

A Weekly Update  
For The Employees of  
North Central Health Care



**Campaigner of the Year** - Submitted by Communications & Marketing



# NEWS YOU CAN USE



## WEEKLY CONNECTION WITH MICHAEL LOY

### Governor's Budget Proposal

Earlier this week the Governor released his proposed 2021-2023 Biennial Budget. There is a lot in his proposal to digest, and if the recent political environment is to continue then really anything could happen from here on out. However, if even half of the priorities in the proposal were to come true it would be a positive for many NCHC programs. First, there is a large proposed increase in nursing home reimbursement rates. Wisconsin is chronically one of the worst states in adequately funding the cost of skilled nursing facilities. This has resulted in the reduction in nursing homes across the State. The proposed budget would increase rates over 11% each year. This would be a very welcomed change as it continues to be difficult to successfully operate nursing homes. I have high confidence something will get done here because of the need regardless of the political chasm. Getting a rate increase like this is certainly needed for our organization to continue to provide really excellent long-term care.

There is also a lot in the budget proposal in regards to advancing mental health and recovery services. One of the things we have been working on in relationship to remodeling our Crisis, Hospital, and Detox areas is to move towards a Psychiatric Emergency Department. Essentially this expanded model would include 24/7 Psychiatry coverage either in-person or through tele-psychiatry. This would be paired with 24/7 nursing support in Crisis to help with the admission and medical clearance process. Milwaukee County has been delivering this type of service for years. In Milwaukee, they are able to perform over 90% of medical clearances on-site without going to the Emergency Room. In addition, in essence it expands Crisis into an Open Access Clinic where we can perform more advanced stabilization services and medication management support. There is a lot of potential to create the premier Emergency and Crisis Services program in the State of Wisconsin. The Governor's budget would only help to make this possible.

Again, we can't rely on proposals and we will have to wait to see what comes out in the end. The exciting thing to me is that the track we are on is the same track the State is on in funding changing and expanding programming in both behavioral health and long-term care. We are going in the right direction and it is reassuring that policy makers are looking in the same direction as well.

Make it a great day,

<b>United Way Campaigner of the Year Award</b> .....	<b>2</b>
Congrats Laural Harder	
<b>Covid-19 Status Report</b> ..	<b>3</b>
Staff Cases & Operations	
<b>Hand Hygiene</b> .....	<b>4</b>
Common Handwashing Misses	
<b>Retirement News</b> .....	<b>5</b>
<b>On the Move</b> .....	<b>10</b>
Promotions & Transfers	
<b>Employee Recognition Awards</b> .....	<b>12</b>

### ADMINISTRATOR ON-CALL x4488 or 715.848.4488

In the event of Phone System Outage, reference the O:drive "On-Call Information Folder" for Schedule and Cell Phone #'s.

Monday, Feb. 22 –  
Sunday, Feb. 28

Tom Boutain



## Person-Centered Shout out



### Danielle Truman, Community Treatment

**Why:** You've been a rock star. Your first week and a half, jumping right into the role and helping.

**Submitted By:**  
Lyndsey Leach





PHOTO OF THE WEEK



Campaigner of the Year - Submitted by Communications & Marketing

NCHC AWARDED MOST IMPROVED CAMPAIGN OF 2020

Congratulations NCHC Team. Our 2020 Workplace Giving Campaign was the Most Improved Campaign increasing over 25%. During a year when a pandemic was on our minds, your generosity and willingness to help those in need was greater. Thank you for your support, your kindness and your willingness to support the health, education and financial stability of all those in our community. You truly do Live United!

CAMPAIGNER OF THE YEAR - LAURAL HARDER

Congratulations Laural Harder, who was awarded the 2020 Campaigner of the Year by the United Way of Marathon County. Laural has led the United Way Campaign Committee at North Central Healthcare for the past two years and she was committed to meeting regularly throughout the pandemic virtually. Under her leadership the employee giving campaign increased over 25% in 2020! Congratulations, Laural, and thank you for your commitment to United Way.

Submit A Great Photo From Your Week!

Submit your photo and description to jmeadows@norcen.org or Text: 715.370.1547. Please indicate Photo of the Week and include your name, who/what/where of the photo and why you are submitting.

Thank You!

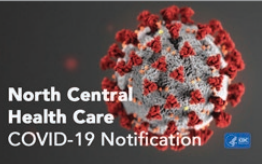
Thank you so much for all you are doing! My husband and I think of you all daily and know the sacrifices you are dealing with. We pray for you and your family. ~Marianna

Thank You!

Thank you; we appreciate all you do! ~ Doug

THANK A HEALTHCARE WORKER #MCLIVEUNITED

THANK A HEALTHCARE WORKER #MCLIVEUNITED



**Wear a Mask – Maintain Social Distance – Wash Your Hands  
Stay Home If You Are Sick – Report Symptoms to Employee Health and Manager**

Cases reported below are current active employee cases. All employee cases previously reported that are no longer shown below have been cleared to return to work from NCHC Employee Health and local health officials based on a review of the individual case details.

**PPE GUIDELINES**

**Visitors:** Cloth face covering or surgical masks required. Visitors will be screened using the COVID Screener (Version 3).

**Employees:** Face coverings required while entering the building. Self-screening required using temperature kiosks procedures. Surgical masks at a minimum required while within all NCHC buildings. Staff may remove masks while working alone in private offices.

**Employees Working in Direct Patient/Resident Care:**

Each patient/resident care area will be designated as being in Standard or Enhanced Precautions. Units on Enhanced Precautions must have it clearly posted on the entrance to the unit.

- o *COVID Standard Precautions* – Surgical Mask, Gloves and Eye Protection (Face shield, goggles or safety glasses) required.
- o *Enhanced Precautions* – N95 Mask, Eye Protection (Face shield, goggles or safety glasses), Gloves and Gown during patient encounters required.

**NCHC COVID-19 WEEKLY STATUS REPORT**

*Confidential Employee Report*

**Employee Cases Reported through February 18, 2021**

Program	Current Active Employee Cases	Date Reported
<u>New Cases</u>		
*** No New Employee Cases Reported this week! ***		
<u>Previously Reported</u>		
Pine Crest – Long Term Care	1	2/11
<i>All previously reported cases in employees have been cleared to return to work.</i>		
<b>Total Active Employee Cases</b>	<b>1</b>	

Program Hours and Operations Online:  
[www.norcen.org/Covid-19](http://www.norcen.org/Covid-19)

**COVID-19 PAID SICK LEAVE UPDATE:  
EFFECTIVE 1/1/21**

Emergency Paid Sick Leave (Coronavirus) Policy #205-1140 provisions ended December 31, 2020. Currently, there is no legislation that supports extending those provisions into 2021. Staff will continue to screen appropriately, report symptoms and not report to work if experiencing any signs of illness. As a result of no supporting legislation, staff will be required to use PLT or take unpaid leave.

**GENERAL OPERATIONAL STATUS GUIDELINES:**

- Virtual visits and treatment whenever possible.
- Essential visitors and contractors only – compassionate care visits may be approved by a Program Director. Volunteer programming remains suspended.
- In-person meetings are allowed only if each of the participants can maintain appropriate social distance or if there is a physical barrier between individuals.
- Group sizes for meetings or treatment must be limited to 10 or less. On-site interviews and Orientation are allowed with an option for virtual participation provided.
- Current Remote Work guidelines remain. Please work with Manager and Human Resources.
- Program admissions, closures, opening of COVID units, and staff re-deployments will be determined by Incident Command daily. Updates provided to staff at least weekly.

**PROGRAM-SPECIFIC OPERATIONAL STATUS UPDATES:**

**MVCC** – Units on Enhanced Precautions – None. Accepting admissions. 1x Weekly Testing Staff. No Patio Visits allowed. Window, Virtual, and Compassionate Care Visits Allowed.

**Pine Crest** – Units on Enhanced Precautions – Rehab. Accepting admissions. 1x Weekly Testing Staff. No Patio Visits allowed. Window, Virtual, and Compassionate Care Visits Allowed.

**BHS Adult Hospital** - Open and operational. No visitation allowed.

**BHS Enhanced Precautions Unit** – Closed.

**BHS Youth Hospital** - Open and operational.

**Crisis Center** - Open and operational.

**Crisis CBRF** - Open and operational. No visitation allowed.

**Adult Day Services – Wausau** – Open and operational.

**Adult Day Services – Antigo** – Open and operational.

**Prevocational Services – Wausau** - Open and operational.

**Adult Day/Prevocational Services – Merrill** – Open and operational.

**Residential Services** – Open and operational. No visitation allowed.

**Lakeside Recovery** – Closed. No Admissions.

**Outpatient Clinics** - Open and operational. TeleHealth appts. as much as possible. No in-person groups.

**Community Treatment** - Open and operational. TeleHealth interactions as much as possible.

**Aquatic Therapy Center** – Open and operational.

**Adult Protective Services** - Open and operational.

**Clubhouse** - Open and operational.

**Hope House** - Open and operational.

**McClellan House** - Open and operational.

**Pharmacy** - Open and operational.




**Transportation** - Open and operational for medical, grocery and employment appt transportation for elderly and developmentally disabled.

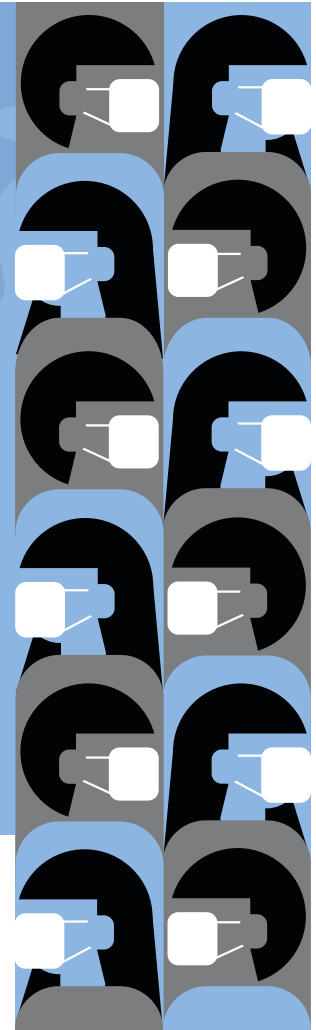
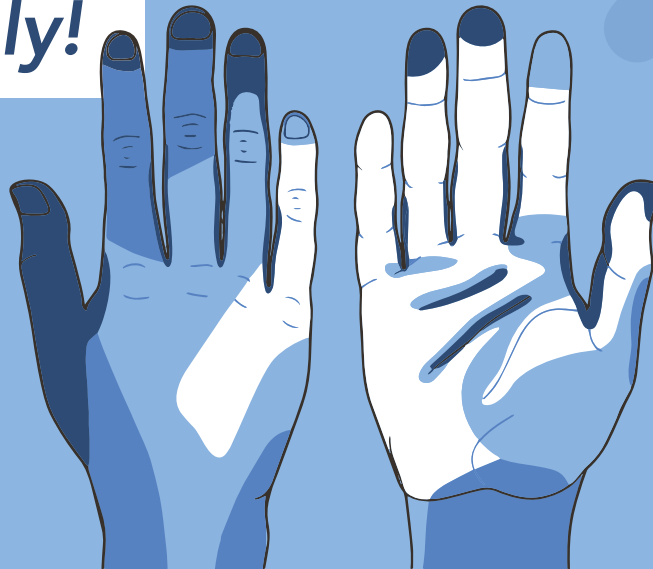


Prevent common infection prevention mistakes!

# Wash your hands thoroughly!

## Areas most often missed during handwashing

-  Most often missed
-  Often missed
-  Less often missed



  
North Central Health Care  
Person centered. Outcome focused.



Helping You Turn  
Over a New  
Retirement Leaf

**HAVE QUESTIONS  
ABOUT YOUR WISCONSIN  
RETIREMENT BENEFITS?**

Schedule a virtual meeting with Shawn  
for a time that works for you!

Meet by phone or video chat.

[https://nc\\_wisconsin.timetap.com/](https://nc_wisconsin.timetap.com/)





# Identity Theft: Protect & Prevent

Join us for a virtual presentation on identity theft!  
**Tuesday, March 16th, 2:00-3:00pm**



**Presenter:**  
Jeff Kersten, Agency Liaison  
The Bureau of Consumer  
Protection, Wisconsin  
Department of Agriculture,  
Trade and Consumer

Join us and learn about identify theft—from what it is and how it happens to learning how to spot it, how to protect yourself and steps to take if you are a victim. Helpful resources will be shared during the presentation.

**To Register:**  
Call the Aging & Disability Resource Center-CW  
at 1-888-486-9545



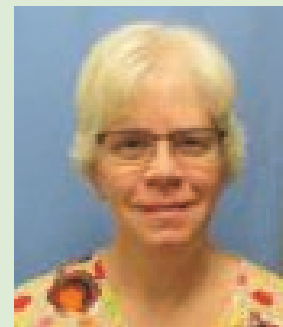
A collaboration between  
Aging & Disability Resource Center-CW and  
Wisconsin Department of Agriculture, Trade  
and Consumer Protection



## RETIREMENT NEWS Congrats to Margaret and June!



**Margaret Liebers** has announced her retirement from NCHC on 2/28/2021. Margaret is a Resident Care Assistant in Residential at Riverview Towers and she has 15 years of service. Thank you so much for your service Margaret!



**June Barker** has announced her retirement on March 17, 2021. June works at Pine Crest in the Environmental Services Dept as a Housekeeping Aide. She has been with Pine Crest for 36 years. Thank you so much for your service June!

## COMMUNITY TREATMENT/OUTPATIENT SPOTLIGHT AWARD FOR JANUARY 2021

**Congrats Tom Messman!**

The Community Treatment/Outpatient teams are pleased to announce Tom Messman, Service Facilitator on the Marathon Youth Team was nominated and selected as the January 2021 Spotlight Award recipient. Congratulations Tom!

*"Tom seeks out opportunities to demonstrate his talents and skills. He has been compiling data on crisis contacts and diversions and has really taken the initiative to reach out to those who need to be involved in the process. This has helped us track our clients utilization rates as well as to gauge the success of our services. His commitment of continuous improvement has also led him to go above and beyond by joining the Motivational Interviewing Implementation Committee as the Data Lead."*

*"His calming presence helps the clients he works with feel safe and he is able to deescalate situations when needed. He has shown strong clinical skills and as a result has been able to engage families and help complex youth accomplish goals. He will often help newer staff with questions and support. He is a great role model for staff who are newer to the field and he is willing to share his expertise with others to help them grow. He is always timely with paperwork and exceeds expectations on a regular basis. He is dedicated, hard-working and maintains a positive attitude even during difficult times."*





# VIRTUAL SALE

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

Visit us online for a virtual sale!  
**10% off your entire purchase!**  
**February 7<sup>th</sup> - 27<sup>th</sup>**  
 \*Payroll Deduction Available!\*  
 Up to 2 pay periods

Free shipping on orders \$75 and over

THANK YOU | While many of us are facing social distancing, you are sacrificing yourselves to take care of our loved ones. You are the courageous heroes of this Coronavirus pandemic, knowingly putting yourselves at risk to save lives. And we thank you!

PRN UNIFORMS  
 Scrubs - Footwear - Accessories

PAYROLL DEDUCTION where available

[www.prnuniforms.com](http://www.prnuniforms.com) | Brands & Styles Subject to Availability



## WeCOPE for Providers

Connecting with our Positive Emotions

WeCOPE is an evidence-based program that helps adults cope with life stress. WeCOPE has been shown to reduce stress and depression, increase positive affect, and improve health behaviors in randomized trials.

Managing life's challenges in healthy ways allows participants to take better care of themselves and others.

This 7-week program meets via Zoom once a week for 1 hour. An additional 6 practice hours will be expected.

Prevent provider fatigue and burnout by taking care of YOU!

Two sessions are available:

- ❖ Tues 6-7PM, March 9<sup>th</sup> - April 20<sup>th</sup>
- ❖ Wed noon-1PM, March 10<sup>th</sup> - April 21<sup>st</sup>



Register at:  
<http://bit.ly/WeCOPE4P>  
 or email: [Jenniferpark@wisc.edu](mailto:Jenniferpark@wisc.edu)



## Build your baby's brain through talk!

Free virtual classes for parents!

### LENA START<sup>TM</sup>

Marathon County

- FREE gas/food cards and prizes
- FREE children's book each week
- FREE class materials
- FREE graduation t-shirts

**With LENA Start YOU CAN:**

- Get your child ready for success in school
- Learn simple ways to increase your child's language growth
- Improve communication with your child
- Track your progress with a LENA device

**WHO:** Parents/caregivers of children 0-33 months old  
**WHEN:** 10-week online program begins the week of 2/22

- Multiple class day and time options
- Classes in Spanish or English
- Free internet help available

**MORE INFO / REGISTER:**  
 Visit [lenastartmc.org](http://lenastartmc.org), call/text 715-660-0397 or email [ntank@chw.org](mailto:ntank@chw.org)

Registration deadline: 2/15  
**FREE! SIGN UP TODAY!**

Support for this project was provided through the Caroline S. Mark Legacy Fund of the Community Foundation of North Central Wisconsin, S.A. & Other Seminars Foundation, Quality Foundation, Challenge Case Foundation, Northfork Technical College, Washburn County, Washburn County Public Library Foundation, City of Wisconsin, CHS, United Way of Marathon County, anonymous donors and other partners.

## THE SPRING 2021 LENA START CLASSES BEGIN THE WEEK OF FEBRUARY 22ND

Because of COVID-19, these classes will be offered virtually via Zoom. With current limits on gathering in-person, it has been a way for parents to engage with each other and for us to continue to reinforce that parents have the power to make a huge difference in the lives of their young children by talking and interacting with them. Building important brain pathways and resilience in young children is more important than ever during these trying times.

There are multiple day/time options and a Spanish class as well.

- Monday 8-9 pm
- Tuesday 7-8 pm
- Wednesday Noon-1 pm
- Thursday 8:45-9:45 am
- Thursday 6-7 pm

Registration link <https://www.lenastartmc.org/register-for-a-lena-start-class>



# FLASH FRIDAYS



## Continual Readiness

February 19, 2021

Flash Fridays will be distributed weekly on Fridays to prepare you for upcoming surveys like The Joint Commission or State of WI surveys. The Continual Readiness information provided will pertain to all areas within NCHC, from Behavioral Health to Skilled Nursing Care, however some information may be more specific to one survey. Some may only pertain to clinical staff, but always read it thoroughly. If you have questions, ask your Team Leader to explain how the topic relates to your area.

## ACCESSING AND SEARCHING FOR POLICIES

NCHC uses the learning management system (LMS) UKG Pro-learning to store and access organizational policies. Staff can access the policies from any computer, as the software is web based. In the event of a power outage or the policies are unavailable, contact the Administrator On-Call for policies and procedures.

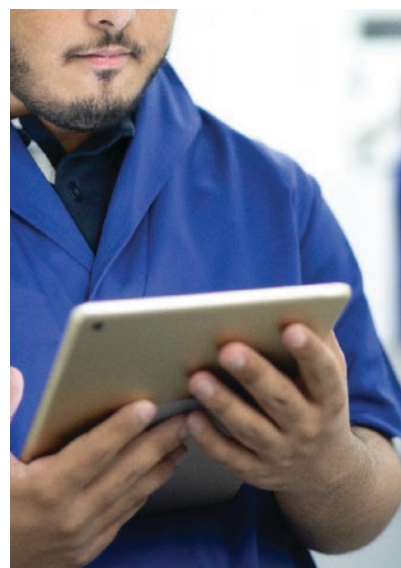
## LOGGING IN TO ULTI PRO LEARNING



1. Click the UltiPro icon on your desktop.
2. Enter User ID (NCHC email address)
3. Enter Password (same as current password)

## SEARCHING FOR A POLICY

1. After logging in, click the **CONTENT** tab on the top navigation bar.
2. Once on the Content screen, locate the **CATEGORIES** section on the right.
3. Under Categories, expand **POLICIES** or **PROCEDURES** tab to view categories.
4. Locate and view desired content and documents here.



**North Central Health Care**  
Person centered. Outcome focused.

### The Ultimate Spot - to learn and grow

Academy Library

Search: [Type to search (min 3 characters)]

**NOTE:** You can also use the search box at the top of the screen to type in the name of the policy you are looking for or a keyword.

Using the search tool after you have selected a category or subcategory, will display search results contained only for that category or subcategory. (When a category or subcategory is selected, it will remain highlighted.)

**QUESTIONS?** Contact your team leader, any member of the Leadership Team or Survey Readiness Team.

- General
  - Starting Page
  - Recently Viewed
  - Most Popular
  - Shared Content
  - Bylaws, Manuals and Plans
  - Employee Updates
  - Forms & PP Resources
  - Job Descriptions
  - New Hire Orientation Resources
  - Onboarding Liaison Resources
  - Policies**
  - Procedures**
- Policies**
  - Administration
  - Adult Protective Services
  - Aquatic Services
  - Behavioral Health Service Operations
  - Business Operations
  - CBRF & Residential Services
  - CCIT
  - Communication



# tidbits on benefits

## WELLNESS CORNER

Submitted by Sherry Gatewood, PA



Sherry Gatewood, PA



### FACT SHEET FOR WOMEN

When you hear the term “heart disease,” what is your first reaction? Like many women, you may think, “That’s a man’s disease.” But here’s *The Heart Truth*: Heart disease is the # 1 killer of women in the United States. It is also a leading cause of disability among women. If you’ve got a heart, heart disease could be your problem.

The good news: Heart disease is a problem you can do something about. This fact sheet will help you find out your personal risk of heart disease. Then, it will show you how you can take steps to improve your heart health and reduce your chances of developing heart disease.

#### WHAT IS HEART DISEASE?

Coronary heart disease is the most common form of heart disease. Usually referred to simply as “heart disease,” it is a disorder of the blood vessels of the heart that can lead to a heart attack. A heart attack happens when an artery becomes blocked, preventing oxygen and nutrients from getting to the heart.

It is important to realize that heart disease is a lifelong condition – once you get it, you’ll always have it. What’s more, the condition of your blood vessels will steadily worsen unless you make changes in your daily habits. That’s why it is so vital to take action now to prevent this disease.

#### Risk Factors for Heart Disease

Why does your lifestyle matter? It affects many of the “risk factors” for heart disease. Risk factors are conditions or habits that increase the chances of developing a disease or having it worsen. There are two types of heart disease risk factors – those you can’t change and those you can control. One risk factor that cannot be changed is a family history of early heart disease. Also, for women, age becomes a risk factor at 55. That’s because, after menopause, women are more apt to get heart disease. In part, this occurs because a woman’s production of estrogen drops. Also, middle age is a time when women tend to develop other risk factors for heart disease.

But many heart disease risk factors can be controlled by making changes in your lifestyle and, in some cases, by taking medication. (For more on how to reduce risk factors, see “Taking Action.”) Risk factors that you can control include:

**Smoking.** Cigarette smoking greatly increases the risk of heart attack and stroke, as well as lung cancer and other serious diseases. There is simply no safe way to smoke. But the rewards of quitting are enormous. Just one year after you stop smoking, your heart disease risk will drop by more than half.

**High Blood Pressure.** High blood pressure can lead to heart disease, stroke, congestive heart failure, and kidney disease. Usually, blood pressure is expressed as two numbers, such as 120/ 80 mmHg (millimeters of mercury). Blood pressure is considered “high” when it is 140/90 or above. But even prehypertension (120-139 over 80-89) raises your risk of heart disease.

**High Blood Cholesterol.** Cholesterol travels in the blood in packages called lipoproteins. Low-density lipoprotein (LDL) is often called “bad” cholesterol because too much LDL in your blood can lead to blockages in the arteries – and a possible heart attack. The higher your LDL number, the higher your risk of heart disease. (An LDL level of 160\* or above is high; less than 100 is optimal.) Another type of cholesterol is high density lipoprotein (HDL), also known as “good” cholesterol. That’s because HDL helps remove cholesterol from your blood. An HDL level of less than 40 increases your risk for heart disease; 60 or higher is protective. Another key number is your total cholesterol, which should be less than 200.

\*Cholesterol levels are measured in milligrams (mg) of cholesterol per deciliter (dL) of blood.

**Overweight/Obesity.** If you are overweight or obese, you are more likely to develop heart disease, even if you have no other risk factors. Overweight also increases the risks for stroke, congestive heart failure, gall bladder disease, diabetes, arthritis, and breathing problems, as well as breast, colon, and other cancers.







**Physical Inactivity.** Not getting regular physical activity increases your risk for heart disease, as well as other heart disease risk factors, such as high blood pressure, diabetes, and overweight. And, for older women especially, physical inactivity increases the chances of developing osteoporosis, which in turn raises the risk of broken bones.

**Diabetes.** Diabetes is a major risk factor for heart disease, stroke, kidney failure, and other diseases. The type of diabetes that adults most commonly develop is “type 2.” You are more likely to develop this disease if you are overweight (especially with extra weight around your middle), physically inactive, or have a family history of diabetes. Diabetes can be detected with a blood sugar test.

### Finding Out Your Risk

To protect your heart health, it is important to find out your personal risk for heart disease. Be aware that every risk factor counts. If you have even one risk factor, you are much more likely to develop heart disease, with its many serious consequences. Having more than one risk factor is especially serious, because risk factors tend to “gang up” and worsen each other’s effects. Fortunately, you have tremendous power to prevent heart disease, and you can start today.

The first step is to see your doctor for a thorough checkup. Tell your doctor you want help in achieving your goal of heart health. And don’t hesitate to ask questions, including those given below.

### TAKING ACTION

Now you’re ready for action. Research shows that women can lower their heart disease risk enormously – by 82 percent – simply by leading a healthy lifestyle. In most cases, that means following a heart healthy eating plan, getting regular physical activity, maintaining a healthy weight, and not smoking. Some women also may need to take medication to control heart disease risk factors. In the “To Learn More” section of this fact sheet, you’ll find more resources on how to protect your heart. To get started, read on.

### QUESTIONS TO ASK YOUR DOCTOR

Getting answers to these questions will give you vital information about your heart health and what you can do to improve it. You may want to bring this list to your doctor’s office.

- 1 What is my risk for heart disease?
- 2 What is my blood pressure? What does it mean for me, and what do I need to do about it?
- 3 What are my cholesterol numbers? (These include total cholesterol, LDL, HDL, and triglycerides, a type of fat found in the blood and food.) What do they mean for me, and what do I need to do about them?
- 4 What are my “body mass index” and waist measurement? Do they mean that I need to lose weight for my health?
- 5 What is my blood sugar level, and does it mean I’m at risk for diabetes? If so, what do I need to do about it?

- 6 What other screening tests for heart disease do I need?
- 7 What can you do to help me quit smoking?
- 8 How much physical activity do I need to help protect my heart?
- 9 What is a heart healthy eating plan for me?
- 10 How can I tell if I may be having a heart attack? If I think I’m having one, what should I do?

### TO LEARN MORE

**Contact the National Heart, Lung, and Blood Institute (NHLBI) for information and publications on heart disease and heart health.**

NHLBI Health Information Center  
P.O. Box 30105-0105  
Bethesda, MD 20824  
Phone: 301-592-8573  
TTY: 240-629-3255  
Fax: 301-592-8563

Web Resources from NHLBI and Other Sources  
NHLBI Web site:  
[www.nhlbi.nih.gov](http://www.nhlbi.nih.gov)

The Heart Truth: A National Awareness Campaign for Women about Heart Disease:  
[www.hearttruth.gov](http://www.hearttruth.gov)

The Healthy Heart Handbook for Women:  
[www.nhlbi.nih.gov/health/hearttruth/material/material.htm](http://www.nhlbi.nih.gov/health/hearttruth/material/material.htm)

To Quit Smoking:  
[www.nlm.nih.gov/medline-plus/smokingcessation.html](http://www.nlm.nih.gov/medline-plus/smokingcessation.html)

Your Guide to Lowering High Blood Pressure:  
[www.nhlbi.nih.gov/hbp/index.html](http://www.nhlbi.nih.gov/hbp/index.html)

Facts About the DASH Eating Plan:  
[www.nhlbi.nih.gov/health/public/heart/hbp/dash/index.htm](http://www.nhlbi.nih.gov/health/public/heart/hbp/dash/index.htm)

High Blood Cholesterol: What You Need to Know:  
[www.nhlbi.nih.gov/health/public/heart/cholesterol/what.htm](http://www.nhlbi.nih.gov/health/public/heart/cholesterol/what.htm)

Live Healthier, Live Longer (on how to lower elevated blood cholesterol):

[www.nhlbi.nih.gov/chd](http://www.nhlbi.nih.gov/chd)  
Introduction to the TLC Diet:  
[www.nhlbi.nih.gov/cgi-bin/chd/step2intro.cgi](http://www.nhlbi.nih.gov/cgi-bin/chd/step2intro.cgi)

Menopausal Hormone Therapy:  
[www.nhlbi.nih.gov/health/women/index.htm](http://www.nhlbi.nih.gov/health/women/index.htm)

Aim for a Healthy Weight:  
[www.nhlbi.nih.gov/health/public/heart/obesity/lose\\_wt/index.htm](http://www.nhlbi.nih.gov/health/public/heart/obesity/lose_wt/index.htm)

Diabetes:  
[www.nlm.nih.gov/medline-plus/diabetes.html](http://www.nlm.nih.gov/medline-plus/diabetes.html)

American Heart Association:  
[www.americanheart.org](http://www.americanheart.org)

National Women’s Health Information Center, Office on Women’s Health, U.S. Department of Health and Human Services:  
[www.4woman.gov](http://www.4woman.gov)

WomenHeart: The National Coalition for Women with Heart Disease:  
[www.womenheart.org](http://www.womenheart.org)

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES  
National Institutes of Health  
National Heart, Lung, and Blood Institute  
NIH Publication No. 05-5226  
Originally Printed February 2003  
Revised January 2005  
Reprinted November 2006





# HRinsights

## Position Posting

**Title:** Clubhouse Generalist

**Status:** Full Time **Location:** Wausau

To apply or learn more: <http://bit.ly/CHGen>

The Clubhouse Generalist must be able to work within the positive and effective recovery model that promotes hope, healing and empowerment for adult consumers needing mental health and/or substance abuse services. Generalist staff will share employment, housing, evening & weekend, holiday and unit responsibilities/coverage. Generalists dedicate their time to the unique nature of member/staff relationships. Want to know more about Clubhouse? Check out the video at [www.norcen.org/Clubhouse](http://www.norcen.org/Clubhouse)

**Required:**

- One to three years experience working with adults with persistent mental illness

## Position Posting

**Title:** Behavioral Health Clinical Manager - Psychologist

**Status:** Full Time **Location:** Wausau

To apply or learn more: <http://bit.ly/BHCMNCHC>

This position will act as Clinical Manager for the Adult Acute Care clinical team, comprised of the Behavioral Health hospital, Crisis Services, Acute Care Stabilization Facility, and Medically Monitored Treatment (Substance Use/Mental Health residential) program social workers and therapists. Clinical oversight of, and involvement in, Behavioral Health hospital programming, as well as psychological testing and evaluation are requirements of the role. Coordination with partnering NCHC department managers and directors and with representatives of outside agencies is required.

**Required:**

- Current Wisconsin Clinical Psychologist License

**Preferred:**

- Three to five years experience • Clinical supervision experience

## HEALTH PLAN UPDATES

### \$0 Drug List

To the right you will find the updated \$0 Drug List for the HSA Mid and HSA High Plans for 2021. This replaces the previous page 21 in the YOU Benefit Guide and is effective immediately.

If you have any questions, please do not hesitate to ask: Lynn Wengelski, Compensation & Benefits Analyst, [LWengelski@norcen.org](mailto:LWengelski@norcen.org), 715-848-4438.

## ON THE MOVE

Congrats to these employees who have recently been promoted or transferred.



Jordan Kribbs recently transitioned from Adult Behavioral Health Registered Nurse to Graduate Nurse! Congrats Jordan.



Allison Fuller recently transitioned from Inpatient Psychiatry Scribe to Social Worker! Congrats Allison.



Giana Zubke-Brubacher recently transitioned from Community treatment Youth Case Manager to Community Treatment Manager! Congrats Giana.



Gina Lenz recently transitioned from Community Treatment Manager to Clinical Coordinator! Congrats Gina.

## \$0 Drug Lists - HSA Mid & HSA High Plan Only

Navitus will work with you to transition to other formulary alternatives that are available at \$0. By switching to these formulary alternatives, it is much cheaper to overall Plan costs!

### ANTIASTHMATIC & BRONCHODILATOR AGENTS

Advair Diskus	Asmanex HFA Inhaler	Budesonide INH SUSP	Flovent HFA Inhaler
Advair HFA Inhaler	Asmanix Inhaler	Dulera Inhaler	
Arnuity Ellipta Inhaler	Breo Ellipta Inhaler	Flovent Diskus Inhaler	

### ANTIDEPRESSANTS

Citalopram Soln	Escitalopram Tab	Fluoxetine Tab	Sertraline Tab
Citalopram Tab	Fluoxetine Cap	Paroxetine Tab	
Escitalopram Soln	Fluoxetine Soln	Sertraline Conc	

### ANTIADIABETICS

Bydureon Bcise Auto INJ	Glyburide/Metformin Tab	Metformin ER Tab	Pioglitazone tab
Bydureon INJ	Humulin R INJ U-500	Metformin Tab	Rybelsus Tab
Bydureon Pen INJ	Humulin R U-500 Kwikpen INJ	Novolin 70/30 Flexpen INJ	Tolazamide Tab
Fiasp Flextouch INJ	Insulin Aspart Flexpen INJ	Novolin INJ	Tolbutamide Tab
Fiasp INJ	Insulin Aspart INJ	Novolin N Flexpen INJ	Toujeo Max Solostar INJ
Fiasp Penfill INJ	Insulin Aspart Mix Flexpen INJ	Novolin R Flexpen INJ	Toujeo Solostar INJ
Glimepiride Tab	Insulin Aspart Mix INJ	Novolog Flexpen INJ	Tresiba Flextouch INJ
Glipizide ER Tab	Insulin Aspart Penfill INJ	Novolog INJ	Tresiba INJ
Glipizide Tab	Lantus INJ	Novolog Mix Flexpen INJ	Trulicity INJ
Glipizide/Metformin Tab	Lantus Solostar INJ	Novolog MIX INJ	Victoza INJ
Glyburide Micronized Tab	Levemir Flextouch INJ	Novolog Penfill INJ	
Glyburide Tab	Levemir Inj	Ozempic INJ	

### ANTHYPERLIPIDEMICS

Atorvastatin Tab 10mg	Atorvastatin Tab 80mg	Rosuvastatin Tab 10mg	Rosuvastatin Tab 5mg
Atorvastatin Tab 20mg	Lovastatin Tab	Rosuvastatin Tab 20mg	Simvastatin Tab
Atorvastatin Tab 40mg	Pravastatin Tab	Rosuvastatin Tab 40mg	

### ANTHYPERTENSIVES

Amlodipine/Benazepril Cap	Enalapril Tab	Moexipril
Atenolol/Chlorthalidone Tab	Enalapril/Hydrochlorothiazide Tab	Moexipril/Hydrochlorothiazide Tab
Benazepril Tab	Fosinopril Tab	Propranolol/Hydrochlorothiazide Tab
Benazepril/Hydrochlorothiazide Tab	Fosinopril/Hydrochlorothiazide Tab	Quinapril Tab
Bisoprolol/Hydrochlorothiazide Tab	Lisinopril Tab	Quinapril/Hydrochlorothiazide Tab
Captopril Tab	Lisinopril/Hydrochlorothiazide Tab	Ramipril Cap
Captopril/Hydrochlorothiazide Tab	Metoprolol/Hydrochlorothiazide Tab	Trandolapril Tab

### BETA BLOCKERS

Atenolol Tab	Carvedilol Tab	Metoprolol Tab	Propranolol ER Cap
Betaxolol Tab	Labetalol Tab	Nadolol Tab	Propranolol SOLN
Bisoprolol Tab	Metoprolol ER	Pindolol Tab	propranolol Tab

### ENDOCRINE AND METABOLIC AGENTS - MISC.

Alendronate Tab	Alendronate tab 40MG
-----------------	----------------------

### NOTE

Under the HSA MID and HSA HIGH PLANS, these drugs are covered at \$0/first dollar (as preventive) in addition to the drugs listed on the Aspirus Health Plan \$0 list.

Azathioprine	Hydralazine	Prazosin HCL	Ventolin HFA
*Blood Glucose Test Strips	Irbesartan	Quetiapine	
Furosemide	Letrozole Tab	Risperidone	
Haloperidol	Olmesartan	Torsemide Tab	*Only available at NCHC Pharmacy at \$0 cost



## Get Your New Year's Leadership Off To A Great Start! Attend the 2021 Virtual Live2Lead Event facilitated by Heartland Leadership Initiative

Date: Friday, February 26, 2021

Time: 9:00 AM - 12:00 PM

Locations:

- Virtual via Zoom (A link will be provided to those that sign up)
- Wausau Campus Theater
- Pine Crest Conference Room

Sign up through UKGPro Learning (UltiPro Learning)

### Four Sessions

#### John Maxwell - 1

Desire and consistency are key to your journey. Consistency Compounds!



#1 New York Times best Selling Author, Coach and Speaker



#### Kat Cole

Hustle and Heart - What's behind the headlines? Four mindsets to show up as our best selves.

COO and President, FOCUS Brands

#### Steve Harvey

"Your career is what you're paid for, your calling is what you're made for."  
"The dream is free, the hustle is sold separately."  
(Faith emphasis)



Emmy® Award-winning entertainer, New York Times best-selling author, businessman and philanthropist



#### Alan Mullaley

The most important rule of the leadership team is to hold themselves and all of the stakeholders accountable for following the *Working Together* principles, practices and management system. Having zero tolerance for violating the principles and behaviors of working together.

Former CEO of Boeing Commercial Airplanes and Former CEO and President of Ford Motor Co.



Marathon County  
Employees Credit Union

## See MCECU For All Your Home Loan Needs!

**TIRED OF PAYING RENT?**  
Our low-interest home loans could make owning cheaper than renting. See us today!

We are Here to Help You Through the Process.

Contact Pete Today!

715 261-7685 • [Peter.Wolf@co.marathon.wi.us](mailto:Peter.Wolf@co.marathon.wi.us)

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

400 East Thomas Street • Wausau, WI 54403



NCHC CORE VALUE

# Accountability

We commit to positive outcomes and each other's success.

## ACCOUNTABILITY

It is not only what we do, but also what we do not do, for which we are accountable.

[Moliere]



North Central Health Care  
Person centered. Outcome focused.

# Employee Recognition Awards

1ST QUARTER 2021 RECIPIENTS

## OUTSTANDING TEAM PARTNERSHIP AWARD

### Pine Crest Covid Unit Team

Congratulations to the Pine Crest Covid Unit Team, recipient of NCHC's Outstanding Team Partnership Award. The team was nominated by a member of the team who felt that the teamwork and dedication of the entire team shined during this pandemic. Your great work does not go unnoticed!



Angela Schultz



Bette Lloyd



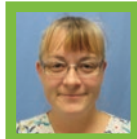
Sara Belz



Amanda Steinfest



Janeane Klaver



Tanya Kimble



Shannon Butler



Cassie Smith



Cheryl Roets



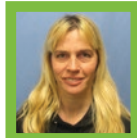
Melissa Winterfeldt



Sheri Sczygelski



Peter Lewandowski



Dawn Kayhart



Rebekka Surber

"This team had a large amount of stress put on them, caring for residents who were very sick. They worked with minimal help and equipment, often for long hours. They never questioned anyone's job on the unit. With little preparation, their job was done without complaint. Very resourceful and able to come together as a team. This group deserves all the praise you can give them. A great team to work with!"

Also nominated for this award was the HIM Chart Retention Team, Community Corner Clubhouse Team and Adult Behavioral Health Hospital.



## OUTSTANDING SERVICE EXCELLENCE AWARD

### Marie Santos Godleske Pine Crest, Food Services

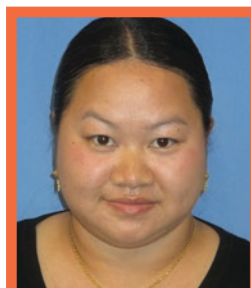
Congratulations to Marie Santo Godleske of Pine Crest Food Services recipient of the NCHC's Outstanding Service Excellence Award. Nominated by Pine Crest Appreciation Committee, Marie is well deserving of the honor.

"Especially throughout this pandemic, Marie is like sunshine on a cloudy day! She is always positive, friendly, energetic and has a great sense of humor. She is a joy to work with and works hard. She goes out of her way to do special things for staff and residents (i.e. garnishing their plates for anniversaries or birthdays)."

"Her positivity has been needed and much appreciated amongst staff and residents."

"She has brought her homemade eggs rolls for staff a few times and has worked with Life Enrichment to coordinate special things."

Jill Nelson in Business Operations was also nominated for this award.



## OUTSTANDING PERSON-CENTERED SERVICE AWARD

### Paia Yang, Clubhouse

Congratulations to Paia Yang of Clubhouse, recipient of the NCHC's Outstanding Person-Centered Service Award. Nominated by a member of her team who feels Paia passionate, compassionate, dedicated, caring, empathetic, and kind.

"Paia always brings the energy to Clubhouse. Whether it's a good or a bad day, Paia engages with members equally. Paia is passionate, compassionate, dedicated, caring, empathetic, and kind. She truly enjoys her job and it shows every day. Even during the pandemic, as Clubhouse Employment Specialist, she was able to secure employment for members."

"Paia is a model employee following and believing in the Core Values of the organization. We have a small team and through the pandemic and all our challenges. She can be counted on to bring her best to the clubhouse. Everyone who works with her is impressed by her drive, spirit, and dedication to our members."

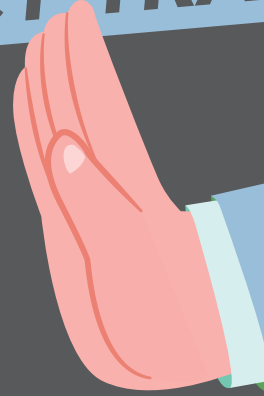
"Paia attains 15 Member Experience Surveys a month and it shows in our Patient Experience Score percentage - 93.6% of members find our service at Clubhouse to be Excellent."

Other employees who were nominated for this award include Kelly Alfson - Adult Day Services, Megan Arrowood - MVCC - Northern Reflections, Beverly Bailey - MVCC - Northern Reflections, Erika Koch - Adult Day Services, Brittany Kuehn - Behavioral Health Services, Betty Lloyd - Pine Crest - Long Term Care, Angela Schultz - Pine Crest - Long Term Care, Amanda Steinfest - Pine Crest - Post Acute Care, Amy Stiver - Pine Crest - Post Acute Care and Laurie Wegner - Pine Crest - Long Term Care.

**Nominate a Coworker or Team today! [www.norcen.org/Recognition](http://www.norcen.org/Recognition)**



# 2021 COMPETENCY TRAININGS



## COURSE ONE: Infection Prevention Verification

### Required For ALL Staff! Part One | Online Ulti-Pro Module

All staff are required to complete an online Infection Prevention module in Ulti-Pro.

### Required For Staff with Patient Contact! Part Two | 90-Minute Hands-on Session

Staff who regularly have patient contact will be required to take this course and sign up in Ulti-Pro for **ONE** hands-on session. Staff in the first phase will be assigned an Ulti-pro module with a link to register for your hands on session. You are welcome to attend at either location, but will need a managers approval. **Please bring your eyewear to the session you are attending.**

ALL Staff from Mount View Care Center, Pine Crest Nursing Home, or Behavioral Health Services Inpatient Adult and Youth Hospital that interact with patients in direct care areas will be required to take this course. This includes Nurses, CNA's, Dietary Staff, Therapy Providers, EVS Staff, Behavioral Health Techs, Social Workers, Drivers, or any other staff who are in contact with behavioral health or skilled nursing patients.

### HANDS-ON TRAININGS

#### MOUNT VIEW 1ST FLOOR DINING

- March 3 | 6:30-8am
- March 9 | 10:30-12pm
- March 15 | 12:30-2pm
- March 16 | 2:30-4pm
- March 17 | 6:30-8am
- March 18 | 4:30-6pm
- March 23 | 10:30-12pm
- March 23 | 12:30-2pm
- March 24 | 11:30-1pm
- March 25 | 2:30-4pm
- March 30 | 10:30-12pm

#### PINE CREST 500 WING

- March 4 | 12:30-2pm
- March 4 | 2:30-4pm
- March 22 | 6:30-8am
- March 22 | 9-10:30am
- March 29 | 9-10:30am
- March 29 | 11:30-1pm
- March 31 | 10:30-12pm
- March 31 | 12:30-2pm



# WAUSAU CAMPUS CAFÉ



NEW ITEMS  
AVAILABLE EACH WEEK



# Grab-N-Go Menu

NEW HOURS!

Monday – Friday | 10:30 AM – 5:30PM or Until Sold Out

### Self-Serve and Ready to Eat!

All menu items are pre-made in our kitchen and individually packaged for you to grab and go! Sandwiches and soups are cold and ready to heat at your convenience. No hot foods will be available.

### Limited Quantities

Food will be available in limited quantities each day and will not be restocked. When it is sold out, it's sold out.

### Self-Check Out

Employees are required to pay with Quick Charge or Credit Card. No cash exchanged. Employees will follow a self check out style purchase by using a touch pad kiosk and swipe badge or credit card to complete transaction. No meal tickets accepted.

### Safety Precautions

Hand sanitizer required before entering and after using self-check out stand.  
Only 3 people allowed in food selection area at a time to maintain social distancing requirements. Masks required at all times.  
No eating in Cafeteria. Please Grab and GO! Beginning November 30, crossing Zones will be allowed to access Café.

Parfaits	Assorted Bakery	Assorted Cold Sandwiches
Nuts	Homemade Soup	Assorted Wraps
String Cheese	Tuesday –Friday Only	Milk, Juice, Coffee,
Greek Yogurt	(Packaged and	Bottled Water, Tea
Cookies	Ready to Reheat)	



Click on the quickcharge<sup>®</sup> icon on any NCHC Network Computer desktop and enroll online today!

NCHC Employees, to start using quickcharge<sup>®</sup>, you **must** enroll online.

Your username and password are the same as your network login information.



## ARE YOU CHECKING OUT PROPERLY WHEN YOU PAY IN THE WAUSAU CAMPUS CAFÉ?

### You May Be Paying for Someone Else's Food! Oops!

We have received feedback from staff that when they tap the screen to begin their self-check out process, items are still on the screen from the prior employee. This means that employees are leaving without paying for these food items and are not finishing the purchase! Ooops!

1. Please make sure you are double checking you have paid for your purchases and completed the transaction. Follow ALL the steps on sign at the kiosk.
2. Before you start checking out, look to see if there are any items in the cart. You may be paying for someone else's items if they did not check out properly.