



A Weekly Update
For The Employees of
North Central Health Care



NEWS YOU CAN USE



WEEKLY CONNECTION WITH GARY OLSEN



On October 2nd, Employee Performance Evaluation information will be sent to employees* within the organization. If you are an occasional employee or you work under 0.3 amount of time, you will not be receiving an evaluation. The evaluation process will happen through UKG. You will receive instructions that will walk you through the process of completing your portion of the evaluation and an email stating your evaluation is ready to complete and due by October 15th .

The Employee Performance Evaluation has two parts. The first section you will need to complete is the Employee Self-Appraisal. In this section you will answer four questions. The questions are:

1. **What were your major achievements in the past year?**
2. **What is one performance-related item that you would like to work to improve on this coming year?**
3. **Are there specific areas for career development that you would like to discuss? Please include ideas for training, skill improvement, future goals, and/or career guidance.**
4. **List any subjects you would like to discuss during your Annual Performance Evaluation meeting, including how your manager can best support you in the coming year.**

Your managers will then evaluate you on six competencies which are: Communication, Core Values, Job Knowledge, Person-Centered Service, Quality of Work, and Teamwork and Fostering a Positive Work Environment. This portion of the evaluation process will take place between October 15th to December 15th.

We have not completed Employee Performance Evaluations since before COVID, so this is a major step forward in our commitment to our employees. It is through this process you will have the opportunity to share your accomplishments with your manager and focus on areas where you can improve your skills. It is through the evaluation process that each of us grow in our positions. The time spent reviewing the evaluation with your manager should be a positive experience where we celebrate your accomplishments and establish goals for 2024. This all ties into our Core Value of Accountability. Managers are accountable to the employees in their programs and all of us are accountable to those we serve. It is through the Employee Performance Evaluation process that we can demonstrate this accountability. You have heard me say many times that our employees are our biggest asset. This process will help strengthen you as an employee here at NCHC. Thank you for all you do!

Gary Olsen
Executive Director

* Pine Crest will not be included in this Employee Performance Evaluation process.

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Shout out



Joe Cousins, Housekeeping

Joe was a big help in cleaning up after our move. He is always willing to lend a hand. Thank you!

Shared By:
Melissa LaPorte



Occurrence Reporting Hotline

x4488 or 715.848.4488



Only significant or sentinel events requiring immediate notification to this hotline.



North Central Health Care

Employee Performance Evaluation System Overview



North Central Health Care is dedicated to providing employees with prompt and accurate feedback about their performance. The goal of the Performance Evaluation System is to provide guidance and feedback to employees so they can be as productive and successful on the job as possible.

Annual Performance Evaluation Period: October – December



STEP 1: Employee Self-Appraisal October 1st – 15th

Log into UKG and complete your online self-appraisal.



STEP 2: Manager Assessment Oct. 15th – Dec. 15th

Managers will log into UKG and complete the online appraisal of your performance. You will be evaluated on the 6 competencies shown to the right.



STEP 3: In-Person Review Meeting October 15th – December 15th

Managers will meet with you to review your performance. SMART Goals for 2024 will be developed and reviewed.

What will employees be evaluated on?

6 Competencies

- Communication
- Core Values
- Job Knowledge
- Person-Centered Service
- Quality of Work
- Teamwork & Fostering a Positive Work Environment

Employee's pay for performance amount will be based on their individual Employee Performance Evaluation. All Performance-Based increases are effective annually in March.

IMPORTANT: If you have not completed your required UKG learning modules by Dec. 31, you will not be eligible for a performance-based pay increase.

Employees less than 0.3 FTE or occasional status will not be assigned a Performance Evaluation through UKG.



PHOTO OF THE WEEK



Staff from the Admin area on the Wausau Campus show their support of World Alzheimer's Awareness Day.

< NCHC Managing Director of Finance & Admin Jason Hake, NCCSP Board Chair Kurt Gibbs, and NCHC Executive Director Gary Olsen show their support.

A MESSAGE FROM DR. YASIN, INTERIM MEDICAL DIRECTOR

Dear Colleagues and Esteemed Members of the Community,

I am humbled and honored to embark on this new chapter as the Interim Medical Director at NCHC. With almost 8 years of dedicated service in psychiatry, my commitment to patient well-being and medical education has never wavered. Every individual under our care deserves nothing less than the highest standard of treatment, and it is with this unwavering dedication that I step into this role. Our patients' well-being will remain the focal point of every decision we make.

Education is the bedrock of progress in the medical field. It is my firm belief that nurturing and guiding the next generation of medical professionals is an ethical imperative. As Interim Medical Director, I am committed to providing a nurturing environment for trainees, one where they can learn and grow while upholding the values of compassion and empathy.

In our pursuit of excellence, feedback will be our most valuable ally. By actively seeking input from patients and staff alike, we will refine and enhance our protocols to ensure consistency and exceptional care across the board. This iterative process is essential to meet the ever-evolving needs of our community.

Integrity and ethics will be the cornerstone of every decision we make. I am committed to achieving our goals in a manner that is not only effective but also in full alignment with our values. Transparency and fairness will be at the forefront of our approach. I am excited and eager to lead a future marked by unparalleled patient care, cutting-edge medical education, and an unyielding commitment to continuous improvement. Our team is driven to setting the standards of excellence in psychiatric care.

Dr. Waqas Yasin, *Interim Medical Director*





dollars & sense

Information to Fuel Your Financial Goals



11.9% APR*

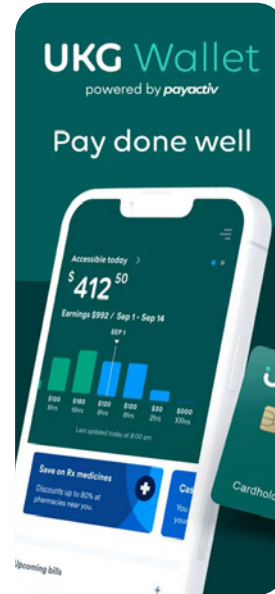
When Other Credit Card Companies are Increasing their Rates, MCECU has a Credit Card Offering a Fixed Rate of 11.9%*!

Fueling Your Financial Goals

Contact Us Today
715-261-7680
or
Apply Online at
www.mcecu.org

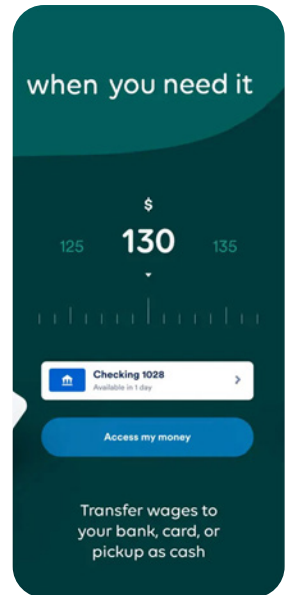
culoans@co.marathon.wi.us

*APR= Annual Percentage Rate
All loans are subject to MCECU's normal credit requirements



UKG has partnered with NCHC to reinvent the way you get paid. Work your shift, and we'll make a portion of that money available, giving you more control over when and how you want to use it.

Visit www.norcen.org/UKGWallet for More Details & Instructions!



Meeting Openings still available with Shawn!

Talk with a Retirement Plan Advisor about the WDC Program!



Helping You Turn Over a New Retirement Leaf

Let's talk retirement

WISCONSIN DEFERRED COMPENSATION PROGRAM

Join the conversation!

Meeting with your WDC Retirement Plan Advisor is an easy way to help make sure your savings and spending strategy fits you and your future. Schedule a one-on-one appointment. Additional virtual meeting dates and times can be found at https://nc_wisconsin.timetap.com/#/

Next meeting: Individual Retirement Readiness Review with Shawn Bresnahan

Wednesday, September 27, 2023, 10am-3pm

**North Central Health Care Wausau Campus
2400 Marshall Street, Suite A
Human Resources, Conference Room 1206**

What to bring to your one-on-one meeting once enrolled:

- Wisconsin Retirement System statement
- Social Security statement
- Other retirement account information
- Current paycheck stub (if applicable)



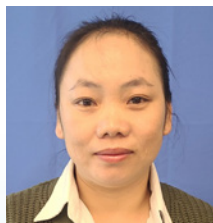
WELCOME THESE *New Employees* TO THE TEAM!

These employees were welcomed at Orientation September 18, 2023!

Housekeeping



Jennifer Gruna –
Housekeeping Aide



Pang Vang –
Housekeeping Aide



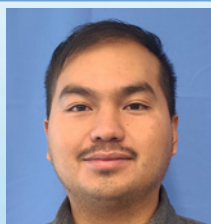
Jenny Deverick –
Housekeeping Aide

Youth Hospital



Amy Slozes –
Behavioral Health Professional

Safety & Security



Anthony Galvan –
Safety & Security Officer

Pharmacy



Kelly Varnum –
Pharmacy Tech

Adult Hospital



Jordan Kribbs –
Registered Nurse



Adrean Dakins –
Registered Nurse

Pine Crest



Barry Fones –
CNA



Aimee Makiola –
CNA



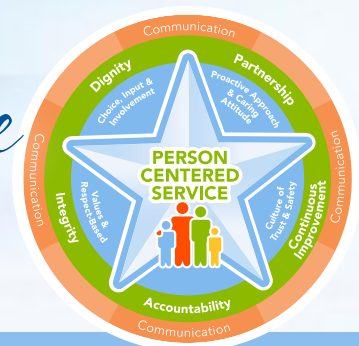
Feng Lo –
Performance Improvement Specialist

Community Treatment - Adult



Michelle Welnetz –
Peer Specialist

We are so excited to have you on our team!





COMMUNITY TREATMENT SPOTLIGHT AWARD AUGUST 2023



Megan Treziak Community Treatment

NCHC Community Treatment is pleased to announce Megan Treziak was awarded the August Spotlight Award!

"Megan is an outstanding service facilitator on our ACT team. She has been with us for less than a year and you would never know that as she performs her role like a seasoned pro."

"Megan is the first to volunteer to help out any of her teammates and our consumers. She brings an energy and excitement to our team that is contagious in working through challenges. She has been quick to build rapport with some of our most guarded consumers."

"It's clear that she leads with integrity and no one would be concerned about interactions being recorded without her knowledge, as they have been, because she is truly genuine, empathetic, and extremely skillful even under pressure. We are all proud to know and work with her."



Congrats Megan!

COURIER SCHEDULE CHANGES

Effective First Week of October 2023

In order to achieve efficiencies and provide better service to our partners, the weekly courier from Wausau to Antigo to Merrill will change from Wednesday back to Thursday. This will begin the first week of October. Please mark your calendars! Any questions or input, please contact Jenny McKenzie @ jmckenzie@norcen.org or 715-841-5101.

LOOKING FOR AN NCHC MAP OR OTHER INFORMATION?

Check the ODrive or For Employees Page of Our Website

The Communications Department frequently gets questions regarding maps and information. If you are looking for anything like Maps, YOU Benefit Guides, Connections Guides, etc.,

please check the Odrive > NCHC Information folder OR the For Employees Page of our Website at www.norcen.org/ForEmployees.



In both places, you will find a lot of commonly requested information including the most updated maps (general and snow maps), YOU Benefit Guides, Quality & Compliance Information, and Important Contact information.

As always, if you are looking for something specific and you don't see it in the resource locations above, send us an email at communications@norcen.org and we will answer back as soon as we can. Your feedback helps us improve the resources available for our teams! Thanks for all you do!



A Monthly Gab Session with Executive Director, Gary Olsen

SEPTEMBER GAB SESSION:

ADULT CRISIS STABILIZATION

Gary will be joined by Caitlin Jeske, Operational Manager for ACSF, YCSF, and MMT along with Anna Dalton, Behavioral Health Professional

Inspired by Core Values & Committed to Person-Centered Service!



Here's how it works...

Step 1: Have Your Recruit Tell Us About You

Complete the "Referred by" section in their employment application including your name. No other forms or email are necessary.

Step 2: Meet Required Criteria

You and your recruit must be in good standing throughout this period and have no written warnings for attendance or other performance.

Step 3: Get Paid!

When your recruit joins the NCHC Team, and you both have met the referral requirements YOU will earn the following:

- \$1,000** After 90 days (Employees 0.5 FTE status or above)
- \$500** After 90 days (Employees below 0.5 FTE status)

Refer A Friend For Your Opportunity To Earn Referral Cash!

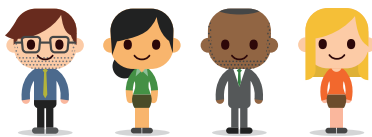
We value your referrals and know that together we can strengthen our North Central Health Care team. That's why earning some extra cash for your employee referrals has never been simpler. So text that friend, and get the ball rolling.

*For additional details and qualification requirements please refer to the Referral Bonus Policy.



North Central Health Care
Person centered. Outcome focused.

Check out all the latest Job Opportunities www.norcen.org/Careers Share on Social!  



We want MORE Awesome People like YOU on Our NCHC Team!

Be sure to **SHARE** our Career Posts on Social!

HRinsights

Position Postings

Title: Crisis Professional

Status: Full Time, 6 pm - 6 am

Location: Wausau

A Crisis Professional provide crisis intervention, crisis counseling for individuals and families, referral and short-term follow-up, and collaborative community consultation, and education. Perform crisis line risk assessments to evaluate and triage to the most appropriate treatment setting.



Apply Online: <https://bit.ly/CrisisPro23>

Title: Supervisor of Nursing Services

Status: Full Time - PM Shift

Location: Wausau

The Nursing Supervisor has the authority, responsibility, and accountability for clinical and operational outcomes on all assigned Nursing Home units. Collaborates with designated unit staff to assure consistent, safe, and efficient delivery of quality care and serves as a resource for conflict resolution and decision making within established guidelines and regulatory standards.



Apply Online: <https://bit.ly/3RjB5c1>

Title: Want to Become a CNA?

Status: Full & Part-Time

Location: Wausau or Merrill

Make a difference in residents' lives! Bring our nursing home residents hope and cheer. Become part of a team that provides the highest level of rewarding work. Want to become a Certified Nursing Assistant and get paid? North Central Health Care is offering a CNA class at a reduced cost. Receive the CNA class paid for upfront. You will be offered a CNA position upon successful completion of the CNA class and passing the certification exam. You could be working as a CNA! As a CNA at Mount View Care Center or Pine Crest your number one job is to enhance their experience while they live here with us. There are multiple options for completion of the CNA Class. Expand your career possibilities today!



Apply Online: <https://bit.ly/48o9GMh>

www.norcen.org/Careers



WHAT'S FOR LUNCH?

WAUSAU CAMPUS EMPLOYEE CAFETERIA
OPEN TO ALL NCHC & WAUSAU CAMPUS



BREAKFAST HOURS 8:30 AM – 11 AM	LUNCH HOURS MONDAY – FRIDAY 11:30 AM – 1:30 PM HOT FOOD BAR \$.45/OUNCE (Weekdays Only)	GRAB-N-GO HOURS MONDAY – FRIDAY 8:30 AM – 5:30 PM WEEKENDS: GRAB-N-GO ONLY
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THE SANDWICH & SALAD BAR IS BACK!
Make your own cold sandwich with lunch meat & fixins' OR self-serve at the salad bar. Salads are charged by weight.

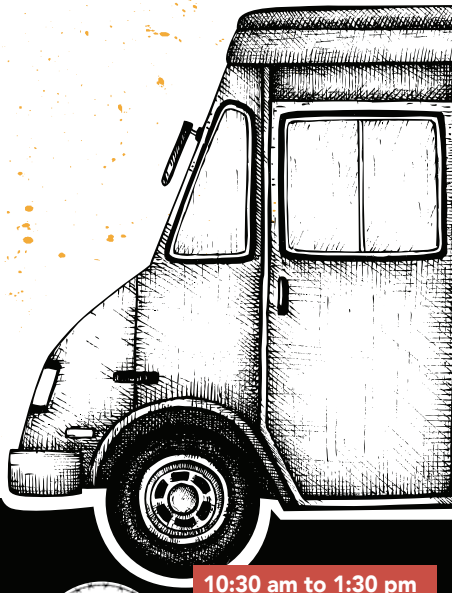
SEPT 25 – 29, 2023

	MONDAY	TUESDAY	WEDS	THURSDAY	FRIDAY
MAIN	Beef Stroganoff and Noodles Broccoli	Boneless Country Style Ribs Mac & Cheese Glazed Carrots	Roasted Chicken Breast Potato Cheese Bake Beets	Spaghetti with Meatsauce Green Beans Garlic Toast	Herb Crusted Fish Baked Potato Cascade Blend Veggies
SOUP	TBD	Cream of Potato Soup	Cream of Broccoli Soup	TBD	TBD
DESSERT	Marble Cake w/ Frosting	Pie	Peaches	Fresh Melon	Strawberry Fluff Cheesecake

OCTOBER 2 – 6, 2023

	MONDAY	TUESDAY	WEDS	THURSDAY	FRIDAY
MAIN	Ranch Pork Medallions Bakes Yams Mixed Vegetables	Chicken Lasagna Tossed Salad Breadstick	Baked Fish Cheesy Bakes Potatoes Seasoned Cabbage	Roast Turkey Rice Pilaf Parslied Carrots Dinner Roll	Salmon Patty Boiled Carrots Creamed Peas
SOUP	Turkey Dumpling Soup	TBD	Taco Soup	TBD	Chili
DESSERT	Peaches & Cream Dessert	Frosted Banana Bar	Caramel Apple Crisp	Frosted Chocolate Cake	Caramel Brownie

WAUSAU CAMPUS SUMMER FOOD TRUCKS



10:30 am to 1:30 pm
Mount View Care Center Entrance



Mitch's Texas Tacos
Final Date of the Season:
Thursday, Sept. 28



HANUMAN EXPRESS
Final Date of the Season:
Friday, Oct. 20



10:30 am to 2:30 pm
Employee Entrance

BB Kitchen
Friday, Oct. 20
Authentic Thai at Pine Crest

* Dates are subject to change. Watch for notices via email and NYCU.

Please note: Food trucks are independently operated and may cancel with little notice. We apologize for any inconvenience.



THE BISTRO

**NOW OPEN
7 DAYS A WEEK!**
7:30AM - 3:00PM
HOT FOOD AVAILABLE UNTIL 2:30PM

PANINI OF THE WEEK



HOT TURKEY BERRY WRAP

TURKEY | SWISS | SPINACH
HOUSE MUSTARD MAYO SAUCE

LATTE OF THE WEEK



Pumpkin Spice

**\$1 OFF LARGE
LATTES EVERY
MONDAY!**

Ice Cream

ICE CREAM CONE1.00
ROOT BEER FLOAT2.00



LUNCH

- PANINI COMBO (1/2 PANINI, CHIPS, WATER)5.00
- TURKEY BACON GUAC PANINI6.00
- TURKEY BACON GUAC WRAP5.75
- 3 CHEESE PANINI (ADD CHICKEN FOR \$1)3.50
- GRILLED HAM & CHEESE PANINI 4.50
- GARLIC BACON PANINI 5.00
- CHICKEN BACON RANCH WRAP5.25
- CHEESE QUESADILLA (ADD CHICKEN FOR \$1)4.50
- CALZONE 4.50/5.00
- CHEF SALAD/CHICKEN SALAD5.50

**Please note: All sales subject to Sales Tax.*