



A Weekly Update
For The Employees of
North Central Health Care



NEWS YOU CAN USE



WEEKLY CONNECTION WITH GARY OLSEN

Celebrating Our Employees on Employee Appreciation Day!

Employee Appreciation Day is just around the corner, and we want to take this opportunity to express our heartfelt gratitude to each and every one of you. On Friday, March 7th, we will be celebrating your dedication and hard work with a special treat as a small token of our appreciation.

Every day you demonstrate unwavering commitment to our mission providing Person-Centered Service to those we serve. Through your efforts, you embody our CORE values—Dignity, Integrity, Accountability, Partnership, and Continuous Improvement. Your dedication does not go unnoticed, and it is because of you that our organization continues to make a meaningful impact.

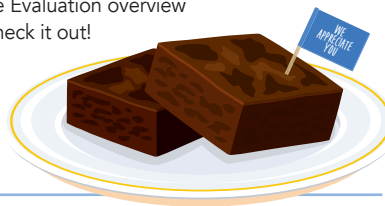
Whether you are working directly with individuals in need or supporting operations behind the scenes, your role is invaluable. Your compassion, professionalism, and teamwork inspire us all and contribute to a positive and productive workplace.

We hope you take a moment to enjoy this well-deserved recognition and know how much you are appreciated. Thank you for all that you do!

Mark your calendars for Friday, March 7th, and be sure to enjoy the treat as a small but sincere token of our appreciation.

Also, just a reminder that our Employee Performance Evaluation process begins this Monday, March 3 with an employee self-assessment in UKG. While this self-assessment is optional, we encourage employees to review the questions and leave comments. You have until March 14 to complete the optional Self-Assessment. Please check your work email for full instructions and FAQs. Your manager and our HR Team are available to help you with questions. The Employee Performance Evaluation overview and timeline are on page 2 of this News You Can Use edition. Check it out!

Gary D. Olsen
Gary Olsen
Executive Director



- Celebrating Employee Milestones 4
- Compass Training Series .. 5
- March Volunteer Wish List 6
- Shout Out Drawing 8
- Foodie Forecast 9-10

ONSHIFT SYSTEM NOTICE

Attention to Staff at Pine Crest, MVCC, Crisis, Lakeside, Adult & Youth Hospitals, and Crisis Stabilization Facilities



To better protect your information, OnShift is implementing security changes on their mobile app. As part of this effort, soon you will be logged out of the OnShift mobile app and need to log back in to access the app. After that, you will be logged out of the OnShift mobile app every seven days from your last login date. Please prepare for this change by making a note of what your username and password is. If you have forgotten your username and/or password, you can visit the "My Profile" section of the OnShift mobile app to view your username and reset your password.

If you need help accessing your OnShift account, please submit a TAG Ticket via the link below or reach out to the HelpDesk for assistance. O:\Information Systems Libraries\TAG\Create IMS TAG Ticket_Job Aid.pdf. Thank you for your cooperation with these security efforts!

EMPLOYEE SHOUT OUT!

Elly Streich
Dietary Aide, Pine Crest

Always coming to work positive and ready to help!

Shared By:
Anonymous

Occurrence Reporting Hotline

x4488 or 715.848.4488

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



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: March – April



STEP 1: OPTIONAL Employee Self-Assessment March 3rd – 14th

Log into UKG and complete your optional online self-assessment by reading and commenting on Performance Review Questions. When finished, your comments are sent to your Manager to perform Step 2.



STEP 2: Manager Assessment March 17th – April 28th

Managers will log into UKG and complete the online assessment of your performance. You will be evaluated on the 5 competencies shown to the right.



STEP 3: In-Person Review Meeting March 17th – April 28th

Managers will meet with you to review your performance and SMART Goal for 2025.

What will employees be evaluated on?

5 Competencies

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

Employees hired after 9/1/2024 will NOT be assigned a Performance Evaluation. Additionally, employees less than 0.3 FTE or occasional status will NOT be assigned a Performance Evaluation through UKG, with the exception of all Nursing Home employees at Mount View Care Center and Pine Crest.

Questions? Talk with your manager about any questions you may have regarding the Performance Evaluation process. Step-by-step instructions will be sent to your work email to complete your Employee Self-Assessment. Human Resources is available to help you as well. Stop-in, call 715.848.4419, or email hresources@nrcen.org.





PHOTOS OF THE WEEK



NCHC Swag Shop Orders are Arriving Daily!

Makenna Brown and Heather Will had fun with the arrival of their new NCHC Swag! Representing Community Treatment, these two grabbed their new hats and were quick to submit a picture! Thanks ladies! They look great.

If you haven't been over to the NCHC Swag Shop, be sure to check it out. Its an all-new website featuring quick turnaround - all order process the same day, meaning you get your stuff very fast.

AND - if you ship to work, shipping is free!

Happy Shopping!

**Free Shipping to Work!
Orders Processed Daily!**

www.norcen.org/SwagShop



NCHC Apparel, Gear, Recognition & More!



Helping You Turn Over a New Retirement Leaf

Let's talk retirement



**Next Meeting:
Individual Retirement Readiness Review
with Shawn Bresnahan**

Tuesday, March 4th • 10am-3pm

North Central Health Care Wausau Campus
Robin Room #1206
2400 Marshall Street, Suite A
Wausau, WI 54403

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 virtual (online or by phone) appointment by clicking https://nc_wisconsin.timetap.com/#/.

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)



March 2025

Celebrating Employee Milestones



We would like to honor these employees celebrating a milestone anniversary.

Please take a moment to express your heartfelt gratitude and admiration for these employees and their remarkable achievements and loyalty. Their relentless pursuit of excellence has not only contributed to their personal growth but has also helped elevate North Central Health Care to new heights. Thank you for all you do for NCHC, for those we serve and for our communities.

5 Years

- Cindy Vachavake**..... Patient Access Services
- Lorie Brunner**..... Housekeeping
- Erica Huffman**..... Community Treatment
- Kay Buchkowski**..... Patient Access Services

10 Years

- Jessica Schreiber** Mount View Care Center

20 Years

- Debbie Osowski**..... Corporate Administration

Congratulations!





EAP LEARNING & RELAXATION SESSIONS March 5 Session begins at 12:00 PM CST

Rest & Relaxation - First Wednesday of Every Month

Shelly Maxwell, MSW, LCSW, RYT, EAP counselor and registered yoga instructor, will guide you through some reflective exercises to help you re-center yourself.

Click [HERE](https://bit.ly/EAPRelax) to Join or Visit <https://bit.ly/EAPRelax>

If you're unable to join live, all sessions are recorded and posted on the EAP YouTube channel the following week!



Introducing...

North Central Health Care

Compass Training Series



Navigating Excellence Together

We're excited to launch the NCHC Compass Training Series, a dynamic new learning series designed to guide our employees toward continuous growth and success. Each month, employees will navigate through learning modules designed to engage our team, enhance patient care and safety, meet compliance and regulatory requirements, and improve efficiency and performance.

Some Key Features Include:

- Self-Paced Learning: Complete modules at your convenience throughout a designated month.
- Engaging & Interactive New Content: Experience exciting new modules with multi-media features that bring learning to life.
- Progress Tracking: Stay on course with progress reports to monitor your learning journey.
- Recognition & Incentives: Employee and Teams that excel will be recognized and rewarded for their commitment to growth.

Join us as we navigate excellence together! Stay tuned for upcoming learning module releases arriving in your inbox and details on how to get started.

March 2025

Information Security Basics

The first module of the NCHC Compass Learning Series, Information Security Basics, equips employees with essential knowledge and best practices to safeguard data, identify potential threats, and take proactive measures to maintain security—both online and in the workplace.

In today's digital world, protecting sensitive information is more important than ever. Cyber threats are constantly evolving, and a single mistake can put personal data, company systems, and confidential information at risk.

Through real-world case studies, interactive lessons, and practical examples, you will learn:

- What information security is and why it matters
- Common security risks and how to identify them
- Strategies to protect yourself and our organization from cyber threats

By the end of this course, you'll have the confidence to make informed decisions that help maintain a secure and resilient work environment. We hope you enjoy the first round of the new monthly Compass Training Series!

Watch for a link in your inbox for Information Security Basics from UKG Pro Learning. The Information Security Basics Course should be completed by March 31!







Better Your Balance


Take a Stepping On Workshop!
Stepping On can help you avoid a dangerous and costly fall, so you can keep doing the things you love to do.

Hear from the Experts
Physical Therapist
Strength and balance

Optometrist & Pharmacist
Vision, hearing and medication increase fall risk.

Community Safety Expert
Avoid hazards in your home

***Pre- Registration is required.**



**Stepping On:
Fall Prevention Program**

Mosinee
Tuesdays, March 4- April 15
10:00 AM -12:00 PM
St. Johns Lutheran Church
901 11th Street, Mosinee

Rothschild
Tuesdays, March 11- April 22
9:30 AM -11:30 AM
Riverside Fire Department
20 Alexander Avenue, Rothschild

To register: Call the ADRC-CW at 888-486-9545

Cost: FREE.
Contributions welcome



Give a Little, Help a Lot!

KEEP DONATIONS LOCAL

At North Central Health Care, the needs of our patients, clients, and residents are ever-changing. Whether it's an updated pair of shoes, bingo prizes, or a simple bottle of dish soap, your support can make a real difference in their quality of life.

Each month we'll share an updated list of the most-needed items to help support those we serve. Whether big or small, every donation helps bring comfort to those right here at NCHC!



MARCH WISH LIST

SLIDE-ON/TIE SHOES

FOR THE FASHION BOUTIQUE

BINGO PRIZES:

- **FUN-SIZE CANDY BARS**
KIT KAT, MOUNDS, ALMOND JOYS, HERSHEY'S, REESE'S PB CUPS
- **CANS OF SODA**
- **SUGAR-FREE GUM**
- **SMALL HOLIDAY DECOR**
- **STUFFED ANIMALS IN GOOD SHAPE**

Please bring all donations to the Volunteer Office located in the front of MVCC.

norcen.org/volunteer



Retirement Celebration

A big group gathered at the Mount View Care Center lobby including other retirees, employees, residents and former employees. Everyone was there to wish Jayne Waksmonski a glorious retirement. We are grateful for Jayne's dedication and contributions over the last 19 years in Food Services. Everyone seems to know Jayne from seeing her in the Cafeteria or resident dining rooms over the last 19 years. Jayne played an integral part in the resident and employee dining experience and she will be missed. We wish her well in her next chapter. Thank you for your service, Jayne!



Up to a 20% Tuition Savings*



Take your next step with substantial savings on your education. We're ready to help.



- Ways to learn more:
- Scan the QR code with your camera
 - Text DEGREE20 to 96194**
 - Visit rasmussen.com/corporate

Your community.

Your voice.

Tell us about LIFE in Marathon County.

Do you live in Marathon County?
Take 5-10 minutes to share your insights in this community survey*. Your feedback will help shape a better quality of life for everyone in Marathon County.

SCAN ME




*Survey will be open 3/1/25 - 5/31/25



EMPLOYEE SHOUT OUT!

1ST QUARTER 2025 DRAWING WINNERS

Giving and receiving Shout Outs from your coworkers is fun! So why not reward the positivity with some FREE Swag from the NCHC Swag Shop?!

All those who gave or received a Shout Out were entered to win a prize in our Shout Out Drawing! The more Shout Outs you submitted, the more chances you had to win. Congrats to the 1st Quarter 2025 winners who were randomly selected in our drawing! You will receive an email soon containing your NCHC Swag Shop e-Gift Certificate.

\$100 Swag Shop GRAND PRIZE

Jodi Boruch - Patient Financial Services

\$50 Swag Shop

Karly Wisnosky - Adult Behavioral Health Hospital

Taylor Peterson - Crisis

Maggie Mishall - Adult Behavioral Health Hospital

\$25 Swag Shop

Victoria (Tori) Boutelle - Adult Behavioral Health Hospital

Sierra Smith - Community Treatment Merrill

Simon Wilczewski - Adult Behavioral Health Hospital

Nicole Robinson - Pine Crest

Taylor Tomaszewski - Acute Care Admin.

Shaine Bryant - Lakeside Recovery

Jenny McKenzie - Transportation

Patty Ziegel - Food Services

Mindy Yang - Adult Behavioral Health Hospital

Cara Reed - Community Treatment Wausau

Congrats!





MARCH 3 – 7, 2025

	MONDAY	TUESDAY	WEDS	THURSDAY	FRIDAY
MAIN ENTRÉE	Twice Baked Chicken Breast Mashed Potatoes Country Style Green Beans	Lasagna Tossed Salad Garlic Toast	Country Fried Steak Mashed Potatoes Zucchini & Tomatoes	Roast Turkey Stuffing Gravy Corn	Bake Cod Herbed Rice Creamy Coleslaw Rye Bread
SOUP	Hobo Soup	Beef Barley Soup	Garden Vegetable Soup	French Onion Beef Noodle Soup	Chicken Noodle Soup
SANDWICH	Stan's Tacho Bar	Fish Tacos	Meatball Subs	Homemade Pizza	Taco Bar - Beef or Chicken
DESSERT	Monster Cookie	Brownie Bottom Cheesecake	Snickerdoodle Krispie Bar	Banana Strawberry Cup	Cherry Pineapple Dessert

MARCH 10 – 14, 2025

	MONDAY	TUESDAY	WEDS	THURSDAY	FRIDAY
MAIN ENTRÉE	Ham Steak Scalloped Potatoes Brussel Sprouts	Vegetable Beef Stew Biscuit Creamy Coleslaw	Broccoli Cheese Stuffed Chicken Mashed Potatoes Carrots	Baked Drumstick Loaded Mashed Potatoes Green Beans	Spaghetti & Meat Sauce Breadstick Corn
SOUP	Cheesy Chicken Salsa Soup	Chicken Noodle Soup	Cheesy Broccoli Soup	Stuffed Green Pepper Soup	Vegetable Soup
SANDWICH	Chef's Choice	Philly Cheesesteak	Chicken Quesadilla	Potato Bar	Hot Dog Bar
DESSERT	Brownie	Bread Pudding with Caramel Sauce	Pudding	Carrot Cake with Cream Cheese Frosting	Chocolate Eclair Torte

WHAT'S FOR LUNCH?

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

MONDAY – FRIDAY

Grab-N-Go 8 am – 6:30 pm

Lunch 10 am – 2 pm
Soup, Salad Bar & Hot Food Bar

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

WEEKENDS

The Employee Cafeteria is Closed.

WEEKDAY SALAD BAR & HOT FOOD BAR \$0.45/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.





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

Jalapeno Popper Panini

CHEDDAR CHEESE | BACON | JALAPENO CREAM CHEESE

LATTE OF THE WEEK



White Cow

Espresso and steamed milk paired with both white and dark chocolate

\$1 OFF LARGE LATTES EVERY MONDAY!

*Please note: All sales subject to Sales Tax.



build your own

BREAKFAST SANDWICH

EGG + CHEESE 3.00

EGG, MEAT + CHEESE 4.00

PICK YOUR BREAD

CROISSANT | BAGEL
ENGLISH MUFFIN

PICK YOUR MEAT

HAM | SAUSAGE | BACON

SHARE SOME LOVE WITH BISTRO BUCKS!

