



MARATHON COUNTY EMPLOYEE NEWSLETTER

Keeping employees *connected* and *engaged*.

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Learning From 2020 and Planning for 2021 Submitted By Lance Leonhard



While 2020 has certainly been a year unlike any we experienced before, it has also presented us with countless opportunities to innovate and learn. Whether it’s getting groceries, visiting family, or going to school, many aspects of everyday life don’t seem quite as *normal* as they once did. Our work is no different.

As we have sought to react and adapt, the greatest source of our innovation and learning has been each of you. This is precisely the reason that over the last several weeks we sent out two surveys: one on our *Organizational COVID Response* and the second on *Back to School Planning*.

Your feedback has been extremely helpful and we are already working to implement what we learned to improve our communication, to ensure each of you have the tools you need to work effectively, and to offer more flexible work environments. Over the last several months, we have made significant strides to expand telework opportunities, but I heard you tell us that we need to do more. As we move forward with preparing the 2021 Annual Budget, I can assure you that expanding telework opportunities is going to be a top priority.

In addition to evaluating the survey results at an organization-wide level, each department (provided they had more than five responses) received department-specific survey information that department heads will review to better understand how we can better support each of you. I encourage anyone with thoughts on how we can improve our organization, or if you have any questions, to reach out to your supervisor or department head.

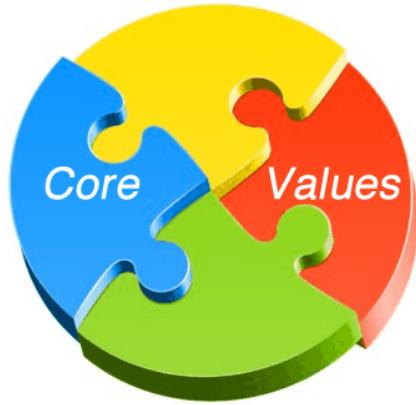
In addition to information regarding the surveys, this edition of the newsletter is full of other great information. Whether you have questions regarding Back to School, are looking for some health and wellness tips, or just want to catch up on recent events in other departments, this edition has something for everyone. Also, be sure to review the wellness articles to make sure you qualify for the health plan incentives!

Finally, I hope each of you take the time to read the articles highlighting our recent Core Value recipients – Heather Wilde, Diana Christiansen, and Sheng Lao. I couldn’t be more honored to work in an organization with such amazing people.

Thank you again for all of your continued efforts to serve our community.



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



Core Value Winners

July & August 2020

Heather Wilde, Administrative Coordinator, Library — Leah

Giordano nominated Heather for the Core Value Role Model in the area of Service. Heather has been a “behind the scenes” long before Leah began her employment



with the County, and continues to keep the Library running like a smooth machine. She makes sure that Library employees get their paychecks, that their PTO is properly used, that their event planners have what they need, that the Library Board meetings are organized, that Library statistics and budgets are accurately documented, that the Library policy binders are up-to-date, that hiring new Library employees is an efficient process, and about a thousand other things that we don't realize that she does.

Her contribution to the Library team became more apparent during the COVID pandemic. She was impressively quick on her feet to get Library the supplies that they needed to continue their work in servicing the public in a safe manner. Heather sought out alternative outlets for hand sanitizer, came up with a great salutation to keep our public keyboards clean, and found other ways for Library employees to clean when disinfectant wipes were more rare than platinum. In short, the Library would not run nearly as smoothly without Heather's dedicated service! Way to go Heather.

Diana Christiansen, Corrections Specialist, Sheriff's Office was nominated by her coworkers: Cheryl Kuehn, Mike Kuehn, Nicholas Leskey, Rachel Peterson, Andrew Tackes, Clay Thieme, Tristan Wanden, Sasha Wisniewski, Denney Woodward, and Lorraine Zamzow. The Core Values of Marathon County Sheriff's Office are Duty, Integrity, Respect, Team, and Safety. To nominate Officer Christiansen, the Corrections staff were to write in 500 words or less, which they believe is impossible when it comes to Officer Christiansen. In exemplifying the Sheriff's Department Core Values, Diana is a true reflection of Marathon County.



Diana has been with the Marathon County Jail for almost 4 years and has shown nothing but exceptional performance through her tenure. Diana completes her tasks as well as many other extra tasks to assist her co-workers. While completing these tasks, Diana always has a smile on her face and completes tasks in a timely manner. Diana is always the first to jump up and complete extra tasks such as court ordered fingerprints. Diana leads by example in all aspects of the job and currently fills in for the Jail Administrative Assistant when she goes on vacation. You can always trust in Diana to do the right thing even when no one is looking. Diana is very thorough in her job duties and makes sure things are done in an accurate and timely manner.

Whenever there is a difficult task that needs to be done, you can always rely on Diana to complete the task without need for correction. Diana comes in early for her shift everyday she works. Diana has a knack for de-escalating tense situations with inmates. By using her many skills, Diana has gained respect with not only her co-workers, but also with whomever she interacts with. She always remains calm, and fair when dealing with stressful situations. Diana has a great working relationship with all of her co-workers and has an infectious smile everyday she works.

Continued Page 3.

When the shift is having a bad day, you can always rely on Diana to lift their spirits. Diana works well as a team and is always willing to help. She will complete her tasks and assist others to be sure the tasks for the day are completed. If we had to pick an employee we would want to assist us, we all would choose Diana. When we have new employees, Diana will gladly assist in answering questions and guide

them in the right direction. Diana exemplifies safety in her work every day not only the safety of herself, but also the safety of other staff and those in her charge. Diana was awarded with a Life Saving Award for her assistance in saving the life of a suicidal Inmate. Diana is always aware of her surroundings and the potential danger to herself, co-workers, and Inmates. Diana is very organized and maintains a clean workspace. While dealing the COVID-19, Diana makes sure to keep the work area sanitized for all.

In conclusion, her fellow coworkers feel that Diana Christensen is a prime candidate for a Core Value Award and is the face of not only the Sheriff's Department, but also Marathon County. Congratulations Diana.

CORE VALUES

Sheng Lao, Corrections Specialist, Sheriff's Office was nominated by James Coscio and as a role model for



Marathon County's core values. Sheng exemplifies and embodies all of the County's core values of Diversity, Integrity, Quality, Service, Shared Purpose, and Stewardship of Shared Resources. However, James believe that Sheng's strongest suit is Quality. Sheng always gives 100% effort ensuring that the Sheriff's Office is shone in the best light possible by constantly keeping abreast of all operating procedures and department policies resulting in the "Best Practices" in the Corrections Field. Sheng has recently been awarded the Sheriff's Department Life Saving Award when she demonstrated quick thinking and applied lifesaving skills to an elderly neighbor in her community – when a man had fallen and struck his head, needing medical attention. Sheng assists community members when they have questions regarding correctional paperwork and interprets for our Asian inmates and their families. This helps to bridge the language barrier and makes understanding of situations and procedures that differ greatly from their community culture and values. Sheng Lao's quality work not only brings credit upon herself but also reflects well on Marathon County and the Sheriff's Department and Corrections

Division. Congratulations Sheng, you truly live the County's core values.

Core Value Nominations

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

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



The nomination form is located on the County's Website, under Employee Resources Department OR [Click here for nomination form](#) — electronic or paper form available. Nominations are submitted to [Mary Palmer](#), County Administration.

2020 Payroll Tax Deferral

We have been getting questions as to whether Marathon County will implement the payroll tax deferral option allowed under President Trump's recent executive order. The short answer is "NO".

On August 8, 2020, President Donald Trump issued an executive order titled "Memorandum on Deferring Payroll Tax Obligations in Light of the Ongoing COVID-19 Disaster." The order directed the Secretary of the Treasury to use its authority to defer the withholding, deposit, and payment of certain payroll tax obligations.

On August 28, 2020 the U.S. Department of the Treasury issued guidance (Notice 2020-65) to employers regarding how to implement the deferral allowed in the order. The guidance provides that employers are allowed, **but not required**, to defer withholding of the employee portion of the Social Security payroll taxes ("applicable taxes") on "applicable wages" until next year. "Applicable wages" are wages paid to employees between September 1, 2020 and December 31, 2020.

If an employer elects to stop withholding applicable taxes on applicable wages, the employer must recapture those withholdings out of all of the employee's paychecks for the period January 1, 2021 through April 30, 2021, on a pro rata basis each pay period. Any withholdings deferred that are not caught up by May 1, 2021 (meaning the taxes must be remitted to the IRS) will accrue interest and penalties. The Treasury guidance does note that if it is necessary (for example, if the employee terminates employment prior to April 30, 2021), the employer may make "other arrangements" to collect the deferred taxes from employees.

To summarize, if an employer defers the taxes for their employees the employees will have to pay it back. Paying taxes back will cause additional work for payroll processing and could also be a challenge for employees to come up with the money for months of deferred taxes. Marathon County will join the majority of employers and not implement the payroll tax deferral. There is little if any benefit to it. If you have any questions, contact Kristi Palmer, x1172.



Remember to Set Your Clocks Back

Daylight Saving Ends

Sunday, November 1, 2020 at 12:00 am

**Remember
ATM at the Courthouse
2nd Floor**



**Marathon County
Employees Credit Union**

Take Action! Get Your Flu Shot and Stay Health this Season

Submitted By Mary Jo Maly



Flu season is approaching and typically runs through May. It may be more important than ever to get your flu shot this season! While the flu vaccine won't protect you from developing COVID-19, it's still a good idea to get vaccinated so that you stay as healthy as possible this season. The Centers for Disease Control and Prevention recommends the following plan of attack:

- ◆ **Definitely get a flu shot – it will provide the best protection against influenza.** Because viruses are constantly changing, influenza vaccines are updated each year to better match viruses expected to be circulating in the United States. A yearly vaccination is needed for the best protection. There is currently no vaccine to prevent COVID-19.
- ◆ **Avoid being exposed to both viruses – it's the best way to prevent getting sick.** Try to avoid close contact with sick people. If you get sick, limit your contact with others. Wear a mask. Avoid coughing or sneezing on others. Wash your hands often.

If you get the flu, your doctor may prescribe antiviral drugs that can make your symptoms milder and shorten the time you are sick. They may also prevent serious flu complications. The flu can make some chronic medical conditions worse, even if they are well managed. The CDC recommends flu vaccination as long as flu viruses are circulating to reduce your risk of flu illness and flu-related complications.

Get Your Flu Shot At These Locations				
Thursday October 1st	Monday October 5th	Thursday October 8th	Tuesday October 13th	Wednesday October 21st
Courthouse Assembly Room 8:00 – 11:30 am		MC Highway Dept 1430 West St, Wausau 7:00 – 11:30 am	Employee Health & Wellness Center North Central Health Care 1100 Lakeview Dr. Wausau 6:30 am – 3:00 pm	Employee Health & Wellness Center North Central Health Care 1100 Lakeview Dr. Wausau 8:00 am – 4:30 pm
Employee Health & Wellness Center North Central Health Care 1100 Lakeview Dr. Wausau 10:00 am – 6:30 pm	<p align="center">Employee Health & Wellness Center Flu Shots</p> <p align="center"><u>Flu Shot Eligibility:</u> Only GHT health plan employees and covered spouses and adult dependents (age 18+) accepted. Appointments are required for all flu shots – walk-ins will not be accepted. Call (715) 843-1256 to schedule an appointment.</p> <p align="center">Schedule your appointment for the mobile mammogram unit available on October 21, 2020.</p>			
212 River Drive Room 1 1:00 – 4:00 pm	Courthouse Assembly Room 1:00 – 4:00 pm	Courthouse Assembly Room 1:00 – 4:00 pm	<p align="center">Onsite Flu Shots</p> <p align="center"><u>Flu Shot Eligibility:</u> All employees including County Board Supervisors are eligible for shots at onsite county locations. In addition, spouses and adult dependents (Age 18+) covered under County's health plan. Advance sign up required.</p> <p align="center">Choose your time by clicking here.</p> <p align="center">A minimum of 35 participants are required at each location; dates/times may be subject to change if minimum participation is not met.</p>	

Other things to know.....

Everyone must wear a face covering and will be screened; do not attend if you are ill.

Onsite Flu Shots: All employees including County Board Supervisors are eligible for shots at onsite county locations. In addition, spouses and adult dependents (Age 18+) covered under County's health plan. Signup in advance by accessing this [flu signup link](#). Arrive no more than 5 minutes prior to your chosen time and maintain social distancing. If you need to change dates, be sure to use the [flu signup link](#) to do so.

Employee Health & Wellness Center Flu Shots: Only GHT health plan employees, spouses, and adult dependents (age 18+) accepted. Appointments are required – contact 715-843-1256.

Wear short sleeves or sleeveless tops that allow for easy access to the injection site.

Adult Quadrivalent shots will be administered. Consent forms will be required. Participants are expected to wait 15 minutes post immunization for observation.

30 minutes of paid work time will be provided for employees who receive flu shot at the onsite or at the Employee Health & Wellness Center (travel time is not paid).

Get your mammogram at the Employee Health & Wellness Center on **October 21, 2020**. The mobile mammogram unit will be there only on this day. Call 866-672-5133 to schedule an appointment.

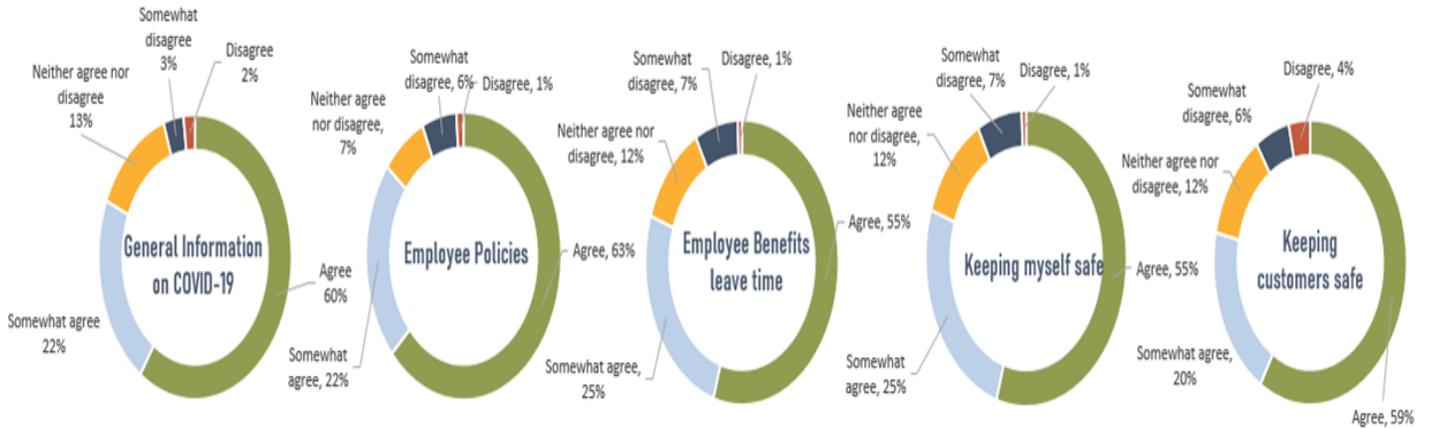


COVID Employee Surveys Results

Submitted by Frank Matel

Below you will find a sample of some of our results from the recent Organizational COVID Response survey. The complete county-wide results can be found at the following link: [COVID Employee Engagement Survey Results](#)

The communication I am receiving from leadership helps me feel informed, in regard to:



The Child Care survey results showed that most employees with kids in child care or school think flexible work schedules and work locations would be the most important things Marathon County could do to support them in the event of closures. Due to low countywide numbers of employees responding with child care responsibilities, this data may best be handled at the department level. Thanks to each of you who took the time to take the survey. Your input is critical in helping us improve our operations.

Please feel free to contact Frank Matel at x1454 with any questions/comments/suggestions.



YOU STOP THE SPREAD

PROTECT WHAT'S IMPORTANT TO YOU

Wear a mask!

Keep 6 feet apart!

Stay at home if you can and when you are sick!

Wash your hands!

Symptoms? Get Tested?

Get COVID-19 safety tips, updates, and more.

dhs.wisconsin.gov/COVID19

Marathon County IDEAS Academy

Submitted By Molly Adzic



Marathon County IDEAS Academy is back in full swing! In order to keep everyone safe, the training curriculum for both Awareness and Innovator training has been updated to eliminate group activities, and all class sizes have been reduced to allow for safe social distancing. Although the training is a bit different these days, it's still a lot of fun and full of valuable information.

Ideas Academy

Haven't been through Awareness Training? What are you waiting for? Awareness Training is a fun and interactive introductory workshop covering the basic concepts of continuous improvement and a brief overview of select tools and techniques.

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

Register Now!

Friday September 25, 2020—8:00 am to 12:00 pm

Tuesday September 29, 2020— 8:00 am to 12:00 pm

Tuesday October 13, 2020— 8:00 am to 12:00 pm

Enjoyed Awareness Training and interested in developing a deeper understanding of continuous improvement? The IDEAS Academy is always accepting [applications](#) for Innovator Training.

The Innovator Training course is a 3-day hands-on workshop providing participants a more in depth overview of several additional tools and concepts. Like Awareness Training, Innovator is comprised of group exercises, videos, lecture, group discussion, and hands-on simulation. The Innovator Training course covers topics such as, project

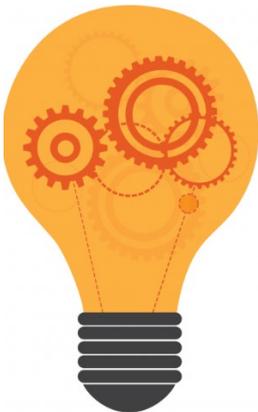
leadership, change management, strategies for tracking and

measuring performance, and tips for successful innovation. This course is designed to prepare employees to lead a process improvement project to successful completion. Beyond the 3 consecutive days of training, it is the expectation that all Innovator Training participants will use what they have learned to lead and participate in continuous improvement initiatives within their department and across Marathon County.

If you are interested in applying for Innovator training, first meet with your supervisor to discuss your interest in the program and ensure that you have their support. Once you have confirmed your supervisor's support, please complete the Applicant Portion of the [application](#), found on the Marathon County Website under Continuous Improvement, and send it on to your supervisor to complete and submit to IDEAS.Academy@co.marathon.wi.us for review. If

you are selected to participate in the training, available dates will be shared with you and your supervisor to determine when you will attend. Sessions are typically offered on a monthly basis.

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



Wellness Program Dates

Biometric Screening—10/1/2020

Health Assessment—10/20/2020

Annual Medical Exam—10/31/2020

Optional Wellness Activities— 10/31/2020



Activities must be completed by above dates to qualify for incentives and premium reduction in 2021.

Qualified participants no longer need to be actively employed on 12/31/20 to receive discounted premium in 2021 if they qualified during the 2020 Wellness Program.

Ladies Holiday Party

The Marathon County Ladies Employee/Retiree Holiday Party has been cancelled for 2020 due to COVID-19.

The Ladies of the ADRC-CW and CPZ Departments are looking forward to celebrate with you all in 2021.

We appreciate your support, be well and be safe!



Back To School Resources For Dealing With COVID-19

If you have not had a chance to check out the County's "[back to school resource](#)" webpage, please take a few minutes to review the material along with the following FAQ's.



Here are some common scenarios you may encounter with kids at school:

Q: My child is in a classroom with another child who tested positive, however was not in close contact. Can I come into work?

A: Yes. The school told you your child was not in close contact with the child that tested COVID positive. Since they all are wearing masks, were not in close contact of less than 6 feet for more than 15 minutes, you can come to work.

Q: My child has a positive case in their cohort at school, do I need to stay home from work?

A: No. The school did not tell you your child was exposed to the COVID positive child. Since they all are wearing masks, were not in close contact of less than 6 feet for more than 15 minutes, you can come to work.

Q: If my child is sick and being tested for COVID-19, can I come to work?

A: If they are being tested for COVID-19 and you are able to effectively maintain social distancing from the child, you may continue to work. If you unable to maintain social distancing while caring for your child, you both need to quarantine, monitor symptoms, and you cannot come to work until your child receives a negative test result. In the event your child tests positive or you are unable to come into work, contact your supervisor and ER to discuss leave or flexible work options.

Q: I was notified by public health or my school that my child had close contact and was exposed to a COVID-19 positive student (on bus, in classroom, on playground, etc).

Scenario 1: My child is asymptomatic, can I come to work?

A: If you are able to effectively maintain social distancing from your child, you may continue to work. If you are unable to come into work, contact your supervisor and ER to discuss leave or flexible work options.

Scenario 2: My child is symptomatic, can I come to work?

A: You should notify your Aspirus COVID hotline or primary care provider for possible testing of your child. If you are able to effectively maintain social distancing from your child, you may continue to work. If you are unable to come into work, contact your supervisor and ER to discuss leave or flexible work options.

Scenario 3: My child tested positive for COVID, can I come to work?

A: If you have symptoms, stay home. Contact your supervisor and ER. If no symptoms, you may be restricted from the workplace depending on your unique interaction and exposure. ER will determine whether you are restricted from the workplace.

We anticipate many scenarios that will occur this school year. Each scenario will be unique to you, your child, your family, and your work situation. Contact Employee Resources (ER) at 715-261-1457 to discuss your situation. We are here to support and help you succeed.

Volunteer to be a Poll Worker

Submitted by Kim Trueblood



The November presidential election is almost here! As all the municipal clerks prepare for their busiest day in four years, one of their main concern is making sure that they have enough poll workers to staff all the polling places. State statutes dictate how many workers must be present at each location, so even the very small towns are often looking for people to step up to help. This is especially crucial now, as many veteran poll workers have chosen not to work these last few elections due to COVID-19.

Being a poll worker is easy and fun! You get to interact with your friends and neighbors throughout the day, all while providing a crucial community service. Poll workers do everything from check-in voters, help people register to vote, check photo IDs and process absentee ballots. Your local clerk will provide you with training prior to election day for the job you will be doing. This is a great opportunity for high school and college students to get involved with the democratic process!

To be a poll worker, a person must:

- ◆ Be a qualified elector of the county in which the municipality is located (i.e., an adult citizen of the United States who has resided in the election district for 28 consecutive days and is not otherwise disqualified to vote)
- ◆ Be able to read and write fluently in the English language
- ◆ NOT be a candidate for any office to be voted on at the polling place at that election.



Many clerks will accommodate a half day shift, while some are looking for help all day. Check with your supervisor to see if this is something you might be able to do, and share with friends and family as well!

If you, a family member or a friend is interested in becoming a poll worker, contact your town, village or city clerk.

United Way Workplace Campaign

Submitted by Boly Vang

For 90 years, United Way Marathon County has funded more than 30 partner programs in the community to help reach its mission of uniting people and organizations in Marathon County to build a stronger community and strategically invest in education, financial stability and health priorities to improve the lives now and into the future. You can contribute by making a gift during our next United Way Workplace Campaign (details will come out later this month).

Your generosity and caring will make a difference for thousands in our community. Together, we are creating a better Marathon County for us all.

WHY GIVE: Your dollars stay local. Your gift stays in the community and volunteers examine the needs in our community and determine the most effective solutions.

SWEEPSTAKES:

GIVE & WIN Sweepstakes

Make a donation of at least \$1 per week (\$52+ per year) during United Way of Marathon County's Campaign and you will automatically be entered into the sweepstakes.

Sweepstakes entries must be received by 5pm on December 4, 2020. Official sweepstakes rules can be found at www.unitedwaymc.org/sweepstakes.

GRAND PRIZE \$5,000 CASH			
2ND PRIZE \$3,000 CASH	3RD PRIZE \$2,000 CASH	4TH PRIZE \$1,000 CASH	5TH - 10TH PRIZE \$500 CASH EACH

WINNER!

New donations and previous gifts increased by \$13 earn DOUBLE!			
GIFT ENTRIES	\$52	\$78	\$104
	2	4	6
Continue with the same gift as the previous year for standard entries.			
GIFT ENTRIES	\$52	\$78	\$104
	1	2	3

THANKS TO OUR SWEEPSTAKES SPONSORS!



Benefit News

Health Benefit Plan Provider Network Updates



Marshfield Clinic Health System Network Updates

Effective August 1, 2020, Ascension Wisconsin and Marshfield Clinic Health System have finalized an agreement on the transfer of ownership of Ascension St. Clare's Hospital (Weston, WI) to Marshfield Clinic Health System. It is important to note this transaction does not include the Ascension Medical Group clinics at Westwood, Schofield and Mosinee.

Effective September 1, 2020, Marshfield Clinic Health System will rejoin the Broad Network as an In-Network provider. This applies to all Marshfield Clinic Health System locations state wide.



News from the Department of Employee Trust Funds

Income Continuation Insurance (ICI) Premium Holiday

The Department of ETF has extended the Income Continuation Insurance (ICI) premium holiday for 2021. This means that employers and employees will not pay premiums for either standard or supplemental ICI coverage. There has been a premium holiday since January of 2012 due to the strong financial status of the local ICI Program.

Live Webinars Scheduled for September

ETF is offering a series of 30-minute, live, interactive webinars designed to increase your understanding of Wisconsin Retirement System benefits. Individuals can also ask questions at the end of these sessions. Visit our webinar page to learn more about the sessions.

Visit the ETF Webinar Catalog at <https://etf.wi.gov/webinar-catalog>

Deferred Compensation—Nationwide

Virtual One-On-One Enrollment & Review

Sept 23, 2020 and Sept 24, 2020

Kerry Johnson is offering virtual enrollments and plan reviews for the Nationwide 457(b) Deferred Compensation Plan. A Deferred Compensation Plan provides employees an opportunity to invest a portion of their earnings on a before-tax or after-tax (Roth) basis to supplement their retirement income.

Use the links below to schedule your virtual meeting with Kerry.

To schedule use: <https://kerryjl1.checkappointments.com>

To view account via Go to Meeting use: <https://www.gotomeet.me/KerryJohnson>

Avoid common emotional ups and downs

NRM-5141M15 (05/15)
Investing involves risk, including possible loss of principal. Information provided by Retirement Specialists is for educational purposes only and not intended as investment advice.

Think long-term when investing.

Three tips to deal with market turmoil:

- 1** A good strategy is a good strategy regardless of market conditions. Stick with it.
- 2** You're in for the long-term. Don't make emotional decisions. Instead, focus on your long-term goals.
- 3** Talk with your local plan rep. They can provide you with educational information about long-term investing.

Deferred Compensation Virtual Visit@Marathon County
Tues., September 22nd and Weds. September 23rd
Virtual Personal Appts (8:30 am- 4:00 pm)
Schedule Using the Link Below
or Call to Schedule



Contact your Nationwide Retirement Specialist:
Kerry Johnson, CRC
 608-825-2516
Johnk46@nationwide.com



Contact your Nationwide Retirement Specialist:
Retirement Resource Group
 888-401-5272
Nrsforu.com

<https://kerryjl1.checkappointments.com>

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ADRC-CW “Wear a Mask” Contest & Campaign

Submitted By Jonette Arms

The Aging and Disability Resource Center of Central Wisconsin works with adults who are 60 plus years or 18-59 years and living with a disability. The ADRC-CW mission is focused on promoting choice and

independence through personalized education, advocacy, and access to services that prevent, delay, and lessen the impacts of aging and disabilities in the lives of adults.



Aligned with its mission, the ADRC-CW believes in being proactive to help keep older adults, adults with

disabilities, and the entire community, safe and healthy. Therefore, during the month of July we launched a “Wear a Mask” contest and campaign. What better way to include advocacy in our work, than to encourage and collaborate with residents throughout the ADRC-CW region (Langlade, Lincoln, Marathon, and Wood counties) to promote wearing masks. Our goal is to support the region’s most vulnerable populations in reducing the risk of exposure to COVID-19.

Twenty-one contestants submitted photos and/or slogans and after much contemplation, we decided to make everyone a winner. Each contestant set a positive example and represented what wearing a mask during the COVID-19 pandemic means to the entire region’s wellbeing and safety. Therefore, we decided that everyone who sent in a picture and slogan deserved to be on one of our billboards. Each winner’s picture is on a billboard within the county in which he or she resides.

Also for each contestants’ support, along with having their picture posted on a billboard, they received a prepaid \$100 VISA gift card and a gift bag inclusive of a certificate of appreciation, an ADRC-CW logo mask, and other practical keepsakes.

Some slogans were modified due to their length and our ability to use certain content. Selected billboard slogans:

- ◆ Pandemic Pushback
- ◆ Taking Care of US and You
- ◆ Join us for the “Mask” erade
- ◆ Masks: Not just for Halloween
- ◆ Make a difference, wear a mask



The ADRC-CW collaborated with LAMAR Advertising to develop the billboards. The locations and dates the billboards will remain up:

August 10 through September 6, 2020

Langlade: Hwy 45 South of County Road N.
Lincoln: Hwy 51 North of County Road H.
Marathon: I-39 North of Kowalski Road by the Cedar Creek area.

August 17 through September 13, 2020

Wood: Central Avenue North of 9th Street in downtown Marshfield.
Wood: Hwy 54 East of Baker Street in WI Rapids.



Congratulations to our winners/everyone that participated and all our partners who helped to get the word out! We are grateful for your support of the ADRC-CW and our communities. Please continue to be an example by wearing a mask while in the public and helping to spread the word about how to reduce the spread of COVID-19!

If anyone knows of adults who are aging 60 years plus or adults living with disabilities who are 18-19 years in need of a mask, please have them call us at 1-888-486-9545 or email us at adrc@adrc-cw.org with their request.

The ADRC-CW serves residents living in Langlade, Lincoln, Marathon, and Wood counties. Although, our offices are not yet open for in person visits, we are continuing to take calls and provide services to our targeted populations. Give us a call at 1-888-486-9545!

September is Trees Stand Safety Awareness Month

Submitted By Mary Jo Maly

It's the month most hunters start heading back to the woods to either put up stands or begin hunting for that "big buck" showing up on their trails cams!

If you're a hunter, you know how exciting this change of season can be! But, don't let your excitement get in the way of always thinking safety.



Tree Stand Falls

Deer Hunting's Most Common Accident

Recent white tail deer hunting studies from the Tree Stand Safety Awareness Foundation, the Marshfield Clinic Research Foundation and the Wisconsin Department of Natural Resources, found that roughly five of every 10,000 deer hunters (.05 percent) annually require medical attention after falling from tree stands.....and the chances of suffering a gunshot wound while hunting are at least 90 percent lower! Another theory debunked from the research, was the assumption that alcohol and drugs contributed to the falls. In fact, there was little evidence to support that.

What the studies did find.... was that roughly half of the tree stand accidents occurred while hunters climbed to, stepped in, stepped out of or descended from tree stands and noted 36 percent of falls occurred as hunters descended after dusk, and 18 percent resulted from structural failures such as broken straps and steps.

Tree stand-related injuries are usually serious, given that victims can be falling at 30 mph upon impact. The studies reported 81 percent of victims required surgery; 59 percent of their injuries involved spinal fractures, 47 percent involved "lower extremities," 18 percent involved the head and 8.2 percent involved permanent neurological problems.

The Tree Stand Safety Awareness Foundation promotes safety awareness and encourages hunters to follow a few **basic safety principles** called "**the ABCs of Tree Stand Safety**"

- ◆ **A**lways remove and inspect your equipment
- ◆ **B**uckle on your full-body harness
- ◆ **C**onnect to the tree before your feet leave the ground



By practicing these three simple steps, you can fully enjoy your tree stand hunting experience and come home safe to your family and friends. And, remember, if you don't have your full-body harness, **DON'T CLIMB** and hunt from the ground.

Don't become a "statistic" – practice your ABCs!

There is Great Value in the Work of the Aging and Disability Resource Center of Central Wis —

Submitted by Jonette Arms

Case story as submitted by Anikka Tesch, Elder Benefits Specialist

I received a call from a 62-year-old man who is going on Medicare due to a disability. The man's medical provider had prescribed medication for his multiple sclerosis (MS). However, the man had not been able to take his medication in many months due an \$8,000 monthly cost. The needed medication was the client's primary concern, but he also wondered if he needed secondary insurance to assist with supplementing his Medicare.

The client was concerned about being able to afford the additional insurance as well. His wife was laid-off and they were living on his disability and her unemployment, which has decreased with the conclusion of the COVID-19 supplemental federal unemployment. After doing some research, I remembered that federal unemployment is not included as income for Medical Assistance purposes. This meant that the client qualified based on his income for the Medicaid Purchase Plan.



I explained the program to him, which would help to bring down his prescription costs and act as a secondary insurance. The client was is able to use "in kind" work that he does for a relative toward the work requirement. He applied for the program online and in less than two-weeks; he was approved. His medication that was previously unaffordable at \$8,000 per month is now \$8.95 each month. This client is now able to see his neurologist and get the tests and treatments for his MS that he had been putting off. He was very grateful for the information and assistance that I was able to give him.

The Aging and Disability Resource Center of Central Wisconsin (ADRC-CW) and community offers kudos to Anikka for helping this client –IMPRESSIVE WORK!

This is just one story of the great work provided throughout the agency. The ADRC-CW serves residents living in Langlade, Lincoln, Marathon, and Wood counties.

Although, our offices are not yet open for in person visits, we are continuing to take calls and provide services to aging adults 60 years plus and adults living with disabilities ages 18 to 59 years.

Please refer people to 1-888-486-9545 to learn more!



Marathon County Deputies Stop Dangerous Felon

Submitted By Scott Parks and Chad Billeb

On September 1, 2020, the Sheriff's Office responded to the area of a reported armed robbery/car-jacking in the City of Wausau. Information was shared by the 911 Communications Center about an individual who had been involved with

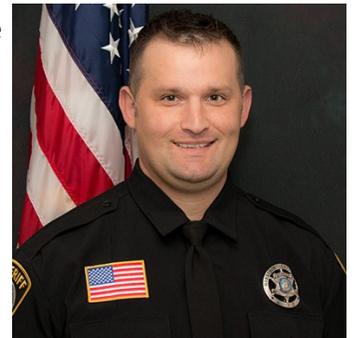


Lieutenant Steven DeNovi

the armed robbery and theft of two vehicles, either directly displaying a firearm or indicating he was armed. During the first incident, at gunpoint, the suspect stole a vehicle from a citizen while at the Aspirus Hospital campus. The suspect then drove to a private residence in the City of Wausau where he showed just how desperate he was. The suspect boldly and without concern for the residents of a home, entered the home and took a vehicle from the owners of this residence placing these citizens in great danger. Thankfully, neither of the persons the vehicles were stolen from were physically harmed.

The suspect was operating the second stolen vehicle when he was observed by Deputy Nathan Olig on I-39 southbound in the Town of Rib Mountain. Deputy Olig attempted to stop the vehicle but a pursuit ensued. Law enforcement was aware the suspect was armed with at least one firearm and had committed two felony crimes. Speeds during the pursuit reached 100 miles per hour.

During the pursuit, the suspect drove his vehicle off the road surface through residential yards and other property. Marathon County Sheriff Lieutenant Steven DeNovi, knowing the suspect was armed with a firearm and was engaging in reckless and hazardous acts jeopardizing the safety of all in the area, elected to use his patrol vehicle striking the fleeing vehicle the suspect was driving with a direct and decisive impact directing the vehicle into a tree disabling the vehicle and ending the pursuit. Almost immediately the suspect displayed two handguns in a fashion that was a threat to other citizens and law enforcement officers on scene. Although DeNovi was injured in the vehicle stop, DeNovi maintained his professionalism and negotiated for nearly 50 minutes with the suspect causing the suspect to surrender peacefully without further incident.



Deputy Nathan Olig

The actions of Lieutenant DeNovi and Deputy Olig demonstrate a great degree of professionalism, skill and caring. Lieutenant DeNovi and Deputy Olig represented the Sheriff's Office and community exceptionally well that evening. In addition, they were model representatives of our Core Values and Mission. Their commitment to preparing and responding to emergencies in our community demonstrated the Sheriff's Offices' ability to overcome the worst society can offer. The Sheriff's Office prepares for this, the goal of bringing EVERYONE out safely no matter what side of the law you are on.

Lieutenant DeNovi was injured during this incident and needed to seek medical attention. He was injured because he knew the actions of this armed felon were endangering people he did not know but serves diligently. He was injured because he knew he had to end this armed pursuit before the subject caused harm or potentially killed someone. He was injured because he placed everyone else's life ahead of his own, because that is what we do. We are your Sheriff's Office and are here to serve each one of you every minute of the day.

CCITC—Phishing Scam & Cyber Security Training

Submitted by Dané Kudronowicz

A phishing scam is one that criminals use to trick you into providing them with your personal information, such as login credentials, account numbers, social security number, or billing information to use for their personal gain.

Once they obtain that information, they can then gain access to your email account, banking information, and other accounts. As savvy as you think you may be, phishing scams are becoming increasingly tricky to spot. According to the FBI's Internet Crime Complaint Center, \$30 million in losses were reported within only one year.



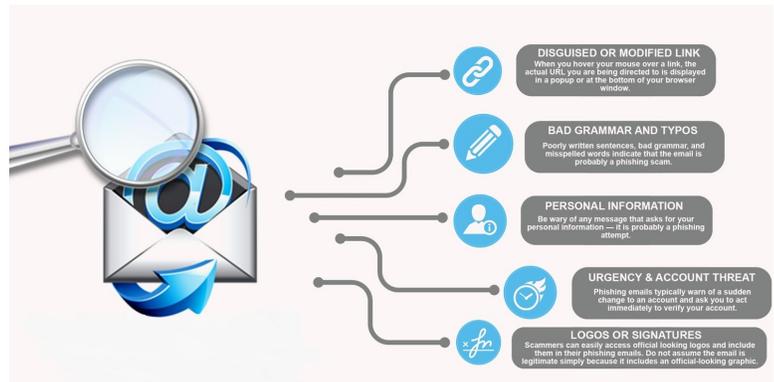
How can I spot a phishing scam?

Emails and text messages that contain phishing attempts are disguised to look like they're from a company or person who you know and trust, such as a bank, credit card company, social networking website, or online account. A phishing attempt usually begins with a story intended to trick you into clicking on a link or opening a malicious attachment. They may:

- Offer a coupon for free products
- Say that you're eligible to register for a tax credit or government assistance program
- Ask you to confirm your account information
- Claim that there was a problem with your payment information
- Say that they noticed suspicious activity or log-in attempts

Criminals continuously change their methods, but there are a number of red flags that you can watch out for that might indicate that an email or text message is actually an attempt at a phishing scam:

- The email appears to be from a company you know and trust, but the sender's email address doesn't EXACTLY match the company name itself.
- The email doesn't address you by name. A company you do business with will have your name on file and address you by that name.
- The email contains misspelled words or bad grammar.
- The email asks you to click on a link to update account information.



Site source - *Guardio*

The best practice to follow

- When in doubt, "DELETE"
- Always "hover" over links to see where they go
- If you think it's a legitimate issue from your financial institution, Close the Email, Open your web browser and go to your bank's website without using the link in the Email.



For more detail information you can go to CCITC's Calendar <http://intranet/CCITC/Calendar.aspx> and sign up for Cyber Security Training. **NOTE: This link will only work when using a computer connected to the County's network.**

Veterans Service Office Software Upgrade

From VIMS to VetPro Submitted By Jill Geoffroy

The Veterans Service Office upgraded to a new software program in July.



The Department had been using VIMS for the past 25 years. Heather Giddings, CCITC project manager, assisted with data migration, training and implementation.

VetPro will allow for significant cost saving (printing, postage, mailing, faxing, etc.) and efficiencies to include updated forms, electronic signatures, secured/automated filing directly to the VA.

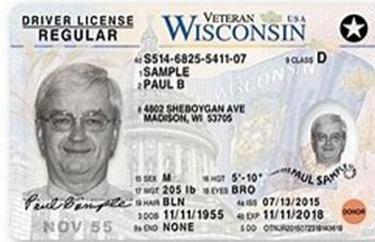
Learn More about the Veterans Service Office staff and reporting dashboard by checking out their [Intranet Page](#) **NOTE: This link will only work when using a computer connected to the County's network.**

Click

Did you know . . . Veteran Identifier On Driver License

Submitted By Mary Dunn

The State of Wisconsin through the Wisconsin Department of Transportation provides a veteran identifier on your driver's license.



To be eligible for the Veteran Identifier on your Wisconsin driver's license or ID Card you must meet certain requirements related to your term and characterization of military service.

Character of Service: The Character of Service Field on your DD214/DD215 must show, Honorable, General under honorable conditions, or Honorable under General. (Other than Honorable conditions will not allow you to certify through this process.)

Length of Service: You must have at least one period of service that encompassed at least two continuous years of "active duty" or 90 days of "active duty" during a Statutorily-Designated Wartime Period, where the character of service meets the requirements above.* For this purpose, "active duty" means active duty (other than active duty for training) military service in the armed forces of the United States or in forces incorporated as part of the armed forces of the United States. (Full-time National Guard duty does not qualify as "active duty" under federal law. Active federal military service performed by the National Guard members under Title 10 of the U.S. Code may qualify as "active duty.")

If you are unsure of your eligibility status, prior to visiting the DMV, verify your current eligibility status by calling toll free, 1-800-WIS-VETS (947-8387), and choosing option 1.

If the toll-free system indicates you are not currently eligible you have two options:

You can apply online through [myWisVets](#).

Or, you can contact your Marathon County Veterans Office.

Phone: 715-261-1141 E-mail: mcvets@co.marathon.wi.us

Marathon County
Employees Credit Union

Looking Back...

I Should Have Borrowed From the Credit Union

Looking back, it's easy to see that you made a bad deal financing your car anywhere but the credit union.

It's not too late to get out of reverse and drive forward. Talk to a loan officer about refinancing that loan.

We may be able to save you hundreds of dollars.

See MCECU for all your financial needs!
We are here to serve you and your family.

www.mcecu.org

715 261-7680

400 East Thomas Street • Wausau, WI 54403

Welcome Scott Seeger

Dementia Care Specialist for ADRC-CW

Submitted By Angela Hansen

The [Aging and Disability Resource Center of Central Wisconsin](#) (ADRC-CW) was one of eight ADRCs recently awarded a full-time Dementia Care Specialist position through a competitive application process.

We are pleased to welcome **Scott Seeger** to the position. He comes to the ADRC-CW with 15 years' experience as a Social Worker with the Marshfield Clinic Health System, serving adult patients and families in the outpatient medical clinics, and previously worked as a Social Worker at North Central Health Care on a long-term care unit serving adults who were living with cognitive deficits and chronic mental health conditions.

Scott's orientation to the ADRC-CW and Marathon County has been especially challenging due to the pandemic; however, he has been connecting with other Dementia Care Specialists in the state, learning best practices, and developing programs to serve the ADRC-CW's four-county region of Langlade, Lincoln, Marathon, and Wood Counties.

As the region's Dementia Care Specialist, Scott will be offering services to people with dementia and their family members, friends, and caregivers by providing **free educational information, care planning for independence, memory screenings, and more.**

In addition, Scott will support local communities by giving public presentations, offering **dementia-friendly-business training programs**, and connecting individuals to memory cafés and support groups. He will also provide training for staff in the five ADRC-CW offices and collaborate with other County and municipal offices to help them become and remain dementia-capable.

Dementia brings much uncertainty, but with education and awareness, this uncertainty can be embraced instead of feared. **The ADRC-CW — and Scott Seeger — are here to help.**

For more information about how the ADRC-CW can assist with dementia care needs, please visit: www.adrc-cw.org



**Article Deadline for the
November & December
Employee Newsletter**

Tuesday, October 15, 2020

Please send your newsworthy information to
Sharon Hernandez
Employee Resources Department

sharon.hernandez@co.marathon.wi.us

**Leave Donation
Thank You!**

I just wanted to say a huge **THANK YOU** to all who donated PTO to me during my medical leave. I am absolutely overwhelmed by the generosity of the employees here.

Being a new employee with very limited PTO, I was anxious about how I would pay my bills while being unable to work. You all put my mind at ease and left me with one less thing to worry about while recovering from surgery.

I am on the mend and returned to work 7/8 . If you see me wheeling around the courthouse on my knee scooter, don't be afraid to say hi!

Michelle Denton

ADRC-CW's Aim at Keeping People Healthy During the COVID-19 Pandemic

Submitted By Jennifer Clark

During the COVID-19 pandemic, the Aging and Disability Resource Center of Central Wisconsin (ADRC-CW) recognizes the importance of continued support for older adults and adults with disabilities in our communities. We have found new, innovative ways to connect with our customers, so that they receive the services and resources they need. Additionally, we've explored new ways to provide healthy living programs to individuals within our communities, as health promotion, wellness and disease prevention is important now, more than ever.

The ADRC-CW is excited for the opportunity to try something new. For the remainder of 2020 and into 2021, we will be working with our volunteers and partnering agencies to offer several programs in a new virtual format. As recommended by the Centers for Disease Control (CDC), Department of Health Services (DHS) and our local health officials, in order to keep our customers and staff safe and healthy, we have decided that a virtual, online approach to classes is the best option.



Currently we will be offering three new programs this fall:

Living Well with Chronic Conditions: A 6-week program for anyone with an ongoing health condition (Heart disease, high blood pressure, fibromyalgia, chronic pain, etc.).

Healthy Living with Diabetes: A 6-week program for individuals living with pre-diabetes, type 1 or 2 diabetes.

Powerful Tools for Caregivers: A 6-week program to help family caregivers take care of themselves, while caring for a loved one.

All of these programs meet once a week and are led by 2 trained facilitators. They are group based, with 8-10 participants in each class. Participants will need to have access to a computer (tablet or other device) that includes a camera with audio and access to WIFI.

Do you have little experience in virtual programs and meetings? It's ok! As long as you have access to the technology required, we can walk you through the rest!

For more information on workshop schedules or to register for a workshop:

Call ADRC-CW: 1-888-486-9545

Online: [ADRC-CW](https://www.adrc-cw.org)

Cost: suggested contribution of \$10.00 for entire 6-week program.



Night of Tubing At Sylvan Hill

January 31, 2021



Library Events for the Fall

Submitted By Dan Richter

Libraries are used to evolving and adapting, and the past few months have been no exception. The COVID-19 pandemic has – for the time being – changed how people use the library, its materials, and its resources. This has been especially challenging in terms of offering events and activities, but MCPL has risen to the challenge of connecting with the community in new and innovative ways, inspiring a slate of virtual and Grab & Go offerings planned for the fall.

From September 21-27, the fourth annual [Central Wisconsin Book Festival \(CWBF\)](#) will be held, entirely on Zoom. Authors, poets and experts from all over the country –including U.S. Poet Laureate Joy Harjo, *New York Times* contributor Timothy Egan and Wisconsin’s own Jerry Apps – will give free talks and readings throughout the week on this digital meeting platform. Nearly 20 virtual events will be offered in total, helping ensure there’s something for everyone. The CWBF is supported and sponsored by Marathon County Public Library, the MCPL Foundation, Friends of MCPL, Wisconsin Public Radio, Janke Book Store, the Community Foundation of North Central Wisconsin, and others.



Community partnerships are also helping make two other recurring events possible this fall. From September 8 to December 22, [MCPL and Colossal Fossils will offer 16 weeks of science and natural history-related presentations for kids](#), also broadcast via Zoom. Kids can learn about everything from dinosaurs and the Ice Age to women in science and survivalist skills, like fire-building, all from the comfort of their own homes.

In addition, MCPL is also collaborating with the Marathon County Historical Society (MCHS) to offer a series of virtual talks in [MCHS’s “History Speaks” lecture series](#), including talks on the 100th anniversary of women’s suffrage in America and about the famed Lincoln-Douglas debates of 1958.

Along with these events, MCPL will continue offering [Grab & Go craft kits](#) for all ages, [virtual book club meetings](#) and bi-weekly [Virtual Story Times](#).

For a full list of upcoming events happening this fall, visit www.mcpl.us/events.

What Does it Mean to be a “Close Contact” of Someone With COVID-19?

You are a “close contact” if **ANY** of the following situations happened while you spent time with the person with COVID-19 (even if they didn’t have symptoms):

- ◆ Had direct physical contact with the person (e.g. hug, kiss, handshake).
- ◆ Were within 6 feet of the person for more than 15 minutes.
- ◆ Had contact with the person’s respiratory secretions (e.g., coughed/ sneezed on, contact with dirty tissue, sharing a drinking glass, food or towels or other personal items).
- ◆ Stayed overnight for at least one night in a household with the person.

Want to learn more about being a “close contact” of someone with COVID-19? Visit Wisconsin Department of Health Services, [Next Steps: Close Contact Of Someone With COVID-19](#)

REMEMBER:

- Someone who is sick with COVID-19 can spread it two days before they show any symptoms.
- Not everyone with COVID-19 will have symptoms, but they may still spread it to others.

On Behalf Of



County Board Supervisor William Harris :: Giving to His Community Through Law & Public Office

Published in the August Wisconsin Central Times Newsletter

After finishing his dual Master’s degrees at American University–Washington College of Law, Harris moved to Madison, WI. He took the State Bar of Wisconsin’s bus tour throughout the state — aimed at recruiting young lawyers to serve outside of Madison and Milwaukee.

Judicare’s goals matched up with his career goals, leading Harris to make Wausau his home.



Elected to the Marathon County Board of Supervisors in April 2020, Harris now represents the Downtown Wausau area

and plans to advocate for measures that address poverty and homelessness, as well as transportation.

Learn about Supervisor Harris's recent bold move to **ensure local fair elections**, his push for a pilot program to **restart bus service from Wausau to Rib Mountain**, and more in the full article . . .

[READ MORE](#)

I’m Glad You Asked . . . 5 Questions People Ask the Marathon County Emergency Management Director

Published in the August Wisconsin Central Times Newsletter

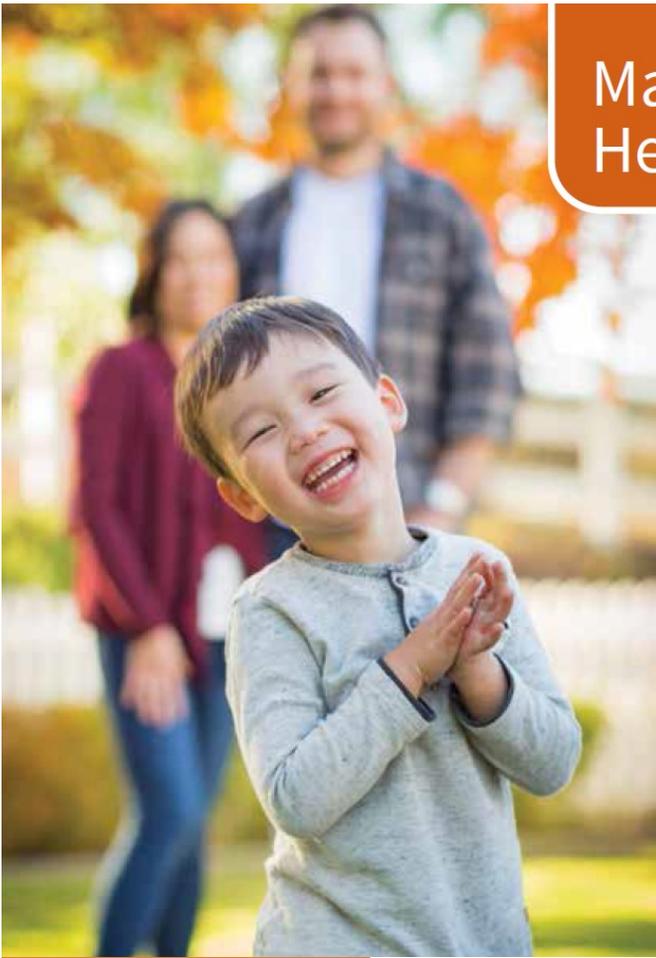
Emergency Management Director **Philip Rentmeester**

answers common questions about who has authority to make local decisions during a crisis, what Emergency Management Directors do, how to **sign up to receive emergency alerts** via text, phone, or email, and more.



Learn how Emergency Management was involved in **distributing Personal Protective Equipment (PPE) acquired from the Strategic National Stockpile to support the Marathon County Health Department** with their response efforts, as well as other roles the department has played during the ongoing COVID-19 pandemic.

[READ MORE](#)



Marathon County Employee Health & Wellness Center

Great News!!

The onsite Health & Wellness Center continues to be available for your immediate health care needs and now, if preferred, you can also choose to designate your Onsite Care Provider as your Primary Care Provider to take care of all of your annual and ongoing health care needs.

Convenient Clinic Location

Services provided to you at no cost

- Primary Care Services
- Immediate Care Services
- Chronic Condition Support
- Physical Examinations
- Wellness Program
- Lab services available at no cost

**Wellness points available if you choose the Onsite provider as your Primary Care Provider.*



EMPLOYEE HEALTH AND WELLNESS CENTER

1000 Lake View Drive, Suite 200
Wausau, WI 54403



Sherry Gatewood, PA-C
is your Onsite Primary Care Provider.

Available to Employees and Dependents

- 18 months and older

Convenient Care at No Cost

- Maintain your health. Make your appointment today.

Appointments are Required, Call 715.843.1256

The services you will receive at the clinic will be provided to you at **no cost**, through Marathon County and your insurance benefits.

EMPLOYEE HEALTH & WELLNESS CENTER

1000 Lake View Drive, Suite 200
Wausau, WI 54403

For Appointments

715.843.1256

Clinic Hours

Monday - Wednesday - Friday: 8:00 am - 4:30 pm

Tuesday: 6:30 am - 3:00 pm

Thursday: 10:00 am - 6:30 pm



EMPLOYEE HEALTH & WELLNESS CENTER

1100 Lakeview Drive, Wausau, WI
North Central Health Care Campus
Door 25

Schedule an Appointment:
715.843.1256 or MyAspirus.org

Clinic Hours

Monday - Wednesday - Friday: 8:00 am - 4:30 pm

Tuesday: 6:30 am - 3:00 pm

Thursday: 10:00 am - 6:30 pm



The Importance of Lyme's Awareness



Lyme disease

is an infection that is transmitted through the bite of a tick infected with a bacterium called *Borrelia burgdorferi*. Ticks typically get the bacterium by biting infected animals, like deer and mice. Most people who get tick bites do not get Lyme disease. Not all ticks are infected, and the risk for contracting the disease increases the longer the tick is attached to the body.



How to Avoid Lyme's Disease

- Avoid tick bites whenever possible by staying clear of grassy or wooded areas.
- Cover your body head-to-toe when entering possible tick-infested areas.
- Apply an insect repellent containing DEET directly to your skin.
- Insect repellents containing permethrin can be applied to clothes to kill ticks on contact, but never apply to the skin.
- When coming in from outdoors inspect your body thoroughly for ticks; do the same for pets.
- Wash your skin and scalp to knock off any ticks that are only loosely attached.



How to Remove a Tick

If you have a tick, it is important to remove it properly. Using fine-tipped tweezers, grasp the part of the tick that is closest to your skin -- you want to grab the head, not the belly. Slowly pull the tick straight out, without twisting it. Wash the bite site with soap and warm water.



Treatment

Treatment in the early stage, usually consist of an oral antibiotic for both children and adults. Treatment in the later stage of Lyme's disease may require IV antibiotics, if not treated earlier in the disease with an oral antibiotic.



Post-treatment Lyme Disease (PTLDS)

In most cases a 2 to 4-week course of oral antibiotics cures a patient, however in some cases the patient continues to complain of pain, fatigue or difficulty thinking that can last up to 6 months after they finish treatment. These symptoms usually resolve on their own, however, if they persist you should talk to your healthcare provider.

Symptoms

Early Stage

Within one to four weeks of being bitten by an infected tick, most people will experience some symptoms of Lyme disease. A circular, expanding rash (called erythema migrans) at the site of the bite develops in about 70%-80% of cases. Some people report flu-like symptoms at this stage, including fever, chills, headaches, fatigue, swollen lymph nodes, joint pain, and muscle aches.



As the Infection Spreads

If the disease is not detected and treated in its early stages, it can extend to more areas of the body, affecting the joints, heart, and nervous system (after several weeks to months after the initial bite). Additional rashes may occur, and there may be intermittent periods of pain and weakness in the arms or legs. Facial-muscle paralysis (Bell's palsy), headaches, and poor memory are other symptoms at this stage, along with a rapid heartbeat and some loss of control of facial muscles.



Late Stage Disease

This is the most serious stage of the disease when treatment was either not successful or never started (usually occurring many months after the initial bite). Joint inflammation (arthritis), typically in the knees, becomes apparent, and may become chronic. The nervous system can develop abnormal sensation because of disease of peripheral nerves (peripheral neuropathy), and confusion. Heart problems are less common but can include inflammation of the heart muscle and an irregular beat.



Is there a vaccine?

Currently, there is no human vaccine for Lyme disease. There is a Lyme's vaccine for horses and dogs.

<https://www.cdc.gov/lyme/index.html>

Aspirus Business Health
Custom Solutions for Every Workplace

businesshealth@aspirus.org
844.888.5873 | aspirus.org/businesshealth



Week 3

Emotional & Mindless Eating

Emotional Eating |

When you eat in response to feelings, rather than eat to fuel your body, this is Emotional Eating. Emotional eaters may lose track of what they are eating and consume a large amount of comfort food thinking it will make them feel better.

For articles on emotional eating, go to:

<https://www.healthline.com/health/emotional-eating>
www.mayoclinic.com/health/weight-loss/MH00025

Mindless Eating |

When you eat without thinking or connecting to your body, this is Mindless Eating. You may eat more in a social situation or celebration because people tend to eat more when everyone is eating. You may grab a bag of chips, sit in front of the TV, and consume the entire bag! Both mindless and emotional eating habits are self-destructive and can be changed once you are aware of them.

Brian Wansink, a researcher at Cornell University, has done extensive research on mindless eating. He believes that if we better control our environment and the way our food is presented to us, we can avoid mindless eating. He recommends the following:

- Buy the large bag of chips, but package them into single servings at home to avoid grazing.
- Hide the candy and cookie jars at your home and use a smaller plate at dinner. Limit yourself to one helping unless those seconds are non-starchy vegetables like broccoli, carrots, cauliflower, etc.
- Fill your plate in the kitchen and avoid the family-style bowls of food at the table.
- Avoid eating at your desk, in front of the TV, or other distractions.

For more interesting information on mindless eating and Wansink's research, go to www.mindlesseating.org/



Tips for Success

Think about whether you are a mindless or emotional eater, or both. Every time you eat this week, ask yourself if you are truly hungry. Then, pay attention to eating, and only eating. Enjoy the food and think about what you are tasting.

Make a change to avoid mindless eating in your environment. Choose an idea from the list or go to the websites listed on the left and find an idea that suits you.

Ask yourself before eating something “am I really hungry” or “is this worth the calories” when it comes to food we know are not as healthy.

Aim to consume more vegetables than you do fruit daily.



Quick Tip

Be Fruitful — Don't Multiply!

Reaching for the fruit bowl more often could help keep your weight from creeping higher. Keep fruit and vegetables on hand as ready companions for your weight maintenance efforts. Keep hunger pangs in tow by filling up on fruits and veggies at snack time or as appetizers before your meal. This will ensure you get your personal serving goal before you fill up on empty calories from sweets, salty snacks, or alcoholic drinks.

Extending the life of Fresh Fruits and Vegetables

During times that we are unable to go to the store or farmers market for an extended period how do we keep our produce fresh longer? There are many different techniques that can help extend the “shelf life” of produce, and below are just a few of those techniques. You can search the internet for more specific suggestions and other techniques.

TIPS FOR VEGETABLES:

1. When storing vegetables make sure they are completely dry. It is recommended to wait and wash them when you are ready to eat them.
2. Slice only what you will eat and then leave the rest unsliced and the stem attached (if it has a stem). This helps hold in the moisture naturally found in vegetables and helps reduce the sliminess and mold from developing. Then before slicing some the next time just slice off a thin layer of the dried-out section of the vegetables
3. If you prefer slicing up your vegetables all at once, then make sure they are completely dry and lay them on top of a folded paper towel in an airtight plastic container before storing in the refrigerator. This will help keep them fresh for up to a week, most of the time. You may need to switch out your paper towel later in the week if it becomes to moist.
4. Sliced carrots, celery, broccoli, and cauliflower can last longer soaking in cold water. It is better to not mix the different vegetables. To help reduce the smell of the broccoli and cauliflower change out the water every few days. There will be a smell with the broccoli and cauliflower naturally.
5. Produce bags can help with keeping food fresh longer. Carrots, parsnips, turnips, beets, and radishes can be stored in a plastic produce bag and can last up to 2 weeks.
6. Stalk vegetables like asparagus and green onions can be stored upright in a glass container filled with water halfway. Make sure there is plenty of room in the jars for air to flow around in the stocks. This method will help extend the freshness by up to a week.
7. For lettuce there are 2 recommended ways to extend the freshness. Wash the lettuce, and then spin it completely dry and store in a perforated container like a colander. The other method is to place a slightly damp paper towel in the container on top of the lettuce. You can also add crispness back to lettuce at times by letting them soak a few minutes in ice cold water right before serving.
8. Store onions, shallots, garlic, hard squash like spaghetti squash, all types of potatoes, and rutabagas in a dark corner or pantry in a temperature between 50-70 degrees. Sunlight will cause these vegetables to spurt. It is recommended not to store onions and potatoes next to each other. You can store these vegetables in the refrigerator but keep them separate from others. Depending on the temperature and what is stored next to them they will keep fresh for up to 1-2 weeks. Sometime even longer.
9. For mushrooms don't wash until you use them and store them in a brown paper bag. This will help cut down on them turning slimy on you.

See next page for fruit tips




ASPIRUS®



TIPS FOR FRUIT:

1. Wash berries in a mixture of vinegar and water (1:3 ratio) and then rinse with water and dry completely before storing in the refrigerator. The vinegar wash will help with controlling mold growth which in turn can lengthen shelf life to over a week or more.
2. Squirt sliced avocado with lemon or lime juice to help slow down the browning
3. Slice only what you will eat and then leave the rest unsliced and the stem attached (if it has a stem). This helps hold in the moisture naturally found in fruits and helps reduce the sliminess and mold from starting to develop. Then before slicing some the next time just slice off a thin layer of the dried-out section or brown coloring of the fruit.
4. For lemons and limes when you just want some of the juice instead of slicing them in half just poke a hole with a fork or skewer and squeeze out just what you need.
5. If slicing apples and needing to store some for later, soak the slices in orange juice. The acid in the orange juice will prevent it from browning.
6. To help make bananas last longer wrap each individual banana stem in plastic wrap. However, if you can't eat them fast enough you can always peel and freeze the bananas for later to make a smoothie or banana bread.
7. Tomatoes ripen fast in the refrigerator and this will cause them to lose flavor and texture faster. Store them, stem side down, on the counter.
8. For melons wait to slice right before use and only slice what you will eat, unless you know you will consume the whole melon within a few days. Cover the unsliced melon with plastic wrap and store in refrigerator.

A general rule of thumb for both fruits and vegetables is to not wash them before storing them but instead wash them right before use. Make sure they are dry before storing them. Remember there are a few exceptions to every rule.

Most refrigerators have crispers. If you open the vents that helps reduce humidity in the crisper and leaving them closed increases the humidity. Depending on the produce some need different humidity levels. Fruits tend to prefer low humidity (open vents) and vegetables prefer higher humidity (vents closed).

References:

<https://www.thespruceeats.com/how-to-store-vegetables-4687049> | <https://ashleyjoyorfe.com/keep-cut-veggies-fresh/>
<https://www.rd.com/food/fun/keep-fruits-and-veggies-fresh-longer/>

THE WALK TO END ALZHEIMER'S IS COMING UP!

SATURDAY, SEPTEMBER 26, 2020

Mary Brock, Social Services Department is coordinating a team for Marathon County.

Join her team at alz.org/walk

Search by Team Name: Marathon County

Or Find A Walker: Mary Brock

The world may look a little different right now, but one thing hasn't changed: together, we can raise awareness and improve the quality of life for those affected by Alzheimer's in our communities.

This year, Walk to End Alzheimer's is everywhere—on every sidewalk, track and trail.

The health and safety are top priorities. Therefore, you are invited to walk in small teams of friends and family, while others in the community do the same.

Currently, there are over 120,000 people in Wisconsin that live with Alzheimer's or dementia. More than 195,000 people care for loved ones with the disease. They do not have to fight this battle alone. Through caring people like you, we can increase awareness and services to improve the quality of life for precious people in our community.

Mary Brock's team is proud to support Marathon County in our mission to be the healthiest and safest county in Wisconsin to live, work and play!

[Click Here to join Mary Brock's Team OR to donate!](#)

This walk will also qualify as 50 wellness points as a "Physical Fitness Community Event".

There will be a fun interactive online event prior to your own walk time down your favorite trail alone or with a friend or 2!



Central Wisconsin Airport (CWA) Renovation Is Complete :: When You're Ready to Fly Again, Come Fly With Us

Published in the July Wisconsin Central Times Newsletter

Learn how your local, hometown airport in Mosinee — CWA — is using this time of decreased passenger traffic to take on some major renovations, including:

- **Remodeling and updating the concourse** with new seating, increased charging stations, new dining amenities, touch-free restrooms, and more
- **Constructing a new access road and reconstructing a taxi lane** that will serve Spirit Medical Transport, existing tenants, and future development

In addition, CWA and the airlines have changed policies and procedures based on CDC guidelines, giving passengers increased confidence to travel safely by air when necessary. **Read the full article to learn how CWA is operating under COVID — and see the newly remodeled airport inside and out...**

READ MORE 

Ascension WI EAP in the Midst of COVID-19

They are here for you!



Ascension Employee Assistance Program (EAP) licensed counselors are ready to help and includes **free** short-term counseling.

Here are some features of Ascension WI EAP that have been developed to assist the employees and their families during this very difficult time.

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

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

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

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

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

Sheriff 's Patrol Welcome K9 Ace

The sheriff's patrol division has added a new member to its K9 unit. Ace is a 15-month-old German Shepherd male imported from the Czech Republic. Ace and his handler, Deputy Charles Hessel, recently completed a 5-week certification course at Jessiffany Canine Services in Iron Ridge, WI. Ace is now dual purpose-certified, in the areas of narcotics detection and tracking/apprehension.



Rib Mountain New Deputy



The sheriff's office recently entered into a contract for law enforcement services with the Town of Rib Mountain. Deputy Cassandra Seubert was selected for this position, which will entail dedicated coverage in the township for 40 hours per week.

Welcome and Congratulations!

Welcome To Our Team!



Started July 13, 2020
Mario Bonino
Maintenance Technician
Highway Department



Started July 13, 2020
Daniel Burns
Maintenance Technician
Highway Department



Started July 13, 2020
Jacqueline Zieglmeier
Site Manager
ADRC-CW



Started July 27, 2020
Matthew Borchardt
Maintenance Specialist
Highway Department



Started July 27, 2020
Karen Hayes
Social Services Professional
Social Services Dept



Started July 27, 2020
Darla Redetzke
Library Assistant
Library



Started August 9, 2020
Chai Lee
Corrections Specialist
Sheriff's Office



Started August 10, 2020
Alik Berreth
Administrative Specialist
ADRC-CW



Started August 11, 2020
Lydia Kolbeck
Social Services Professional
Social Services Dept



Welcome To Our Team!



Started August 24, 2020
Kacie Niemuth
Social Services Professional
ADRC-CW



Started August 24, 2020
Gregory Radke
Urban Forestry Specialist
Parks Recreation & Forestry



Congratulations Promotions & Transfers



Promoted August 10, 2020
Christopher "Kit" Ruesch
Quality Manager
ADRC-CW



Promoted August 17, 2020
Christa Jensen
Senior Social Services Manager
Social Services Dept



Transfer August 24, 2020
Kassidi Wood
Communication Specialist
Sheriff's Office



Service Anniversaries In September & October 2020



45 Years Of Service — None

40 Years Of Service — None

35 Years Of Service — None

30 Years Of Service — None

25 Years Of Service
David Mack, Planning Manager, Conservation Planning Zoning, September 18, 1995

20 Years Of Service
Denise Maxson, Judicial Assistant, Clerk of Courts, September 18, 2000
Sheri Meyer, Administrative Coordinator, Sheriff's Office, September 18, 2000
Mary Palmer, Executive Administrative Coordinator, County Administration, September 18, 2000
John Ellenbecker, Corrections Specialist, Sheriff's Office, September 27, 2000

15 Years Of Service
Glen Aldrich, Employee Resources Analyst, Employee Resources, September 6, 2005
Shirley Lang, Clerk of Courts, September 12, 2005
Julie Prechel, Accounting Technician, Social Services Dept, October 24, 2005

10 Years Of Service
Nathan Jones, Communication Specialist, Sheriff's Office, October 11, 2010

5 Years Of Service
Alyssa Miller, Social Services Professional, Social Services Dept, September 14, 2015
Troy Torgerson, Construction Analyst, Facilities & Capital Management, September 14, 2015
Tyler Behnke, Maintenance Specialist, Highway Dept, October 5, 2015
Teal Fyksen, Zoning Specialist, Conservation Planning & Zoning, October 12, 2015
Amber Pax, Senior Social Services Professional, Social Services Dept, October 12, 2015
Daniel Richter, Library Specialist, Library, October 12, 2015
Kenneth Newmier, Custodian, Facilities & Capital Management, October 26, 2015
Ka Yeng Yang, Shelter Home Youth Worker, Sheriff's Office, October 26, 2015

