

PHOTO OF THE WEEK



A Weekly Update
For The Employees of
North Central Health Care

NEWS YOU CAN USE



WEEKLY CONNECTION WITH GARY OLSEN

This week Open Enrollment begins, which gives NCHC employees the opportunity to review benefit options and make changes for the following calendar year. This year's Open Enrollment runs from October 23rd to November 3rd. During this time frame, eligible employees will need to select the type of health insurance coverage they would like. For those declining coverage, you will still need to participate in the Open Enrollment online process. A listing of the dates for the Open Enrollment in-person sessions are included on page 2. Lynn Wengelski from Human Resources will be hosting several in-person sessions over the next two weeks to assist employees and answer questions. If

you cannot attend the in-person sessions, we also have a video on our website that walks you through the benefits for 2024.

Along with enrolling or declining, Open Enrollment is also the time to make any changes to other NCHC insurance coverage like dental, vision insurance, and HSA contributions. Because we follow our Core Value of Continuous Improvement, we are always looking for ways to make our benefits affordable. Due to the potential increases from the Aspiirus network we belonged to for our health insurance coverage, we made the decision to switch carriers for 2024 and go with Anthem. Lynn will have information regarding the new carrier at the Open Enrollment sessions. The health plan structures will stay the same, with the only change being to our in-network providers. The 2024 listing of providers is larger than it was under our 2023 coverage map.

Because our NCHC Health Plan is a self-funded plan, meaning NCHC pays all the claim costs, we are encouraging employees covered by our plan to utilize the Employee Health & Wellness Center's on-site clinic at the Wausau Campus as much as possible. Some services you may utilize at the on-site clinic are:

- Annual physicals
- 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 care (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 and pregnancy tests)
- Well child visits (ages 16 years old and up).
- Acute care visits for ages 18 months and up).

These services are available for those employees who are on NCHC's Health Plan, along with their spouse and children who are on the plan. By utilizing the on-site clinic, you can save yourself and the health insurance plan money. This is an easy way to help us control insurance costs that assists us in keeping premiums lower for the future.

Gary D. Olsen
Gary Olsen
Executive Director

Occurrence Reporting Hotline

x4488 or 715.848.4488



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

- Open Enrollment..... 2
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- Foodie Forecast 8-9

Person-Centered
Shout out

Candy Messer, Patient Access

Highest Praise for Candy!
Due to me being out of work - Candy stepped up and kept the office running like a pro!

Shared By:
Mel Wohlwend





NORTH CENTRAL HEALTH CARE

2024 OPEN ENROLLMENT

October 23rd through November 3rd, 2023 | Mark your calendars!



Enroll in the 2024 benefit coverages during Open Enrollment!

Annually, employees have the opportunity to review benefit options and make changes for the following year (January 1 – December 31, 2024). This time, called Open Enrollment, runs from October 23 – November 3, 2023 and is an important time to review options and make decisions for you and your family. 2023 Enrollment does not auto-renew. **Learn more online at norcen.org/OpenEnrollment**



IN-PERSON OPEN ENROLLMENT SESSIONS

The North Central Health Care Human Resources team is hosting a series of in-person open enrollment sessions to explain the details of existing and updated benefits available to qualifying NCHC Employees. Attend any Antigo, Merrill or Wausau session to learn about available benefits, understand Open Enrollment requirements, and get answers to any questions you may have.

WAUSAU SESSIONS - VARIOUS LOCATIONS

NEW Wednesday, October 25 Cardinal Room (Q&A Only)	10:00 - 11:30am
	2:30 - 4:00pm
Friday, October 27 Mount View Community Room	10:30 - 11:30am
	1:30 - 2:30pm
Monday, October 30 Mount View Community Room	8:30 - 9:30am
	11:00 - 12:00pm

MERRILL SESSIONS - PINE CREST CLASSROOM

NEW Tuesday, October 31	6:30 - 7:30am
	1:00 - 2:00pm
	2:30 - 3:30pm

ANTIGO SESSIONS - ANTIGO CONFERENCE ROOM

Thursday, October 26	3:00 - 4:00pm
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ANTIGO SESSIONS - ANTIGO CONFERENCE ROOM

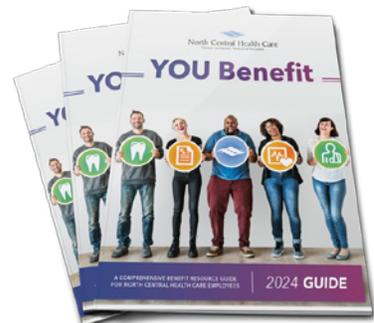
Thursday, October 26	3:00 - 4:00pm
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ATTEND IN PERSON!
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MORE RESOURCES AVAILABLE ONLINE!



BENEFIT BREAKDOWN VIDEO



2024 YOU BENEFIT GUIDE



Managers Will Be Scheduling Employee Meetings Now through Dec. 15



Employee Performance Evaluation System Overview



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

Annual Performance Evaluation Period: October – December



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

Log into UKG and complete your online self-appraisal.



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

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



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

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

What will employees be evaluated on?

6 Competencies

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

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

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

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



HARD HAT UPDATE

WAUSAU CAMPUS PARKING CHANGES

Effective Monday, October 23, 2023

THIS NOTICE APPLIES TO ALL NCHC WAUSAU CAMPUS EMPLOYEES

NCHC Outpatient Services has moved into their new location at Suite A. Due to increased traffic of Outpatient Visitors, Aquatic Visitors and MVCC visitors:

EMPLOYEES ARE PROHIBITED FROM PARKING IN LOTS A, B, & C from 7 am to 6 pm, Monday – Friday. All NCHC employees must park in lot D, E, H, or J (See map below) entering at 1100 Lake View Drive, M– F, 7 am – 6 pm. There will be no parking for employees entering 2400 Marshall Street. Below you will find a full Wausau Campus Map with all departments listed, as well as a specific Employee Parking Map.

****Please note, Lot J will be opening very soon. Do not park in Lot J until announced.**



North Central Health Care
Wausau Campus

EMPLOYEE PARKING OPTIONS

- If you work in **SUITE A** Park in Lot D, G, H or J.
- If you work in **SUITE B** Park in Lot D, G, H or J.
- If you work in **SUITE C** Park in Lot D.
- If you work in **BUILDINGS D & E** Park in Lot G, H or J.

If you work in ACSF/YCSF/YBHH
2370/2380 Marshall Street
Park in Lot D, G, H or J.

NO EMPLOYEE PARKING IN LOTS A, B or C
Mon-Fri
7 AM - 6 PM

Mon-Fri
7 AM - 6 PM
NCHC EMPLOYEE PARKING ALLOWED ONLY IN LOTS D, G, H, & J

There may be operational requirements for staff based on job requirements which will allow exceptions to these parking requirements. However, these will be addressed on a case-by-case basis with your manager and our Security Team.



Revised 10.18.23



North Central Health Care 2023 EMPLOYEE VACCINATION PROGRAM

ALL Employees
Must Complete
by Dec. 4

- 1 Make an appointment and get your Flu and/or Covid vaccinations*.
- 2 Complete the required forms.
- 3 Return your forms to NCHC Employee Health.

*Your manager will deliver all required forms and instructions directly to you at work. Employees who work with vulnerable elderly populations will have requirements for Influenza and Covid vaccinations. All other employees will have requirements for Influenza vaccination only. Employees who do not complete these steps by Dec. 4 will be removed from the schedule.



Skip the Clinic! If you work in a Direct Care Program, talk with your manager about how to get your vaccination(s) from a trained nurse vaccinator right in your department!

Make An Appointment to Get Your Vaccination Outside NCHC! You can get vaccinations (at your expense) at the Employee Health & Wellness Center (must be covered by an NCHC Health plan), a Primary Care Clinic of your choice, or at a Community Pharmacy. Remember to get proof of vaccination from the provider!



FOLLOW-UP: EMPLOYEE VACCINATION CLINICS HAVE BEGUN!

Thank you to all those who have signed up to get vaccinated or who have turned in forms to meet the Employee Vaccination Program requirements. As a reminder, only employees who work in nursing homes, food services, housekeeping, and transportation are offered the Covid vaccine at our Employee Vaccination Clinics. We have received many inquiries at the clinics regarding this.

An Update on Covid Vaccine Availability

Influenza vaccines have been readily available, however, unfortunately, there has been a delay in shipment of Covid vaccines across the country. While we do have some Covid vaccines on hand, our Employee Vaccination Clinics may not have enough to provide to all the employees who have signed up over the next 2 weeks. We may need to reschedule some Covid shot appointments due to the shortage. We anticipate the delivery of the remainder Covid vaccines throughout the month of October, however, we are only receiving partial batches each week or two.

We encourage all those who have signed up for the flu/Covid shots to keep your appointment. We will get you your Covid vaccine or let you know if you need to reschedule your Covid vaccine appointment. We apologize for any inconvenience this may cause and assure you that our Pharmacy team is working hard to make sure we have what we need to get our employees and residents vaccinated.

If you have any questions, please call Employee Health at 715.848.4396.



Visit www.norcen.org/ForEmployees

for more details, FAQ's, vaccination locations and options, copies of forms, or to make an appointment at a NCHC Vaccination Clinic!

Questions? Contact your Manager or Employee Health at 715.848.4396



UKG UPDATE Nov. 2, 2023

On Thursday, 11/2/2023 at 2 am, UKG will be applying an update to the SSO certificate. Users may encounter the message "An error has occurred" when logging into UKG when logging on while at work on our network and after the certificate updates. If this occurs, clear cache and cookies from your browsers. This should remedy the issue.



NEWS, UPDATES, LINKS, STORIES,
PHOTOS, VIDEOS!
GET SOCIAL!
#IamNCHC



PHOTO OF THE WEEK



DO BIRDS RECOGNIZE THE PERSON THAT FEEDS THEM?

Yes! Birds, and squirrels, do remember human kindness and learn to associate you with it, and they don't forget reliable food and water sources. So, if you are regularly filling your feeders and baths, the birds will use them and learn that you are the one providing them with the food when they see you doing so. Never try to hand feed our winged or furry friends - let the bird feeders do their job.



Photo submitted by Alex Eichten, Communications.



Photo submitted by Kristen Wurth, HR.

Fun Facts

- About 57 million Americans feed the birds.
- Americans spend \$4 billion on bird seed each year (about a billion pounds of seed). Given how little a seed weighs, that's a lot of seeds!
- Dollars spent annually on bird food, more than the amount spent on rods and reels by anglers.
- A lot of people like to feed birds. More than 40 percent of Americans make it a regular habit.
- Good mixed seed have a large amount of sunflower seed, cracked corn, white proso millet, and some peanut hearts.

(Source audubon.org)



BOTH NURSING HOMES HOSTING TRICK-OR-TREATING Tuesday, October 31 | 3 – 5 pm

Spread the word! Mount View and Pine Crest are each hosting a spook-tacular trick-or-treating event this Halloween. Our residents eagerly await this annual tradition, and the children's visits bring smiles and happiness to all. Join us for this spooky night of community spirit!

HALLOWEEN CANDY DONATIONS FOR RESIDENTS

The activity department is in need of small wrapped candies for Residents to pass out during our Mount View and Pine Crest Trick or treating event, on October 31. Donations can be dropped off in Wausau at Guest Services desk or with the Life Enrichment team. Donations at Pine Crest can be dropped off at the Activities Office or the Front Desk.



2023 4th Quarter EMPLOYEE UPDATES



Presented by
Gary Olsen,
Executive Director



Scan with Your
Smartphone
Camera App to Register!



MON, NOV 6 **PINE CREST**
2 pm Chapel
MERRILL CENTER
3:30 pm Conference Room

TUES, NOV 7 **WAUSAU CAMPUS**
6:15 am Cardinal Room

THURS, NOV 9 **WAUSAU CAMPUS**
10:30 am MVCC
Community Room

MON, NOV 13 **WAUSAU CAMPUS**
Noon MVCC
Community Room
ANTIGO CENTER
3 pm Conference Room

TUES, NOV 14 **WAUSAU CAMPUS**
5 pm MVCC
Community Room



Please Register in UKG Learning!

Employees can make arrangements to attend one of the in-person sessions by registering in UKG Learning. PLEASE BE SURE TO PUNCH IN WHEN YOU ARRIVE TO MEETING. The session will also be recorded if you are unable to attend and will be available after the final session.



WHAT'S FOR LUNCH?

WAUSAU CAMPUS EMPLOYEE CAFETERIA
OPEN TO ALL NCHC & WAUSAU CAMPUS



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

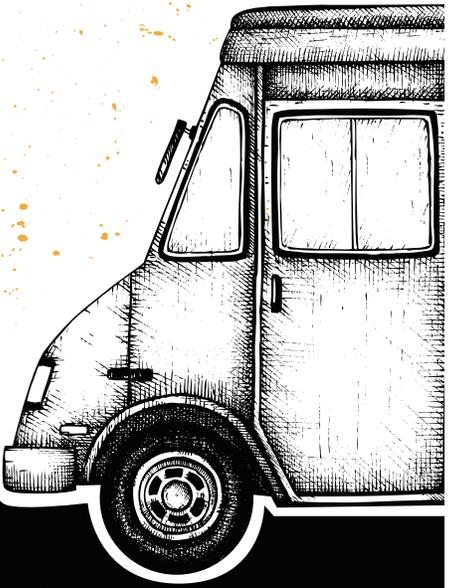
OCTOBER 23 – 27, 2023

	MONDAY	TUESDAY	WEDS	THURSDAY	FRIDAY
MAIN	Baked Chicken Drumstick Loaded Mashed Potatoes Carrots	Boiled Dinner Green Beans Dinner Roll	Hot Pork on A Bun Parmesan Noodles Broccoli	Scalloped Potatoes & Ham Brussel Sprouts Dinner Roll	Baked Spaghetti Breadstick Peas & Carrots
SOUP	TBD	Cream of Tomato Soup	TBD	TBD	TBD
DESSERT	Pineapple Tidbits	Pie	Sweet Potato Crisp	Fluffy Fruit Dessert	Rice Krispie Treat

OCT. 30 – NOV. 3, 2023

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

WAUSAU CAMPUS SUMMER FOOD TRUCKS



Mitch's Texas Tacos
CLOSED FOR THE SEASON



CLOSED FOR SEASON
Mount View Care Center Entrance

HANUMAN EXPRESS
CLOSED FOR THE SEASON



CLOSED FOR SEASON
Employee Entrance

BB Kitchen
CLOSED FOR THE SEASON
Authentic Thai at Pine Crest

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



THE BISTRO

NOW OPEN 7 DAYS A WEEK! | 7:30AM - 3PM

THE BISTRO WILL BE CLOSED ON WEEKENDS FROM 9-9:30AM & 1-1:30PM TO ACCOMODATE STAFF BREAKS
*HOT FOOD IS AVAILABLE AT THE BISTRO DAILY UNTIL 2:30PM *



SPECIAL OF THE WEEK

Reuben Panini

SLICED CORNED BEEF | SWISS | 1000 ISLAND | SAUERKRAUT

LATTE OF THE WEEK

Pistachio Latte

COZY FLAVORS OF SWEET PISTACHIO PAIRED WITH ESPRESSO AND STEAMED MILK.



\$1 OFF LARGE LATTES EVERY MONDAY!

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

- build your own -
BREAKFAST SANDWICH

PICK YOUR STYLE

- EGG + CHEESE 3.00
- EGG, MEAT + CHEESE 4.00

PICK YOUR BREAD

- CROISSANT
- BAGEL
- ENGLISH MUFFIN

PICK YOUR MEAT

- HAM
- SAUSAGE
- BACON

