

SALINE COUNTY WELLNESS
COMMITTEE MEETING
JANUARY 3, 2014

The meeting was called to order at 7:40 a.m. on January 3, 2014. Present were Marvin Kohout, Bruce Filipi, Sharon Jelinek, Kerry Hagemeyer and Linda Kastanek. The minutes from the December 20th meeting were approved as read.

Kerry reported that the December Bingos were coming in. A \$15 Subway gift card will be given for any black-outs.

Kerry and Sharon are getting the booklets and info out for the 2014 Wellness/Fitness Challenge. It was decided to have them go around to the different offices and locations to give presentations, answer any questions, and to have the employees sign up.

The Fitness Center entry number has changed.

It was decided to give Daryl a gift for writing up the Tobacco waiver and sign up forms.

Presentations were given from Madonna, Wellness Partners and Public Health Solutions on what they could do for our health fair. A decision was tabled until the whole group could get together to vote.

Sharon and Kerry will give presentations to the Road and Bridge crews next Tuesday and Thursday mornings.

Kerry passed out handouts from Champion Family Chiropractic. They would like to come and speak with our group about the services they offer and how they might benefit our group.

Kerry said we should be thinking about possible speakers for our classes.

The next meeting will be January 8th at 7:30 a.m. to decide which company we want to go with for the health fair.

Linda Kastanek
Secretary

SALINE COUNTY WELLNESS
COMMITTEE MEETING
JANUARY 8, 2014

The Saline County Wellness Committee meeting was called to order on January 8, 2014 at 7:38 a.m. Present were Sharon Jelinek, Tim McDermott, Bruce Filipi, Brandi Kelly, Kori Mullen, Marvin Kohout, Kerry Hagemeyer and Linda Kastanek.

Bruce moved to approve the minutes as presented, seconded by Sharon.

Discussion was held on having Tom Sweeney and Vicki Rethmeier come to do presentations at the same time again.

Kerry reminded everyone that Brad Kalkwarf will be here on January 16th to do a presentation on taxes.

It was decided to have Champion Chiropractic come as a speaker. Kerry or Sharon will check to see if there will be a fee.

The health fair/blood tests were discussed and the choices for providers were between Madonna and Public Health Solutions. It was decided that Wellness Partners couldn't offer everything we wanted. After discussion a verbal vote was taken and everyone agreed to have Madonna provide the services for our health fair. Kerry will call them for possible dates.

Sharon and Kerry will be making presentations about the point system to each office, all of the road and bridge crews and the supervisors at the jail so all county employees should know about it.

Ten participants were entered in the drawing for the December BINGO. Fifteen prizes were awarded and a free subway gift card was given to Daryl for making up the forms.

Challenges were discussed. The Crazy 8 was discussed and it was decided to do it for 8 weeks, starting February 1st through March 31st, with the same points as were used for the last Crazy 8 challenge.

The next meeting will be right before the health fair, on a date to be decided when we find out when Madonna can be here.

There being no further business at this time, the meeting was adjourned at 9:20 a.m.

Linda Kastanek
Secretary

WELLNESS COMMITTEE MEETING
JANUARY 17, 2014

The meeting was called to order at 1:05 p.m. on Friday, January 17th, 2014 by Chairperson Kerry Hagemeyer. Present were Tim McDermott, Bruce Filipi, Sharon Jelinek, Brandi Kelly, Kory Mullen, Marv Kohout, Kerry Hagemeyer and Linda Kastanek.

Kerry discussed the new Crazy 8 Challenge, which begins on February 1. A few changes were made from last time's Crazy 8 challenge. Exercise points will go from 5 points for a half hour to five points for 15 minutes of exercise. The classes will change from Vicki Rethmeier to monthly classes and from 10 points to 25 for each class attended in February and March. Tom Sweeney's presentation at 10 points will change to the blood tests for 50 points. You will need 1350 points to win a small prize of a \$5 gift certificate, and your name will be entered into a drawing for a bigger prize at the end of the Crazy 8 challenge. You will need at least 1000 points to get 25 Wellness Points.

After discussion, Tim moved to make the points even for attending the classes or watching the video from the class. Motion was seconded by Bruce, with the inclusion that they will need to come to the Clerk's office or Kory at the Jail to check out the videos for 3 days.. All voted aye.

Bruce moved to have Tim make 2 DVS's of the classes, seconded by Sharon. All voted aye.

Sixteen people attended Brad Kalkwarf's Tax Class on January 16th. The class was taped and the DVDs are available to check out. Amy Hansen will do a Tai Chi presentation on February 13 and Tom Sorensen will be coming in March on a date to be set.

Kerry talked with Lori Moldenhauer and Stacy Brandt and they are willing to do a free Body Pump or Body Flow presentation, and possibly both for Saline County Employees. They would like people to sign up first. This class would possibly be in April.

Kerry went over the health fair/blood tests. The results will be sent out to physicians and employees in 5 days or so. Madonna had proposed to come to the Court House and give an educational class explaining what the results mean. The first hour would be free, but after that it would cost \$85 per hour. Bruce moved that we have no education class, seconded by Tim. All voted aye. Since there will be no education class, results will be hand delivered to Kerry and she will disperse the Road reports to Bruce and the Jail reports to Kory and we will need signatures from everyone when they pick up their test. If someone cannot come to the health fair, they can go to Madonna, provided they contact the Wellness Committee and Madonna to reschedule an appointment. This additional option will be at the employee's own off-time.

It was discussed that scheduling the employees to participate in the blood screening would require a deadline of February 7th in order to sign up. Kerry gave signup sheets to Bruce and she will email signup sheets to Kory. When they are done, she will go around and sign up all other offices. A poster will go up next week. People can sign up even if they are not doing the point system. The dates of the Health Fair will be on both February 18th and 19th, with a snow date of February 26th.

NIRMA online classes will be worth 25 points. Tim explained that the classes rotate every quarter, so some that are free now may have a \$6 charge next quarter, but the ones that are \$6 now could be free next quarter. If we take all classes by the end of March, we could get 25 points for each class. We can only take each class once, and need a 70%, or the benchmark set by NIRMA for that class, to pass. The certificate will need to be printed after you complete the class. If you don't pass, you can take the class again until you pass. Kerry moved that she would list the classes, seconded by Kory. All voted aye.

Kerry stated that over 50% of the employees have signed up for the year-long wellness plan.

Tim discussed the health insurance, stating that it may be the direction of the county that some type of employee buy-in will be implemented. He moved that if the Board decides employees will pay a portion of the single premium, they will receive a 33% reduction in their subsequent year premium for 4000 points, for 6000 points they would receive a 66 2/3% premium reduction, and if they make 8000 points, the premium would be paid 100%. Motion was seconded by Bruce. All voted aye.

There being no further business to discuss, Bruce moved to adjourn at 2:35 p.m.

Linda Kastanek
Secretary

SALINE COUNTY WELLNESS MEETING
MARCH 6, 2014

The meeting was called to order at 11:00 a.m. Present were Marv Kohout, Jenn Chavez, Kory Mullen, Bill Slezak, Bruce Filipi, Tim McDermott, Brandi Kelly, Kerry Hagemeyer and Linda Kastanek.

Sandy Dierks and Karen Rehm with Madonna Fit For Work were present to hand out and explain the health fair test results packet. The packets included an explanation sheet, the test results, a health risk score card, and a goal setting sheet. Sandy and Karen went over these sheets with those present and explained each one.

There being no further business, the meeting was adjourned at 12:00 p.m. The next meeting will be Monday, March 10th and 7:00 a.m.

Linda Kastanek
Secretary

Saline County Wellness Committee
March 10, 2014

The Saline County Wellness Committee meeting was called to order at 7:10 a.m. on March 10, 2014. Present were Tim McDermott, Kerry Hagemeyer, Marv Kohout, Kory Mullen, Brandi Kelly, Sharon Jelinek and Bruce Filipi. Linda Kastanek was present at approximately 7:40 a.m.

Tim had questions on the previous meetings minutes, which were clarified by Kerry. Bruce made a motion to approve the minutes for both the January 8th and January 17th meetings, seconded by Kory.

Kerry informed the group that there were 130 people who took advantage of the health fair. Just about all the results have been hand delivered to the participants by either Kerry, Bruce, Bill, Kory or Jenn. Kerry stated that there were about 5 that she still had with her. Madonna has faxed all results to the participant's doctors. However, it had come to Kory and Kerry's attention that as of Friday, some of doctor's offices were slow getting the information into the participant's files.

For the 2015 Health fair, the following recommendations have been or will be made to Madonna. It has been suggested to Madonna to include: (1.) the vitamin D test as well as the LFT (liver functioning test) on the lab work; (2.) to remind people to wear short sleeves or suitable attire for getting blood drawn/blood pressure; (3.) to possibly have a question on their sheet that states if someone is pregnant or if they have a pacemaker; (4.) individuals get the results when the doctors do.

Madonna will be sending a flyer "Health at a Glance" to Kerry at the first of the month. When the blood tests were originally handed out on March 6th, Madonna had presented the group with an option to run a trending/subgroup report using Warren Memorials previous blood tests results and this year's results. This would be an additional cost from what was originally agreed upon—about \$375 to \$475. At this time, it was decided the benefit was not worth the additional cost. Kerry will keep the signed authorization forms in the HIPPA folder. If it is later determined that the committee would like this information, then the authorization forms are available.

Kerry presented the idea of opening up the blood tests to a child instead of a spouse. For example, say Jane and Dick have a 21 year old daughter. Dick does not want to partake in the blood test, but they would like to have the daughter take his place. Would it be acceptable to allow Jane and her daughter to have the blood work done? As there was no immediate conversation, it was determined to table the issue until a later meeting.

Kerry also presented the idea of opening the blood tests to non-county workers that work at the courthouse, jail and extension office. Again, as there was no immediate conversation, it was determined to table the issue until a later meeting.

Bryan Health online screenings were discussed. Kerry had gone to the website and did the initial questionnaire. She was then eligible for the “free screening”. She has opened that up to the group to find out if these screenings are truly a legit deal and if they are truly “free”.

At this time, there are about 3 people who are using the walking/dance/abs dvd's at the fitness center. They currently are meeting on Mondays & Thursday's right after 5 p.m. and working out about 1 hour. It was encouraged to try it out and if a need arrives, possibly moving it over to the library, as they have a room available most times.

Bruce purchased a new DVD player in the amount of \$37.88. Sharon made a motion and seconded by Kory to pay the claim on the DVD player.

Amy Hansen has requested that Kerry see if anyone is interested in starting a Tai Chi class. She would be interested in teaching one, if there was interest. Typically it is a 12 course/1 hour class. Her fee would be \$2 per person/per class. It was discussed that maybe this could be another class that could be held over at the library's side room as there should be plenty of room. At this time, the library does not charge for the use of the room, but would accept donations for the utilities. Kerry will check with Amy to see if it would be possible to have it be a 6 week course/2 hour class. She will get back to the group and place something in the newsletter to see if there is any interest from others.

It was encouraged that the committee members review the WorkWell website for information, such as the first quarter calendar, newsletters, presentations, archived webinars along with various tools and resources. Kerry mentioned that there was going to be another Wellness Huddle session in April, which she encouraged the group to check out.

There are currently 67 people signed up for the Healthy Living challenge as of Friday. The committee members were provided with a listing of those who are/are not participating.

Sharon has confirmed March 24th, as the date that Tom Sorensen will be here to talk about retirement/estate planning. She has also confirmed that Champion's Family Chiropractic will be here on April 22 to visit about what they have available for services.

Sharon has contacted Crete Area Medical Center to see if they would be available to talk about handling pain management. She was quoted a cost of \$250/hour. She had told CAMC that she would have to get back to them, due to the cost. After discussion, it was decided that the most the committee would be willing to spend would be \$75-\$100/hr.

Kerry also mentioned that Lori Moldenhauer teaches Body Pump/Body Flow. Kerry asked if she or Stacy Brandt would be interested in offering a FREE class for county employees. Lori said that they probably would. Another idea for classes would be Jerry Berggren, offering a tango class. Sharon will look into these options further.

Tim stated that the first quarter of the NIRMA online classes will be over at the end of March. The next quarter will begin on April 1st. He will inform Kerry of which classes will become available for the quarter, so that she can include those in the April newsletter.

A reminder was given that the CPR/AED training would be held on April 22nd and 23rd. Those classes will be worth 25 points on the point system. Kory asked about those who get certified through other sources, such as the American Heart Association. Do they have to take the NIRMA classes to get the points? It was decided that if the person can provide a copy of certificate showing that they are certified through the year, that they too would be eligible for the 25 points.

Discussion was held on whether or not to have a Wellness Champion, via vote from the committee or peers. After discussion, it was decided to pass on this option.

The Crazy 8 challenge is halfway over. At this time, there are 17 participants.

Kerry has challenged the group to start brain storming on the next fitness challenge. Ideas were brought up such as: (1) poker challenge (2) go fish challenge (3) step it up challenge (4) walk across Nebraska (5) 100 miles in 100 days. It was decided to brainstorm ideas and bring them forward at the next meeting.

May 21, 2014 is National Employee Health and Fitness day. Did we want to do anything with this? Brandi suggested having Tom Sweeney and Vicki Rethmeier come and do a meeting together. Sharon will check and see if both of them would be available during that time period. It was suggested to have the meeting either around 11:30-1:30 or maybe 5-7.

March is National Nutrition month. Kerry asked if the group would be interested in doing anything for this. It was decided to skip this for 2014.

Kerry went over the notes she had taken from the WorkWell Wellness Huddle in February. She pointed out various points that she felt were important for the group to be aware of.

She also talked to the group regarding the various webinars that are available on www.wellsteps.com.

It was decided not to renew the Fitness Magazine subscription, but to look to see if there are others out there that deal with healthy menus/ healthy living, such as prevention, etc.

National Wellness Institute is offering a free three month membership to all WorkWell members. Kerry has signed Saline County up. She will let everyone know how to log in after March 24th. The time frame is March 24 thru June 22.

The next meeting will be Wednesday, March 19th at 7:30 a.m.

Meeting was adjourned at 8:43 a.m.

Submitted by Brandi Kelly for Linda Kastanek

Saline County Wellness Committee
March 19, 2014

The Saline County Wellness Committee meeting was called to order at 7:45 a.m. on March 19, 2014. Present were Kerry Hagemeyer, Kory Mullen, Brandi Kelly, Sharon Jelinek. Tim McDermott was present at approximately 8:20 a.m.

The previous meetings minutes were handed out and reviewed. Sharon made a motion to approve the minutes for both the March 6th and March 10th meetings, seconded by Kory.

Kerry reminded the committee that Tom Sorensen will be here to talk about retirement/estate planning on March 24th at the Extension office at 5:30 p.m. There will not be a recording of the presentation; therefore, in order to receive the 25 points for the class, you must be in attendance.

Amy Hansen will be starting a Tai Chi class on April 1st at the library in Wilber. It will be a 12-week / 1 hour class, starting at 5:30 p.m. Her fee is \$2 per person/per class. Amy stated to Kerry that she would like to have at least 5 people signed up. At this time, the interest that Kerry has received is by Brandi, Sharon, Marvin, Joyce, Linda and possibly Marvin's wife. Payments will be made to Saline County Aging Services. This will be able to count for exercise points only. Any additional questions should be addressed to Amy.

Kerry asked if anyone was interested in attending the WorkWell meeting in April. At this time, she had heard interest from Marvin.

An update was given on the current Crazy 8 challenge. She is estimating that about ½ of the 17 people signed up will make the 1350 points for the challenge. It was discussed that after the end of this current Crazy 8 challenge, Kerry will email the winners to let them know that they have won a \$5 gift certificate to a place of their choice.

Tim and Kerry informed the group that the next Nirma online courses will begin on April 1st and run through June 30th. The courses that will be eligible for points will be: Walking Your Way to Health and Fitness, Understanding Pre-Diabetes and Diabetic Emergencies.

It was decided to begin the “Lucky 7 Poker Challenge” on March 31st and run through May 18th. There will actually be two options for this poker challenge. Option 1: will be a walk/run challenge and Option 2: will be a wellness challenge similar to the current Crazy 8 challenge.

Option 1: Lucky 7 Poker Walk/Run challenge – the participant would have to walk or run at least 7 miles per week to obtain a Poker card.

Option 2: Lucky 7 Poker Wellness challenge – the participant would have to attain 300 points each week to obtain a Poker card.

Here are the categories and points associated:

1. Water – 1 point for each 8 oz glass of water
2. Exercise – 5 points for each 15 minutes worked out – maximum of 1 hr per day
3. Sleep – 1 point for each night of sleep 7 or more hours
4. Fruits/Vegetables – 1 point for each serving of fruits or vegetables
5. Stress Relief – 1 point for each day you do something to relieve stress
6. Alcohol – 10 points per day if you do not drink alcohol and 0 points if you do drink alcohol. ++ *This part has changed from the previous challenge.*
7. Caffeine - 10 points per day if you do not have any type of caffeine (ie. Pop/tea/coffee/chocolate) and 0 points if you do have caffeine.
8. Tobacco/Nicotine/Illegal Substance – 10 points per day if you do not use tobacco/nicotine/illegal substance and 0 points if you do have tobacco/nicotine/illegal substance.

Participants will choose which option they are going to participate in and continue with that challenge for the full 7 weeks. They are not allowed to switch challenges once they begin.

The challenge will run from Monday thru Sunday. Participants will be required to bring in their sheet with totals to Sharon, Kory or Bruce by the following Wednesday. Once a participant chooses who they turn in their numbers to, they must stick with that person for the full challenge. When numbers are verified, the participant will draw a poker card. This card will be recorded on a spreadsheet for the end of the challenge.

The participant will then be required to turn in the final numbers by May 21st at 4 p.m. After all cards have been drawn, the committee will review the “hands” and determine the Best and Worst poker hand in each challenge during one of their meetings. Those winners will then receive a “Movie Night Out” for 2 at the Isis Theater in Crete. Each Participant will need to complete the weekly challenges at least 5 out of the 7 weeks in order to qualify for the 25 wellness points. Kerry made a motion to approve the newest challenge and seconded by Kory.

Kory stated that she had been approached by Dr. Troy Miller from Crete Area Medical Center. He wanted to know why the committee did not go with them for the blood work since they are within the county. She explained to him that there were various criteria that the committee wanted and that CAMC would not do or supply.

Sharon also stated that she had been contacted by Tad Eickman also wanting to know why the committee did not go with CAMC. Sharon also informed him that CAMC did not meet the various criteria. After much discussion, it was decided to contact Tad to see if he would be willing to come and visit with the group to what can be done to help CAMC possibly get the bid for the blood work at the 2015 health fair. *

As the group was smaller today, Kerry decided to wait to choose a next meeting date. She will be emailing the committee members to ask when will not work the week of April 14-18.

There being no further business, the meeting was adjourned at 10:30 a.m.

Submitted by Brandi Kelly for Linda Kastanek

*On a side note – Afterwards, Sharon and Kerry visited with Tad regarding coming to a meeting to discuss the CAMC issue. Tad informed them that he would not attend the meeting, but recommended that they contact the new CEO Tad Hunt to come and visit with the group.

The next meeting has been set up for Monday, April 14th @ 10 a.m. Tad Hunt will be in attendance for discussion, followed by a short regular business meeting.

SALINE COUNTY WELLNESS
COMMITTEE MEETING
4-14-2014

The regular meeting of the Saline County Wellness Committee was called to order at 10:00 am on Monday, April 14, 2014 by Co-Chair – Kerry Hagemeyer. Present were Tim McDermott, Brandi Kelly, Bruce Filipi, Kory Mullen, Marv Kohout, Sharon Jelinek, Kerry Hagemeyer and Linda Kastanek.

Kory moved to approve the minutes of the March 19th meeting, seconded by Tim.

Tad Hunt, President and CEO of the Crete Area Medical Center, was present to discuss why we have not used CAMC for our annual health fairs the last 3 years. An explanation was given to Tad regarding the reasons why we had gone with Warren Memorial for 2 years and Madonna Fit for Work in 2014. We outlined exactly what Saline County needed, including, that we needed the blood test results to go to each participant's doctor and we also needed a score card, aggregate report and a trending report. CAMC has their own wellness program for their employees. Kerry suggested a vaccination clinic. We also talked with Mr. Hunt about monthly education classes. When Sharon had called, we were quoted a price of \$250/hour for a pain management specialist. This amount exceeded our wellness budget. We would like to bring in specialist for our monthly classes, but needed the cost to be able to fit into our hourly rate of no more than \$100/hour. Would any local doctors be interested in speaking with our group? Mr. Hunt did mention that they have a Physical Therapist who might be able to offer a class on range of motion and they also have a Respiratory Therapist. Mr. Hunt will get back to us after a meeting with his group.

Monthly classes were discussed. Coming up on April 22nd will be Lose 20 in 30 with Champion Family Chiropractic; May 27th will be a round table discussion with Vicki Rethmeier and Tom Sweeney; June 5th will be Body Pump and Body Flow with Stacey Brandt at Wilber Physical Therapy; possibly a Self Defense class in July sponsored by Crete ATA Martial Arts, date to be determined. Looking forward we will look into having a kick boxing class, estate planning with Hanson, Hroch & Kuntz, debt management with Greg Hasenohr with First State Bank and possible medical reactions with foods or other medications with Steve Barnas.

Some people have expressed interest in wanting a Tai Chi class in the fall. Kerry passed on this information to Amy Hansen.

The road and bridge departments are unionized, and part of their contract is a buy-in levels incentive with the health insurance. An addendum will be added to the roads wellness booklets, and will be starting on July 1st. The addendum will add the following language:

Health Insurance Premium Reduction Incentives

1. 4000 points: 33% reduction in the employee ONLY, premium buy-in
2. 6000 points: 66% reduction in the employee ONLY, premium buy-in
3. 8000 points: 100% reduction in the employee ONLY, premium buy-in

Tim brought to our attention that our EOB's do not give a description of the service offered. In addition, we don't receive a bill when we go to the dr's office. At the end of the year, it will be difficult for the 3rd party reviewer to know what services each individual had done. It was discussed that if the EOB's doesn't have a description of their appointment listed, the individual can write the reason for the appointment, or make a request to the doctor for a note describing the services offered so that it will be easier for the 3rd party reviewer to understand at the end of the year. Kerry will send out

an email to explain this to people. Bruce will need to explain this information to the road's guys because Kerry doesn't have all of their email addresses.

Marv attended a wellness meeting and brought back info stating that NE is ahead of the nation in wellness. Hospitals are now becoming specialized. He noted that the BMI scale would be changing in 2-3 years.

The current Poker Challenge was discussed. 14 people have signed up and possibly 2 more will be joining. New NIRMA classes are on for this quarter. They are Understanding Pre-Diabetes; Walking your Way to Fitness and Diabetic Emergencies. You will have until June 30 to take these classes. They are worth 25 wellness points each.

Kerry made a suggestion to have sub-committees and appoint a member of the committee to act as chairperson of this subcommittee. The suggestions were made as follows:

- Blood Tests/Vaccinations: Kory
- Newsletter: Kerry
- Mini Challenges: Sharon
- Grants: Bruce
- Monthly Speakers: Linda
- Year-long Wellness Points: Sharon
- Work-Well/NIRMA Delegate: Marv
- Committee and Individual Membership: Marv & Cheri
- Meeting Prep/Agenda/Minutes: Kerry & Brandi
- Healthy Snacks/Vending Machine: Tim
- Prizes/Wellness Gifts/Thank Yous – Jenn

Brandi moved to approve the subcommittees and the member appointed to each subcommittee, seconded by Tim.

Many months ago, the wellness committee discussed having a walk/run event for the county. In addition to a cost to participate, it would also be requested that people bring a food to be donated to the Saline County Aging Services. Tim will take point on this and do some more research so that we can discuss this at the next meeting. Kerry will get him the contact information for Lynette Finley, who is in charge of the Duck & Dumpling Run and CAMC who put on a Polka Run.

Marshall Tofte from NIRMA wants to write an article in one of the upcoming NIRMA magazine about Saline County's Wellness program. Marvin will invite Marshall to attend our next meeting at 11:00.

There being no further business, the meeting adjourned at 12:08. Next meeting will be on May 19th at 10:00 a.m.

Linda Kastanek
Secretary

A pamphlet from Bryan Health called Sterling Connection, Enriching lives over 50, is a program that helps you transition from one phase of your life to the next. There are educational and wellness programs at a lower fee.

Saline County Wellness Committee
May 19, 2014

The Saline County Wellness Committee meeting was called to order at 10:03 a.m. on May 19, 2014. Present were Kerry Hagemeyer, Sharon Jelinek, Brandi Kelly, Marv Kohout, Kory Mullen, Tim McDermott, Bruce Filipi and Linda Kastanek.

Kerry introduced Elly Reedy and Chelsea Burger. Elly Reedy is a student at University of Nebraska-Kearney (UNK) and Chelsea is a student at Doane College. Kerry invited them to come and visit with the group as they both have experience with working with various walks/runs with different organizations.

As requested at the April meeting, Tim visited with various people regarding the possible fun run/walk. He first visited with Amy Hansen with Saline County Aging Services. In their conversation, she informed him that there are also other avenues out there that assist the public, such as Blue Valley Community Action and the Lincoln Food Bank. If we decide to raise monetary or food donations, we should consider all entities in Saline County.

After visiting with Amy, he contacted Wilber High School. They told him that they would get back to him. Next, he contacted Michelle McIntire, CAMC. He felt that he got quite a bit of advice from her. She recommended that if we want it to be a “whole county” fun run/walk that we have it in Crete. She felt that if it were held in Wilber, we wouldn’t have as good of a turnout. She commented that it definitely takes committee involvement and should not be all placed on one person’s shoulders. She also stressed to him that when advertising, to have a specific goal/organization that we intent to help. Tim then spent time visiting with Lori Otte at Doane College, who manages onsite events. She informed him that it would be possible to hold the walk/run at their track, but that they would require the County to have insurance and the participants would then be required to sign a release.

As of this meeting, there was talk of something like the color run, glow run or poker run. Elly and Chelsea both suggested that if we were to do something like a 5K, to have something at each K, to give people the motivation to make it to the next K.

Further discussion on the fun walk/run will be tabled until another meeting. In the time being, it was recommended that the committee members find out from other staff/peers, if they would be interested in participating/volunteering for such an activity.

Elly stated that another program that she is involved with at UNK is called Building Healthy Families. She stated that it is focused on families that are obese and educating them on ways to become healthier, such as educating them on portion sizes or different activities that they could do as families. Most of their families have been recommended by their family doctors or the children’s teachers.

Kerry received information regarding a Norris Grant. A few years ago, the committee had applied for a grant, however was not awarded with one. However, if we are trying to have a walk/run, the possibility that we may be eligible this time may be greater, as our focus is on a larger number of individuals and not just for a specific group. It was recommended to wait until later to make a decision on the grant.

Kerry informed the group that Tad Hunt from CAMC had not really gotten back with her regarding the things that they could do for Saline County along the line of the health fair and the health risk score card. She said that he did recommend that we look at the link <http://www.bryanhealth.com/CAMC> and see what we thought. It sounded like a number of the committee did take the time to fill out the survey, but didn't feel that the information would really meet the criteria for the year-long wellness points system. It did provide some information regarding the different categories, such as blood pressure, diabetes, etc.

The group was reminded that on Tuesday, May 27th, there would be a Nutrition and Fitness discussion with Vicki and Tom at the extension office; and that on Thursday, June 19th, there would be a class on Body Pump and Body Flow in the Wilber Physical Therapy building.

Champion Family Chiropractic informed Kerry that they also had other topics that they could present on, such as nutrition, toxicity, etc. These classes also would be at no charge. It was agreed to have Linda contact them to come and present their nutrition course.

Another idea that Tim had regarding a class would be to find someone to do a healthy cooking class. It was recommended to possibly see if a Hy-Vee dietitian or someone similar could provide this.

The Poker Challenge ended yesterday, May 18th, with approximately 15 people participating. The participants are required to turn in their sheets to Sharon, Kory and Bruce by 4pm on Wednesday. After all sheets have been turned in, Bruce will determine the Best and Worst hand in each category. As previously decided, the winners of the Best and Worst hands will be given a "movie night for two" at Isis Theatre. It was determined to make the gift certificates \$20 each.

As the Poker Challenge is over, it was decided to begin a new challenge on **June 1st** and ending **September 8th. 100 Mile in 100 Days Challenge**. Participants will be able to either walk/run or bike. Walking/Running 1 mile = 1 mile. Biking 2 miles = 1 mile. In order to qualify for the 25 fitness points, the participant must complete the 100 miles in 100 days. Participants will be required to turn in their sheet to Kerry or Kory on or before September 12th.

The previous meetings minutes were handed out and reviewed. Marv made a motion to approve the minutes for the April 14th meeting, seconded by Tim.

Since we have depleted the safety committee's budget, Kerry decided to wait until the next fiscal period to order any fitness magazines.

Kerry has been asked several health insurance questions and how it relates to the wellness programs. The road and bridge department negotiated their health insurance through the Union and now some of those members have questions on how their health insurance ties into the wellness program. As previously determined at the April 14th meeting, there was an addendum added to the roads wellness booklets, stating that on July 1st:

Health Insurance Premium Reduction Incentives:

1. 4000 points: 33% reduction in the employee ONLY, premium buy-in
2. 6000 points: 66% reduction in the employee ONLY, premium buy-in
3. 8000 points: 100% reduction in the employee ONLY, premium buy-in

The following questions have been asked:

1. Does the connection between health insurance and the wellness program only affect the road and bridge department?
2. What happens if someone chooses to "opt-out" of the county sponsored health insurance?
3. Are other departments going to start paying for a portion of their health insurance?
4. If people are getting extra raises to cover the amount the employee has to pay for the premium, are they all getting the same raise? – If a % raise, some people will get a higher raise even though the health insurance will be the same for everyone, correct?
5. What happens for those who opt-out? Are they also getting an extra raise?

Tim thanked Kerry for bringing up the questions, so that they are aware of the questions, so that they can make a better informed decision.

Marv mentioned that as the county has not determined what they are going to do for health insurance plans, they are looking into going month by month with Blue Cross Blue Shield, until a decision has been made. However, at this time, as far as the employee is concerned, nothing has changed on their coverage. The Board of Commissioners is in the process of working with NACO Benefits Services to get quotes for providers that service large groups. In order to provide the county reliable quotes, they are requiring Saline County to provide them with a 2-year insurance history on each employee. Therefore, in order to do this, employees are going to be asked to complete a 5 page report and return it to the Clerk's office as soon as possible.

Marshall Tofte & Andrea Thieman with NIRMA were present to discuss our wellness program for an upcoming article in their newsletter. **

The next meeting is scheduled for June 16th at 10 a.m. in the assembly room.

There being no further business, Kory made a motion to adjourn, seconded by Linda.

Brandi Kelly
Secretary

**Discussion points with Marshall & Andrea were

- History of the wellness program, how it was developed, number of members, projects (past/current/future), participation by employees, fitness center(usage/equipment), etc.

Saline County Wellness Committee
June 18, 2014

The Saline County Wellness Committee meeting was called to order at 7:55 a.m. on June 18, 2014. Present were Tim McDermott, Sharon Jelinek, Kerry Hagemeyer, Linda Kastanek, Marv Kohout, Kory Mullen and Brandi Kelly.

The previous minutes were handed out and reviewed. Tim made a motion to approve the minutes for the May 19th meeting, seconded by Sharon. Motion approved.

Kerry informed the group that she still has not heard anything from Tad Hunt from CAMC regarding things that they could do for Saline County along the line of the health fair and the health risk score card.

The group was reminded that there will be a Body Pump/Body Flow class on Thursday, June 19th at Wilber Physical Therapy from 5:30 p.m. - 6:30 p.m. On July 16th, Brent Ruiz, PhD will be giving a presentation on general wellness down at the extension office from 5:30-6:30 pm. Linda has also talked with Shane Kepler with Kepler Family Chiropractic to do a class for August.

Marshall Tofte from NIRMA has drafted an article to be placed in their Interchange. The article will also include photos of the committee members, fitness center and the healthy snacks. He had previously asked the group to read the original draft and give him any input. This was completed through various emails with Kerry.

Any new members could get ½ off their Workwell membership through the end of June. If we refer someone to join WorkWell, we can receive one free pass to the awards banquet in October.

The 100 Miles in 100 Days challenge is well underway. It started on June 1 and runs through September 8th. At this time, we don't know who all is actually doing the challenge since they aren't required to turn in the forms until the end of the challenge. It was suggested to wait until the end of the challenge to determine what the prizes will be. Just a reminder, the challenge is worth 25 wellness points.

Kerry had sent a survey to individuals back in the November newsletter asking questions to get feedback from the employees to see what they are liking/disliking about the types of challenges that the committee has been running. There were only 4 responses. Tim would like to create something that would chart the feedback from the employees so that we can see what the committee can do to improve the participation in the challenges.

After discussion on having the fun run, it was decided to have Tim contact Leanne Manning at the Extension office and see if the committee/county could assist with next year's YIG's youth group's Blue River Run at Tuxedo Park. It was thought that if we could assist one year, then we could get a feel of what all it entails so that we

can have a smoother transition when trying to do our own fun walk/run. Ideas were brought up to possibly do a kids oriented walk/run instead of just focusing on the adults. It was also suggested to possibly involve the schools or another organization.

In order for the committee to complete for the Governor's Awards, the group needs to determine the employees 5 biggest interests for their overall wellness program. The group discussed creating an employee wellness program interest survey to be circulated in either the mail stuffers or placed in the newsletter. Marv and Tim suggested that there be incentives for someone to complete the survey, such as 50 or 100 wellness points. It was recommended to review the sample interest survey and come back to the next meeting with possible adjustments.

Another portion of the Governor's Award is the amount of community services that the employees partake in throughout the year. It is known that if there was no community involvement, then those companies typically were disqualified for the award. For the last few years, Linda has worked with Laura at the Saline County Aging Services to find out what their needs are for donation. Linda then forwards a list of those needs to the officials/dept. heads and lets them know the needs. The employees typically bring them to the courthouse and then Dan will take them down to the Saline County Aging Services for them to disperse to those in the communities. However, by doing it this way, we don't really have a count to how much one individual donated. It was suggested that maybe we should create a donation sheet to be filled out by the individual so that we can track the number of items one donates.

It had been brought to Kerry's attention that in Lincoln, Russ's Market will donate 1lb of food for every 1 pint of blood that is donated during a blood drive. So she presented that as a possible idea to consult the various grocers in Saline County and see if they would be willing to do something similar with the local blood drives. A motion was made by Brandi, seconded by Linda to have Kerry contact Bobbie Ripa regarding this.

There was also discussion on, whether there would be wellness points awarded for participation in donating items or donation of blood. There is the possibility that this could count as a community project also.

Kerry asked if anyone had any more ideas that we could use towards the Norris Grant. After discussion, it was decided that there weren't really any ideas that we could come up with.

Discussion was had on whether or not we would like to have another flu shot clinic at the county level. The last time the county attempted to do one, it was not well attended. Most felt that having another clinic would be a good idea and felt that if there was enough publicity about the upcoming clinic and the fact that now there is a 200 wellness point incentive, that more people may be willing to participate. Linda made a motion, seconded by Marv to have Kory visit with Dr. Miller and Public Health Solutions regarding the length of time the flu shots are actually viable, and to find out some informational items to place in flyers prior to the clinic as well as to if there is a fee for

the tests. Motion carried. It was also asked if we would want to open this opportunity up to the spouses and families or just the employees. Consensus was that if the tests were free, we would be willing to do all, not just the employee.

It is that time of year again to start working on the 2015 blood tests process. Kerry and Kory will work together on creating the letter to the organizations. A motion was made by Marv, seconded by Kory to send the letters to the following: Crete Area Medical Center, Madonna Fit for Work, Public Health Solutions, Seward Memorial Healthcare, NE Lab Link, and Company Care- Physicians Network. Motion passed. Items that the organization must supply is: results must be forwarded to doctors, must include a wellness score card or something compatible, the same tests offered last year, with the addition of the LFT(liver function test)-lipid panel. Brandi mentioned that earlier it was decided that we would also want the vitamin d test. Kory will talk to Dr. Miller and ask his opinion to if that is a necessary test.

Marvin did mention that he and his wife's tests still had not reached their doctor after a number of months. So there is still a possibility that the doctors have not seen those results.

Madonna has contacted Kerry and informed her that they have added a new service in 3 Health Challenges. Those challenges include: Get More Fruits and Veggies, Slashing Sodium, Eating Breakfast.

The deadline for the Governor's Wellness award is June 27th. Kerry has asked that the committee give her input on what to include on the application. She has filled out a good portion of it, but asked for input on the area that needed to be completed. In order to review the information, you need to go to: www.nesafetycouncil.org. Then there are a couple log-in's to go through to get to the information. (see notes from meeting).

Another part of the award is creating wellness plans for the top 3-5 interests. Topics that were chosen were tobacco, obese/overweight, high blood pressure and high cholesterol.

American Heart Association has a national award that Kerry thought the group might be interested in applying for before the April 2015 deadline. Kerry requested the group read over the information and then come up with some ideas that will be discussed at a later meeting.

Kerry discussed the possibility of having the employees filing out another Heath Risk Assessment Survey (HRA). Lisa Henning has informed Kerry that they will be revamping the LiveWell Survey. After discussion, it was decided to have the committee try the survey first to see if there are any issues prior to asking the employees to fill it out. The last attempt to fill out the HRA, there were a number of issues and it was the feeling of the group that we need to make sure that the glitches are taken care of prior to requesting the rest of the employees to fill it out. Kerry will check with Public Health Solutions and LiveWell to see which one would be acceptable.

Marv had brought in an article called: Best Practices: Award Winning Program Help County Government to Lower Healthcare Costs. The article was about King County, WA, Health Incentive program. King County, WA “has saved \$46 million on employee health care by supporting health improvements and encouraging the use of higher quality health care.” More information is available at:
<http://kingcounty.gov/employees/HealthyIncentives.aspx>

The Lucky 7 Poker Challenge ended on May 18th. The winners of the Best and Worst hand in Option 1 were Kathy Nienaber and Diane Troshynski. The winners of the Best and Worst hand in Option 2 were Kory Mullen and Marv Kohout. Each winner won a \$20 gift certificate to the Isis Theatre in Crete.

There being no further business, the next meeting is scheduled for July 30th at 7:30 a.m. in the assembly room.

There being no further business, Sharon made a motion to adjourn, seconded by Linda.

Brandi Kelly
Secretary

Saline County Wellness Committee
July 30, 2014

The Saline County Wellness Committee meeting was called to order at 7:35 a.m. on July 30, 2014. Present were Tim McDermott, Sharon Jelinek, Kerry Hagemeyer, Linda Kastanek, Marv Kohout and Brandi Kelly.

The previous minutes were reviewed. Tim made a motion to approve the minutes from the June 18 meeting, seconded by Linda. Motion approved.

Kerry reminded the group that all of the educational classes are available on DVD's for viewing, with the exception of the first two nutritional classes and one class with Tom Sorenson. On behalf of the committee, Kerry thanked Tim for burning the videos onto the DVDs.

The group was informed that Linda has talked with Craig Bontrager from Jefferson Community Health Care Center. They are looking at doing a class either on August 19th or August 21st. She will be in contact with Craig to confirm a date and time. Linda has also visited with Shane Kepler with Kepler Family Chiropractic and has asked for them to do a class in September. At this point, it is looking like it may be on a Friday night. Linda is going to see if there would be a possibility to start the class about 5:15 so that staff is more willing to stay around. Other ideas for speaker possibilities were: Steve Barnas and Greg Hasenohr.

Marshall Tofte from NIRMA wrote an article about Saline County's wellness program and placed it in the July/August 2014 Interchange magazine. The article also included photos of the committee members, fitness center and the healthy snacks. In response to the article, the Gage County Treasurer has contacted Sharon and Kerry wanting more information. The article has also been forwarded to Sande Dirks with Madonna Fit for Life so that they could pass around the article there too.

The 100 Miles in 100 Days challenge is well underway. It started on June 1 and runs through September 8th. It was suggested to wait until the end of the challenge to determine what the prizes will be. Just a reminder, the challenge is worth 25 wellness points.

The NIRMA online courses were discussed to which ones we want to offer for this coming quarter that will run from July 1 through September 30. In the past two quarters we had chosen classes that fall under the Health and Wellness category. However, two of the three classes had already been offered in the previous quarters. It was decided that this quarter we would go outside of the Health and Wellness category and choose four classes from other categories. Those topics chosen include: Understanding Depression and Bipolar Disorder, Generational Differences, Managing Risk in an Aging Workforce, Dealing with Heat Stress and Preventing Accidents in the Workplace. Completion of each class will be worth 25 wellness points. Marv made a motion to offer these courses, seconded by Sharon. Motion carried. It appears that there are about 12 people who are participating in the online courses being offered.

Last year, Kerry and Marv watched the WorkWell Best Practice Idea Exchange webinar. This webinar is where ideas were brought forward regarding the Bingo Challenge and the Crazy 8 Challenges. Other companies also had ideas about a chili cook-off and healthy dips/tailgating party snacks. It was asked if the committee wanted to participate this year to be held on August 19th. Last year, Saline County presented information about the fitness center. Marv suggested the possibility about presenting our point system and the booklet that has been developed. If there are additional ideas, let Kerry know before the August 13th deadline. If interested in participating in the webinar, Kerry will send you the link.

Tim has visited with Leanne Manning about the committee volunteering to help with next year's Blue River Run. He said that she would welcome the assistance and will let him know what assistance we can offer. Kerry has talked with Bobbie Ripa about the upcoming blood drives. Bobbie is supposed to find out more information regarding the possibility of doing a "Pints for Pounds."

Linda believes that there will be another Nebraska vs. Kansas Food Drive around the November/December time frame. There was also discussion on whether there would be wellness points awarded for participation in donating items or donation of blood. There is the possibility that this could count as a community project also.

Marv reported to the group about the Fit in the City presentation that he had attended. The speaker for the presentation was Renee Hardester – CEO/Sales Director from Fit in the City, from Omaha. The group provides worksite wellness programs that can be incorporated in daily routines, including the 10-15 minute breaks. Marv suggested that Linda contact Renee also to see if they would be available to do a presentation.

Discussion was held on the possibility of purchasing new equipment for the fitness center. Kerry had been approached by employees asking about the possibility of purchase/donation of new bikes, barbell/weight sets and aerobic steps. It was decided to review the bikes and cost estimates and make a decision on that at a later date. There currently is a group of 4-8 individuals who have started a body pump class. Currently two individuals have purchased their own barbell/weight sets for use during the class. The others would be using either the purchased barbell/weight sets or free weights. The barbell/weight sets would be available for other uses besides just the body pump. Marv made a motion to allow Kerry to look for and purchase two barbells/weight sets, seconded by Linda. Motion carried.

The Extension office has donated a tv and stand for the fitness center.

Kerry informed the group that she received an email from Sande Dirks from Madonna Fit For Life regarding flu vaccinations. They are able to submit the medical claims to Blue Cross Blue Shield (BCBS) and are available to have an on-site clinic. They also provide promotional fliers and sign-in sheets. From the sounds of it, it would be a very similar set up as this year's health fair. Marv mentioned that Public Health Solutions (PHS) was able to do it for free. It would also be a way to engage PHS in our wellness program.

Kerry suggested that we table further discussion on flu shots/blood tests for another meeting, as Kory was unable to attend today's meeting.

From the members of the group who attended Brent Ruiz's presentation on July 16th, the consensus was that it was very informative. In further discussion with Brent, we were informed that if the committee decided to add the option of the Body Composition test into our health fair, the cost would be \$20/person. It would only take approximately a couple minutes of the individual's time. The YMCA in Beatrice is hosting a Color Run on August 2nd. Also upcoming are: Dracula Dash (October), Reindeer Run (December) and a Glow Run (May).

Kerry informed the group that she had submitted the application for the Governor's Wellness Award, but has not heard anything back.

Kerry discussed the possibility of having the employees filling out another Health Risk Assessment Survey (HRA). Lisa Henning has informed Kerry that they will be revamping the LiveWell Survey. After discussion, it was decided to have the committee try the survey first to see if there are any issues prior to asking the employees to fill it out. On the last attempt to fill out the HRA, there were a number of issues and it was the feeling of the group that we need to make sure that the glitches are taken care of prior to requesting the rest of the employees to fill it out.

It was recommended that the committee review the current mission statement and see if there are any adjustments that need to be made.

It has also been suggested that the group forward the minutes of the meetings to all employees. Kerry stated that she has the majority of emails of all employees and would be willing to forward the emails to the employees. As she doesn't have all the roads departments' emails, it was suggested to forward the minutes to Bruce and then let him disburse to the shops.

At the June meeting, we discussed the possibility of creating a wellness survey to be completed by the employees. The goal of the survey would be for the employees to provide their input on what they like/don't like about the current progress of the committee and what the interests are for the present and future. It was suggested that we take the sample provided and come up with 10 questions to place on the survey. These items will then be discussed at the next meeting.

The next meeting is scheduled for September 17th at 7:30 a.m. in the assembly room.

There being no further business, Sharon made a motion to adjourn, seconded by Tim.

Brandi Kelly
Secretary

Saline County Wellness Committee
September 10, 2014

The Saline County Wellness Committee meeting was called to order at 7:35 a.m. on September 10, 2014. Present were Tim McDermott, Sharon Jelinek, Kerry Hagemeyer, Linda Kastanek, Marv Kohout, Kory Mullen, Bruce Filipi, Jenn Chavez and Brandi Kelly.

The previous minutes were reviewed. Tim made a motion to approve the minutes from the July 30 meeting, seconded by Linda. Motion approved. As previously discussed, Kerry will begin to distribute the meeting minutes to the employees by email. Bruce will then distribute the minutes to the various shops so that they can be posted in those locations.

Kerry reminded the group that Amy Hansen will be holding a Retirement, Social Security, Medicare presentation on September 18th at the extension office. This presentation is free to all county employees and their spouses, a friend or relative. The class will be recorded and will be able to be checked out at a later time.

Linda got in touch with Renee Hardester from Omaha who is the CEO/Sales Director from Fit in the City. Renee has emailed Linda a list of presentations that she is willing to present. At this time, her fee would be \$150 for the presentation with an additional charge of \$60 to cover mileage and gas. She will provide handouts and a door prize. After discussion with the group, Linda is going to contact Renee again and see how long the presentations last. Linda will also be requesting to have a demonstration on the exercise bands along with the class. We will wait to hear what Linda finds out before the committee decides whether or not to precede with this presentation.

Kerry has thought about creating a Facebook group for the Saline County Wellness program. She is envisioning placing articles, reminders of meetings and events, different recipes, challenge information, etc. on the page. She asked Tim, if he would be willing to help set it up. Linda made a motion to have Kerry and Tim set up a Saline County Wellness Facebook page, seconded by Kory. Voting aye were Filipi, Jelinek, McDermott, Hagemeyer, Chavez, Kastanek, Mullen. Voting no were Kohout and Kelly. Motion carried.

The 100 Miles in 100 Days challenge ended September 8th. As of this morning, there were 7 people who have turned in their sheets. Kerry estimated that there will be approximately 10-15 people participating. After discussion on prizes, it was decided to give a \$10 gift certificate to Subway. The challenge is worth 25 wellness points for those who completed the 100 miles. Sharon made a motion to give a \$10 gift certificate to Subway to all participants who completed the 100 miles in 100 days, seconded by Linda. Motion carried.

After discussion, it was decided to finish off 2014 with a 3 month Bingo Challenge. There will be a different Bingo cards for October, November and December. Sharon will work with Kerry to update the Bingo cards for the year. The October Bingo Challenge will run October 1 – 31, and will be required to be turned in by Friday, November 7th. The 3 month Bingo Challenge will be worth 25 wellness points, if the criteria is met. In order to receive the 25 wellness points, the participant must complete at least 1 bingo each month. In discussion, it was determined that each participant's name would be entered into a drawing for each month they participated, so their name could possibly go into the drawing 13 times each month. The grand prize will be a choice of a: massage, a dinner & movie for 2 or a choice of hunting and/or fishing license.

For each time a participant receives a BINGO, their name would be entered into the "hat". At the end of the three month Bingo Challenges the person who has received the MOST BINGO's will also receive a prize. Again, it will be a choice of a massage, dinner & movie for 2 or a choice of hunting or fishing license. If there is a tie, there will be a drawing. Kory made a motion to proceed with the BINGO challenge and prizes, seconded by Sharon. Motion approved.

Kerry informed the group that the 2 sets of barbells for the fitness center arrived this week. There are currently 6 people that are regularly participating in the nightly body pump/exercise tape routine, who will be utilizing the barbells. Kerry and Jenn stated that they have heard that others would be interested in utilizing the Les Mills Pump Workout DVD's and barbells at other times than what is currently being offered. Kerry requested to be allowed to purchase the Les Mills Pump Workout program which includes another set of barbells along with a set of DVD's. This set would be at the fitness center at all times to allow more flexibility in usage. Marvin made a motion to allow Kerry to purchase the Les Mills Pump Workout DVD's and barbells, seconded by Jenn. Motion approved.

Discussion was held on the county possibly hosting a flu vaccination clinic for employees. Kerry has contacted Madonna Fit for Work, Crete Area Medical Center and Public Health Solutions (PHS) regarding the costs. After reviewing the information provided by the suppliers, Linda made a motion for Kerry to proceed with contacting Public Health Solutions about coming on-site and holding the clinic, seconded by Tim. Motion approved. During further discussion, it was suggested that there be language in the newsletter and flyers stating that the flu shots would be free to all employees covered by the County's Blue Cross Blue Shield plan. All employees who have opted out of BCBS should also present their cards and that PHS would assist them in dealing with their insurance company. All others are subject to their individual insurance policies.

The Governor's Wellness Awards Luncheon will be held on October 7th. Kerry has submitted the application for Saline County, but has not heard anything. She will check with Tonya to see what the status is on the award. If Saline County is in the running, the committee felt that there needed to be representation from the county at the luncheon. Registration for the lunch is \$40.

The NIRMA online courses were discussed to which ones we want to offer for this coming quarter that will run from October 1 through December 31. It was decided to go with the three classes under the Health and Wellness category. Those topics chosen include: Sleep and Your Health, Smoking Cessation and Understanding Nutritional Information and Labels. Completion of each class will be worth 25 wellness points. Tim made a motion to offer the above mentioned classes, seconded by Linda. Motion carried.

Kerry has drafted a letter regarding the 2015 Health Fair. She will be submitting the letter to the same entities as she did in 2014. Those entities are: Madonna Fit for Work, Crete Area Medical Center, Public Health Solutions, Company Care – Physician's Network, Pathology Medical Services – NE Lab Link, Memorial Health Care Systems in Seward and Jefferson Community Health Center.

There was discussion regarding having a disclaimer in the results the employee receives after the health fair, stating that we are making every effort to have their results submitted to their physicians. However, due to the continued issues, it would be advised to still contact the physician and bring their paper results with them. Discussion was also held on the possibility of adding a body composition test to the health fair. After some discussion, it was decided to not proceed with the test.

Tim had previously visited with Leanne Manning about the committee volunteering to help with next year's Blue River Run. He had no more information to report. Kerry had previously talked with Bobbie Ripa about the upcoming blood drives. She had no additional information to report on those either.

Linda believes that there will be another Nebraska vs. Kansas Food Drive around the November/December time frame. There was also previous discussion on whether there would be wellness points awarded for participation in donating items or donation of blood. There is the possibility that this could count as a community project also.

Brandi, Sharon, Kerry and Marv listened to WorkWell's Best Practice's webinar on August 19th. During the webinar, Kerry presented information on the year-long wellness point system that we started this year. After the webinar, Kerry was contacted by Lisa Henning about the wellness challenge. She was calling to inform Kerry that Congress has enacted a law stating that those companies, who implement wellness plans, must also have a "Reasonable Alternative Standard". Both Tim and Marv felt that in the full scope of our program that we have enough opportunities to succeed in our wellness program.

Tim had sent Kerry an email about bringing up the topic of the 3rd party reviewer for the point system as the end of the year was approaching. During this past year's health fair, Madonna Fit for Work mentioned that they would be able to provide the 3rd party reviewer service for a fee. Bruce requested that Kerry contact Madonna Fit for Work again and see what exactly they would be able to provide/review for the fee. Discussion was held on to what exactly we would be expecting the 3rd party reviewer to

review and also how the committee members would be involved in calculating the participants' points. There were two names provided as possible 3rd party reviewers.

A short discussion was held on possible changes for the 2015 challenge. Thoughts that were brought up consisted of possibly changing the number of points from 8000, whether or not health insurance should be tied into the program for all employees and how the booklet can be revised.

Kerry briefly discussed receiving an email from Andrea Thieman with NIRMA. NIRMA has partnered with Unico Midlands and has the opportunity to be part of a free beta test for a new health risk appraisal. The beta test will not be available until November.

The next meeting is scheduled for October 14th at 7:30 a.m. in the assembly room.

There being no further business, the meeting was adjourned.

Brandi Kelly
Secretary

Saline County Wellness Committee
October 27, 2014

The Saline County Wellness Committee meeting was called to order at 8:04 a.m. on October 27, 2014. Present were Tim McDermott, Cheri Slama, Kerry Hagemeyer, Linda Kastanek, Marv Kohout, Kory Mullen, Brandi Kelly, Bruce Filipi, and Sharon Jelinek.

The previous minutes were reviewed. Tim made a motion to approve the minutes from the September 10th meeting, seconded by Sharon. Motion approved. Kerry asked the group if they wanted to have the minutes placed on the Wellness portion of the Saline County website. By next meeting, she will have this set up.

Marv reported that at NIRMA's October Self Defense Awards dinner, Saline County received a Special Recognition plaque. The recognition was for its commitment to providing employees with a workplace wellness program that serves as a model for all NIRMA members and reflects Saline County's commitment to health and safety. He also reported that Linda Kastanek also received recognition as the NIRMA contact person of the year for 2014.

Kerry informed the group that the next monthly educational class will be on November 12th. It will be presented by Scott Donkin and will be regarding the topic of "Sit Smarter, Not Harder". Linda will contact Stacey Brandt and see if she can present a class in December on the exercise bands. Tentatively, January 14, will be the educational class presented by Steve Barnas regarding Drugs, Side effects and different interactions.

Kerry has not yet had a chance to create a Facebook group for the Saline County Wellness program.

The 100 Miles in 100 Days challenge ended September 8th. There were 12 winners which were listed in the October newsletter. They are: Sharon Jelinek, Kathy Nienaber, Marv Kohout, Judy Florian, Tim McDermott, Kerry Hagemeyer, Daryl Fikar, Lyle Weber, Cindy Wollenburg, Bruce Filipi, Diane Krupicka, and Kara Burda. The winners received a \$10 gift certificate to Subway. The challenge was worth 25 wellness points for those who completed the 100 miles.

As Kerry will no longer be available in the clerk's office to receive the monthly challenges, it was decided to have participants turn in their Bingo challenges to either Sharon or Kory. As a reminder, the October Bingo challenges are due back by November 7th.

As a reminder in the previous meeting, the 3 month Bingo Challenge will be worth 25 wellness points, if the criteria is met. In order to receive the wellness points, the participant must complete at least 1 bingo each month. In previous discussion, it was determined that each participant's name would be entered into a drawing for each month

they participated, so their name could possibly go into the drawing 13 times each month. The grand prize will be a choice of a: massage, a dinner & movie for 2 or a choice of hunting and/or fishing license.

For each time a participant receives a BINGO, their name would be entered into the “hat”. At the end of the three month Bingo Challenges the person who has received the MOST BINGO’s will also receive a prize. Again, it will be a choice of a massage, dinner & movie for 2 or a choice of hunting or fishing license. If there is a tie, there will be a drawing.

Kerry asked the group if we felt that the Fitness Center brochure should be updated to include the new equipment and any other changes that could be made. After some discussion it was decided to proceed with updating the brochure.

Kerry asked for an update with the usage of the equipment that was recently purchased. Brandi reported that she had been informed that there are people using the Les Mills Pump Workout program during their lunch break as well as after work hours. Kerry then asked if people were utilizing the barbell set that she had left up there. It was decided to give it another month to see if people are utilizing it. If no one is using it, she will take that back. However if people are utilizing it, she is willing to come to an agreement to continue to use it.

There was a flu shot clinic held on October 17th. According to the numbers, there were 43 people from the courthouse and 28 people at the jail who participated in the clinic. Discussion was held that if we have it again next year that we would need to adjust the time that the shots are being offered to meet people’s needs. It appears that we should start at 7 am at the courthouse and then the jail’s time should run later to catch those on the later shift. Kerry asked the group if we would want to open the shots up to the public. It was decided against that option.

After our last meeting, Kerry checked with Tonya regarding the application for the Governor’s Wellness Awards. Kerry found out that our application somehow did not get submitted for 2014. However they still allowed us to have one free admission on October 7th. Tim represented the county. Tim reported that there were a number of good speakers and that he received a lot of data. He stated that he would be willing to share that information with the group. While he was there he talked to Tonya about the Reasonable Alternative Standards. She had suggested that we contact our attorney.

Kerry asked the group if non employees would be allowed to take the NIRMA online classes. Discussion was held, but no decision was made. Tim stated too that he would forward the class listing so that we can continue to see what classes are being offered.

The NIRMA Assist grant is due at the end of this week. Kerry asked if we wanted to apply again this year. It was decided to again apply for the 2015 Health Fair and ½ of the Workwell dues.

The Nebraska vs. Kansas Food Drive was discussed again. The food drive will be held November 3-21. It was decided to give 1 point for each item donated. There will be a sign up sheet that participants will have to sign when dropping off the items. Drop off locations were discussed as being at the mailroom at the jail, assembly room at the courthouse and down at the Saline County Aging Services office as well as the county attorney/county extension offices. The items that are donated will be taken down to the Saline County Aging Services to be distributed to those in need. A motion was made by Kory, seconded by Linda. Motion carried. These locations will be verified prior to the notification in the November newsletter.

As in the past, the committee agreed to continue the giving spirit of donating items for the local organizations during the month of December. During this time, the items will be donated to both the Saline County Aging Services and Blue River Family Resources in Crete to be dispersed as needed. Rules regarding the December drive will follow those of the Nebraska vs. Kansas Food Drive.

Tim had previously visited with Leanne Manning about the committee volunteering to help with next year's Blue River Run. He had no more information to report. Kerry had previously talked with Bobbie Ripa about the upcoming blood drives. She had no additional information to report on those either.

According to an email that Kerry received from Lisa Henning, the Unico Midlands health risk appraisal will be available beginning November 17th. We will have 2-3 weeks to complete the survey. They plan to have the information wrapped up by mid-December. After discussion, it was decided to have Kerry take the survey first and see what she thinks about it. Once she reports that it went smoothly for her, it will then be offered to the rest of the employees. Each employee who takes the survey will earn 250 wellness points. A motion was made by Kory, seconded by Sharon. Motion carried.

Cheri Slama was present and wanted to address the committee regarding their definition of "significant other". She felt that there have been some inconsistencies in the policy. As there were some points that she has brought up, the committee has tabled that discussion and will look into that issue further.

Tim presented information regarding the vending machines that he has researched. He has narrowed it down to a couple. The one that he feels would be sufficient for Saline County is called Infinity 5C. It costs \$4,400 plus shipping. He has talked with Fillmore County Hospital and they have the same machine. They are happy with the machine as it will hold both the cold items and the dry items.

Tim will contact Dan and Kim to see if they are willing to be responsible for filling the vending machine when it begins to get low. Another item that will need to be

coordinated will be the removal of the current machine and the installation of the new machine. Kerry made a motion to allow Tim to move forward with purchasing the vending machine, seconded by Marvin. Motion carried.

Kerry submitted letters regarding the 2015 Health Fair to Madonna Fit for Work, Crete Area Medical Center, Public Health Solutions, Company Care – Physician's Network, Pathology Medical Services – NE Lab Link, Memorial Health Care Systems in Seward and Jefferson Community Health Center. She only received information back from Madonna Fit for Work and Crete Area Medical Center. Crete Area Medical Center presented the same letter that they had for 2014. Madonna Fit for Work actually added the possibility of having the vitamin D test. Kerry will contact Madonna and verify the costs for Madonna. There had been confusion by the committee when reading the documentation. It was also discussed about trying to have the Health Fair in February 2015. Kerry made a motion to proceed with Madonna Fit for Work for the Health fair, seconded by Tim. Motion carried.

There again was discussion regarding having a disclaimer in the results the employee receives after the health fair, stating that we are making every effort to have their results submitted to their physicians. However, due to the continued issues, it would be advised to still contact the physician and bring their paper results with them.

It was suggested that Kerry create a spreadsheet showing the committee of what exactly was paid for at the past health fair. This spreadsheet will be discussed at the November meeting.

Tim had sent Kerry an email about bringing up the topic of the 3rd party reviewer for the point system as the end of the year was approaching. During this past year's health fair, Madonna Fit for Work mentioned that they would be able to provide the 3rd party reviewer service for a fee. Discussion was held on to what exactly we would be expecting the 3rd party reviewer to review and also how the committee members would be involved in calculating the participants' points.

Suggestions for changes in the 2015 booklet included; a disclaimer discussing the Reasonable Alternative Standards, a signature sheet stating that they were informed about the booklet, the inclusion of health insurance starting July 2016, and the possibility of moving away from the BMI and going to a waist circumference. In the November meeting, the committee will need to finalize the 2015 booklet, so that the committee will have time to present the booklet to the employees by the end of December.

The next meeting is scheduled for November 24 at 8 a.m. in the assembly room.

There being no further business, Kory made a motion to adjourn the meeting, seconded by Bruce. Meeting adjourned.

Brandi Kelly
Secretary

Saline County Wellness Committee
December 8, 2014

The Saline County Wellness Committee meeting was called to order at 7:05 a.m. on December 8, 2014. Present were Tim McDermott, Sharon Jelinek, Kerry Hagemeyer, Linda Kastanek, Marv Kohout, Kory Mullen and Brandi Kelly, Jenn Chavez.

The previous minutes were reviewed. Linda made a motion to approve the minutes from the November 24th meeting, seconded by Sharon. Motion approved.

The committee had discussion on how the employees should turn in their 2014 booklet of points. It was determined to have the individuals turn in their booklets to Sharon/Linda, Jenn/Kory and Bruce/Billy. During this discussion it was determined to place a deadline of January 30, 2015 for the books to be turned in. This would allow employees time to place their final information into the booklets. When employees are turning in the books, they also would be signing the Nicotine affidavit. During this discussion it was decided to have the employees turn in only their booklets and to keep the other information until we were ready to submit them to the 3rd party reviewer. Kerry will forward a copy of the affidavit to Sharon, Jenn, Kory, Linda and Bruce. ****NOTE!! Later in the minutes, some of this information changed.**

The 2015 Year Long Wellness booklet was then gone through to make any adjustments necessary. Each page was reviewed and the changes are listed below:

1. Changed the cover page to reflect a new design and indicated it was for 2015.
2. Removed the portion stating physically, mentally, spiritually and just left it stating the "whole person".
3. Changed verbiage stating "All employees are encouraged to participate in the Health & Wellness Program which has been developed to promote healthy lifestyles."
4. Rules for the use of the fitness center were discussed. There were two rules that the group thought could use some changes. On #4, it was suggested to add "or guardian" behind the current verbiage. On #6, it was suggested to add that the 1 non-relative must be accompanied with the employee who sponsored them. Tim made a motion, seconded by Sharon to have Marv meet with the safety committee and make a recommendation for their approval of the changes on rules. Motion carried. **The safety committee decided not to change the language.**
5. The following language was added explaining the health insurance--
HEALTH INSURANCE PREMIUM REDUCTION INCENTIVES
 1. 4000 points: 33% reduction in the employee ONLY, premium buy-in
 2. 6000 points: 66% reduction in the employee ONLY, premium buy-in
 3. 8000 points: 100% reduction in the employee ONLY, premium buy-inBeginning July 1, 2016 the employee portion of Health Insurance will be 10% of the total employee only premium. This percentage can be reduced or eliminated with participation in the yearly Wellness Program. Above are the points that have to be accumulated to receive the reduction or elimination. (Union represented employees in the Roads Department had an effective date of July 1, 2014)

6. Adding the following paragraph regarding Taxation of Wellness Incentives
“The general rule states that any award or prize given by an employer is taxable to an employee as wage, to be included on their W-2 and subject to Federal tax withholdings, as well as Social Security and Medicare taxes. Also, the employer’s matching contribution is required for Social Security and Medicare taxes.”
7. Adding information that the Reasonable Alternative Standard request must be requested from the employee within 30 days of each program year or within 30 days from the date of injury/illness that would require a Reasonable Alternative Standard. Kerry made a motion, seconded by Kory to add this language.
8. Under “How to Track Points” - Removal of Czech days as a double points day
9. Under “How to Track Points” - Added the day after Thanksgiving as a double points day
10. Under “How to Claim Awards”- reworded #1 to state “After December 31, 2015, you can turn in your packet to a wellness committee member by January 29, 2016.
11. Under “How to Claim Awards” – add a bullet point talking again about the Taxation of Wellness Incentives.
12. On the Page titled 2015 Points:
 - a. Points remained the same for: sign-up sheet, impact survey, blood test, physical, eye exam, dental, flu shot/mist and exercise.
 - b. It was suggested to add language on the application to mark that they have been informed about the program but wish to decline signing up at that time. Every employee would be responsible for signing the sheet. A motion was made by Linda, seconded by Kory. Motion carried
 - c. It was suggested to add a definition of exercise-- Exercise definition: Exercise is physical activity that is done during a time dedicated for the intent and purpose of developing an overall strong, healthy lifestyle.
 - d. Removal of the BMI requirement
 - e. Addition of Waist measurements. Kory made the motion, seconded by Jenn. Motion carried.

Categories will be as follows:

	<u>Men</u>	<u>Women</u>	<u>Points</u>
<u>Low to Moderate:</u>	40 inches & below	35 inches & below	1000 points
<u>High:</u>	40.1 inches & above	35.1 inches & above	0 points

100 points for each inch you lower your waist measurements

- f. Under NIRMA classes added “attended or watched” at the end of the sentence
- g. Under challenge participation added 25 points when you achieve the specified qualifications for the challenge
- h. Added a category for monthly donations – 1 point per item donated
- i. Add a disclaimer that the points may be adjusted based on challenge throughout the year—“The Wellness Committee has the discretion to add bonus items or bonus points throughout the year.”
- j. Adding a contact list for the committee members

13. The procedure to turn in the 2014 booklet/packet has changed from the earlier discussion. For the 2014 booklet/packet, it was discussed to have the individual place the booklet and all the paperwork throughout the year, such as EOB, health fair, Nirma class information into the manila folders. Then have the employee seal it with tape, employee and the committee member who received the information initial the taped area. The manila envelopes will then be held in a locked drawer until it is time for the committee and third party reviewer to go through the packets. Tim made a motion, seconded by Jenn. Motion carried.

Tim has been in contact with Brian Blobaum regarding our wellness incentives. He wanted to know if the incentives that we are issuing to employees are taxable as the committee hadn't received a definite yes or no in the past. After reading the information provided, Brian was in agreement that "any award or prize given by an employer is taxable to an employee as wage, and should be included on their W-2 and is subject to Federal tax withholdings, as well as Social Security and Medicare taxes. The employer's matching contribution is also required for Social Security and Medicare taxes." (Taxation of Wellness Incentives by Robert B. Frutchey, CPA, MBA)

Tim made a motion, seconded by Linda that beginning January 1, 2015 any incentive rewards will be subject to taxation. A notification will be sent by email, in the next December paycheck, in the 2015 booklet and when the individual receives their reward. Motion carried.

Kerry will come up with an outline of what the committee members will need to discuss with the employees when going through the 2015 wellness program books. The committee members will try to visit with all employees by the end of December 2014 or early January 2015.

The 2015 Health fair will be held at the courthouse on February 17 from 6:30 a.m. – 9:30 a.m. and at the jail on February 18th from 5:00 a.m. – 8:30 a.m. Along with the normal blood tests the committee decided to also offer the TSH (thyroid) and A1C (diabetes) to all employees and also Vitamin D (subject to what Sande Dirks finds out from Blue Cross Blue Shield). All male employees will also receive the PSA (prostate). Registration for the blood tests will take place mid to late January.

The committee has determined that it will be FREE to all employees and all employee spouses that are currently on the county's Blue Cross Blue Shield plan. Spouses or significant others on other insurance plans will be responsible for contacting their own provider and determining if the tests will be covered and if there will be a co-pay. For those who need to pay, they will be responsible for bringing the money the day of the tests.

Tim relayed information that he received from Sande Dirks (Madonna) during a phone conversation at the end of last week. She stated that Madonna most likely will be able to accept and have little issues with the following providers: Blue Cross Blue Shield, Coventry, Midlands Choice and CoOpportunity. They will not accept: United HealthCare, Veterans health plan or Medicare plans.

Starting in January, the newsletter will have a different format. It will be on a Microsoft Word document template that can be edited to fit our needs. Jenn recommended that instead of printing the whole recipe, just listing the link instead. Instead of being sent out to everyone, there will be one posted in each office and then if people elect to receive an electronic form, they can be added to an email listing. It will also be placed on the county's website and on the Saline County Wellness Facebook page as well.

In the November meeting, it was discussed to have something "hidden" within the newsletter and then allow people to get wellness points for finding the hidden item. At today's meeting, there was a decision to place a question in the newsletter and then whoever answers the question correctly will receive the 25 wellness points. They can report the "answer" to any wellness committee member.

Tim informed the group that he has not heard anything regarding the vending machine delivery. After the company notifies him when it is being delivered, he will contact the Pepsi Company and let them know that they can remove the current vending machines that are in the court house.

Three ideas for challenges for January 2015 were discussed. It was decided to begin another Crazy Eight challenge. Kerry will place the information and spreadsheet into the January newsletter. The challenge will begin January 5 and run through February 27th. Sheets will then need to be turned into Sharon, Kory or Bruce by March 6th. Linda made a motion to approve the challenge, seconded by Marv. Motion carried.

The committee members looked over the NIRMA online classes available for the January 1 – March 31 timeframe. Classes determined are: Workplace Harassment, Personal Professionalism and Eating Disorders. As a reminder, each class is worth 25 wellness points. Kerry made a motion, seconded by Linda. Motion carried.

Kerry asked if there has been any feedback regarding the impact survey. There was minimal feedback at the meeting. Brandi did mention that she wasn't ever able to see a "submit" button and that the "report a problem" button, never did work for her.

Kerry has created a Facebook group for the Saline County Wellness program that is titled **Saline County Wellness**. She invited 38 employees and it appears that there have been 22 views already. She also informed the group that she would be taking the barbell set home with her when she leaves today, so those will no longer be available for the counties use after today.

Sharon asked for approval to purchase some office supplies for the committee. Kerry made a motion to allow Sharon to purchase supplies, seconded by Linda. Motion carried.

Marv asked if Kerry could step out of the room for a bit while the rest of the committee discussed continuing her contract as Saline County Wellness Committee Consultant. During discussion, it was decided to recommend to the County Board to extend the contract for another 3 months and then at that time, revisit the contract. Marv will present the information to the Board.

Kerry asked if anyone would be interested in attending the WorkWell Connection meetings or Wellness Huddles. If they are interested, to let her know and she will sign

them up. There is no charge to attend the classes unless you eat, and then there is only the fee of the meal, typically \$10.00

Brandi then reminded the group that we have received the letter from NIRMA regarding the grant for the WorkWell dues. She will then forward that letter to Sharon to place in the notebooks.

The next meeting is scheduled for January 26 at 7 a.m. in the assembly room.

There being no further business meeting adjourned at 10:18 am.

Brandi Kelly
Secretary

Saline County Wellness Committee
December 29, 2014

The Saline County Wellness Committee meeting was called to order at 7:06 a.m. on December 29, 2014. Present were Tim McDermott, Sharon Jelinek, Kerry Hagemeyer, Linda Kastanek, Marv Kohout, Kory Mullen, Brandi Kelly and Jenn Chavez.

The previous minutes were reviewed. Tim made a motion to approve the minutes from the December 8th meeting, seconded by Linda. Motion approved.

Tim updated the group on the vending machine progress. He stated that the new machine arrived at the courthouse on December 18th. The 3 machines owned by LinPepCo are scheduled to be removed on January 6th. After reviewing the possible vendor pricing lists, it was determined that at this time we would purchase the items from Sam's Club. Discussion was held on the snack and drink options along with possible pricing. It was suggested to price the snacks at \$.50 and drinks at \$1.00 or \$1.25 (with the healthy snacks/drinks being at a lower cost); however no prices were finalized at the meeting. It was determined to wait until the snacks and drinks are purchased to determine the final price.

At this time, it was decided that the committee members would be responsible for keeping an eye on the machine and refilling it when necessary. The money from the machine and spreadsheet of the supplies will be kept in a secured location. Jenn made a motion, seconded by Sharon. Motion carried.

Kerry reminded the group that on January 14th at 5:30 p.m. at the extension office, Steve Barnas will be presenting a class on "Drugs, Side Effects and Different Interactions". This class will be worth 25 wellness points for either attending the class or watching the video. Linda will work on finding a presenter for February. Jenn suggested something regarding heart health since February is Heart Health Month.

Kerry requested that Sharon and Kory scan the monthly bingo challenges and forward them to Kerry when all have been collected. This is also true of the November/December Food Drive sign-up sheets.

Kerry stated that as of meeting time, we still haven't heard if we have been awarded the Nirma Assist grants that we applied for. **

During the December 8th meeting, it was decided to go with another Crazy 8 Challenge to start off the New Year. The challenge will begin on January 5, 2015 and run through February 27, 2015. The log sheet will need to be turned in by Friday, March 6th to any wellness committee member to qualify. In order to earn the 25 wellness points, the participant must have at least 1,000 points at the end of 8 weeks. If the participant has 1,350 or more points at the end of the 8 weeks, they will earn 50 wellness points.

Most of the rules remained the same with the challenge from 2014, however, we did increase the number of points for doing the blood test from 50 points to 100 points. It was also suggested to add language in the instructions that there will be "no exercise points assigned during paid working hours except for breaks".

The 2014 Booklet was briefly discussed. Kerry reminded the group that when employees turn in the 2014 booklet to also have them sign the 2014 Tobacco/Nicotine/Illegal substance affidavit. All of their information will be submitted in their manila packets, along with the point booklet and tobacco/nicotine/illegal substance affidavit. The manila packets will be closed in front of the employee and then will be sealed with tape. Both the employee and the committee member will be required to initial the envelope once it has been sealed.

It was decided to table the conversation regarding the 3rd party reviewer letter until after the 2014 packets have been turned in.

Regarding the 2015 Year long wellness program, Sharon informed the group that she and Brandi had been to most of the offices once already. There are only a few individuals that they haven't talked to yet, but planned to reach them when they got back to the office. Linda and Tim both informed the group that they had reached most of their employees too. There were only 2 individuals that they need to contact. Kory and Jenn informed the group that they met with the jail employees last night and that there are a few more individuals that they need to contact. Marv stated that he would be going with Bruce to talk to the Roads guys when their schedule would allow.

As for the reaction of the employees regarding the program, it seemed that the majority of the responses were pretty positive; however, at the jail it seemed that there was a lot of negativity. Kerry thanked the committee members for their work in contacting the employees and reviewing the booklets with the employees. She also thanked Jenn and Kory for working with the individuals who seemed to have the negative attitudes.

Discussion was held on the 2015 Health fair. Kerry had been in contact with both Madonna and Blue Cross Blue Shield regarding some follow up questions that were brought up and needed answers before we moved forward with the finalization of the tests. According to Madonna, they will only provide the A1C test to those who have been diagnosed with diabetes. Kerry is still waiting to hear back from Tara at Blue Cross Blue Shield regarding the coverage of Vitamin D tests. ***

Discussion was also held on who the county would pay for during the health fair. Tim made a motion for the county to pay for ALL employees (on or off county insurance plan) and those spouses that are currently covered by the county's Blue Cross Blue Shield plan. Motion was seconded by Sharon. Motion carried.

The Health Fair will be held at the courthouse on February 17 from 6:30 a.m. – 9:30 a.m. and at the jail on February 18th from 5:00 a.m. – 8:30 a.m. Along with the normal blood tests, the committee decided to also offer the TSH (thyroid) to every employee and “covered” spouse registered. Every male employee and “covered” male spouse will also receive the PSA (prostate). A1C will also be provided to those who have been diagnosed with diabetes. We are waiting to hear from BCBS of NE to see if the Vitamin D test is covered by insurance. If it is, that test will be offered to all participants. If the Vitamin D test is NOT covered by insurance, we will not be offering this test. ****

Registration for the blood tests will take place mid to late January.

Kerry informed the group that the January newsletter was created in a different format. Committee members reviewed the information and made a few recommendations for changes.

The newsletter will no longer be mailed to all employees. Instead, the newsletter will be posted in offices and breakrooms. It will be emailed to all employees that we have a current email address for. It will also be posted on the county website and on the group Facebook page. When emailing the newsletter, Kerry will also include language that if the employee does not wish to receive wellness emails, they just need to email her back and she will take them off the list. It was also recommended to have embed links for articles and recipes in the newsletter instead of printing these pages off. This will not take place with the January newsletter, but Kerry will try for the February newsletter.

Kerry reminded the group that there will be a bonus question to get 25 wellness points. The question and answer for January is: How many bones are in the adult human body? Answer is: 206 bones. It was asked if the committee members would be eligible for the bonus points and the consensus was yes. Jenn also informed the group that she is aware of a fitness class in DeWitt that will be starting up in January. She told Kerry that she would get more information and forward that to her so that she could place it in the upcoming newsletter.

Kerry contacted Lisa Henning regarding the Impact Survey. She has not heard anything back at the time of the meeting.

WorkWell is having a Connection meeting on January 20th with the topic being: "Know Your Numbers". She said that at this time only Tim has registered for the meeting.

The next meeting is scheduled for January 26 at 7 a.m. in the assembly room.

There being no further business meeting adjourned at 8:55 am

Brandi Kelly
Secretary

**After the meeting, we did receive notice that we were awarded both grants that we applied for--\$275 for WorkWell Dues reimbursement and \$25 per blood test for our health fair with a maximum of \$2,000.

***After the meeting Kerry had email conversations with both Tara (BCBS) & Sande (Madonna). It appears from the emails that after January 15, 2015 BCBS will no longer cover the cost of the Vitamin D screening. However, Madonna still feels that we should offer the test to those who wish to take the test at the cost of \$40 for each test.

****The final decision regarding the Vitamin D screening will need to be made at the January meeting.

*****The January meeting has been moved from January 26 to January 12 at 7:00 am in the County Commissioners' Room.