



MARATHON COUNTY EMPLOYEE NEWSLETTER

Keeping employees *connected* and *engaged*.

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Paystubs: from paper to digital! Continuous Improvement in action -- increasing employee access and eliminating waste Written By Lance Leonhard

I am extremely happy to announce that this pay period (**November 3 – 17**) will mark the end of our longstanding (really archaic) and inefficient (really wasteful and expensive) process of printing and hand-delivering paper paystubs to all of our over 750 employees.

Through the hard work and efforts of a team of staff from Finance, CCIT, and Administration—and using the principles taught in our IDEAS Academy—all of our employees now have complete access to their full history of paystubs 24 hours a day, 7 days a week, 365 days a year whether you are at work, home, or on the go!

And, in the process, we are saving about \$55,000 per year of employee time and materials that can now be reallocated to more valuable work. Great work team!

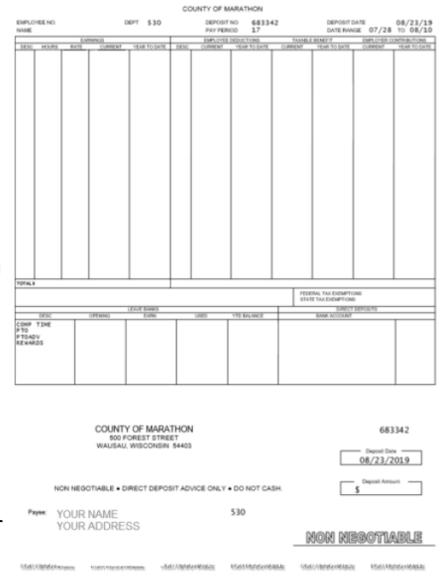
So, how does this work . . .

To give you the most comprehensive access possible, we actually developed a couple of ways for you to access your paystubs at work or from home. The good news is that all of the solutions are extremely straightforward.

If you work on a county network computer . . .

. . . like me in Administration, your paystubs are accessible through the "County Shared (S:)" drive. Don't worry, you only have access to your own paystubs. Here is a link to an easy "[How to](#)" guide on the Employee Resources Department page.

Continued on next page.



*Excellence is not
a skill.*

It is an attitude.

Ralph Marston



If you're at work, but don't have a work computer . . .

. . . like a Highway plow operator, Parks Department maintenance specialist, or Facilities and Capital Management Technician, we have located a series of computer kiosks in our buildings to allow you to log-in and access your paystubs in the same way that I would from my office computer. We also attached the kiosks to printers, in the event you need to print a hard-copy of your paystub. Click here for the "[How to](#)" guide for more information. If you haven't ever had a username and password, no problem, we created one for you and you will receive the credentials by Friday, November 8, 2019.



Once, you log-in at the kiosk and change your password ([click here](#) for instructions to change your password), you will also have access via the web-based portal described below.

For anyone that works on a non-county network computer or if you're at home on your personal computer, on a public computer, or from anywhere on your phone or mobile device . . .

All ADRC, Central Wisconsin Airport, Clerk of Courts, and District Attorney's Office employees—and any of us on Saturday morning—can access all of our paystubs through a web-based portal. The straightforward interface works anywhere you have internet access, so whether you are at work, at home, or sitting in your favorite wi-fi active restaurant, you are only a few clicks away from the information. [Click here](#) for easy instructions to access your paystubs via the online portal on a computer, or [here](#) for instructions for accessing from your mobile device.



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

So when does this transition start . . .

Even more great news, you have access right now! So, if you already have a username and password, log-in and give the system a try. For those employees that do not have a county-issued username and password yet, don't worry, those will be distributed within a couple of days and you'll be all set.

What if I have trouble logging-in . . .

In addition to the "how to" guides, we have posted other information, including an FAQ (Frequently Asked Questions) page on the Employee Resources website under a "[Paystub Info](#)" tab. And, if you have any trouble, your fellow team member or your Department Head are great resources. If there are still any issues, including any help resetting your password, feel free to reach out to the CCIT Helpdesk at 261-6710. Contact your supervisor, department payroll representative or the County Finance Department if you have questions regarding information on your paystub.



One last plug for continuous improvement . . .

If you have any ideas on projects your department, another department, or the entire county, should take on to improve service or eliminate waste, suggest them to your supervisors. Even better, sign up for our IDEAS Academy trainings and make change happen! Anyone interested in signing up for the 4-hour introductory awareness training can click [here](#) to see available dates and register.

For Awareness Training graduates interested in developing a deeper understanding of continuous improvement, the IDEAS Academy is always accepting applications for Innovator Training. For more details on Innovator Training and to apply, click [here](#).

Any questions about Marathon County's IDEAS Academy can be directed to IDEAS.Academy@co.marathon.wi.us.

2020 Benefits Open Enrollment Begins November 18, 2019 and ends December 8, 2019

Employee Meetings

Employee meetings will be held the week of **November 18th** to explain changes to the 2020 Health Plan design changes and to introduce the 2020 Wellness Program.
Employees will receive the schedule of meetings by Friday, November 15, 2019.

Health and Dental Benefit Plans

The Health and Dental Benefit Plans have a **“passive”** Open Enrollment. This means your current election(s) will carry forward to 2020 **unless you submit an Enrollment / Change Form to make a change**. The changes allowed during Open Enrollment are:

- ⇒ Enrolling in the Plans if you are not currently enrolled
- ⇒ Cancelling your coverage in the Plans
- ⇒ Changing your coverage level in the Plans by adding or removing dependents
- ⇒ Switching Networks between: NEHA Broad Network and Aspirus Network

How to Make Changes: Health and Dental Enrollment / Change forms are available on the Employee Resources website. Paper form will be available for those without email or internet access. Send completed enrollment forms to Employee Resources.

Flexible Spending Accounts (FSA)

There is an **“active”** Open Enrollment for the Flexible Spending Accounts. This means you must actively make an election to be enrolled in the 2020 Flexible Spending Accounts. Your current election will **not** carry forward to 2020. No election is required for individuals who wish to opt out or waive coverage.

How to Make Changes:

Diversified Benefit Services (DBS) will provide an Open Enrollment portal on their website beginning November 8, 2019. Instructions on how to access the DBS portal will be provided in a separate email. Paper forms will also be available for those without email or internet access.

Remember: You may not change your benefit election until the next Open Enrollment unless there is a qualifying event

Contact Glen Aldrich in Employee Resources if you have questions at 715-261-1180 or glen.aldrich@co.marathon.wi.us

Thanksgiving, Christmas and New Year's Holidays

Most County offices will be closed for the following holidays:

Thursday, November 28th and Friday, November 29th — Thanksgiving

Tuesday, December 24th and Wednesday, December 25th — Christmas

Tuesday, December 31st and Wednesday, January 1st — New Year's

2020 Benefit Plan Changes

Contingent upon County Board approving the 2020 budget at their November 14th meeting.

- ◆ 5% Increase in Health Plan Premiums
- ◆ Increase Employee contribution from 12.6% to 15% of Total Premium
- ◆ Increase employee wellness incentive from 3% to 5%
- ◆ See Page 6 for 2020 full listing of proposed premiums—employer share, employee share with a 5% wellness incentive

2020	Broad Network	Aspirus Narrow Network
Employee Monthly Premiums	Single = \$142.74 \$166.90 Employee +1 = \$344.16 \$402.24 Family = \$404.64 \$472.88	Single = \$85.12 \$106.40 Employee +1 = \$204.30 \$255.38 Family = \$240.06 \$300.08

- ◆ \$500 Increase in Deductible and \$1,500 Increase in the Maximum Out of Pocket

2020	Broad Network	Aspirus Narrow Network
Deductible	Single/EE +1/Family	Single/EE +1/Family
In Network	\$1,500/2,250/3,000 \$2,000/2,750/3,500	\$1,500/2,250/3,000 \$2,000/2,750/3,500
Out of Network	\$1,500/2,250/3,000 \$2,000/2,750/3,500	\$1,800/2,700/3,600 \$2,300/3,200/4,100
Maximum Out of Pocket	Single/EE +1/Family	Single/EE +1/Family
In Network	\$2,500/3,750/5,000 \$4,000/5,250/6,500	\$2,500/3,750/5,000 \$4,000/5,250/6,500
Out of Network	\$3,000/4,500/6,000 \$4,500/6,000/7,500	\$3,000/4,500/6,000 \$4,500/6,000/7,500

◆ Increase - Office Visit Copay	<i>In Network</i>	<i>Out of Network</i>
	\$20 \$25 /Ded/ 90%	\$40 \$50 /Ded/ 70%

- ◆ Increase in the Prescription Maximum Out of Pocket

Pharmacy – Drug Plan	
Maximum Out of Pocket (Pharmacy Only)	\$1,500 \$2,000 Individual \$3,000 \$4,000 Family

Enhancements

2020	Broad Network	Aspirus Narrow Network
Health Club Reimbursement	\$120 Single / \$240 Family	\$120 Single / \$240 Family
Teladoc Benefit	100% <i>(Including Behavioral Health Coverage)</i>	100% <i>(Including Behavioral Health Coverage)</i>

2020	PPO Delta Dental Plan
Employee Monthly Premiums	Single = \$15.62 \$16.10 Employee +1 = \$31.32 \$32.26 Family = \$58.56 \$60.32

- ◆ 3% Increase in Dental Plan Premiums

2020 - Monthly Health & Dental Premiums by Employment Allocation

Marathon County Health Plan

Aspirus Narrow Network

Single						Employee + 1						Family					
2020 Total Premium			With 5% Wellness Incentive			2020 Total Premium			With 5% Wellness Incentive			2020 Total Premium			With 5% Wellness Incentive		
\$	Employer	Employee	Employer	Employee		\$	Employer	Employee	Employer	Employee		\$	Employer	Employee	Employer	Employee	
100 % FTE	\$603.00	\$106.40	\$638.46	\$70.94		100 % FTE	\$1,447.16	\$255.38	\$1,532.30	\$170.24		100 % FTE	\$1,700.49	\$300.08	\$1,800.51	\$200.06	
95 % FTE	\$572.85	\$136.55	\$608.31	\$101.09		95 % FTE	\$1,374.80	\$327.74	\$1,459.94	\$242.60		95 % FTE	\$1,615.47	\$385.10	\$1,715.49	\$285.08	
90 % FTE	\$542.70	\$166.70	\$578.16	\$131.24		90 % FTE	\$1,302.44	\$400.10	\$1,387.58	\$314.96		90 % FTE	\$1,530.44	\$470.13	\$1,630.46	\$370.11	
85 % FTE	\$512.55	\$196.85	\$548.01	\$161.39		85 % FTE	\$1,230.09	\$472.45	\$1,315.23	\$387.31		85 % FTE	\$1,445.42	\$555.15	\$1,545.44	\$455.13	
80 % FTE	\$482.40	\$227.00	\$517.86	\$191.54		80 % FTE	\$1,157.73	\$544.81	\$1,242.87	\$459.67		80 % FTE	\$1,360.39	\$640.18	\$1,460.41	\$540.16	
75 % FTE	\$452.25	\$257.15	\$487.71	\$221.69		75 % FTE	\$1,085.37	\$617.17	\$1,170.51	\$532.03		75 % FTE	\$1,275.37	\$725.20	\$1,375.39	\$625.18	

*Employee contribution is 15% of the total premium. The contribution for employees who qualify for the Wellness Incentive is 10% of the total premium

NEHA Broad Network

Single						Employee + 1						Family					
2020 Total Premium			With 5% Wellness Incentive			2020 Total Premium			With 5% Wellness Incentive			2020 Total Premium			With 5% Wellness Incentive		
\$	Employer	Employee	Employer	Employee		\$	Employer	Employee	Employer	Employee		\$	Employer	Employee	Employer	Employee	
100 % FTE	\$603.00	\$166.90	\$638.46	\$131.44		100 % FTE	\$1,447.16	\$402.24	\$1,532.30	\$317.10		100 % FTE	\$1,700.49	\$472.88	\$1,800.51	\$372.86	
95 % FTE	\$572.85	\$197.05	\$608.31	\$161.59		95 % FTE	\$1,374.80	\$474.60	\$1,459.94	\$389.46		95 % FTE	\$1,615.47	\$557.90	\$1,715.49	\$457.88	
90 % FTE	\$542.70	\$227.20	\$578.16	\$191.74		90 % FTE	\$1,302.44	\$546.96	\$1,387.58	\$461.82		90 % FTE	\$1,530.44	\$642.93	\$1,630.46	\$542.91	
85 % FTE	\$512.55	\$257.35	\$548.01	\$221.89		85 % FTE	\$1,230.09	\$619.31	\$1,315.23	\$534.17		85 % FTE	\$1,445.42	\$727.95	\$1,545.44	\$627.93	
80 % FTE	\$482.40	\$287.50	\$517.86	\$252.04		80 % FTE	\$1,157.73	\$691.67	\$1,242.87	\$606.53		80 % FTE	\$1,360.39	\$812.98	\$1,460.41	\$712.96	
75 % FTE	\$452.25	\$317.65	\$487.71	\$282.19		75 % FTE	\$1,085.37	\$764.03	\$1,170.51	\$678.89		75 % FTE	\$1,275.37	\$898.00	\$1,375.39	\$797.98	

Marathon County Dental Plan

Single			Employee + 1			Family		
2019 Total Premium			2019 Total Premium			2019 Total Premium		
\$	Employer	Employee	\$	Employer	Employee	\$	Employer	Employee
100 % FTE	\$16.10	\$16.10	100 % FTE	\$32.25	\$32.26	100 % FTE	\$60.32	\$60.32
95 % FTE	\$15.29	\$16.91	95 % FTE	\$30.64	\$33.87	95 % FTE	\$57.30	\$63.34
90 % FTE	\$14.49	\$17.71	90 % FTE	\$29.02	\$35.49	90 % FTE	\$54.29	\$66.35
85 % FTE	\$13.68	\$18.52	85 % FTE	\$27.41	\$37.10	85 % FTE	\$51.27	\$69.37
80 % FTE	\$12.88	\$19.32	80 % FTE	\$25.80	\$38.71	80 % FTE	\$48.26	\$72.38
75 % FTE	\$12.07	\$20.13	75 % FTE	\$24.19	\$40.32	75 % FTE	\$45.24	\$75.40

*Employee contribution is 50% of the total premium

**2020 Pay For Performance (P4P) Discretionary Pay Increases
By Frank Matel, Employee Resources Director**

The end of the performance appraisal cycle from December 1 through November 30 is fast approaching. When you have your meeting with your supervisor, use this opportunity to actively discuss your past work accomplishments, share feedback, clarify expectations, and plan job and developmental goals for the next 12 months. Try to complete a self-appraisal and give it to your supervisor before your one on one meeting. It's a good idea for both supervisors and employees to review the Performance Appraisal Guide for Supervisors and Employees available on the Employee Resources Department Webpage: [Click](#)



Pay increases are discretionary and based on job performance. Management will consider your performance, relationship to salary control-point, internal equity, and budgetary allocations in determining any pay increases.

Pay increases are planned to take effect Sunday, February 9, 2020. The IntelliTime system will not reflect the new rates until February 23, 2020. The March 6, 2020 paycheck will show any increases granted from the February 9, 2020 pay increase date.

Keep up the good work, we are proud of the work you do, happy you are here, and want you to have fun working here.

Great Job to all who participated in Marathon County's 2019 Wellness Program!

Our 2019 Wellness Program participation had 427 participants – an 11% increase over 2018! We know it takes hard work to achieve all the program goals and we congratulate those that achieved the Qualifier and/or Champion wellness levels. We hope that our Wellness Program offered you an opportunity to become more aware of your well-being, whether it was participation in one of our educational Lunch and Learn sessions, health coaching sessions, Employee Health and Wellness Center services, or just learning more about wellness through the numerous resources posted on your Aspirus Managewell portal. We are pleased to have received many positive testimonies on our Program as shown on Pages 8-9. ***This is an indication that health changes are occurring! We know we are successful when we hear that!***

While final participation results of the 2019 Wellness Program are being finalized, we did learn that our top three risk factors of our population were: **Weight Management (78%), Stress (51%), and Nutrition (54%)**. Our 2020 Wellness Program is being enhanced to address these factors and to add more participation opportunities. There will continue to be two Wellness Packages – each requiring different completion requirements and incentives but changes have been made to allow more flexibility but yet still be challenging enough for participants to try more wellness activities.

2020 Wellness Program Highlights

**A 5% Health Insurance
Premium Reduction in 2021**

Optional 2nd Health Coaching Session

**Participation for non-health
plan employees**

**New Selection of Activities to
Achieve Wellness Points**

Opportunities to Earn Entries for Great Prize Drawings

1 month of Paid 2021 Health Insurance Premium

A Paid Wellness PTO Day

\$1,000 Gift Card

Other Possibilities

Kayak, Fitbit, Mountain Bike, Snowshoes, Cross Country Skis

Other Gift Cards!

We hope that you will consider participating in the 2020 Wellness Program. Not only can you learn more about your own personal health but you can earn some great incentives while doing so!

Your 2020 Wellness Program mailing is coming soon to your home address!

Watch for more Details!



Public Service Loan Forgiveness

Working for Public Employees since 1985

Say Goodbye to Student Loans

What is Loan Forgiveness?

The PSLF Program promotes full-time public sector employment. Eligible employees may qualify for public service loan forgiveness after making 120 payments toward their student loans while working full-time in public service. This means that nurses, policeman, firefighters, public health, and government employees can be eligible for participation. The Forgiveness Program was designed uniquely to provide relief to those who are doing the most good for our communities every day.

Get Started Today!

Call us at (866) 706-5005 to find out if you qualify for the Public Service Loan Forgiveness program, or visit their website—[Click Here](#)

News From The Department of Employee Trust Funds

Employee Trust Funds Board Announces 2020 WRS Contribution Rates

The Employee Trust Funds Board approved WRS contribution rates for 2020. WRS rates are increasing in 2020 primarily due to lower-than-expected investment performance and changes in actuarial assumptions.

General							
Calendar Year	Employee Required	Benefit Adjust	Employer Required	Prior Service	Duty Disability	Sick Leave	Total
2019	6.55	0.00	6.55	0.00	0.00	0.00	13.10
2020	6.75	0.00	6.75	0.00	0.00	0.00	13.50

Protective with Social Security							
Calendar Year	Employee Required	Benefit Adjust	Employer Required	Prior Service	Duty Disability	Sick Leave	Total
2019	6.55	0.00	10.55	0.00	0.67	0.00	17.77
2020	6.75	0.00	11.65	0.00	0.34	0.00	18.74

Income Continuation Insurance (ICI) Premium Holiday Continues For 2020

The Department of Employee Trust Funds has extended the Income Continuation (ICI) premium holiday for 2020, based on the strong financial position of the local ICI plan. This means that employers and employees will not pay premiums for either standard or supplemental ICI coverage in 2020.

Wellness Success Stories From Two County Employees



I have used our wellness program to change little things in my life. Whether it is diet or exercise, my meetings with our health coach has opened my eyes and given me great strategies to improve my overall health. I think it brings my wellness to the forefront and I now think about it on a daily basis.

The wellness program helps me try and stay on track with a healthy life style. It pushes me to attend regular medical, eye, dental, and colon checks. The program also gives a guilt effect to try and keep my weight off and stay in shape. All of this takes time but it does promote a healthier style of living.

Highlights of the 2020 wellness program highlighted on Page 9.



From Nan Kottke

Dear County Friends,

I want to express my deepest and most sincere thank you to all of you. The notes, cards, kind words, hugs and gift were overwhelming. A special thank you also to those who brought the yummy sweet treats for my party in the Assembly Room.

Marathon County is the best in the State of Wisconsin and each and everyone of you are a great asset!! I treasure all the memories over my 48 years. I probably could have written a book and have it been a "bestseller!"

I am adjusting quickly to retirement and I am enjoying doing "Nan Things".

Thank you again to all of you! God bless you all. Nan ♥

Another Wellness Success Story

Three years ago, I knew I needed to make some lifestyle changes. I had been active most of my life, and felt I was in a slump, I wasn't eating healthy, and I certainly wasn't exercising enough and I knew I had to quit smoking. All would require a change in routine and activity. Around this time, the "Wellness" program began in Marathon County. With the help and encouragement of Asia, the Wellness Coordinator, during our health coaching sessions, I was able to accomplish all three goals, in one year no less! Today, I continue to challenge myself to add just a little bit more to my exercise routine and have learned to enjoy cooking healthy. I haven't had a cigarette in over 3 years! I look forward to what challenges the Wellness Program will offer us in the upcoming years.



Highlights of the 2020 wellness program highlighted on Page 9.

Martin Luther King Jr. “Day On” Is Scheduled For January 20, 2020

Written By Brad Karger

Mark your calendar! January 20, 2020 is the Martin Luther King Jr Holiday and most of our County Offices will be closed and employees will be meeting at University of Stevens Point-Wausau for an in-service education day. The focus of our educational offerings will be on providing better public service to all our Marathon County residents.



Some of the new highlights you can look forward to this year are:

- ◆ Brian Jackson, Director of Lac Du Flambeau Public School Cultural Connections Program, will come and give us a history lesson on the boarding schools of Central Wisconsin. [Click here for video.](#)
- ◆ MaiGer Moua, Adjunct Faculty-UWSP, will speak on Hmong History: Displacement and Refugee Resettlement in Marathon County.
- ◆ Dr. Kathy Meyer will speak on adults with autism.
- ◆ Mark O Connell, WCA Executive Director, will forecast the next 25 years of County Government in Wisconsin.
- ◆ Jaxon Seeger, Wausau Transfam and Alliance Chapter and Shawn Judnic, Wood County Mental Health Professional will describe what it is like to be LGBTQ+ in Marathon County in 2020.
- ◆ Jim Palmer, Wisconsin Professional Police Association and Chief Ben Bliven, Wausau Police Department will discuss racial disparities in opinion about law enforcement and the path forward to building public confidence.
- ◆ Kelly Kapitz, MC Special Education, will describe some new approaches to helping kids with disabilities learn.

It's going to be fun and many of the things you learn can be applied to your work in public service. The purpose of the in-service day is for us to develop some new insights about the people we serve in Marathon County and to see if we can't come back to our departments with some ideas on how we might better serve people who are in some ways different from us and in many important ways, very much the same as us.

More information on the educational offerings and meeting logistics will be coming out in December. For now, you just need to keep your calendar clear and give the planning committee time to firm up plans for what looks to be the best Martin Luther King Jr. “Day On” event ever!



**Article Deadline for the
January-February Employee Newsletter
Monday, December 16, 2019**

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

Wellness Hike At Solid Waste

On September 24, 2019, a Wellness Event was held for County Employees and their family members at Solid Waste. During the event, the group hiked the Mountain Bay trail and completed the walking tour of the Solid Waste facility. We were able to take what we learned from the Lunch and Learn on Solid Waste and Environmental Wellness in August and see it in action.

The highlights of the wellness event were:

- ◆ Going down into a new landfill liner that was being installed that day, which is a rare event to see.
- ◆ Touring of the recycle and reuse area and learned how many items can be broken down and used again.
- ◆ Hiking the Beautiful Mountain Bay Trail in the Fall
- ◆ Seeing the cleanliness and beauty of the Solid Waste facility and discussing all they do to protect the environment around them.



Thank you Solid Waste for letting us visit and see your facility and a special thanks to Eric Olson and Abby Lichtscheidl for teaching us a great deal during our hike.

Don't forget to check out the many trail systems that are located near or next to the Solid Waste Facility as there are activities for all including biking, snowshoeing, walking, and snowmobiling. If you have any questions about the facility and everything they do, please [check out their website here](#).





Tips For Holidays Feast — By Sherry Gatewood

Employee Health & Wellness Center

1100 Lakeview Dr,
Wausau WI

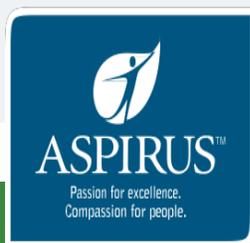
North Central Health Care
Campus, Door 25

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



'Tis the season for family, festivity, and food—lots of food. Temptations are everywhere, and parties and travel disrupt daily routines. What's more, it all goes on for weeks. How do you stick to your diabetes meal plan or healthy eating plan when everyone around you seems to be splurging?

Here are five tips that can help:

1. **Holiday-Proof Your Plan** - You may not be able to control what food you're served, and you're bound to see other people eating a lot of tempting treats. Meet the challenges armed with a plan:
 - ◆ Eat close to your usual times to keep your blood sugar steady. If your meal is served later than normal, eat a small snack at your usual mealtime and eat a little less when dinner is served.
 - ◆ Invited to a party? Offer to bring a healthy dish along.
 - ◆ If you have a sweet treat, cut back on other carbs (like potatoes and bread) during the meal.
 - ◆ Don't skip meals to save up for a feast. It will be harder to keep your blood sugar in control, and you'll be really hungry and more likely to overeat.
 - ◆ If you slip up, get right back to healthy eating with your next meal.
2. **Outsmart the Buffet:** When you face a spread of delicious holiday food, make healthy choices easier:
 - ◆ Have a small plate of the foods you like best and then move away from the buffet table.
 - ◆ Start with vegetables to take the edge off your appetite.

Also plan to stay on top of your blood sugar. Check it more often during the holidays, and if you take medicine, ask your doctor if the amount needs to be adjusted.
3. **Fit in Favorites** - No food is on the naughty list. Choose the dishes you really love and can't get any other time of year, like Aunt Edna's pumpkin pie. Slow down and savor a small serving, and make sure to count it in your meal plan.

4. **Keep Moving** - You've got a lot on your plate this time of year, and physical activity can get crowded out. But being active is your secret holiday weapon; it can

help make up for eating more than usual and reduce stress during this most stressful time of year. Get moving with friends and family, such as taking a walk after a holiday meal.



5. **Get Your Zzz's** - Going out more and staying out later often means cutting back on sleep. Sleep loss can make it harder to control your blood sugar, and when you're sleep deprived you'll tend to eat more and prefer high-fat, high-sugar food. Aim for seven to eight hours per night to guard against mindless eating.

Most of all, remember what the season is about- celebrating and connecting with the people you care about. When you focus more on the fun, it's easier to focus less on the food.



Email Security

In the interest of increasing email security and user experience regarding incoming email, City/County IT implemented a new feature that will show additional information regarding suspected incoming email types including:

- MARKETING
- SOCIAL NETWORK
- BULK
- SUSPECTED SPAM



This new feature will not block or stop any incoming emails that are tagged, it will simply inform the recipient by inserting in brackets, the type of message it may be. It will appear in the subject line, and will look like the following examples:

- [WEBINAR]** Cybersecurity concerns? Gain insights from a strategy expert!
- [MARKETING]** Amazon Web Services vs. Microsoft Azure
- [BULK]** Weaponized Vulnerabilities You Are Missing
- [SOCIAL NETWORK]** You appeared in 11 searches this week
- [SUSPECTED SPAM]** Vulnerability Summary for the Week of August 26, 2019

Other mail types may be added from time to time. This change is merely to better inform the recipient of the type of email before opening, responding or deleting.

Cyber Security

Cyber security, ransomware, credit card and information theft has been in the news a lot lately. That's because it poses a huge risk to our network and our information. It only takes one employee clicking on a bad link in an Email for us to get a virus inside our network. We need everyone to understand how to protect yourselves and our network!

CCITC is offering Cyber Security Training on Wednesday, November 20, 2019 and December 18, 2019 from 1:30 pm to 2:30 pm in the Courthouse Assembly Room.

We will review:

- ◆ How to recognize spam email
- ◆ What is phishing and spear phishing
- ◆ Wifi safety
- ◆ Things to avoid while using the internet at home and traveling
- ◆ Good social media practices
- ◆ Purchasing items from the Internet securely



So if you have time, please come join CCITC and get secure! Sign-up by [emailing CCITC Helpdesk](#).

Mark Your Calendar

Tubing At Sylvan Hill—Sunday, January 19, 2020 From 6 to 9 pm

Retirement & Recognition Banquet—Friday, April 24, 2020



PLEASE JOIN US FOR OUR ANNUAL

Marathon County Ladies Holiday Party

THURS, DECEMBER 5, 2019

5PM SOCIAL HOUR/CASH BAR - 6PM DINNER

BUNKERS & TRIBUTE GOLF COURSE

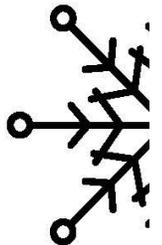
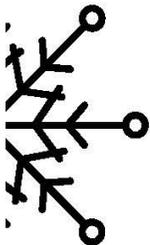
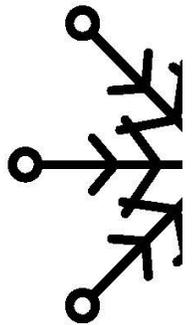
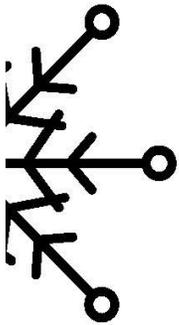
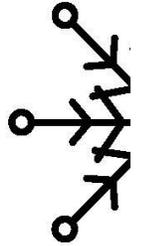
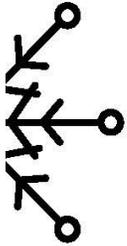
1001 Golf Club Rd. Wausau, WI

Monetary donations will be taken for Sara's Storybook Garden
(Whimsical children's garden that will be developed in memory of Sara Quirt Sann)

Cost: \$20 per person

Registration Deadline: Tuesday, November 26, 2019
(No refunds after this date)

Return to: Sheila McCarthy
Marathon County Circuit Court, Branch 4
500 Forest Street, Wausau, WI 54403
Email: sheila.mccarthy@wicourts.gov



.....

Name: _____ Department: _____

Current Employee or Retiree? (Circle one) Number attending: _____

Enclosed: Cash or Check? (Circle one) Total amount paid: _____

Checks payable to "Ladies Holiday Party"

I authorize deduction from my Marathon County Employees Credit Union account:

Account #: _____ Checking or Savings (Circle one)

Dinner menu (buffet-style): Baked Ham and Chicken, Mashed Potatoes and Gravy, Roasted Veggie Blend,
Assorted Desserts, Coffee, Milk, Soda

Please contact Sheila (x1370) with any questions or to discuss dietary needs/restrictions

Welcome To The Team!



Starting September 8 or 9, 2019

Left To Right:

Laurie Zelenka, Corrections Specialist, Sheriff's Office
Julie Grosskurth, Library Assistant, Library
Jayne Follis, Corrections Specialist, Sheriff's Office

Not Pictured From Library:

Diane Kienbaum, Page
Hayley Schoeppler, Page

Starting September 16 or 23, 2019

Left To Right:

Mitchell Fox, Motorized Recreation
Coordinator, Parks Recreation
Forestry

Nicole Burkholder, Administrative
Specialist, Clerk of Courts

Ashley Hetzel, Library Assistant, Library—Promoted From Page

Bruce Van Sleet, Maintenance Technician, Highway



Not Pictured:

Connie Groh, Page, Library



Starting October 7, 2019;

Back Row Left To Right:

Stacy Spencer, Accounting Professional, Social Services
Rachel Klemp-North, Senior Public Health Professional,
Health

Front Row Left To Right:

Randy Martyn, Maintenance Technician, Highway
Randi Wanless, Communications Specialist, Sheriff's
Brooke Maslinski Communications Specialist, Sheriff's

Not Pictured Starting On October 7, 2019

Wesley Yuds, It Network Specialist, CCITC

Starting October 21, 2019 — Left To Right:

Kevin Zaitz, Maintenance Specialist, Facilities and Capital
Management

Carly Schwanz, Communications Specialist, Sheriff's



Congratulations On Recent Promotions & Transfer!

September 8, 2019

Jenae Belmas, Promoted Full-Time Social Services Professional, ADRC-CW
Linda Meddaugh, Casual Public Health Assistant to Regular Part-Time Public Health Asst, ADRC-CW



September 9, 2019

Hannah Detlaff, Promoted From Page to Library Assistant, Library

September 18, 2019

Kimberly Trueblood, Promoted From Administrative Specialist to County Clerk

September 23, 2019

Olivia Carlson, Promoted To Full-Time Library Assistant, Library
Ashley Hetzel, Promoted From Page to Library Assistant, Library
Jessica Schmidt, Transfer From Social Services Coordinator In Economic Support to Child Support Divisions of the Social Services Department

October 7, 2019

Andrew Sims, Transfer From Assistant Park and Recreation Manager to Park Forester, Park Recreation Forestry

["I'm Glad You Asked . . ." The Top-5 Questions People Ask the City-County IT Commission \(CCITC\)](#)

With October being **National Cybersecurity Awareness Month**, it seemed a good time to showcase **who is protecting YOUR sensitive government information**:

The City–County IT Commission.

This month in our "I'm Glad You Asked..." series, IT Help Desk Staffer Dané Kudronowicz responds to five common questions people ask our local government IT professionals. It's full of **tips and resources to avoid becoming a victim of a cybercrime**.

At the end of the piece, Dané provides a link to a **Cybersecurity Trivia Game** to test your knowledge of important cybersecurity topics.

Are YOU doing all you can to protect your digital profile? Learn more in the full article...



Service Anniversaries In November & December

45 Years Of Service — None

40 Years Of Service
Scott Parks, Sheriff, 12/24/1979

35 Years Of Service — None

30 Years Of Service
Patricia Poverski, Administrative Specialist,
Health Department, 11/7/1989

Matthew Lonsdorf, Corrections Specialist,
Sheriff's Office, 12/26/1989

25 Years Of Service
Elizabeth Spindler, Social Services Coordinator,
Social Services, 12/27/1994

20 Years Of Service
Todd Evers, Senior Maintenance Specialist,
Highway Department, 11/1/1999
James Yaeger, Maintenance Specialist, Highway
Department, 11/8/1999
William Millhausen, Communications Manager,
Sheriff's Office, 11/15/1999
Richard Thraen, Maintenance Specialist,
Highway Department, 11/15/1999
Tonia Gilray, Social Services Professional, Social
Services, 11/29/1999
Chad Billeb, Chief Deputy, Sheriff's Office,
12/13/1999



15 Years Of Service
Michelle Feltz, Administrative Specialist,
Sheriff's Office, 12/6/2004

10 Years Of Service — None

5 Years Of Service
Craig Sankey, Social Services Professional, Social
Services, 11/24/2014

Joshua Kizewski, Corrections Specialist, Sheriff's
Office, 11/25/2014

Eileen Riehle, Library Assistant, Library,
12/8/2014

Rory Jirovec, Corrections Coordinator Sheriff's
Office, 12/22/2014

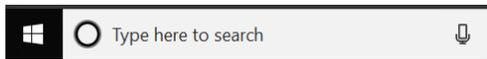


Free Snipping Tool To Take A Screenshot Submitted By Sharon Hernandez

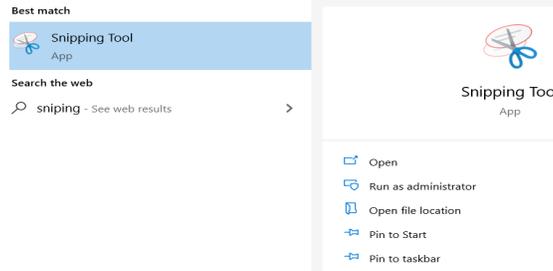


Have you ever needed to take a screenshot of something on your computer. Here is a free program that does this trick.

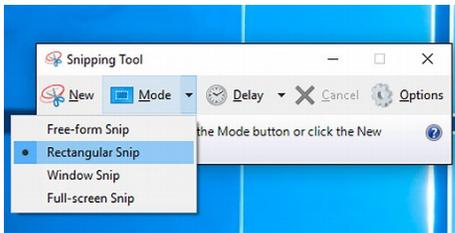
1. To open “Snipping Tool”, select the Start or Type “Snipping Tool” in the search box.



2. The following info should appear:



3. You can open and/or pin to taskbar so you always have it available for future use.
4. Choose the type of snip you want, select **Mode**, and then choose **Free-form Snip**, **Rectangular Snip**, **Window**, or **Full-screen Snip**. When making free-form or rectangular snips, use your mouse to select the area that you want to capture.



5. To take a new screenshot using the same mode you used last, select **New**.
6. Use **Save** and **Copy** buttons at the top of the snip to save or copy it to the clipboard or to the document you are working on.

**Marathon County
Employees Credit Union**

**Extra Long Lists This Year?
We Got Your Holidays Covered With
Our Holiday Loan Special!**



2.95% APR* \$20,001 and above	3.95% APR* \$10,001 - \$20,000
4.95% APR* \$5,001 - \$10,000	5.45% APR* \$5,000 and below

*Promotion valid from 11/01/2019 until 01/10/2020. *Annual Percentage Rates (APRs) accurate as of 11/01/19. APRs are available for borrowers with credit scores of 680 and above, and only for new money borrowed from Marathon County Employees Credit Union. Scores under 680, add 1.50% to the rates. Loans under \$1000 have a maximum term of 24 months. Loans of \$1,001 to \$20,000 have a maximum term of 36 months. Loans over \$20,000 have a maximum term of 48 months. All loans are subject to MCECU'S normal credit requirements.

715 261-7685
culoans@co.marathon.wi.us
400 East Thomas Street Wausau, WI 54403

Apply online at www.mcecu.org

Fire Prevention For Your Home



The American Red Cross urges everyone to practice their home fire escape plan and test their smoke alarms.

“As cold weather increases the risk of home fires, please prepare your family now during Fire Prevention Week,” said Trevor Rigen, senior vice president, Red Cross Disaster Cycle Services. “Install and test smoke alarms on every level of your home, and practice your escape plan until everyone can get out in two minutes or less.”

PRACTICE YOUR PLAN, TEST YOUR SMOKE ALARMS! For free home fire safety resources, visit redcross.org/homefires or download the free Red Cross Emergency App (search “American Red Cross” in app stores).

Tips For Escape Plan:

- ◆ Include at least two ways to get out of each room in your home fire escape plan.
- ◆ Select a meeting spot at a safe distance away from your home, such as your neighbor’s home or landmark like a specific tree in your front yard, where everyone can meet.
- ◆ Practice your escape plan until everyone can get out in two minutes or less.
- ◆ Install smoke alarms on every level of your home, placing them inside and outside bedrooms, and sleeping areas.
- ◆ Test smoke alarms monthly, and change the batteries at least once a year, if your model requires it.