Rec/Forestry
Bradley Karger, County Admin	Jon Daniels, Parks/Rec/Forestry
Nanette Kottke, County Clerk	Blaine Peterson, PRF+30 Years
Zenon Jaworski, Fac&Cap Mgt.	Lee Wisniewski, Parks/Rec/Forestry
Kevin Yolitz, Fac&Cap Mgt.+30Years	Dean Pitt, Sheriff's
John Hummer, Highway	Julie Jensen, Social Services
Philip Weber, Highway+20Years	Scott Venske, Highway
Deborah Fecteau, Library	

