



# MARATHON COUNTY EMPLOYEE NEWSLETTER

Keeping employees *connected* and *engaged*.

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## From the Desk of the County Administrator



As we ready ourselves for the start of summer, I want to take a moment to offer my sincere appreciation for how each of you have responded to what by any definition has been a challenging last two months. At all levels of the organization, the response has been defined by finding new ways to deliver services. We have adapted in nearly every aspect of how we work:

- ◆ staff meetings, court hearings, and even County Board meetings are being conducted via video conference;
- ◆ countless staff working remotely through VPN;
- ◆ staggering shifts; and
- ◆ incorporating social distancing strategies in all we do.

And, while we have made changes to the ways we do our work, we remain committed to “why” we do our work and “how” we conduct ourselves. Our focus remains to do all we can to become the *Healthiest, Safest, and Most Prosperous county in the state* and our core values continue to be our guidepost in decision-making and behavior.

This edition of the newsletter provides great information as you continue to seek out new and innovative ways to do your work, while also providing a number of great examples of the type of behavior that exemplifies who we are as an organization.

So, whether you are looking for some strategies to improve your telework experience and stay engaged with our wellness professionals, or whether you are interested in getting to know some of your current and new colleagues, this edition of the newsletter has something for you.

Thank you again for all of your continued efforts to serve our community. And, while there are undoubtedly additional challenges ahead of us, COVID-19 related and otherwise, the resilience that you have all shown demonstrates that we will continue to persevere and thrive.

In service,

Lance Leonhard

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

# Wellness Program Changes for 2020 Due To COVID-19

Written By Mary Jo Maly

The COVID 19 pandemic has affected everyone's life. We no longer function the same way that we did just a few months ago!

Changes even had to be made to the County's 2020 Wellness Program to accommodate new social distancing requirements. The Program changes will still provide you with the wellness education and support needed to achieve your 2020 Wellness goals but in a way that is safe for all during this challenging time.

The following changes and enhancements to the 2020 Wellness Program are effective immediately and will remain in place until further notice:



**Biometric Screening** is a requirement for the Qualifier or Champion wellness packages and was originally to be completed at on-site county locations by March 22, 2020.

**What's changed:** Biometrics will no longer be offered at on-site locations and will only be offered at the Employee Wellness Center and need to be completed by October 1, 2020. To get your biometrics at the Wellness Center:

- Call the Employee Health & Wellness Center at 715-843-1256 to schedule your appointment (Note: this visit does not count as a non-preventive visit for additional wellness points)
- You will need the Biometric Screening Voucher to take with you (available under your [Managewell portal](#))
- You need to get your Supervisor's approval to attend during work time

**Note:** If you had your cholesterol, glucose, height, weight and blood pressure completed by your Primary Care Provider after October 1, 2019, you can submit those results with the PCP Collection Form (available under your Managewell portal) OR submit your MyAspirus or your MyChart printout of your results to the Health Coach as an alternative to the biometric screening requirement.

**One Health Coaching Session** is required for the Qualifier or Champion wellness package. This in-person meeting was available after completion of your biometric screening by visiting the Health Coach beginning May 1, 2020.

**What's changed:** There will be no more in-person health coaching sessions. Telephonic health coaching will only be available until further notice and you no longer need to have completed your biometric screening and health assessment to participate in health coaching. If you have not completed your health coaching session, go to your Managewell portal and select Telephonic Health Coaching Session 1. Your health coaching session needs to be completed by July 31, 2020.

**Health Assessment** is a requirement of both the Qualifier or Champion wellness packages and was originally due by April 30, 2020.

**What's changed:** The due date has now been extended and is available for completion (under your Managewell portal) if you already had your biometric screening. It will become available to all others after your biometrics are completed and loaded into your wellness portal. You will be sent an email when it's available. The last date to take your health assessment is October 20, 2020.



## Wellness Program Changes for 2020 Due To COVID-19 Continued

**Annual Medical Exam** is a requirement for the

Qualifier or Champion wellness packages and is due by October 31, 2020. You can go to the Employee Wellness Center (worth 100 extra wellness points), your own PCP, or submit proof of a preventive exam you had since October 1, 2019.



Documentation of annual exams must be submitted to the health coach by October 31, 2020.

**What's changed;** An annual exam is still required as it's an important component of everyone's health. The Employee Wellness Center is still offering annual preventive exams during the COVID-19 pandemic. Preventive exams will be provided at the Wellness Center to those who designate the Wellness Center's provider (Sherry Gatewood ) as their PCP, including new patients. Preventive exams that are deemed essential (i.e. if there is an underlying medical condition needing review such as cholesterol or blood pressure monitoring) by the Wellness Center's provider will be available to established Wellness Center patients. It is reminded that you will need to bring the 2020 Marathon County Proof of Participation Form (under your Managewell portal) with you to your appointment. **NOTE:** *You have until October 31, 2020 to complete your annual preventive exam at either the Employee Wellness Center or your own provider.*

There are no Wellness Program changes to other optional exams, such as dental and/or eye exams.

### 2019 Wellness Plan Incentives

Earlier this year, GHT was notified of those who qualified for the 2019 Qualifier or Champion Wellness Packages. There were approximately 120 employees eligible for either \$50 or \$100 gift cards. GHT advised they ordered a supply of gift cards to initiate processing. However, the Governor's Stay at Home order since took place and GHT staff started working remotely and are unable to access their building to get the cards. This has delayed issuing the gift cards. GHT has committed to sending the cards once they are permitted to access their building. This was an unforeseen circumstance. Your patience and understanding is appreciated.



Wellness activities are still being offered as additional ways to earn wellness points.

**What's changed;** Group events such as Lunch and Learn sessions, group physical activity events, and onsite Weight Watchers will not be offered until further notice. Instead, more events encouraging individual participation will be offered, such as more online learning sessions, walking challenges, or personal bike riding/hiking activities with self-reporting. *Watch for more information for these events!*

***These Program changes still allow you to participate in the 2020 Wellness Program and earn your wellness points in a way that is safe for you, our health coach, and your co-workers!***

Please note that as the COVID-19 pandemic evolves, the above referenced due dates may change. Please refer to your Managewell portal for more details and contact the health coach with any questions.



## Wellness Activities

### Resiliency During COVID-19 in the Wellness Portal

Without a doubt, the COVID-19 pandemic is history in the making and has put us all in uncharted territory together. It has not only impacted health on an individual level but has fundamentally changed the ways many of us work, connect, and live on a global scale. As a result, you may be worrying about caring for a sick loved one, providing for your family, or becoming sick yourself. Practices such as social distancing, while critical in times like these, can make these feelings much harder to cope with and may become detrimental to your mental, physical, and overall wellbeing. However, it is important to understand that coping with such feelings in healthy ways, will make you, the people you care about, and your community stronger.

In your wellness portal on [www.ManageWell.com](http://www.ManageWell.com) you will find a new section, “Resiliency During COVID-19.” In the section, there are numerous practical and useful resources that anyone can use to improve their well-being in these trying times. Topics such as how to develop a new routine, connecting in isolation, practicing gratitude and resilience are just a few of the topics covered. Check out the resources for each well-being area (featured in screenshot below) in your portal at [www.managewell.com](http://www.managewell.com). These resource activities are also worth wellness points!

If you have any questions please contact the Health Coach at 715.847.2000 x51620 or [Health.Coach@co.marathon.wi.us](mailto:Health.Coach@co.marathon.wi.us).

### Information for when the Health Coach is on Maternity Leave

Asia Bay will be on maternity leave between June-August of 2020. Please continue to send all wellness activity submissions and emails to [Health.Coach@co.marathon.wi.us](mailto:Health.Coach@co.marathon.wi.us) as the Aspirus Business Health Team will be covering her during this time. If you need to contact via phone please call 844.309.1269 and they will be able to help you with any questions you may have.

## New Password Expiration Notifications

### Updates From CCITC

Network security and protecting health information is vitally important in today’s modern world. As part of this commitment to security and communication, CCITC has devised a new notification alert for each employee’s network password expiration.

An email message will be sent 14 and 7 days before password expiration, as well as the day of your password expiration. This will provide employees more notice and opportunity to update and change their network password.

The following is sample message that you will receive from the CCITC Support Team:

*Dear (First/Last Name),*

*Your password will expire on 2020/05/16 12:14 PM. Please change your domain password as soon as possible to avoid interruption. If you need assistance or do not log into a work PC, please contact CCITC Helpdesk at 715-261-6710.*

*Thank you.*

*CCITC Support Team*



If you have questions regarding this notice, please contact the HelpDesk At 715-261-6710 or x6710.

## 2020 Retirement & Recognition Banquet

Due to COVID-19 outbreak, most scheduled events and activities were cancelled including the County's 45th Annual Retirement and Recognition Banquet. We will not be rescheduling this year's recognition banquet— but plans are in the works to revamp the program for 2021 — Celebrating our employees for their accomplishments and recognizing employees who exhibit the exemplary behavior consistent with the County's Core Values. Watch for more information in upcoming newsletters.

The Employee Resources Department will distribute service awards through the County's interoffice mail by Friday, May 15, 2020. Please contact Trista Murphy if you have any questions regarding service awards.



## Let's Celebrate The 2019 Core Value Recipients

**Scott Berger** was nominated by Lance Leonard. Scott's



life has been defined by the concept of service. He served our country in the Air Force. He served the State of Wisconsin, in the Department of Veteran Affairs, and in 1998, Scott began serving as Marathon County's Veterans Service Officer. For more than twenty years Scott devoted his professional career to serving the nearly 10,000 veterans that call

Marathon County home. As Scott began planning for his well-deserved retirement in early 2020, I was struck by his continued focus on service. Scott reached out, scheduling multiple meetings with me, with one purpose – to do all he could to help me ensure the long-term success of our local Veteran Service Office by assisting me in planning the recruitment process.

Scott has made a career of helping those in our community that have served our country through military service. He exemplifies our core value of service and it is my pleasure to recognize him for his contributions.



**Peter Wade** was nominated by Joseph Golden. He works in the Conservation, Planning & Zoning (CPZ) Department, primarily in the Private Onsite Wastewater Treatment System (POWTS) program. Peter has high character and devotion to serving the public with an open mind and kind heart. He has shown respect in the face of adversity and discretion in times of potential embarrassment for his clientele. He is soft spoken and forms a real connection with the people he serves. I am continually amazed at his ability to humble himself for this often stressful position. Marathon County is truly blessed to have Peter on board!

**Mickey Krautkramer** was nominated by Jim

Griesbach and one of Mickey's peers. He was awarded the Highway Excellence Award for engineering and building the first Wisconsin County Work Zone Barrel Recovery Unit. Work zone barrel recovery in the past required 3 workers

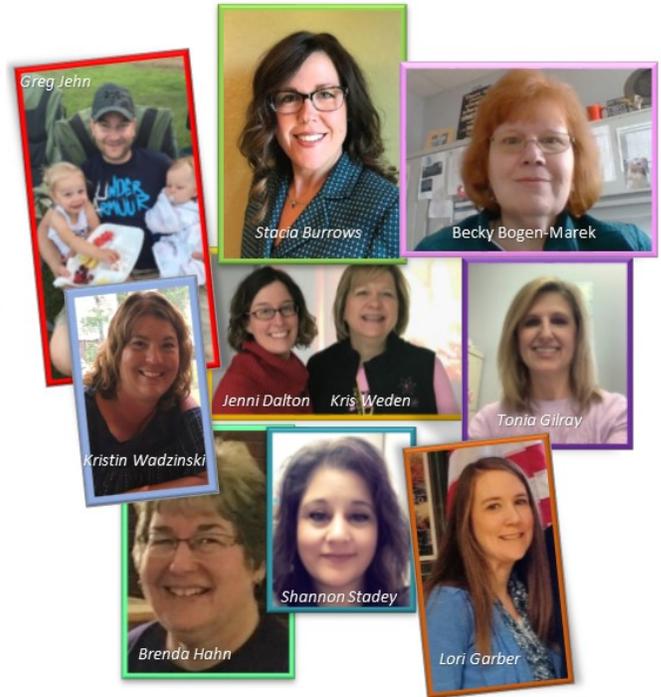


and this now takes place in a steady non-stopping motion with only two workers, which lessens our employee exposure to injury on these heavy traveled roads. This unit cost approximately \$16,000 to engineer and build and has a state hourly rate of \$5.37 with an anticipated 600 hours of use per year resulting in a pay back of less than one year. Mickey's vision with this project touches each one of our County's core values but especially the core value of "Shared Purpose". His persistence to follow through with a machine that benefits other crews within the Department to not only make their job safer, but also save labor cost, time and possibly injury. Mickey would also like to give credit to others on his mechanic team for their help and ideas. Great Job Mickey!

## Let's Celebrate The 2019 Core Value Recipients — Continued

### Members from the Social Services Department

were nominated by Phil Rentmeester. On the morning of April 11, 2019, there was a fire in the apartment complex in the 500 block of Thomas Street. Members from the Social Services Department provided outstanding service to their neighbors in helping residents that were evacuated from their apartment building due to the fire in one of the apartments. Because of the severe weather conditions, residents were directed into Social Services by the fire department. Once there, members of social services took charge and showed excellent teamwork in working together to provide those impacted residents with chairs, snacks, beverages, clothing, blankets and toys to the children. They also initiated a call to the American Red Cross for assistance. Their actions exemplify our core values and were commended by the Wausau Fire Department for their quick action to assist their community neighbors.



### Craig Christians

was nominated by Sandra LaDu and starting in the Facilities and Capital Management Department in October 2018. Since that time, I am aware that Craig has worked on a number of high dollar, high profile projects concerning building safety and upgrades. In placing this nomination, it is nearly impossible to select just one core value in which Craig has exhibited exemplary behavior. In service to the Sheriff's Office, specifically the Jail Division, Craig has spear headed two projects - the booking room and multimillion dollar jail restoration. Craig has excelled at Shared Purpose, Stewardship of Resources, Quality and Integrity. Craig has worked tirelessly on more than the jail project while it is occurring, and holds everyone accountable, facilitates collaboration and makes decisions promptly, weighing cost, quality and operational needs. Craig is often put in a spot of contention and professionally handles EVERY situation with confidence and professionalism. His ability to communicate, and willingness to be open and honest with high expectations and accountability, is the type of behavior that every single county employee should exhibit. If I had to choose one Core Value, it would be Shared Purpose. He can acclimate to change, understand different viewpoints, provides information, answer questions, makes decisions with those around him being able to exhibit utmost confidence in his abilities. Anyone would be blessed to have him as part of the team and the jail restoration would not be anywhere near as successful with someone who was not as motivated, dedicated or conscientious.



**Kristin Sorenson** was nominated by Jane Heil and works for the City/County IT Department. Kristin is an awesome employee, and she exhibits the county's core values in many ways. She is always friendly and welcoming to all who stop by her desk to ask a question and anyone who needs a hand. Kristin will always make time for others to help them out in their time of need and will take on many new projects



whenever asked. She works hard to learn new applications which she then applies these skills to be a valuable resource for the County, City and NCHC. An example is the Laserfiche application, she has excelled in learning this application and is working with numerous individuals throughout the County, the City and NCHC to help them alleviate paper processes and use the Laserfiche forms and workflows. This helps eliminate paper along with making processes and staff more efficient in their daily work. Overall Kristin is an exemplary employee who is a quick learner along with being dedicated to CCITC.

## We Celebrate, the 2019 Core Value—Continued

**Don Hagenbucher** works for the Parks Recreation Forestry Department. One of Don's duties involves clearing snow and ice from sidewalks at the Social Services Department. Some days the weather conditions make this a simple task, and other days there is only so much that can be done and people are still going to be walking and driving in hazardous conditions.



The event we are highlighting takes place on one of those days when it is not possible to eliminate the hazardous conditions on the sidewalks or in the parking lot. Nothing is melting and more is coming down. During these conditions, Don went beyond what was expected and helped employees and customers cross the parking lot and sidewalk safely. Not once but multiple times during the day, because Don realized that their safety was more important than the other work that he would otherwise attend to on that blustery day.

We recognize Don Hagenbucher for his commitment to service, safety and for his demonstration of kindness to people who were crossing the parking lot to obtain needed public services and employees who need to get to work safely.



**Patrick Bula** works for the Conservation, Planning and Zoning Department. His work is focused on an environmental protection project called Eau Pleine Partnership for Integrated Conservation (EPPIC). This “partnership” extends to farmers, agronomists, waterfront property owners, farm groups, environmentalists and the County. The only way the partnership functions well is if everybody embraces the goal of improving water quality by reducing phosphorus runoff and move away from blame and defensiveness.



As a former Peace Corp Member, Patrick came into his new job with some experience and relationship building skills that have helped EPPIC move forward in their goals and to really see some progress. So much of success in life is about the quality of relationships and a partnership is all about creating and sustaining relationships that serve shared goals. Patrick was hired for his technical expertise in water conservation but also because he had the “people skills” needed to support and sustain group effectiveness. For his efforts we recognize Patrick Bula as a Role Model of Our Core Value of Shared Purpose.

## Core Value Nominations

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

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

The nomination form is located on the County's Website, under Employee Resources Department **OR** [Click here for nomination form](#) — electronic or paper form available.

Nominations are submitted to [Mary Palmer](#), County Administration.

# Let's Celebrate Employees For Years Of Service & Retirement In 2019



### 45 Years of Service

Kathleen Schultz, ADRC

### 40 Years of Service

Scott Parks, SHF

### 35 Years of Service

NONE

### 30 Years of Service

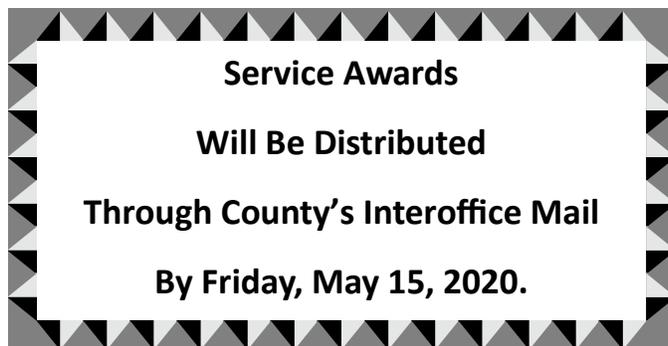
Paula Halkoski, DA	Blaine Peterson, PRF + R
Kevin Yolitz, Fac&Cap Mgt. + R	Matthew Lonsdorf, SHF
Patricia Poverski, Health	Daniel Marsolek, SHF
Jeanne Cline, Library	Cary Pellowski, SHF
Christine Luebbe, Library	Jodie Miller, Social Services
Mary Stachowiak, Library	Judith O'Keefe, Social Services
Gregory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

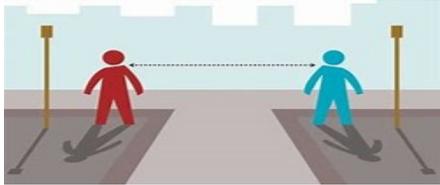
### Retirees

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	

# Keep Your Distance

Written By Mary Jo Maly

In efforts to stop the spread of coronavirus, experts are recommending "social distancing" - generally involving people staying at least six feet away from each other when



possible.

## How Far is Six Feet?

We typically don't carry a tape measure, so use these tips to help you visualize what a six foot distance may be.

### Stay on the other side of the Sidewalk!

Did you know...At a minimum, the U.S. Department of Transportation requires that sidewalks be a minimum of 5 feet in width? And, according to the National Association of City Transportation Officials, residential sidewalks must be 5 to 7 feet wide and in urban areas 8 to 12 feet.



### Why six feet?

Experts believe the virus is mainly spread through droplets that come out of your mouth and nose. When an infected person speaks, exhales, coughs or sneezes, the droplets travel about three to six feet before gravity pulls them to the ground.



### Keep the length of two grocery carts between you and other shoppers

Most grocery carts are about 3 feet long, so imagine another cart attached to the front of yours, and stay *at least* that far away when you're waiting in a checkout line.

### Keep an Alligator's length away!

You wouldn't get this close to an alligator, would you? So imagine yourself keeping an alligator's length away from each other!



***So stay six feet away from someone, and you'll help stop the spread!***

Check out the Employee Resources Department, [Coronavirus Employment Information](#) webpage for the latest information. When major changes are implemented, Employee Resources will send out email blasts highlighting the new information.

## 2020 WCA Group Health Trust

### Accepting Scholarship Applications

The WCA Group Health Trust (GHT) is once again proud to sponsor five scholarships in the amount of \$2,000 each.



To be eligible to receive a scholarship from GHT, the applicant must enroll full-time as an undergraduate student at a Wisconsin college in the fall 2020 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 applicant or the applicants spouse, parent, grandparent or guardian must be a GHT member. Please note, past recipients are not eligible for consideration.

**Applications must be submitted no later than June 12, 2020.**

**Apply for a 2020 WCA Group Health Trust Scholarship Here**



## Video Visits At The Employee Health & Wellness Center

We are continually looking for ways to keep our employees and their families safe during this unprecedented time and are excited to announce that Aspirus and our on-site Provider, Sherry Gatewood PA-C, are now offering video visits!

Video visits are appropriate for problems such as sinus infection, seasonal allergies, pink eye, asthma, urinary tract infections, rashes, acne, tick and insect bite and smoking cessation. Video visits are also appropriate to discuss on-going conditions such as diabetes, depression, anxiety and birth control.



Sherry is also available for in person visits at the Employee Health and Wellness Center per current guidelines. Annual exams need to be scheduled as an in person visit.

### EMPLOYEE HEALTH & WELLNESS CENTER

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

**Schedule an Appointment:**  
715.843.1256 or [MyAspirus.org](http://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



You will need to ensure that you have access to the technology needed: smart phone/tablet/laptop or PC with functioning camera. Additionally, you must be registered with [MyAspirus](http://MyAspirus.org). If



you are not currently, upon calling to schedule your appointment staff can quickly send an activation link to a you via MyAspirus Email Signup. Once you are registered with MyAspirus, you may use direct scheduling to self-schedule a video appointment.

Video visits will remain a no-charge visit just as if you were going to the onsite clinic located at the Employee Wellness Center to see the Provider and is offered only during the normal clinic hours. Video visits that occur after clinic hours will be a billable visit and will be sent to insurance like other after hours visits to the walk-in or ED currently are.



**The Employee Wellness Center Clinic at is open and available.**

**Call 715-843-1256 to schedule a video or in person visit.**



## How To Be Physically Active At Home During COVID-19?

By Sherry Gatewood

### EMPLOYEE HEALTH & WELLNESS CENTER

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

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715.843.1256 or MyAspirus.org

#### Clinic Hours

Monday - Wednesday - Friday: 8:00 am - 4:30 pm  
Tuesday: 6:30 am - 3:00 pm



The COVID-19 pandemic has changed family routines! But how do we continue to keep our health habits that we relied so deeply in our routines? How do we start new healthy routines now that we are limited to what we can do?

### Staying Physically Active

Here are some strategies and some great examples of outdoor activities you can do to stay active:

- ◆ Have a family bike ride, or a friendly competitive sport game like a game of horse or tossing around a baseball.
- ◆ If you have a pet, grab some fresh air and go for a walk or run.
- ◆ Spring cleaning? Clean the yard by raking, picking up sticks, or clean your outside windows.
- ◆ Clean your garage or shed.
- ◆ Help your local community by cleaning up trash on the sides of roads.

Bad weather, indoor activities can increase movement as well.

Use this time as an opportunity to get spring cleaning done early or try some of the free exercise apps/YouTube exercise classes.

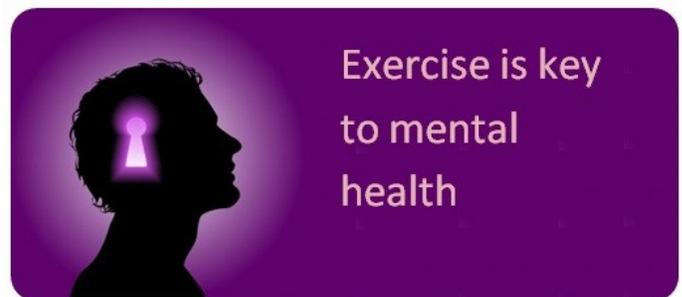
STAY ACTIVE!



Why is it so important to stay active during this time? Staying active helps with your overall physical health but also your mental health. As humans, we are not used to social distancing and being away from our extended families, friends and/or co-workers (if working from home) for such long periods. Exercise can help our mental health by reducing anxiety, depression, negative moods, and improving self-esteem and cognitive functions.<sup>1</sup> Exercise also helps with social withdrawal symptoms.<sup>2</sup>

### Benefits of Regular Exercise on Mental Health:<sup>3</sup>

1. Improved sleep
2. Increased interest in sex
3. Better endurance
4. Stress relief
5. Improvement in mood
6. Increased energy and stamina
7. Reduced tiredness that can increase mental alertness
8. Weight reduction
9. Reduced cholesterol and improved cardiovascular fitness
10. Help control blood sugar levels and blood pressure



<sup>1</sup> Callaghan P..Exercise: a neglected intervention in mental health care? J Psychiatry Mental Health Nurse. 2004;11:476-483. [PubMed] [Google Scholar]

<sup>2</sup> Guskowska M.. Effects of exercise on anxiety, depression and mood [in Polish] Psychiatry Pol. 2004;38:611-620. [PubMed] [Google Scholar]

<sup>3</sup> Sharma, A., Madaan, V., & Petty, F.D. (2006). Exercise for mental health. Primary care companion to the Journal of clinical psychiatry, 8(2), 106. <https://doi.org/10.4088/pcc.v08n0208a>



## Understanding High Blood Pressure By Sherry Gatewood

### EMPLOYEE HEALTH & WELLNESS CENTER

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

Schedule an Appointment:  
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#### Clinic Hours

Monday - Wednesday - Friday: 8:00 am - 4:30 pm  
Tuesday: 6:30 am - 3:00 pm



There are different causes of hypertension. Preventable causes include cigarette smoking, obesity, sedentary lifestyle, and illicit drug use. Secondary causes may be due to other conditions related to the side effects of medications, kidney problems, heart defects, and other glandular disorders such as adrenal problems and thyroid disorders. Obstructive sleep apnea is another cause of hypertension.

White coat syndrome is a condition in which a person will have an elevated blood pressure when they are being checked at a doctor's office. When the person is at home their blood pressure is normal.

When the blood pressure is measured during a wellness exam or a dental appointment visit, the screening could save a life. Most people do not have symptoms of high blood pressure. New guidelines from 2017 recommend blood pressure less than 120/80.

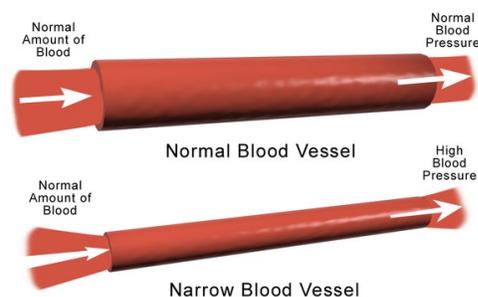
Hypertension or High Blood Pressure is a condition of pressure of the blood vessels, causing the heart to work harder as well as affecting major organs of the body.

According to Up to Date, "the prevalence of High Blood Pressure is very high worldwide. Hypertension treatment is the most common reason for office visits and the use of chronic prescription medications." In Wisconsin 29% of adults have hypertension.

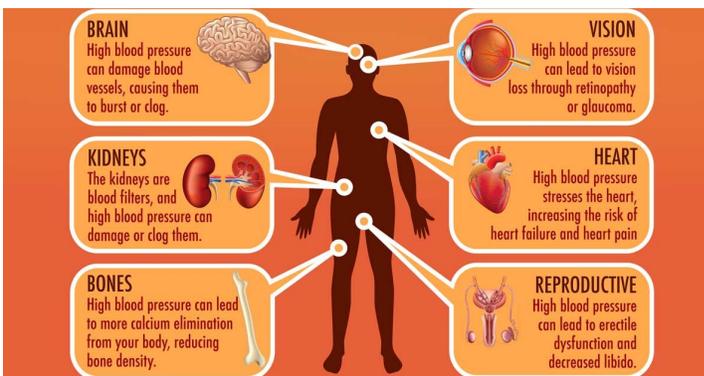
Forty-seven percent of those adults have uncontrolled hypertension. In 2016, there were about 97,000 people in Wisconsin with uncontrolled hypertension, in which 84% were aware of their elevated blood pressure (Wisconsin Department of Health, 2017).

Hypertension or high blood pressure can lead to other health problems including heart disease, stroke, heart attack, and chronic kidney disease, if left untreated.

There are different causes



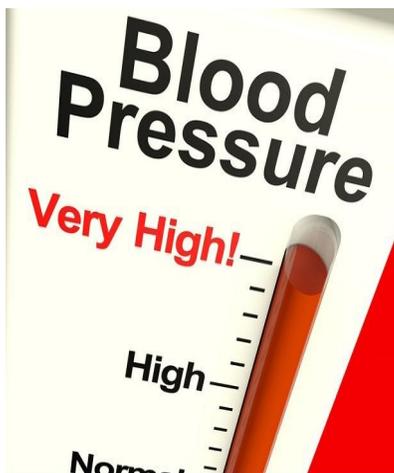
Blood Pressure Blood Flow



Elevated Blood Pressure is now considered at 121-129 / 80.

A diagnosis of hypertension is now made with persistent blood pressure readings greater than 130 to 139/81 to 89. If a person's blood pressure is at this level, attempts to make lifestyle changes and other condition management will be tried before placing someone on blood pressure medication. This also depends on one's chronic health problems. Most people are placed on blood pressure medicine if the blood pressure is consistently greater than 140/90.

Blood pressure can be treated and therefore prevent a secondary condition such as heart attack and stroke. If there is a preventable cause such as cigarette smoking or obesity, lifestyle changes can reverse the condition without the need for chronic medications. If there are other conditions leading to hypertension, it is very important to get all conditions managed appropriately.



# BLOOD PRESSURE



## KNOW YOUR NUMBERS

**BLOOD PRESSURE** is the force of your blood moving against the walls of your arteries. It's expressed as **TWO NUMBERS**:

**Top Number:**  
**SYSTOLIC** (mm Hg)  
The pressure or force in the arteries when the heart beats

**Bottom Number:**  
**DIASTOLIC** (mm Hg)  
The pressure measured between heartbeats

### WARNING!

Over time elevated or high blood pressure weakens your heart, blood vessels and kidneys, and makes a stroke or heart attack much more likely

#### NORMAL

below  
**120**  
below  
**80**

#### ELEVATED

**120**  
to  
**129**  
below  
**80**

#### HIGH

##### STAGE 1

**130**  
to  
**139**  
**80**  
to  
**89**

##### STAGE 2

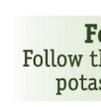
**140**  
and above  
**90**  
and above

Also called *Hypertension*

### LIFESTYLE CHANGES that Lower Blood Pressure



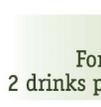
**Move More**  
Get regular physical activity



**Focus on Nutrition**  
Follow the DASH diet and eat potassium-rich vegetables



**Cut Salt**  
Aim for 1,500 mg of sodium or less per day



**Limit Alcohol**  
For men, not more than 2 drinks per day; for women, 1



**Lose Weight**  
Losing just a few pounds can make a big difference



**Don't Smoke**  
If you smoke, stop



**De-stress**  
Meditation and rest help lower blood pressure

Information provided for educational purposes only. Please consult your health care provider about your specific health needs.

Go to [CardioSmart.org/HighBP](https://www.cardiosmart.org/HighBP) to learn more about High Blood Pressure.



If you would like to download or order additional posters on various topics, visit [CardioSmart.org/Posters](https://www.cardiosmart.org/Posters)



## Practice your Social Distancing by Participating in Independent Wellness Events

Earn 50 points for each Independent Wellness Event by taking a picture of yourself partaking in the event and submitting it to the Health Coach by the deadline date

Independent Wellness Events can be done on your own or with your family members.

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Submit to [Health.Coach@co.marathon.wi.us](mailto:Health.Coach@co.marathon.wi.us)

Information Needed for Points:

- Photo
- Name of Participant
- Location of Photo
- Do you want this photo entered into the Scenic Photo Drawing? Yes/No

### Event Dates and Deadlines

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#### May 1st-5th

Biking Event  
Submit Photo by  
May 12th, 2020

#### June 4th-8th

Hiking Event  
Submit Photo by  
June 15th, 2020

#### July 2nd-6th

Your Choice of Outdoor  
Exercise Event  
Submit Photo by  
July 13th, 2020

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### Scenic Photo Drawing

Want to be entered into a drawing for the best scenic photo for each event?

Let the Health Coach know in your email entry by the deadlines for each event above. All participants that select yes will have their picture voted on by the Wellness Team and the winner will receive a \$25 Chamber of Commerce gift card. So make it your most scenic photo! One drawing per event. Voting will occur by the end of the activity month and winners will be notified at that time.

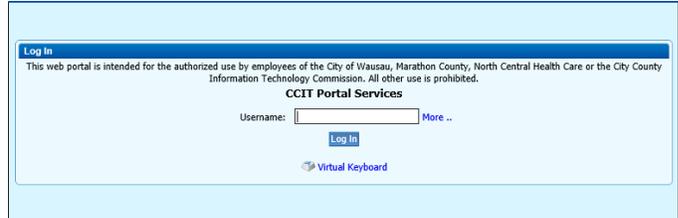
# Employee Newsletter Available

Great news! You can access the Employee Newsletter 24/7 from a County network computer, a non-county network computer, personal computer, public computer, or from anywhere on your phone or mobile device.



The current and prior editions of the Employee Newsletter are located:

- ◆ On the “Internet” on the Employee Resources website under the “Employee Newsletter” tab.
- ◆ Through the web-based portal where you access your paystubs and clicking on the “intranet”, clicking on “County” tab, and then under the Employee Links click on “Employee Newsletter” OR click on “Departments”, “Employee Resources” and “Employee Newsletter” tab.



<https://portal.co.marathon.wi.us/default/showLogon.do>

**Questions regarding accessing the portal should be directed to City/County IT Helpdesk at 715-261-6710.**

## Do You Know That You Can Fax Through Outlook?

Directions to send a fax through Outlook:

1. Start a new mail message
2. Type in the fax number in the “To:” field followed by [@fax.co.marathon.wi.us](mailto:@fax.co.marathon.wi.us).
  - ◆ Do not use dashes or commas. Local example:  
[715261463@fax.co.marathon.wi.us](mailto:715261463@fax.co.marathon.wi.us)
  - ◆ Local numbers require the 715 prefix.
  - ◆ Long distance require a 1, the area code, and the number Long distance example:  
[19602161463@fax.co.marathon.wi.us](mailto:19602161463@fax.co.marathon.wi.us)
3. Type a subject.
4. Type in necessary information in the body of the message excluding any specially formatted items, i.e. no graphics.



### Article Deadline for the July & August Employee Newsletter

**Monday, June 15, 2020**

Please send your newsworthy information to

**Sharon Hernandez**

**Employee Resources Department**

[sharon.hernandez@co.marathon.wi.us](mailto:sharon.hernandez@co.marathon.wi.us)



**Marathon County  
Employees Credit Union**

### We Are Still Here For You

As our lives continue to get upended by these unprecedented times caused by COVID-19, know that MCECU is still here. Our lobby may be closed, but staff is on-site and we have many services that will help ease you through these times, such as the use of our drive-up, online banking, remote deposit capture (RDC), electronic loan closings, bill pay, and our mobile app. Do not hesitate to call if you need something - we are still here and only a phone call away!

If you are facing financial struggles due to the Coronavirus (COVID-19), please call us to see if we can help. We are currently offering special loan options to assist you with your financial needs during this time of uncertainty. Possible options include reduced interest rates, short-term loans equivalent to average wages, lines of credit, or deferred payments on current loans.

**Proudly serving Health Care Center Employees  
& their Families since 1965.**

**715 261-7680**

**400 East Thomas Street • Wausau, WI 54403**



News from the Department of Employee Trust Funds

**Delivery of WRS Annual Statements Delayed Due to COVID-19**

Local government employers usually receive and distributes your paper WRS Annual Statements by mid-April. The Department of ETF has postponed shipping statements to your employer because package delivery services have temporarily changed their confirmation of receipt procedures due to the COVID-19 pandemic.



After evaluating various options, ETF has decided the most secure option is to mail the 2020 Annual WRS Statements of Benefits directly to all active WRS participants. Because this is a change in process from our usual delivery method, ETF will conduct internal testing before the Statements are mailed. **Their goal is to have the Statements in the mail by June 3.**

For information on your Statement of Benefits and many other topics, visit the [ETF Webinar Catalog](#)

**Added Dates/Times for "Preparing for Your Retirement" Webinar**



Whether you are just beginning your career under the Wisconsin Retirement System or close to retirement, join us for this two-hour webinar. We will review benefit basics, Core and Variable Trust Funds and things to know and do to maximize your benefits as you move through your career. Those within five years of retirement will appreciate hearing about WRS annuity options, returning to work after you retire, post-retirement annuity adjustments and more. Questions are welcome and encouraged.

*"My participation in the webinar was a first for me, and I just want to compliment you on how easy it was to connect, follow along, and provide questions or requests. Excellent job!"*

*"Thanks for having these valuable webinars. The professional but conversational style helped me to understand the presentation as easily as an "in office" meeting. Really appreciate that the presenter fully understands the subject. Wonderful job."*

**[To register for upcoming webinar click link](#)**

Who should attend? Employees who are planning to retire in the next 1 - 10 years.

Learn about your steps to retire with the WRS. Attend this event by live webinar! You will learn about the impact of contributions and investment returns on your account, when you can retire, your WRS annuity options, returning to work after you retire, what happens to your account when you die, health and life insurance, and more.

Questions are welcome during and after the event!

**Group Life Insurance Program**

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

For example:

John is 42 years old and earned \$39,720 in 2019. Life Insurance coverage for each unit of Life Insurance he elects is \$40,000. His 2020 monthly life Insurance premium for Basic Life is \$40 x .08 = **\$3.20.**

Deduction codes on your pay statement for Life Insurance are:

- ELBAS** Employee Life Basic
- ELSUP** Employee Supplemental Life
- ELAU1** Employee Additional Life 1 Unit
- ELAU2** Employee Additional Life 2 Units
- ELAU3** Employee Additional Life 3 Units
- ELSPD** Employee Life Spouse & Dependent

	Local Government Employee Basic, Supplemental & Additional Coverages
Age	Monthly Employee Premium Rates
Under 30	\$ .05
30-34	\$ .06
35-39	\$ .07
40-44	\$ .08
45-49	\$ .12
50-54	\$ .22
55-59	\$ .39
60-64	\$ .49
65-69*	\$ .57
70 and older	**

## Deferred Compensation Plans Offer Virtual Meeting Options

### Wisconsin Deferred Compensation Program

Wisconsin Deferred Compensations is pleased to announce that they are able to offer virtual meetings during these days of social distancing.



Following recent market volatility related to concerns over the coronavirus, you may be wondering what this means to you. They are here to help

As your retirement plan advisor, you are encouraged to keep a long-term view on your investments — attempts to time the market are rarely successful. If you have any questions about your investment strategy or financial goals, please consider scheduling a virtual Retirement Readiness Review with me at your earliest convenience

**SCHEDULE NOW**

If you do not have an existing WI Deferred Compensation account, you are welcome to enroll online by following the instruction on the [WDC Benefits Program Flyer](#)

**Shawn Bresnahan** | CRC® | Retirement Plan Advisor

#### Wisconsin Deferred Compensation Program

5325 Wall Street, Suite 2755, Madison, WI 53718  
Office: 608.241.6604 | Cell: 715.210.1474 |

Email: [shawn.bresnahan@empower-retirement.com](mailto:shawn.bresnahan@empower-retirement.com)

[www.wdc457.org](http://www.wdc457.org)

### Nationwide Deferred Compensation Plan

The COVID-19 Shelter in Place rules has forced everyone to take advantage of technology. Participants may schedule virtual appointments with me to enroll or review their accounts with the link below.



Nationwide will continue to be here for you, no matter what's to come. Their commitment to you remains unwavering and will continue providing the support and education you need to make decisions that are right for you. To quote Nationwide Retirement Plans President Eric Stevenson, "the Nationwide Retirement Plans team is built on a model of providing extraordinary care, which is especially highlighted in challenging times like these."

**SCHEDULE NOW**

**Kerryl Johnson, CRC®**

Retirement Specialist

Midwest Region | Public Sector Retirement Plans

608-825-2516

[Johnk46@nationwide.com](mailto:Johnk46@nationwide.com)

Contact our Retirement Resource Group at 1-888-401-5272 for immediate assistance or [click this link to schedule an individual consultation](#)

## STOP — Those Oreos Aren't Spoiled :: Food-Expiration Dates Explained

With trips to the grocery store being limited these days, we're all trying to make our food supplies last as long as possible.

Meleesa Johnson, Director of the Marathon County Solid Waste Department, offers some **helpful tips for understanding the true meanings behind phrases like *Best by*, *Use by*, *Sell by*, and more.**

**READ MORE**



**16 Foods You Can  
Still Eat  
After the  
Expiration Date**



## Challenges of Working Remotely

If you are new to working remotely, then you are discovering the challenges that come with it. The most frustrating are distractions. As soon as the last one is gone, the next one appears. To deal with distractions, rely less on willpower and more on strategies for each one. Start by keeping a list of distractions you notice. How many did you find or experience, such as dings from email, TV and radio, pet needs, social needs, phone calls, text messages, wandering thoughts, and leftover pie that calls out to you? Next, decide on an intervention for each one. If you still struggle, try setting a kitchen timer for 10 to 15 minute of solid chunks of work time that you blast through—then repeat.



Here are 10 “teleworking” tips:

- |   |  |
|---|--|
| #10 — Get into a morning routine ASAP                 | #5 — Take breaks   |
| #9 — Find a primary home work area                    | #4 — Schedule all parts of your day (but remain flexible)  |
| #8 — Beware the temptation to work when you shouldn't | #3 — Control how you intake the news                       |
| #7 — Know what you are supposed to be doing           | #2 — Connect with people "face to face"                    |
| #6 — Choose to eat well                               | #1 — Communicate as much as possible with those around you |

The Employee Resources Department also has other teleworking resources available on the County Website under the [Coronavirus Employment Information](#) page. You should review this page on a regular basis, to get the update-date information. When major changes are implemented, Employee Resources will send out email blasts highlighting the new information.

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

### They are here for you!

Employee Assistance Program (EAP) licensed counselors are ready to help. Here are some features of Ascension WI EAP that have been developed to assist the employees and their families during this very difficult time.



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

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

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

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

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

# Welcome To Our Team!



**Started March 9, 2020**

Laura Scudiere, Public Health Professional,  
Health



**Started March 16, 2020**

Danielle Wagner, Accounting Specialist,  
Social Services

**Started March 9, 2020**

Lynelle Cichon, Page, Library



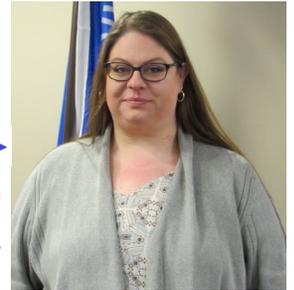
**Started March 23, 2020**

Jill Geoffroy, Veterans Affairs Officer,  
Veterans Affairs



**Started March 23, 2020**

Ashleigh Wayne, Administrative  
Assistant, Social Services



**Started March 23, 2020**

Leighla Franzen, Social Services  
Coordinator, Social Services



**Started March 23, 2020**

Paul Kijak, Senior Maintenance Specialist,  
Central Wisconsin Airport



**Started March 23, 2020**

Kali Rehlinger, Library Page, Library



**Started March 23, 2020**

Kenneth Block, Library Assistant, Library



**Started March 24, 2020**

Patricia Hornung, Administrative Specialist,  
County Clerk's Office



# Welcome To Our Team—Continued



←  
**Started March 30, 2020**  
Scott Seeger, Social Services Professional  
ADRC-CW



**Started April 5, 2020** ↑  
Kevin Rasmussen, Corrections  
Specialist, Sheriff's Office



**Started March 30, 2020** ↑  
Teri Daigle, PC Technician, CCITC



←  
**Started April 6, 2020**  
Cory Dums, Deputy, Sheriff's Office



↑  
**Started April 20, 2020**  
Joeann Schiher, Social Services Coordinator,  
Social Services



↑  
**Started April 20, 2020**  
Jennifer Boyd, Administrative Specialist,  
Register of Deeds



**Forest River Rockwood Roo (hybrid)  
RV/Camper 23IKSS**

Excellent Condition  
Many extras and includes  
hitch/sway bar system  
Must see, \$20K  
Contact: 715-571-5303



# Congratulations On Recent Promotions & Transfers!



## March 9, 2020

Lucas Strick, Maintenance Technician, Transferred From Highway Department to Parks Recreation Forestry Department

## March 23, 2020

Maria Arne, Promoted Casual Nutrition Driver & Site Manger to Public Health Assistant

## April 5, 2020

Lance Leonhard, Promoted From Deputy County Administrator to County Administrator

## Service Anniversaries In May & June

**45 Years Of Service — None**

**40 Years Of Service — None**

### 35 Years Of Service

Debra Gleason, Corrections Lieutenant, Sheriff's Office, May 11, 1985

### 30 Years Of Service

Mary Goetsch, Social Services Specialist, Social Services Department, May 14, 1990  
Christopher Hagenbucher, Senior Maintenance Specialist, Central Wisconsin Airport, June 20, 1990

### 25 Years Of Service

Jennifer Lemmer, Assistant Register of Deeds, Register of Deeds, May 1, 1995  
Dennis Blaser, Detective, Sheriff's Office, May 8, 1995  
Michelle Krueger, Library Page, Library, May 8, 1995  
Mark Steinke, Custodian, Facilities & Capital Management, May 18, 1995  
Michelle McCarthy, Accounting Specialist, Parks Recreation Forestry, May 30, 1995



## Service Anniversaries In May & June—Continued

### 20 Years Of Service

Tracey Baken, Administrative Specialist,  
ADRC-CW, May 8, 2000

Kristopher Baguhn, Maintenance Manager,  
Highway Department, May 15, 2000

Marilyn Seefeld, Administrative Assistant, Social  
Services Department, May 15, 2000

James Coscio, Corrections Specialist, Sheriff's  
Office, June 6, 2000

Duane Potrykus, Shelter Home Youth Worker,  
Sheriff's Office, June 7, 2000

Sa Sor Lee, Corrections Specialist, Sheriff's  
Office, June 21, 2000



### 15 Years Of Service

Julie Ulrick, Badging Coordinator, Central  
Wisconsin Airport, May 16, 2005

Keith Borchardt, Maintenance Specialist,  
Highway Department, June 20, 2005

### 10 Years Of Service

Jenae Belmas, Social Services Professional,  
ADRC-CW, May 3, 2010

Gwen Loiz, Social Services Specialist, Veterans  
Services Office, May 3, 2010

Cynthia Heiser-Debroux, Administrative  
Specialist, Facilities & Capital Management,  
May 17, 2010

Susan Clemens-Dlugopolski, Administrative  
Specialist, ADRC-CW, June 14, 2010

Mark Jacobson, Corrections Specialist, Sheriff's  
Office, June 28, 2010

### 5 Years Of Service

Mai Xiong, Administrative Specialist, Clerk of  
Courts, March 15, 2015  
(Missed In March-April Newsletter)

Tyler Brehmer, Deputy Sheriff, Sheriff's Office,  
May 10, 2015

Patricia Shebelske, Public Health Assistant,  
ADRC-CW, May 10, 2015

Linda Meddaugh, Public Health Assistant,  
ADRC-CW, May 10, 2015

Tiffany Janikowski, Communications Specialist,  
Sheriff's Office, May 11, 2015

Brian Modrzejewski, Deputy, Sheriff's Office,  
May 11, 2015

Samantha Pinzl, Public Health Professional,  
Health Department, May 11, 2015

David Decker, County Surveyor, Conservation  
Planning Zoning, May 26, 2015

Kayla Lee, Public Health Professional, Health  
Department, June 8, 2015

Andrew Lynch, Planning Specialist, Conservation  
Planning Zoning, June 8, 2015

Mark Ruthe, Maintenance Specialist, Parks  
Recreation Forestry, June 22, 2015

