

Saline County Wellness Committee

January 20, 2017

The Saline County Wellness Committee meeting was called to order at 8:08 a.m. on January 20, 2017. Present were Jamie Houser, Brandi Kelly, Tim McDermott, Adam Drake, Marvin Kohout, Russ Karpisek, Jenn Chavez and Kory Mullen. Lori Moldenhauer arrived at 8:31 a.m. Also in attendance were two guests.

Tim advised those present of the open meetings law posted at the back of the room.

Adam moved to approve the agenda as presented, seconded by Jenn. Motion carried.

The minutes from the October 25, 2016 were reviewed. Kory made a motion to approve the minutes from that meeting, seconded by Adam. Motion approved. Tim offered up the summary of the minutes from the November 21, 2016 and December 12, 2016 meetings. There was no quorum at either of those meetings.

At this time, the meeting was opened for Employee open forum to address the committee.

1. Concern # 1: An employee was present to request an alternative standard on their 2017 wellness program.
2. Concern #2: An employee has a concern about how the Smoking waiver constitutes 2000 points toward the final point tally and does not require some type of proof other than a signed and witnessed affidavit stating that they don't. However, going to the dentist only constitutes up to 200 points toward the final point tally and has to have an Explanation of Benefits from the insurance provider or something stating that they were there for an appointment. They would like to know what type of proof the committee receives to prove that one does not use tobacco/nicotine/illegal substance. Brandi stated that she too had a conversation with an employee regarding the same issue. After the issue was brought forward to her, she contacted Madonna Fit for Work to see if there was even a testing feature that the committee could do to ensure that the employees are being truthful on their affidavits. She informed the group that there is a test available, however, at that time did not have the cost of the testing or knowing how long the tobacco/nicotine stays in the body to know how reliable those tests would be. Both Brandi and Tim stated that the committee will have to look into this issue further.

Tim made a motion to enter closed session, seconded by Adam. Motion carried. Tim announced that the purpose of the closed session is to discuss Employee B's alternative standard request for the 2017 wellness program. Employee B was present. Marv moved to exit closed session, seconded by Adam. Motion carried. Tim announced that Employee B's request was considered and no action was taken.

According to the newly approved by-laws, the committee is required during the first meeting in January to select a chairperson or co-chairpersons and secretary. Russ made a motion to re-appoint Tim as Chairperson, seconded by Jenn. Motion carried.

Marv made a motion to re-appoint Brandi as Co-Chairperson, seconded by Kory. Motion carried.

Kory made a motion to appoint Brandi as Secretary, seconded by Jamie. Motion carried.

The by-laws also stated that the committee will be comprised of a Standing Committee. These members include the following: Russ Karpisek (County Commissioner), Brandi Kelly (Elected/Appointed Official), Lori Moldenhauer (Employee), Jamie Houser (Employee) and Jenn Chavez (Employee).

Tim made a motion to remove Colby Marks as a member of the wellness committee as he has not participated in three or more consecutive wellness meetings as stipulated in the by-laws. Seconded by Russ. Motion carried.

Marvin made a motion to enter into closed session, seconded by Jenn. Motion carried. Tim announced that the purpose of the closed session is to discuss employees' alternative standard requests for the 2017 program year.

Kory made a motion to exit closed session, seconded by Russ. Motion carried. Tim announced that in closed session, the committee discussed alternative standard requests of three employees and no action was taken.

Russ made a motion to fully exempt Employee A from the exercise points (2600 points) for the 2017 wellness program. Adam seconded. Motion carried.

Russ made a motion to fully exempt Employee B from the exercise portion (2600 points) for the 2017 wellness program. Adam seconded. Motion carried.

Russ made a motion to have Employee C use their physical therapy time as points and also encouraged employee to utilize other forms of exercise. Adam seconded. Motion carried.

Brandi informed the committee that there were 8 individuals who attended the Essential Oil/Zyto Compass class that was held in December. Those who attended were impressed with what type of results that they received with their scan from the Zyto Compass. Jamie reminded the group that the next educational meeting will be on January 24th. The class was originally scheduled for January 17th but was postponed due to the ice storm.

Brandi informed the committee that during the "Walk Across Nebraska" challenge, there were 21 participants. There was 1,598 miles walked during the challenge, which averaged 76 miles per participant. One team did reach the West border of the state and had started their way back East. It was suggested that if we do the challenge again, that participants be able to choose their own team members.

She also stated that there were 9 employees who participated in the December "Holiday Bingo" challenge. Tim reminded the group that the current "Day' zee Chain Resolution" challenge is currently underway. Tim also asked if anyone had a suggestion for an upcoming challenge. Jamie stated that she would review the challenges that we have printed of the WorkWell website and see if she could come up with something for February.

Tim informed the group that there were 31 participants that took the NIRMA Online class "Understanding Anxiety Disorder" class. He reminded the group that the current class being offered is "Suicide Prevention". It will continue running until the end of March.

Tim has recently updated the Waiver/Release of Liability & Indemnity Agreement for the Employee Fitness Facility. He has updated the form to allow individuals to contact either the Safety Committee or the Wellness Committee if he/she sees any equipment is needing repairs. Jamie made a motion to accept the changes on the waiver, seconded by Adam. Motion carried. All new applicants will sign the updated waivers. Those who have signed up will not need to sign a new waiver at this time.

He has also reviewed the current Fitness Center flyer and has determined that there are a number of things on there that are outdated. He suggested that the co-chairs will work on the flyer and bring it back to the committee at a later time to be reviewed and approved.

Tim reminded the committee that the deadline for turning in the 2016 wellness packets is Friday, January 27th. It appears that all of the 2017 wellness program packets have been distributed to all employees.

Brandi reminded the committee that the Health Fair will be held on Feb 7th and 8th. Brandi relayed information that Bruce will agree to purchase the supplies again this year and will distribute them to the law enforcement center and the extension office. In the past he was able to provide the coolers for both days. However, this year, he has requested that those at the law enforcement center make other arrangements for those.

The committee decided to meet on February 2nd at 8:30 a.m. at the law enforcement center, to begin going through the wellness packets to review points for the exercise portion. Madonna Fit for Work will be the 3rd party provider again this year to review the individual's medical information.

Jenn stated that she talked with Elly Reedy and that they would be interested in presenting a class on Complete Nutrition. Brandi requested that Jenn find out if Elly could either do a session in February or March.

Tim asked the group if they had any suggestions for topics to be placed in the February newsletter. If there are suggestions, please let him know.

Brandi has been in contact with Sami with UNICO regarding the Impact Survey. UNICO is offering the service again this year. The fee for the survey will be paid by the County, therefore, there will be no costs to the employee. The committee decided to continue with only offering the survey to the employee, rather than offering it to both the employee and spouse. After discussion, it was requested that Brandi contact Sami and have her begin preparing the survey for the employees. The survey period will begin on Monday, March 20th and run through Friday, April 7th.

Russ informed the group that he has participated in the State of NE's wellness program. In their program, they have completed something similar to our Walk Across Nebraska challenge. He stated that he would try to contact Barb Monroe to see if she has any recommendations or suggestions for our committee regarding ways to improve our challenges or program.

Brandi has been asked a number of questions by employees and wanted to bring those questions up to the committee:

1. Question #1. There are other health screening options out there that people are participating in. They were wanting to know if we would consider allowing points for participating in these screenings. The screening that they are referring to is called Life Line. It is a preventative screening that tests for carotid artery disease, atrial fibrillation, abdominal aortic aneurysm, peripheral arterial disease, osteoporosis and BMI. No action was taken regarding this request.
2. Question #2: It has been suggested that challenges not begin at the first of the month, but rather maybe the middle of the month. It appears the challenge for some employees when beginning the challenge on the first of the month, is that they miss out on the first couple days of the challenge, due to not having time to access the email until later in the month. It was recommended that these individuals either provide their personal emails so that information can be sent to them there, or that they ask for hard copies of the newsletters/challenges to be provided to them.
3. Question #3: It has been asked if someone is contracted with the county to do work for the county (such as pt. time data entry for veteran's memorial), can they use the fitness center? Russ made a motion to approve their use of the fitness center, with the understanding that once their contract is complete, they no longer will have access to the facility. Seconded by Kory. Ayes (6) Nays (1). Motion carried.
4. Question #4: It was suggested that the committee encourage employees to volunteer with the local blood banks. It was suggested to contact Bobbi Ripa to see if there is a need for volunteers.

The next regular meeting has been scheduled for February 17th at 8:30 a.m. in the assembly room.

There being no further new business, the meeting was adjourned.

Brandi Kelly
Co-Chair
Secretary

Saline County Wellness Committee
February 17, 2017

The Saline County Wellness Committee meeting was called to order at 8:10 a.m. on February 17, 2017. Present were Lori Moldenhauer, Jamie Houser, Brandi Kelly, Tim McDermott, Marvin Kohout, Russ Karpisek, Jenn Chavez, Bruce Filipi and Adam Drake.

Tim advised those present of the open meetings law posted at the back of the room.

The agenda was approved by general consensus.

The minutes from the January meeting were reviewed. Kory's name was missing from the list of attendees. Bruce made a motion to approve the minutes from that meeting with the addition of Kory's name, seconded by Marvin. Motion approved.

At this time, the meeting was opened for Employee open forum to address the committee. No employees were present.

Tim asked for a motion to be made to enter closed session. Bruce made the motion to enter into closed session, seconded by Marvin. Motion carried. Tim announced that the purpose of the closed session is to discuss Employee D and E alternative standard requests for the 2017 wellness program. Bruce moved to exit closed session, seconded by Marvin. Motion carried. Tim announced that Employee D and E's request were considered and no action was taken.

Marvin made a motion to adjust the exercise points for Employee D, to allow the employee the ability to maintain the current exercise level. Bruce seconded. Motion carried.

Marvin made a motion to postpone a decision on Employee E's request until further information is obtained from Employee E. Jamie seconded. Motion carried.

Jamie received a lot of positive responses from employees who went to the January educational class with Alison Leonard. Brandi stated that there were about 11 people who attended the February educational class with Elly Reedy. Brandi and Jamie informed the group that on March 21st, Bruce Wahl from Crete Chiropractic will be doing a presentation. He has informed them that it will be a class that will be active and that individuals need to come in comfortable clothing.

Tim has been trying to find a presenter to visit with us regarding mental health. He has been in contact with Public Health Solutions and they have a class that could be done in a 1 to 1 ½ hour presentation regarding "QPR" or Question – Persuade – Refer. He also has a call into Crete Area Medical Center and Region V to see if they have anything that they can provide.

Brief updates were given on the January and February challenges. Ideas are being thought of for future challenges. Ideas that have been brought forward are:

1. Walk Across Nebraska challenge – however, this time, to allow individuals to pick their own teams, smaller number of individuals on teams and to run a longer time period.
2. A year-long challenge – individual would choose which challenge they would like to participate in and do the challenge the full year
3. Having a challenge that would prepare the individual to walk/run in a 2 mile or 5K challenge such as the Duck and Dumpling run.
4. Step Challenge – trying to get up to 10,000 steps per day. There would be points for reaching different levels of steps.

Tim reminded the committee that the NIRMA online class runs through March 31st. At our March meeting, we will need to pick out the next quarter's class.

Tim presented an update flyer for the fitness center.

Tim informed the group that he has purchased a new video camera, tripod and editing software for the wellness committee. The video camera can be used for recording various things (educational classes, how-to videos, NIRMA classes).

On February 2, a number of committee members met at the law enforcement center to calculate the exercise points for those individuals who turned in their 2016 wellness packets.

Brandi informed the group that on February 27 at 10 a.m. in the County court room, Karen and Megan from Madonna Fit For Work will be here to present the Know Your Numbers presentation. They stated that they encourage all employees to attend that would like to. If there are employees who would like to have their waist measurement retaken, this would be the time to come.

Discussion was held on when the final point tabulations will be completed. At this point, it is hopeful to have the points tabulated and ready to distribute to employees by March 6th. We will need to work with the new employees from 2016, to determine the amount of exercise points that will need to be prorated. After notification on March 6th, we could allow employees until March 17 to notify the committee that they would like to protest their points. The protest hearing will then be set at a later time.

Tim reminded the committee that the 2017 Impact Survey will be offered March 20 through April 7, 2017

Tim asked the group if they had any suggestions for topics to be placed in the March newsletter. If there are suggestions, please let him know.

Brandi has reviewed the applications file for the 2017 Wellness program. There are a number of employees that have yet to turn in a sheet, indicating that they will or will not participate in the program. She has emailed the listing to all committee members and requested that the committee members contact those employees that they work with or know.

Marvin informed the committee that he participated in a Public Health Solutions survey regarding safety and wellness. He stated that there were 665 people that participated in the 60 question survey. He was surprised with the results.

Marvin has also been trying to come up with someone to do the spring nutrition class. At this point, he has not heard back from the person he has contacted, but is looking into other options. As he has not come up with a presenter, it was suggested that the possibility of having the PHS "QPR" presentation in the spring and then waiting until the fall for the nutritionist. Tim and Marvin will present the information to the safety committee at their next meeting.

The next regular meeting has been scheduled for March 10th at 8:00 a.m. in the assembly room.

There being no further new business, the meeting was adjourned.

Brandi Kelly
Co-Chair
Secretary

Saline County Wellness Committee

March 10, 2017

The Saline County Wellness Committee meeting was called to order at 8:10 a.m. on March 10, 2017. Present were Jamie Houser, Brandi Kelly, Tim McDermott, Marvin Kohout, Russ Karpisek, Bruce Filipi, Adam Drake and Lori Moldenhauer.

Tim advised those present of the open meetings law posted at the back of the room.

Bruce moved to approve the agenda as presented, seconded by Russ. Motion carried.

The minutes from the February meeting were reviewed. Russ made a motion to approve the minutes from that meeting, seconded by Bruce. Motion approved.

At this time, the meeting was opened for Employee open forum to address the committee. No employees were present.

Tim asked for a motion to be made to enter closed session. Marvin made the motion to enter into closed session, seconded by Jamie. Motion carried. Tim announced that the purpose of the closed session is to further discuss Employee E's alternative standard requests for the 2017 wellness program. Marvin moved to exit closed session, seconded by Russ. Motion carried. Tim announced that Employee E's request was further discussed and no action was taken.

Marvin made a motion to utilize Employee E's 2016 health fair results for the 2017 program year. Russ seconded. Motion carried.

Tim reminded the committee, that on March 21st, Bruce Wahl from Crete Chiropractic will be doing a presentation at 5:30 p.m. at the Extension office. Class will be recorded. Bruce Wahl has informed them that it will be a class that will be active and that individuals need to come in comfortable clothing.

Tim stated that the Safety committee has agreed to use the "QPR" or Question – Persuade – Refer class for the spring training. That class will be on April 11th at the Extension office. Tim has been contacted by Sheriff Moore and there will be an alternate class offered at the Law Enforcement Center staff. However, he may send a couple of representatives to these classes. The session held at the Extension office will be worth 25 Wellness points. Tim will verify with PHS that the class can be recorded.

Tim also presented information that was provided by Madonna Fit for Work based on conversations that were held at the Know Your Numbers presentation. He will contact them to see if there would be any changes that can be made to the current offerings.

Brandi stated that February's water challenge was the best received that she has seen since the wellness program has started. There were 39 participants in the challenge. Tim reminded that we are now in the middle of the Elite Eight Challenge. This current challenge started on March 6th and will run through April 31st.

Tim reminded the committee that the NIRMA online class runs through March 31st. After reviewing the classes being offered for the next session, it was agreed upon to have the class "Understanding Behavior, Burnout and Depression".

Tim has had a question presented to him regarding the use of the fitness center. They were wanting to know if people can use the facility if they were not immediate family. Tim asked for clarification. According to the instructions in the 2017 Wellness program, individuals must be family members that reside in the home of the employee. Tim will make those adjustments to the flyer for the fitness center.

Russ stated that he has been asked why the public can't use the facility, since it is paid by taxpayer's dollars. He stated that he will contact the County Attorney to see if this can be causing issues.

At a previous meeting, it was requested that the Committee research the possibility of testing for the use of tobacco. Tim provided information that he received from Madonna. There are a couple of ways that the screening can be completed. Samples can be taken by swabbing the saliva in the mouth, urine, with a blood sample or by the hair follicles. Cotinine is detectable in saliva, urine and blood a max of 3-4 days after use. It is detectable in hair follicles up to 90 days. In order to do the testing, it must be completed on all employees, not just a select group.

On February 27th, Megan Ksionzek and Karen Rehm from Madonna Fit for Work came to present the Know Your Numbers presentation and deliver the health fair results to those in attendance. Besides the wellness committee members, there were a few others that attended the session provided. Brandi reported that there have been a few questions that have been asked regarding the results from the health fair. She has requested that they contact Megan for those questions.

Tim stated that during the Safety committee a person requested that the health fair be moved until the summer. After some discussion, it was decided to leave it as it currently is.

Brandi and Tim have worked on the 2016 wellness packets that were turned in at the end of the year. There were a couple of questions that Brandi asked Adam regarding the processes that occur down at the law enforcement center. Madonna has provided Brandi with the listing of points for individuals. Those figures will be entered into the spreadsheet to determine the final point counts.

Brandi and Tim will work together to get the points calculated and sheets created to place on the packets in order to be distributed. It is planned to have the points calculated and ready for distribution by Wednesday, March 15th. Individuals will have until March 24th to notify the committee that they want to protest the final points. A protest period will be March 27th at 9 am in the county commissioner's room.

Brandi informed the group that she has been working with Samantha with UNICO regarding the 2017 Impact Survey. All information has been provided to Samantha and we are waiting to hear back from her. She stated that either Tim or Brandi will take the class first to make sure that all of the bugs are fixed before opening it up to the rest of the employees. After some discussion, it was decided to change the testing to run from April 3 through April 21, 2017 instead of the previous dates discussed.

Tim asked the group if they had any suggestions for topics to be placed in the April newsletter. If there are suggestions, please let him know.

The next regular meeting has been scheduled for April 20th at 8:00 a.m. in the law enforcement center due to construction in the assembly room.

There being no further new business, the meeting was adjourned.

Brandi Kelly
Co-Chair
Secretary

Saline County Wellness Committee
March 27, 2017

The Saline County Wellness Committee meeting was called to order at 8:32 a.m. on March 27, 2017 for the purpose of hearing protests regarding the final point totals for the 2016 program. Present were Adam Drake, Russ Karpisek, Brandi Kelly, Tim McDermott, Bruce Filipi and Kory Mullen. Also one guest was in attendance.

During a pre-determined, closed session, the committee heard one protest. The protest was considered and no action was taken.

Upon conclusion of the hearing, and after consideration, discussion and further review of information, it was determined that there was no difference between the points previously calculated and those points presented at the hearing.

Brandi presented a listing of the final wellness points of individuals for the 2016 program year. By random draw, Cindy Wollenburg was chosen as the recipient of the TV incentive.

Brandi and Tim will work together to finalize the 2016 program's points for purpose of distributing incentives and the levels of insurance reductions.

The next regular meeting has been scheduled for April 20th at 8:00 a.m. in the law enforcement center due to construction in the assembly room.

There being no further new business, the meeting was adjourned.

Brandi Kelly
Co-Chair
Secretary

Saline County Wellness Committee
April 20, 2017

The Saline County Wellness Committee meeting was called to order at 8:07 a.m. on April 20, 2017. Present were Jamie Houser, Brandi Kelly, Tim McDermott, Marvin Kohout, Russ Karpisek, Bruce Filipi, Adam Drake, Jenn Chavez, and Lori Moldenhauer.

Tim advised those present of the open meetings law were available for review.

Bruce moved to approve the agenda as presented, seconded by Adam. Motion carried.

The minutes from the March 10th meeting as well as the March 27th protest meeting were reviewed. Russ made a motion to approve the minutes from both of those meetings, seconded by Bruce. Motion approved.

At this time, the meeting was opened for Employee open forum to address the committee. No employees were present. Tim had received feedback from an employee regarding the current process of answering the monthly bonus question and they provided possible solutions to the problem. After discussion, it was suggested that Tim place notice in the next newsletter, stating that the answer to the bonus question will only be considered if received prior to the release of the subsequent newsletter.

Tim asked for a motion to be made to enter closed session. Marvin made the motion to enter into closed session, seconded by Jamie. Motion carried. Tim announced that the purpose of the closed session is to discuss Employee F's alternative standard requests for the 2017 wellness program. Marvin moved to exit closed session, seconded by Jenn. Motion carried. Tim announced that Employee F's request was further discussed and no action was taken.

Marvin made a motion to prorate the exercise points for a 6 weeks post-surgery time frame which Employee F was not allowed to exercise. Jenn seconded. Motion carried.

Jenn wanted to know how to handle new employees that were not able to participate in the health fair in February. Brandi informed her that in the past, new employees would be able to receive the 500 points if they provided a copy of blood work that they received from either a health fair or their physician that was comparable to the blood work offered during the health fair; and documentation so provided when submitting their medical records to Madonna upon the close of that Program year. Brandi also stated that when new employees come in to sign up for the program, they are provided with that information.

Tim reminded the committee, that on March 21st, Bruce Wahl from Crete Chiropractic was here to do a presentation. Class was well attended. Brandi also stated that there have been a number of individuals who have checked out the video also (at the court house). Tim stated that the Safety committee hosted the "QPR", or Question – Persuade – Refer, class for the spring training on April 11th at the Extension office.

Tim has contacted Karen Rehm with Madonna Fit for Work to see if they would be available in May to do presentations. It was determined that the next class will be "Operating with Peak Energy" on May 10th at 5:30 p.m. at the Extension room.

Currently we are still in the Elite-Eight challenge. It will continue to run through the end of April. It had been suggested that we consider doing the 100 Miles in 100 Days challenge again. Discussion was held to possibly do this particular challenge twice in one year once during the summer time frame and then again during the winter months. After discussion it was decided to go ahead and run the 100 Miles in 100 Days challenge again during the months of May, June and July. There was also discussion of doing something in August to correlate with the solar eclipse, possibly something like a bingo challenge. If others have suggestions, they are encouraged to bring them forward.

Tim reminded the committee that the NIRMA online class “Understanding Behavior, Burnout and Depression” runs April 1 through June 30th. Both Jamie and Brandi encouraged people not to wait until the last minute to take the test, because it took about an hour to do the class and test. It was encouraged for individuals also to take good notes during the class.

Tim has made adjustments to the fitness center flyer to clarify the rules on who is allowed to use the facility. These instructions also correlate to the rules that are currently in the 2017 Wellness booklet.

The 2016 Wellness program has been finalized. The final points have been tabulated, employees have been notified of their points and have received their correlating incentive. Tim will be providing the Clerk’s office the final numbers so that the insurance payments can be paid out based on individual levels reached for FY2017-18.

Brandi wanted to know how the officials/department heads were notified if their employees chose the partial day or full day off versus the gift card. It was suggested that Tim notify the officials/department heads who it would affect, so that they were aware. It was also stated those who chose the time off were provided with a little ticket stating what they were awarded. It is the responsibility of the employee to work with his/her official/department head regarding the award time off.

Brandi informed the group that she contacted Samantha from UNICO yesterday afternoon, and at that time 46 individuals had already completed the Impact Survey. It was reminded that the test runs for current employees until Friday, April 21 at 5:00 p.m. UNICO can keep the testing open so that new employees can take the survey after they are hired. After some discussion, it was agreed by the committee to allow new employees the opportunity to take the survey.

Tim asked the group if they had any suggestions for topics to be placed in the May newsletter. If there are suggestions, please let him know. He is wanting to alter it from being just a “wellness” newsletter to being more of a “county” based newsletter. Featuring sections such as “classified” or other “Departmental News”.

Marvin stated that he attended one of the ‘Wellness Connections’ meeting on defensive driving and multi-tasking. He stated that there were a number of tests that they had people perform to show how multi-tasking and driving at that same time is not advisable. He also stated that he believes that it has been a number of years since Saline County had the defensive driving session. The Safety committee is looking into that for a possible fall presentation.

Marvin also informed the committee that Lisa Henning is back with WorkWell.

The next regular meeting has been scheduled for June 8th at 8:00 a.m. in the law enforcement center due to construction in the assembly room.

There being no further new business, the meeting was adjourned.

Brandi Kelly
Co-Chair
Secretary

Saline County Wellness Committee - June 8, 2017 Minutes

The Saline County Wellness Committee meeting was called to order at 8:08 a.m. on June 8, 2017. Present were Brandi Kelly, Tim McDermott, Kory Mullen, Russ Karpisek, Bruce Filipi, Adam Drake and Lori Moldenhauer.

Tim advised those present of the open meetings law were available for review.

Bruce moved to approve the agenda as presented, seconded by Adam. Motion carried.

The minutes from the April 20th meeting were reviewed. Bruce made a motion to approve the minutes from the meeting, seconded by Adam. Motion approved.

At this time, the meeting was opened for Employee open forum to address the committee. No employees were present. There were no new alternative standard requests received since last meeting.

Tim presented a budget proposal for the committee to review. In the 2017-2018 Budget, he has proposed the following changes: to remove monies for a wellness coordinator; remove the monies for purchasing a second vending machine for the law enforcement center; increase monies in the line item for blood tests due to increase costs. Russ made a motion to accept the proposed budget, seconded by Adam. Motion approved. Tim will provide the budget to the Commissioners for their review and approval.

While talking along the lines of budgets for next year, Lori encouraged the committee to consider the possibility of supplying some type of fitness trackers to employees, such as a Fitbit or pedometer. She would like to see a year-long program that works toward steps. After some discussion, it was suggested that she come up with an idea how to incorporate something like that into a year-long program and/or possible consideration in their use with an upcoming mini-challenge.

Russ stated that at a recent conference, he visited with Larry Dix regarding wellness programs and incentives that can be obtained while working with NACO.

Tim informed the committee that at the last safety meeting, the safety committee came up with a new code for the fitness center. In order to receive the new code and use the facility, one must complete a new affidavit and return it to Tim. New affidavits were provided to everyone in their paychecks. If someone has misplaced theirs or need another one for a family member, they can contact Tim at 402-821-2374.

Tim reminded the committee, that on May 10th, Karen Rehm from Madonna Fit for Work was here to do a presentation on "Operating with Peak Energy". Class was well attended. Brandi also stated that there have been a number of individuals who have checked out the video also (at the court house).

Brandi stated that she has been thinking of ideas for educational topics for the upcoming months. She was suggesting the topics of Sneaky Sodium & Managing Blood Pressure, a session on mental health and a possible topic of sun exposure. After some discussion, it was suggested to possibly have the sodium/blood pressure class go with the Fall NIRMA training. It was requested to look further into the class on sun exposure and skin care.

Brandi stated that there were 20 participants in the Elite-Eight challenge. The current challenge is 100 Miles in 100 Days challenge running during from May 8 through August 15th. Deadline to turn in challenge paperwork is August 21st to any wellness member.

Tim asked the committee to review the upcoming listing of the NIRMA online classes. After discussion it was decided to offer "Dealing with Heat Stress" from July 1 through September 30th. It is reminded that a successfully completed class is worth 75 wellness points.

The 2017 Impact Survey has been completed by the current employees. The committee reviewed the aggregate report.

Tim asked the group if they had any suggestions for topics to be placed in the July newsletter. If there are suggestions, please let him know.

The next regular meeting has been scheduled for July 27 at 8:00 a.m. in the law enforcement center due to construction in the assembly room.

There being no further new business, the meeting was adjourned.

Brandi Kelly, Co-Chair
Secretary

Saline County Wellness Committee - July 27, 2017 Minutes

The Saline County Wellness Committee meeting was called to order at 8:10 a.m. on July 27, 2017. Present were Brandi Kelly, Tim McDermott, Kory Mullen, Russ Karpisek, Bruce Filipi, Marvin Kohout, Adam Drake, Jamie Houser and Jenn Chavez.

Tim advised those present of the open meetings law were available for review.

Bruce moved to approve the agenda as presented, seconded by Kory. Motion carried.

The minutes from the June 8th meeting were reviewed. Bruce made a motion to approve the minutes from the meeting, seconded by Russ. Motion approved.

At this time, the meeting was opened for Employee open forum to address the committee. No employees were present. There were no new alternative standard requests received since last meeting.

Brandi informed the group that she has been in contact with Public Health Solutions (PHS) regarding the 2017 flu shot clinic. It has been set for October 23rd. Time frame and locations will be available when that information has been finalized.

Brandi presented information that she had received from PHS regarding immunizations that are offered. Discussion was held to if Saline County would be interested in hosting an immunization clinic. It was decided that at this point, we will stick with flu shot clinic.

Marvin informed the committee that the Safety committee is wanting to have a nutritionist come and visit with the employees during the Fall training. It again was suggested to have Madonna Fit For Work do a presentation of Sneaky Sodium & Managing Blood Pressure during that training. Tim also offered up that Continuum also has presentations that they could possibly include that would relate.

Tim reminded the committee that we are currently in the 100 Miles in 100 Days challenge. It runs through August 15th, with the final day to turn information in as August 21st.

Tim asked for suggestions for upcoming challenges. Jenn and Adam spoke up and stated that they would like to see something different. Jenn recommended having a challenge that is based on attaining 300,000 steps in 30 days. She stated that she would contact PHS and see if they would be willing to supply the county with pedometers for those employees that do not have other types of fitness trackers. She and Adam also stated that they would work on those details and get the information to Tim for the month of September.

Tim informed that committee that there were 22 people who completed the NIRMA online class "Understanding Behavior, Burnout and Depression. He also reminded the committee that "Dealing with Heat Stress" runs July 1 through September 30th. It is reminded that a successfully completed class is worth 75 wellness points.

Tim asked the group if they had any suggestions for topics to be placed in the August newsletter. If there are suggestions, please let him know.

As 2018 is approaching, it is time to begin working on the upcoming wellness program. Tim asked if there were any thoughts at this time regarding the program. Thinking that it may save time, it was suggested to possibly have people turn in their paperwork quarterly instead of at the end of the year. Another suggestion would be to do something similar to what the State of Nebraska has in place. It was encouraged to begin thinking of ideas/changes that would like to be seen in the next year's program.

The next regular meeting has been scheduled for August 24 at 8:00 a.m. in the law enforcement center.

There being no further new business, the meeting was adjourned.

Brandi Kelly, Co-Chair - Secretary

Saline County Wellness Committee – August 24, 2017 Minutes

The Saline County Wellness Committee meeting was called to order at 8:20 a.m. on August 24, 2017. Present were Brandi Kelly, Tim McDermott, Kory Mullen, Bruce Filipi, Marvin Kohout and Jamie Houser.

Tim advised those present of the open meetings law were available for review.

Bruce moved to approve the agenda as presented, seconded by Kory. Motion carried.

The minutes from the July 27th meeting were reviewed. Bruce made a motion to approve the minutes from the meeting, seconded by Jamie. Motion approved.

At this time, the meeting was opened for Employee open forum to address the committee. No employees were present. There were no new alternative standard requests received since last meeting.

Brandi informed the group that she has been in contact with Public Health Solutions (PHS) regarding the 2017 flu shot clinic. It has been set for October 23rd. The clinic will be held from 7 a.m. – 9:30 a.m. at the courthouse and 3 p.m. – 6:30 p.m. at the law enforcement center.

Brandi has contacted Madonna Fit-for-Work to do a wellness class in October. The class will be on “Anywhere Exercise”. It will be held on October 23rd at 5:30 p.m. at the extension office. The class will be recorded and 25 wellness points will be allowed for those attending the session or watching the video.

Tim and Marvin informed the committee that the Safety committee has set up the Fall training for September 20th. There will be two presentations in the morning session and two presentations in the afternoon session. Presentations will be on Civility in the Workplace and health/nutrition. ¹This class will be recorded and 25 wellness points will be allowed for those attending the sessions or watching the video.

Brandi informed the committee that the 100 Miles in 100 Days challenge has concluded and there were 21 participants based on the worksheets that she had received as of the deadline of August 21st.

Tim stated that he had not received any feedback from Jenn or Adam regarding the step challenge that they stated they would work on for the September Challenge. During the meeting, we were informed that they were not able to obtain pedometers from PHS and had not had a chance to work on another option for the challenge. Tim then asked the committee for suggestions for other ideas for challenges. After some discussion, Brandi suggested to have the Crazy 8 Challenge again, as it was already basically set up. The committee agreed to do the Crazy 8 Challenge. It will run the beginning of September for 8 weeks.

Tim reminded the committee that “Dealing with Heat Stress” runs July 1 through September 30th. It is reminded that a successfully completed class is worth 75 wellness points.

Tim asked the group if they had any suggestions for topics to be placed in the September newsletter. If there are suggestions, please let him know.

As 2018 is approaching, it is time to begin working on the upcoming wellness program. Tim asked if there were any thoughts at this time regarding the program. It again was encouraged to begin thinking of ideas/changes that would like to be seen in the next year’s program.

Marvin informed the group that the County Board is discussing budgets right now and that Tim had presented the Board with the budget that was recommended on behalf of the committee.

The next regular meeting has been scheduled for September 25 at 8:30 a.m. in the assembly room.

There being no further new business, the meeting was adjourned.

Brandi Kelly, Co-Chair
Secretary

¹Post meeting conversations with the presenters about recording those presentations are still being worked through. The offering of Wellness points associated with this training may be limited to attendance only. Clarification will follow at a later date.

Saline County Wellness Committee – September 25, 2017 Minutes

The Saline County Wellness Committee meeting was called to order at 8:40 a.m. on September 25, 2017. Present were Brandi Kelly, Tim McDermott, Kory Mullen, Bruce Filipi, Jenn Retchless, Lori Moldenhauer and Jamie Houser.

Tim advised those present of the open meetings law were available for review.

Bruce moved to approve the agenda as presented, seconded by Kory. Motion carried.

The minutes from the August 24th meeting were reviewed. Bruce made a motion to approve the minutes from the meeting, seconded by Jamie. Motion approved.

At this time, the meeting was opened for Employee open forum to address the committee. No employees were present. However, at this time, Brandi wanted to inform the committee that it has been brought to her attention that the employees are wanting to know if there will be filters placed on the water fountains or the sinks in the new breakroom. The water has a bad taste to it coming from the new fountains and the sinks. It has personally caused heartburn in a number of employees after drinking the water. Tim stated that he would look into that.

There were no new alternative standard requests received since last meeting.

Tim reminded the group that the Flu shot clinic has been set for October 23rd. The clinic will be held from 7 a.m. – 9:30 a.m. at the courthouse and 3 p.m. – 6:30 p.m. at the law enforcement center.

Brandi has contacted Madonna Fit For Work for educational classes in October and November. The October 23rd class will be on “Anywhere Exercise”. The November 8th class will be on “Sneaky Sodium”. Both classes will be at 5:30 p.m. at the extension office. The classes will be recorded and 25 wellness points will be allowed for those attending the session or watching the video.

Tim told the committee that he felt the fall training on September 20th was well attended. Those individuals who attended the training received 25 wellness points. The portion of the class presented by Vicki Rethmeier was recorded and is available to be checked out.

Tim stated that he had been contacted by an individual who wanted to know what the criteria was on the current Crazy Eight challenge. After discussion, it was decided to leave the same point system in place as it was during the last Crazy Eight challenge. In order to earn 25 Wellness points, you must have at least 1,000 points at the end of the 8 weeks. If you have 1,350 or more points at the end of the 8 weeks, you will earn 50 Wellness points. He stated that he would place a notification out to employees informing them of the criteria.

After some discussion, it was decided that the November and December challenges would be the Bingo Challenges again.

Tim reminded the committee that “Dealing with Heat Stress” runs through September 30th. It is reminded that a successfully completed class is worth 75 wellness points. After discussion, it was decided for the October through December class, there would actually be three classes offered. Individuals would qualify for those 75 points when successfully taking any one of those three classes during that quarter. “Risk Management for Law Enforcement”, “Workplace Ergonomics” and “Defensive Driving” were chosen.

Tim asked the group if they had any suggestions for topics to be placed in the September newsletter. If there are suggestions, please let him know.

Again, as 2018 is approaching, it is time to begin working on the upcoming wellness program. The committee began to review the 2017 wellness booklet making adjustments to the program. This will continue to be worked on at the upcoming meetings.

Brandi informed the committee that after the flu shot clinic, she will be stepping down from the wellness committee. Tim then asked for a committee member to volunteer to take meeting minutes. It was suggested that the committee wait until all committee members are in attendance to ask for a volunteer as no volunteers came forward. Jenn stated that she would be willing to take on the task of setting up the monthly classes beginning in January. Lori stated that she would be willing to organize the health fair.

The next regular meeting has been scheduled for Monday, October 16 at 8:30 a.m. in the Assembly Room.

There being no further new business, the meeting was adjourned.

Brandi Kelly, Co-Chair/Secretary

Saline County Wellness Committee – October 16, 2017 Minutes

The Saline County Wellness Committee meeting was called to order at 8:37 a.m. on October 16, 2017. Present were Brandi Kelly, Tim McDermott, Jamie Houser, Marvin Kohout, Kory Mullen, Jenn Retchless, Lori Moldenhauer and Adam Drake.

Tim advised those present of the open meetings law were available for review.

Marvin moved to approve the agenda as presented, seconded by Jenn. Motion carried.

The minutes from the September 25th meeting were reviewed. Kory made a motion to approve the minutes from the meeting, seconded by Adam. Motion approved.

At this time, the meeting was opened for Employee open forum to address the committee. No employees were present. During the last meeting Tim stated that he would visit with Dan regarding the drinking water in the courthouse. He reported that he has been in contact with Dan and that they are looking into a possible solution.

Tim reminded the group that the Flu shot clinic has been set for October 23rd. The clinic will be held from 7 a.m. – 9:30 a.m. at the courthouse and 3 p.m. – 6:30 p.m. at the law enforcement center. Brandi provided the sign in sheet to Kory for those individuals who participate down at the law enforcement center.

Tim also reminded the committee that on October 23rd there will also be an educational class. It will start at 5:30 p.m. at the extension office. It will be recorded and 25 wellness points will be allowed for those attending the session or watching the video if available.

Tim reminded the group that the Crazy-Eight challenge will be ending on October 29th. He also asked for ideas to update the November and December Bingo challenges.

Tim informed the committee that there were 23 participants who took the “Dealing with Heat Stress” NIRMA class. Employees will have an option of choosing one of the three classes offered during the October through December time frame. Classes eligible are: “Risk Management for Law Enforcement”, “Workplace Ergonomics” or “Defensive Driving”. Maximum of 75 Wellness points.

Tim asked the group if they had any suggestions for topics to be placed in the October newsletter. If there are suggestions, please let him know.

The committee continued to review the 2017 wellness booklet making adjustments to the program for 2018. Tim will work on updating the program based on the changes suggested. He will then provide a copy to the committee to review before finalizing the program for 2018. Discussion was held on how the books will be printed/assembled for 2018. It was recommended to see if there would be the availability to have an outside source print the booklets.

Since the September meeting, Tim has been in contact with two vendors who have an online wellness portal available for use by employees. He has been gathering information regarding their customized fit suitable for our current program. It was suggested to have the vendors do a presentation for the committee after the first of the year.

In attempts to have representation from all offices on the committee, Tim has visited with a couple offices to see if they have any employees that are willing to volunteer to be on the committee.

The next regular meeting has been scheduled for November 20th at 8:30 a.m. in the assembly room.

There being no further new business, the meeting was adjourned.

Brandi Kelly, Co-Chair
Secretary

Saline County Wellness Committee – November 20, 2017 Minutes

The Saline County Wellness Committee meeting was called to order at 8:40 a.m. on November 20, 2017. Present were Tim McDermott, Marvin Kohout, Kory Mullen, Russ Karpisek, Lori Moldenhauer and Adam Drake.

In declaration of a Quorum, Tim advised those present of the open meetings law posted for review.

Marvin moved to approve the agenda as presented, seconded by Adam. Motion carried.

The minutes from the October 16th meeting were reviewed. Adam made a motion to approve the minutes from the previous meeting, seconded by Kory. Motion carried.

See no other visitors present, the Employee Open Forum was omitted.

A motion was made by Tim to proceed into Closed Session in order to explain and discuss a recently received Alternative Standard request (2017-G) by an employee. The motion was seconded by Adam. Motion carried.

Upon completion of the Alt-Standard 2017-G discussion, Marvin motioned to exit Closed Session. The motion was seconded by Russ. Motion carried. Upon exiting, Tim voiced the reason for the Closed Session again and asked for a motion relative to the same. Russ motioned to maintain consistency in allowing the same formula for adjusting the point totals to omit the remainder of 2017 as being removed from this employee's anticipated exercise routine as has been in earlier cases. Marvin seconded the motion. Motion carried.

The earlier held flu shot clinic was briefly discussed. There were no apparent difficulties that needed further review or correction. All seemed to have progressed well.

The recently held educational class, "Sneaky Sodium was discussed". Tim mentioned that participation in the classes have waned, yet some are requesting the viewing of the video's afterwards also. There was some discussion on either altering the "in person" participation verses "watching the video" to garner better attendance. However, it was also noted that some employees do not have the work schedule to make an easy variation.

Tim reminded the group that for both November & December there will be two variations of "Holiday Bingo" as mini-challenges. November's is currently in progress.

Tim and Lori both updated the WC on recent discussions with Karen Rehm of Madonna concerning the upcoming 2018 Health Fair. Lori & Tim both agree that making a move toward "online registration" to participate in the Health Fair would be beneficial to both the employee and Wellness Committee members. The WC also agreed in mass this would be our target approach leading up to the Fair. Tim & Lori stated that the Health Fair would likely occur on both February 14th and 15th from 5:00 a.m. to 8:00 a.m. at the Courthouse and LEC respectively. *

Tim noted any suggestions for topics placed in the November newsletter to please let him know.

The WC was reminded of the three-available online NIRMA classes available until the end of the year.

Tim is working to invite the CHI vendor to an upcoming meeting to begin discussions on using an online portal for employees to document their wellness activities. He will again invite this vendor do a presentation for the committee at the December meeting.

The updated "draft" of the 2018 Wellness Program was presented and discussed. Discussion was held on how the books will be printed/assembled for 2018 using an outside source. After review, Russ motioned to accept the "draft" as presented, to then be forwarded to the County Board for approval at the November 28th meeting. Adam seconded the motion. Motion carried.

Russ updated the WC on continued discussions with NACO regarding possibilities for a unified Program.

The next regular meeting has been scheduled for December 11th at 8:30 a.m. in the Assembly Room.

There being no further new business, the meeting was adjourned.

Respectfully submitted by Tim McDermott, Chair & Pseudo-Secretary

**Post meeting update: It is learned that the 2018 Health Fair has found altered dates: Feb 20th & 21st, 2018.*