WEEKLY CONNECTION WITH MICHAEL LOY

Campus Renovations

This week brought another milestone in our campus renovations. Our bid responses for Phase 1 came in this week. Thankfully they came in within our projected budget. We are off to a great start with our project costs. Phase 1 includes the new aquatic therapy pool and central utility plant. Now that we have our bids within budget we will be signing our contract with the contractor and will move forward to breaking ground in a couple weeks. Construction begins in August. This is very exciting! Watch for communications to come out soon on a date and time for the ground breaking ceremony.

Coming up, bids will be released for Phase 2 (the new youth hospital and crisis stabilization CBRF) in late August and the new skilled nursing tower in late September. We continue to focus on campus moves in the next 45 days. Our plans include relocating parts of our dementia neighborhoods (Evergreen and part of Gardenside Crossing) and our Lakeside Recovery Medically Monitored Treatment program. We need to make these moves to do necessary demolition to parts of our campus that are being replaced with the new renovations. One of our major project priorities was to limit the number of moves that impact staff, patients and residents. Please keep an eye out for additional updates to come very soon.

Make it a great day,

Michael

NOTICE: TIER SCHEDULED MAINTENANCE/OUTAGE

Wednesday, July 17 • 12 am to 4 am

CCITC will be performing an upgrade to TIER beginning at 12:00 AM on Wednesday, July 17. It is expected to be a 4-hour maintenance period.

Systems Impacted: TIER
Maintenance Type: Server upgrade
Start Date/Time: Wednesday, July 17th 12:00 a.m. (beginning Tuesday, July 16th, midnight)
Duration: 4 hours, an email will be sent once the system is available
Availability of TIER: TIER will not be available during this outage. Staff must not log into TIER until they receive notification that the system is available.

Programs should prepare for this outage. If they need the paper version of a TIER form, it can be found on the O Drive - O:Information Systems Libraries\TIER Forms. As soon as all testing has been completed, an email will be sent to all programs that the system is available.

Kris Schlei (x4439) and Lisa Murkowski (x4459) of the IMS team will be on site during this outage. Lori Feck (x4435) and Chue Xiong (x4453) of the IMS team will be available throughout the day on Wednesday for any questions or issue resolution.

Ben Fischer, Quality Data Specialist
Why: Formatting a document quickly for a surveyor.
Thanks for your collaboration!
Submitted by: Jennifer Peaslee
**PHOTO OF THE WEEK**

Submit A Great Photo From Your Week!

Submit your photo and description to: Email: 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.

**NATURE’S FIREWORKS**

Every year around this time, we can count on seeing fireworks in the sky, but Mother Nature can also provide us with a demonstration of color. Thank you to Angela Parker-Jensen in Communications & Marketing for capturing one of this summer’s finest blooms on the Wausau Campus.

**KRONOS TIMEKEEPING CHANGE**

What You Need to Know

As part of our Core Value of Continuous Improvement at NCHC, we continue to review and revise processes in which we can make positive change. Beginning on July 14, NCHC will be implementing a change to the Kronos timekeeping system. This change will affect employees who use timeclocks to punch in and out, and will primarily affect punching in/out for lunch breaks.

Here’s what the change will look like:

If an employee is punching in after taking a lunch break, and they try to punch in before the allotted 30 minutes of lunch, the timekeeping system will now reject the punch. Employees will see a red error light on the Kronos time clock if they are punching in too soon. For example – Jane punches out at 12:03 pm and punches back in at 12:30 pm. This is only 27 minutes so Jane’s punch will be rejected.

New at the Clock:

As of July 14, employees will hear a “new punch in/out” sound at the clocks. When you swipe your badge there will be a low tone beep, followed shortly by a beep as the clock is processing with the server. This is called a smart punch on the Kronos timeclocks. If an employee attempts to punch in early, there will be a red light shown as the punch is being rejected.

Potential Questions:

- What does an employee do if they get the red light and their punch is rejected?
  Employees will need to wait until at least 28 minutes of lunch break are complete, and punch back in to confirm their punch.

- I got a red flashing light. Is my badge broken?
  No. Employees badges are not broken if the error displays on the clock if they are punching in before the 28 minutes for lunch

- What does the employee do if they need or are advised to punch in early?
  Employees will need to fill out a missed punch slip if they miss a punch or do not wait until the 28 minutes for lunch.

This applies to mobile, computer, and timeclocks. The telephone punch system is not compatible with this function. Signage will also be placed near all time clocks to help assist with the change.
WELCOME THESE NEW EMPLOYEES TO THE TEAM!

From left to right:
- Lauren Parr – Employment Specialist – Community Treatment, Antigo
- Cassie Krueger – Certified Medical Assistant – Outpatient Psychiatry
- Yolanda Garber – Protective Services Rep – Protective Services
- Emma Polzin – Behavioral Health Tech – Hospital BHS
- Jenny Lemmer-Graber – Clinical Coordinator – Community Treatment
- Kimberly Venzke – Registered Nurse – Hospital BHS
- Tanner Mickelsen – Physical Therapy Aide – Aquatic Services
- Dakota Kaiser – Psychologist – Community Treatment
- June Ross – Residential Care Assistant - Residential, Andrea St.

- Melissa Potaczek – Registered Nurse – Post-Acute Care, South Shore
- Emily Fox – Case Manager – Community Treatment
- Michelle Imig – CNA – Reflections Long-Term Care, Northern Reflections
- Kathryn Sopata – Housekeeping Aide – Housekeeping
- Travis Brown – Registered Nurse – Hospital BHS
- Lisa Verage – Housekeeping Aide – Nursing Home Housekeeping
- Ciarra Lorge – Registered Nurse – Hospital BHS
- Annie Fochs – CNA – Legacies By The Lake, Lakeview Heights
- Ashley Hernandez – Case Manager – Community Treatment, Antigo
- Carrie Salyers – Coding & Documentation Specialist – Health Information

- Jordan Long
  Clubhouse Generalist - Clubhouse
- Kyle Rentmeester
  Clubhouse Generalist - Clubhouse
- Kristy Dahl
  CNA – Legacies By The Lake, Lakeview Heights

POINT IN TIME COUNT VOLUNTEERS NEEDED!

Can You Help?

The Housing and Homelessness Coalition, an initiative of United Way of Marathon County, will be conducting a Point In Time Count during the overnight hours between 10:45 pm on July 24 through 3:00 am on July 25, 2019. Teams of volunteers will count individuals experiencing homelessness. Data gathered helps to provide a snapshot of homelessness in Marathon County. Local organizations use the information to evaluate housing and homelessness assistance. The count includes people who are unsheltered living on the streets and those staying in homeless shelters. The registration site for the July 2019 Point In Time Count is now available through the following link.

http://unitedwaymc.galaxydigital.com/user/login/

If you have any questions relative to the Count or registering, please contact Pam Anderson 414-840-1952.

http://unitedwaymc.galaxydigital.com/- United Way of Marathon County Volunteer Connection website *the volunteer website is compatible with the Google Chrome web browser. To download the free web browser, go to www.google.com/chrome.

Step 1 – Log in, or sign up if you are not a registered user. If you are a new user, you will be asked questions about your interests.

If you have any questions relative to the Count or registering, please contact Pam Anderson 414-840-1952.
The Wisconsin Deferred Compensation (WDC) Program is a powerful tool to help you reach your retirement goals. Join a WDC Retirement Plan Advisor at an upcoming meeting.

**NEW Position Posting**

**Title:** Employment Specialist  
**Status:** Full Time  
**Location:** Community Treatment Wausau  

The Employment Specialist carries out the services of the IPS Supported Employment program by assisting mental health clients obtain and maintain employment that is consistent with their vocational goals.

**Education and Experience Requirement**

High school diploma or equivalent  
One to three years experience  
Valid Wisconsin driver’s license and appropriate auto insurance coverage as required by North Central Health Care; must have the use of a personal vehicle.

**Preferred:** Bachelor’s degree in human services related field

Any combination of education and experience that provides equivalent knowledge, skills and abilities may be considered.

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**NEW Position Posting**

**Title:** Laundry Worker  
**Status:** Full Time  
**Location:** Environmental Services, Wausau Campus  

Under the direction of the laundry team coordinator, performs manual tasks to insure the efficient processing and delivery of all facility linens. Full time position regularly scheduled for 80 hours every two weeks. Hours 6:30am-3pm and every other weekend.

**Education and Experience Requirement**

High school diploma or equivalent.

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**Meet with your WDC Advisor**

Have an appointment and want a retirement strategy designed just for you? The more information you share with us, the more personalized your experience can be. Please bring the following to your appointment:

- Current Wisconsin Retirement System (WRS) statement
- Social Security statement
- Other retirement account statements
- Current paycheck stub
- WDC username, password and PIN (if known)

Please bring all of the above information for your spouse/partner if applicable.

**If You Need an Appointment …**

Schedule a Meeting at (877) 457-9327, ext. 4438.

**Wisconsin Deferred Compensation (WDC) Program**

Offered By Your Employer, North Central Health Care

The WDC Program is a powerful tool to help you reach your retirement goals. Join a WDC Retirement Plan Advisor at an upcoming meeting.

**If You're Just Starting to Save …**

If you are just starting to save for retirement, the WDC Program is a great place to begin. Each year, as of July 1st, our life insurance carrier, Securian, updates the life insurance premiums for employees. If you are enrolled in the life insurance plan, the amount of coverage is based on your annual earnings and the premiums are based on your age. The pay check dated, July 5, 2019, will include a premium increase, only if you have moved into a new age bracket and/or your annual earnings have increased. If you have not increased and you have not moved into a new age bracket, you will not experience a premium change. If you have any questions regarding your life insurance premiums or the amount of coverage please contact, Lynn Wengelski, in Human Resources at ext. 4438.

**Wisconsin Retirement System (pension)? Please call WRS directly at (877) 457-9327.**

**Employees on the Move**

**Congratulations on Your Recent Transfer or Promotion!**

**Nanette Griese** recently transitioned from Community Treatment Adult - Employment Specialist to Case Manager. Congratulations Nanette!

**Faye Grosskreutz** recently transitioned from Food Services - Cook to Residential Care Assistant. Congratulations Faye!

**Leslie Keeffe** recently transitioned from Reflections Long Term Care as and Occasional CNA to Legacies by the Lake LPN. Congratulations Leslie!

**Dakota Kaiser** recently transitioned from Occasional Grant Assistant to Psychologist in Outpatient Services. Congratulations Dakotal!

**Gina Reed** recently transitioned from Reflections Long Term Care as and Occasional CNA to Legacies by the Lake LPN. Congratulations Gina!

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**EMPLOYEE LIFE INSURANCE PREMIUM ADJUSTMENT**

**News from Human Resources**

Each year, as of July 1st, our life insurance carrier, Securian, updates the life insurance premiums for employees. If you are enrolled in the life insurance plan, the amount of coverage is based on your annual earnings and the premiums are based on your age. The pay check dated, July 5, 2019, will include a premium increase, only if you have moved into a new age bracket and/or your annual earnings have increased. If your earnings have not increased and you have not moved into a new age bracket, you will not experience a premium change. If you have any questions regarding your life insurance premiums or the amount of coverage please contact, Lynn Wengelski, in Human Resources at ext. 4438.

**Crime Stoppers**

Click here for this week’s Crime of the Week.  
http://marathoncounty.crimestoppersweb.com/crimeoftheweek.aspx

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**NEW Position Posting**

**Title:** Laundry Worker  
**Status:** Full Time  
**Location:** Environmental Services, Wausau Campus  

Under the direction of the laundry team coordinator, performs manual tasks to insure the efficient processing and delivery of all facility linens. Full time position regularly scheduled for 80 hours every two weeks. Hours 6:30am-3pm and every other weekend.

**Education and Experience Requirement**

High school diploma or equivalent.
COMMUNITY TREATMENT/OUTPATIENT SERVICES SPOTLIGHT AWARD

Congratulations Nanette Griese!

Congratulations to Nanette Griese for being honored as the Community Treatment/Outpatient Spotlight Award recipient for the month! Nanette has been an IPS Employment Specialist with the Langlade CT Youth and Adult treatment teams since last April. As of 6/30/19, Nanette is transitioning into the role of Service Facilitator with the Langlade Adult Team. So double congratulations!

“Nanette has been an IPS Employment Specialist just a little over 1 year. Every year, the IPS team attends the Wisconsin IPS Annual Learning Collaborative to network, share and learn from others throughout the State with providing exemplary IPS services. The team attended this May 30th and 31st, during which Nanette presented on “Criminal Justice and Employment”. This was something that Nanette reached out to the organizers as a topic she has expertise in and was accepted as a presenter. Nanette’s former job was as a Corrections Officer so she truly has a strong knowledge of how that system works. Feedback from her presentation was that she shared excellent information and had a calm demeanor that was appreciated and easy to follow.”

“Thank you Nanette for you willingness to share your expertise and always being willing to support others, either consumers or co-workers!”

EMPLOYEE HEALTH & WELLNESS CENTER

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

Schedule an Appointment:
715.843.1256 or MyAspirus.org

Clinic Hours
Monday - Wednesday - Friday: 8:00 am - 4:30 pm
Tuesday: 6:30 am - 3:00 pm
Thursday: 10:00 am – 6:30 pm

NOTICE: Sherry Gatewood will be out of the office from July 22-26. Sherry will be back in the Employee Health and Wellness Center on Monday July 29. During that time our clinic will be staffed with our medical assistant and administrative specialist. We will be able to perform nurse type visits including blood pressure checks, lab draws, weight checks, immunizations, and drug screens. Also, we will be able to schedule appointments for Sherry when she returns from vacation.

Date: Monday July 22, 2019
Location: Marathon County Public Library
Wausau Community Room (Floor 2)
Time: 5:00 PM to 8:00 PM

Human Trafficking Prevention Awareness

Open to those 16 years or older. Content may be inappropriate for children under 16 years of age.

Note: This presentation and its content is not sponsored by the Marathon County Public Library.

Jon Meyer: Wisconsin Department of Justice, Division of Criminal Investigation
William Gray: Wisconsin Department of Revenue Alcohol and Tobacco Enforcement Agent

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Make a “Basket”
for United Way

Drop off baskets by Monday, July 15
in HR or Communications & Marketing

Get your team together to donate a raffle basket.

NCHC United Way Summer Basket Raffle!

Please provide a list of contents along with the basket’s value. Leave items containing alcohol out of sealed baskets to be stored separately.

All Proceeds Benefit Our Local United Way
Tickets will be on sale July 22 – 26th. More details coming soon!

Questions? Contact Jessica Meadows at jmeadows@norcen.org or 715.848.4309

Are you homeless?
Do you know someone who is homeless?
Are you worried about becoming homeless?

Come to Project Connect to get information about housing and community resources!

THURSDAY, July 25, 2019
10:30 AM - 1:30 PM
FREE Lunch Served 12:00-1:00
FREE haircuts starting at 12:30pm

The Salvation Army
Worship and Community Center
103 S. Second Avenue, Wausau
On Bus Routes B, G and I

Are you worried about becoming homeless?

Children are welcome!

COST:  $30 Includes book and lunch

Are you worried about becoming homeless?

www.norcen.org • Lives Enriched & Fulfilled.
**FILL A BACKPACK  FILL A NEED**  
**SCHOOL SUPPLIES NEEDED:**

- Colorful/Durable Backdrops (New)
- Wide-Lined Notebooks*
- 2-Pocket Folders*
- Wide-Lined Filler Paper
- Plastic Pencil Boxes
- Pencil Pouches
- Colored Washable Markers
- Colored Pencils
- Crayons (24 count box)
- Glue and Glue Sticks
- Scissors (Blunt or Pointed)
- #2 Pencils
- Yellow Highlighters
- Rulers (12 inch)
- Large Pink Erasers
- Pens (Red)
- Red, blue, yellow, or green marker
- Colorful/Durable Backdrops (New)
- Wide-Lined Notebooks*
- 2-Pocket Folders*
- Wide-Lined Filler Paper
- Plastic Pencil Boxes
- Pencil Pouches
- Colored Washable Markers
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- #2 Pencils
- Yellow Highlighters
- Rulers (12 inch)
- Large Pink Erasers
- Pens (Red)
- Red, blue, yellow, or green marker

**GO VIP OR GO HOME!**  
Realistic Job Previews in Crisis Services

How does Crisis Services go about selecting their next feature employee for our series on realistic job previews at NCHC when they have a HUGE list of VIPs? Create and All-Star Ballot Box and let people vote. What a creative way for the team to determine who will be featured and represent Crisis Services. Watch for the preview of all the upcoming Realistic Job Previews on our website - coming soon!!!

**YOUTH COMMUNITY TREATMENT**  
**FUNDRAISER**

Starla’s Seasonings & Mixes  
Seasoning, Dip, Cheesecake, Beer Bread & More!

**NEW!** Starla's Seasonings & Mixes  
www.StarlaSeasonings.com

**ZIPPY**

- Twisted Tomato
  - A perfect combination of flavors that will have your taste buds dancing with joy. Great on pizza, pasta, chicken, and more!

- Buffalo Wing Ranch
  - A perfect blend of spicy and savory flavors that will have your guests asking for more!

- HOT Habanero
  - A fiery blend of heat and flavor that will add a kick to any dish!

**SWEET**

- Key Lime Pie
  - A classic favorite with a creamy and tangy twist.

- Cinnamon Apple Spice
  - A sweet and spicy blend of flavors that will warm you up on a cold day.

- Caramel Apple Spice
  - A sweet and creamy blend of flavors that will satisfy your sweet tooth.

- Sweet Strawberry
  - A sweet and fruity blend of flavors that will brighten up any meal.

- Chocolate Java
  - A rich and chocolatey blend of flavors that will satisfy your chocolate cravings.

**HERBY**

- Grandma’s Garden
  - A perfect blend of herbs that will add a fresh and aromatic touch to any dish.

- Citrus Dill
  - A refreshing blend of citrus and dill that will add a zesty touch to any dish.

- Glorious Garlic
  - A garlic blend that will add a flavorful and aromatic touch to any dish.

- Peppercorn Ranch
  - A perfect blend of herbs and spices that will add a spicy and aromatic touch to any dish.

**CHEESY**

- BLT
  - A classic blend of flavors that will satisfy your traditional cravings.

- Bacon Ranch
  - A savory blend of bacon and ranch flavors that will add a bold touch to any dish.

- Pesto Parmesan
  - A perfect blend of flavors that will add a spicy and aromatic touch to any dish.

- Pizza
  - A classic blend of flavors that will satisfy your traditional cravings.

**NEW!** Starla's Seasonings & Mixes  
www.StarlaSeasonings.com

**NEWS YOU CAN USE**

Marathon County Youth Community Treatment is committed to serving youth with special needs throughout Marathon County by offering a variety of services that allow kids to overcome their challenges & live satisfying lives in the community. With financial support, kids have the opportunities to attend specialized camps, participate in activities and receive the care they need. Proceeds from each dip sold will go directly to the kids and their families served by Community Treatment.

Starla’s Seasonings & Mixes are seasonings mixes and packets that can be used for meat, fish, burgers, vegetables, bread, butter, cheese-cake, or even as an easy dip during a holiday party or while tailgating. Starla’s Seasonings contain no MSG and no Gluten (except the Garlic Cheddar Beer Bread), and require no refrigeration prior to being made.

If you are interested, stop in to the Wausau Campus Community Treatment Main Office kitchen area to view the flavor descriptions or to fill out the order form and pay (cash or check - payable to Gina Lenz). Please note payment must be received prior to order placement. We will be taking orders through July 31. Contact Jennie Comfort at jcomfort@norcen.org with questions.

**Dips** are $5 and bread is $6 and we get 50% of all sales proceeds which go directly to help the youth we serve attend camps.

**Herby Mixes:** Grandma’s Garden, Citrus Dill, Glorious Garlic, and Peppercorn Ranch

**Cheesy Mixes:** BLT, Cheesy Bacon Ranch, Pesto Parmesan, Pizza, Nacho Mama, and Cheesy Spinach

**Zippy Mixes:** Twisted Tomato, Mustard Horseradish, Mango Chipotle, Buffalo Wing Ranch, and HOT Habanero

**Sweet Mixes:** Key Lime Pie, Cinnamon Apple Spice, Caramel Pumpkin, Sweet Strawberry, and Chocolate Java

**Garlic Cheddar Beer Bread Mix** is also available!
WHAT’S 4 LUNCH?
WAUSAU CAMPUS CAFETERIA

Cafeteria Hours: Open 7am – 5:30 pm
A Cashier is on duty from 9:00am – 10:00am, 10:30am – 1:30pm.
When a cashier is off duty, an honor system is used for food purchases.

Serving Soup, Salad and
Lunch Entrée Option
Monday – Friday.
All hot sandwiches,
hot foods and cold bar items
are $.35/ounce.
Soup: $1.25 Cup / $2.00 Bowl

JULY 15 – 19, 2019

MON 7/15 ..... Stuffed Green Pepper Soup
  Baked Turkey Wrap
Turkey Tetrazzini
  Broccoli
  Jellied Cranberries
Chocolate Chunk Cookies

TUES 7/16 ...... Hobo Soup
  Eggrolls
  Baked Fish
  Roasted Potatoes
  Peas & Carrots
  Blueberry Crumble

WED 7/17 ...... Turkey Dumpling Soup
  French Dip
  Honey Mustard Pork Chop
  Cream Cheese Potatoes
  Red Cabbage
  Scalloped Apple Dessert

THUR 7/18 ..... Cream of Potato Soup
  Tuna Salad Wrap
BBQ Chicken
  Potato Salad
  Green Beans
  Chocolate E’claire Torte

FRI 7/19 .......... Beef Barley
  Chicken Enchiladas
  Bratwurst
  Baked Beans
  Creamy Cucumbers
  White Cake w/Coconut Cream Frosting

SNACK ATTACK!!
Food Services Team
Participates in United Way Project for Those in Need

Thanks to the NCHC Food Services team who put together snack bags
for United Way of Marathon County “Snack Attack” program that provides
healthy snacks to area youth. Many
families living paycheck to paycheck
can use a little help with snacks for
their children, especially on days
when they aren’t in school. The team
worked together to create several
healthy snacks in just a few minutes
time. Great work team!