



MARATHON COUNTY EMPLOYEE NEWSLETTER

Keeping employees *connected* and *engaged*.

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Meet Molly Bennett : Marathon County Government's New Organizational Excellence Program Manager Written By Lance Leonard

Pursing the County's goal to be the most healthiest, safest and prosperous with ever-tightening budgets — while simultaneously addressing growing needs in infrastructure, mental health, criminal justice, and substance-abuse addiction — is no small task. Furthermore, addressing budget shortfalls by simply cutting government programs is not a viable solution. Residents of Marathon County deserve a more thoughtful, all-encompassing approach to tending to our fiscal challenges.

We also need to build staff skills and knowledge to help make our County employees as efficient and effective as possible. That's why earlier this month, Marathon County took an important step in that direction by hiring our first Organizational Excellence Program Manager: Molly Bennett.



So, what does our Organizational Excellence Program Manager do?

Well, Molly's first day on the job was Monday, April 8, 2019, so she's just getting started. But ultimately, she's going to coordinate our **Continuous Improvement** and **Leadership Development Programs**.

- ◆ Our [Continuous Improvement Program](#) focuses on the principle that we can improve service quality and efficiency by making small, incremental improvements and by eliminating waste. In a manufacturing setting, this approach is often referred to as "lean production." Molly will help us better understand how to use process improvement tools and strategies like value-stream mapping, fishbone diagrams, root-cause analysis, spaghetti diagrams, and A-3s to help us provide better services to the residents of Marathon County.
- ◆ Our Leadership Development Program aims to ensure that our supervisors and managers have the tools they need to lead our workforce of approximately 700 employees and to align our resources to tackle our community's most pressing issues.

Throughout 2018, we did a great deal of groundwork, researching other successful Continuous Improvement and Leadership Development programs. By early 2019, we still hadn't found someone with the right combination of skills and drive to oversee these programs. But, that search is over. . .

We're proud to now have Molly Bennett on our team, and we're excited to get things underway.



Meet Molly Bennett—Continued

Below is just some of what we learned about Molly at our “meet-and-greet” to let you in on the details of our newest hire at our County offices . . .

Q. What interested you in the Organizational Excellence Program Manager position?

A. When I read the position description, I knew it was meant to be. I felt as though this was the job I had been preparing for my entire career.

I’ve always had a passion for training and development and have gained a great deal of experience in continuous improvement through my work with General Motors (GM). During my time at GM, I had the privilege to work throughout the organization — like at the global headquarters in Detroit; dealerships throughout Wisconsin and its neighboring states; and at an international call center in the Philippines — using and teaching others the tools and principles of lean to improve job efficiency and performance.

Having the opportunity to do something I’m passionate about, to use my knowledge and experience to help others, is a dream come true. I’m looking forward to working with the employees of Marathon County to make a positive impact on their work environment and in the community I now call home.

Q. What do you think of the job so far?

A. Well, it’s only my third day, but I know this is where I’m meant to be. I received such a warm welcome from so many wonderful people. There’s no doubt in my mind that my work here will be extremely rewarding and fun, and I’m really happy to be a part of such a great team.

I can already see that Marathon County has a strong foundation to build on. There was a team in place in 2012 that had some great successes; now we simply need to find a way to make our successes more sustainable. The staff here are truly excited about delving further into process improvement, so my first step is to put together a curriculum that I can deliver that empowers our employees and helps them be more efficient and effective in their daily work.

Q. While you certainly have a lot on your plate at work, what do you like to do in your free time?

A. I spend most of my free time with my fiancé Dejan and our newly adopted hound dog Georgie.

I love the outdoors and take every opportunity I can to hike, bike, camp, and take advantage of all the natural beauty North Central Wisconsin has to offer. Although I love Wisconsin, in the summer, we also spend weekends in West Michigan, where my family gets together to spend quality time at our cottage on Lake Michigan.

When not exploring the great outdoors, I also enjoy indoor activities such as painting, sewing, and putting together puzzles. Apart from enjoying all things local, travel is also one of my passions. I’ve visited France, Italy, Turkey, the Philippines, and Cuba and love to learn about new cultures, people, and places.

We’re so happy to have Molly join our Marathon County team. She understands our commitment to continuous learning, innovation, organizational culture, core values, and our overarching goal to make Marathon County the healthiest, safest, and most prosperous county in Wisconsin. If you’d like to learn more about Marathon County’s Continuous Improvement or Leadership Development Programs — or if you want to meet Molly — I invite you to stop by the Marathon County Administration office.



Molly and Dejan horseback-riding in Viñales, Cuba.

(Photo courtesy of Molly Bennett.)

Now Is The Time For Inquiry, Not Problem-Solving Written by Brad Karger

We recently received the results of the 2019 Denison Culture Survey and the Final Report of the Employee Belonging and Inclusivity Study conducted by the Wisconsin Institute of Public Policy and Service. You may have already read both reports but in case you haven't, both are posted on the County's website under Departments and Administrator.

Culture Survey 2019 Survey Results—[Click Here](#)

Employee Belonging and Inclusivity Study Results—[Click Here](#)



Anyone who reads both documents has to come away with the impression that a lot is going right with Marathon County's workforce! When we started using the Denison Organizational Culture Survey, I established a goal for the County of achieving the 50th percentile scale on every category of evaluation. Ten years ago that was a "stretch goal" that a couple of our department directors warned established unrealistic expectations because the County would be evaluated in comparison to private sector firms including many in the technology field. They felt that the technology firms had access to performance bonuses and other lifestyle benefits that Marathon County could never match.

At first glance, here are some of the 2019 findings that stand out to me:

- ◆ The County workforce as a whole exceeded the 50th percentile goal on the culture survey in every area! The lowest score we received was in **Core Values** where we ranked at the 68th, percentile and the highest score we received was in **Team Orientation** where we ranked at the 87% percentile.
- ◆ The inclusivity study finds that most employees report a sense of **shared values and purpose** at work. Additionally, employees perceive support for diversity in their workplace.
- ◆ The culture survey results seem to suggest that we still have work to do in enforcing our core values.
- ◆ The inclusivity study says we need to develop "safe routes" for employees to voice concerns and frustrations.

These results are not the end, they are the end of the beginning. We, as a collective workforce, need to learn more. We need to have multiple conversations and involve as many as possible. We all perceive our work situation a little differently. Through conversation, we can better understand each other's perspective. For example, I am interested in learning more about what kinds of topics that our colleagues think that there would be value in discussing that are being missed now.

My natural inclination is to look at the results and start problem-solving. But through the years I have learned that you can't very well solve a problem you only half understand. So I have tried to discipline myself to be more patient, to ask better questions and to take the time to identify a range of options and not lock in on only one option that seems promising.

The challenges ahead are not individual challenges, they are group challenges and they need to be considered by groups, with widespread opportunities for input. Once each of the departments have had the opportunity to see their department survey results and start action planning, I will initiate a County-wide planning process that starts with inquiry. I anticipate that, if we invest the time, we will understand the data better and maybe a consensus will emerge on priorities for the next two years to improve our County organization and enhance our service to residents.



The data we have already shows that we have made steady progress in improving Marathon County as a place to work. Congratulations! Now what we need to do is to let the information sink in for a while, talk to others about what information stands out to them and see if working together we can develop a plan for going forward that sustains our strengths and addresses our deficits.

I don't have a structure in mind yet for doing this work, but I will soon. When I do, I will let you know about opportunities that you may want to participate in. Till then, see if you can keep your focus on inquiry and avoid judgement and problem-solving.

Retirement and Recognition Banquet

Marathon County recognizes the fact that our employees are our greatest resource. During the 43rd Annual Retirement and Recognition Banquet held on Friday, April 12th at Hilton Garden Inn, we recognized the following employees: The County's 2018 Core Value winners, Team of the Year, Rookie of the Year, employees who had 20, 25, 30, 35, & 40 years of service in 2018, retirees between January 1, 2018 and December 31, 2018, and former County Board Supervisors. We had over 200 in attendance.



Below are the December 2018 Core Value Winners. To read all the write-ups for the employees who were recognized—[click here](#).

SERVICE: Dan Richter of the Library

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

QUALITY: Julie Groshek and Jessica Kubichek, of the Solid Waste Department

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

INTEGRITY: Lane Loveland of the Conservation, Planning and Zoning Department

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

DIVERSITY: Samantha Pinzl of the Health Department

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

SHARED PURPOSE: Matt Nimz of the Highway Department

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

Retirement and Recognition Banquet—Continued

STEWARDSHIP OF RESOURCES: Abigail (Aby) Sauter of the Health Department

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

ROOKIE OF THE YEAR: Jamie Polley of the Parks, Recreation and Forestry Department

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

TEAM OF THE LAST HALF OF THE YEAR: Judy O’Keefe and Nelson Pasha of the Social Services Department

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

County Wide Core Value Recognition Program— Changes

- ◆ Nominations can be submitted throughout the year
- ◆ “Core Value Role Model” will be selected on a monthly basis. To transition into the monthly process, we will select up to 2 Core Value Role Models starting in July for the remainder of 2019.
- ◆ Nominators shall complete the “Role Model Of Our Core Values Nomination Form” found on the County’s Website and submit to County Administration. [Click here for nomination form](#) — electronical or paper form available. Nominations can be submitted to Mary Palmer, County Administration at any time!

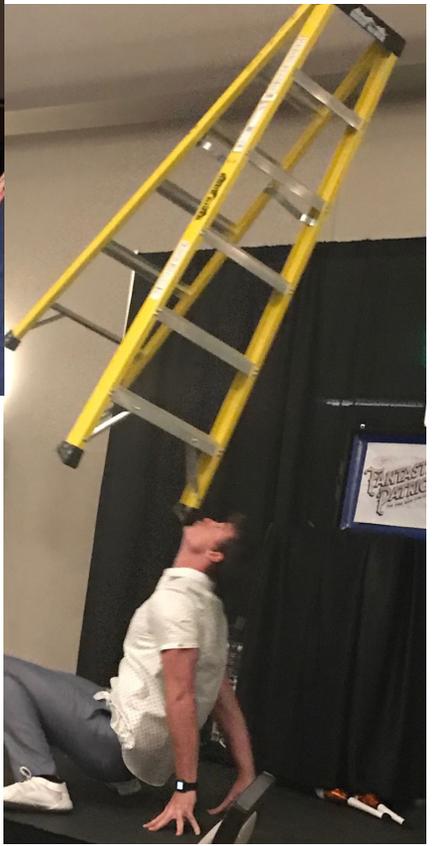
All employees can do their part by completing the nomination form when they notice an employee or team who exhibit the exemplary behavior consistent with the County's Core Values that is above and beyond their normal job duties!

Do it right away! Don't procrastinate!

Let's set this program on fire and fill up Mary Palmer's inbox with nominations!



Retirement and Recognition Banquet — Continued



SMART GOAL TRAINING

Presenter: Frank Matel

As the midterm performance appraisal meetings are scheduled to be conducted this June, it may be a good time to look at, reassess, or even develop new performance goals. Let's make them **SMART!** Do you know what a **SMART!** goal is? Do you want to practice writing a **SMART!** goal? Need a refresher? Then attend this **SMART!** goal training workshop.

All employees are welcome to attend this voluntary **SMART!** GOAL training workshop. As usual, just get permission to attend from your supervisor.

Specific

Learn what smart goals are, why use them, and how to write them.

Measurable

Thursday, May 16, 1:00 — 2:30 pm, Courthouse Assembly Room

Attainable

Yes, Just do it!

Relevant

All Marathon County employees should know how to set goals properly to help us achieve our County mission and strategic plans.

Time-oriented

A date or deadline is set to accomplish this training goal-May 16

Seating may be limited, depending on attendance and room capacity but no RSVP required this time.

To learn a little about **SMART!** goals before the session, take a look at the resources from the Employee Resources Webpage — [Click Here.](#)

Wisconsin Retirement System (WRS) Annual Statement of Benefits



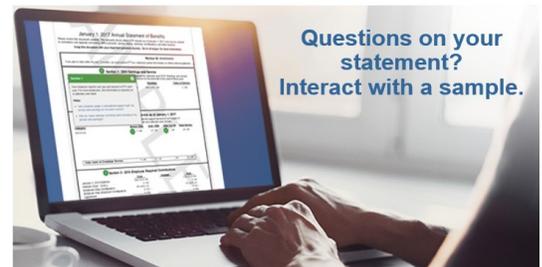
The annual *Statement of Benefits* we mailed out in April. The statement is summary of a member's WRS pension account, including year-end balances, beneficiary designations and other important account information as of January 1, 2019. ETF's online resources are available to assist in reviewing the statements — click [here](#).

Sign up for one of our [webinars in May](#) to learn more about your statement and WRS benefits.

Be sure to carefully review your statement. This is also a good time to assess your financial plan. How can you grow your retirement income?

In the Statement of Benefits section of the website, you'll find easy-to-use resources — click [here](#):

- ◆ Interactive sample statement provides explanations of content and links to other information — click [here](#).
- ◆ Frequently asked questions on how to update your name or address, change your beneficiary(ies), calculate a benefit, and more — click [here](#).
- ◆ Quick links to forms, online calculators and related webinars.



Group Retirement Appointments Held Statewide



Did you know ETF offers group retirement appointments? These appointments are held statewide once a month and twice weekly in Madison, year-round. Since we can accommodate more members in a group appointment, you can usually attend one within 1-3 weeks. [For Group Appointments - Click Here.](#)

WCA Group Health Trust—Scholarship Program

The WCA Group Health Trust is proud to sponsor the 12th annual scholarship program. This year five winners will each receive a **\$2,000** scholarship. To qualify, an applicant must enroll full-time as an undergraduate student at a Wisconsin college in the fall 2019 term as either: a second-year student at a technical college; or a third- or fourth- year student at a four-year university. The applicant must be working towards a career in health services. The winners will be announced on **July 23, 2019**.



Please be sure to forward this email or the application to co-workers and family members who might be interested in this opportunity.

[Click here](#) to view the application and additional information.

If you have any questions please feel free to contact Robyn Voss, Programs & Services Assistant, by email at voss@wicounties.org or by phone at 608.663.7188.

3rd Annual Hands Around the Courthouse—A Recap Written By Vicki Tylka and Aidyn A. Laurynz

On Friday, April 26, 2019 at least 60 people (and one dog) came together for the 3rd Annual Hands Around the Courthouse event to prevent child abuse and neglect. Marathon County was one of many communities across the nation to hold this special educational event in support of children. Patrick Schmidt, Citizen Review Panel Vice Chair, Vicki Tylka, Marathon County Social Services Director, and Brad Karger, County Administrator, shared information about the impacts of child abuse and neglect as well as ideas on how we can each positively support children and families. 139 blue pinwheels were placed in front of the courthouse to reflect the number of children in 2018 who were determined to be unsafe necessitating Children’s Court intervention. Our goal is to reduce that number in 2019.



We thank our county employees, partner agencies and community members who took the time to join us. Lastly, a special thank you to all the County staff that helped set up tables and sound equipment as well as to the Sheriff’s Department for allowing us access to the east side parking lot for this event. We hope you will join us next year for this event to stand for children in our community.



Photos Taken By Megan Hoesly

Wellness Center Open House

The following County employees won door prizes at the Employee Health and Wellness Center Open House held on Wednesday, April 3rd.

GHT Gift Card:

- Judy Burrows, Health
- Russell Mech, Health
- Mary Dunn, Veterans Affairs
- Cindy Kraeger, Conservation Planning & Zoning
- Matthew Bauman, Social Services

Aspirus Gift Card:

- Megan Hoesly, Social Services
- Jeff Hahn, Highway

Aspirus Backpack:

- Dale Dimond, Conservation Planning and Zoning



Wellness Sponsored Events Snowshoeing and Cross Country Skiing

In March, Asia Bay, Health Coach/Wellness Coordinator coordinated two wellness group activities at the Nine Mile County Forest Recreation Area.

Snowshoeing — March 12th

- 17 employees participated
- 18 family members
- 35 total participants

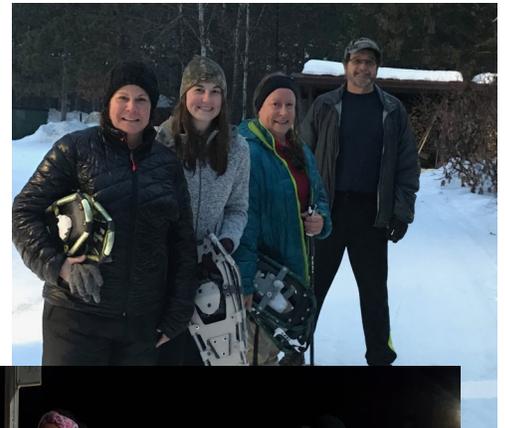
Cross Country Skiing — March 19th

- 7 employees participated
- 9 family members
- 16 total participants



We received the following from an employee who participated in both of these wellness activities:

Snowshoe night was a busy night and they didn't have enough snowshoes but that didn't matter. My children and I still had fun. We still enjoyed the walk and nice weather. Ski night was awesome. It's the kids first time skiing and they enjoyed it very much. The way ski night was set up was nice since it's new to us and having our own trainers was great. We enjoyed every second of it and would go again. Thank you, Marathon County, for these events. Also thank you for allowing not only the employees but their families to be involved.



Summer Seasonal Openings

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

Please direct anyone who may be interested to our County Career Center—**[click here](#)**

For Sale

LARGE Jewelry Armoire with full length mirrored front. 85.25" tall, 40" wide, 6" deep.

From Nigbur Furniture, \$850 value.

Brand New, asking \$400, OBO. photos available or see Jean Kupczak, Sheriff's Office.

Steve or Jean at 715-355-7227.

Work-Life Balance:

Try This

With all there is to do in our lives, it's easy to get on autopilot and lose track of work-life balance. This is normal, but relief comes with the habit of checking yourself. Here's how. Periodically ask:

- 1) Am I using my time effectively in this task, or could I make changes to be more efficient?
- 2) Can I delegate this task? (For example, could you hire someone to rake the leaves and use the time for another purpose?)
- 3) Am I using my time for my life's priorities, or am I filling time with tasks that are less important?
- 4) Am I consciously planning my time with my family and loved ones or just letting the next event happen, whenever that might occur?

Asking these questions causes you to hit a "reset button" to get you more of what you want to achieve in work-life balance.

If you need help with balancing your life, the County Employee Assistance Program is available to employees and their immediate family members at 1.800.540.3758 or email eap@ascension.org. For more information, go to <https://ascensionwieap.org/>



Article Deadline for the July-August newsletter is

Friday, June 14, 2019

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

May Lunch & Learn

Preventing & Understanding Diabetes

ADRC Living Well Program Opportunities

May 15th, 2019
12:00-1:00 pm

Theater at North Central
Health Care

**2019 Employee Wellness Program:
50 Points**

Can't attend this program at the Health Care Center — you have the following options:

- ◆ Join us for a “Live-Stream” in the Courthouse Assembly Room on May 15th from 12:00-1:00 pm
- ◆ Use your work/personal computer for a “Live Webinar” on May 15th from 12:00 –1:00 pm by registering at the below link:

<https://aspirus.webex.com/aspirus/onstage/g.php?MTID=eca8981b830207b5fd6d0c6ab8b01a3b4>

Event number: 802 773 830

Event password: rpmP7Htd

- ◆ View recording posted in the wellness portal one week after lunch and learn activity — [click here](#).

Lunch and Learn Presenters:

Sherry Gatewood, PA, Employee Health & Wellness Center

Peggy Kurth, Community Health Educator, Aging & Disability Resource Center (ADRC)

Preventing and Understanding Diabetes

There are more than 30.3 million people in the United States with diabetes. The symptoms often include frequent urination, always hungry and always thirsty. There are about 7.2 million people undiagnosed in the U.S. Many do not have any symptoms. Awareness, screening, prevention and management can lessen the possible complications of this potentially disabling condition.

ADRC Living Well Program Opportunities

This presentation will discuss the different opportunities offered by the ADRC to further your healthy living through programs such as Health Living with Diabetes, Health Living with Chronic Conditions, Powerful Tools for Caregivers, and Stepping On-Building Confidence and Reducing Falls.

**Join us to learn more about this very
important wellness topic!**





Seasonal Allergies — By Sherry Gatewood

Employee Health & Wellness Center

1100 Lakeview Dr,
Wausau WI

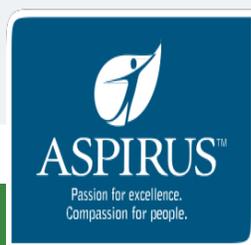
North Central Health Care
Campus, Door 25

Schedule An Appointment

715-843-1256 OR
MyAspirus.org

Clinic Hours

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



Now that the Flu season is ALMOST over, allergy season is approaching. If you have seasonal allergies due to weather changes, start taking a non-drowsy antihistamine soon. Loratadine (Claritin), Cetirizine (Zyrtec) and Fexofenadine (Allegra) provide 24 hour relief and is available over the counter without a prescription. Signs of seasonal allergies, also known as hayfever, include; itchy, watering eyes, runny nose, sneezing, and often post nasal drip (drainage down the back of the throat). This can lead to symptoms of a sore throat and dry cough. Over the counter throat lozenges and or cough drops can relieve these symptoms. Gargling warm salt water mixture can also help to relieve a sore throat.

A productive, or phlegm producing cough should be treated with an expectorant, one that loosens the mucus so that it can come up. Mucinex is the name brand for Guaifenesin. This is the active ingredient listed on the back of the box of several cough medicines used to treat a productive cough. If a dry cough is bothersome or not relieved by drops, a cough suppressant such as Dextromethorphan, the active ingredient in Delsym can help to relieve the cough. Be aware, cough suppressants are not suggested in children under 4 years old. A teaspoon of honey can help relieve a cough in children and adults. Do not give raw honey to children under one year old.

Sinus congestion can be relieved with a saline wash. Also known as a neti pot or nasal rinse, a saltwater mixture is sprayed into the sinuses through the nose. This is best to do when coming in from outdoors during the allergy season. Phenylephrine, the active ingredient in Sudafed brand decongestants, is a tablet that can be taken for congestion. It is available over the counter. Do not take if you have high blood pressure that is not controlled. Afrin nasal spray, an over the counter decongestant works well, but can only be used for 3 days. I have used the generic Oxymetazoline, store-brand and it burned, so I use the name brand myself.

Many cold medicines have multiple ingredients to soothe cold symptoms. Check the active ingredients on the back of the box to avoid doubling up on medications. If you have questions about any over the counter medicine, feel free to speak to me at the Employee and Health and Wellness Center.

WCA Group Health Trust Resolution Recharge Concludes

The WCA Group Health Trust (GHT) Resolution Recharge challenge concluded on March 16. Congratulations to everyone that signed up and committed to making healthier choices! Even though the challenge has ended, keep up the great work.

Those participants with the highest weight loss percentage received a prize. A random drawing was done to break any ties. For a complete list of participants with at least a 1% weight loss percentage [click here](#) and to read all the results [click here](#).

By The Numbers

66 Groups represented

Over 1,100 Participants

185 from the County which was the 2nd highest GHT group with employees who participated.

8 County employees who were in the top 50 biggest losers.



Way To Go Marathon County Employees!

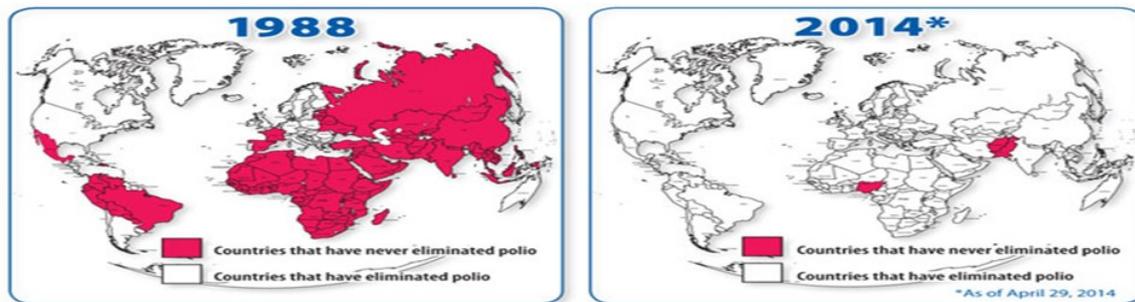


The Importance of Vaccinations/Immunizations

By Sherry Gatewood

You may have heard in the news that there have been outbreaks of measles infections not been seen in the United States for decades. This is due to under-vaccination of communities (WHO, 2018). Immunization programs have been instituted since the 1800s. Many of the illnesses that the vaccinations protect against, such as measles, at one time killed infants. One hundred years ago, 20 percent of infants did not live beyond 1 year old and another 20 percent of children died before the age of 5 due to childhood illnesses (Minna-Stern, Markel, 2005).

Since the discovery of the smallpox vaccine, there has not been a case of the scarring viral infection, since 1977 (Minna-Stern, Markel, 2005). The last case of paralyzing polio in the US was in 1979. It has been nearly eradicated worldwide due to vaccine programs (CDC, 2017).



<https://www.cdc.gov/polio/progress/index.htm>

There are also new reports of Hepatitis A infections on the rise. Hepatitis A is a viral infection of the liver causing nausea, vomiting, fever, malaise, and abdominal pain. The infection is transferred through food and water that has been contaminated from the stool of an infected person. There is also a vaccine for Hepatitis A. It is recommended if traveling overseas, in those who use IV drugs, come into contact with the stool of (changing diapers) or are intimate with someone who is infected.

When one goes in for an annual exam, immunizations are offered to adults as well as children to prevent potential illnesses. For instance, the Influenza Vaccine is offered annually. The tetanus diphtheria vaccine is offered every 10 years. Tetanus diphtheria with pertussis is given in place of tetanus diphtheria vaccine due to the increased cases of Pertussis or whooping cough. Shingrix helps to prevent the potentially painful Shingles rash. Prevnar helps to build immunity toward bacterial pneumococcal pneumonia (lung infection).

Many were vaccinated as children, however, sometimes immunity does not set in and may require a booster. The best way to determine if a booster is needed is by performing a blood test (titer) looking for antibodies to the organism, such as the Rubella or measles virus. The measles is so contagious, that if one person is infected, 9 out of 10 people exposed to that one person can get the infection. This can potentially paralyze a work force.

Vaccinations are developed to prevent long-term illness and the complications associated with a particular disease. Some are not able to receive vaccines due to allergies to the components of the vaccines or have health conditions that prevent administration. Those who can and do get vaccinated help prevent illness spread through “herd immunity”. Contagion precautions such as washing hands and covering coughs are still helpful but not perfect. Receipt of a vaccine does not guarantee complete protection but the illness will be less serious in vaccinated persons.

Feel free to ask questions regarding any prevention or treatment strategies offered at appointments.

Information Provided By Sherry Gatewood

Don't just sit there!



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

REPORTING BY BONNIE BERKOWITZ; GRAPHIC BY PATTERSON CLARK

ORGAN DAMAGE

Heart disease

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

Overproductive pancreas

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

Colon cancer

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

TROUBLE AT THE TOP

Foggy brain

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



Strained neck

If most of your sitting occurs at a desk at work, craning your neck forward toward a keyboard or tilting your head to cradle a phone while typing can strain the cervical vertebrae and lead to permanent imbalances.

Proper alignment of cervical vertebrae

Sore shoulders and back

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

BAD BACK

Inflexible spine

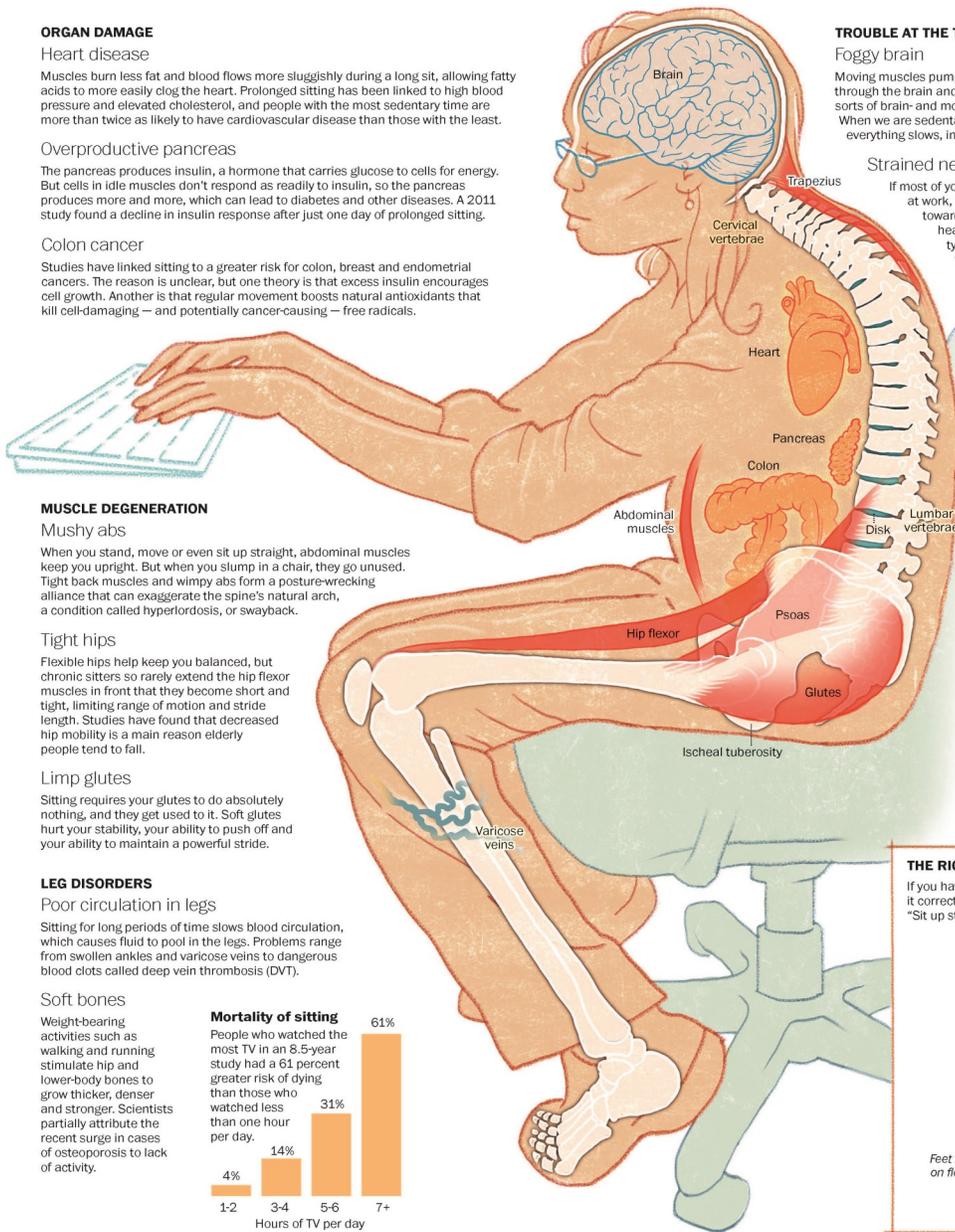
Spines that don't move become inflexible and susceptible to damage in mundane activities, such as when you reach for a coffee cup or bend to tie a shoe. When we move around, soft disks between vertebrae expand and contract like sponges, soaking up fresh blood and nutrients. When we sit for a long time, disks are squashed unevenly and lose sponginess. Collagen hardens around supporting tendons and ligaments.



Disk damage

People who sit more are at greater risk for herniated lumbar disks. A muscle called the psoas travels through the abdominal cavity and, when it tightens, pulls the upper lumbar spine forward. Upper-body weight rests entirely on the ischial tuberosity (sitting bones) instead of being distributed along the arch of the spine.

Lumbar region bowed by shortened psoas



MUSCLE DEGENERATION

Mushy abs

When you stand, move or even sit up straight, abdominal muscles keep you upright. But when you slump in a chair, they go unused. Tight back muscles and wimpy abs form a posture-wrecking alliance that can exaggerate the spine's natural arch, a condition called hyperlordosis, or swayback.

Tight hips

Flexible hips help keep you balanced, but chronic sitters so rarely extend the hip flexor muscles in front that they become short and tight, limiting range of motion and stride length. Studies have found that decreased hip mobility is a main reason elderly people tend to fall.

Limp glutes

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

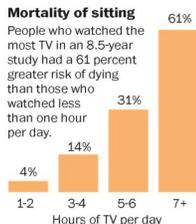
LEG DISORDERS

Poor circulation in legs

Sitting for long periods of time slows blood circulation, which causes fluid to pool in the legs. Problems range from swollen ankles and varicose veins to dangerous blood clots called deep vein thrombosis (DVT).

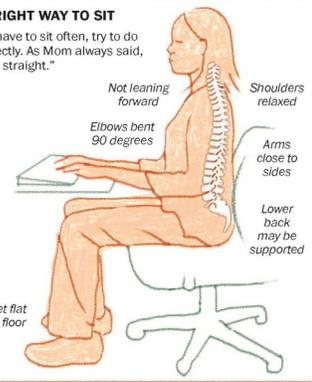
Soft bones

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



THE RIGHT WAY TO SIT

If you have to sit often, try to do it correctly. As Mom always said, "Sit up straight."

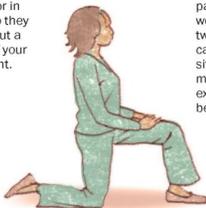


So what can we do? The experts recommend . . .

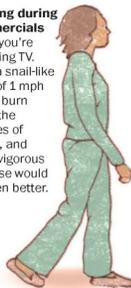
Sitting on something wobbly such as an exercise ball or even a backless stool to force your core muscles to work. Sit up straight and keep your feet flat on the floor in front of you so they support about a quarter of your weight.



Stretching the hip flexors for three minutes per side once a day, like this:



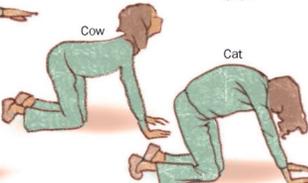
Walking during commercials when you're watching TV. Even a snail-like pace of 1 mph would burn twice the calories of sitting, and more vigorous exercise would be even better.



Alternating between sitting and standing at your work station. If you can't do that, stand up every half hour or so and walk.



Trying yoga poses — the cow pose and the cat — to improve extension and flexion in your back.



The experts

Scientists interviewed for this report:

James A. Levine, inventor of the treadmill desk and director of Obesity Solutions at Mayo Clinic and Arizona State University.

Charles E. Matthews, National Cancer Institute investigator and author of several studies on sedentary behavior.

Jay Dicharry, director of the REP Biomechanics Lab in Bend, Ore., and author of "Anatomy for Runners."

Tal Amasay, biomechanist at Barry University's Department of Sport and Exercise Sciences.

Additional sources: "Amount of time spent in sedentary behaviors and cause-specific mortality in U.S. adults," by Charles E. Matthews, et al., of the National Cancer Institute; "Sedentary behavior and cardiovascular disease: A review of prospective studies," by Earl S. Ford and Carl J. Casperman of the Centers for Disease Control and Prevention; Mayo Clinic.

Where Does My Recycling Go? Why That Is Important?

Meleesa Johnson-Director

Marathon County Solid Waste Department

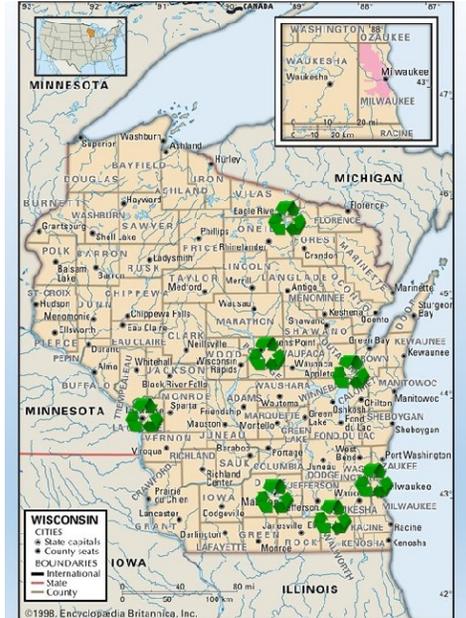
A little over a year ago, I welcomed an enterprising young woman, from Kronenwetter, into my office. She wanted to discuss recycling for a business venture she was considering. Specifically, she wanted to know where recycling collected in Marathon County went for processing. She needed this information to develop a phone app that would help people understand whether the product they were buying, or its packaging, has recyclability.

My response to her question led to a series of more questions: Which municipality are you asking about? To which hauler are you referring? Are you asking about curbside recycling or recycling collected from businesses? Are you asking about materials that must be recycled or those that have a degree of recyclability?

You see, there is no one answer for the question of where our recyclables go on any given day. Recyclables collected in central, west central or north central Wisconsin could travel to one of any six material recovery facilities (MRFs). While Eagle River may be closer to Medford, recyclables from Medford may travel to Germantown. Kronenwetter may be closer to Plover, but residential recycling collected there may travel to Appleton or Eagle River. And recycling collected at commercial locations in Marathon County may travel to Madison.

For most folks this all may seem a bit nonsensical. Why on earth would an old soda bottle travel hundreds of miles to be sorted from some newspapers and tin cans? Wouldn't it make more sense to go to the closest MRF? Well, in the world of managing solid waste, including recycling, many variables come into play.

Most municipalities do not collect their own garbage and recycling (Stevens Point and Shawano are examples of those that do so), but rather they contract with a waste hauler to collect materials. Each hauler will then make decisions on where to take recycling based on a number of factors, including tipping fees charged at a MRF, distance, current fuel costs, potential for long-term contracts with revenue share and corporate requirements (e.g.: a private waste collection company may require all of its collected recycling to be delivered to its corporately-owned MRF). This is not a static calculus---it is dynamic and continually evaluated.



Additionally, the wildly fluctuating travel patterns of recyclables makes it challenging to have a straightforward message on what may or may not be placed in the recycling bin. This isn't because the industry is working feverishly to confuse you, but because each one of the MRFs listed on the map has different processing capabilities. Some can accept items like juice boxes, while some cannot. One MRF may be tooled to optically identify mixed plastics, while others send those hard-to-recycle items to the landfill. And in some cases, MRFs have no markets for recyclables or markets are so distant that the cost of transportation outweighs any value in the material. Yup! This is confusing!

Here is the consistent message: In Wisconsin the following items must be recycled all the time, everywhere we go (because they are banned from landfill disposal!):

#1&2 plastic containers	Glass jars	Steel/bi-metal cans
Aluminum beverage containers	Cardboard/fiberboard boxes and sheets	Magazines & other similar items
Newspapers	Office papers	

By now I can almost hear each of you..."But what about...?" What about sour cream containers, junk mail, paperback books, half-pint containers of heavy cream, clam-shell packaging...and the list goes on. People love to recycle and want to put as much in the recycling bin as will possibly fit. The problem is that wishing it will be recycled and indeed having it recycled are two very different things. It's called "wish-cycling". Just because chasing arrows are tempting you to toss a product in the recycling bin, does not mean the item can easily be recycled. It may have recyclability, but likely is not all that recyclable.

So, where does your recycling go? A lot of different places. Why does it matter? Because the ability to recycle the "extra" items will vary. By focusing on the landfill-banned items you can be 100% assured the items you place in the bin will indeed be recycled. And taking the time to learn about whether and when the "extra" items can be placed in the bin will help insure the success of recycling.

Questions? Contact the "What Do I Do With...?" people at the [Solid Waste Department!](#)

Note: The phone app mentioned earlier is call ERbin. It is currently in beta testing for functionality, database gaps and user experience. Visit [ERbin](#) on Facebook to learn more about this collaboration between Marathon County Solid Waste, Portage County Solid Waste, Village of Weston, Advanced Disposal and ERbin.

CCITC NOTICE: SPAM FILTERING

IronPort Spam Filtering

Submitted By CCITC Helpdesk Staff

CCITC upgraded our email SPAM filtering solution. The new solution includes the ability for users (You) to individually manage certain quarantined emails. The new system is still blocking messages that are clearly SPAM. In fact, over 90% of all incoming mail is SPAM. Some messages are less obvious and held in a 30 day (interim) location. You now receive weekly notifications (example below) of the most recent blocked items.

As noted in the message that you will receive, no action needs to be taken and messages are automatically removed after 30 days. If you note something in the list that you were expecting, you can release the message by using the provided 'Release' links. Questions? Call the HelpDesk at x6710 or 715-261-6710.

IronPort Spam Quarantine Notification

The message(s) below have been blocked by your administrator as suspected spam.

There are 8 new messages in your Email Quarantine since you received your last Spam Quarantine Notification. If the messages below are spam, you do not need to take any action. Messages will be automatically removed from the quarantine after 30 day(s).

To see all quarantined messages view [your email quarantine](#).

Quarantined Email	From	Subject	Date
Release	"virtualizationwebinars" <news@virt...	V[Briefings] 2019 Cloud Survey - Earn a \$5 Amazon Gift Card...	01 Mar 2019
Release	TargetedCareer <newsletters@ebzcs.c...	Get Employed In Record Time	01 Mar 2019
Release	"virtualizationwebinars" <news@virt...	[Webinar] How to Transition from Cisco & Aruba WLAN Controll...	27 Feb 2019

**SAMPLE
EMAIL:**

Computer Tip

Submitted By Sharon Hernandez

Problems with "Links Not Working" in PDF?

You used the "print" to feature and selected Adobe PDF as the Printer type.

Here are fixes:

- Go to "file" menu
- Select "export"
- Select "create PDF/XPS document"
- Select "publish"

Document is converted to PDF and links should work!

Second fix:

- Go to "file" menu
- Select "save as"
- Find the folder where you want to save the PDF
- Under "Save As Type" click on PDF (*.pdf)

Document is converted to PDF and links should work!

**Remember to test links prior
to sending or posting the
PDF document!**





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EXTENSION MARATHON COUNTY

CONNECTING PEOPLE
WITH THE UNIVERSITY OF
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Join us May 23 to meet our staff and learn about our new and on-going programs with the people of Marathon County.

OPEN HOUSE

Extension Marathon County
212 River Drive, Wausau, WI 54403
4pm - 6pm

MEET & GREET

Marathon County Courthouse
500 Forest Street, Wausau, WI 54403
6:30pm - 7:00pm

Refreshments, giveaways, and programming information will be provided.
Go to marathon.extension.wisc.edu for more details and to RSVP.

New Hires In March and April

Amanda Ley, Assistant Corporation Counsel, Corporation Counsel Office, Hired 3/11/2019
Jennifer Wood, Library Page, Library, Hired 3/11/2019
Ashley Hetzel, Library Page, Library, Hired 3/11/2019
Danica Flinup, Communications Specialist, Sheriff's Office, Hired 3/11/2019
Alora Koval, Communications Specialist, Sheriff's Office, Hired 3/11/2019
Shantel Vallish, Court Security Deputy, Sheriff's Office, Hired 3/11/2019
Chad Zerkle, Communications Specialist, Sheriff's Office, Hired 3/16/2019
Rebecca Simon, Administrative Specialist, ADRC-CW, Hired 3/25/2019
Ruth Wiemann, Custodian Part-Time, Facilities and Capital Management, Hired 3/25/2019
Jenny Hsu, Public Health Professional, Health Department, Hired 3/25/2019
Molly Bennett, Administrative Manager, County Administration, Hired 4/8/2019
Corine Laub, Social Services Specialist, District Attorney's Office, Hired 4/8/2019
Christopher Lamkin, Custodian Part-Time, CW Airport, Hired 4/8/2019
Andrea Hotchkiss, Social Services Coordinator, Social Services, Hired 4/22/2019
Lawrence Kempe, Surveying Technician, Conservation Planning & Zoning, Hired 4/22/2019
Tyler Kauffman, Corrections Specialist, Sheriff's Office, Hired 4/22/2019
Heather Rigney, Public Health Assistant, ADRC-CW, Hired 4/29/2019



Transfer & Promotions In March and April

Christian Parker, Promoted from Custodian Part-Time to Custodian Full-Time, CW Airport, on 3/11/2019
Debora Delaporte, Promoted From Accounting Specialist to Accounting Professional, Finance Department, on 3/25/2019
Mou Xlong, Promoted From Court Security Deputy to Deputy Sheriff, Sheriff's Office, on 4/8/2019
Chong Moua, Promoted From Administrative Assistant to Social Services Coordinator, Social Services, on 4/22/2019



Service Anniversaries In May and June

45 Years Of Service

Kathleen Schultz, Social Services Professional, ADRC-CW, Hired 5/20/1974

40, 35 & 30 Years Of Service—None

25 Years Of Service

Lynda Kroening, Social Services Professional, Social Services, Hired 6/20/1994

20 Years Of Service

Timothy Spees, Maintenance Specialist, Highway, Hired 5/3/1999
Daniel Thorstenson, Urban Forestry Specialist, Parks Recreation Forestry, Hired 5/27/1999
Leon Welsenberger, Senior Maintenance Specialist, Parks Recreation Forestry, Hired 6/2/1999
Thomas Falkowski, Maintenance Specialist, Parks Recreation Forestry, Hired 6/21/1999
Sara Lonsdorf, Corrections Specialist, Sheriff's Office, Hired 6/29/1999

15 Years Of Service

Pamela VanOoyen, Judicial Assistant, Clerk of Courts, Hired 5/10/2004
Dale Taylor, Maintenance Specialist, Highway Department, Hired 6/1/2004

10 Years Of Service

Meleesa Johnson, Solid Waste Management Director, Solid Waste, Hired 6/1/2009
Marshelle Wells, Assistant Corporation Counsel, Corporation Counsel's Office, Hired 6/29/2009

5 Years Of Service

Rachel Peterson, Corrections Specialist, Sheriff's Office, Hired 5/12/2014
Jeffrey Pritchard, Planning Analyst, Conservation Planning Zoning, Hired 5/12/2014
Cody Hornik, Deputy Sheriff II, Sheriff's Office, Hired 6/9/2014
Rachel Paffrath, Maintenance Technician, Parks Recreation Forestry, Hired 6/9/2014
Matthew Taylor, Maintenance Technician, Parks Recreation Forestry, Hired 6/9/2014
Clay Thleme, Corrections Specialist, Sheriff's Office, Hired 6/9/2014
David Gregersen, Library Assistant, Library, Hired 6/23/2014
Paige Smola, Social Services Professional, Social Services, Hired 6/23/2014





County Association Summer Picnic Big Kitchen at Marathon Park 4:30 – 8:00 pm Tuesday, July 16, 2019



Cost: Adults (10+) \$7 Children (6-9) \$3 (5 and under) FREE

Food: BBQ, hotdogs, chips and salads. Don't forget dessert! (served at 5:30 p.m.)

FREE Activities: Splash Pad, train rides and scavenger hunt for kids
Plus members of the Sheriff's Office Special Teams, Parks Recreation Forestry Department & Emergency Government Office will be present!

**Complete and Return To
Marathon County Employees Credit Union
400 E Thomas St, Wausau WI 54403
715-261-7680
Email: cuteller@co.marathon.wi.us**

Name: _____

Current Employee Retiree

Department Name: _____

Number Attending Paid Adults: _____ Children: _____

Number Attending Free Children: _____ Ages: _____

Total Number Attending: _____

MCECU Account # For Transfer: _____ Amount Paid: _____

Checking Account **OR** Saving Account

Payment Due By — Monday, July 8, 2019

No Refunds After That Date

Make Check Payable to "Marathon County Employees Association"

OR

Call Credit Union at 715-261-7680 To Transfer Money For The Picnic

Contact – Questions

Debbie.Delaporte@co.marathon.wi.us 715-261-1155

Jami.Olcott@co.marathon.wi.us 715-261-7689

Sharon.Hernandez@co.marathon.wi.us 715-261-1457

Mary.Palmer@co.marathon.wi.us 715-261-1401

Trista.Murphy@co.marathon.wi.us 715-261-1452

Boly.Vang@co.marathon.wi.us 715-261-1456

Molly.Bennett@co.marathon.wi.us 715-261-1406