



A Weekly Update For The Employees of North Central Health Care



# **NEWS YOU CAN USE**

#### WEEKLY CONNECTION WITH OUR TEAM



Jill Meschke Interim CEO & Chief

Financial Officer

#### **New Year, New Opportunities**

Time flies. It's hard to believe that another year has flown by already! The newspapers and magazines will have already started with their usual "this was the year of..." articles and picture-series, so now's as good an opportunity as any to reflect on the year that

Even without having to think too hard, there is bound to be an assortment of good and not-so-good aspects to the year, and certain to be some good and useful lessons to be learned. So, now's a good time to set aside an hour or two, to review and digest, give yourself a clear-headed appraisal of the last twelve months, and leap into the next, armed with a clear and well-thought-out plan.

Let's start with the time-tested pen and paper and make a list of what was good and not-sogood during the last twelve months. Did you achieve any personal or professional goals? Perhaps kids transitioning back to school didn't quite go as well as hoped. Also list neutral factors both internal and external. Maybe your family marked a significant anniversary. This is your year in review.

Now look ahead to opportunities for 2022. Set some specific goals for yourself. Maybe you'd like to have family time three times per week. Maybe reading one book a month is a great goal for you. Or adding five extra servings of vegetables to meals each week. The important thing is to keep them tightly focused and specific.

Finally, and most importantly, plan for the way to achieve your goals. Be as specific as possible and consider barriers that have stopped you in the past. For example, to achieve a goal of daily meditation, dedicate a set time and space where you will be most successful.

We all know that New Year Resolutions are made to be broken, but by reviewing 2021 and

**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, Jan. 10 -

Jarret Nickel

Sunday, Jan. 16



reflecting on the progress made you can set some realistic goals for 2022 and a path to success. And make next year a happy, healthy, and successful year!

Jill Meschke

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Covid Weekly Update 2	
Snow Removal & Parking at Wausau Campus	
Pine Crest Announcement	
Multi-Factor Authentications	
Recognition & Appreciation	
It's All About the Food9-10	









#### 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

#### **COUNTY POSITIVITY RATE**

**MARATHON: 12.76%** 

**LINCOLN: 12.54%** 

**LANGLADE: 15.63%** 

Please follow **Alert Level Response** based on the County Positivity Rate of your location.

#### **PPE GUIDELINES**

**Visitors:** Cloth face covering or surgical masks required by all. Visitors to Nursing Homes & Adult/Youth Inpatient Hospitals will be screened using the COVID Screener. All other visitors will only require temperature check.

**Employees:** Face coverings <u>required</u> 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 and Gloves required. Eye Protection (face shield, goggles or safety glasses) required during applicable isolation precautions.
- o Enhanced Precautions Surgical Mask, Eye Protection (Face shield, goggles or safety glasses), Gloves and Gown during patient encounters
- 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 January 6, 2022

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.

E	mployee Cases	Reported
New Cases		
MVCC – Floor 3	1	01/06
MVCC – Floor 4	1	01/06
Patient Access - Wausau	1	01/06
Community Treatment Adult - V	Wausau 1	01/06
Crisis Services	1	01/06
MVCC – Floor 2	1	01/06
Food Services Wausau	1	01/06
MVCC – Floor 3	1	01/05

Current Active

Previously Reported All Cases no	longer included	below have returned to work.
Pine Crest	1	01/04
Outpatient - Wausau	1	01/04
MVCC - Floor 3& 2 North	2	01/04
Pine Crest - Long Term Care	1	01/03
MVCC - Admin	1	01/03
Residential - Riverview Terrace	1	01/03
Residential - Bissell	1	01/03
Food Services - MVCC	1	01/02
Food Services – MVCC	1	01/01
MVCC – 2 <sup>nd</sup> Floor	1	01/01
MVCC - Contract Therapy	1	12/31
Residential - Riverview Towers	1	12/29
MVCC – 2 <sup>nd</sup> Floor	1	12/29
Comm & Marketing - Wausau	1	12/28
Pine Crest – Admin	1	12/28

Total Active Employee Cases

#### **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, compassionate care and outdoor visits allowed. Outdoor visits are weather-permitting and determined by program.
  - Screening, masks and social distancing required.
  - Nursing Homes must allow in-person visitation on units under enhanced precautions. All visitors will be required to follow the the PPE guidance in place for those precautions.
- Volunteer programming allowed. Limited to 5 max at a time in building. Covid-19 vaccination required.

#### Meetings or Groups - Please refer to Alert Level Response

- NCHC in-person meetings allowed. Masks, 6-foot social distancing or physical barriers between individuals required.
- Treatment groups suspended at this time due to current community positivity rates. Only DBT & AODA Groups allowed.
- Non-NCHC groups or meetings are not permitted (i.e., AA, NA) in care areas (nursing homes, outpatient clinics). Wausau Campus Theater is allowed to be scheduled for outside group use. Contact Administration Office 715.848.4405.
- Group sizes for meetings limited based on each County's Positivity Rate. Masks & social distancing required. Meetings require Incident Command approval if in RED or higher # of people than desig. limit.

#### **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.

- - Visiting Hours M-F: 7am 7pm, Weekends: 10 am 6pm.
- Pine Crest: Enhanced Precautions: Rehab. In-Person Visiting Hours: M-F:
- Residential Services: Open and operational.
  - o Enhanced Precautions: Riverview Towers, Bissell and
    - Jelinek (Side 1 entire building) .

o Covid-Confirmed Precautions: Jelinek Side 1 –

- o Contact Precautions: Jelinek due to presence of bed bugs.
- o Riverview Towers and Riverview Terrace: Visitation allowed. apartment, in any indoor shared space.
- Lakeside Recovery/MMT: Closed. No Admissions.

#### **Open & Operational**

Follow General Operational Guidelines (left).

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

- Mount View: Enhanced Precautions: ALL Units.
- 9am 6 pm, Weekends: 9am 3pm.
- - positive client apartment only.
- Visitors and residents must wear a mask when outside of their

- Pharmacy • Prevocational Services – Wausau
- Transportation

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





Please note the following parking protocols for the Wausau Campus Parking during winter months when snow removal is needed.



NORTH CENTRAL HEALTH CARE

SNOW PROTOCOL

**Priority Entrances & Winter Parking** 

#### PRIORITY ENTRANCES

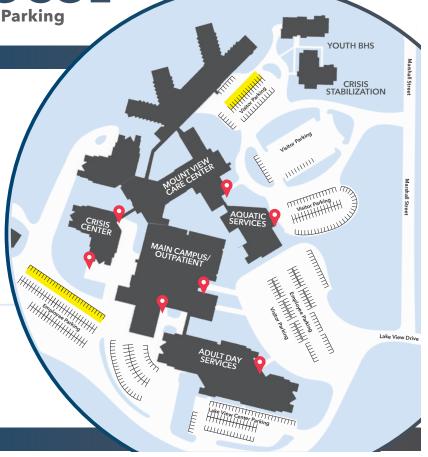
All marked entrances/exits have been designated as priority snow removal areas. For your safety, please use these entrances/exits after a snowfall as they will be less hazardous. Priority entrances include:

- Main Campus/Outpatient
- **Aquatic Services**
- Mount View Care Center
- 9 **Adult Day Services**
- 9 Crisis Center
- Door 33 Employee Entrance
- Door 48 Employee Entrance

#### WINTER PARKING - 3RD SHIFT

For those working 3rd shift on the Wausau Campus, please continue to park in the front rows marked in yellow when there is snow fall. This will allow for effective snow removal.

First and second shift have no parking restrictions.





#### **SAFETYZONE NOTICE Please Use Chrome Browser to Access**

Staff have been reporting issues when submitting SafetyZone events. The SafetyZone support team has indicated that staff should be using only Chrome or Microsoft Edge web browser when utilizing SafetyZone as the online tool no longer supports Internet Explorer. Microsoft has stopped all support and security updates to Explorer regarding SafetyZone.

If you have issues submitting an event, please contact the HelpDesk to open a support ticket.

#### **CCITC NOTICES: TO ALL USERS** WITH MOBILE DEVICES

#### **Laptops & iPads**

Due to the extra cold temperatures that we have been having. Please remember that your computers and devices like the cold even less than we do. Try not to leave devices outside in vehicles overnight if possible. If your device was left in the cold for any extended period of time (4 hours or more). Please allow the device to come up to room temperature before docking, or powering the device on, or damage may occur. This may take several hours.



#### **CCITC CHANGES TO ON-CALL PAGER**

Critical System Support Access for IT Needs: 715.907.7104

CCITC has made a change to the On-Call pager and are upgrading their service. Unfortunately, they need to use a different number to make this change. The old number will only be available for another 30 days, and the process for the page will also remain the same. The new number is 715.907.7104.

Please update any locations that you have this posted and remember that this number is for critical system support.





#### NCHC ANNOUNCES RYAN HANSON AS NEW DIRECTOR OF NURSING HOME OPERATIONS AT PINE CREST

NCHC is pleased to announce that Ryan Hanson, previously Director of Nursing at Pine Crest Nursing Home, has accepted the position of Director of Nursing Home Operations at Pine Crest. Ryan has been with Pine Crest since December 2017 and has been pivotal as a leader in the changing landscape of skilled nursing and Covid-19.

#### Congratulations Ryan on your new position and opportunity with NCHC!

The Director of Nursing position will be posted to NCHC open positions which can be found on UKG or through online job boards and our website www.norcen.org. If you are interested in applying please contact Bo Johnson in Human Resources. Sara Barnett will continue to fill the Director of Nursing role until the permanent posting and recruitment is complete.





#### PHOTO OF THE WEEK



#### SHARE YOUR PHOTO OF THE WEEK

#### **MOUNT VIEW GETS MORE SIGNAGE! Wayfinding Installed**

Wayfinding was installed this week at Mount View this week. Now staff and families will have an easier way to n avigate with maps and instructions right in the hallways. Go see for yourself. Kudos to Alex Eichten in Communications & Marketing for all her hard work on the wayfinding!

#### 2022 Covid-19 **Vaccination Clinics for NCHC Employees**

To receive your 1st, 2nd or Booster dose in 2022, vaccination clinics will be available for staff on the first Friday of each month.

#### **Covid Vaccine Sign Up** Link is coming soon! Watch Email and NYCU!

The Covid-19 vaccine is a 2-dose vaccine. After you receive your first dose, please make sure to sign up for your second dose for the following month. For example, if you're signing up for your first vaccine in February – make sure to sign up for your second in March. You will also be given your return date for the 2nd vaccine on your COVID Vaccine Card when receiving your first dose.

#### THE UW SYSTEM LAUNCHES A NEW TUITION REFUND PROGRAM FOR STUDENT LTC/HEALTH WORKERS

#### \$500 Tuition Refund Available for Eligible Students

The long-term care and health care associations met with UW System officials last month to explore additional strategies to bring more students into our LTC and health care system. Today, the UW System announced it is making a tuition refund available to 1,000 students enrolled at a UW System campus during the spring 2022 semester who work a minimum of 50 hours at a clinical or health care setting (including nursing homes and assisted living facilities) n Wisconsin between December 1, 2021 and February 28, 2022. Recipients must also meet relevant licensure and certification requirements, but are not required to work in a caregiver capacity. To be eligible, students must present a letter from their employer verifying the type of work and the hours worked to their campus Bursar's Office by no later than March 31, 2022.

The UW System will receive \$500,000 from DHS to fund this program and reportedly is seeking additional dollars to expand it.

Visit https://bit.ly/500UW-Cash for full press release and more information.



#### **WAUSAU CAMPUS FOOD TRUCK RETURNING IN 2022**

The Wausau Campus Food Truck will be returning sometime in January. Sorry for any inconvenience. Stay tuned for upcoming dates!





#### FOR ALL NCHC USERS

## Multi-Factor Authentication (MFA)

## What is MFA?

MFA provides another layer of protection by requiring both username/password and a code from something you have.



## **Why** do we ed to use MFA?

MFA is required for our cyber risk insurance which protects us from costly data breaches.

## What proof can we use for MFA?

- Code from a mobile app on a smart phone or tablet
- Token (key fob/dongle)

# MFA used?

MFA will be required for:

- VPN remote network access
- e-mail (both on or off the network)
- Portal.Marathon.co.wi.us

But you will only need to enter your MFA code periodically (about every 90 days for email).

VPN will always require MFA.



### Log into **UKG** Learning and complete the assigned MFA module by January 16.\*

It includes step-by-step instructions to set up the MS Authenticator mobile app. You will need a work or personal smart phone to complete the module. Work with your manager to request a token if you are not able to use the app with your personal or work smart phone.

#### HAVE MFA QUESTIONS OR NEED HELP?

Please contact the CCITC Help Desk x6710 or 715.261.6710 if you need assistance.

<sup>\*</sup> If you are unable to complete the module by January 16, please complete as soon as possible and speak with your manager. Your access to email and VPN will be impacted if you do not follow the instructions and complete the module and installation.







#### NCHC EMPLOYEE HEALTH & WELLNESS CENTER

The Aspirus Clinic at the Employee Health and Wellness Center on the Wausau Campus provides convenient, high-quality, cost effective health care for North Central Health Care Employees and their dependents ages 18 months and up covered by the NCHC health plan.

#### Schedule an Appointment: Call 715.843.1256

#### Video Visits Available!

Call 715.843.1256 or visit MyAspirus to schedule a video or in person visit. Must be registered with MyAspirus to utilize Video Visits.

#### What Are the Fees to Use the Clinic?

If enrolled in the HSA Plan, the office visit fee is

If enrolled in the Traditional Plan, the office visit fee is \$0.

Additional medical care or lab testing beyond the scope of listed services will also be billed to your insurance.

#### What Can I Use the Clinic for?

- Annual Physicals: Women's health, men's health.
- Sports Physicals for Students
- Chronic Condition Support: Hypertension, diabetes, asthma, anxiety, depression, thyroid disorders and prescriptions.
- Health Monitoring: Blood pressure, cholesterol, blood sugar, weight management, routine lab test and gynecological concerns.

- Common Health Issues: Colds, sore throat, earaches, influenza, sinus infection, stomach disorders, nausea, skin problems, rashes, bug bites, minor wounds, suturing, strains, sprains, urinary tract infections.
- Wellness Center: Health screening, prevention education, general fitness assessment, goal setting and routine wellness advice.
- Lab Services and Procedures: Rapid strep test, urine dip stick, flu screens, pregnancy test, and procedures such as mole and skin tag removal are all provided at the on-site clinic.
- Well Child: Ages 16 years old and up. Acute Care visits for ages 18 months and up.
- You may also designate Sherri Hughes, PA as your primary care provider.

If you have benefit questions, please reach out to NCHC Human Resources HResources@norcen.org. If you have questions for the clinic about services, please contact the Employee Health & Wellness . Center at 715.843.1256.

#### **Employee Health & Wellness Center**

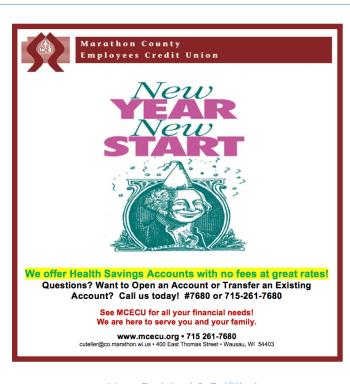
1100 Lake View Drive, Wausau, WI **North Central Health Care Campus** Door 25

**Schedule an Appointment:** 715.843.1256 or MyAspirus.org

#### **Updated Hours:**

Monday - Wednesday - Friday: 8:00 am - 4:30 pm Tuesday: 6:30 am - 3:00 pm Thursday: 9:30 am - 6:00 pm







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









Thank you to all the staff and families who joined us at the Impact Event at Pizza Ranch in December.

#### Clubhouse Raised \$304

We appreciate your support!



#### **COMMUNITY TREATMENT** SPOTLIGHT AWARD

Congrats to Erin Wachtendonk, RN **ACT Marathon County** 

It is with great pleasure that we get to announce the recent recipient of the Community Treatment Spotlight Award. Erin Wachtendonk, RN for the ACT team is the recipient this month, and the team couldn't think of anyone more deserving! She is truly an amazing support, advocate, and resource for the ACT team, and her colleagues have had nothing but wonderful things to say about her since we were lucky enough to have her join our

"Erin has been a wonderful addition to the ACT team and has gone above and beyond to try and make a difference in the lives of the consumers she helps with. She continually goes the extra mile, whether it be another ride to an appointment, contacting the doctors to strongly advocate for her patient, or travelling miles and hours to see consumers outside of our area to make sure they still receive services. She has even gone so far as to get services or testing for her consumer's pets when asked.

"She has a great deal of compassion and empathy for her consumers, and I've never once questioned if this job is right for her, or if she is doing it well. It has been so clearly evident from her first day in community treatment that has quite the knack for this, and honestly, and truly cares

about her consumers and wanting to leave them better off than when she arrived, which is such a rare trait to find in this area. She will constantly do whatever it takes to try and help them in whatever it is they might need. She displays outstanding dignity for all her consumers and showcases integrity daily. If someone asks something of her, or she volunteers something, it gets done."



"I'd like to nominate Erin for this award as I feel she is truly a deserving recipient, and we are all so lucky to have her on our nursing team. Even though it seems like a short time, the way she has just enmeshed herself into the ACT team and taken on such a strong role has been wonderful, and I'm incredibly proud of her."

Congratulations Erin!!!







#### **OUTSTANDING TEAM PARTNERSHIP AWARD** Adult Day Services Wausau Team

Congratulations to the Adult Day Services Wausau Team, recipient of NCHC's Outstanding Team Partnership Award for 4th Quarter. Nominated by Jennifer Rothmeyer, several employees on the team were individually called out for their

contributions to the greater work that the team does. Kelly Alfsen, Jamie Bolzak, Scott Jakel, Nicole Knoblock, Cindy Purdy, Erica Koch and Mariah Raymond create a great working environment and help the ADS program run smoother and with a calm atmosphere.















Kelly Alfsen Jamie Bolzak **Scott Jakel** Nicole Knoblock

**Cindy Purdy** Erica Koch

Mariah Raymond

"This team is great to work with and be a part of. The continually show the drive for wanting consumers to be successful. ADS is able to put aside many small things in benefit of the larger goal. Most of the ADS member have worked with the program for many years and have a drive to keep the program viable into the future."

"By each of them taking on and doing what they do for the program....our consumers are happier and more vocal when they are at programming which shows their guardians and care providers they are happy.'



#### **OUTSTANDING LEADERSHIP AWARD**

#### Lenise Vircks **Prevocational** Services

Congratulations to Lenise Vircks of Prevocational

Services, recipient of NCHC's Outstanding Leadership Award for 4th Quarter. Nominated by Jamie Sparling, Lenise was recognized for outstanding Person-Centered Service and exceptional Core Values. She inspires her team to work harder and make things run smooth.

"Lenise is Person-Centered to the core! She deals with consumers and staff with compassion while working in high stress production facility. She always puts people before productions yet gets results for the local businesses that we partner with in order to provide work for consumers."

"Quite frankly, seeing how hard Lenise works and still is a caring influence in our consumers' life implores me to work harder to make things run smooth for our department."

"Our consumers see Lenise as someone with authority who seems to understand and care for them. She has done this through many years of service."



#### **OUTSTANDING PERSON** CENTERED SERVICE AWARD Kristen Anderson, RN **Community Treatment & Outpatient**

Congratulations to Kristen Anderson recipient of the Outstanding Person-Centered Service Award. Kristen is a Registered Nurse in Community Treatment & Outpatient. She was nominated by Lyndsey Leach for her outstanding leadership, ability to be a role model and patient advocate. Her reliability and accountability were shining stars on the nomination form.

"She advocates for improvement, change, and better care for her consumers and they are truly lucky to have such a wonderful nurse on their side. In terms of her colleagues, she has demonstrated an aptitude for leadership by taking a massive hand in orienting all of our new nurses. She is able to effectively educate and teach, while also preparing these nurses for the independence and autonomy that comes with community treatment nursing. She has been an integral part of the team, and the one our nurses usually look to when they need advice, help, or questions answered. Despite being a constant resource, she does not seem weary of it, and instead glad to help her peers out."

"Kristen's actions and behaviors have a massive impact on not only her peers, but also the community as a whole, as she impacts a great deal of people who struggle with mental illness and substance use in the Wausau area. She is constantly trying to find better ways to serve her consumers, and I think a lot of consumers avoid crisis situations, inpatient stays, or increased struggles because they have Kristen on their side, advocating for them and there to help."

"Because of her experience, and education, she is great at spotting issues with consumers before they become crises, and getting them the appropriate help, attention, and services within the organization. Her peers in community treatment have had nothing but wonderful encouraging things to say about her and shout out often to the fact that they are extremely happy to have such a caring, compassionate, and strong presence on their team.'

"She really is a fantastic human being and a nurse. We are so happy to have her on this team..."

Nominate a Coworker or Team today! www.norcen.org/Recognition





#### In the **NEW Mount View Building**

# WAUSAU CAMPUS CAFÉ







**Monday – Friday** 9 am – 5:30 pm





**REMINDER: When you use** self check-out in Wausau

Campus Cafe, please remember to hit the **SUBMIT** button on screen.

If you don't hit SUBMIT, you are not paying for your food. Breakfast 9:00 am

Assorted Pastries, Muffins, Bagels

Lunch 11 am - 1:30 pm Hot Food Bar \$.45/ounce

9 am - 5:30 pm

Grab 'n Go Sandwiches, Soups & Salads, Juice, Water, Snacks

The Bistro will be opening later. Watch for announcements and details coming soon!

JANUARY 10 - 14, 2022

MONDAY main course	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Roast Pork & Gravy Steamed Broccoli Cheesy Mashed Potatoes	Roast Beef & Gravy Peas & Carrots Scalloped Potatoes	Cranberry Glazed Turkey Seasoned Carrots Bread Dressing	Oven-Fried Chicken Green Beans Rice Pilaf	Chicken Alfredo with Noodles Whole Kernel Corn Potato Salad
Diced Pears soup of the day	Frosted Spice Cake	Rice Krispie Treat	Fruit Fluff Dessert	Peanut Butter Cookies
Vegetable Beef Soup	Cheddar Cheese Soup	Beef Bowtie Soup	Chicken Dumpling Soup	Split Pea Soup

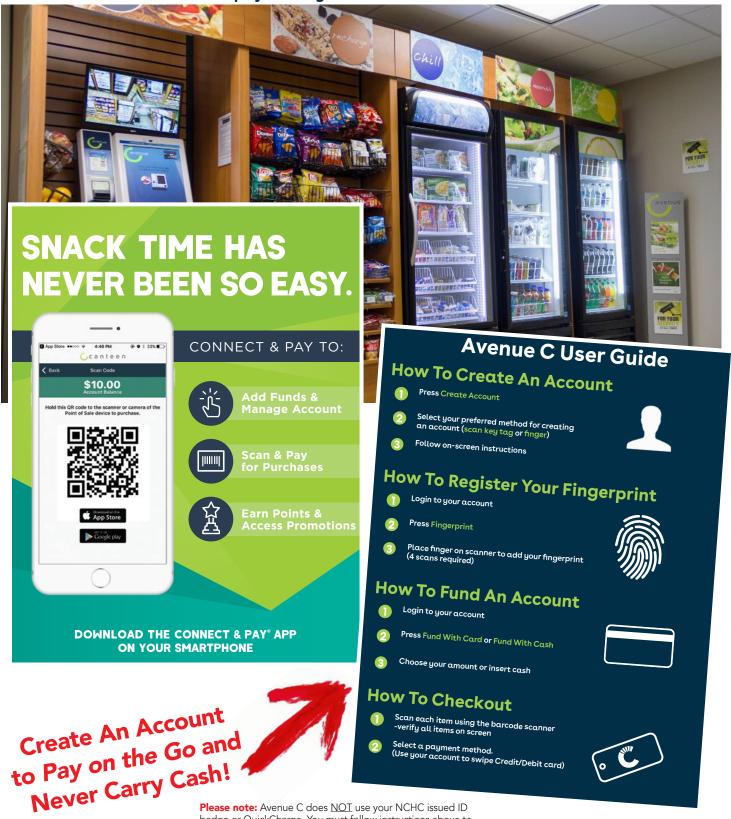
**REMINDER:** The old NCHC Wausau Campus cafeteria has been closed indefinitely. There will be no access to the water/ice machine or microwave. Please transition into using the new cafeteria location.





## Have You Seen the New Avenue C Vending Available for Staff?

Check it out at the New Employee Lounge at Mount View and in the lower level of Pine Crest!



Please note: Avenue C does NOT use your NCHC issued ID badge or QuickCharge. You must follow instructions above to set up a different Avenue C Vending Account.