



A Weekly Update
For The Employees of
North Central Health Care

PHOTO OF
THE WEEK



NEWS YOU CAN USE



WEEKLY CONNECTION WITH GARY OLSEN

This week, we will be celebrating Halloween, and one of our special traditions at NCHC is giving residents in both nursing homes the opportunity to hand out candy to Trick-or-Treaters. To make this event memorable, we are seeking candy donations.

TRICK-OR-TREATING DETAILS

Mount View Care Center

Thursday, October 31, from 3:00–5:00 p.m.

Candy donations can be dropped off at the Guest Services Desk, the Volunteer Office, or given to a Mount View Care Center Life Enrichment Team Member.

Pine Crest

Thursday, October 31, from 3:30–5:00 p.m.

Candy donations can be dropped off at the front desk or the Life Enrichment Office.

The residents love participating in this event, both giving out candy and seeing the kids in their costumes. Employees are welcome to dress up too—just remember to keep your costume appropriate for the workplace. You might even see me dress up for the occasion in something other than a white shirt and tie.

Our CORE Values of *Dignity* and *Partnership* will be on display during these events, as we engage with the residents and the community. This is a wonderful opportunity to show respect to the residents and foster a sense of community.

Have a safe and fun Halloween!

Gary D. Olsen

Gary Olsen
Executive Director



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Trina Bierman,
Adult Behavioral Health Hospital

Thank you for always looking out for the patients that need that extra time. :)

Shared By:
Erin Riddle



Occurrence Reporting Hotline
x4488 or 715.848.4488

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



COMMUNITY TREATMENT SPOTLIGHT AWARD SEPTEMBER 2024



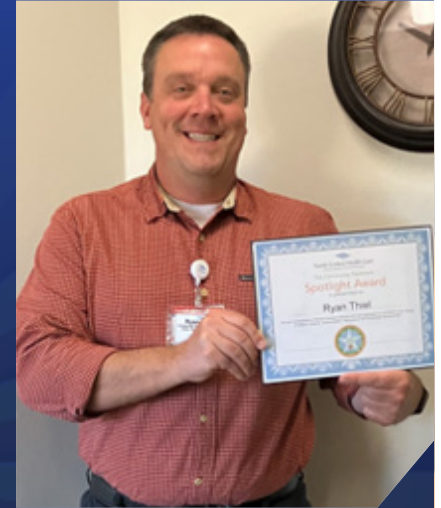
Ryan Thiel, Intake Specialist Community Treatment Youth - Marathon

NCHC Community Treatment is pleased to announce Ryan Thiel was awarded the September Spotlight Award!

"Ryan is an exceptional employee. He is usually the first person people talk to when they are referred to our program, and he ensures that they are met with understanding, empathy, and kindness. He is often the one who hears our consumers story for the first time. Many of these people are at their breaking point and have not had great experiences with other agencies and providers in the past and he is able to quickly develop trust during his first encounter with them by meeting them where they are at and truly listening to them."

"Ryan is a very hard worker and is dedicated to going above and beyond to ensure that those who need services are able to access them. He is willing to meet with consumers at 6am or at 6pm if that is the only time that works within their schedule. He has a high level of integrity and is determined to do the right thing for the right reasons. His work ethic is commendable and you can always count on him to follow through with whatever he says he is going to do. His ability to develop such great relationships within a short amount of time is astounding and it has helped case managers with engagement with consumers right away when they are opened."

"Ryan has the incredible ability to keep a straight face while making everyone around him laugh. He is one of the most genuine people I've ever met and would help anyone in need. He is the first one to check in if someone is struggling or to step up and help with anything that comes up. He is such a great asset on the youth team and we all love working alongside him each day. Ryan has also developed great relationships with community partners and with other departments at NCHC. He is well respected and is often the person people feel comfortable reaching out to with questions or concerns. He is always willing to do outreach within the community to discuss our program and our referral process. I can't say enough positive things about Ryan and his work ethic! We are so lucky to have him on our team!"



Congrats Ryan!



PHOTO OF THE WEEK



"One of my kiddo clients made this with pine cones they gathered during one of our walks! How creative!"

– Dani Welter,
Behavioral Health
Professional, YCSF





Nursing Home Halloween Candy Donations

Halloween is quickly approaching, and the Nursing Home Life Enrichment Departments are in need of small wrapped candies for our annual safe trick-or-treating.

Mount View Care Center Trick-or-Treating
Thursday, October 31 from 3:00-5:00 pm
 Candy donations can be dropped off at the Guest Services Desk, Volunteer Office, or with a Mount View Care Center Life Enrichment Team Member.

Pine Crest Trick-or-Treating
Thursday, October 31 from 3:30-5:00 pm
 Candy donations can be dropped off at the front desk or in the Life Enrichment Office.

Thank you for your generosity and kindness!

Trick or Treat

Marathon County Employees Credit Union

Don't Forget to Stop by MCECU on Thursday, October 31st
We Have Treats and Fun Costumes to Share!



MCECU Is a Full-Service Credit Union and Offers Products to Fit All Your Financial Needs.

Already a member: Thank you
Not a member: Contact us today!

715-261-7680 • cuteller@co.marathon.wis.us • www.mcecu.org

WAUSAU CAMPUS
Scrub Sale!

Friday, November 15
01:00pm - 04:00pm

Payroll Deduction - Cash - Credit Card

CUREOLOGY
 Introducing **Cureology** by Koi
 Koi's newest collection brings ultra soft, 100% polyester stretch fabric with advanced moisture wicking

NOW AVAILABLE

Sign-up to get email reminders and a coupon to use on our next visit!

Scan the code with your phone:

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 NOW AVAILABLE



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TRIA HEALTH OFFERS FREE BLOOD GLUCOSE METERS & TESTING SUPPLIES



QUALIFY TO RECEIVE UP TO \$150 BY ATTENDING 3 PHARMACIST CONSULTATIONS WITHIN A 12-MONTH PERIOD.



DIABETES CAN BE A LOT TO MANAGE

Tria Health Offers Free Phone Consultations with Certified Diabetes Care and Education Specialists

GET SCHEDULED TODAY!
 Call: 913.322.8456
 Visit: www.triahealth.com/schedule






Helping You Turn Over a New Retirement Leaf

Let's talk retirement

WISCONSIN DEFERRED COMPENSATION PROGRAM

Talk with a Retirement Plan Advisor about the WDC Program!


Meeting with your WDC Retirement Plan Advisor is an easy way to help make sure your savings and spending strategy fits you and your future. Schedule a one-on-one appointment. Additional virtual meeting dates and times can be found at https://nc_wisconsin.timetap.com/#/.

Next meeting:
Individual Retirement Readiness Review with Shawn Bresnahan

Thursday, November 21 • 10am-3pm
North Central Health Care Wausau Campus
Robin Room (#1206) Located in Suite A by HR
2400 Marshall Street
Wausau, WI 54403

What to bring to your one-on-one meeting once enrolled:

- Wisconsin Retirement System statement
- Social Security statement
- Other retirement account information
- Current paycheck stub (if applicable)



The Benefits of Enrolling in the Wisconsin Deferred Compensation Program (WDC)

Saving through the WDC is a simple way to help supplement your WRS retirement and Social Security benefits. It can help you bridge the gap between your financial situation now and your goals for retirement. It's important to plan for your future—but you don't have to do it alone. Take advantage of all the help available to you.

Get an early start
The sooner you start saving and investing the better. Working until you retire can make a big difference in the amount you might take in your account when you retire. Take a whole dollar contribution just \$50 per month starting at age 25 versus age 45 could mean for your family retirement years, thanks to the power of potential compound growth.

Starting Age	Investment Additional Monthly Investment Balance
25	\$713
35	\$360
45	\$166

Save what you can
There is no minimum contribution amount to participate in the WDC. This means that even if you can contribute much more, you can still get started using your future. Then, as you are able to save more, you can increase your contributions. You can contribute 100% of your salary or up to the annual limits set by the IRS, whichever is less. Check the level of deductions that you want to take advantage of each pay period. You may want to take advantage of catch-up contributions until you reach your required minimum distribution (RMD) age. If you are over 50, you may be able to contribute an additional \$7,500 per year to your WDC account before age 59½ (except for distributions attributable to funds you may have rolled into the WDC program from another type of employer plan or IRA).

potentially lower fees
With the WDC, you can take advantage of commission-free investments. Fees range from \$0.12 to \$0.25 per month, depending on your account type and the investments you choose. The large number of funds and total employees participating in the WDC.

Local Retirement Plan Advisors available to meet with you

Seven local, retired representatives are dedicated to helping WDC participants work toward their retirement goals. You can attend group presentations or one-on-one meetings, including a Retirement Readiness Review, all at no additional cost to you. You can schedule a meeting online at https://nc_wisconsin.timetap.com/#/. You can also call or visit a local office.

Investment Options

The Wisconsin Deferred Compensation Program (WDC) provides a wide range of investment options intended to help you meet your retirement goals. The options are divided into three paths with an additional self-directed brokerage account offering.

Three paths of investing

Path 1: Target Benefit Services
The optimal path includes Online Advice and My Total Retirement™. Supply information about your goals and financial and Employee Advisory Group will make recommendations, select your investments or manage your WDC account on your behalf, depending upon the service you choose.

Path 2: Employee Advisory Services
Online Advice is available at no additional cost to you. There is a fee to participate in My Total Retirement, which is based on a percentage of your managed account balance as follows:

Assets Under Management	My Total Retirement Annual Fee
Up to \$100,000	0.25%
From \$100,000	0.20%
From \$250,000	0.15%
Greater than \$400,000	0.10%

Path 3: Self-directed brokerage account (SDBA)
If you are not interested in the three paths outlined above, the SDBA provides access to more than 8,500 additional mutual funds and is intended for knowledgeable investors who understand and understand the risks associated with the investments contained within the SDBA. There are no fees for participating in the WDC SDBA, however, transaction fees may apply depending on the mutual funds you select from the SDBA menu.

Check Your NCHC Email for these great resources and links from WDC!

Check your email for a link to the WDC website, which contains a wealth of information about the program, including a list of local advisors, investment options, and more.

October 2024 Organizational Learning Modules

Each month staff are assigned 30-60 minutes of organizational training that needs to be completed by the due date.

Log in to **UKG Pro Learning** and complete the following courses:

- QPR Gatekeeper Training (60 minutes)
- Complete any outstanding assignments



North Central Health Care



Last week the Pharmacy celebrated National Pharmacy Week!

We celebrated the invaluable contributions that our pharmacists and pharmacy technicians have on all of our NCHC healthcare operations and settings.

The team held a bunch of fun activities planned for our staff in our department throughout the week to celebrate!

They held dress up days within their department, and some pharmacy related games such as Pharmacy Bingo, How Well Do You Know Your Coworkers?, and Name That Drug that the staff has chances to play and win prizes.



Managers

- Jacie Cihlar
- Kendra Eisner

Staff Pharmacists

- Jodi Aldrich
- Joanne Krasselt
- Andy Rosicky

Pharmacy Technicians

- Mary Derby
- Tara Renteria
- Megan Kruzicki
- Nora Fellenz
- Nikki Lamkin
- Nichole Blennert

Youth Apprentice

- Madalyn Bartz





North Central Health Care 2024 EMPLOYEE VACCINATION PROGRAM



**ALL Employees
Must Complete by
November 15**

1

Get your Flu and/or Covid vaccinations.

Provided FREE at Employee Vaccination Clinics or from a NCHC Nurse Vaccinator in your department. You can also get your vaccines at your own expense from provider in community. Remember to get proof of vaccination from provider.

2

Complete the required forms.

- Influenza Vaccination OR Declination Form;
- Covid Vaccination OR Declination Form;
- AND
- TB Risk Assessment Form

3

Return your forms to NCHC Employee Health.

Please place completed forms in an interoffice mail envelope to Renee in Employee Health. All forms are due to Employee Health by November 15, 2024. Employees not in compliance will be removed from the schedule.

EMPLOYEE OPEN VACCINATION CLINICS ARE NOW COMPLETE

If you would like a flu or Covid vaccination at work, please contact Employee Health at 715.848.4396. We may have some Covid vaccinations available, but this is not guaranteed. If you work in direct care, please contact a Nurse Vaccinator in your program or speak with your manager regarding your options. You may also get your vaccinations at your own expense from a provider in the community.



Visit www.norcen.org/ForEmployees

for more details, FAQ's, and copies of forms!

Questions? Contact your Manager or Employee Health at 715.848.4396



EXPLORE YOUR NORTH CENTRAL HEALTH CARE

2025 EMPLOYEE BENEFIT PACKAGE



Open Enrollment runs from October 21st through November 1st, 2024



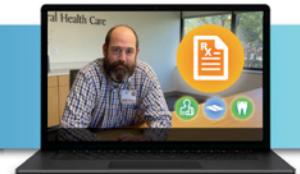
Enroll in the 2025 benefit coverages during Open Enrollment!

Make the most of this opportunity to review your benefit changes and select options that best meet your needs and those of your family. During open enrollment, you can get answers to your questions and make updates, changes, or cancellations to your coverage.

Visit norcen.org/OpenEnrollment for helpful resources like:

BENEFIT BREAKDOWN VIDEO

With Bo Johnson, HR Specialist



Benefit Breakdown Video - a video overview of plan details, premium breakdowns, and additional Open Enrollment details with Bo Johnson, HR Specialist for North Central Health Care.

YOU BENEFIT GUIDE 2025

A Comprehensive Resource Guide



YOU Benefit 2025 - a comprehensive benefit resource guide for NCHC Employees to utilize while reviewing benefits. Inside, find a complete listing of all benefits available to North Central Health Care Employees and corresponding details.

BENEFITS AT A GLANCE

The 2025 Benefit Highlights You Should Know.



Benefits At-a-Glance - a condensed PDF highlighting the most referenced benefit details, like premiums and deductibles, so you can easily compare plans side-by-side. Download this document for a quick view of this year's premium updates, contribution maximums, and any additional plan changes you should know about in 2025.

During Open Enrollment you will be able to make changes to your benefit elections for the upcoming plan year:

- Add or terminate benefit coverage
- Add or remove dependents

You are **REQUIRED** to re-enroll in your health, dental, vision, flexible spending accounts, accident, critical illness, and/or short term disability plans for 2024.

THESE BENEFITS DO NOT CARRY OVER!

Have Questions About Open Enrollment or Benefits?

Contact: Bo Johnson, Wausau HR
715.841.5164 or bjohnson@norcen.org

Contact: Jacque Krause, Antigo/Merrill HR
715.539.2514 or jkrause@norcen.org

OPEN ENROLLMENT | OCT. 21 - NOV. 1, 2024



WHAT'S FOR LUNCH?

WAUSAU CAMPUS EMPLOYEE CAFETERIA
OPEN TO ALL NCHC & WAUSAU CAMPUS EMPLOYEES

MONDAY – FRIDAY

WEEKENDS

Grab-N-Go 8 am – 6:30 pm

The Employee Cafeteria is Closed.

Lunch 10 am – 2 pm

Soup, Salad Bar & Hot Food Bar

Soup Served until 6:30 pm or until sold out.

WEEKDAY SALAD BAR &
HOT FOOD BAR \$.45/OUNCE

Daily Hot Sandwich Menu

FEATURING DAILY SPECIALS LIKE GRILLED BEEF & CHEDDAR, CHEESEBURGERS, BBQ SANDWICHES, TUNA MELTS, PIZZA & MORE!!

Make your own cold or hot sandwich with fixins' OR self-serve at the salad bar.

OCTOBER 28 – NOV 1, 2024

MONDAY TUESDAY WEDS THURSDAY FRIDAY

DESSERT SANDWICH SOUP MAIN ENTRÉE

Ranch Pork Medallions Baked Yams Mixed Veggies	Chicken Lasagna Zucchini & Tomatoes Breadstick	Baked Fish Cheesy Baked Potatoes Seasoned Cabbage	Roast Turkey and Gravy Parslied Carrots Dinner Roll	Crab Cakes Boiled Potatoes Creamed Peas
Turkey Dumpling Soup	Taco Soup	Beef Noodle Soup	Cream of Broccoli Soup	Chili Soup
Hamburger on Bun	Monte Cristo Sandwich	Homemade Pizza	Nacho Bar	Shredded Pork on a Bun
Banana Split Dessert	Frosted Banana Bar	Caramel Apple Crisp	Frosted Chocolate Cake	Caramel Brownie



NOVEMBER 4 – 8, 2024

MONDAY TUESDAY WEDS THURSDAY FRIDAY

DESSERT SANDWICH SOUP MAIN ENTRÉE

Cheesy Meatloaf Baked Winter Squash Wax Beans	Boiled Dinner Green Beans Dinner Roll	Turkey & Dumplings Mixed Veggies Dinner Roll	Creamy Swiss Steak Baked Potato Gravy Parslied Carrots	Catfish Nuggets Roasted Sweet Potatoes Broccoli Cuts
Chef's Choice	Chef's Choice	Chef's Choice	Chef's Choice	Chef's Choice
Chef's Choice	Chef's Choice	Chef's Choice	Chef's Choice	Chef's Choice
Cherry Delight	Blueberry Blondie	Cherry Cake	Cinnamon Baked Apples	Pumpkin Fluff





THE BISTRO

NOW OPEN 7 DAYS A WEEK! | WEEKDAYS 7:30AM - 3PM | WEEKENDS: 9:30AM - 5PM

THE BISTRO WILL BE CLOSED ON WEEKENDS FROM 1-1:30PM TO ACCOMODATE STAFF BREAKS

*HOT FOOD IS AVAILABLE AT THE BISTRO DAILY UNTIL 2:30PM *



SPECIAL OF THE WEEK

Bistro Club Panini

TURKEY | HAM | BACON | SWISS | TOMATO | MAYO

LATTE OF THE WEEK



Hazelnut Mocha Latte

Espresso & steamed milk paired with notes of hazelnut and rich mocha.

\$1 OFF LARGE LATTES EVERY MONDAY!

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

Ice Cream

ICE CREAM CONE1.50

ICE CREAM SUNDAE2.25



- build your own -

BREAKFAST SANDWICH

EGG + CHEESE 3.00

EGG, MEAT + CHEESE4.00

PICK YOUR BREAD

CROISSANT | BAGEL
ENGLISH MUFFIN

PICK YOUR MEAT

HAM | SAUSAGE | BACON