

October 22, 2004

EMPLOYEE of the MONTH



Sauk County Health Care Center's Employee of the Month for September is **Joyce Fearing, Receptionist**. Joyce was nominated not only because she has been an employee of the Health Care Center for almost 29 years but also, according to her peers, she continues to show dedication and commitment to her job in a kind, professional manner even though she has a very serious life-threatening disease.

Joyce started work here as a CNA helping the residents in their daily care for 21 years. Seven years ago, she applied for the Receptionist position when that became open. That position is the nerve center of the facility. Joyce answers a multi-line phone system, greets visitors, family members, medical personnel and trades-people. She sorts and delivers the mail along with maintaining and distributing funds for the various entities like the Canteen and the residents.

"I'm especially proud to work here. Visitors always say they enjoy coming out here as everyone is very pleasant and willing to help. When residents leave after a rehabilitation course of therapy, they are glad to have been here in the country in such a warm, friendly atmosphere," says Joyce.

Joyce grew up in Cazenovia and moved to Lime Ridge when she married Stephen, who is part owner of Fearing's TV and Appliance. They have two children, Jason (Jaime) and Stephanie and "one beautiful little granddaughter, Taylor, who loves to go on the golf cart to see the cows and baby calves."

Joyce is especially appreciative of her coworkers, friends and family for their support and driving her on her many trips to Madison. As her colleagues state "there were many days when it was difficult to be here due to being physically ill, but she always showed incredible job dedication and professionalism". Joyce states that the Health Care Center is a comfortable, supportive place filled with caring people and is honored to be chosen Employee of the month.

To nominate a staff person for **Employee of the Month** pick up a yellow nomination form by the time clocks and indicate why you feel the employee is deserving. Nominations may be placed in the Suggestion Box by the Employee/Ambulance entrance. Eligible nominees will be put on the ballot for voting the first payday of the month when checks are picked up. Ballots are available in the Personnel Office on Thursday from 12:00 to 4:30 for voting if you are unable to vote on Friday. In addition, if a NOC shift person is chosen as Employee of the Month, they will receive 2 free movie passes since they are not able to use the free meal tickets.

Upcoming Events

November 2	Department Head		CNA Meetings
November 3	Medicare	November 19	PAYDAY
November 4	HCC Meeting	November 23	Department Head
November 5	PAYDAY		FDD Human Rights
November 9	Department Head	November 24	Medicare
November 10	Medicare		Pizza Hut Lunch
	Pizza Hut Lunch		Fire, Health & Safety
November 11	Veterans' Day	November 25	THANKSGIVING
November 16	Department Head	November 30	Department Head
November 17	Medicare		
	Nurses Meeting		
November 18	FDD Utilization Review		



SAUK COUNTY HEALTH CARE CENTER'S
COMMUNICATOR

November Employee Anniversaries

Nicole Kurth	1 yr	Linda Raspiller	4 yrs
Rachel Sherven	1 yr	Anne Meyer	13 yrs
Margaret Burggraf	2 yrs	Reggie Tourdot	25 yrs
Amy Elizabeth Lee	2 yrs	Carol Berendes	32 yrs
Sharon Murphy	4 yrs		

Welcome New Employees



Hello, my name is **Mandy Ziegler**. I am a CNA. I have a two year old son, Chase. I enjoy spending my time with him. We go to the park and have picnics. I also enjoy swimming, boating, and biking. I am looking forward to working with you.



Hello, my name is **Rosemary Hutchens**, CNA. I enjoy swimming, bowling and reaaading to my children. I collect lighthouses. I am married to a wonderful man named Robert. I look forward to working here and meeting everyone.



Hello! My name is **Penny Bautch** and I am the new Laundry aide. I have two children. I like cats and dogs. We live on a farm. My hobbies are latch hook, reading, going for walks. I look forward to meeitng everyone.

Personnel Matters

Badge Holders - For your convenience protective holders for your Kronos badge are now available from the Personnel Office. The first protective holder will be provided to you at no cost. You will even be able to swipe your Kronos badge while it is in the protective holder - you will not have to remove your badge from the protective holder when swiping, as the timeclock will still be able to read your card through the protective holder. You will not be required to utilize a protective badge holder for your Kronos badge, however if you find them useful and require a replacement badge, replacement cost of the badge holder is 50 cents. Badge holders will be available begining Friday, October 22 from the Personnel Office during paycheck distribution.

Benefits Design

Dan Netwal, our representative from Benefits Design Group will be here at the HCC on November 16th to provide an opportunity for employees to review their section 125 pre-tax enrollments for 2005. This includes enrollment for dental, vision, disability insurance, etc. All employees currently enrolled in Section 125 plan will be receiving a copy of their current deductions with-in the next couple of weeks. Please ensure that you re-view this statement in detail. If you do not wish to make any changes to your Section 125 pre-tax enrollments for 2005, you can sign the form and turn it in to the Personnel Office. If you do not wish to enroll in any of the options for 2005, simply sign the "Declination of Participation" section and return it to the Personnel Office. Mr. Netwal will be at the HCC on Tuesday, November 16th, from 7:00 am - 10:00 am and 2:00 pm - 5:00 pm. If you would like to enroll for 2005, or have questions regarding your current or 2005 enrollment options, please stop by the Personnel Office to schedule an appointment with Mr. Netwal.

Dean Health Representative

An Account Representative from Dean Health Plans, Inc. will be here at the HCC on Thursday, November 11th from 7:00 am - 9:00 am and 1:00 pm - 3:00 pm, to discuss the 2005 Health Insurance Benefits. Please stop by the Personnel Office to schedule your appointment.

Join us on Sunday, October 24 from 1—3:00 for our Second Annual Safe Halloween



The little goblins will be here on Sunday, for tricks or treats so plan on bringing your little ones here for an afternoon of fun/safe Trick or Treating!
Volunteers are still needed so please contact any A.T. staff person if you are interested.
Thank you for your continued support!

SUGGESTION BOX REPLIES

There was a request to have Safe Halloween be scheduled so that the day shift could bring their children out. This year the plans were set and the flyers and media already informed. Now that this is the second year, we do have a better idea about how to plan and can increase the time for next year to include time in the afternoon for day shift staff to bring their children. Thank you for the suggestion.

The request for a picture of Dr Vergara to display with other former directors was made by Colleen. What a great idea. Liz is in charge of contacting the family for this. We had asked previously, but didn't follow up.

There was a suggestion to have the roses delivered before Sweetest Day so employees can give them to their loved ones for that occasion. Will follow up on this suggestion.

There was a suggestion that picture ID's be on the back of the Kronos badges, so that there is just one badge. There has not been much support for the picture ID's overall. Most state that the benefit wouldn't override the cost. Will just table the idea for now, but in the future security policies may make picture ID's necessary and when and if that happens will consider making them part of the time card procedure.

Just a comment regarding a newspaper article in the Baraboo News: I did send a message to the editor stating that if he would like more current and detailed information he is welcome and encouraged to attend the ad hoc committee meetings and the HCC committee meetings.

Though the information cited is true, it is taken out of context and misleading in that it doesn't give the reader what the figures mean in comparison. Wisconsin's Average cost of care per day for government homes is \$163 while the National average is \$147 per day. Quite possibly Wisconsin nursing homes have a higher quality of care such as better staff ratios, better and more available therapies, or better food. That is not reflected or even considered in the figures quoted. It is the same for the figures for SCHCC of \$198.18 per day compared to the \$163 per day of Wisconsin homes. Does this represent the difference needed to staff 5 floors, to maintain a building over 100 years old, and the quality of care that was rewarded by the 2 most recent cite free surveys? Comparing a government run home (\$163.42 per day) to all homes (\$136.05 per day) is not a fair comparison because of the high acuity level of care of the admissions. Even the state recognizes that with subsidies for that factor granted only to county homes. The discussion regarding pension contributions shouldn't even be acknowledged, though again the figures are correct, the same allocation for pension would have to be made to the employee caring for the resident, whether they were in this facility or in the community. Pension for Sauk County employees is more correctly presented as a county wide issue and not just one for the Health Care Center.

And as far as the benefit cost figures, because of previous management decisions the financial situation at this facility may not have been managed in the most cost effective manner. We will not make a profit, that should be a given, but the losses that we have incurred and are shown in the figures presented, are more a reflection of management decisions, than a badly run facility. That will improve with the future decision makers.

