



# MARATHON COUNTY EMPLOYEE NEWSLETTER

Keeping employees *connected* and *engaged*.

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## Core Value Award Winners For July & August Written By Brad Karger



Something is going terribly right in our selection of new employees and has been true for quite some time now. The insight and wisdom of our people charged with making hiring decisions is again confirmed!

The two employees selected as role models of our core values are both star performers. One, a 15-year veteran with the Parks, Recreation and Forestry Department and another, a newcomer with 2 years of experience with the Conservation, Planning and Zoning Department.

### Winner #1: Don Hagenbucher

Don has worked for the Parks Department since August, 2004. 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.



### Winner #2: Patrick Bula

Patrick is a newcomer having started working for the Conservation, Planning and Zoning Department on August 28, 2017. 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.

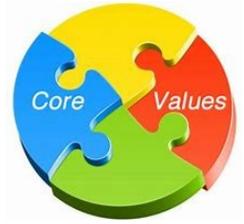


*"Nothing is impossible, the word itself says, I'm Possible!"*  
- Audrey Hepburn

Continued on Page 2

## Core Value Award Winners For July & August Continued

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.



Hiring managers, keep up the good work in selecting people with all the technical expertise needed for a job, but also looking for traits like *kindness and empathy*. You are setting us up for a great future!



As a reminder, employees may submit Core Value nominations 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.



**Marathon County  
Employees Credit Union**



## We Have an ATM at the Courthouse!!!

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

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

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

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

**Already a Member? Thank You and Enjoy this ATM!**

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

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

**[www.mcecu.org](http://www.mcecu.org)**

**715 261-7680**

**[cuteller@co.marathon.wi.us](mailto:cuteller@co.marathon.wi.us)**

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

# Marathon County IDEAS Academy

Written By Molly Bennett

The acronym **IDEAS** stands for **Improvement Driven by Employee Awareness and Study**, and serves to reinforce our message. There are 3 courses available as part of Marathon County IDEAS Academy: Awareness, Innovator, and Facilitator.

Awareness Training is an interactive 4-hour introductory workshop covering the basic concepts of continuous improvement and a brief overview of select tools and techniques. This course is required for all Marathon County employees and includes group exercises, videos, lecture, and hands-on simulation. This course is designed to help employees identify opportunities for improvement and prepare them to participate in innovation projects within their department.

Since June, roughly 200 county employees have already been through the Awareness Training.

Anyone interested in signing up 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.

The Innovator Training course is a 3-day hands-on workshop providing participants a more in depth overview of several additional tools and concepts. Like Awareness Training, Innovator is comprised of group exercises, videos, lecture, and hands-on simulation. The Innovator Training course covers topics such as, project leadership, change management, strategies for tracking and measuring performance, and tips for successful innovation. This course is designed to prepare employees to lead a process improvement project to successful completion. For more details on Innovator Training and to apply, click [here](#).

Employees who have led successful projects within their departments and wish to share their knowledge and passion with others are encouraged to attend Facilitator Training.

Facilitator Training is designed to prepare employees to act as an IDEAS Academy facilitator; leading interdepartmental rapid improvement events, mentor Innovators as they lead their first projects, and act as a change management resource for Marathon County.

**Any questions about Marathon County's IDEAS Academy can be directed to [IDEAS.Academy@co.marathon.wi.us](mailto:IDEAS.Academy@co.marathon.wi.us).**



**Article Deadline for the  
November-December newsletter**

**Tuesday, October 15, 2019**

Please send your newsworthy information to  
Sharon Hernandez, Employee Resources Department  
[sharon.hernandez@co.marathon.wi.us](mailto:sharon.hernandez@co.marathon.wi.us)

**For the Health of It!****What's Next?**

SAVE THE DATE

**COMING  
UP**

As a continuation of the August 20<sup>th</sup> “Environmental Wellness” Lunch & Learn presented by the Marathon County Solid Waste Department, you are invited to attend a Wellness Walk at Marathon County’s Solid Waste Department – Landfill on **September 24<sup>th</sup>** at 6 pm to learn more about environmental wellness and how you can make a difference!

The Solid Waste Department is more than just a landfill! Did you know that there are also recreational opportunities at this site? With the surroundings of the Ice Age Trail, Mountain Bay Trail and Bluebird Nest Box Trail, this site offers many beautiful habitats that you can hike, bike, or snowshoe through. If you haven’t visited the Marathon County Solid Waste Department lately, you will be surprised!

Plan to join us on **September 24<sup>th</sup>** to learn more about its operations and the recreational opportunities it contributes to our community!

Watch for more details on this educational and fun filled activity!

*“The greatest wealth is....HEALTH” ~Virgil*

***You're Invited!*****Marathon County Wellness Day****When: October 16, 2019****Time: 10 am – 4:30 pm**

**Where: Marathon County Health & Wellness Center  
1100 Lake View Dr. Wausau, WI**

**Mobile Mammogram** – Get your annual 3D mammogram here!

Earn 100 wellness points!

Available to eligible employees and dependents covered under the GHT Health Plan.

Advance scheduling required: Call the Health & Wellness Center at: 715-843-1256

**Flu Shot** – Get your flu shot before the flu season arrives!

Earn 100 wellness points!

Available to all employees and their dependents covered under the GHT Health Plan.

Advance scheduling required: Call the Health & Wellness Center at: 715-843-1256

**Blood Pressure Checks** – Know your Numbers – they can save your life!**Alcohol and CBD Use - What's all the Buzz About?**

Earn 50 wellness points!

Presentation Time: 12:00 pm – 1:00 pm @ North Central Health Care Theater

**Attend this interactive workshop to learn how substance use can impact you personally and professionally!**

This presentation is not available by live stream but will be offered again on October 2<sup>nd</sup> at the Marathon County Highway Department for everyone to attend and gain wellness points. Employees will be notified of actual time of the program once details are finalized.

*Employees may attend the Wellness Day during work hours with supervisory approval.*

*Up to one hour will be paid for attendance – overtime and/or comp time  
is not permitted for attendance outside of normal work hours.*

***Watch for more details!***

## Another Wellness Opportunity

**Earn 200 wellness points by completing the below workshop!**

### Living Well with Chronic Conditions

**Arthritis. High Blood Pressure. Cancer. Depression. Heart Disease. Diabetes.**

If you have these or any other on-going health problems, **Living Well** can help you live a healthier life!



# Living Well with Chronic Conditions

**Arthritis. High Blood Pressure. Cancer. Depression. Heart Disease. Diabetes.**

If you have these or any other on-going health problems, **Living Well** can help you live a healthier life!

#### **Six weeks. 15 hours.**

#### **A lifetime of new options for a healthier you!**

Managing your health starts with taking care of yourself. **Living Well** workshops offer you a hands-on opportunity to discover solutions that work with your life, and your health concerns. With mutual support in a **Living Well** workshop, you can build confidence to make new choices and feel better. You set your goals and put new problem-solving skills to work in your own life. It's about doing what's important to you - and not just living, but **Living Well!**

#### **You'll get information & advice for:**

- Short-term goal setting
- Healthy eating & nutrition
- Relaxation techniques
- Planning for the future
- Partnering with health provider
- Fitness for exercise & fun
- Feedback & problem-solving
- Stress & depression management
- Communicating effectively with friends, family and your medical team

#### **Workshop Schedule**

**Mondays, September 23-October 28, 2019**

5:00 pm – 7:30 pm

Aging & Disability Resource Center  
2600 Stewart Ave, Ste. 25, Wausau

Suggested contribution for 6 week session: \$10

**Marathon County employees who complete the workshop can earn 200 points in the wellness program!**

#### **Registration:**

Enrollment is limited, to register contact the Aging & Disability Resource Center  
**Call: 1-(888)-486-9545 or (715)261-6084**

**Email:** [peggy.kurth@adrc-cw.org](mailto:peggy.kurth@adrc-cw.org)

**Website:** [www.adrc-cw.org](http://www.adrc-cw.org)

*Workshop dates subject to change.*

*Reasonable accommodations will be made for disabilities. If you require such an accommodation, contact the ADRC at least 5 days in advance.*

*Taking better care of myself isn't impossible.*

*Taking it one step at a time makes it doable.*



## Wellness Hike At Eau Claire County Park

The Marathon County Wellness Team is always seeking ways to promote wellness that is fun, educational, and most importantly, healthy. We hope you enjoyed the sponsored Lunch & Learn sessions and promoted activities in 2019.



On July 30<sup>th</sup>, 53 participants did a “Healthy Hike” at the Dells of the Eau Claire County Park. The wellness event focused on physical activity while promoting the beauty of our own county natural resources. Employees, family members – including furry friends, did a group hike throughout the park, enjoying the beauty of our own county’s natural resources and companionship of co-workers.



**Hikers later enjoyed a healthy dinner – subs and fruit – after the refreshing hike!**

As our 2019 Wellness Program nears the end, the Wellness Team is busy planning for 2020 events that will focus on our organization’s core health risk indicators and promote our own County resources.

We are always open to new ideas of ways to promote wellness at Marathon County. If you have any thoughts, please contact any Wellness Team member:

**Nong Thao-Kong, Sheriff’s Office**

**Toshia Ranallo, Conservation Planning Zoning**

**Aaron Ruff, Health Department**

**Michael Lotter, Facilities and Capital Management**

**Sue Fox, Employee Resources**

**Mary Jo Maly, Employee Resources**

**Shawn Schnelle, Sheriff’s Office**

**Becky Bogen-Marek, Social Services Department**

**Lynda Lambert, Parks Recreation Forestry Department**

**Jeff Hahn, Highway Department**

**Brad Karger, County Administration**

**Asia Bay, Health Coach**

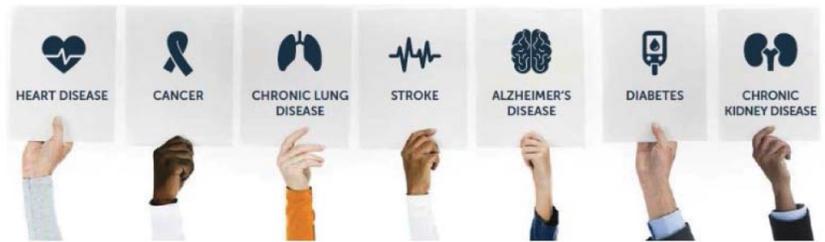
As a reminder, the 2019 Wellness program ends on October 31, 2019. You still have time to achieve the 2019 Wellness Qualifier or Champion Package by completing activities such as attending sponsored wellness programs, online educational sessions, health coach check-ins and getting your annual exam and flu shots.

View the [Marathon County 2019 Employee Wellness Program](#) to see how to earn wellness points and view your “[managewell portal](#)” to view your achievement status.

## Screening Examinations — By Sherry Gatewood



Screening examinations are important. Through the years, the medical community has identified particular health conditions and trends. Some conditions may not present until later in life. Some health conditions may not show signs and symptoms until the condition is already causing damage to organs or resulting in medical emergencies. Many of the health organizations such as the American Cancer Society, the Centers for Disease Control and Prevention, the United States Preventive Services Task Force have developed guidelines and recommendations for screening from decades of medical studies. These studies show that early identification and treatment have proven prolonged life. This also includes lessening time lost from work and disability.



Screenings are recommended when there is a test or procedure to find something and there is an effective treatment that will prolong life.

**Heart disease** is the leading cause of death in the United States and for many it is preventable. The US Preventive Services Tasks Force (USPSTF) suggests screening for ages 20 to 39 every 3 to 5 years, annual over 40.

Hypertension (high blood pressure), Diabetes, Hyperlipidemia (high cholesterol), Obesity (BMI over 30), Smoking, and physical inactivity are conditions that lead to heart disease. Screening for these conditions include checking blood pressure, performing lab test to check blood sugar, a fasting blood test to check cholesterol, obtaining height and weight, and discussing smoking/tobacco history and use. When a pre-condition or condition is identified, it can be addressed and treated to prevent heart disease as well as other potential problems with one's health overall.

Next time, I will talk about importance of cancer screening tests. Be sure to get your annual screening exams to find underlying conditions that can be prevented and or/easily treated. We are available in the Employee Health and Wellness Center Monday through Friday. Call 715-843-1256 to schedule an appointment.

## Susan G. Komen More Than Pink Walk

On the morning of Sunday, August 11, 2019, there was a lot of activity on the 400 Block in Wausau. **PINK** and Grey were the predominant colors for t-shirts, but a sea of multi-colored wraps waving in the air celebrating **Orange** for Action, **Blue** for Community, **Green** for Care, **Purple** for Research and in the inside of each wrap – the color **PINK** celebrating the day's

activity – SUSAN G. KOMEN MORE THAN **PINK** WALK.

Marathon County's Team was small for the picture, but mighty in our walk. Here is a picture of our team and many of the people who chose to walk with or for those with Breast Cancer. Thank you to all the participants!

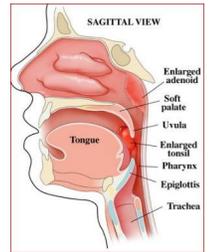


### Marathon County Team:

**Mary Brock, Kim Uttech, Mary Dunn, Mary Palmer, Don Uttech and Paula Halkoski show their support!**



## Pharyngitis / Sore Throat — By Sherry Gatewood



The kids are back to school. I have already been seeing some sore throats in the clinic. Some are due to strep throat, some are viral and some are due to allergies.

### What's the Difference Between a Cold, Strep Throat, and Tonsillitis?

**Sore throat** is often the first sign of a cold. However, a sore throat from a cold often gets better or goes away after the first day or two. Other cold symptoms such as a running nose and congestion may follow the sore throat.

**Strep Throat** is an infection due to streptococcus bacteria. It is another cause of sore throats and tonsillitis. With strep throat, the sore throat is often more severe and persists with painful swallowing, fever, body aches and headache. You will need an antibiotic to treat strep throat.

**Tonsillitis** is a painful inflammation or infection of the tonsils, the tissue masses located at the back of the throat. You will need an antibiotic to also treat tonsillitis.

### Is a Sore Throat With A Cold Caused By Viruses or Bacteria?

Sore throats can be caused by viruses or bacteria. The most common cause of sore throats are viruses. Viral sore throats are often accompanied by other cold symptoms that may include a runny nose, cough, red or water eyes, and sneezing.

Other causes of sore throats include smoking, pollution or irritants in the air, allergies, and dry air.

A sore throat due to ALLERGIES is often accompanied by sneezing, watering eyes, running nose and possible nasal congestions. The symptoms will usually improve after taking an over-the-counter allergy medication such as Claritin (Loratadine), Zyrtec (Cetirizine) or Allegra (fexofenadine).

### How Can I Take Care Of Myself?

Do not smoke.

Avoid secondhand smoke and other air pollutants.

You may want to rest your throat by talking less and eating a diet that is mostly liquid or soft for a day or two.

Avoid salty or spicy foods and citrus fruits.

Nonprescription throat lozenges or throat sprays help relieve the soreness.

Gargling with warm saltwater and drinking warm liquids may help. You can make a saltwater solution by adding 1/4 teaspoon of salt to 8 ounces of warm water.

A nonprescription pain reliever such as aspirin, acetaminophen, or ibuprofen may ease general aches and pains. Check with your healthcare provider before you give any medicine that contains aspirin or salicylates to a child or teen. This includes medicine like baby aspirin, some cold medicines, and Pepto Bismol. Children and teens who take aspirin are at risk for a serious illness called Reye's syndrome.

### The Following Suggestions May Help Prevent a Sore Throat:

- ◆ Don't share eating and drinking utensils with others.
- ◆ Wash your hands often.
- ◆ Don't let your nose or mouth touch public telephones or drinking fountains.
- ◆ Avoid close contact with other people who have a sore throat.
- ◆ Stay indoors as much as possible on high-pollution days.
- ◆ Don't stay in areas where there is heavy smoke from cigarettes.

If you think you have a strep or tonsillitis requiring antibiotics, or your symptoms just are not improving with over the counter treatments, make an appointment to see me at the Employee Health and Wellness Center. We will take care of you. We are able to perform rapid strep tests that take less than 10 minutes.

### Employee Health & Wellness Center

1100 Lakeview Dr,  
Wausau WI

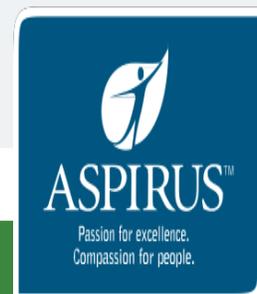
North Central Health Care  
Campus, Door 25

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





## School Sports — By Sherry Gatewood

### Employee Health & Wellness Center

1100 Lakeview Dr,  
Wausau WI

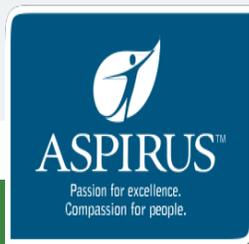
North Central Health Care  
Campus, Door 25

### Schedule An Appointment

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MyAspirus.org

### Clinic Hours

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



As sports practices begin, be aware of potential sports related injuries such as overuse, heat related illness and concussion. Over-use injuries such as tendonitis of the shoulders and elbows, shin splints and plantar fasciitis are often due to: “too much, too fast”, improper form in an activity and improper foot wear.



Ensure use of proper techniques when doing activities that require appropriate form. Shin splints or pain in the front of the lower leg can occur from running long distances without proper training. Shoe design and footwear are important when getting back into running or court activities. Plantar fasciitis or heel/arch pain can be more pronounced after sitting or when first getting up in the morning. The appropriate treatment of these conditions is to ease back into activity and perform the appropriate upper and lower body stretches after a workout. Commonly people have some amount of fatigue with the new onset of an exercise but take note that pain is an indication to stop. Ice areas of soreness after working out. Acetaminophen (Tylenol) and Ibuprofen (Advil, Motrin) or naproxen sodium (Aleve) can be taken if needed to ease discomfort.

All athletes are susceptible to a concussion. A concussion is a condition of the brain caused by a force on the head. That could be due to getting a direct hit to the head or a hit to the body that causes the head and brain to move quickly back and forth. This fast movement can cause chemical changes in the brain and sometimes stretching and damaging brain cells. It can cause confusion, memory loss and a headache. The athlete may appear dazed and confused, move slowly, forget instructions or what happened, and may even lose consciousness.



If there is concern for a concussion, remove the competitor from play. If the symptoms persist, seek medical care evaluation before returning to play. This can be done at the Employee Health and Wellness Center. Changes in the brain can occur for days, weeks and months after the impact. It is important to avoid a second impact during this recovery period. Athletes with a concussion who are evaluated by a health care provider will be given written instructions on what steps should be taken to return to play once the symptoms resolve. This will include avoidance of aggravating activity, including mental work such as reading or screen time with electronics. The athlete will return to the sport gradually as they are able to perform activities without symptoms. It is recommended that there be an initial period of 24-48 hours of relative physical and cognitive rest with 24 hours between each step. Symptoms that require urgent follow up evaluation include: a worsening headache with nausea and vomiting, unequal pupils, drooping face, slurred speech, stumbling, weakness, or unconsciousness. These should be addressed in the Emergency Room.

**Your Student Athlete can be seen at the Employee Health and Wellness Center**

**for sports physical examinations and acute injuries.**

**Please call to schedule an appointment at 715-843-1256.**



## City/County IT Commission In Progress for remainder of 2019 into 2020

*Continued On Page 9*

- **Reprogramming the Medical Examiner Program to integrate Photo retrieval into the program, and enhance the administration module to allow the medical examiner to make changes to forms without the help of CCIT.**
- **Redesigning County Website to a more modern look and feel.**
  - ◆ More transaction driven to help our customers complete an action.
  - ◆ Purchase something, apply for something, find something....
- **Construction projects:**
  - ◆ Social Services department
  - ◆ Drug Task Force location
  - ◆ Jail Booking area
- **NCHC campus, Pool, CBRF, Youth Hospital and Nursing Tower**
- **Improve imaging environment so that it is much faster to image computers**
  - ◆ New hire, IT Specialist-Network
- **Highway Job Accounting Entry to allow workers to enter job/time entries**
- **Transfer the Vital Index software from ISeries (old server) to new development and new server**
- **Clean up system addresses in the 911 and Land records systems after the readdressing project is complete.**
- **Complete the implementation Ascent Land Records and decommission of our current Land Records system.**
- **Convert current paper paystubs to be accessed electronically**
- **Setting up Laserfiche workflow for Health Department – ProCard Expense project**



Walk to End Alzheimer's - WAUSAU  
Marathon Park-Big Kitchen  
September 28, 2019

8am - Registration 9am - Opening Ceremony  
Contact Mary Brock OR register online at  
<http://act.alz.org/goto/marathonco>

Mary Brock, Social Services Department  
is coordinating a County Team for the  
Alzheimer Walk !

**Saturday, September 28, 2019**

If you want to join her for the walk or wish to  
donate contact **Mary Brock**, Ext 7581 or  
click [here](#).

You can earn 50 wellness points for walking!

Record this walk under the "physical fitness community event". Keep your proof of participation just in case you are randomly audited. Proof of participation can be: proof of participation form, receipts/registration confirmation, official times from races, race bibs, etc.



## 2019 Ladies Holiday Party

Thursday, December 5, 2019

Location: Bunkers @ Tribute Golf Course

1001 Golf Club Rd, Wausau

## Mark Your Calendar

### Upcoming Events

Tubing At Sylvan Hill — Sunday, January 19, 2020  
from 6 to 9:00 pm

44th Annual Retirement & Recognition  
Banquet—Friday, April 24, 2020

## Planning Ahead, Most County Offices Will Be Closed

### Thanksgiving, Christmas and New Year's Holidays

Thanksgiving — Thursday, November 28, 2019 and Friday, November 29, 2019

Christmas — Tuesday, December 24, 2019 and Wednesday, December 25, 2019

New Year's — Tuesday, December 31 2019 and Wednesday, January 1, 2020

## 11 tips to help identify and self-manage stress

1. Know yourself. Be aware of your stress level and the things that stress you out. Learn your own signals and pay attention to them. For example, if you're always late to work and feel stressed and anxious, change your pattern and find a way to leave more time.
2. Recognize how you deal with stress. Do you turn to unhealthy habits like smoking, drinking, or eating poorly? Do you lose patience with coworkers or family members when you feel overwhelmed?
3. Set rules for devices. Consider rules like turning off the cell phone when you get home or establishing certain times for returning calls. Be sure to communicate these rules with others so you can manage expectations.
4. Keep a to-do list. It's stressful to constantly think of things that you should be doing. Clear your head by putting those thoughts in writing. Divide out "work" and "non-work" tasks and indicate those with the highest priority.
5. Take responsibility. Acknowledging that you are responsible for your own stress levels can be an important step. No matter what the sources of stress (bad boss, too much work, too little time, etc.), the issue comes down to how you react to them.
6. Take a break. It may not seem like much, but a short (1- or 2- minute) break several times a day can help you stay energized and productive. Stand up, stretch, breathe deeply, and clear your head. Every few hours, pause for 10 minutes to recharge. And avoid the temptation to work through lunch.
7. Take care. You've heard it before, but it really does help—eat right, get enough sleep, drink plenty of water, and exercise regularly. No matter how hectic life gets at work or at home, you've got to make time for yourself. If a vacation isn't in the offering, carve out time for a hobby or a good book.
8. Change your head. If negative thinking is causing stress, work to break the pattern. If trying to do everything to perfection is the problem, try to modify your expectations, realizing that unrealistic goals are going to set you up for failure—and undue stress.
9. Learn to manage conflict. It's easier said than done, but resolving conflict in a healthy, constructive way can help relieve work stress. Focus on the present, avoid the temptation to dive into old resentments, and listen to what the other person is really saying.
10. Ask for help. Accepting help from supportive friends and family members can help you better manage your stress. Take advantage of employer-based services like an EAP, counseling, work/life balance programs, or referrals to mental health professionals,
11. Have a sense of humor



## [“Meals on Wheels” Needs More Volunteers :: Package, Deliver, or Serve a Meal on a Schedule That Works for YOU!](#)

If you’re looking to make a difference in your life AND the lives of those in your community, the Aging and Disability Resource Center of Central Wisconsin (ADRC-CW) invites you and your loved ones to get involved.



You can **package or deliver Meals on Wheels** on a flexible schedule. Or volunteer to **lead a 6-week session** of an adult learning class. Maybe you just want to **help serve lunch** at a specified dining site.

There are LOADS of ways to assist the ADRC.

[READ MORE](#) ▶

BONUS: Find out how to view and get connected with hundreds of other volunteer opportunities throughout Marathon County!

## [County Clerk Nan Kottke :: Wearing Her Heart on Her Sleeve & Her Soul in Her Smile for 40 Years](#)

County Board Supervisor **Katie Rosenberg** talks with **Nan Kottke** about her 48-year career in the County Clerk’s Office.



It reads like a movie script, what with Nan working her way up from the mail room as a teenager to a well-respected elected official.

Nan's last day on the job will be Friday, September 13, 2019. **Learn more about Nan and her hopes for the person who takes over** as your next Marathon County Clerk in the full article . . .

[READ MORE](#) ▶

## [The Many Ways That Marathon County Works to Keep YOU Safe & Secure](#)

County Administrator **Brad Karger** reflects on the **back-to-back August shootings** and how local staff and officials are working to ensure public safety in Marathon County.

Learn about **suicide prevention measures**, veteran supports, **active shooter training** for government employees, **cybersecurity updates**, a specially trained crisis response team, **onsite school-based trauma therapists**, and more in the full article . . .

[READ MORE](#) ▶



## [“I’m Glad You Asked . . .” The Top-5 Questions People Ask the Marathon County Register of Deeds Office](#)

Register of Deeds **Dean Stratz** answers your questions about obtaining **birth certificates**, **changing your name**, **removing a spouse’s name from a deed**, and **more** in this month’s installment of “I’m Glad You Asked.”

[READ MORE](#) ▶

## [6 More Pickleball Courts to Come at Marathon Park!](#)

With over 100 members, **Wausau Area Pickleball** — in partnership with County Materials Corporation and American Asphalt — has generously committed to donating the labor and materials to convert 2 tennis courts at Marathon Park to 6 additional pickleball courts this fall! **Learn more about the sport, the local play schedule, and the upcoming construction plans** in the full article . . .

[READ MORE](#)



## [The Solid Waste Department: The Perfect Place to Play & Learn!](#)

Staff at the Marathon County Solid Waste Department in Ringle invite teachers, families, service groups, and more to **come on a Learning Tour**.

**Did you know our local landfill features hiking, biking, and birdwatching trails, a pergola, a phone-charging outlet, and a bike-repair station?** (They even have a 15-passenger bus to take you around in!) You have to see this article's photos to believe the fun and learning to be had at your local landfill . . .

[READ MORE](#)



**Employee Assistance Services** can aid you in finding solutions to your concerns, whether emotional, psychological, marital, alcohol and drug, family or work related. Your EAP can provide assessment, problem solving and support to assist you in managing your concerns. Using EAP to deal with a worrisome situation could prevent it from becoming a major problem.

**To contact EAP schedule an appointment, please call:**

**1-800-540-3758 or [eap@ascension.org](mailto:eap@ascension.org)**

## **Loved One And Treatment?**

It's typically family members who motivate loved ones to enter treatment for health conditions. Unlike physical health conditions, motivating someone to accept help for a behavioral health condition like an eating disorder, addiction, and gambling, among others, can be a tough sell. Denial interferes with rational arguments to get help. Threatening and badgering are rarely successful and can make problems worse. Avoiding these behaviors is so important that it is worth getting counseling to help stop it. Untreated behavioral health conditions produce crises that result in brief awareness of the need to get help. Fright, embarrassment, arrest, an acute medical incident, or even a close call may create these short windows of opportunity. At these moments, acceptance of help is most likely. Move quickly when crises appear and repeat that intervention step until you succeed.

## The County Association Picnic

The County Association Summer Picnic was held at the Big Kitchen at Marathon Park the evening of Tuesday, July 16, 2019. Those in attendance had a great time riding the train, jumping around in the splash pad with their kids and grandkids, going on a scavenger hunt and having great conversation with friends they haven't seen for a while and new friends made that evening. The food was provided by Whiskey River Catering and was delicious! The evening was rounded out with door prize drawings and we had many happy attendees!



We would like to send a **BIG THANK YOU** to the committee (Sharon Hernandez, Jami Alcott, Debbie Delaporte, Molly Bennett, Boly Vang, Trista Murphy and Mary Palmer) and the Marathon County Employees Credit Union for handling the registrations. Due to the uncertainty of the weather, we had to cancel some of our headliners, but wanted to acknowledge and say Thank you! too the Sheriff's Office Special Teams, Parks, Recreation and Forestry Department and Emergency Government for their commitment and enthusiasm, to always go above and beyond for our employees.

Overall it was a **GREAT SUCCESS** and a good time was had by all!

We are always looking for new ideas and new committee members. If you have any ideas for future years, please let Sharon or Mary know. If you would like to join in the planning, we would love to have you join us.



### Fill A Backpack – Fill A Need (FABFAN)

Marathon County Government assisted the Workplace Volunteer Council in making a difference in our community by collecting school supplies for eligible children in Marathon County.



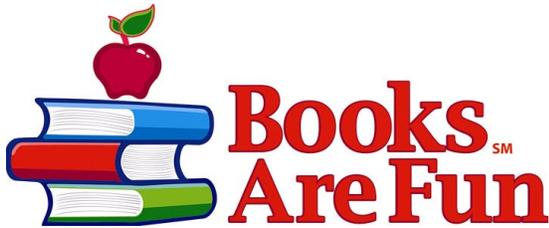
Through the generous donations of our employees, eligible children in grades K-8 will receive a backpack and school supplies for the upcoming school year.

Donated items included: backpacks, folders, notebooks, pens, pencils, and so much more!



To All Marathon County Government Donors

*thank you*



### Books Are Fun Book and Gift Fairs 2019

North Central Health Care—Wausau

Friday, November 8 from  
9 am to 3:00 pm

Tuesday, December 17 from  
9 am to 3:30 pm

**6th Annual**  
**BATTLE OF THE BADGES**  
**SOFTBALL TOURNAMENT**  
**September 14th & 15th, 2019**  
Sunnyvale Softball Complex, Wausau WI  
Opening Ceremonies Saturday 8:00a.m.  
Bean Bag Tournament Saturday at noon  
**RAFFLE DRAWINGS!**  
Concessions Available  
**TO BENEFIT**  
Museum of Valor and C.O.P.S.  
**HOSTED BY**  
The Marathon County Sheriffs Office  
*Like our Facebook page for more information and updates!*

## Delta Dental Introduces New Website & Member Portal



### Online Services for Members

Conveniently manage  
your dental benefits.

#### access online services in a few easy steps:

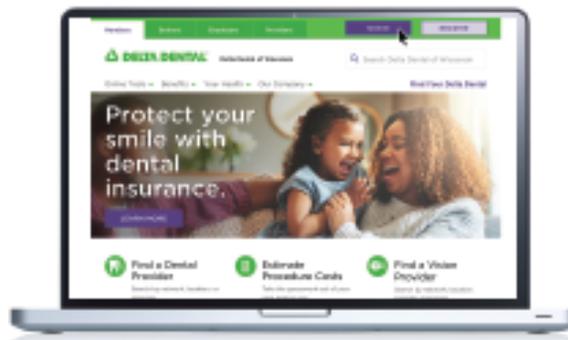
1. Visit [www.deltadentalwi.com](http://www.deltadentalwi.com)
2. Select the "Sign In" button
3. Log in with your Username & Password

#### new to Delta Dental?

To create an account select "Register" in the upper right corner. Enter your Member ID (found on your ID card) and user information, then select "Continue" to create a Username and Password. Choose your communication preferences. Once your account is created you will be asked to sign in with your information.

#### secure services for members:

- View and print ID cards
- Access your dental benefits and utilization information
- Secure messaging with a member of our customer service team
- Estimate costs by procedure and provider
- Check claims and review claim history
- View EOBs
- Verify copays and deductibles



#### mobile app

Delta Dental's mobile app gives you access to dentist search, claims and coverage, ID cards, and more, right on your mobile device. There's even a toothbrush timer built in to make sure you keep up with your daily oral health routine! To download and install the app on your device, visit the App Store or Google Play and search for "Delta Dental."

#### additional online tools

In addition to your secure online account, [www.deltadentalwi.com](http://www.deltadentalwi.com) provides the latest oral health resources, access to an oral health risk assessment, and our blog.

*\*You cannot register for online access prior to your effective date of coverage.  
Please refer to the [Terms of Use](#) at [www.deltadentalwi.com](http://www.deltadentalwi.com)*

Connect With Us



[www.deltadentalwi.com](http://www.deltadentalwi.com)

SS307B-1905

# TH TOP HEALTH<sup>®</sup>

The Health Promotion and Wellness Newsletter.

9.2019

## Better HDL, Better Health

September is  
Cholesterol  
Education Month.



**Your blood cholesterol levels are key to a strong heart and basic good health.** Cholesterol is essential to our bodies on a cellular level. This waxy fat-like substance is in every cell attached to proteins called lipoproteins. We have 2 major types of cholesterol:

**The bad:** Low-density lipoprotein (LDL) cholesterol collects on the walls of your blood vessels, causing clotting that can lead to stroke or heart attack.

**The good:** High-density lipoprotein (HDL) cholesterol helps remove some of the bad cholesterol in your blood, returning it to your liver where it's broken down and passed from your body.

**Control with medication?** If your LDL level runs high, your health care provider may prescribe lowering it with medication. Reducing LDL and triglyceride levels can sometimes also improve HDL. But drugs designed specifically to raise HDL have generally not reduced heart attack risk.

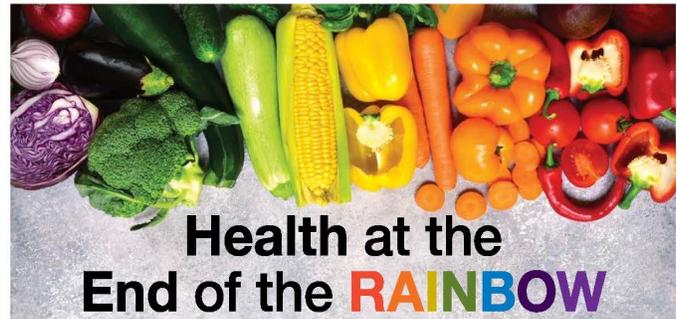
**Lifestyle factors?** Unhealthy, low HDL levels often occur in people who smoke or have obesity, high blood pressure or high blood sugar levels — conditions that can be controlled with better health habits. Simple daily choices can lead to healthier levels of both HDL and LDL.

**Talk to your provider** about your cholesterol numbers and how to improve them. **Primary goals:**

- >> Lose excess weight with regular exercise and a heart-healthy diet.
- >> Stop smoking. This can improve HDL and help your heart significantly.
- >> Replace fast food and processed foods with home cooking and lots of vegetables.
- >> Skip sugar-rich foods and those containing trans fats.



**Do it for  
your heart  
and your  
long-term  
health.**



## Health at the End of the RAINBOW

By Cara Rosenbloom, RD

**Filling half of your plate with vegetables and fruit at every meal is a great way to ensure you get enough of these wholesome foods each day.** But which vegetables and fruits are the healthiest? They are all good.

**Your best bet is to choose a variety from all colors of the rainbow.** Each hue comes with a unique set of vitamins, minerals, antioxidants and phytonutrients (health-friendly plant compounds). Those vibrant colors are more than just pretty — they are functional, too. The pigments that make carrots orange, tomatoes red and spinach green work collectively to help protect you.

**The exact type and amount we need of each vegetable and fruit is not fully understood,** so the best advice is to include these beauties for:

**Lycopene:** In tomatoes, watermelon and pink grapefruit. It's linked to a reduced risk of certain cancers, especially breast and prostate.

**Anthocyanins:** In blueberries, blackberries and purple cabbage. They're linked to heart health, brain health and better cognitive function.

**Carotenoids:** In carrots, leafy greens, sweet potatoes and pumpkins. Carotenoids may help prevent cataracts and other age-related eye diseases.

**Flavonoids:** In cherries, berries and red grapes. These pigments have shown anti-inflammatory effects, and may also protect heart and brain health.

**Sulforaphane:** In broccoli, cauliflower, kale and cabbage. This plant compound has been shown to reduce cancer cell growth in lab and animal studies.

September  
is Fruits and  
Veggies —  
More  
Matters  
Month.



- >> **Remember, there isn't 1 superfood** that will fully protect your health on its own, but a variety of colorful vegetables and fruit are part of a balanced diet that has proven health benefits.

Health is the thing that makes you feel that now is the best time of year. — *Franklin P. Adams*

QuikRisk™ Assessment:

## When Your Head Hurts



**Headache is common to most of us, and they're usually a minor nuisance.**

For severe headache, you might worry about stroke, blood clots or tumor but a connection to such conditions is rare.

**Check your symptoms.** Your headaches could be serious if they:

- Are unusually painful.
- Increase with movement.
- Get steadily worse.
- Affect your mental ability.
- Occur after a head injury.
- Occur with fever.
- Prevent normal activities.
- First start after age 50.

**If you checked any of these symptoms, consult your health care provider.** Get prompt care if you experience fainting, convulsions, stiff neck or slurred speech.

### HEAD-SMART HABITS for frequent headaches include:

- 1. Learning the causes.** Track your symptoms, behavior and surroundings for a few weeks using our Headache Diary download at [personalbest.com/extras/THWC/RightNavigation/PBest-Headache-Diary.pdf](https://personalbest.com/extras/THWC/RightNavigation/PBest-Headache-Diary.pdf).
- 2. Sleeping.** Adults need 7 to 9 hours of sleep nightly on a regular schedule.
- 3. Avoiding alcohol and limiting caffeine.** Too much of either can produce headache.
- 4. Reducing stress.** Simplify your schedule; try yoga, tai chi or meditation to help balance your days.
- 5. Exercising regularly.** It may reduce the frequency and severity of migraine and stress-related headaches.



September is Menopause Awareness Month.

## Menopause Relief

**Although menopause is a normal part of aging in women,** hormonal changes can cause physical changes, such as the sudden perspiration-producing sensations called hot flashes.

**But there are ways to reduce or possibly eliminate menopause symptoms with lifestyle changes,** according to the National Institutes of Health:

- Dress in layers and remove some clothing when you feel a hot flash starting.
- Sipping a cold drink and taking slow, deep breaths can reduce the feeling of heat.
- Avoiding smoking, spicy food, excess caffeine and alcohol can often keep hot flashes at bay.
- Hot flashes disrupt sleep so keep your bedroom cool (a fan nearby can help) and sleep in lightweight clothing.
- Regular exercise can pay off with better sleep quality and help keep weight under control (being overweight is associated with more severe hot flashes).
- If menopause causes vaginal dryness, over-the-counter water-based lubricants and vaginal moisturizers, used regularly, offer relief.



**When lifestyle changes aren't providing enough help,** talk to your health care provider about other treatments, including prescription medications and low-dose hormones, that may be appropriate for you, depending on your medical history and symptoms.

## Snoring is Serious Business

**Snoring occurs when relaxed tissues in your throat vibrate as you breathe during sleep.**

It can annoy and keep your partner awake, but snoring can also disrupt your own sleep, causing fatigue and raising the risk of health problems.

**Nasal polyps, enlarged tonsils and a stuffy nose can cause snoring.** Drinking alcohol before bed and simply growing older, too, can cause tongue and throat muscles to relax, resulting in snoring. But sleep apnea, marked by breathing that stops briefly and repeatedly during sleep, is the most serious condition linked to snoring.

**Sleep apnea causes choking noises and snoring during sleep** because your airway is narrowed, often from excess weight. Your brain perceives breathing difficulty and wakes you up, often many times an hour. You may not remember the repeated awakenings, but the

result can be morning headaches, irritability, forgetfulness, behavior or mood changes, anxiety and depression.

**If you experience sleep apnea symptoms,** talk to your health care provider about sleep study testing. Treatment for sleep apnea typically includes lifestyle changes, weight loss and a **continuous positive air pressure (CPAP) machine.** Untreated, sleep apnea raises the risk of stroke, heart failure, irregular heartbeats, heart attack and hypertension, according to the National Institutes of Health.



The **Smart Moves Toolkit**, including this issue's printable download, **Goals for Good Eating**, is at [personalbest.com/extras/19V9tools](https://personalbest.com/extras/19V9tools).

9.2019

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## New Hires In July and August

**Whitney Hayes**, Social Services Professional, Social Services, Hired 7/12/2019  
**Deborah Alsteen**, Library Assistant, Library, Hired 7/15/2019  
**Jedd Johnson**, Maintenance Technician, Facilities & Capital Management, Hired 7/15/2019  
**Monica King**, Administrative Assistant, Social Services, Hired 7/15/2019  
**Ariana Rubio**, Administrative Coordinator, District Attorney's Office, Hired 7/22/2019  
**Christopher Ruesch**, Social Services Professional, Social Services, Hired 7/29/2019  
**John White**, Maintenance Technician, Parks Recreation Forestry, Hired 7/29/2019  
**Amy Literski**, Social Services Coordinator, Social Services, Hired 8/5/2019  
**Jayden Richards**, Social Services Coordinator, Social Services, Hired 8/5/2019  
**Xia Vang**, Social Services Coordinator, Social Services, Hired 8/19/2019  
**Ann Bergfeld**, Social Services Professional, Social Services, Hired 8/26/2019  
**Jeffrey Campo**, Maintenance Technician, Facilities & Capital Management, Hired 8/26/2019  
**Ariel Kempf**, Public Health Assistant, ADRC-CW, Hired 8/26/2019



## Transfer & Promotions In July and August

**Shannon Stadey**, Promoted from Social Services Coordinator to Social Services Professional, Social Services on 7/12/2019  
**Jennifer Soley**, Promoted from Social Services Coordinator, Social Services to Paralegal, Corporation Counsel on 7/29/2019  
**Danielle Sadoglerski**, Promoted from Administrative Specialist to Social Services Coordinator, Social Services on 8/12/2019  
**Christopher Gazda**, Promoted from Communication Specialist to Deputy, Sheriff's Office on 8/25/2019  
**Derek Wheatley**, Promoted from Court Security Deputy to Deputy, Sheriff's Office on 8/26/2019  
**Thomas Hines**, Promoted from Reserve Deputy to Court Security Deputy on 8/26/2019



## Service Anniversaries In September and October

### 45, 40, & 35 Years Of Service—None

#### 30 Years Of Service

**Christine Luebbe**, Library Specialist, Library, Hired 9/23/1989  
**Paula Halkoski**, Administrative Coordinator, District Attorney's Office, Hired 10/10/1989

#### 25 Years Of Service

**Frank Hanousek**, Lieutenant, Sheriff's Office, Hired 10/26/1994

#### 20 Years Of Service

**Dean Stratz**, Register of Deeds, Hired 9/7/1999  
**Kathryn Stolze**, Social Services Coordinator, Social Services, Hired 10/25/1999

#### 15 Years Of Service

**David Schwarm**, Maintenance Specialist, Highway, Hired 10/11/2004

#### 10 Years Of Service

**Jennifer Cummings**, Senior Public Health Professional, ADRC-CW, Hired 9/8/2009

#### 5 Years Of Service

**Leah Giordano**, Library Manager, Library, Hired 9/2/2014  
**Kathleen Neltzel**, Accounting Technician, Register of Deeds, Hired 9/2/2014  
**John Felhofer**, Social Services Coordinator, Sheriff's Office, Hired 9/15/2014  
**Lance Leonhard**, Deputy County Administration, Hired 9/15/2014  
**Daniel Mrotek**, Driver, ADRC-CW, Hired 9/15/2014  
**William Maguire**, Senior Maintenance Specialist, CW Airport, Hired 9/28/2014  
**Rachel Buehrens**, Social Services Professional, Social Services, Hired 9/29/2014  
**Eric Olson**, Waste Management Specialist, Solid Waste, Hired 10/6/2014  
**Andrew Schmidt**, Maintenance Specialist, Highway, Hired 10/27/2014  
**Veronica Schaeztl**, Social Services Coordinator, Social Services, Hired 10/27/2014

