

A Visit from Our Governor – Submitted by Communications & Marketing

NEWS YOU CAN USE



WEEKLY CONNECTION WITH MICHAEL LOY

More Action

By now I hope that most of you have seen the news that Governor Evers made a stop at NCHC on Wednesday May 19th for a press conference and tour of our new facilities. If not, here is a link to one of the local reports.

<http://bit.ly/NCHCEvers> Evers Announces BadgerCare Expansion, Economic Development Plans in Wausau | WSAU News/Talk 550 AM · 99.9 FM

I can tell you that it was fun to see some of your faces when you inadvertently walked passed the Governor in our hallways this last Tuesday.

As part of his press conference, Governor Evers announced that NCHC will be receiving a \$5 million grant to expand mental health services. This funding will be important to our next phase of renovations (phase 3) as we are experiencing higher than anticipated costs to complete the renovations to the inpatient psychiatric hospital, detox program, emergency & crisis services, and residential treatment program. Phase 3 is slated to begin in about 4 weeks. This announcement was welcomed and embedded within a broader effort by the Governor to once again try to expand Medicaid in Wisconsin. This most recent effort is expected to fall flat with the Legislature yet again but I do not think that we should count out what his visit meant for NCHC.

Despite the focal point of the press conference being on Medicaid Expansion, from my perspective I believe we can expect the \$5 million grant somehow, someday. I have been working on this funding for the better part of two years. In addition to wrangling over the upcoming state budget, the State of Wisconsin is sitting on approximately \$1.8 billion in American Rescue Plan Act funds whose allocations are yet to be determined.



In reading the recently released Department of Treasury interim final rules on the use of these funds, there is a major focal point on permitting state and local governments to use the funds to expand mental health services. It is my opinion that despite the political back and forth, the \$5 million grant is something we should expect to receive through one mechanism or another. The Governor came here and publicly committed that NCHC would be getting the grant and we should take him at his word to find a way.

In the past four weeks we have received high attention from members of the Legislature's Joint Finance Committee, the Interim Department of

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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, May 24 –
Monday, May 31**

Tom Boutain



Person-Centered Shout out



Sharise Adsit, Food Services

Why: Always willing to help our unit with any food services needs we have!

Submitted By:
Julie White





Health Services Secretary, and now the Governor. This all comes after I have spent significant time touring our updated facilities and our organization's direction with our local representatives over the last year. All of our local Senators and Representatives have been here personally to hear and see what we are doing. Elected and Department Officials at the State level are highly attuned to what we are trying to accomplish. The direction we are going is working towards resetting the standard and it is clear that people want to get behind it. We are well positioned for wherever the state budget lands. Where we are today, and where we will be a year from now when all the dust settles will be a whole new ballgame.

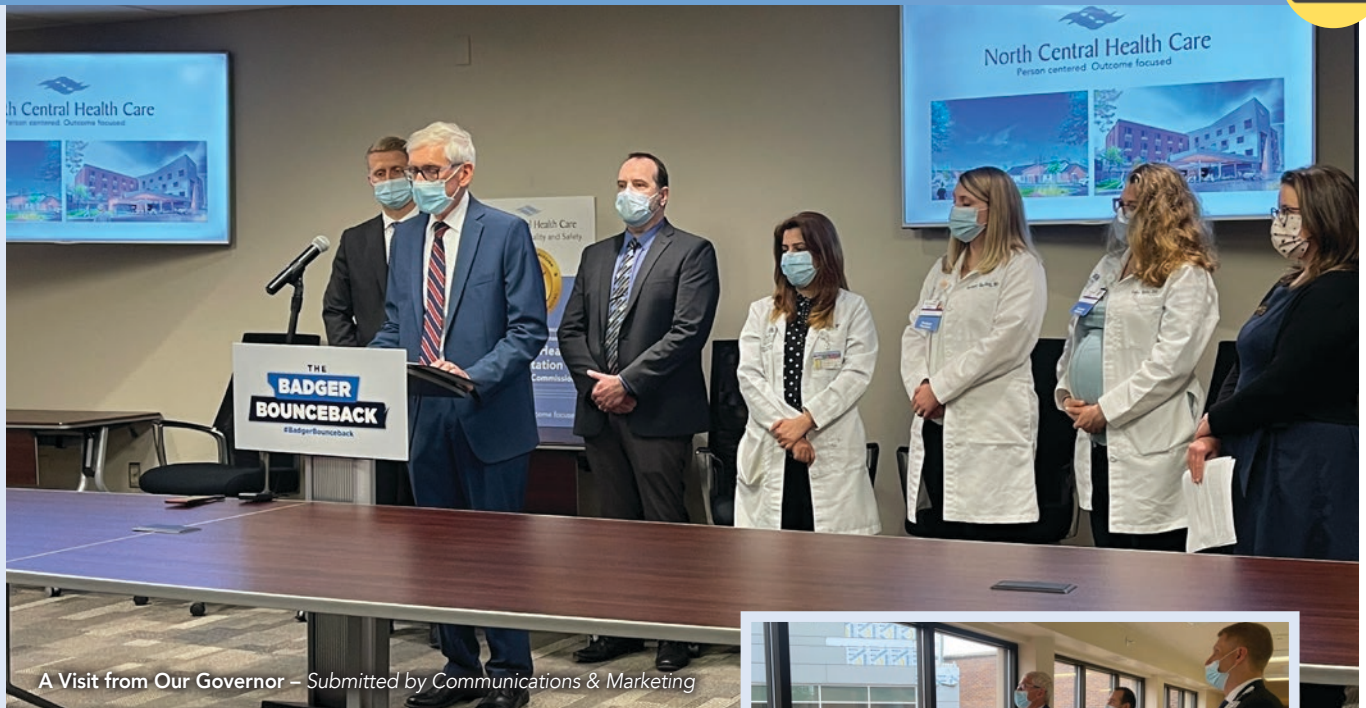
Following the press conference, Dr. Gouthro and I had the opportunity to spend around 40 minutes with the Governor touring our new facilities and talking about the opportunities/challenges facing NCHC. The Governor was gracious with his time and highly engaged in our private conversations. I'm confident that NCHC is at the forefront of efforts brewing around the State.

Thank you for supporting and being part of the journey. More to come...
Make it a great day,

Michelle



PHOTO OF THE WEEK



A Visit from Our Governor – Submitted by Communications & Marketing





Wear a Mask – Maintain Social Distance – Wash Your Hands – Stay Home If You Are Sick. Report Symptoms and Covid-19 Exposures to Employee Health and Manager

Staff will continue to screen appropriately, report symptoms and not report to work if experiencing any signs of illness. Staff are required to use PLT or take unpaid leave due to symptoms or exposure. **Employee Health: 715.848.4396**

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, Enhanced or Covid-19 Confirmed/Suspected Precautions. Units on Enhanced or Covid-19 Confirmed/Suspected Precautions must have it clearly posted on the entrance to the unit.

- o **Standard Precautions** – Surgical Mask, Gloves and Eye Protection (Face shield, goggles or safety glasses) required.
- o **Enhanced Precautions** – Surgical Mask, Eye Protection (Face shield, goggles or safety glasses), Gloves and Gown during patient encounters required.
- o **Covid-19 Confirmed/Suspected Precautions** – N95 Mask, Eye Protection (Face shield, goggles or safety glasses), Gloves and Gown during patient encounters required.

NCHC COVID-19 WEEKLY CASE REPORT

Confidential Employee Report

Employee Cases Reported through May 20, 2021

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.

Program	Current Active Employee Cases	Date Reported
<u>New Cases</u>		
Food Services – Wausau	1	5/18
MVCC – Northwinds	1	5/15

Previously Reported

All previously reported employee cases have been cleared to return to work.

Total Active Employee Cases 2

GENERAL OPERATIONAL GUIDELINES

Program admissions, closures, and operations will be determined by Incident Command daily. Updates provided to staff at least weekly.

Direct Care/Visitors

- Essential visitors and contractors only.
- In-person treatment allowed in all programs. Masks and social distancing required. All areas require departmental cleaning procedures for pre/post in-person visits. Virtual treatment optional.
- In-Person Visitation allowed at Nursing Homes, Inpatient Hospitals, CBRF and Residential Homes (unless noted to right).
 - Program-established visiting hours.
 - Visitation limited to designated visiting areas or resident rooms only. No other travel throughout facilities. 2 visitors maximum per resident/patient at any time. Length of visit is determined by program.
 - Indoor, window, compassionate care and outdoor visits allowed.
 - Outdoor visits are weather-permitting and determined by program.
 - Screening, masks and social distancing required.
- Volunteer programming allowed. Limited to 5 max at a time in building. Covid-19 vaccination required.

Meetings or Groups

- NCHC in-person meetings and treatment groups allowed. Masks required. 6-foot social distancing or physical barriers between individuals required.
- Non-NCHC groups or meetings are not permitted (i.e., AA, NA)
- Group sizes for meetings or treatment limited to 50 people or less. Social distancing required. Meetings or treatment greater than 50 requires Operations Executive/Incident Command approval.

HR / Remote Work

- On-site interviews and Orientation are allowed with an option for virtual participation provided.
- Remote Work limited to those requiring exceptions. Please work with Manager and Human Resources if exceptions are required.

PROGRAM-SPECIFIC OPERATIONAL UPDATES

Programs with Operational Changes

Follow General Operational Guidelines (left) in addition to changes below.

- **Mount View: Enhanced Precautions: Northwinds Vent.** Indoor, In-Person Visitation suspended. Only compassionate care visits allowed. Closed to new admissions.
- **Pine Crest:** Indoor, In-Person Visitation Allowed. M-F: 9am – 6 pm, Weekends/Holidays: 9am – 3pm. Open to new admissions.
- **Residential Services:** Open and operational.
 - o **Contact Precautions** due to presence of bed bugs: **Forest Street.**
 - o **Riverview Towers and Riverview Terrace:** Visitation allowed. Visitors and residents must wear a mask when outside of their apartment, in any indoor shared space..
- **Lakeside Recovery/MMT:** Closed. No Admissions.

Open & Operational

Follow General Operational Guidelines (left).

- Adult Day Services – Antigo
- Adult Day Services – Wausau
- Adult Day/Prevocational Services – Merrill
- Adult Protective Services
- Aquatic Therapy Center
- BHS Adult Hospital
- BHS Youth Hospital
- Community Treatment
- Clubhouse
- Crisis Center
- Crisis Stabilization Units (Adult & Youth)
- Hope House - Wausau
- Hope House - Antigo
- McClellan House
- Outpatient Clinics
- Pharmacy
- Prevocational Services – Wausau
- Transportation

Program Hours and Operations Online: www.norcen.org/Covid-19



EMPLOYEE ACCOMPLISHMENTS

Congrats to These Employees on Their Recent Success!

Join NCHC in congratulating these impressive employees for these key accomplishments as they move forward in their careers!



Amber Foley passed her NCA exam last Friday and will shortly become a full LPC in the weeks ahead!



Sadie Graveen passed her NCA exam last week and will graduate in August, at which time she will begin accumulating hours toward licensure!



Lindsay Krueger's LCSW has finally come through and she is now a Licensed Clinical Social Worker!



Steph Hilgart passed her AODA exam last week!

RETIREMENT ANNOUNCEMENT

Congrats to Beth Kwiatkowski

After 22 years of serving our NCHC communities, Beth Kwiatkowski, Community Treatment Tech, Community Treatment-Adult Wausau is retiring on June 3, 2021. We thank you for over two decades of serving others. Thank you for all you do and best of luck in your retirement!



NCHC WOULD LIKE TO CONGRATULATE ALL OUR 2021 HIGH SCHOOL GRADUATES WHO WORK IN SEVERAL PROGRAMS IN OUR THREE COUNTIES.

We Are So Proud of You!

RETIREMENT CELEBRATIONS

Brenda Christian: Thank You For 34 Years of Service



Brenda Christian, Adult Protective Services Director, retired on Friday, May 21 after 34 years of serving our Marathon, Langlade and Lincoln Counties. Brenda was presented with a gift and framed certificate from CEO Michael Loy on behalf of NCHC. She was also presented with the APS Shining Advocate Award. Brenda was a member of the Senior Management Team and an outstanding employee, colleague and leader. She will be greatly missed. All the best to you Brenda! Enjoy your retirement!





North Central Health Care HOPE HOUSE

Come Celebrate Our Grand Opening

Hope House Antigo is a sober-living home for women in Langlade County. With the support of our community, together we are developing a strong foundation for recovery.

Join Us for Tours, Information & Open House

Monday, May 24, 2021

915 First Avenue in Antigo from 3 – 6 pm

www.norcen.org/HopeHouse



Hope House: A Brief Overview

Hope House is a sober living home for adults that offers an opportunity for residents to invest in a strong foundation for their recovery from alcohol or other drugs. Hope House Antigo was developed to assist Langlade County women with their recovery in a safe, supportive environment while gaining strength and confidence from their peers and housemates. Hope House is operated by North Central Health Care staff and a live-in mentor who is an active member in recovery. Hope House utilizes concepts from the Apricity Model of recovery, which promotes building community in a long-term supportive environment with others who are in similar circumstances. There are two Hope House locations: Wausau and Antigo!



Hope House is open for referrals from our community including healthcare, social services, law enforcement and justice partners, employers, treatment centers and from North Central Health Care Behavioral Health and Crisis programs. Individuals may also self-refer. You do not need a physician referral to become a Hope House resident.

To start the process, an application form must be completed which includes information about the applicant, previous treatment, sober living experiences and personal references. Forms are online: www.norcen.org/HopeHouse

Referral Inquiries or Questions?

Contact Toni Kellner at tkellner@norcen.org
Office: 715.848.4317 Mobile: 715.574.3115



DO YOU HAVE CHILDREN UNDER 3?

Here is an opportunity for you!

LENA Start will be holding in-person, outdoor classes at Monk Gardens and at Riverside Park. There will be concomitant programming available for the kids at the park. As always, classes are free, and a meal and childcare are provided.

Past Participant of LENA? We Need Your Referrals!

LENA grads who refer another family are given a \$10 gift card if the referred family graduates.

Build your baby's brain through talk!

Free classes for parents outdoors!



- **FREE** meal and childcare
- **FREE** children's book each week
- **FREE** class materials
- **FREE** gas cards and fun prizes

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

WHAT: 10-week parent education program

WHEN / WHERE: **MONK GARDENS**, Mondays 5:30–6:30pm (dinner at 5pm) starting June 14th

OR RIVERSIDE PARK, Thursdays noon–1pm (lunch at 11:30am) starting June 17th

- Fun programming for kids while you learn
- Classes in English or Spanish
- CDC mask and distancing guidelines observed

MORE INFO / REGISTER: Visit lenastartmc.org, call/text 715-660-0397 or email ntank@chw.org

PARTNERS



WIPPS



ACHIEVE 360



REGISTRATION DEADLINE: June 16th, 2021
FREE! SIGN UP TODAY!

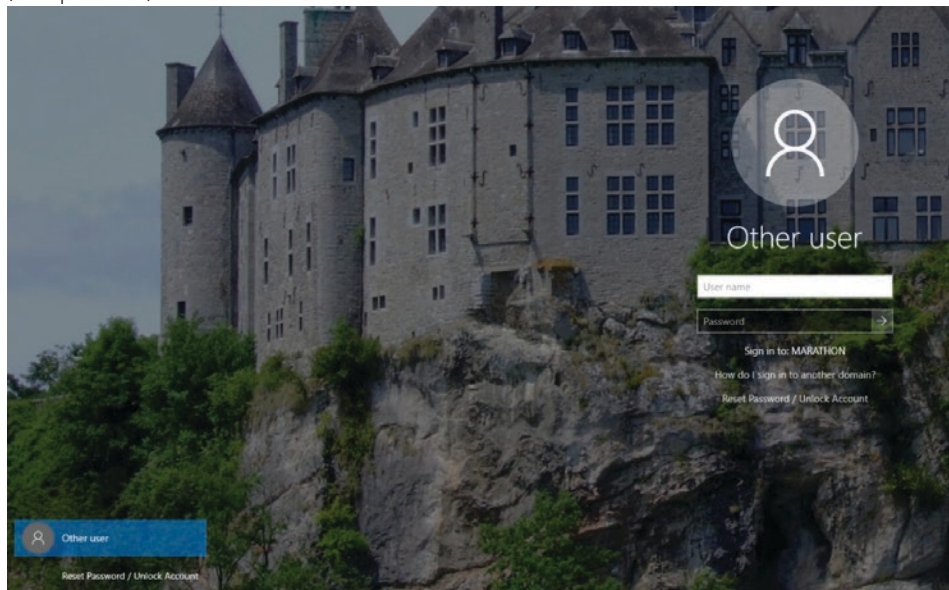
Support for this project was provided through the Caroline S. Mark Legacy Fund of the Community Foundation of North Central Wisconsin, B.A. & Esther Greenheck Foundation, Dudley Foundation, CoVantage Cares Foundation, Northcentral Technical College, Marathon County, Marathon County Public Library Foundation, City of Wausau CDBG, United Way of Marathon County, anonymous donors and site partners.



CCITC ANNOUNCE NEW PROJECT IN THE WORKS FOR NETWORK COMPUTERS

Phase 1 Beginning Now

CCITC has been given the go ahead on a project that will allow users to have additional control over security and access. As part of the initial phases of the project, CCITC will begin to push software out to all NCHC PCs. That software is called the 'Gina Agent'. Users may notice this on their locked or login screen (example below).



After all the software has been pushed to all PCs, we will start the enrollment process. Until enrolled users cannot use the product, nothing will happen. More enrollment information coming out in the future.



millennium+

Behavioral Health Electronic Medical Records

CERNER MILLENNIUM DESKTOP ICONS

Coming to Desktops May 21

North Central Health Care is in the process of transitioning to a new Behavioral Health Electronic Medical Record system called Cerner Millennium. In preparation for the Cerner Millennium implementation, CCITC will place two Cerner icons on ALL computer desktops at NCHC on Friday, May 21. Computers will require a restart for the following icons to display:



If you do not access Cerner Millennium as part of your work responsibilities, you may ignore these icons. Once an icon is double-clicked on the desktop, users of the system are taken to the login area of the web-based Cerner Millennium system.

Note: Cerner TRAIN (black/white) icon directs users to the training environment and the Cerner PROD (blue/green) icon directs user to the production (live) environment. Please refrain from accessing the production environment until "go live" or you are instructed to do so.

If you have any questions, please contact the CCITC HelpDesk at x6710 or 715.261.6710.



Self-Care is proven to
reduce stress & anxiety levels
while **increasing self-compassion.**

Are you a parent, student or caretaker feeling overwhelmed with the responsibilities of day-to-day life? The idea of taking time for yourself may seem unimaginable. Visit our website to learn more about **"Taking Time for Yourself"** to reduce stress and anxiety and increase your self-compassion.

MAY IS



#TOOLS2THRIVE



Scan this QR Code
with your phone's
photo app to
get started!



North Central Health Care wants to shine a little light in the darkness of this past year and provide you with practical tools you can use to improve your mental health and increase resiliency when life gets tough.

Download your **FREE Mental Health Toolkit** that includes six topics to promote mental health for all. Together, these tools help us develop and employ the resiliency that will take us to brighter days.



North Central
Health Care

Person centered. Outcome focused.

www.norcen.org/MentalHealthMonth





tidbits on benefits

WELLNESS CORNER

Submitted by Sherry Hughes, PA-C



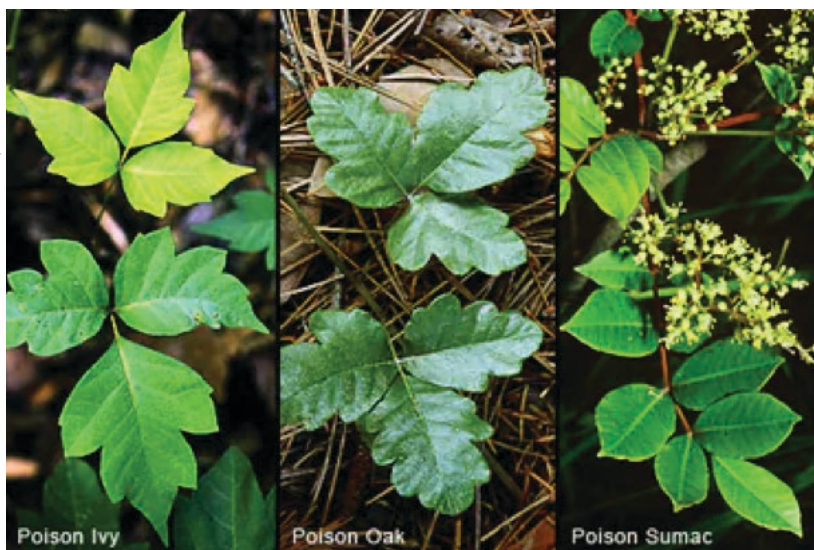
POISON IVY

Spring is finally in full swing and we are outside planting our gardens! Watch out for plants that bite and cause skin irritation such as Poison Ivy, Poison Sumac, and Poison Oak. The oils from these plants can cause an itchy, blistering rash on the areas that it contacts. Wear gloves and long sleeves while doing yard work near wooded areas and especially when hiking in the woods! Wash the skin immediately with soap and water to avoid the blistering reaction that can occur. The oils can also be transferred to you from the fur of your pet. Wash your dog if it has been running around in the woods.

If you find poison ivy in your yard, kill it or remove it while wearing gloves. Do not burn it in the brush pile as the oils can spread through the air. The skin lesions can be treated with a commercial product designed to block the spreading of the oils on the skin. Calamine lotion and anti-itch products can also be used to treat the itching symptoms.

Good hand washing after applying is needed to prevent spreading of the oils. If the rash is on the face or genitals, or it appears to be progressing into a bacterial infection, prescription medications may be needed.

Here is more information about poison ivy, sumac and poison oak: <https://www.mayoclinic.org/diseases-conditions/poison-ivy/symptoms-causes/syc-20376485>



Poison Ivy

Poison Oak

Poison Sumac

Aspirus Clinics

Sports Physicals

Employee Health & Wellness Center

1000 Lake View Drive
Suite 200
Wausau, WI 54403

June 3
July 22
July 29
August 5
2021

Schedule your appointment by calling
715-843-1246



Sherry Hughes, PA



004-342

MARATHON COUNTY
EARLY YEARS
COALITION



Helping Transition Children, Youth and Their Families to the Next Normal.

Each Tuesday in May from 7:00pm - 8:00pm



Tuesday, May 4 - Eric P. Hartwig, Ph.D. Mindfield, LLC and Author of the b.e.s.t. Universal Screening

Supporting Social, Emotional and Behavioral Health: How you can help. Social and emotional learning is not a curriculum, it is "lived learning" guided by deliberate practice with effective caregiving. Families and school staff can have a dramatic and powerful influence on a child's behavioral, emotional and social development, particularly when the timing, content and level of support matches a child's needs. Join us for a conversation on how you can help children adapt and build capacity to manage their world.



Tuesday, May 11 - Dr. Lori Shepherd, Pediatrician, Marshfield Clinic and Dr. Carolyn Nash, Pediatrician, Child Advocacy Center

Building Resiliency in Young Children Through the Pandemic & Beyond - This talk will focus on ideas that will help your child develop resiliency, a strength that can help them thrive during times of stress, such as the current pandemic. A booklet with exercises and information is available as part of this presentation.



Tuesday, May 18 - Nicole Tank, Prevention Supervisor, Children's Wisconsin and Morgan Woloszek, Family & Youth Services Supervisor, Children's Wisconsin

Finding Balance - Helping Your Child Cope with Change - We all want the best for our children. Helping them learn to cope with change is a strength we can build within our child that will be an asset throughout their lifetime. Join us as we look at some of the signs children are struggling with change, how to find balance for ourselves and our children and ways to develop the skills to overcome challenges.



Tuesday, May 25 - Dr. Dakota Kaiser, Ph.D. Psychologist, Bridge Community Health Clinic and Erica Huffman, MS, LPC, Youth Behavioral Health Director, North Central Health Care

Addressing the Mental Health Needs of Children and Families - *More information to come.

Free, virtual offering, you can register for 1 or all!
Link to presentation will be sent the day prior to each session.
Register here: <https://www.unitedwaymc.org/EYCSeries>



HRinsights

Position Posting

Title: Residential Care Assistant

Status: Full Time **Location:** Community Living - Residential

To apply or learn more: <https://bit.ly/2GXPCbw>

The Residential Care Assistant is responsible for the general operation of a group home/ supported apartment settings for adults with developmental disabilities and/or chronic mental illness.

Learn about jobs available at NCHC and get a real glimpse of a day in the life of a CNA and other amazing opportunities at NCHC!
www.norcen.org/RJP



REFERRAL BONUS FAQ's

The Human Resources Team receives lots of questions pertaining to the Referral Bonus Policy. We are excited our staff are taking advantage of this and sharing the great opportunities we have at NCHC in all three counties. Here are some answers to commonly asked questions:

- Per the Referral Bonus policy, previous employees (that have been an employee of NCHC at any time) and contract employees (that have been here the last year) are not "eligible hires" for current employees to receive a referral bonus on. See highlighted area below:
- Eligible employees will be rewarded a referral bonus when they refer a qualified candidate for successful employment at NCHC.
- The candidate must be hired into a budgeted full-time equivalent (FTE) position of 0.50 or greater, and remain employed in good standing and in the status of 0.50 or greater. Market sensitive positions can be hired at less than 0.5 FTE and still receive referral bonus.
- The referring employee must be employed by NCHC and in good standing at the time the bonus is paid to be eligible for payment.
- The referral bonus does not apply for in-house transfers or promotions or referring prior employees. The referral bonus does not apply for referring former students, contract employees or temporary employees within one year of separation.
- Only one employee will receive an Employee Referral Bonus per candidate.

Here's how it works...

Step 1: Tell Us About Your Recruit

Text "Refer" to 715.598.3663

Email HResources@norcen.org

Complete Referral Form in Human Resources

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:

\$250 after 90 days
\$250 after one year



North Central Health Care
Person centered. Outcome focused.

**REFER A FRIEND
EARN \$500**

NOW HIRING At Our Wausau & Merrill Locations!

CNA's Starting at \$18/Hour
2+ Years Experience Starting at \$20/Hour

COOKS

Starting at \$16-18/Hour

DIETARY AIDES

Starting at \$14-16/Hour

Based on Experience

North Central Health Care
Person centered. Outcome focused.

Mount View
Care Center
Wausau

PINECREST
Merrill

Apply Online at www.norcen.org/Jobs



SHARE NCHC JOB POSTINGS ON SOCIAL MEDIA!