

Saline County, Nebraska



January, 2018  
Volume 5, Issue 1

# Saline County Employee Newsletter

## HEALTHY HABITS TO ADOPT THIS NEW YEAR FOR A HAPPIER NEW YOU

*by Robyn Whalen*

We all know that New Year's resolutions don't always lead to success. In fact, most of them fail – with only eight percent of people following through with their resolutions. And while we believe that developing a New Year's resolution dedicated to improving your health is a fantastic idea, it might not be the best approach.

Rather than having one specific New Year's resolution this year, try adopting some healthy habits that are more likely to stick with you over a long period of time. Focusing on forming healthy habits is a bit more realistic and easier than having a resolution of losing 20 pounds, for example. You'll be more likely to see results and improve your wellbeing by developing habits that will keep you healthy and happy year after year.

*(Continued page #2...)*



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*“Providing opportunities for employees to develop healthier lifestyles and supporting an adoption of habits attitudes contributing to their positive well-being.” - Saline County Wellness Committee*

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## HEALTHY HABITS TO ADOPT

CONTINUED FROM FRONT PAGE...

So, if you want 2018 to be your healthiest and happiest year yet, consider adopting some of these seven healthy habits for a happier “new you”:

### **Focus on your mental health.**

When it comes to health, many of us focus on our body and not enough on our mind. But your mental health is just as important as your physical health! With 1 in 5 American adults experiencing a mental illness in a given year, it's crucial that you learn to prioritize your mental wellbeing. Focus on your mental health this upcoming year by taking a break from social media, spending more time outdoors, and speaking with a mental health professional when you feel overly stressed, anxious, or depressed. And don't be afraid to take a mental health day when you need one!

### **Eat less sugar.**

Eating sugar is a vicious cycle! In fact, many of us are sugar addicts. Researchers found that sugar stimulates brain pathways the same way as an opioid would. Even scarier, sugar is just as unhealthy as it is addictive. Too much added sugar in your diet can lead to major health issues like obesity, high blood pressure, a weak immune system, and liver damage – just to name a few! Fight your sweet tooth this New Year by focusing on whole, unprocessed foods and limiting your trips to the candy bowl. Check out some of these delicious low-sugar meals for inspiration.

### **Participate in your company's wellness program.**

One of the simplest things you can do to improve your wellbeing is participating in your company's employee wellness program. Take advantage of any and all offerings including screenings, flu shots, and employee wellness days. After all, these offerings are free, so why not take advantage? Be sure to also participate in any wellness challenges and health education opportunities. You'll learn some great tips that will help lead a healthier and happier life.

### **Eat more fruits and veggies.**

According to the Harvard School of Public Health, the average American consumes a total of only three servings of fruits and vegetables daily. This is really a shame because eating more fruits and veggies is one of the simplest and most delicious ways to lose weight, prevent certain diseases, and get more essential nutrients. Make it a habit to eat at least five servings of fruits and veggies every day in 2018.

### **Make time for self-care.**

Daily life can be a bit chaotic. With the amount of stress that adults face on a daily basis, practicing self-care is essential to a clear mind and overall wellbeing. Make it a habit this New Year to practice some self-care for at least 15 minutes every day. Self-care can include meditating, reading, journaling, taking a bath, getting a massage, or working on one of your favorite hobbies.

*(continued on page...4)*

JAN  
2018



# BUDGETING BASICS

Financial wellness  
is within reach!

Ever wonder where all your money goes? Are you tired of living paycheck to paycheck? Do you want to take the money fights out of your marriage? Maybe you just have that nagging feeling that you could be handling your finances better. Most of us know what we should be doing — saving more money, spending less on credit — but we don't always know how to implement a plan to move toward financial wellness. A personal monthly budget is the tool that will bring order out of financial chaos.

**HELPNET WEBINAR AVAILABLE ON  
DEMAND STARTING JANUARY 1**

To access Continuum's HelpNet, simply visit **4continuum.com** and complete the member login at the top of the page. From HelpNet's home page, click the featured webinar of the month.

*Available anytime, any day, Continuum EAP is a free, confidential program to help you balance your work, family and personal life.*

## COURTHOUSE PARKING LOT



As the  
Court-  
house  
Addition

nears completion, all employees should make reasonable attempts to use the new northside parking lot. This will help provide the best access to visitors entering/exiting the building throughout the day. *“Restore your human legs as a means of travel. All of us rely on food for fuel while the majority need no special parking spaces.”* -Lewis Mumford

## JANUARY WELLNESS QUESTION OF THE MONTH

The new American Heart Association blood pressure guidelines will statistically increase the number of adults with high blood pressure to what percentage of the population?

- A. 28%
- B. 32%
- C. 41%
- D. 46%

BONUS: 25 WELLNESS  
POINTS for correct answer

*\*Answer to the December  
Question: “Bethlehem”*

Email your name and correct  
answer to: [salinewell-  
ness@gmail.com](mailto:salinewellness@gmail.com)

*\*All answers submitted for  
the Question of the Month  
must be received prior to the  
subsequent month’s newsletter  
distribution.*

## POST-HOLIDAY BUDGET CHALLENGES



The holidays are near complete. Will you soon start fretting about how to pay the bills? Don’t panic in January, quarrel, or point a finger. Plan a family budget meeting to avoid all that. And don’t forget that Continuum EAP has resources to help you. Continu-

um’s financial coaches can help you investigate where your money is going and provide ideas on how to save money in hidden places. Whether it is commuting with coffee instead stopping for a latte, or cutting the cable channel extras no one uses, you can potentially save cash that’s slipping through your fingers right now.

**Hint:** Commit to a written plan so you have a better chance of following through.  
-end

## HEALTHY HABITS TO ADOPT

CONTINUED FROM FRONT PAGE #2

### Practice gratitude.

While it seems like the “season” of gratitude is coming to an end, gratitude should be practiced year-round. Research has shown that gratitude has a positive impact on health and wellbeing, including better sleep habits, lower blood pressure, more energy, and less stress. Make it a habit to express gratitude at least once a day. To help the habit stick, consider starting a gratitude journal to track your thoughts.

### Treat your gut right.

Many of us seriously neglect our gut health. A healthy gut is

extremely important to your overall health and wellbeing – as it affects your entire body, including your brain! Make it a habit to pay more attention to your gut health this year. You can treat your gut right by lowering your stress levels, eating gut-supporting foods, and consuming more probiotics.

Remember that developing healthy habits takes some time and patience. Consider adopting one healthy habit at a time so that you don’t stress yourself out.

Here’s wishing everyone a healthy and happy New Year!

-end



# NEW BLOOD PRESSURE GUIDELINES AND YOUR WELLNESS PROGRAM

—ROBYN WAYLEN—W/LIBERTY

The American Heart Association (AHA) has changed the definition of hypertension (high blood pressure) for the first time in 14 years. Previously, the standard for stage one of hypertension was 140/90, and has now been revised to 130/80. The previous standard, 140/90, is now considered stage two of hypertension. *(This, along with the following information, should be kept in mind as a result of the upcoming Health Fair.)*

What does this guideline revision mean for us? Millions more of American adults will be diagnosed with hypertension. The percentage of adults living with high blood pressure has increased from thirty-two to forty-six percent with the new guidelines in place. This means that nearly half of adults are at risk for serious health problems due to hypertension.

According to the AHA, the new guideline is designed to help people take preventative steps to control their blood pressure earlier in life. This is especially important because hypertension is a major risk factor for heart disease and stroke, which are the two leading causes of death in the world.

Millions of Americans will need to lower their blood pressure to fit with these guidelines. The good news is that the AHA reported that the new guideline doesn't mean there will be

a massive increase in the number of people who will need to take medication to control their blood pressure.

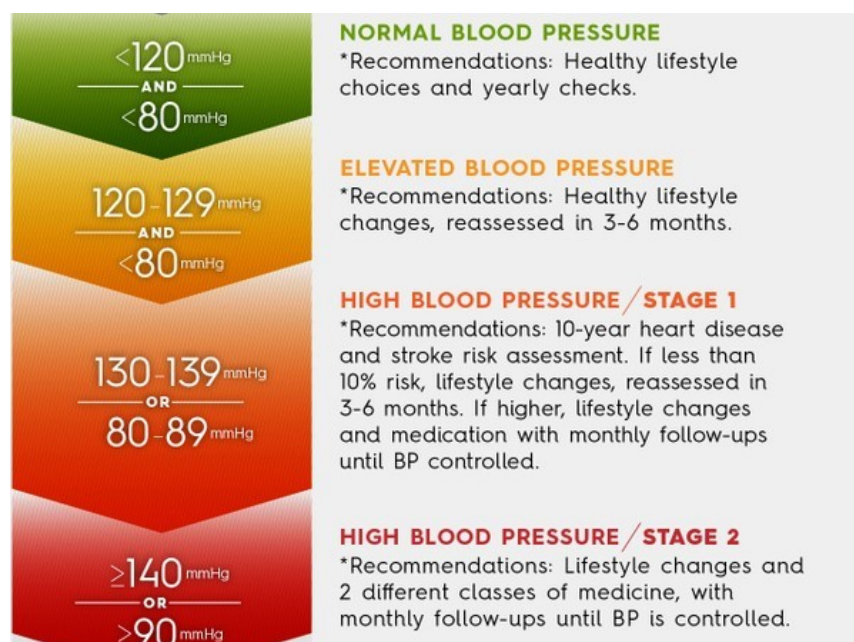
The AHA stated that of the estimated 14% more adults to be classified with high blood pressure, about 1 in 5 will need medication. Instead of taking medication, many of these people will need to focus on holistic lifestyle changes to maintain healthy blood pressure.

Thankfully, there are many ways to keep your blood pressure under control before medication is needed. Maintaining a healthy lifestyle is the best way to prevent high blood pressure and reduce your risk for heart disease and stroke. Here are some ways to naturally lower blood pressure that you can share with your employees:

- Reduce your sodium intake
- Drink responsibly
- Exercise regularly
- Maintain a nutritious diet
- Reduce stress
- Get more potassium

Along with keeping healthy habits, one of the best things you can do for your blood pressure is to track it frequently. Visit your doctor regularly and participate in your company's biometric screenings to test your key health numbers, including blood pressure. You can also keep track of your blood pressure easily at home with a blood pressure monitor.

Untreated hypertension is commonly referred to as the "silent killer" due to the lack of symptoms. It's the second leading cause of heart disease and stroke deaths – only second to smoking. Educating employees about their blood pressure level and encouraging them to practice a healthy lifestyle is the best way to prevent the health consequences of hypertension. -end





# ***Saline County Health Screening***

## ***Taking Action For A Healthier 2018!***

### **What's In It for Me?**

- Savings:** Free on-site health screening saves you time and money.  
PLUS you receive **500 WELLNESS POINTS!**
- Support:** Education and goal-setting plans give you the superpowers  
to become your own health crusader.

## **Saline County Health Screening**

**Tuesday, Feb. 20th (5:00 am-8:00 am)**

***Law Enforcement Center: 911 S. Main Street***

**OR**

**Wednesday, Feb. 21st (5:00 am-8:00 am)**

***Saline County Courthouse– Assembly Room***

### **Health Screen Includes:**

- Key Lab Measures for Heart Risk, Diabetes & Metabolic Syndrome (CBC, Cholesterol, Triglycerides, LDL, HDL, Glucose & more)
- Biometric Measures: Weight, Waist, Blood Pressure, Body Fat % & BMI
- Hemoglobin (A1C) included

### **Additional Details:**

- Avoid eating or drinking anything other than water for 8-10 hours before your appointment.
- You can take medications (with water) the morning of your health screening.
- Remember to drink plenty of water the day before the screening so you are well hydrated.
- Optional tests: Vitamin D (\$40), Cortisol-stress hormone (\$45), Thyroid (TSH-\$10), and Prostate (PSA-\$20).

**To Sign-Up:** Saline County employees can sign up using the online scheduler. You will be receiving an email from Tim McDermott with a link to the scheduling system.

**Questions:** Call Tim at (402) 821-3900 if you have questions or if you are not able to attend the health screening events.

**Deadline to Sign Up: Tuesday, February 13th!**



# Saline County 2018 Health Screening

## Frequently Asked Questions

**Tuesday, Feb. 20th — Law Enforcement Center (5:00 am-8:00 am)**  
**OR**

**Wednesday, Feb. 21st — Saline County Courthouse (5:00 am-8:00 am)**

### Why should I participate in the health screening?

The health screening process provides an opportunity for you to know your personal health numbers, what the healthy ranges are, and ways to maintain or improve your health. **You save valuable time and money since the screens are offered in the workplace and paid for by Saline County—and you receive 500 wellness points!**

### What is involved in the health screening process?

- The health screening includes lab draws and biometric measures. Lab results include: cholesterol, triglycerides, LDL, HDL, and glucose and other key lab values. Biometric measures include: blood pressure, weight, body mass index, % body fat, and waist measure.
- Optional Tests: Vitamin D testing (\$40) and Cortisol- stress hormone (\$45), Thyroid (TSH-\$10), and Prostate (PSA-\$20).
- Allow approximately 15 minutes to complete the screening.

### How do I schedule my health screening appointment?

Saline County employees can sign up using the online scheduler. You will be receiving an email from Tim McDermott with a link to the scheduling system.

**Deadline to Sign Up: Tuesday, February 13th!**

### Why do I need to fast?

- The blood profile requires fasting so that your screening results provide you with the most accurate picture of your current health status. **Avoid eating or drinking anything other than water for 8-10 hours before your appointment.**
- **Drink plenty of water the day before the screening so you are well hydrated and it will make it easier to give a blood sample.** You can drink water and take medications (with water) the morning of your health screening.  
Please - no coffee, tea, pop or nicotine before your screening appointment.

### How much does it cost?

**The screening is FREE for all Saline County employees. The health screening is also free for spouses on the County's BCBS health insurance plan.** Madonna will file an electronic medical claim for the lab work for participants who are on the plan. The lab work is covered as a routine preventative service through our plan. You will receive an EOB (Explanation of Benefits) from BCBS listing the lab services provided and associated costs. Dr. Stalder from Madonna, will be listed as the physician. Please know that the EOB is not a bill and the lab cost is covered 100% through our preventative services benefit. You do not need to do anything with the EOB—it is a standard procedure when a medical claim is submitted.

### Who will see my results?

Your results are for your eyes only. Madonna Fit for Work will ensure that your personal health information is kept confidential. You will receive your own personal Health Risk ScoreCard that is based on your lab results and biometric measures. The Health Risk ScoreCard is scientifically linked to how likely you are to develop diabetes, metabolic syndrome or heart disease in the next 10 years.

### Will my health screening results be sent to my physician?

Madonna Fit for Work will fax a copy of your screening results to your physician, please bring the name of your physician and a fax number to your screening appointment.

### When will I get my results?

You will receive your wellness packet **during the Know Your Numbers presentation on Wednesday, March 14th at 10:00 am** located in the **county court room**. If you are unable to attend, your wellness packet will be distributed to you after the meeting by a committee member.

JANUARY—MARCH,  
2018 - NIRMA ONLINE  
UNIVERSITY CLASS

The upcoming quarter offers the following NIRMA Online University course in which to earn 75 Wellness incentive points by successfully completing the following offering:

- ◆ “Sexual Harassment in the Workplace”

\*Next Wellness Committee Meeting: Monday, January 8, 2018 in the Commissioners Room, 8:30 a.m.

\*Next Safety Committee Meeting: Wednesday, February 7, 2018 in the Courthouse Assembly Room, 8:30 a.m.

WELLNESS COMMITTEE

204 S High, Wilber, NE 68465  
Phone: 402-821-2588  
Fax: 402-821-3319 E-mail:  
[salinewellness@gmail.com](mailto:salinewellness@gmail.com)

[co.saline.ne.us/webpages/committees/wellness.html](http://co.saline.ne.us/webpages/committees/wellness.html)

Log onto the Wellness webpage online to review meeting minutes, Wellness newsletters, annual Program document and Fitness Center information.



## 2018 HEALTH FAIR

The Wellness Committee is working to scheduled February 20-21, 2018 from 5:00 a.m. to 8:00 a.m. at both the Courthouse and the LEC respectively for the upcoming Annual Health Fair;

- February 20, 2018 at the Law Enforcement Center from 5:00 am – 8:00 am
- February 21, 2018 in the Courthouse from 5:00 am – 8:00 am.

There will be a new registration process that will allow employees to choose their available time and location in which to participate by way of an “online portal”. Consult your supervisor if you have no access to a computer in which to do so. (See documentation in this newsletter for additional information.) -end

## 2017 WELLNESS PROGRAM ENDS

**NOTICE:**

1. In order to claim your Wellness incentives earned in 2017, employees will need to return their program booklets, and sealed medical verification forms in the envelop provided, to the Wellness Committee via Jamie Houser at the Assessor’s office on or before January 5, 2018.
  - Please ensure that all medical and tobacco affidavit forms are placed in your sealed medical envelop **ONLY**
1. Write down the anticipated benefit you’re anticipating with the points thus far calculated. The Committee will review and tabulate final points after the 2018 Health Fair.
2. The Wellness Committee will provide notification of the total incentive points earned once they are tabulated.
3. An announced ‘protest period’ will be opened in order to insure proper calculation of points—*Protests are intended to report miscalculations of points –end*

## 2018 WELLNESS PROGRAM BEGINS

**NOTICE:**

2018 Wellness Program packets have been distributed to each county department during the last week of December. Speak to your supervisor if you have not received yours. Call 821-3900 with any questions. –end

*NOTE: Articles found in this newsletter are for informational purposes only and are not intended as medical advice. For further information, please consult a medical or legal professional.*



Saline County, Nebraska



February, 2018  
Volume 5, Issue 2

# Saline County Employee Newsletter

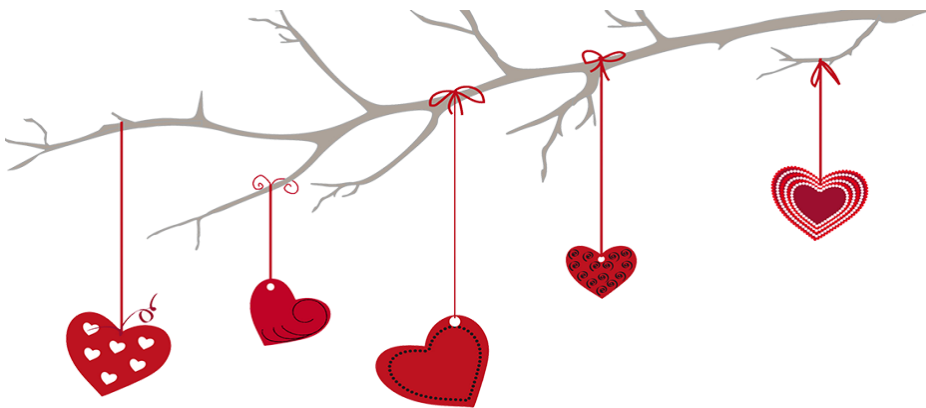
## 7 TIPS TO HELP YOU HAVE YOUR BEST BIOMETRIC SCREENING YET

by Robyn Whalen—edited for Saline County

Yearly screenings are one of the most important aspects of a successful workplace wellness program. Results of these screenings offer a lot of valuable insight to our employees' overall health and provide them with their key health numbers, including body mass index (BMI), blood pressure, glucose, cholesterol, and triglycerides.

These results can be used to track wellness progress year after year, and help keep us motivated to making healthier lifestyle choices. You might have noticed that not every employee was thrilled with their results in the past.

It's normal for most employees to be a bit nervous about what their screening results will say. No one wants to see their numbers fall into unhealthy ranges! *(Continued on next page...)*



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*“Providing opportunities for employees to develop healthier lifestyles and supporting an adoption of habits attitudes contributing to their positive well-being.”* - Saline County Wellness Committee

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## BIOMETRIC SCREENING—CONT. FROM PG #1

It's important that we each understand that a biometric screening is just a snapshot of our health at any given moment. It shows us what our numbers are on the specific day and time of their screening. While the screening can be an excellent indicator of overall health, it doesn't always paint the whole picture.

With this being said, it's good for everyone to know that our results can be impacted by health behaviors in the few days leading up to the screening. That's because some of the health metrics at a biometric screening event are pretty sensitive. They pick up on subtle behaviors we might engage in.

Fortunately, there are things we can do to make sure screening results are as accurate and as healthy as possible. By paying close attention to our own habits leading up to the screening, we'll be able to display the healthiest and most natural numbers that are closest to our baseline health level.

These seven tips may help ensure the healthiest (and most accurate!) biometric screening yet:

### **Stay calm and act natural.**

It's important to stay calm and sit still during your screening. Your body's best health level will be when you are at rest. This is because your body won't be trying to compensate for anything else you might be doing while trying to get screened. Acting normally is the easiest way to ensure an accurate screening that truly represents your health.

In the days leading up to your screening, go through your usual routine. Eat the things

you'd usually eat, exercise as much as you'd usually exercise, and work like you'd usually work. If you act natural, you're more likely to get accurate results.

### **Fast.**

Madonna is asking you to fast for 8-10 hours before your biometric screening. This is because fasting from food and beverages (besides water) is one of the best ways to ensure accurate screening results. For this reason, our screenings are in the morning. So, remember to save your breakfast until after your screening! If you tend to feel extra hungry or lightheaded from skipping breakfast, be sure to schedule your screening appointment as early in the morning as possible so that you can eat right after.

### **Pay attention to sugar.**

Be sure to keep an eye out for extra sugary foods the day before your screening. Consuming too many sugary foods – like candy, fast food, or soda – the night before or the morning of your screening can impact your results. Metrics like blood sugar and cholesterol can be affected directly by the foods you eat. While it's important to keep up with your regular diet to receive the most accurate results, it's not a good idea to binge on candy or treats the night before.

### **Limit the drinks.**

Drinking too much alcohol the day before your screening can also mess with your results. As your body tries to recover and purge the alcohol from your system, it'll be working in ways that aren't necessarily normal for

Drink your water!



# 28 DAY WATER CHALLENGE

by pepperscraps.com

Day1 

Day2 

Day3 

Day4 

Day5 

Day6 

Day7 

Day8 

Day9 

Day10 

Day11 

Day12 

Day13 

Day14 

Day15 

Day 16 

Day 17 

Day 18 

Day 19 

Day 20 

Day 21 

Day 22 

Day 23 

Day 24 

Day 25 

Day 26 

Day 27 

Day 28 

## 28 Day Water Challenge Rules

This Challenge runs through the month of February—28 days! Participants will receive one (1) point for each day in which four 8oz glasses of water are drank. In addition to that one point, any day that involves the drinking of additional 8oz glasses of water (*limited to 8 glasses*), will receive another (1) point. (*There is then the possibility of earning a total of 56 points for your efforts in this challenge.*) Tally Sheets are to be returned to Jamie Houser or Tim McDermott by March 15th.

**NOTE:** Water = H<sub>2</sub>O or H<sub>2</sub>O with natural additives—such as lemon or other fruit. No flavored powders, coffees, teas or other such products containing caffeine, alcohol or carbonation are to be substituted for water.

## COURTHOUSE PARKING LOT



As the  
Court-  
house  
Addition

nears completion, all employees should make reasonable attempts to use the new northside parking lot. This will help provide the best access to visitors entering/exiting the building throughout the day. *"Restore your human legs as a means of travel. All of us rely on food for fuel while the majority need no special parking spaces."* -Lewis Mumford

## FEBRUARY WELLNESS QUESTION OF THE MONTH

Scientists are finding that six weeks of intense exercise — short bouts of interval training over the course of 20 minutes — produced significant improvements in what?

- A. Memory
- B. Heart Rate
- C. Calcium Retention
- D. Balance

BONUS: 25 WELLNESS  
POINTS for correct answer

*\*Answer to the January  
Question: "46%"*

Email your name and correct  
answer to: [salinewell-  
ness@gmail.com](mailto:salinewellness@gmail.com)

*\*All answers submitted for  
the Question of the Month  
must be received prior to the  
subsequent month's newsletter  
distribution.*

## AVOIDING SEXUAL HARASSMENT IN THE WORKPLACE—CHAD ENGLE, NIRMA

Lately it seems the news outlets have nothing to report on but claims of sexual harassment. In an effort to keep our member counties and agencies out of the press for similar reasons, I have chosen the topic of sexual harassment for this month's safety short article.

As employers, we have a duty to provide a harassment free workplace. Our goal is to create a culture where it is clear that harassment is not tolerated. We do this by developing a workplace harassment policy that defines sexual harassment, clearly states what behavior is unacceptable, defines the reporting procedure and states what the consequence of such behavior are.

All employees shall be provided training as well. Employees need training on what behaviors are not acceptable along with training on how to deal with inappropriate behavior and reporting procedures.

Supervisors and managers shall be trained on how to nip unwanted behaviors in the bud. This includes the difficult task of having uncomfortable conversations with employees about their behavior.

NIRMA's 2018 spring regional seminar series will provide training on this facet of leadership and coaching employees. I strongly urge you to attend if you are able.

With a policy in place and appropriate training provided to our employees, we are in a much better position to avoid and defend workplace harassment claims. However, employers still need to actively and aggressively work to identify and stop unwanted behaviors. Employers need to take all workplace harassment complaints seriously and investigate them thoroughly. Once the investigation is complete, immediate action should be taken in accordance with your policy.

NIRMA provides multiple options to train your employees on workplace harassment. We can provide in-person training or you have the option of utilizing NIRMA Online University to train managers and employees.

Please contact me at  
[chad@nirma.info](mailto:chad@nirma.info) or  
1.800.640.6671 if you have  
any questions or would like to  
arrange for a training session.

—end



## 7 TIPS —CONTINUED FROM PAGE #2

you. Your blood sugar and blood pressure can start to skyrocket. If you want to indulge in a drink the night before, try to stick with just one or two for best results!

### **Try not to stress.**

Stress impacts your blood pressure. So, try not to schedule your screening appointment after a stressful event. If you're stressing over a big project while at your screening, or if you walk straight in from a big meeting, you're likely to have a higher-than-normal blood pressure reading.

### **Know your meds.**

There's no need to stop taking any prescribed medications before your screening. But it is important to know which medications you're on, how they interact with one another, and what the potential side effects might be. All of those things can lead to whacky screening results.

### **Understand your results.**

One of the most important parts of your biometric screening experience is to be sure that you understand your results. Madonna will schedule a date and time in which to go over what your results mean. It's important not to skip this step because without understanding what your numbers mean, you won't know how to improve certain areas of your health. Madonna provides a way in which to fax results directly to your doctor. So don't be afraid to call your primary doctor to go over your results.

A biometric screening is an excellent peek into the health of our workforce. But it's just that — a peek. To get the most accurate, healthy screening results possible, we should all understand how our health behaviors might impact the results. -end

## EMOTIONAL INTELLIGENCE WITH CUSTOMERS

Research shows stress for those in customer service often results from dealing with the adverse emotional reactions of customers. You can influence reactions for the better and reduce your stress.

### *Try this emotional intelligence-boosting exercise to observe this dynamic up close:*

For the next couple of days, observe the emotions of your customers. Notice how and when these emotional reactions change and whether they are positive, negative or neutral. Consider your role in influencing these changes. Spend another three days attempting to influence your customers' emotional states so they remain positive. Then analyze: Did you experience less stress over those three days? If yes, you have increased your emotional intelligence because you have discovered and consciously used your ability to identify emotional states in others, and you can determine how to improve the quality of relationships with this information. -end

## BELIEVE IN YOUR NEW YEAR'S RESOLUTION

There are many reasons for not accomplishing a New Year's resolution, but one you may not fully appreciate is a lack of belief in your ability to be successful. You may want and hope to be successful with your goal, but a barely noticeable, negative self-talk script doubting your ability will make your goal elusive. An affirmation is a positive statement that you declare to be true and that you repeat frequently in a manner that allows it to sink in.

Assertiveness, determination, feeling that success is inevitable, quickly dismissing setbacks, and ignoring others' negativity are critical skills in achieving any goal. A gut belief in your anticipated success, made possible by affirmations, allows these skills to carry you to the finish line. -end



## ***Saline County Health Screening***

### ***Taking Action For A Healthier 2018!***

#### **What's In It for Me?**

- Savings:** Free on-site health screening saves you time and money. PLUS, you receive **500 WELLNESS POINTS!**
- Support:** Education and goal-setting plans give you the superpowers to become your own health crusader.

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*Law Enforcement Center: 911 S. Main Street*

**OR**

**Wednesday, Feb. 21st (5:00 am-8:00 am)**

*Saline County Courthouse: Assembly Room*

#### **Health Screen Includes:**

- Key Lab Measures for Heart Risk, Diabetes & Metabolic Syndrome (Cholesterol, Triglycerides, LDL, HDL, Glucose & more)
- Biometric Measures: Weight, Waist, Blood Pressure, Body Fat Percentage and BMI
- Hemoglobin (A1C) and Thyroid-Stimulating Hormone (TSH) are available to you at no cost if you are on the Saline County Health Insurance plan. (Otherwise, costs would be \$10 for TSH and \$25 for the A1c test.
- Other optional tests include: Prostate (PSA \$20), Vitamin D (\$40), Cortisol-stress hormone (\$45).

#### **Additional Details:**

- **Avoid eating/drinking other than water for 8-10 hours** before your appointment.
- You can take medications (with water) the morning of your health screening.
- Remember to drink plenty of water the day before the screening so you are well hydrated.
- Avoid caffeinated coffee, tea, pop, energy drinks and nicotine before your appointment.

**To Sign-Up:** Saline County employees will sign-up and reserve a time-slot using the online scheduler.

**Questions:** Call Tim at (402) 821-3900 if you have scheduling questions or if you are not able to attend the health screening events.

**Deadline to Sign Up: Tuesday, February 13th!**





# Saline County 2018 Health Screening

## Frequently Asked Questions

**Tuesday, Feb. 20th — Law Enforcement Center (5:00 am-8:00 am)**

**OR**

**Wednesday, Feb. 21st — Saline County Courthouse (5:00 am-8:00 am)**

### Why should I participate in the health screening?

The health screening process provides an opportunity for you to know your personal health numbers, what the healthy ranges are, and ways to maintain or improve your health. **You save valuable time and money since the screens are offered in the workplace and paid for by Saline County —and you receive 500 wellness points!**

### What is involved in the health screening process?

- The health screening includes lab draws and biometric measures. Lab results include: cholesterol, triglycerides, LDL, HDL, and glucose and other key lab values. Biometric measures include: blood pressure, weight, body mass index, % body fat, and waist measure.
- The Thyroid Stimulating Hormone (TSH) and Hemoglobin A1c tests are available at no cost to you if you are on the Saline County insurance plan. If you are NOT on the Saline County insurance plan, you would pay \$10 for the TSH test and \$25 for the A1c test.
- Optional Tests: Prostate for men (PSA-\$20), Vitamin D (\$40), Cortisol (stress hormone-\$45). Payment is due at the time of your health screening appointment. Checks should be made out to "Saline County".
- Allow approximately 15 minutes to complete the screening.

### How do I schedule my health screening appointment?

Saline County employees can sign up using the online scheduler. You will be receiving an email from Tim McDermott with a link to the scheduling system. Click the link, create an account by entering your name and a password, select an appointment time on either of two days listed, answer the questions and decide if you want an emailed appointment reminder.

**Deadline to Sign Up: Tuesday, February 13th!**

### Why do I need to fast?

- The blood profile requires fasting so that your screening results provide you with the most accurate picture of your current health status. Avoid eating or drinking anything other than water for 8-10 hours before your appointment.
- Drink plenty of water the day before the screening so you are well hydrated and it will make it easier to give a blood sample. You can drink water and take medications (with water) the morning of your health screening. **Please - no coffee, tea, pop or nicotine before your screening appointment.**

### How much does it cost?

**The screening is FREE for all Saline County employees. The health screening is also free for spouses on the County's BCBS health insurance plan.** Madonna will file an electronic medical claim for the lab work for participants who are on the plan. The lab work is covered as a routine preventative service through our plan. You will receive an EOB (Explanation of Benefits) from BCBS listing the lab services provided and associated costs. Dr. Stalder from Madonna, will be listed as the physician. Please know that the EOB is not a bill and the lab cost is covered 100% through our preventative services benefit. You do not need to do anything with the EOB—it is a standard procedure when a medical claim is submitted. (Employees and others are still responsible for payment for optional tests chosen.)

### Who will see my results?

Your results are for your eyes only. Madonna Fit for Work will ensure that your personal health information is kept confidential. You will receive your own personal Health Risk ScoreCard that is based on your lab results and biometric measures. The Health Risk ScoreCard is scientifically linked to how likely you are to develop diabetes, metabolic syndrome or heart disease in the next 10 years.

### Will my health screening results be sent to my physician?

Madonna Fit for Work will fax a copy of your screening results to your physician, please bring the name of your physician and a fax number to your screening appointment.

### When will I get my results?

You will receive your wellness packet during the Know Your Numbers presentation on Wednesday, March 14th at 10:00 am located in the Assembly Room. If you are unable to attend, your wellness packet will be distributed to you after the meeting by a committee member.



**JANUARY—MARCH,  
2018 - NIRMA ONLINE  
UNIVERSITY CLASS**

The upcoming quarter offers the following NIRMA Online University course in which to earn 75 Wellness incentive points by successfully completing the following offering:

- ◆ “Sexual Harassment in the Workplace”

\*Next Wellness Committee Meeting: Monday, February 12, 2018 in the Assembly Room, 8:30 a.m.

\*Next Safety Committee Meeting: Wednesday, February 7, 2018 in the Courthouse Assembly Room, 8:30 a.m.

**WELLNESS COMMITTEE**

204 S High, Wilber, NE 68465  
Phone: 402-821-2588  
Fax: 402-821-3319 E-mail:  
[salinewellness@gmail.com](mailto:salinewellness@gmail.com)

[co.saline.ne.us/webpages/  
committees/wellness.html](http://co.saline.ne.us/webpages/committees/wellness.html)

Log onto the Wellness webpage online to review meeting minutes, Wellness newsletters, annual Program document and Fitness Center information.



## 2018 HEALTH FAIR

The Wellness Committee is working to scheduled February 20-21, 2018 from 5:00 a.m. to 8:00 a.m. at both the LEC and Courthouse the respectively for the upcoming Annual Health Fair;

- February 20, 2018 at the Law Enforcement Center from 5:00 am – 8:00 am
- February 21, 2018 in the Courthouse from 5:00 am – 8:00 am.

There is a current and open registration process allowing employees the ability to choose their available time and location to participate by way of this “online portal”. Consult your supervisor if you have no access to a computer in which to do so:

<https://pickatime.com/Madonna/client?event=318238>

- **DEADLINE** to sign up is Tuesday, February 13th

(See documentation in this newsletter for additional information.) -end

## 2018 WELLNESS PROGRAM UNDERWAY



2018 Wellness Program packets have been distributed to each county department during the last week of December. Speak to your supervisor if you have not received yours. Call 821-3900 with any questions.

Needing an additional reason to be involved in the Wellness Program? Here you go: Exercise can also improve your memory. Yep, the type of memory that allows you to identify your car and distinguish it among others that look just like it and to remember its location.

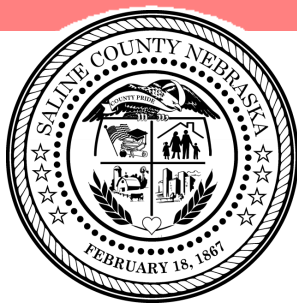
Scientists even found that six weeks of intense exercise — short bouts of interval training over the course of twenty minutes — produced significant improvements in memory, specifically something called “high-interference memory”. You can read more about this connection in an article at [www.dailynews.mcmaster.ca](http://www.dailynews.mcmaster.ca).

So if in doubt, talk to your doctor about exercise. You now you have *another* reason to get moving! -end

*NOTE: Articles found in this newsletter are for informational purposes only and are not intended as medical advice. For further information, please consult a medical or legal professional.*



Saline County, Nebraska



March, 2018  
Volume 5, Issue 3

# Saline County Employee Newsletter

## WANT A HEALTHIER HEART? EAT THESE HEART-HEALTHY FOODS!

by Robyn Whalen—edited for Saline County

We all know the importance of exercise when it comes to promoting heart health, and while exercise is one of the best things you can do for your heart, you shouldn't forget about your diet! What you eat has a huge impact on the health of your heart. There are many healthy foods that provide your heart with the vitamins, minerals, and antioxidants your heart needs to perform its best.

In general, a heart-healthy diet should be filled with whole-grains, healthy fats, lean protein, and lots of fruits and veggies. Highly processed foods that are loaded with unhealthy fats, sugars, and sodium can cause high blood pressure and high cholesterol – which can both increase your risk of heart disease. February was actually American Heart Month, so we think it's never too late to start focusing your diet on heart-healthy foods. Luckily for you, a lot of heart-healthy foods are delicious and can be used in a variety of meals! The following are 11 heart-healthy foods that you should start including in your diet.

(See "Heart Healthy foods" continued on the next page...)



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*“Providing opportunities for employees to develop healthier lifestyles and supporting an adoption of habits attitudes contributing to their positive well-being.”* - Saline County Wellness Committee

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## HEART HEALTHY FOODS—CONT. FROM PG #1

**Salmon.** Salmon, with its omega-3 fatty acids, is one of the best foods for your heart health! The tasty fish has been shown to reduce blood pressure and reduce your risk of blood clots. The American Heart Association recommends eating fatty fish at least twice a week for optimum heart health benefits. For even more health benefits, opt for wild-caught salmon instead of farm-raised salmon when grocery shopping.

**Oatmeal.** This quick, easy breakfast has a lot of heart benefits! Oatmeal is rich in soluble fiber, which can help lower cholesterol, lower blood sugar, and boost your immune system. Just be sure to avoid instant oatmeal – which can be loaded with added sugars. Overnight oats are extremely easy and quick to make, plus they even taste better than the instant version.

**Avocado.** Adding a bit of avocado to your diet can help lower LDL cholesterol (the bad type of cholesterol) and help raise HDL cholesterol (the good type of cholesterol). A healthy cholesterol level will help reduce your risk of developing heart disease.

**Potatoes.** As long as you don't deep fry them or load them with unhealthy toppings, a couple of servings of potatoes a week is great for your heart health. Potatoes are high in potassium, which helps lower blood pressure. They are also loaded with fiber, which has been shown to help lower the risk of heart disease.

**Blueberries.** This delicious fruit is linked to a lower risk of heart attack. Blueberries contain resveratrol and anthocyanin – powerful antioxidants that have been shown to help reduce the risk of coronary heart disease. Ac-

cording to Health.com, blueberries also contain high levels of compounds that help widen arteries, which help blood flow smoothly. Try topping off your plain Greek yogurt with blueberries for breakfast or eat a handful for a heart-healthy afternoon snack.

**Whole-grains.** Consuming enough whole-grains is an essential part of a heart-healthy diet. Whole-grain foods contain a lot of fiber that can help improve cholesterol levels. Examples of whole-grain foods include brown rice, 100% whole-grain pasta, 100% whole-wheat bread, and air-popped popcorn. Just be sure to check the ingredient label when buying packaged foods to ensure it's truly made with whole grains.

**Nuts.** Nuts are a great snack choice for many reasons. Almonds, walnuts, and other nuts help lower cholesterol while giving you a powerful dose of fatty acids. Just be sure to stick with low sodium versions when buying pre-packaged nuts at the store.

**Legumes.** Legumes – like beans, chickpeas, or lentils – contain loads of minerals and fibers, while remaining low in saturated fat. Eating these can help keep your blood pressure in check.

**Extra-virgin olive oil.** Cooking your food in extra-virgin olive oil gives your body a dose of healthy fats. According to Prevention.com, extra-virgin olive oil also contains antioxidants that help unclog your arteries. This is why it's important to use extra-virgin olive oil instead of regular vegetable oil – which is loaded with unhealthy fats that could increase your risk for heart disease. (cont. page #5)

# LOG

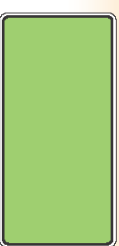
Use this log to keep track of your fruits & veggies each day. When you are able to eat a fruit or vegetable serving, document the type of serving in the box for that day. Earn one (1) point per day in which three (3) servings are consumed. You will receive an additional point on any day in which more than three servings are eaten. Add the total number of points at the end of each week and submit your log total to either Jamie Houser or Tim McDermott. A total of fifty-six (56) points are possible.

PARTICIPANT NAME \_\_\_\_\_

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Weekly Total
Week 1								
Week 2								
Week 3								
Week 4								

TOTAL CHALLENGE POINTS

FRUITS AND VEGETABLES CHALLENGE - begins Sunday, March 4th



## COURTHOUSE PARKING LOT



As the  
Court-  
house  
Addition

nears completion, all employees should make reasonable attempts to use the new northside parking lot. This will help provide the best access to visitors entering/exiting the building throughout the day. *“Restore your human legs as a means of travel. All of us rely on food for fuel while the majority need no special parking spaces.”* -Lewis Mumford

## MARCH WELLNESS QUESTION OF THE MONTH

*“Which one of these just doesn’t belong here; which one of these just doesn’t belong?”*

- A. Rewarding
- B. Measurable
- C. Relevant
- D. Timely
- E. Specific

BONUS: 25 WELLNESS  
POINTS for correct answer

*\*Answer to the February  
Question: “A. Memory”*

Email your name and correct answer to: [salinewellness@gmail.com](mailto:salinewellness@gmail.com)

*\*All answers submitted for  
the Question of the Month  
must be received prior to  
the subsequent month’s  
newsletter distribution.*

## 8 TIPS TO HELP EASE BACK INTO WORKING OUT—[WWW.TOTALWELLNESSHEALTH.COM](http://WWW.TOTALWELLNESSHEALTH.COM)

Between work hours, family commitments, and trying to maintain a social life, it’s easy to get a little off track when it comes to your fitness routine. Even missing a few weeks of working out can really set you back on your health goals. Taking a break from exercise can reduce your sense of motivation and make the gym seem more intimidating than it once was.

When you take an extended break from working out, your body notices. Your blood pressure rises, your endurance starts to decrease, your muscles start to shrink, and you might start feeling a bit grumpier or stressed than you usually are. But the good news is that these changes are completely reversible once you get back into your fitness routine.

Since regular exercise is one of the best things you can do for your health and wellbeing, it’s important to get back into your exercise habit after hitting a rut. If you need a bit of a motivation boost to get back on track with your fitness goals, here are eight tips to help you ease back into workout out:

**Find a mantra.** A mantra is like a personal motto or catchphrase associated with a particular task, situation, habit, or

goal. Using a mantra can help center and inspire you to tackle any challenges you might be facing when it comes to getting back into your exercise habits. Find a mantra that helps inspire you to start exercising again. Remember that this mantra doesn’t need to make sense to anyone except you. Scroll through Instagram or Pinterest to find a mantra that speaks to you. A couple of our favorites include: “your mind gives before your body does” and “find a way, not an excuse.” Repeat your mantra whenever you need an instant boost of motivation.

**Make a goal.** If it’s really been some time since you quit the gym, it might be beneficial to develop a goal to keep yourself motivated. Try setting a SMART

goal (specific, measurable, attainable, relevant, and timely) for best results. A SMART goal can help keep you motivated and on track with your fitness goals. Ask yourself what you hope to accomplish from working out. Do you want to run a 5K in the summer? Do you want to gain muscle? Do you want your jeans to fit more comfortably? Figure out what is it that you wish to accomplish, and turn it into a SMART goal. (cont. page #6)



## HEART HEALTHY FOOD

—CONTINUED FROM PAGE #2

**Green tea.** Sipping on some green tea can help lower cholesterol and triglyceride levels, which helps promote heart health. Green tea is also loaded with amazing antioxidants that help prevent blood clots and provide other cardiovascular benefits.

**Spinach.** This dark, leafy green is loaded with heart-healthy nutrients. It contains high levels of fiber, lutein, potassium, and folate. Spinach is also a very versatile veggie that can be steamed, sautéed, frozen, or eaten raw.

With regular exercise and a heart-healthy diet, you can significantly reduce your risk of developing heart disease – America’s #1 killer. Remember that a healthy diet is all about balance. By replacing a few unhealthy choices with some heart-healthy foods each day, you will greatly improve your heart health in the long run. —end

## Perfectionism: A Chronic Health Issue

New research from a sampling of over 40,000 college students in the UK, Canada and the U.S. shows young people are agitated and struggling with perfectionism. Each participated in a survey called a Multidimensional Perfectionism Scale. Perfectionism is having excessively high personal standards and being overly critical of oneself.

Health consequences from perfectionism can include anxiety, depression, eating disorders, suicidal thinking and physical illnesses. Young people perceive that others are more demanding of them, but they are also more demanding of others and themselves. See the research, and if you are a concerned parent or facing these feelings yourself, consider reaching out to Continuum EAP for assistance. —end

## ELEVATOR SAFETY

For millions of workers, riding in an elevator is an everyday occurrence. If you use the elevators at the Courthouse, follow these “do’s” and “don’ts” from the Elevator Escalator Safety Foundation to help stay safe.



### Do:

- Watch your step when getting in or out of an elevator to avoid tripping.
- Hold the handrail if one is available, and stand next to the walls, away from the door.
- Stay calm if you find yourself stuck in an elevator. Use the elevator’s alarm button or emergency contact button to get help.
- Reassure and calm anyone who is panicked about being stuck in the elevator.
- Stay in a stuck elevator – don’t attempt to pry open the doors. “The inside of an elevator is the safest place to be while the elevator is stopped,” EESF states. Stay quiet and wait for safety instructions.

### Don’t:

- Use an elevator in the event of a fire. Take the stairs instead.
- Get on an overly crowded elevator. It may be reaching its weight capacity, so it’s better to wait for the next one.
- Engage in horseplay.
- Rest on or push someone against a door.

—end

## EIGHT TIPS—CONT. FROM PG #4

**Start small.** Unfortunately, if you've taken some time off from exercise, your first few workouts might feel a bit more difficult than they used to. This is why it's important to start small. Taking on more than you can handle can lead to excessive soreness, fatigue, or even injury. If a weight-lifting session at the gym sounds like too much for you at the moment, try going for a light jog or walk outside just to get yourself moving and feeling good. Once you get used to being more physically active again, you'll be ready to get back to your usual fitness routine.

**Schedule it in.** It's way too easy to skip your workout when it's not a part of your schedule. Determine a regular time that works best for you to go to the gym or get some exercise in. Depending on your work schedule and family commitments, the best time for you to exercise could be first thing in the morning, over lunch break, or right after work. Find what time fits best for your lifestyle and be sure to write it down in your schedule.

**Take rest days.** Rest days are incredibly important for any fitness routine! Taking a rest day will help your muscles heal and rebuild. Taking rest days will also help your body build up endurance and help prevent injuries. But just because it's a "rest day" doesn't mean you can't be active at all. You can still go for a walk or do light cardio on your rest day – just be careful not to do full-body strength training every day without a break.

**Focus on your form.** Taking a break from working out might mean you lost a bit of your technique. Quality is always better than quantity when it comes to exercise. Start slow and concentrate on your movements and breathing to work on your technique and help prevent any injuries. If you're not sure you're using proper form, don't be afraid to ask a personal trainer at your gym for some assistance.

**Find a buddy.** Workout buddies are one of the best ways to get and stay motivated. Finding a friend, family member, or colleague to workout with makes exercise more fun, gives you someone to talk to, and keeps you accountable. If you're not sure where to find a workout partner, try joining a fitness class, use an app, or ask a trainer at your gym.

**Remind yourself of why you're exercising.** Regular exercise is amazing for both your physical and mental health. It helps reduce your risk of many diseases and can help you feel more productive at work. Write down a list of your favorite benefits of physical activity and look at it whenever you need a boost of motivation to get up and get active.

Getting back into the swing of things after a long break from the gym might seem a bit overwhelming at first, but you can easily get back into your fitness routine with a bit of effort and some daily habits. We hope some of the above tips motivate you and help you ease back into working out. Your body will definitely thank you for it!  
—end

**Slow and steady  
wins the race; agreed.  
Fast and steady  
has more chances.**

- Bhavesh Chhatbar

## STAFFERS REFLECT UPON “AMERICAN HEART MONTH”



February was American Heart Month, a federally designated event, which was an ideal time for some Saline County Courthouse staffers to remind each of us to focus on their hearts and encourage us to get their families, friends and communities involved.

The first American Heart Month, which took place in February 1964, was proclaimed by President Lyndon B. Johnson via Proclamation #3566 on December 30, 1963.

The Congress, by joint resolution on that date, has requested the President to issue annually a proclamation designating February as American Heart Month. At that time, more than half the deaths in the U.S. were caused by cardiovascular disease.

While American Heart Month is a federally designated month in the United States, it's important to realize that cardiovascular disease knows no borders. Cardiovascular disease, including heart disease and stroke, remains the leading global cause of death with more than 17.9 million deaths each year. That number is expected to rise to more than 23.6 million by 2030. *—end*



JANUARY—MARCH,  
2018 - NIRMA  
ONLINE  
UNIVERSITY CLASS

This quarter offers the following NIRMA Online University course in which to earn 75 Wellness incentive points by successfully completing the following offering:

- ◆ “Sexual Harassment in the Workplace”

\*Next Wellness Committee Meeting: Monday, March 12, 2018 in the Assembly Room, 8:30 a.m.

\*Next Safety Committee Meeting: Wednesday, May 30, 2018 in the Courthouse Assembly Room, 8:30 a.m.

WELLNESS COMMITTEE

204 S High, Wilber, NE 68465  
Phone: 402-821-2588

Fax: 402-821-3319 E-mail:  
[salinewellness@gmail.com](mailto:salinewellness@gmail.com)

[co.saline.ne.us/webpages/committees/wellness.html](http://co.saline.ne.us/webpages/committees/wellness.html)

Log onto the Wellness webpage online to review meeting minutes, Wellness newsletters, annual Program document and Fitness Center information.



## MARCH HEALTH CHALLENGE



The March 2018 Health Challenge will support our bodies need for fruits and vegetables. You'll be able to use the challenge log found on page #3 of this newsletter to keep track of your consumption of fruits & veggies each day.

**To qualify, the Challenge works as such:**

When you eat a fruit or vegetable serving throughout the days of this challenge, you must...

- List the type of fruit/veggie in the box for each serving that day. *(For you vegetarians, write small— because the boxes are too!)*
- Earn one (1) point per day in which three (3) servings are consumed of either fruits or vegetables.
- You will earn an additional (1) point on any day in which more than three servings are consumed. Add the total number of points at the end of each week and submit your log total to either Jamie Houser or Tim McDermott on or before the April 6th deadline.
- A total of fifty-six (56) points are possible. -end

## SPRING SAFETY TRAINING EVENT



2018 seems to be moving along rather swiftly. The Safety Committee will soon be sending out sign-up sheets for ALL County employees—including supervisors and Elected Officials, to make every effort (if work schedules allow...) to register for one of the two class offerings scheduled for March 21, 2018. It is thought the morning sessions will be from 9:00a to 11:30a. The afternoon

sessions will be from 1:00p to 3:30p.

The topic(s) being covered this spring is “Harassment” in the workplace, in all its various forms. Each session, morning and afternoon, will be presented by two (2) individuals, each covering this topic from different perspectives. We have invited both Gail Sutter of Continuum EAP and Terry Baxter of NIRMA to lead this training. -end

*NOTE: Articles found in this newsletter are for informational purposes only and are not intended as medical advice. For further information, please consult a medical or legal professional.*

Saline County, Nebraska



April, 2018  
Volume 5, Issue 4

# Saline County Employee Newsletter

## HERE'S HOW TO SET THE MOOD FOR A POSITIVE WORKDAY

by Robyn Whalen—Total Wellness Health

Your attitude in the morning sets the tone for the rest of your day. If you walk into work feeling grumpy, chances are, you'll walk out of work feeling grumpy, too. Having a negative mindset at work can lead to added stress, trouble concentrating, and irritability – and none of those are great for your work performance. Arriving to work with a negative attitude can also hold you back from forming any positive social connections in the office.

While we don't always have complete control over our physical surroundings, we are capable of controlling our mindset. Developing a positive mindset before the workday will help you stay productive, optimistic, and mentally healthy – no matter what the day throws at you. So, instead of swatting at your alarm clock and spending your morning dreading the work ahead of you, try out these tips to help you set the mood for a positive workday:

### PRACTICE POSITIVE MORNING THOUGHTS.

If you're not much of a morning person, you probably dread waking up in the mornings. It can be easy to think negative thoughts right when you wake up. Thoughts like, "I have way too much to do today" or "I don't want to get out of bed" will leave you feeling grouchy and irritable. (Continued on page #2...)



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*“Providing opportunities for employees to develop healthier lifestyles and supporting an adoption of habits attitudes contributing to their positive well-being.” - Saline County Wellness Committee*

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## A POSITIVE WORKDAY—CONT. FROM PG #1

So, instead of jumping straight into negative thoughts, start thinking of something to look forward to or a positive thought. If you can't think of something right away, develop a daily mantra to tell yourself each morning right when you wake up. If your first thought of the day is a positive one, you'll be more likely to be in a positive mood for the rest of the day. Some of our favorite morning mantras include:

- ◆ Today, I will choose happiness.
- ◆ Today, I will positively impact someone's day.
- ◆ If I can change my thoughts, I can change anything.
- ◆ To be positive is to be productive.
- ◆ Negative thoughts only have the power I allow them.

### HOLD OFF ON SOCIAL MEDIA.

Many of us check our phones first thing when we wake up. But beginning your day by subconsciously comparing yourself to others will only set you up for a day full of negative thoughts. Research has shown that obsessive social media use can have a negative effect on our mental and emotional wellbeing. Checking social media can also waste a lot of time in the mornings that could be spent doing something much more productive. Try to hold off looking at social media for as long as you can – or maybe even consider taking a bit of a detox!

### PRACTICE MINDFULNESS.

Mindfulness is powerful – and it's one of the best ways to start your workday. Practicing mindfulness on a daily basis will help reduce

stress and set you up for a positive day. According to research published by the American Psychological Association, an analysis of 163 well-designed academic studies found that mindfulness practice had a particularly positive and substantial effect on factors including stress and anxiety management. Reading, coloring, or meditating are some simple ways to practice mindfulness in the morning.

### SET POSITIVE INTENTIONS.

A daily “to-do” list doesn't always have to be filled with responsibilities or tasks. Create a list of intentions for the day to help you remember how you want to feel, and remind you to engage in activities that will keep you feeling happy, positive, and productive all day long. For example, a set of positive intentions might include making a co-worker laugh, getting through your morning commute without feeling stressed, or ending the day on a good note. Bring this list into the office with you as a visual reminder of your positive intentions for the workday.

### UTILIZE YOUR COMMUTE.

Stressful morning commutes or traffic jams can easily put you in a negative mood for the rest of the day. If you have a long commute to work in the mornings, start utilizing this time to help you feel more positive. Listen to a motivational podcast or a pump-up playlist on your way to work to improve your mood and help fight stress. Upbeat podcasts and music can have a positive impact on your attitude and improve your outlook on the rest of the day. (Cont. Page #5...)

## 2018 Impact Survey Instructions



**\*IMPORTANT NOTICE:** Survey officially opens on Monday, April 2, 2018 ---- Survey DEADLINE: Midnight, Friday, April 27, 2018. For current employees, the survey must be completed by this date in order to qualify for 500 Wellness Points for 2018!

1. Login at **<https://impactsurvey.net/>**
2. Click on right grey arrow to forward to next screen
3. Enter the company password: “**saline**” then click enter or right arrow
4. **If first time user** (if you were not employed with Saline County during the screening and survey last year or new to the wellness program):
  - Unique I.D. – enter **your employee ID number** as located on your pay stub
  - Complete section and continue. You will be asked to answer 3 security questions to retrieve your password in future years.
  - Take survey
  - Once survey is finished, your personal report will pop up. If you wish to print your report, click “printer friend version” on left top corner.
5. **If returning user** (if you participating in the Wellness Program – Impact Survey last year):
  - Click on “Sign in Here” in green letters
  - Unique I.D. – enter **your employee I.D. number** as located on your pay stub
  - If you remember your password enter it now
  - If not, click on “forgot password” on bottom left
  - Answer three security questions and click save
  - Enter new password and click save.
  - Click right arrow
  - You will be asked one of your security questions one more time before entering the survey.
  - Take survey
6. Once survey is finished, your personal report will pop up. If you wish to print your report, click “printer friend version” on left top corner.
7. Questions: [tim.mcdermott@saline.nacone.org](mailto:tim.mcdermott@saline.nacone.org)

## COURTHOUSE PARKING LOT



As the  
Court-  
house  
Addition

nears completion, all employees should make reasonable attempts to use the new northside parking lot. This will help provide the best access to visitors entering/exiting the building throughout the day. *“Restore your human legs as a means of travel. All of us rely on food for fuel while the majority need no special parking spaces.”* -Lewis Mumford

### APRIL WELLNESS QUESTION OF THE MONTH

*“Researchers have found that 33% of men reported a behavioral health condition before a worker compensation claim occurred, compared to what % of women?”*

- A. 25%
- B. 40%
- C. 55%
- D. 60%

BONUS: 25 WELLNESS  
POINTS for correct answer

*\*Answer to the March Question: “A. Rewarding”*

Email your name and correct answer to: [salinewellness@gmail.com](mailto:salinewellness@gmail.com)

*\*All answers submitted for the Question of the Month must be received prior to the subsequent month’s newsletter distribution.*

## TAKE “ALL OR NOTHING” OUT

PAMALA BROWN -PARKPEOPLE.COM

Guess what? I have never had an all or nothing attitude at least not on this journey. In the past, when I was on a diet, I certainly did have that attitude. However, when I decided to lose weight this time the first decision I made was not to go on a ‘diet’.

Instead, I chose to educate myself on carbs, protein, fat, etc., and the relationship they have on weight loss. I realized that the reason my weight came back was because I was eating to lose weight but had no idea what to do after I did. So, no diet, instead I made a lifestyle change. I decided to learn to eat for life not just to lose. I learned I can have the foods I love to eat and still lose weight. I learned I didn’t have to “give up anything” and still lose weight. I also learned one

slip up does not derail your journey, unless you choose to let it.

I also learned exercise doesn’t have to be a chore, or a huge chunk of time, or hard to fit in. I learned that even 15 minutes a few times a day can reap big benefits. I learned that there is no reason to stress, working at my pace, not unreal expectations, can get the job done.

“All or nothing” has no place here on my journey. Coming to that realization freed me to have my journey as it best fits me.

It may not happen overnight, but it can happen. You can take “all or nothing” out of the equation and have a journey that suits your needs. –end

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## RELATIONSHIPS WITH PROBLEM DRINKERS

If you love someone who is a problem drinker, you may slowly acquire problematic ways of managing communications, social interactions, behaviors and uncertainties you experience. These are normal responses to addiction-affected relationships.

As the disease advances and you find yourself having to manage these things more often and experiencing emotional stress, your health may be adversely affected. Physical symptoms like stomach problems, depression and sleep problems are only a few that you might experience.

Continuum EAP can help guide you toward wellness. You may feel your situation is unique. It is, but the dynamics of how to intervene with addiction in relationships are nearly universal. Call it “settled science” due to the many who have sought help before you. –end

## A POSITIVE WORKDAY – CONTINUED FROM PAGE #2

### WALK INTO THE OFFICE WITH A SMILE.

Smiling is more powerful than you might think. Research has shown that smiling actually makes you happier, regardless of the situation. When your smile muscles contract, they stimulate your brain's reward system – boosting endorphins that make you feel instantly happier. Even if you don't feel like it, walk into your office with a big smile.

### COMPLIMENT A COWORKER.

Making others feel good makes you feel good. Complimenting a co-worker is a fantastic way to start the workday. A simple compliment can go a long way. It helps set the mood for positive, constructive teamwork and helps build social connections in the workplace. Sincerely complimenting your colleagues is also a great way to practice gratitude – which has been shown to relieve stress and create a more positive work environment.

Not everyone looks forward to walking into the office on Monday morning – that's only natural. But with some practice, you can certainly eliminate negative thoughts and develop a positive attitude that will lead to a more enjoyable day. We hope these tips help you set the mood for a positive workday! -end

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## COUNSELING FOR PROCRASTINATION

Many people who struggle with procrastination find it mind-boggling to try to self-correct this habit. Despite having access to a world of tips on how to overcome their tendency to put things off, deadlines still challenge them.

Don't keep fighting with your inability to get started on tasks and to stick with them. Procrastination is a symptom, usually of another issue undermining your ability to "just do it." Depression, fear of success, fear of failure, or even addiction and other health issues can undermine the ability to self-motivate – leaving the "victim" immobilized until the fear of a deadline forces them to act.

If this sounds like you, begin today to track your procrastination, make notes, and reach out to Continuum EAP to arrange a time with a mental health counselor so you can slay this saboteur of productivity. -end

## HEALTH CONDITIONS RAISE WOMEN'S RISK OF WORK- RELATED INJURIES

Anxiety, depression and fatigue increase women's risk of getting hurt at work, according to a recent study from the Colorado School of Public Health's Center for Health, Work and Environment.

Researchers reviewed 17,000 workers' compensation claims from 314 employers in different industries. They found that nearly sixty percent of women who were injured on the job reported a behavioral health condition before the incident occurred, compared with thirty-three percent of men.

"There are a number of social and cultural factors that may explain why women reported having more behavioral health concerns than men did," Natalie Schwatka, lead author and assistant professor at the Colorado School of Public Health, said in a Feb. 13 press release. "Men generally admit to fewer health concerns, and women may face different stresses at work and at home."

The researchers also found that both men and women were more likely to be injured at work if they had been injured before.

"Keeping workers safe requires more than your typical safety program," Schwatka said. "It requires an integrated approach that connects health, well-being and safety."

*The study was published online Feb. 12 in the Journal of Occupational and Environmental Medicine. -end*

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## HABITS OF EMPLOYEES WHO HANDLE STRESS LIKE A BOSS

*-ROBYN WHALEN—EDITED*

Stress is inevitable. It's a part of life and, unfortunately, a part of office culture. Most employees deal with stressful situations or obligations on a regular basis. According to a 2017 survey by Paychex, over 60% of employees said that they felt stressed three or more workdays per week. This stress can lead to chronic stress or eventual burnout, which can both negatively impact physical and mental health.

Since stress can't necessarily be avoided, it's important to learn how to handle and cope with stress in a healthy way. Some employees might turn to alcohol, smoking cigarettes, gambling, or other risky behaviors to cope with stress, but these unhealthy habits only make things worse. To truly manage work-related stress, employees need to prioritize their physical, emotional, and mental wellbeing.

If you are starting to feel the signs of chronic stress, it's urgent to learn coping skills before it's too late. Chronic stress can lead to high blood pressure, heart problems, digestive issues, chronic aches and pains, and much more. There are many healthy habits that employees can practice to better deal with stress. Below are 12 habits of employees who handle stress like a boss that you can try out for yourself!

**They prioritize sleep.** Getting enough quality sleep is one of the best ways to help manage and reduce stress. Employees with strong stress management skills practice healthy sleeping habits. This includes going to bed early, getting at least seven hours of sleep, waking up around the same time every day, and avoiding the use of gadgets before bedtime.

**They practice a healthy morning routine.** A healthy morning sets you up for a healthy day! Employees who practice a healthy morning routine are much less stressed by the time they arrive at the office. A healthy morning routine can consist of a nutritious breakfast, some light exercise, socializing with the family, and practicing mindfulness. These types of morning activities can help employees manage their stress by promoting a healthy lifestyle.

**They stay active.** Exercise is amazing for stress management and relief. When you engage in physical activity, your body produces all sorts of feel-good chemicals that help combat feelings of stress. Employees who handle stress well prioritize daily physical activity to let off some steam.

**They practice positive thinking.** Some studies have linked positivity with a reduction of stress. This is because practicing positive thinking helps you become more resilient, which helps you cope better with stress. Employees who handle stress well eliminate negative self-talk and maintain a positive mindset. A positive mindset will also help you enjoy your job and your life more, too!

**They eat a balanced diet.** What you eat can have an impact on your stress levels. A diet filled with sugary, processed foods can slow you down and make it difficult to stay productive at work – which can ultimately lead to a stressful day at the office. However, employees who eat a diet based on real foods feel more energized and productive. Check out this blog post for eight of the best healthy foods to eat when you're stressed out!

(continued on page #7...)



# HABITS OF EMPLOYEES WHO HANDLE STRESS LIKE A BOSS

CONT FROM PAGE #6

**They talk to someone.** Holding in stress makes things worse. Too much built-up stress can lead to burnout or mental exhaustion. Successfully dealing with stress means talking to someone when you feel overwhelmed. While it's great to talk with close friends or family members you can trust, it's even better for stressed out employees to speak with a counselor or therapist – especially when dealing with chronic stress.

**They say “no”.** Employees who handle stress well aren't taking on more than they can handle. They know their limitations and understand that it's okay to say “no” to an extra project or commitment they can't handle. Taking on too much is a huge source of stress in the workplace. It's important to work with your team to make sure that everyone is comfortable with his or her workloads.

**They make time for themselves.** Practicing self-care is necessary for your wellbeing. Handling stress well includes making time to relax and do things that make you happy. Self-care activities – like getting a massage, reading, or going to a spa with friends – help manage and reduce stress. Even as little as 15 minutes of self-care each day can do wonders.

**They make time for their families.** According to the Paychex survey previously mentioned, 81% of employees wished they could spend more time with their children. Spending more time on your work than with your family causes a lot of stress in both your home and work life. Employees with strong stress management skills make an effort to spend enough time with their families. This means leaving work at work and utilizing time off to spend quality time with your loved ones.

**They use their PTO.** Vacation time is essential for stress management. Employees who never take time off are more likely to experience burnout. Those that handle stress well will utilize their PTO and take some time off when they need a break from the office or are feeling mentally overwhelmed. Employees shouldn't ever feel discouraged or guilty for using their PTO or taking a mental health day.

**They participate in wellness programs.** Employers use wellness programs for a reason. Participating in employee wellness programs help employees develop healthy lifestyle habits and learn more about their health. Employees with strong stress management skills take advantage of the opportunities, educational events, health screenings, and other resources that their wellness program has to offer. Many of these offerings help reduce stress around the workplace and create a healthier, happier work environment.

Just because stress is common in the workplace doesn't mean you should just accept it. Developing stress management skills is one of the most powerful things you can do to protect your physical and mental wellbeing. Practice some of the above strategies to start handling stress like a boss! –end

## Are smartphones the new water cooler?

It's easier to text a co-worker down the hall than to stand at a water cooler, but is your texting interfering with productivity? It's a growing topic of discussion among employers. Like when you're hanging out at a water cooler, time can pass by when the topic of conversation is compelling. Some companies have policies about texting while others do not. But even if yours doesn't, come up with your own personal management rules to put boundaries on the time spent texting so your organization isn't robbed of productivity and you can stay focused on the tasks at hand.

## APRIL—JUNE, 2018 - NIRMA ONLINE UNIVERSITY CLASS

This quarter offers the following NIRMA Online University course in which to earn 75 Wellness incentive points by successfully completing the following offering:

- ◆ “Smoking Cessation”

\*Next Wellness Committee Meeting: Tuesday, April 24, 2018 in the Assembly Room, 8:30 a.m.

\*Next Safety Committee Meeting: Wednesday, May 30, 2018 in the Courthouse Assembly Room, 8:30 a.m.

### WELLNESS COMMITTEE

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[co.saline.ne.us/webpages/committees/wellness.html](http://co.saline.ne.us/webpages/committees/wellness.html)

Log onto the Wellness webpage online to review meeting minutes, Wellness newsletters, annual Program document and Fitness Center information.



## APRIL HEALTH CHALLENGE



- The April 2018 “Healthy-You Bingo Challenge” begins on Sunday, April 1st and continues for 4-weeks through April 28th.
- Each week track your healthy activities using that week’s BINGO card. Turn in all your cards before the May 11th deadline to earn a total of 10 points each week in which at least one (1) BINGO is earned.
- There is the potential to earn a total of 40 points for this Challenge
- BINGO Sheets are to be returned to Jamie Houser in the Assessor's Office or Tim McDermott by Friday, May 11 by 5:00 p.m.
- *See the attached Challenge/Bingo Cards found within the “2018 Healthy You Bingo Challenge” PDF. -end*

## APRIL NUTRITION CLASS

As a follow-up to the March Challenge, “Eating Fresh”, we have connected with a registered dietitian, Alyssa Krejci, RD, LMNT from HyVee in Lincoln to present all our employees with information on the subject of “Eating Fresh”. This presentation will take place on Tuesday, April 3rd at 5:30 p.m. at the Extension office, northside meeting room.

We will make every attempt to record this presentation, if allowed by the presenter. 25 Wellness Points are provided for attending, or checking out/watching the video—if obtained. –end

## 2017 WELLNESS PROTEST HEARINGS

Wellness & Health Information have be returned to everyone. If any employee finds a discrepancy with the point totals reportedly earned, they are asked to submit in writing the found discrepancy. The Wellness Committee will work to resolve this issue prior to the Protest date of Thursday, April 12, 2018. Please have all written protests submitted to any Committee member by the close of April 10th. The Committee wants everyone to receive all of their points earned. –end

*NOTE: Articles found in this newsletter are for informational purposes only and are not intended as medical advice. For further information, please consult a medical or legal professional.*

Saline County, Nebraska



May, 2018  
Volume 5, Issue 5

# Saline County Employee Newsletter

## HERE'S HOW TO ENJOY CAFFEINE THE HEALTHY WAY!

by Robyn Whalen—Total Wellness Health

If a hot cup of coffee is the first thing you think about after waking up in the morning, you're not alone! According to research from Villanova University, about 90% of Americans consume caffeine in one form or another every single day. With more than half of American adults consuming more than 300 milligrams of caffeine each day, caffeine consumption isn't dying down anytime soon.

For many full-time employees, consuming caffeine is an easy way to get a quick jolt of energy and feel more productive in the office. However, choosing unhealthy caffeinated beverages or going overboard with caffeine can lead to some negative health consequences – which is why it's important to make healthy choices when getting your caffeine fix. Below are five tips to help you enjoy caffeine without it disrupting your health:

**Watch out for sugary drinks.** Many specialty coffee shops or restaurants offer a wide selection of coffee and other caffeinated beverages. And although these drinks might be delicious, many of them are loaded with added sugars and contain more calories than you might think. *(Continue on page #2...)*

may  
FLOWERS



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## ENJOY CAFFEINE THE HEALTHY WAY—*CONT. FROM PG #1*

For example, the Cinnamon Roll Frappuccino Blended Coffee from Starbucks contains a whopping 85 grams of sugar, along with 510 calories. Keep in mind that the AHA says the daily sugar recommendations is twenty-five grams for women and thirty-seven and a half grams for men. Other caffeinated beverages like energy drinks and sodas are also loaded with sugars and contain added chemicals. These sugary beverages cause your blood sugar levels to spike and drop rapidly, which can lead to a sugar crash and cause you to crave even more sugar. Ordering tea or a regular coffee with milk and creamer is a much healthier option that contains little to no sugar.

### **Make your coffee healthier.**

According to the National Coffee Association, 64% of U.S. consumers drink coffee on a daily basis. It's one of America's most popular beverages! And while studies have shown that one to two cups of coffee a day can have some awesome health benefits – like increased metabolic rate and a big dose of antioxidants – adding loads of sugar, syrup, and heavy creamers transforms coffee from a healthy choice into a very unhealthy choice. To keep your daily coffee as healthy as possible, try to avoid adding large amounts of artificial sweeteners, refined sugar, and artificial creamers. Brewing your coffee at home is an easy way to make sure you know exactly what's in your coffee!

### **Know the guidelines.**

Going overboard with caffeine can lead to some health consequences, like jitteriness, anxiety, heart palpitations, insomnia, nausea, and dizziness. To be safe, it's best to stick with the recommended guidelines for caffeine consumption to avoid the risk of a caffeine overdose. According to Mayo Clinic, up to 400 milligrams of caffeine a day appears to

be safe for most healthy adults. This is equivalent to about four cups of brewed coffee. It's also important to know that caffeine can sometimes interact with certain medications, including thyroid medication and antidepressants. Always check with your doctor to determine a safe amount of caffeine intake and be sure to check the labels on any caffeinated beverages to determine how much caffeine they contain.

### **Drink caffeine after a meal.**

While it's tempting to start off the day with a cup of coffee, it's better to wait until you have some food in your stomach. Drinking caffeine on an empty stomach can potentially cause damage to your stomach lining and lead to indigestion and heartburn. This is because coffee jumpstarts your stomach's acid production. Caffeine on an empty stomach can also suppress your appetite, causing low blood sugar and caffeine cravings. Be sure to eat a nutritious breakfast or snack before your morning cup of coffee.

### **Set a cut-off time for the day.**

It's no secret that caffeine can disrupt your sleep cycle. Although a late afternoon latte might sound tempting after work, it's best to set a cut-off time for caffeine. Most experts suggest not consuming any caffeine for at least four to six hours prior to bedtime. If you really need a late afternoon energy boost, try exercising, meditating, or snacking on some fruit.

Sipping on some coffee is a delicious way to feel more productive (and a lot less grumpy!) at work. By making some healthy choices, caffeine can be a safe and healthy way to get the energy you need to get started in the morning. So, go ahead and sip on that coffee – and get ready to rule the day! -end



## ONLINE LEGAL RESOURCES

Continuum EAP's online resources includes a library of 100+ free fillable legal forms, including:

- Wills/Living Trusts
- Bill of Sale
- Rental Agreements
- Promissory Note

To get started, visit [4continuum.com](http://4continuum.com) and click "MEMBER LOGIN" at the top of the page. Not sure of your company's unique username and password? Contact HR or give Continuum a call.

## WELLNESS QUESTION OF THE MONTH

*"Which of the following most accurately represents the recommended daily sugar intake in ounces for both women and men respectively?"*

- A. .52 oz and 1.0 oz
- B. .88 oz and 1.32 oz
- C. 1.25 oz and 1.77 oz
- D. 2.20 oz and 3.55 oz

BONUS: 25 WELLNESS POINTS for correct answer

*\*Answer to the April Question: "D. 60%"*

Email your name and correct answer to: [salinewellness@gmail.com](mailto:salinewellness@gmail.com)

*\*Answers must be received prior to the subsequent month's newsletter distribution.*

## THE ART OF ASKING FOR FEEDBACK

CONTINUUM EAP



Don't wait for feedback from your supervisor. Instead, ask for an "assessment" regarding projects and assignments. Preface the request with your goal.

E.g., *"I want my monthly presentations to department heads to be engaging and effective. Can you assess this*

*morning's presentation?"*

This approach is more likely to produce the feedback you want. A less specific request such as, "Can you give me feedback?" risks a more general response like, "You're doing fine. If there is a problem, I will let you know." —end

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## PREVENTING FALLS—ON THE JOB & AT HOME

As you start tackling those spring projects, e.g., washing windows, fixing leaks, cleaning gutters, and trimming trees, be sure to protect yourself against falls. Falls are the third-leading cause of accidental death and the most common cause on construction sites; about 350 U.S. employees die each year because of falls on construction sites.

Here are some important tips to help prevent falls:

**Plan the work** — Know the tools/assistive devices you need. Failure to do so will have you "taking chances" by performing the task improperly rather than going to get needed safety equipment.

**Knowledge is key** — Don't try, or allow co-workers or those you supervise, to perform tasks without proper training on safety equipment. —end



## EAT SLOWER FOR A SMALLER WAISTLINE—

SAFETYANDHEALTHMAGAZINE.COM

Fukuoka, Japan — Does your busy schedule mean you often grab a quick meal before heading off to the next meeting or activity? New research shows that eating more slowly – and not snacking after dinner – may help you lose weight.

To determine the effects of lifestyle habits on body mass index and obesity, researchers at the Kyushu University Graduate School of Medical Sciences analyzed data from health checkups and insurance claims of nearly 60,000 Japanese people with Type 2 diabetes. During the checkups, patients answered questions about the speed at which they eat, and when.

At the start of the study, 22,070 participants reported eating quickly, 33,455 described their eating speed as normal and 4,192 said they took their time. Of these groups, slower eaters had a lower BMI, smaller waist circumference, and the lowest percentage of people who were obese. Faster eaters recorded the highest numbers in all those categories.

The researchers concluded that eating more slowly, not eating dinner within two hours before sleeping and not snacking after dinner are linked to reductions in BMI.

The researchers also noted that people who eat quickly may keep eating until they feel full despite reaching an adequate amount of calories. This combination of eating quickly and overeating could contribute to weight gain. Excess weight and obesity can trigger diseases such as diabetes, cardiovascular disease and some forms of cancer, studies have shown, while regulating body weight can help lower the risks. –end



## FEELING THE STRAIN?

- SAFETYANDHEALTHMAGAZINE.COM

Eyestrain is a common condition that can develop from reading for long periods without taking breaks to rest your eyes, exposure to bright lights or glare, straining to see when it's too dim, having an underlying eye condition, or being overly stressed or fatigued. According to the Mayo Clinic, symptoms include tired, burning, itchy, watery or dry eyes; double vision; sensitivity to light; and difficulty concentrating. Eyestrain also can cause headaches as well as back, shoulder and neck pain.

### Steps to take

Employees who have jobs that require them to work on computers for two or more hours in a row every day are at the highest risk of eyestrain. If job tasks entail heavy computer use, the Mayo Clinic recommends the following tips to help prevent eyestrain:

- **Don't forget to blink.** Blinking produces tears that will moisten and refresh your eyes.
- **Give your eyes a break.** Regularly look away from your monitor by following the "20-20-20 rule": Every 20 minutes, look at an object about 20 feet away for a minimum of 20 seconds.
- **Be mindful of lighting and glare.** Lights that are too bright or create too much glare can strain your eyes and make it difficult to see your monitor, the Mayo Clinic states. The worst offenders are light sources above or behind you, as well as fluorescent lighting and sunlight. To avoid these issues, try using an adjustable desk lamp, close the blinds or shades to prevent glare, and avoid putting your monitor directly in front of a window or white wall. Consider using an anti-glare cover for your computer screen.
- **Ensure your monitor is adjusted properly.** It should be directly in front of you, about an arm's length away, with the top of the screen at or just below eye level.
- **Make it easy on yourself.** Are you struggling to read small fonts? Adjust your computer's type size so it's easier to read. –end

# WORK STRESS IS KEEPING PEOPLE UP AT NIGHT



*Menlo Park, CA* — Does worry about work keep you from getting a good night's rest? Forty-four percent of respondents to a recent survey said work-related stress causes them to lose sleep.

In the survey, conducted by finance staffing firm “Accountemps”, respondents cited overwhelming workloads, lingering business problems and strained relationships with co-workers as the leading reasons for loss of sleep.

Overall, 15 percent of workers said they lost sleep over work “very often,” while 29 percent indicated they lost sleep “somewhat often.”

## **Other findings:**

- 57 percent of respondents ages 18 to 34 reported losing sleep, compared with 45 percent of workers ages 35 to 54 and 29 percent of those 55 and older.
- Half of men and 40 percent of women reported losing sleep.
- Respondents in Miami (65 percent); Nashville, TN (59 percent); and New York (55 percent) had the highest rates of sleeplessness among 28 larger cities surveyed. Professionals in Washington (34 percent), Cleveland (27 percent), and Minneapolis (24 percent) had the lowest rates.

“Work stressors can often follow you home, but try to check them at the door,” Accountemps Executive Director Michael Steinitz said in a March 7 press release. “If you have too much on your plate, schedule time with your manager to discuss possible solutions to alleviate the pressure.” —end

## **BUILDING RESILIENCE:** Finding time alone

“Alone time” is time engaged in a solitary, uninterrupted, and satisfying behavior or activity that provides you a psychological boost. The goal is feeling refreshed despite a schedule of tightly woven work and home responsibilities. Single parents, caregivers, or those with busy jobs and chain-linked to-dos can find it difficult to schedule regular alone time. It's easy to see alone time as only a “nice-to-have” activity or to avoid it altogether out of fear or guilt. However, alone time is a tool — a resiliency strategy — that can help you manage stress better, increase energy, and provide a positive point to focus on while you are under stress in the present. Continuum EAP can help you map an alone time strategy so you can reap all the positives alone time can bring for you and those around you.

APRIL—JUNE, 2018  
- NIRMA ONLINE  
UNIVERSITY CLASS

This quarter offers the following NIRMA Online University course in which to earn 75 Wellness incentive points by successfully completing the following offering:

- ◆ “Smoking Cessation”

\*Next Wellness Committee Meeting: Tuesday, June 19, 2018 in the Assembly Room, 8:30 a.m.

\*Next Safety Committee Meeting: Wednesday, May 30, 2018 in the Courthouse Assembly Room, 8:30 a.m.

WELLNESS COMMITTEE

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Log onto the Wellness webpage online to review meeting minutes, Wellness newsletters, annual Program document and Fitness Center information.



## GEAR UP NOW FOR “100 MILES IN 100 DAYS” SUMMER CHALLENGE



It's time to invest in a new pair of steppers! If you haven't walked all winter, now might be a good time in preparing to start.

Beginning next month, “Walk, Jog or Run 100 Miles in 100 Days” and you can earn 100 or more Wellness Points!

This annual summer challenge will begin this year on June 8, 2018 and end on August 15, 2018. Be on the lookout in the June employee newsletter for rules, guidelines and a tracking sheet. *-end*

## 2018 WELLNESS PROGRAM REMINDERS

The Wellness Committee would like to remind all employees participating in the annual Wellness Program of the following points that are both helpful to the Committee and would provide situations where submitted values are sure to be accepted; avoiding unreadability or incomplete data entries:

- All exercise points will be entered into the provided calendar in the Wellness booklet. Any documentation outside of this may not be counted by the Committee.
- All exercise points placed in calendar blocks are to have 1) type of exercise, 2) time devoted and 3) points earned for that day; and 4) readable. Use a legend if helpful.
- Keep the booklet in one piece; avoid the reinvention of the booklet by creating another. It will not be reassembled or used.

Thank you for your help. It is much appreciated. *-end*

## WELLNESS INCENTIVES

Congratulations to all those who participated and were successful in their individual goals for 2017. The Wellness Committee has compiled all the information needed to extend all earned incentives, hopefully by the middle of this month.

Regardless of the enticement or points earned by individuals, the truest value is found in the health of ALL employees working together for the betterment of our collective group. Keep up the good work—think healthy, live healthy and extend healthy habits to one another. *-end*

*NOTE: Articles found in this newsletter are for informational purposes only and are not intended as medical advice. For further information, please consult a medical or legal professional.*



# Saline County Employee Newsletter

## 5 REASONS WALKING IS THE BEST WORKOUT

by Ashley Laurretta

There is a simple activity that you do every day — one you don't even think about — that is actually one of the easiest forms of exercise. Though it may not register when you think about a cardio workout, walking for fitness is a great way to get your heart pumping and improve your overall health and well-being.

If you don't have any interest in becoming a runner, the good news is you don't have to run to get a sufficient workout. More than a way to get from point A to point B, walking just 30 minutes a day is enough to meet current exercise guidelines — and take a minute to slow down in our fast-paced world.

Here are five simple reasons walking is one of the best workouts you can do:

### ① IT'S THE MOST ACCESSIBLE FORMS OF EXERCISE

There is no exact date when a baby will take its first steps, though most are doing so by their first birthday. Because it is an activity that is such an integral part of our everyday lives, it is under-

standable to forget that it is, in fact, exercise. When it comes to cardio, our first thought often goes straight to running, even though walking is its foundation.

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## 5 REASONS WALKING IS THE BEST WORKOUT—*CONT. FROM PG #1*

“For many of my clients, because of age or ability, running is not even an option,” explains Barry Bouthilette, The Walking Coach and author of “Feel the Zest: 89 Ways to Be Fully Energized.” “The beautiful thing is that walking doesn’t require any special skill, is wonderfully accessible to most people and can be done just about anywhere, anytime.”

Walking is one of the most uncomplicated workouts there is — no equipment or fee required — and it is all you need to meet the physical activity guidelines recommended by the Centers for Disease Control and Prevention (CDC).

### **② IT CAN BE JUST AS EFFECTIVE AS RUNNING**

As stated above, walking is often thought of as a lesser workout than running. However, it can be just as effective if done right.

“Walking is our default gait; we are born to walk,” reminds Judy Heller, personal trainer, walking coach and owner of Wonders of Walking. “The definition of ‘pedestrian’ is dull and ordinary. If everyone can do it, it seems to minimize the benefits of the act of walking.”

Bouthilette points out that while walking demands less from our cardiovascular system, “it can be as effective as running when it comes to promoting cardiovascular health and burning calories.” To achieve these benefits, you must walk at a fairly high intensity, which will vary from person-to-person. Bouthilette advises clients focus less on time, mileage and heart rate and simply walk for exercise by feel.

“If you are more aware of your lungs and heart and leg muscles during a walk, that’s a good sign,” he adds. “It means you’re digging deep enough to derive some health benefits from the activity. If we feel better after a walk

than before started, we’re onto something healthy. No rocket science here.”

### **③ IT CARRIES A LOW INJURY-RISK**

There is a risk of injury when walking as no activity is immune, however, many injury statistics note distracted walking — such as looking down at a smartphone — and, according to the National Safety Council, pedestrian fatalities involving a motor vehicle, as the main concerns.

Just as with any type of workout, you need to be mindful of not doing too much, too soon and gradually incorporate walking for fitness into your daily routine. If you are balancing your routine with other forms of exercise, such as yoga, spin or weight lifting, keep that in mind when setting your goals and mileage for the week.

“Dramatic increases in distance or speed can lead to injury or illness,” notes Heller. “Remember doing too much too soon can lead to an unnecessary injury ... If you tend to push yourself and discover you do not feel up to a workout, that is OK; take the day off. Rest is just as important as training and it may do you some good.”

According to Harvard Medical School, walking 5–6 miles over the course of a week can even ease joint pain and arthritis flare ups. Keeping your body moving with such a low-impact activity is a great way to keep joints loose and prevent stiffness throughout the body.

### **④ IT IS A VERSATILE WORKOUT**

Walking may seem like a pretty static workout, however, you can increase the difficulty quite easily. For example, Bouthilette mentions the mantra, “the more hills, the better, baby!” (Continue on page #6...)



## ONLINE LEGAL RESOURCES

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- **Bill of Sale**
- **Rental Agreements**
- **Promissory Note**

To get started, visit [4continuum.com](http://4continuum.com) and click **"MEMBER LOGIN"** at the top of the page. Use "Saline" as your username and "7636" as the password? Contact HR or give Continuum a call if experiencing difficulty.

## QUESTION OF THE MONTH

*"What would be the assumed number of U.S. adults, originally having at least one major depressive episode each year, if reduced in equal percentage to those increasing their white blood cell count due to hiking twice a day for three days?"*

- A. 4,600,000
- B. 6,400,000
- C. 6,900,000
- D. 9,600,000

BONUS: 25 WELLNESS POINTS for correct answer

*\*Answer to the May Question: "B. .88 oz and 1.32 oz"*

Email your name and correct answer to: [salinewellness@gmail.com](mailto:salinewellness@gmail.com)

*\*Answers must be received prior to the subsequent month's newsletter distribution.*

## EIGHT WAYS TO BE HAPPIER ON THE JOB

CONTINUUM EAP

Is there a secret to enjoying your work more? The key may be to find more meaning and upsides in what you do every day. That may help you stay positive — and productive.

Here are 8 helpful habits to add to your resume. Not every idea will work for everyone — but there may be tips that inspire better days ahead for you.

**1. Focus on how work fulfills you.** Think about what makes your job valuable and meaningful. Are you in customer service? Then it might be helping make someone's day a little bit easier. Are you part of a team? Then it may be working together to get good things done. You get the idea.

**2. Give your workmates shout-outs.** Look for opportunities to praise your co-workers. Maybe someone made a tough deadline or came up with a creative solution to a problem. When you give kudos, you could make someone's day. And that may brighten yours as well.

**3. Show yourself some respect too.** OK, so you don't want to humblebrag to your co-workers about all your success. But sometimes, it's good to remember what you contribute. If you're feeling stressed and pressed, remind yourself of the times you were winning at work.

**4. Follow your work bliss.** Few things are more motivating than doing what you like to do.

So be aware of the parts of your job that you truly enjoy. If possible, look for opportunities to do those activities — and tasks like them — more often.

**5. Add your own happy twist.** Have something you don't particularly like doing? Try to think of ways to make it more fun — or to change your attitude about it. Picture yourself slaying a dragon, racing to the finish or reaching a mountaintop, if that helps!

**6. Be choosy about the company you keep.** No one can be expected to be upbeat all the time. But as much as possible, avoid people who are chronically negative. Instead, reach out to co-workers who offer support — especially when you feel stressed and need a lift.

**7. Take moments to recharge.** You might think that working nonstop will help you get ahead. But that's not always true. Taking short breaks may help refresh your focus and creativity. If you can, get outdoors — a few stress- and screen-free minutes may be the shot of energy you need.

**8. Roll the highlights.** Before calling it a day, single out at least 1 good thing that happened on the job. What went well? Did you make progress on a difficult task? Did a co-worker help you out? Don't let those bright spots slip by without some gratitude. — end

## THE POWERFUL HEALTH BENEFIT OF SPENDING TIME OUTSIDE—

—BY ROBYN WHALEN

According to the Environmental Protection Agency (EPA), the average American spends 93% of their life indoors. 87% of that time is spent inside, while the other 6% is spent in automobiles. This means that only 7% of the average American's life is spent outdoors. This is unfortunate considering that spending time outdoors is one of the easiest ways to improve your overall health and wellbeing.



Research suggests that spending time outside can function as a natural medicine. It can help improve your physical, mental, and emotional wellbeing. Spending more time outdoors is also linked to a lower risk of early death. Besides helping you live a longer, healthier life, spending time in nature can help you live a happier life, too.

We know that being a full-time employee can make it difficult to spend time outdoors. But even a few five-minute outdoor breaks a day can have a positive impact on your health. Keep reading to learn about some of the amazing health benefits of spending time outdoors. Plus, we include a few tips to help you get outside more often!

- **Happiness.** Science backs it: spending time outside makes you happy! While researchers still aren't exactly sure what causes this link between outdoors and happiness, many studies have shown that our moods take a positive shift when we spend time outside. Research also suggests that spending in nature can also fight reduce the risk of developing depression and anxiety – and even help improve symptoms.
- **Improved memory.** Studies have found that spending time in nature can help improve memory functions – especially short-term memory. Research from the University of Michigan found that walking in a park or even viewing pictures of nature helped improve both memory and attention span.
- **Stress relief.** Spending time outside has been shown to lower stress levels and has similar effects on your brain and body as that of meditating. Although the exact science behind it is unclear, being in a natural setting shows evidence of lower stress levels through a lower heart rate and lower blood pressure. *(Continue on page #5...)*

## SPENDING TIME OUTDOORS—*CONT. FROM PG #4*

- **Reduced inflammation.** Spending more time outside could help naturally reduce pain! A 2012 study found that students who were asked to spend time forest bathing had lower levels of inflammation than their counterparts who spent time in the city.
- **Energy boost.** According to research from the University of Rochester, 90% of people experience increased energy just by participating in outdoor activities. This boost of sudden energy can help inspire you to be more active, too!
- **Better brain function.** Research has shown that spending more time outdoors is linked to higher levels of concentration, creativity, and improved mental clarity. All of these perks lead to better work performance!
- **Vitamin D boost.** It's no secret that spending more time outside will help you soak up the sun. Vitamin D is essential for bone growth and helps regulate your immune system. Those who spend very little time outdoors can be at a higher risk of developing vitamin D deficiency.
- **Stronger immune system.** Becoming one with nature might have some amazing effects on your immune system. One study showed that adults who hiked twice a day for three days increased their white blood cell count by 40%.

You don't have to completely change your lifestyle to achieve some of the awesome health benefits of spending time outdoors. The following are a few simple tips to help you spend less time inside and more time enjoying nature:

- Work outside while working from home
- Read on your porch or deck
- Do daily activities outside (cutting coupons, checking your email, making phone calls)
- Start a garden in your backyard (extra health points for the fresh produce!)
- Go for a daily morning walk
- Eat dinner outside when weather permits
- Pick-up an outdoor hobby (photography, hiking, biking, outdoor yoga)
- Take your kids to the park after dinner
- Become a dog walker (you'll even make some extra cash!)
- Take your lunch break outside
- Start a walking club at work
- Plan at least one outdoor activity each weekend

Spending more time outside is arguably one of the easiest ways to improve your health and wellness. Now that it's finally warm outside, we challenge you to spend at least 15 minutes every weekday and one hour each day of the weekend outside. Start tracking the amount of time you spend outside each day and see if you feel healthier and happier! —end

### Communicating with millennials

Did you know that 70% of millennials prefer digital communication to any other type?

**Workplace tips:** When giving assignments, include "the why." Millennials are less motivated by simply being told, "do it." Team skills, challenges, less fear of change, applying tech to problems, high energy, finding the answer, and pushing the limits of discovery — these are strengths and values of millennials. Consider these attributes when needing to boost productivity. Don't pit older workers against millennials, and avoid an "us and them" work climate.

## 5 REASONS WALKING IS THE BEST WORKOUT—CONT. FROM PG #2

Just as with running, switching up the terrain can do a world of wonders for your fitness level and also help make each workout feel fresh and new.

“You can increase the intensity of your walking by using your arms to walk faster, walk hills for endurance or even take stairs to increase resistance and improve muscle toning,” explains Heller. “A key benefit is that it can be done for leisure, health, fitness or competition — fast walking and Olympic-style racewalking. Do not train the same distance, same pace or the same course every day.”

Even though walking is a mainstay of your day, remember even stepping on the treadmill and increasing the incline can boost the cardiovascular difficulty and build up a strong base.

### ⑤ IT BENEFITS YOUR MENTAL HEALTH

Studies have found that spending time in nature can have marked positive effects on your mental health. Physical activity is known to reduce anxiety and depression, and walking for exercise is a simple way to get moving and take advantage of those benefits.

“Walking — physical activity in general — is a true ‘keystone’ activity,” shares Bouthilette. “It can have a great ripple effect because we usually feel more energetic after walking, as well as motivated to take on other challenges in life. I can’t think of two more important reasons to keep on walking.”

The National Alliance on Mental Illness (NAMI) notes that 16 million adults in the U.S. have at least one major depressive episode in a year’s time. Taking 30 minutes out of your day — especially on your lunch break to step away from your desk and the stressors of work — to go for a walk can help boost your mood and decrease daily anxieties. *-end*



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APRIL—JUNE, 2018  
- NIRMA ONLINE  
UNIVERSITY CLASS

This quarter offers the following NIRMA Online University course in which to earn 75 Wellness incentive points by successfully completing the following offering:

- ◆ “Smoking Cessation”

\*Next Wellness Committee Meeting: Tuesday, June 19, 2018 in the Assembly Room, 8:30 a.m.

\*Next Safety Committee Meeting: Wednesday, August 22, 2018 in the Courthouse Assembly Room, 8:30 a.m.

#### WELLNESS COMMITTEE

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Fax: 402-821-3319 E-mail:  
[salinewellness@gmail.com](mailto:salinewellness@gmail.com)

[co.saline.ne.us/webpages/committees/wellness.html](http://co.saline.ne.us/webpages/committees/wellness.html)

Log onto the Wellness webpage online to review meeting minutes, Wellness newsletters, annual Program document and Fitness Center information.



## “100 MILES IN 100 DAYS” SUMMER CHALLENGE



If you haven't stepped outside since winter, now might be a good time in preparing to start!

Beginning June 8th, Walk, Jog, Run, Bike or Row “100 Miles in 100 Days” as you begin your journey through the summer enabling you to earn 100 or more Wellness Points!

This annual summer challenge will begin this year on June 8, 2018 and

end on September 15, 2018.

### Rules/Guidelines:

- 1) You MUST complete a minimum of 100 Miles to earn 100 or more Wellness Points.
- 2) *Daily work related miles walked are not to be included in your mileage tally.*
- 3) If you are biking or rowing, 2 Miles on bike/boat is equal to 1 recorded Mile.
- 4) Did more than 100 Miles? AWESOME! Earn ONE extra point for EACH additional mile completed over 100!
- 5) Record Double-Miles on holidays occurring during the Challenge.
- 6) Make sure to record your exercise for the challenge in your Wellness Booklet as well; as counting for exercise completed for those days.
- 7) Questions regarding the challenge can be directed to any wellness committee member.
- 8) Remember: You do NOT have to walk one mile each day, you just need to complete a total of 100 miles by September 15th to qualify for points earned.
- 9) Return completed challenge sheets before the end of the day on Friday, September 28, 2018. *-end*

**Congratulations** to Tad Eickman for having his name drawn for the 2017 Grand Prize Wellness Incentive Award!

*NOTE: Articles found in this newsletter are for informational purposes only and are not intended as medical advice. For further information, please consult a medical or legal professional.*

Saline County, Nebraska



July, 2018  
Volume 5, Issue 7

# Saline County Employee Newsletter

## 6 HEALTHY EATING TIPS FOR YOUR 4TH OF JULY BBQ

by Summer Tomato

### ① Use small plates

Research clearly shows that people who choose smaller plates and utensils eat less without even noticing it. The difference can be as substantial as 50% fewer calories consumed, yet everyone reports the same level of fullness and satisfaction. Try borrowing a plate from the kids table or the dessert tray.

### ② Eat slowly and mindfully

People who eat more slowly eat fewer calories over the course of a meal. BBQs are a perfect opportunity to pace yourself as you mix and mingle with friends and family. The more you're chatting, the less you're eating.

*(continue on page #2...)*



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## 6 HEALTHY EATING TIPS FOR YOUR BBQ—*CONT. FROM PG #1*

### ③ Eat healthiest foods first

If you are eating slowly and off small plates, you may as well fill up on the healthiest stuff first. Salads are a great place to start because watery vegetables slow digestion and have very few calories. Try to choose something with oil and protein as well, because these will help you feel full sooner.

### ④ Skip the chips, crackers and bread

Refined carbohydrates are the worst things you can eat because they offer little satisfaction, loads of calories and dangerous insulin spikes. BBQs are filled with wonderful food, so do yourself a favor and save your calories for the really good stuff.

You don't have to eat your burger without a bun – but pass on the pointless chips and other snacks that lure you when you're not thinking. If you're feeling bored, grab a Frisbee instead.

### ⑤ Keep dessert small

The difference between a large slice of cake and a smaller slice of cake can literally be hundreds of calories. And to reiterate, sugar and refined carbohydrates are the most dangerous foods. You don't have to pass on dessert completely – but keep your portion sizes in check for this course.

### ⑥ Think before you drink

There is a place for alcohol in a healthy lifestyle – but making smart choices can be the difference between losing or gaining weight (not to mention your self-control). One sugary margarita can have 600-800 calories. That means 3 margaritas is more food than you should be consuming in an entire day. Is that really worth it? Stick with wine or beer, drink plenty of water and remember to pace yourself.

Small tricks can save you hundreds and potentially thousands of wasted calories that you will never notice or miss. Why sacrifice a good time when you can just upgrade your healthstyle? *-end*

## SUPER FRUITS & SEEDS—*DEER OAKS, HEALTHY HEADLINES*

Imagine superstar foods that contain a nutritional bonus and health benefits all in one package. These seeds and fruits fill the bill, according to the Institute of Food Technologists:

- Chia seeds:** Often used in yogurt, homemade trail mixes, baked goods, commercial nutrition bars, beverages and snacks, high in omega-3 fatty acids, calcium, phytonutrients, vitamins, minerals, and antioxidants.

- Flaxseeds:** Good source of protein, fiber, antioxidants, and phytoestrogens in the form of lignans and omega-3 fatty acids, may lower cholesterol.

- Sunflower seeds:** Often considered a traditional ballpark snack, sunflower seeds provide monounsaturated and polyunsaturated fats, protein, fiber, vitamin E, and phytochemicals.

- Pumpkin seeds:** Packed with protein, fiber, manganese, magnesium, and phosphorus.

- Blueberries:** Daily consumption may reduce blood pressure and arterial stiffness, packed with fiber, vitamins, minerals, fructose, and antioxidants. Antioxidants in blueberries are linked to the prevention/ delaying of diseases such as cancer, heart disease, and the aging process.

- Acai berries:** Rich source of anthocyanin and have a fatty acid ratio similar to olive oil. They have been shown to have anti-inflammatory properties.

- Tart cherries:** High in anthocyanin and have high antioxidant activity. Reported benefits include enhanced sleep, anti-inflammation in arthritis and gout, and sports recovery.

- Avocados:** More than just the main ingredient in guacamole, avocados have beneficial effects on cardio-metabolic risk factors that extend beyond their heart-healthy fatty acid.

- Cranberries:** Long associated with benefiting urinary tract health but have also shown to benefit heart health, cancer prevention, oral health, and glycemic response. *-end*



## ONLINE LEGAL RESOURCES

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- **Promissory Note**

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## QUESTION OF THE MONTH

*"Skip is 49 years old. One day, along with his recommended daily allowance of Vitamin D in a pill, Skip's only other bodily consumption was in the form of two sugary margaritas. If measurements for calories and vitamin units could be used interchangeably, forming a theoretical "dargarita" unit, which of the following represent the closest total "dargarita" count in which Skip generally received that day without going outside?"*

- A. 1,300
- B. 2,000
- C. 2,600
- D. 3,000

CORRECT ANSWER: 25 Wellness Points

*\*Answer to the June Question: "D. 9,600,000"*

Email your answer to:  
[salinewellness@gmail.com](mailto:salinewellness@gmail.com)

## FAMILY CARING PROJECT

SOURCE: U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES



Help children find ways to give to others throughout the year. As a family, participate in a project that shows how you care for and share with those who are less fortunate. Here are some ideas from which to choose:

- Have the family drop their pennies or small change in a large jar every day. Then, deliver the savings to a community group.
- Have the family gather gently used clothing, toys, or books to share at a homeless shelter or home for abused families.
- During the holiday season, have the family pick out small gifts to wrap and donate to a local charity.
- Check your local food bank to see what types of items they need. Then, help the children go through the pantry or shop at the grocery to find food to share.
- Buy art supplies, then set aside a time for the family to write cards or create seasonal decorations for a local hospital.
- Volunteer family time at a nursing home; bring in a pet to share, play cards, or put on a family performance in the common room or dining hall.
- "Adopt" a grandparent at a nursing home to visit or a neighbor for whom you can do needed chores.
- Make greeting cards for a veterans' hospital or other facility.
- Helping your children understand the value of sharing with others while they're young can build a lifetime habit of caring and giving.  
—end

# ARE YOU GETTING ENOUGH VITAMIN D?—BY ROBYN WAYLEN

According to WebMD, an estimated 40%-75% of people are vitamin D deficient. This is concerning because vitamin D provides numerous health benefits and is an important aspect of your overall health – as it helps your bones, muscles, heart, lungs, and brain function optimally

Despite its name, vitamin D isn't just your average vitamin. It actually functions as a hormone once your body absorbs it. Although it might sound like healthy vitamin D levels should be easy to maintain, there are many factors that can make it difficult to get enough of it.

Keep on reading to learn more about vitamin D and why it's so important to get enough of it.

## How Much Vitamin D Do You Need?

For adults up to age 70, the recommended daily allowance of vitamin D is 600 IU per day. Of course, this is just a general rule. There are many factors that can affect your recommended intake. It's important to chat with your doctor to see if your vitamin D levels are sufficient.

It's also important to know that there is such thing as too much vitamin D. Exceeding the recommended daily allowance of vitamin D on a regular basis can cause abnormally high blood calcium level, which can lead to a variety of health consequences – like nausea, constipation, confusion, abnormal heart rhythm, and kidney stones. The good news is that it's nearly impossible to overdose on vitamin D from your diet or sun exposure. Just be sure you aren't taking too much vitamin D in the form of supplements.

## Health Benefits of Vitamin D

Vitamin D is more important than you might think. While it's always been known that vitamin D helps grow strong bones, research has found that vitamin D is extremely important for your health for a number of reasons. According to Medical News Today, some of the health benefits of vitamin D include:

- ◆ Maintaining healthy bones and teeth
- ◆ Supporting a healthy immune system, brain, and nervous system
- ◆ Regulating insulin levels and aiding diabetes management
- ◆ Supporting lung function and cardiovascular health
- ◆ Influencing the expression of genes involved in cancer development
- ◆ Reduced risk of flu
- ◆ Healthy pregnancy

Studies have found that vitamin D might also help protect you from serious health conditions such as cancer, diabetes, and multiples sclerosis.

## Signs of Vitamin D Deficiency

Many adults aren't getting the vitamin D they need on a daily basis. This can be for a number of reasons. According to the Vitamin D Council, you might not be getting enough vitamin D if:

- ◆ You don't get enough sunlight. Your body is usually able to get all the vitamin D it needs if you regularly expose enough bare skin to the sun.
- ◆ You don't take supplements. It's very challenging to get enough vitamin D from the foods you eat alone.
- ◆ Your body needs more vitamin D than usual, for example, if you're obese, pregnant, or have darker skin.

*(Continue on Page #5...)*

## **VITAMIN D**—*CONT. FROM PAGE #4*

Some common signs of vitamin D deficiency include:

- ◆ Chronic pain and muscle weakness
- ◆ Hair loss
- ◆ Reduced bone density, broken bones, or stress fractures
- ◆ Excessive sweating
- ◆ Fatigue
- ◆ Hypertension (high blood pressure)
- ◆ Feeling depressed or irritable
- ◆ Getting sick more often

Not everyone with vitamin D deficiency will experience symptoms, so it's still important to have your doctor check your levels during your regular check-ups even if you haven't noticed any of these warning signs.

### **Health Risks of Vitamin D Deficiency**

Besides not receiving any of the health benefits of vitamin D, adults with vitamin D deficiency might face some serious health risks if the problem goes untreated. Vitamin D deficiency can lead to a higher risk of:

- ◆ Certain types of cancer
- ◆ Heart disease
- ◆ Depression
- ◆ Multiple sclerosis
- ◆ Dementia
- ◆ Obesity
- ◆ Hypertension
- ◆ Fibromyalgia
- ◆ Osteoporosis

### **Healthy Ways to Get More Vitamin D**

If you aren't getting enough vitamin D, there are easy habits you can develop to maintain a healthy level of vitamin D intake. While sunlight is an excellent way to produce more vitamin D, too much sun exposure without proper sunscreen use can damage your skin and increase your risk of skin cancer. Plus, it can sometimes be difficult to spend time in the sun depending on where you live or what season it is.

- ◆ Some healthier ways to get more vitamin D include:
- ◆ Vitamin D supplements
- ◆ Eating foods rich in vitamin D – like fatty fish, soy milk, cheese, egg yolks, and mushrooms
- ◆ Staying smart in the sun – just five minutes of exposure to sunlight on bare skin is all you need a day! Just be sure to apply sunscreen if you plan to be outside longer than five minutes.

With vitamin D deficiency being a common problem in American adults, it's best to stay mindful of your vitamin D intake. If you notice you have some of the symptoms of vitamin D deficiency, talk to your doctor about taking supplements or including more foods in your diet that are rich in vitamin D. –end

## SUMMER SUN ESSENTIALS—BY ROBYN WAYLEN—TOTAL WELLNESS HEALTH

Summer is finally here! That means tropical vacations, outdoor BBQs, and plenty of time under the sun. While this beautiful season offers employees the chance to get more active outdoors, it also comes with a few potential dangers if they're not careful.

Too much time in the sun can lead to wrinkles, premature aging, and even skin cancer. It's important that your employees understand the importance of sun safety, as skin cancer is the most common type of cancer in the United States. In fact, according to the Skin Cancer Foundation, one in five Americans will develop skin cancer by the age of 70.

While skin cancer is the most common form of cancer, it's also the most preventable form of cancer. By practicing safe sun habits, we can significantly reduce their risk of developing sun cancer.

### Sun Safety Habits

Everyone knows that they should be lathering up on sunscreen before leaving the house. But unfortunately, sometimes wearing sunscreen just isn't enough to fully protect against the sun's harmful rays. In addition to wearing sunscreen, you should also:

- ◆ Wear protective clothing
- ◆ Check the UV index for the day
- ◆ Limit time spent outside during peak sun times (typically 10 a.m. to 4 p.m.)
- ◆ Add some antioxidants to your diet
- ◆ Stay aware of your medications and how they could react with the sun
- ◆ Protect your eyes
- ◆ Properly treat your sunburn

### Tips for Choosing the Best Sunscreen

Applying (and reapplying!) sunscreen is one of the most effective ways to protect your skin from sun damage. However, not all sunscreens are created equally. With so many different lotions and sprays on the market, it can be tricky to decide which sunscreen is the best choice. The U.S. Food and Drug Administration (FDA) recommends following these guidelines when it comes to choosing your sunscreen:

- ◆ Choose a sunscreen with “broad-spectrum” protection
- ◆ Choose a sunscreen with a sun protection factor (SPF) of 15 or higher (SPF 30 or higher for those with fair skin tones)
- ◆ Stay mindful of ingredients

Even effective sunscreens won't fully protect you if they aren't being used properly. Be sure to follow these sunscreen tips:

- ◆ Always rub in spray-on sunscreen (if not, you'll be left with streaky protection!)
- ◆ Apply sunscreen at least 30 minutes before sun exposure (*continued on page #7...*)



## SUMMER SUN ESSENTIALS—*CONTINUED FROM PAGE #6*

- ◆ Reapply sunscreen every 2 hours, or every 40-80 minutes when swimming
- ◆ Pay attention to expiration dates – sunscreen loses a lot of potency when it's expired
- ◆ Apply SPF under your makeup every day
- ◆ Use sunscreen even when it's cloudy out
- ◆ Use a lip balm that contains sunscreen with an SPF of at least 30 to protect your lips

### **Skin Cancer Risk Factors**

Although skin cancer can be a difficult topic to discuss, it's vital that your employees understand the risk factors, warning signs, and prevention practices of skin cancer. Staying informed will help your employees better protect themselves from the most common type of cancer in the U.S.

Along with sun exposure, there are other common risks of skin cancer. According to Cancer Treatment Centers of America, some risk factors of skin cancer include:

- ◆ Older age
- ◆ Gender (men are twice as likely to develop basal cell carcinomas and three times more likely to develop squamous cell carcinomas than women)
- ◆ Skin tone
- ◆ Amount of moles
- ◆ Family and personal history
- ◆ Smoking
- ◆ Chemical exposure
- ◆ Previous medical treatment

### **Skin Cancer Prevention**

While skin cancer is the most common type of cancer, the good news is that it's also the most preventable type of cancer. In most cases of skin cancer, the cancer is caused by sun exposure and skin damage from UV rays. To help reduce your risk of developing skin cancer, you should:

- ◆ Always practice safe sun habits
- ◆ Stay away from tanning beds
- ◆ Perform self-exams
- ◆ Schedule regular checkups with a dermatologist

We know that many of us look forward to the summer season all year long. After all, it's the perfect time to explore the outdoors, go on new adventures, and enjoy a well-deserved vacation. By educating ourselves on the importance of sun safety, all of us can enjoy the summer without worrying about damaging our skin. *-end*

## NOTICE

### NIRMA Online University

NIRMA remains in the midst of negotiations with LocalGovU for access to the Online University. We will need to forgo the quarterly announcement of any available course until August 1st. There may be chosen an alternative procedure.

\*Next Wellness Committee Meeting: Tuesday, July 3, 2018 in the Assembly Room, 8:30 a.m.

\*Next Safety Committee Meeting: Wednesday, August 22, 2018 in the Courthouse Assembly Room, 8:30 a.m.

### WELLNESS COMMITTEE

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Fax: 402-821-3319 E-mail: [salinewellness@gmail.com](mailto:salinewellness@gmail.com)

[co.saline.ne.us/webpages/committees/wellness.html](http://co.saline.ne.us/webpages/committees/wellness.html)

Log onto the Wellness webpage online to review meeting minutes, Wellness newsletters, annual Program document and Fitness Center information.



## FITNESS CENTER NOTICE

On or around the 1st of August, the entry code to the Fitness Center will undergo its annual change. Please stop by the HR or Assessor's office in order to re-sign your updated waiver form and receive the new passcode. Family members wishing to use the Fitness Center must also supply a separate waiver. An [electronic waiver](#) can be found on the county website in the Wellness Committee subsection. If do not possess an electronic signature file, simple print and manually complete the form, scan/email it back to [salinewellness@gmail.com](mailto:salinewellness@gmail.com), or drop it off to receive the new passcode.

If you have any questions or concerns relative to the Fitness Center and/or this procedure, please call 821.3900. -end

## Overhaul your MORNING ROUTINE

Don't slug through a morning routine that barely gets you out the door. Maximize your routine for improved work/life productivity. The payoff will be a happier you. More excitement about goals, a better mood, improved health, and finding more meaning in your job can all flow from an optimized morning routine.

Experiment with a few tweaks, and keep notes about any positive impacts on yourself. Everyone is different, so don't simply copy an online "do this" formula. Whether it is drinking a glass of water first thing after awakening, avoiding the snooze button, doing 20 pushups, making your bed without fail, or meditation — hundreds of ideas exist. Some will be perfect for you.

Start at: [www.inc.com](http://www.inc.com)  
(search, "morning routine ideas"). -end



*NOTE: Articles found in this newsletter are for informational purposes only and are not intended as medical advice. For further information, please consult a medical or legal professional.*

Saline County,  
Nebraska



August, 2018  
Volume 5, Issue 8

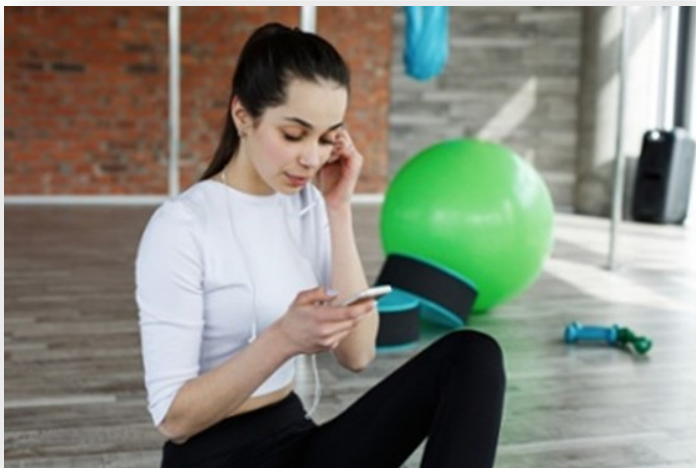
# Saline County Employee Newsletter

## SIX THINGS THAT HAPPEN TO YOUR BODY WHEN YOU STOP EXERCISING

by Robyn Whalen

Everyone should have a rest day every now and then. But when that rest day turns into a rest week or rest month, you might start to notice some changes with your body. If you've taken a workout hiatus recently or are just curious of how your body might change once you decide to take a break from your workout routine, keep reading to learn about six things that will happen to your body when you stop exercising.

① **Blood pressure rises.** Exercise naturally lowers your blood pressure and reduces your risk of developing hypertension (high blood pressure). If you abruptly quit your regular fitness routine, your blood pressure might start to rise over time. If left unmanaged, high blood pressure can lead to some negative health consequences and increase your risk of heart disease. *(Continue on next page...)*



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## WHAT HAPPENS WHEN YOU STOP EXERCISING?—CONT. FROM PG #1

② **Brain changes.** Believe it or not, regular exercise improves brain function in a variety of ways. It boosts memory, learning capabilities, and helps prevent dementia and Alzheimer's. Without regular exercise, your brain might start to change. One study found that when participants (a group of long-term endurance runners) took a 10-day exercise cessation, MRIs showed a reduction in blood flow to the hippocampus (the part of the brain that is responsible for emotions and memory).

③ **Blood sugar spike.** Regular exercise is an excellent way to keep your blood sugar levels in check. In fact, according to the American Diabetes Association (ADA), physical activity can lower your blood glucose up to 24 hours or more after your workout by making your body more sensitive to insulin. Once you ditch your morning workouts, your blood sugar levels are likely to spike back up.

④ **Mood changes.** Exercise makes you happy. It produces feel-good chemicals that help banish stress, keep you energized, and help you maintain a positive mood. Without regular exercise, you might start to notice some changes in your mood. Many people report feeling more stressed and agitated after taking a hiatus from their fitness routine.

⑤ **Endurance plummets.** The more you exercise, the more endurance you build. Taking an extended break from your fitness routine will cause your endurance to take a hit. You might start to notice that you get winded more easily than before. Normal trips up the stairs or a morning jog might become a bit more taxing on your body.

⑥ **Weight changes.** It's no surprise that you might start noticing some changes in the way your clothes fit or notice a different number on the scale after you take a detour from the gym. Exercising helps boost your metabolism and burn excess calories that can turn into body fat. Without regular physical activity, your risk of obesity increases significantly.

While the negative effects of abandoning your fitness regimen might sound scary, the good news is that many of these things are completely reversible as soon as you get back into your fitness routine. If you've taken a break from the gym and have noticed some of these changes, don't fret! Here are a few tips to help you get back into your fitness routine ASAP:

- *Start slow.* If it's been a while since you got a good workout in, don't come back into things full swing. This will only increase your risk of sore muscles and injury – and you definitely won't want to work-out the following day!
- *Pack a gym bag.* If you're having trouble simply getting to the gym, pack a gym bag before you go to work and keep it at your desk as motivation. If you have everything you need already with you, there's no excuse for skipping an afternoon workout!
- *Write it down.* Schedule in your workouts a week ahead of time. Write them in your daily calendar and set reminders on your phone. This will help keep yourself accountable. Be sure to also track your exercise for the day in a journal. Write down how long you worked out and what goals you have for next week.
- *Find a buddy.* Workout buddies help keep you motivated. Not to mention, they make exercise way more enjoyable. Find a partner who shares a similar schedule and similar goals as you.

Living an active lifestyle is one of the best things you can do for your physical and mental health. Regular exercise helps lower your risk of chronic illness and increases your quality (and quantity!) of life. While it's normal to get off track of an active lifestyle every now and then, it's important to understand how your body and brain will be affected. So, if you've recently taken a break from the gym, take a deep breath and get back out there! Your body and mind will start feeling better ASAP. –end



## ONLINE LEGAL RESOURCES

Continuum EAP's online resources includes a library of 100+ free fillable legal forms, including:

- **Wills/Living Trusts**
- **Bill of Sale**
- **Rental Agreements**
- **Promissory Note**

To get started, visit [4continuum.com](http://4continuum.com) and click "MEMBER LOGIN" at the top of the page. Use Saline County username and password. Contact HR or give Continuum a call if experiencing difficulty.

## QUESTION OF THE MONTH

*"By way of recent dietary & exercise decisions, Francis realized she had converted 4 pounds of excess fat into water as a direct result of losing how many pounds of total fat?"*

- A. 15
- B. 20
- C. 25
- D. 30

**CORRECT ANSWER: 25**  
Wellness Points

*\*Answer to the July Question: "B. 2,000"*

Email your answer to:  
[salinewellness@gmail.com](mailto:salinewellness@gmail.com)

# MAKING DECISIONS

—— IS A LIFE SKILL ——

We all make decisions, but making decisions well is a skill with identifiable steps. Try not to muddle through on decisions, especially big ones. Small decisions, like what color socks to wear, are easy. But big decisions with big consequences can provoke anxiety or dread.

There is a way to make big decisions easier and be happier with their result. With your next big decision, rather than ask others what to do, procrastinate, or make a decision in haste to overcome the angst, try the following:



Remember, all decisions are associated with some risk. Know these risks before choosing an option in the decision path. Then, make the decision. Be sure to evaluate the outcome, effects and consequences after implementing your decision. Respond or adjust if possible or needed. —end

## WATER SAFETY FOR CHILDREN

Ten people drown in the U.S. each day, and 20 percent are children under the age of 14. In fact, drowning kills more children ages 1-4 than anything else except birth defects. Therefore, don't leave children near water (including bathtubs) unsupervised. Because drowning happens quickly and quietly, those supervising should not engage in distracting activities like reading books, being on the phone or using alcohol or drugs. And all kids should wear life jackets in and around natural bodies of water, even if they know how to swim. —end

# DO YOU KNOW HOW WORKPLACE RELATIONSHIPS ARE AFFECTING YOU?—TOTAL WELLNESS HEALTH



You spend a majority of your waking hours at work – which means you spend a majority of your waking hours with your co-workers. It should come as no surprise, then, that all those hours together could have an impact on your health.

The relationships you have at work can either improve or harm your health. Having positive relationships with your colleagues can put you in a good mood and make the workday more enjoyable. However, feeling lonely at work or having negative relationships with your co-workers can lead to an unpleasant work experience.

If you're unsure of how your work relationships could be affecting your physical and emotional health, here are a few things to consider:

## STRESS

It's no secret that your co-workers can cause you stress. Whether they're easy or difficult to work with, the things they do in the office can increase your stress levels. Most of the time it's not intentional. They're simply doing their jobs. But you reap what they sow in the form of increased stress.

Too much stress in the workplace can have some negative health consequences. The stress that you endure from negative work relationships can lead to high blood pressure, trouble sleeping, chronic aches and pains, and destructive coping habits. This stress can eventually lead to workplace burnout as well.

On the other hand, if you focus on developing positive relationships in the workplace, your coworkers can also serve as stress relievers. Perhaps they act as a listening ear when work gets frustrating. Or maybe they are the perfectly timed afternoon coffee chat to give you the little break you need.

When it comes to your coworkers, you're all on the same boat. You're working in the same atmosphere for a common goal. Yes, there will be stress. But you can also work on those relationships to help relieve that stress.

## PEER PRESSURE

In a traditional sense, peer pressure has a negative connotation – which can definitely be true in the workplace. Your co-workers could pressure you to hit up happy hour instead of the gym after work, go out to lunch instead of eating the lunch you packed, or vent and complain rather than solving problems. Those are all unhealthy habits to form, and they can be magnified by people you spend time with.

In some situations, peer pressure can be a positive thing. If you surround yourself with healthy colleagues, you'll start to feel the motivation to adopt healthier habits yourself. For example, if your office neighbor is headed out for a walk at lunch, you might feel tempted to join them.

Surrounding yourself with people who make choices you want to make is an excellent first step towards developing healthy habits. Use your work relationships as positive peer pressure – and try to focus less on the work relationships that are dragging you down. *(Continue on page #5...)*

## WORKPLACE RELATIONSHIPS—CONT. FROM PAGE #4

### PRODUCTIVITY

We've all been there. There's always that one co-worker who can be a lot of fun, but also super distracting. You can spend hours laughing with them, all while getting no work done. This can cause your productivity and overall work performance to take a huge hit.

Seek out work relationships that help motivate you to be more productive. Find a team you can work with or trusted coworkers to delegate to. On individual projects, bounce your ideas off your work friends.

Create relationships at work that empower you to not only get work done, but to do your work well.

### HAPPINESS

Happiness is an overlooked aspect of your health, and relationships play an obvious role in your day-to-day happiness. The people you spend time with have the power to make you miserable in a lot of different capacities. In unhealthy work relationships, you can get caught in a battle of comparison or in an unhealthy level of competition – leading to a negative work environment.

However, when you focus on building good relationships with your colleagues, the exact opposite will happen. Your co-workers have the power to cheer you up and boost your happiness in the office. If you surround yourself with co-workers who you genuinely enjoy – people who make you laugh and support you – you're on the road to happiness.

It might sound cheesy, but those people definitely exist in your workplace. Seek them out, get to know them, and watch those happy relationships improve your health and wellbeing.

### IMPROVING YOUR WORK RELATIONSHIPS

Forming positive work relationships can be easier said than done. If you're struggling to build better relationships in your workplace, try out some of these tips:

- *Be a positive presence.* No one wants to spend time with a Negative Nancy. Maintaining a positive attitude will make you seem more approachable and attract the right type of work relationships.
- *Avoid gossip.* Sometimes we feel the need to gossip in the office to fit in or get people to like us. However, using gossip as a way to bond with colleagues is creating a negative image of yourself and can lead to unhealthy work relationships.
- *Be a part of the team.* We know, office parties and after-hours activities can sound cheesy and awkward – especially if you don't have an office buddy to go with. But attending and participating in team outings is one of the best ways to get to know your colleagues on a more personal level.
- *Show respect.* Simply showing your colleagues respect will go a long way in the workplace. Listen to a co-worker who has a new idea, clean up after yourself when you use shared office spaces, and hold off on any behaviors that your office neighbor may find annoying or offensive.
- *Be kind.* We know it's not groundbreaking – be something as simple as being kind to your colleagues can make a huge difference and help you form quality relationships. Share a smile, express gratitude, and help out a co-worker in need.

Work relationships can be tough. Obviously, it's not as simple as just recognizing the relationships you want to develop with your coworkers. The first step? Be that healthy influence for others. Empower your coworkers to live positive, healthy lifestyles so they can take on that same role for you. –end

# WHERE FAT GOES WHEN YOU LOSE WEIGHT

## —THE CONVERSATION

The world is obsessed with fad diets and weight loss, yet few of us know how a kilogram of fat actually vanishes off the scales.

Even the 150 doctors, dietitians and personal trainers we surveyed shared this surprising gap in their health literacy. The most common misconception by far, was that fat is converted to energy. The problem with this theory is that it violates the law of conservation of matter, which all chemical reactions obey.

Some respondents thought fat turns into muscle, which is impossible, and others assumed it escapes via the colon. Only three of our respondents gave the right answer, which means 98% of the health professionals in our survey could not explain how weight loss works.

So if not energy, muscles or the loo, where does fat go?

## THE ENLIGHTENING FACTS ABOUT FAT METABOLISM

The correct answer is that fat is converted to carbon dioxide and water. You exhale the carbon dioxide and the water mixes into your circulation until it's lost as urine or sweat.

If you lose 10 pounds of fat, precisely 8.4 pounds comes out through your lungs and the remaining 1.6 pounds turns into water. In other words, nearly all the weight we lose is exhaled.

## HOW YOUR BODY FIGHTS BACK WHEN YOU DIET

This surprises just about everyone, but actually, almost everything we eat comes back out via the lungs. Every carbohydrate you digest and nearly all the fats are converted to carbon dioxide and water. The same goes for alcohol.

Protein shares the same fate, except for the small part that turns into urea and other solids, which you excrete as urine.

## WHY IS OBESITY GETTING WORSE IN AMERICA?

The only thing in food that makes it to your colon undigested and intact is dietary fibre (think corn). Everything else you swallow is absorbed into your bloodstream and organs and, after that, it's not going anywhere until you've vaporized it.

## KILOGRAMS IN VERSUS KILOGRAMS OUT

We all learn that "energy in equals energy out" in high school. But energy is a notoriously confusing concept, even among health professionals and scientists who study obesity.

The reason we gain or lose weight is much less mysterious if we keep track of all the kilograms, too, not just those enigmatic kilojoules or calories.

## EAT HEALTHIER WITHOUT QUITTING SUGAR

According to the latest government figures, Americans consume 3.55 kg (125 ounces) of food and beverages every day. Of that, 430 grams (about 15 ounces) is solid macronutrients, 17 grams (0.6 ounces) is fiber and the remaining 3.11 kg (110 ounces) is water. *(Continued on page #7...)*

## WHERE FAT GOES—CONTINUED FROM PAGE #6

What's not reported is that we inhale more than 660 grams (23 ounces) worth of oxygen, too, and this figure is equally important for your waistline.

If you put 3.55 kg (125 ounces) of food and water into your body, plus 660 grams of oxygen (23 ounces), then 4.2 kg (148 ounces) of stuff needs to come back out, or you'll gain weight. If you're hoping to shed some weight, more than 4.1kg will have to go.

### WANT TO FIX AMERICA'S HEALTH? FIRST FOCUS ON FOOD

The 430 grams (15.2 ounces) of carbohydrates, fats, protein and alcohol most Americans eat every day will produce exactly 770 grams (27.1 ounces) of carbon dioxide plus 290 grams (10.2 ounces) of water (about one cup) and about 31 grams (1.1 ounces) of urea and other solids excreted as urine.

### THE HISTORY OF THE 'IDEAL' WOMAN AND WHERE THAT HAS LEFT US

An average 75kg (165 pound) person's resting metabolic rate (the rate at which the body uses energy when the person isn't moving) produces about 590 grams (21 ounces) of carbon dioxide per day. No pill or potion you can buy will increase that figure, despite the bold claims you might have heard.

The good news is that you exhale 200 grams (7 ounces) of carbon dioxide while you're fast asleep every night, so you've already breathed out a quarter of your daily target before you even step out of bed.

### EAT LESS, EXHALE MORE

So if fat turns into carbon dioxide, could simply breathing more make you lose weight? Unfortunately not. Huffing and puffing more than you need to is called hyperventilation and will only make you dizzy, or possibly faint. The only way you can consciously increase the amount of carbon dioxide your body is producing is by moving your muscles.

But here's some more good news. Simply standing up and getting dressed more than doubles your metabolic rate. In other words, if you simply tried on all your outfits for 24 hours, you'd exhale more than 1,200 grams (42 ounces) of carbon dioxide.

More realistically, going for a walk triples your metabolic rate, and so will cooking, vacuuming and sweeping.

Metabolizing 100 ounces of fat consumes 290 ounces of oxygen and produces 280 ounces of carbon dioxide plus 110 ounces of water. The food you eat can't change these figures.

Therefore, to lose 100 ounces of fat, you have to exhale 280 ounces of carbon dioxide on top of what you'll produce by vaporizing all your food, no matter what you eat.

Any diet that supplies less "fuel" than you burn will do the trick, but with so many misconceptions about how weight loss works, few of us know why. -end

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**Retirement Planning and Financial Management seminars** for State and County plan members are held annually starting in late summer. Enrollment forms will be mailed to plan members approximately four weeks prior to the start of the first session or members may use the online enrollment/registration forms. Members must enroll in advance in order to attend a seminar. NPERS Retirement Planning Seminars offer information on your retirement plan and tips on preparing for your retirement. Visit <https://npers.ne.gov/SelfService/public/otherInformation/retirementSeminars/StateCountyschedules.jsp> to learn more.



## NIRMA Online University

“Cyber-security Threats to Public Entities”

Cyber-security is important for public entities and the individuals who make up the organization. Not only is cyber-security an important measure for protecting personal information, but utilizing it also considers confidential information of clients.

Successful completion of this course, through the end of December, provides 75 Wellness Points.

\*Next Wellness Committee Meeting: Wednesday, August 29, 2018 in the Courthouse Conference Room, 8:30 a.m.

\*Next Safety Committee Meeting: Wednesday, August 22, 2018 in the Courthouse Assembly Room, 8:30 a.m.

### WELLNESS COMMITTEE

204 S High, Wilber, NE 68465

Phone: 402-821-3900

Fax: 402-821-3319 E-mail:

salinewellness@gmail.com

co.saline.ne.us/webpages/committees/wellness.html

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If you have any questions or concerns relative to the Fitness Center and/or this procedure, please call 821.3900. -end

## In-Person Wellness Presentation

### *“The Math of Weight Management”*



Join Megan Koop of **Madonna “Fit-for-Work”** to learn more about the differences between fat and muscle, weight management and how to calculate your resting metabolic rate (and what it means!), on **Wednesday, August 8,**

**2018 from 5:30 p.m. to 6:30 p.m.** at the **Extension Office** meeting room.

There is a bit of math involved in managing the desire to trim some fat in our bodies. In this session, learn the ins and outs of Resting Metabolic Rates (RMR), the amount of calories the body burns in a resting state to keep your organs functioning. Do you know what your RMR is? A basic equation is to figure 10 calories for every pound of body weight if you are a woman, and 11 calories for every pound of body weight if you're a man. Yet, there are additional factors that influence your RMR.

Come join Megan for a bit of knowledge in this area that may help shape healthy lifestyle habits when raising your rate. -end

*NOTE: Articles found in this newsletter are for informational purposes only and are not intended as medical advice. For further information, please consult a medical or legal professional.*



# Saline County Employee Newsletter

## THREE SIMPLE FOODS THAT BUILD BRAIN HEALTH

by Jenna Braddock



### BRAIN FOOD

Heart health, strong bones and cancer prevention are health goals most people strive to achieve. We could probably name at least one strategy in each of these categories that can help reduce our risk of disease, which is great. But there's another body system that is equally important for adapting prevention strategies and is only just beginning to gain attention — your brain.

Most people in their young-adult to mid-life years aren't necessarily thinking about how to take care of their brain. It's probably working just fine. However, investing

in brain health as early as possible is becoming more and more important for building a lifetime of wellness. Currently in the U.S., someone is diagnosed with Alzheimer's disease every 65 seconds; that statistic is expected to intensify to every 33 seconds by 2050.

Fortunately, science is identifying more ways to build brain longevity for a long, healthy life. Just like investing wisely for retirement, investing in your brain health now is a vital game-changer for your future. *(continued on page #2...)*

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Begin with these three simple ways to build brain health:

### **EAT MOSTLY FRUIT AND VEGETABLES**

You know you need to eat more produce for physical health reasons, but fruits and vegetables could also protect your brain. Research has begun to confirm a higher intake of fruits and vegetables is correlated to brain health including a lower risk for Alzheimer's and a protective effect against depression. One of the specific reasons this connection is believed to exist is due to the polyphenols abundant in many types of produce. Polyphenols have anti-inflammatory properties that may help protect the brain from cognitive decline.

In addition, B-vitamins, particularly folate and B6, commonly found in fruits and vegetables seem to have a connection to mental health. Research has found a higher intake of these vitamins produced improved cognitive performance and reduced loss of brain tissue associated with aging. Conversely, low folate levels have been associated with a risk of depression.

Knowing you need to eat more fruits and vegetables for brain health is one thing, but actually doing it is another issue. As long as you're moving toward a higher intake, know that you can make improvements over time.

Make it simple for yourself by reaching for a handful of blueberries every day. Blueberries are a good source of vitamin C, providing 15% of the daily recommended value in one serving (a handful or a cup). Vitamin C is an antioxidant that protects cells from damage caused by oxidative free radicals. Recent research published in the European Journal of Nutrition found that daily consumption of the equivalent of one cup of fresh blueberries, given as 24g of freeze-dried powder, showed positive changes in cognitive function over a placebo. "While more evidence is needed, results of this study add to the body of research on blueberry-supplemented diets and positive outcomes in cell and animal research on age-related cognitive decline," said Barbara Shukitt-Hale, Ph.D., one of the study's lead investigators.

### **TRY EGGS, CHICKEN AND LIMA BEANS**

One of the newest players on the brain scene is choline, an essential nutrient with a strong connection to mental health. Choline is required for neurotransmitters found in the brain to work at their peak, aiding memory retention and cogni-

tive development. It could be so crucial to brain performance that it could potentially help restore age-related cognitive function in healthy individuals.

Here's the problem, though: National data show 90% of Americans are not getting enough choline through their diet. This could have a significant impact on brain health population-wide and it's rather easy to fix. First, look to food sources including whole eggs, lima beans, chicken, wheat germ and Brussels sprouts. Eating these foods daily can help tick you toward the recommended daily intake (RDI) of 550mg a day, although it is difficult to meet choline needs through food alone. It's worthy to note the new Nutrition Facts label calls for voluntarily labeling choline because the FDA has recognized its many health benefits.

In addition to including food sources of choline as part of a healthy eating pattern, it may also be important to supplement with choline to ensure intake needs are met.

### **KNOW YOUR VITAMIN D STATUS**

Vitamin D is a nutrient that has gained much attention in the past decade as its connection to overall health is uncovered. Brain health is no exception and observational research has discovered low blood levels of vitamin D were found in Alzheimer's patients. In addition, a correlation of low risk for Alzheimer's disease was associated with a higher dietary intake of vitamin D. One possible explanation for this connection is vitamin D plays a role in nerve health in the brain.

While this research is not rock solid yet, it does suggest a powerful connection to brain longevity. Interestingly, most people do not have their vitamin D levels checked in their annual blood work.

At your next annual exam, talk to your physician about getting your vitamin D levels checked. Blood levels less than 50 nmol/L are considered inadequate and 30 nmol/L or less deemed deficient.

Vitamin D is created by unprotected sun exposure on your skin, but that should be limited to no more than 2–3, 15 minute sessions a week. Depending on where you live, you might not ever receive adequate sun exposure to synthesize enough vitamin D. There are food sources of vitamin D that you can incorporate into your daily eating routine. Choosing "fatty" fish like salmon, tuna and mackerel, egg yolks and mushrooms. Beyond that you may need to take a vitamin D supplement, but talk to your health care provider first as it requires monitoring and retesting. —end

## ONLINE LEGAL RESOURCES

Continuum EAP's online resources includes a library of 100+ free fillable legal forms, including:

- **Wills/Living Trusts**
- **Bill of Sale**
- **Rental Agreements**
- **Promissory Note**

To get started, visit [4continuum.com](http://4continuum.com) and click **"MEMBER LOGIN"** at the top of the page. Use Saline County username and password. Contact HR or give Continuum a call if experiencing difficulty.

## QUESTION OF THE MONTH

*"Unscramble the puzzle tiles found on page #7 to reveal the hidden message, and thus receive 25 points."*

*Use the empty boxes to help arrange the letter blocks in the correct order to decipher the message. As always, the answer is found in the newsletter. Good luck!*

**CORRECT ANSWER:** 25 Wellness Points

*\*Answer to the August Question: "C. 25"*

Email your answer to: [salinewellness@gmail.com](mailto:salinewellness@gmail.com)

## 4 SIGNS YOU'RE EATING TOO LITTLE

——— WHEN TRYING TO LOSE WEIGHT ———

[MYFITNESSPAL.COM](http://MYFITNESSPAL.COM)

If you're trying to lose weight, it's pretty cut and dry, right? Cut as many calories from your diet as possible. Unfortunately, it's possible to eat too little, which not only makes it harder for you to achieve a healthy weight, but can also cause other health problems.

The first thing you should ask yourself is, "Why do I want to lose weight?" This seems simple. It's usually to fit into smaller clothes or to look better. But these reasons can cause you to make decisions that aren't necessarily in your best health interest. Eating below your needs is just one example of that and, unfortunately, it can backfire big time.

Everyone has a set amount of calories, or energy, they need to simply be alive. Consistently eating less than this can cause your metabolism to slow down and your body to begin preserving what it can to survive. Hunger and feeling full aren't the only indicators of whether you're fueling your body appropriately. In fact, if you aren't eating enough consistently, you may notice some of these other signs as well.

**1. YOU'RE TIRED**—Our bodies are fueled by the foods we eat, so if we don't eat enough, our energy levels can also wane. Whether you're skipping meals or limiting the types of food you eat, eating too few calories also means you're taking in too few nutrients. Research shows you need all the macronutrients – carbohydrates, protein and fat – for sustained energy. That said, vitamins and minerals are also essential in regulating the production of energy. When you skimp on calories, it becomes much more difficult to get all these important elements your body needs to function properly.

**2. YOU'RE CRANKY**—Feeling more irritable than normal can be another key indicator you aren't supplying your body with enough fuel to get through the day. Skimping on carbohydrates can be particularly problematic when it comes to mood stabilization. Without enough carbs, your blood-sugar levels may dip too low because the body doesn't have enough sugar, or glucose, to use as fuel.

**3. YOU'RE CONSTIPATED**—To help preserve energy, your digestive tract may move food through your system more slowly when you restrict your intake below what your body needs for an extended period of time. This can cause constipation. In addition, not getting enough fiber regularly — which is challenging to do even when you do eat enough to meet your needs — can also increase the likelihood of constipation.

**4. YOU CAN'T LOSE THOSE LAST FIVE POUNDS**—More isn't necessarily better. You usually lose weight when you run a calorie deficit, but if you're finding you just can't lose those last few pounds, it's possible you're either training too hard, eating too little or some combination of the two. Smaller deficits (think 250–500 calories) are often all you need to see longer-term weight loss. Plus, this won't trigger your body to go into self-preservation mode the same way, drastically restricting your intake often does. Although dropping your calories to significantly low levels may provide you with quick weight loss in the beginning, it can be detrimental to your health and set the stage for weight regain in the future. —end



# COMMON OBSTACLES PREVENTING FLU SHOT PARTICIPATION

BY ROBYN WHALEN



When it comes to staying healthy during flu season, many people seem to be complacent. They don't always take action – and many of our own employees don't think the flu is “that big of a deal.”

But why is that? Why are some employees willing to take their chances against the flu, rather than taking one simple step to help prevent it? Well, there isn't just one clear answer. In fact, the flu season comes with many obstacles that can lead to complacency and inaction.

It's important for employers to be aware of these obstacles so that they can address them in

the workplace. If employers ignore these factors, they won't see ideal participation rates for corporate flu shots – meaning their workforce is at a much higher risk of a flu outbreak.

Let's take a look at some of the most common obstacles when it comes to corporate flu shot clinics:

**① Misinformation:** Many employees have their doubts about corporate flu shots simply because they are misinformed. There have been many false accusations about influenza and the flu vaccine throughout the years. Anyone can hop online and find a “resource” to support a specific argument. Unfortunately, those resources aren't always credible – which lends to the mass amount of misinformation about the flu shot.

The popular myth that “the flu shot gives you the flu” might be holding some of your employees back from receiving their vaccine. It's important to let your employees know that this simply isn't true. The vaccine is made from either an inactivated flu virus (meaning the viruses are no longer infectious) or from proteins that don't contain the virus at all. While the flu shot can sometimes cause minor side effects such as a low-grade fever, nausea, and muscle aches, there is no way that the components of the flu shot can infect someone who receives it.

Your employees might also be misinformed about the safety and effectiveness of the flu shot. For example, one common myth links the flu shot to disorders such as autism. Science has repeatedly shown that this is not true. Others might believe that the flu shot simply doesn't work. However, healthcare experts recommend the flu shot time and time again as the single best way to protect yourself from influenza.

Unfortunately, no matter how much correct information is spread about the importance of the flu shot, there will always be false accusations just a click away. That misinformation can have people confused and complacent throughout flu season – which is why employers should be aware of these common myths and misconceptions about the flu shot. It's essential to properly educate employees about getting vaccinated over flu season!

**② Denial:** There are many different types of bugs and illnesses that spread during the fall and winter seasons and make you feel sick. But not all of those are the flu. Many people use the word “flu” as a generic term for a general illness when, in reality, it's a serious and specific illness.

The influenza virus causes the flu. While influenza is a specific virus, there are many different types (or strains) of the flu. What makes influenza stand out from other illnesses is its high attack rates and the severity of the illness. *(Continued on page #5...)*



## *DON'T NEGLECT YOUR FLU SHOT—CONT. FROM PAGE #4*

The flu spreads like wildfire every fall and winter. It's easily passed from one person to the next. People tend to feel sick very suddenly because it hits much more quickly than the common cold. The flu will also likely put you out of commission for several days – maybe even up to a couple of weeks!

When employees assume any cold or 24-hour bug is the flu, they start to believe it's really not that bad and that they'll be fine without a flu shot. They deny and underestimate just how serious the flu can be. If employees don't understand the serious risks of the flu, they'll think they're better off just taking their chances. Employers need to address the severity of the flu and the negative consequences it can have on employee health and productivity.

③ **Unpredictability:** When it comes to the influenza virus itself, the only thing scientists can predict is that it's unpredictable. Influenza can change and mutate each year, which makes it difficult to predict the severity and timeline of each flu season.

Naturally, that has contributed to a skeptical public. Looking back on previous flu seasons, we've witnessed sudden, unforeseen flu outbreaks. We've also heard serious warnings from healthcare professionals about severe flu seasons that never panned out.

It's natural that these things happen because the virus is so unpredictable. However, some people might incorrectly view these inaccurate flu season predictions as scientific mistakes – which can make it difficult for your employees to trust the experts when it comes to flu prevention.

So, what do all of these common obstacles of flu season have in common? Misunderstanding. The good news is that all of these common obstacles can be overcome by proper communication and education. We can't stress enough how important communication and education are to your workforce during flu season!

Start communicating with your employees before flu season hits and keep educating employees throughout the season. Without an effective communication plan in place, many of your employees will go unvaccinated this flu season. *–end*

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## **PROTECTING YOUR REPUTATION AT WORK**

Your workplace reputation is a valuable asset, but it is not a “renewable resource.” Once tarnished, it can take years to recoup. How you handle yourself emotionally at work is a key facet of your reputation that can overshadow your skills, abilities and accomplishments.

How do you handle anger, disappointments, conflicts or even frustrations with management? Do you remain cool in the face of challenges? Most of us can't display the same emotions to co-workers and managers that we display at home with family members. If you blow up at co-workers, it's unlikely that they'll simply think, “Oh, that's just Mike being Mike.”

To stay cool, consider whether you are sitting on anger or stuffing conflict. Plan a sit-down meeting with whomever you need to clear the air with. An employee assistance professional or good friend can help you plan for it.

Not sure how you may be perceived? Ask yourself:

- 1) Are my relationships at work uplifting or am I surrounded by others who are negative?
- 2) Am I getting too negative in my communications?
- 3) Am I getting careless about what I say or whom I say it to?
- 4) Are my emails lacking common courtesies or am I sounding snappy?

Your reputation is a resource for both you and your employer. Protect its value and it will serve you well. *–end*

# COMPASSION FATIGUE

—DON'T WAIT TO FEEL IT—FRONTLINE CONTINUUM EAP NEWS

Compassion fatigue is a syndrome similar to burnout that includes physical, emotional and spiritual depletion. In work settings, it is usually associated with direct care of those suffering with medical, emotional and emergency health situations.

Few professionals believe from the outset that they will ever fall victim to compassion fatigue, because it's counterintuitive — a profession helping others is supposed to bring joy, not pain. As with most health and wellness issues, we tend to wait for symptoms to appear before taking action.

Reduce your vulnerability to compassion fatigue by taking proactive measures. Realize that prevention is not a mind-over-matter exercise. Your enthusiasm and commitment to your profession can help, but that will not sustain and insulate you from the effects of repeated exposure to acute-care trauma and suffering. Find compassion fatigue assessments, exercises, and loads of insight by searching “compassion fatigue” online. Or, better yet, contact Continuum EAP for help creating coping strategies specific to you.

## Making positive feedback REALLY COUNT

When you give positive feedback to a co-worker, be sure to include the “ABC’s” of doing it effectively.

- “A” stands for “Affirmation”
- “B” stands for “Be specific.”
- “C” stands for “Contribution”



Start with a positive statement that (“A”) affirms your co-worker’s accomplishment — **“Great job!”**

Then, (“B”) be specific to let your co-worker know you are sincere and not simply “being nice.” **“Wow, Laura! I really liked your presentation. The three examples you gave of how we can better serve our customers were new and refreshing.”**

This type of positive feedback is even more affirming. But you can go still further. Acknowledge Laura’s “C” contribution so she knows she is valued. For example, add, **“I could see everyone perk up when they heard the new insights. I am glad you**

**were the one we picked as our trainer.”**

By putting yourself in Laura’s shoes, you can see how she will feel positive about her presentation, you, her job and the organization. This example of positive feedback shows how it can be a force for good. It also underscores how adverse a lack of positive feedback can be if it is ignored or, worse, withheld, when it is obviously deserved. —end

## 2019 MEDICARE PART D PRESCRIPTION DRUG PLAN OPEN ENROLLMENT COMING SOON!

—LORI MOLDENHAUER—AGING SERVICES DIRECTOR

A reminder to any eligible County Employee, or a reminder for your 'loved ones' enrolled in Medicare D's PDP (prescription drug plan) to make sure you get your PDP comparison done yearly, during open enrollment period, October 15th through December 7th.

This is a good opportunity to have your PDP compared to other plans for 2019—to see if there is a plan that would work better (be more cost effective) for you in the new year.

Drug insurance companies are allowed to change their plans annually, either by changing the cost of the premiums, the drugs, or both, so you, too, are allowed to find and change to a plan that will work better for you in 2019.

Volunteers from Lincoln's SHIIP (Senior Health Insurance Information Program) will be available in Wilber at the Dvoracek Memorial Library all day on Thursday, November 1, 2018, to do Medicare D Prescription Drug comparisons. This event is free of charge.

The staff at Saline County Aging Services (SCAS) are also SHIIP volunteers and will be doing Medicare D comparisons during open enrollment. The comparisons done by the SCAS staff will be on a first come, first served basis, for a suggested contribution. A worksheet will need to be filled out stating which drugs you are currently taking. As in the past, the staff will do the comparison based on your worksheet and send you the results. Then if you wish to have questions answered or want to change plans, an appointment will be made.

Please call SCAS at 402-821-3330 for more information and/or to set up an appointment to attend the SHIIP event at the library on November 1, 2018. —end

# FLU FIGHTERS

## Join the Team on Friday, October 12th

### "Spreads like Wildfire"

QUESTION of the MONTH: Unscramble the tiles below to reveal the secret message, and thus receive 25 points?  
Use the empty boxes to arrange the letter blocks in the correct order. Good luck!

l	f	.				l	t	h	y		G	e	t			o	t	e	c		u		s	h		S	t	a	y		.		P	r
t		y	o			o	t	.			u	r	s	e			h	e	a		a		f	l										

Write your solution here:


## NIRMA Online University

### “Cyber-security Threats to Public Entities”

Cyber-security is important for public entities and the individuals who make up the organization. Not only is cyber-security an important measure for protecting personal information, but utilizing it also considers confidential information of clients.

Successful completion of this course, through the end of December, provides 75 Wellness Points.

\*Next Wellness Committee Meeting: Wednesday, October 10, 2018 in the Courthouse Conference Room, 8:30 a.m.

\*Next Safety Committee Meeting: Wednesday, November 28, 2018 in the Courthouse Conference Room, 8:30 a.m.

## WELLNESS COMMITTEE

204 S High, Wilber, NE 68465

Phone: 402-821-3900

Fax: 402-821-3319 E-mail:

salinewellness@gmail.com

co.saline.ne.us/webpages/committees/wellness.html

Log onto the Wellness webpage online to review meeting minutes, Wellness newsletters, annual Program document and Fitness Center information.



## 2018 Flu Shot Clinic

Saline County will be offering our Annual Flu Shot Clinic to employees, and any of their BCBS dependents, on Friday, October 12, 2018. Public Health Solutions will be providing the immunizations. Locations and times are as follows:

- Courthouse: 10:00 a.m. to 1:00 p.m.
- LEC: 2:00 p.m. to 4:00 p.m.

Those wishing to take advantage of this important immunization are instructed to complete a PHS Client Information Form. (*One is emailed along with this newsletter electronically.*) These forms are to be completed by each person requesting immunization and returned to the Wellness Committee/HR by Thursday, October 4th. Beyond this, no reservations needed.

There will also be the availability of a “high dose” formula for those requiring it and a “Tdap” (*Tetanus, diphtheria, and Pertussis*) to those due to receive it. Please call 821.3900 for additional information.

PHS will also need a copy of each participant’s Insurance Card. Please ensure this is brought to the clinic with you. -end

## “100 Miles/100 Days” Challenge

*Return Result Sheets by Friday, September 28th*

This challenge will conclude on Saturday, September 15th. Please remember to return your tally sheets by Friday, September 28th in order to qualify for points earned. -end

## Upcoming October Challenge

*“Financial Fitness”*

The upcoming month long, Continuum HelpNet-based, online financial training program will kick off October 1st. Those wanting to participate may wish to visit the Continuum website at [www.4continuum.com](http://www.4continuum.com) using Saline County’s login and password. Please contact HR for those credentials if you don’t already have them. More information to follow. -end

NOTE: Articles found in this newsletter are for informational purposes only and are not intended as medical advice. For further information, please consult a medical or legal professional.

## CLIENT INFORMATION

LAST NAME: \_\_\_\_\_

FIRST NAME: \_\_\_\_\_

GENDER:      MALE \_\_\_\_\_ FEMALE \_\_\_\_\_

DATE OF BIRTH: \_\_\_\_/\_\_\_\_/\_\_\_\_

MOTHERS MAIDEN NAME: LAST \_\_\_\_\_, FIRST: \_\_\_\_\_

YOUR STREET ADDRESS AND/OR P.O. BOX: \_\_\_\_\_

CITY: \_\_\_\_\_ STATE: \_\_\_\_\_ ZIP: \_\_\_\_\_

COUNTY OF RESIDENCE: \_\_\_\_\_ TELEPHONE NUMBER: \_\_\_\_\_ - \_\_\_\_\_ - \_\_\_\_\_

PRIMARY LANGUAGE: \_\_\_\_\_

HISTORY OF CHICKEN POX DISEASE?    YES: \_\_\_\_\_    NO: \_\_\_\_\_

PRIMARY CARE PHYSICIAN: \_\_\_\_\_

FACILITIES PROVIDING PREVIOUS IMMUNIZATIONS: \_\_\_\_\_

---

### PLEASE CHECK WHICH IMMUNIZATIONS YOU WOULD LIKE TO HAVE

FLU IMMUNIZATION: \_\_\_\_\_    --or--    HIGH DOSE FLU IMMUNIZATION: \_\_\_\_\_

Tdap: \_\_\_\_\_ (Tetanus, diphtheria, and Pertussis)

CHECK ONE BELOW:

\_\_\_\_\_ PRIVATE INSURANCE (PLEASE PROVIDE PHOTOCOPY, FRONT AND BACK, OF INSURANCE CARD)

\_\_\_\_\_ MEDICAID (PLEASE PROVIDE PHOTOCOPY, FRONT AND BACK, OF INSURANCE CARD) \*EXAMPLE = NEBRASKA TOTAL CARE, UNITED HEALTH CARE COMMUNITY PLAN, WELL CARE HEALTH PLAN.

\_\_\_\_\_ MEDICARE \_\_\_\_\_ PLUS PART "D" SUPPLEMENT TO MEDICARE (PLEASE PROVIDE PHOTOCOPY, FRONT AND BACK OF BOTH INSURANCE CARDS WHERE APPLICABLE)

\_\_\_\_\_ NO INSURANCE

---

**\*\*\*IF YOU ARE INSURED, YOU NEED TO PROVIDE A PHOTOCOPY OF THE FRONT AND BACK OF YOUR PRIVATE, MEDICARE PLUS PART D SUPPLEMENT, OR MEDICAID INSURANCE CARD AT THE TIME OF YOUR IMMUNIZATION TO RECEIVE AN IMMUNIZATION.** IF YOU HAVE NO INSURANCE, PLEASE NOTE THAT BY SELECTING "NO INSURANCE" AND YOU WILL RECEIVE AN IMMUNIZATION. THE MEDICAID CARD SHOULD SAY UNITED HEALTH CARE COMMUNITY PLAN, WELLCARE, OR NEBRASKA TOTAL CARE TO QUALIFY FOR AN IMMUNIZATION.

Addendum 1 - *\*Return to Wellness Committee  
via HR before October 4, 2018*





# Saline County Employee Newsletter

## FLU OUTBREAK AT WORK

by Robyn Whalen—edited for Saline County

Your work space is the definition of close quarters. Everyone is in the same space, sharing equipment, and spending their entire workdays together. That means when one employee gets sick, it won't be long until everyone else has caught the bug too. In a matter of days, we could have an epidemic on our hands.

If you start to notice an outbreak of the flu – or any illness, for that matter – there are some things you can do to make sure you're still able to do business efficiently:

### ① **Communicate**

Your co-workers – both ill and healthy – need to know what's going on. When the chaos of mass illness hits your work environment, you need to keep everyone in the loop. The easiest way to do that is through open communication. Always be sure to communicate the following:

- Inform everyone that a few people are out of the office sick.
- Remind employees what common, sick-day expectations are.
- Educate yourself on how to stay healthy and stop the spread of germs.
- Be informed and updated on topics such as “how to properly wash your hands” or “how to avoid spreading germs around the office or work area.”
- Let employees know who is covering which tasks while people are gone.

(continued on page #2...)

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## FLU OUTBREAK AT WORK—CONT. FROM PG #1

Discussing these important topics will help get all personnel on the same page. Keeping everyone informed on best practices during flu season also helps reduce the number of germs being spread around the worksite or office.

### ② Delegate

If a lot of employees are out on sick leave, supervisors might need to step in and delegate vital tasks to working employees. For example, if Bob is responsible for covering Jo, but Jo is responsible for covering Chris, how much work does Bob have to do if both Jo and Chris are out sick?

Those are the types of questions that develop and should be considered in order to create a plan for. Consider who is still available to show up to work, and who has offered to work from home. Prioritize the tasks you have queued up, and assign responsibilities accordingly.

### ③ Isolate

The best way to stop a flu outbreak is to isolate the employees who are sick – and no, that doesn't mean locking them in some quarantine room! But do encourage them to stay home if they're not feeling well. Don't allow them to bring their illness into work with them.

When people at work start to get sick, it's important to be intentional about keeping healthy employees healthy. Keep your workspace clean and disinfected, sanitize shared equipment,



and educate each other about the spread of illnesses and germs.

### ④ Advocate

When things get chaotic due to an worksite flu epidemic, teamwork is key to sailing through it. Flexibility helps as well. Teamwork and flexibility from everyone is important.

Expecting teamwork and flexibility, can require the need to offer a valuable resource. Saline County offers support to its employees, providing preventative tools in offering annual flu shots to maintain a healthy employee, in addition to ample recovery time offered off in the event the flu strikes home. Ultimately, it's important everyone realizes in the event of an outbreak that a lot can be asked when continuing to work like it's a normal workday while if placed in a crazy, stressful environment. Which is why it's essential to help each other in any way possible; letting them know you're their biggest advocate in tough times and in convincing each other to stay ahead of the game in preventing the localized epidemic.

But, sometimes we can't avoid an outbreak at work, and the best thing to do is face it head-on. Other times – like during flu season – you can put yourself in an awesome position to skip the troubles altogether. One way to do that is to convince the majority of employees around you to get their flu shot. –end

# FLU FIGHTERS

Join the Team on Friday, October 12th

## ONLINE LEGAL RESOURCES

Continuum EAP's online resources includes a library of 100+ free fillable legal forms, including:

- **Wills/Living Trusts**
- **Bill of Sale**
- **Rental Agreements**
- **Promissory Note**

To get started, visit [4continuum.com](http://4continuum.com) and click "MEMBER LOGIN" at the top of the page. Use Saline County username and password. Contact HR or give Continuum a call if experiencing difficulty.

## QUESTION OF THE MONTH

*Fill in the Blanks:*

*"A middle-of-the-road  
work desk fosters  
\_\_\_\_\_ more  
\_\_\_\_\_ than the  
average lavatory seat."*

Blank #1: \_\_\_\_\_

Blank #2: \_\_\_\_\_

CORRECT ANSWER: 25  
Wellness Points

*\*Answer to the September Question: "Get a Flu Shot. Protect Yourself. Stay Healthy."*

Email your answer to:  
[salinewellness@gmail.com](mailto:salinewellness@gmail.com)

## LISTEN UP SPORTS FANS!

*MADONNA FIT-FOR-WORK*

It is football season and who doesn't love sitting down to watch the game with friends or family, while devouring some delicious game day food? Most people enjoy this time of year, but the extra calories from all the goodies tend to add up. Perhaps it's time to make game day just a little healthier! Below are some fun, healthy ideas to get up and moving!

You can make a game out of the game by doing exercises after certain things happen. For example:

- When your team makes a touchdown...complete 7 pushups
- When your team takes a timeout...try to do a 30 second plank
- When your team throws an interception...crank out 10 burpees
- When your team makes a field goal...do 10 squats
- When your team fumbles or gets flagged...get on the floor and do 10 mountain climbers

In addition to a game day workout, or in place of, you can make some healthier snacks and drinks. Instead of the high-fat fried buffalo wings, you could try...

### Breaded Buffalo Chicken Strips

Buy boneless, skinless chicken tenderloins. Dredge the strips in a mixture of 1 egg, 1 Tbsp. of flour, salt, pepper, and any other seasonings you want.

Cover the strips with panko breadcrumbs, then put them on a baking sheet that's been sprayed with oil.

Bake in a 390-degree Fahrenheit oven for 10-15 minutes until done. Brush or drizzle buffalo sauce on top.

Instead of a high-sugar pre-mixed margarita, or high-carb beer, try...

### Watermelon Margarita

Mix 3 ounces of fresh watermelon juice, the juice of 1.5 limes, 1 ounce of fresh squeezed orange juice, 2 ounces of tequila, and 1 teaspoon of sugar or agave. Shake in a shaker with ice and strain, or pour over ice.

—end

**FLU  
FIGHTERS**

Join the Team on Friday, October 12th

# CREATING AND MAINTAINING A HEALTHY WORKSPACE

- TOTAL WELLNESS HEALTH



When you take a look at your office desk, what do you see? Are there papers sprawled everywhere? Lingered trash from yesterday's lunch? Or is there simply nothing but blank walls and empty desk space? Believe it or not, your personal workspace has the power to either positively or negatively impact your overall health and mental wellbeing.

Unhealthy workspaces can cause stress and make it difficult to concentrate at work. Not to mention, a chaotic workspace doesn't exactly scream professionalism. By taking the time to organize and revamp your desk, office, or cubicle, you can boost productivity and help reduce some workplace stress.

Creating and maintaining a healthy workspace is about more than just getting rid of some clutter. It's about creating a space that promotes healthy habits and helps you feel comfortable and calm throughout your workday. If your workspace makes you feel anything but zen, it might be time for a little makeover. Check out these simple steps for creating and maintaining a healthy workspace:

## STEP #1: REORGANIZE

A cluttered, unorganized desk is a recipe for disaster. In fact, a survey by OfficeMax found that 90% of Americans believe clutter has a negative impact on their lives and work. Decluttering and reorganizing your desk is the first step to a healthier workspace.

Start by sorting through everything sitting on your desktop and inside your desk drawers. Recycle or shred all old papers, throw away old coffee mugs, and return any excess office supplies to your supply closet. Only keep the essentials. And don't forget about your junk drawer!

It's also a good idea to invest in a desk organizer. There are many different types of desk organizers for any budget. You can also check with your office manager to see if you can order a desk organizer from your company's office supplier.

## STEP #2: GET CLEANING

Many employees don't clean their desks on a regular basis. In fact, only about 64% of employees clean their desktops once a month or less. Between food and shared office supplies, it's no wonder desks are a hotspot for germs. The average work desk harbors 400 times more bacteria than the average toilet seat – yuck.

To keep your desk clean and reduce the number of germs you spread around the office, you should aim to clean your workspace at least once a week. Keep a pack of antibacterial wet wipes in your drawer and use these to sanitize your entire area. Don't forget to wipe down your telephone, keyboard, mouse, chair arms, and stapler!

## STEP #3: STOCK UP!

Once your workspace is clean and tidy, it's time to start stocking up on some healthy snacks! *(Continued on page #5...)*



## HEALTHY WORKSPACE—*CONT. FROM PAGE #4*

Load up on some healthy desk snacks that you can eat during the workday when you start getting hungry. Having healthy snacks on-hand will make the vending machine and leftover birthday cake in the break room a little less tempting when your stomach starts growling. Some of our favorite healthy desk snacks include:

- Almonds
- 100% whole-wheat crackers
- Nut butter
- Healthy trail mix
- Raisins
- Dried fruit
- Roasted chickpeas
- Granola
- Popcorn
- Jerky
- Tuna packs

### STEP #4: MAKE IT YOURS

A bare, empty desk isn't great for productivity – and it certainly won't help you feel comfortable at work. Sprucing up your desk a bit will help make your workspace feel a bit more like home. Add some plants, family pictures, and some small, colorful décor.

### STEP #5 MAKE IT MOVEMENT-FRIENDLY

Sitting all day is anything but healthy. To create a healthy workspace, you'll want to redesign your desk to provide opportunities for standing and stretching. If your company doesn't supply standing desks, you can easily DIY with some supplies from around the office! If you have the room for it, bring in an exercise ball to sit on every few hours of the day, or store a travel-sized yoga mat under your desk for afternoon stretches.

Feeling comfortable and calm in your office space are basic needs that contribute to your overall work performance. Redesigning your workspace is one small thing you can do to help you feel healthier, happier, and more productive. –end

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### Nebraska Public Agency Investment Trust—2019-2020 \$500 Academic Scholarship Application

Each year, NPAIT awards two \$500 academic scholarships provided by Union Bank & Trust Company and Miles Capital, Inc. A committee comprised of NPAIT Board of Trustees judge and select the recipients of these scholarships.

1. Applicant must be the daughter, son or under legal guardianship of an elected or appointed official or an employee of a Public Agency that is a participant of the Nebraska Public Agency Investment Trust.
2. Applicant must be a graduating high school senior.
3. Applicant must complete application in typewritten form. Either by completing the PDF fillable form online (document will need to be saved to your computer to print/email) or by typewriter.
4. Applicant must complete an essay on any subject matter relating to local, state or national government.
  - ◆ Essay needs to be two hundred-fifty to five hundred words.
  - ◆ Essay must be original work.
  - ◆ Essay needs to include a title.
  - ◆ Essay must be in typewritten form.
5. Applicant must attend a post-secondary institution within Nebraska during the next academic year.
6. Find the Application at <https://www.npait.com/scholarship.html>.



# TIPS TO KEEP YOUR LIVER HEALTHY & HAPPY

BY TREVOR MCDONALD



You might not think much about your liver. It's not the most glamorous organ, but it's one of the hardest working. Your liver is responsible for many of your body's metabolic functions and does the lion's share of toxin removal to keep you healthy and strong. The liver also plays a role in blood health, acting as a "blood recycler" that breaks down old or damaged blood cells in the body, and regulates iron and plasma levels.

To put it bluntly, your liver is irreplaceable. Unlike the heart, if your liver becomes severely damaged, there are no medical procedures, short of a liver transplant, to replace it. But if you take

care of your liver, your liver will take care of you. Here are five ways you can keep your liver healthy:

## LIMIT ALCOHOL CONSUMPTION

Probably the most well-known function of the liver is the role it plays in metabolizing and breaking down alcohol. Everything you eat and drink passes through the liver, including alcohol – and it's your liver's job to get rid of harmful chemicals and toxins that come from those extra beers or cocktails.

Long-term alcohol abuse can lead to severe liver problems. Consuming excessive amounts of alcohol can damage cells in such a way that the liver becomes swollen and scared, which can, in turn, lead to a painful and fatal disease called cirrhosis. The real danger of cirrhosis is that it prevents blood flow in and out of the liver, which eventually leads to organ failure.

As with many things, an ounce of prevention is worth a pound of cure, so stave off liver problems due to excessive alcohol consumption by limiting your drinking habits – many doctors recommend a limit of two drinks per day for men and just one per day for women.

## READ MEDICINE LABELS

Even when you're trying to do right by your body, you need to be watchful about potential side effects, specifically with medications. Certain drugs have the unfortunate side effect of liver damage. For example, the common pain reliever acetaminophen (which is found in Tylenol) can hurt your liver if taken in massive quantities or overused. Acetaminophen is also especially harmful to the liver when it is consumed with alcohol.

To combat this potential risk, take medicines like Tylenol in moderation, never use them with alcohol, and always read the label of new medicines before you take them.

*(Continue on page #7...)*

# HEALTHY & HAPPY LIVER—CONTINUED FROM PAGE #6

## GET REGULAR EXERCISE

Just like most of your other vital organs, regular exercise and a healthy diet can help keep your liver healthy and productive. By exercising consistently, you'll burn triglycerides for fuel, help to keep your weight under control, and can also reduce liver fat, which in turn helps to prevent nonalcoholic fatty liver disease (or NAFLD).

NAFLD is a condition in which excess fat is stored in your liver. It can be caused by an unhealthy lifestyle, like being excessively overweight. Heavy alcohol consumption can lead to NAFLD as well. The real danger with NAFLD is that, like overmedicating, it can also lead to cirrhosis, a deadly liver diagnosis.

To keep your liver healthy, aim to exercise for at least twenty minutes a day, and eat everything in moderation. Find an exercise schedule that works for you, and commit to it.

## WATCH FOR TOXINS

Like we mentioned above, a key role of the liver is helping to remove toxins from the body. While many toxins come in the form of unhealthy food and drink items that we knowingly ingest, they can also come from things that we may not mean to put in our bodies, such as “toxins from cleaning and aerosol products, insecticides, chemicals, and additives.”

When you use these types of products, be sure to use them outside or in a very well-ventilated area. Using a mask is also an option. And of course, do not smoke.


## PROTECT YOURSELF FROM HEPATITIS

Hepatitis is a very serious disease that has a harmful and lasting impact on the liver. This is true with all forms of hepatitis, but particularly chronic hepatitis C, which is a shockingly common disease. Approximately 3.5 million people in the United States are living with chronic HCV.

Chronic hepatitis C (or HCV) creates ongoing inflammation in the liver, which is not only uncomfortable, but can also cause the body to be vulnerable to other serious health issues, like scarring and cirrhosis, and even develop other issues, such as damage to the central nervous system.




Protect yourself against hepatitis with regular vaccinations, being cautious of consuming strange water and food when traveling.

While you probably don't give much thought to your liver, it's vital to your overall health. So be sure to give your liver a little TLC! —end



**FINANCIAL FITNESS**

Oct. 1-Oct. 26  
**Financial Fitness**  
Get a checkup on your current financial fitness levels and learn how to make the most out of your money. *HelpNet-based online challenge.*  
*\*\*See the attached information flyer for participation instruction.*

**Continuum** • 402.476.0186 / 800.755.7636 • 4continuum.com • easpecialist@4continuum.com •     
• WELLNESS CHALLENGES

## NIRMA Online University

"Understanding Depression 101"

Depression is among the most prevalent psychiatric conditions, yet it remains challenging to understand and treat. "Understanding Depression 101" establishes an organizational framework for understanding the multiple pathways that can lead to depression.

Successful completion of this course, through the end of December, provides 75 Wellness Points.

\*Next Wellness Committee Meeting: Wednesday, October 10, 2018 in the Courthouse Conference Room, 8:30 a.m.

\*Next Safety Committee Meeting: Wednesday, November 28, 2018 in the Courthouse Conference Room, 8:30 a.m.

### WELLNESS COMMITTEE

204 S High, Wilber, NE 68465  
Phone: 402-821-3900  
Fax: 402-821-3319 E-mail: [salinewellness@gmail.com](mailto:salinewellness@gmail.com)

[co.saline.ne.us/webpages/committees/wellness.html](http://co.saline.ne.us/webpages/committees/wellness.html)

Log onto the Wellness webpage online to review meeting minutes, Wellness newsletters, annual Program document and Fitness Center information.



## 2018 Flu Shot Clinic

Saline County will be offering our Annual Flu Shot Clinic to employees, and any of their BCBS dependents, on Friday, October 12, 2018. Public Health Solutions will be providing the immunizations. Locations and times are as follows:

- Courthouse: 10:00 a.m. to 1:00 p.m.
- LEC: 2:00 p.m. to 4:00 p.m.

Those wishing to take advantage of this important immunization are instructed to complete a PHS Client Information Form provided in the last newsletter. These **forms** are to be completed by each person requesting immunization and **returned to the Wellness Committee/HR by Thursday, October 4th**. Beyond this, no reservations needed.

There will also be the availability of a "high dose" formula for those requiring it and a "Tdap" (*Tetanus, diphtheria, and Pertussis*) to those due to receive it. Please call 821.3900 for additional information.

PHS will also need a copy of each participant's Insurance Card. Please ensure this is brought to the clinic with you. -end

## October Challenge "Financial Fitness"

The upcoming month long, Continuum HelpNet-based, online financial training program will kick off October 1st. Those wanting to participate must log into the Continuum website at [www.4continuum.com](http://www.4continuum.com) using Saline County's login and password. Please contact HR for those credentials if you don't already have them. Additional information will accompany this newsletter in which the County login information will be shared—*outside of this publication*. Once logged into the site with the group login and password, additional registration for the Challenge will be required. You will use your "firstlast" (without a space) so that the outcome report can reflect your success in order to earn seventy-five (75) incentive points. -end

NOTE: Articles found in this newsletter are for informational purposes only and are not intended as medical advice. For further information, please consult a medical or legal professional.

Saline County,  
Nebraska



November, 2018  
Volume 5, Issue 11

# Saline County Employee Newsletter

## NOT EXERCISING WORSE THAN SMOKING?

by Wayne Drash, CNN

We've all heard exercise helps you live longer. But a new study goes one step further, finding that a sedentary lifestyle is worse for your health than smoking, diabetes and heart disease.

Dr. Wael Jaber, a cardiologist at the Cleveland Clinic and senior author of the study, called the results "extremely surprising." "Being unfit on a treadmill or in an exercise stress test has a worse prognosis, as far as death, than being hypertensive, being diabetic or being a current smoker," Jaber told CNN. "We've never seen something as pronounced as this and as objective as this."

Jaber said researchers must now convey the risks to the general population that "being unfit should be considered as strong of a risk factor as hypertension, diabetes and smoking -- if not stronger than all of them." "It should be treated almost as a disease that has a prescription, which is called exercise," he said.

Researchers retrospectively studied 122,007 patients who underwent exercise treadmill testing at Cleveland Clinic between January 1, 1991 and December 31, 2014 to measure all-cause mortality relating to the benefits of exercise and fitness. Those with the lowest exercise rate accounted for 12% of the participants. The study was published Friday in the journal JAMA Network Open.

*(continued on page #2...)*

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"Cardiovascular disease and diabetes are the most expensive diseases in the United States. We spend more than \$200 billion per year treating these diseases and their complications. Rather than pay huge sums for disease treatment, we should be encouraging our patients and communities to be active and exercise daily," said Dr. Jordan Metzl, sports medicine physician at the Hospital for Special Surgery and author of the book "The Exercise Cure."

Jaber said the other big revelation from the research is that fitness leads to longer life, with no limit to the benefit of aerobic exercise. Researchers have always been concerned that "ultra" exercisers might be at a higher risk of death, but the study found that not to be the case. "There is no level of exercise or fitness that exposes you to risk," he said. "We can see from the study that the ultra-fit still have lower mortality." "In this study, the most fit individuals did the best," said Metzl, who was not involved in the study. "Once cleared by their physicians, patients shouldn't be afraid of exercise intensity."

The benefits of exercise were seen across all ages and in both men and women, "probably a little more pronounced in females," Jaber said. "Whether you're in your 40s or your 80s, you will benefit in the same way."

The risks, he said, became more shocking when comparing those who don't exercise much. "We all know that a sedentary lifestyle or being unfit has some risk. But I'm surprised they overwhelm even the risk factors as strong as smoking, diabetes or even end-stage disease."

"People who do not perform very well on a treadmill test," Jaber said, "have almost double the risk of people with kidney failure on dialysis."

What made the study so unique, beyond the sheer number of people studied, he said was that researchers weren't relying on patients self-reporting their exercise. "This is not the patients telling us what they do," Jaber said. "This is us testing them and figuring out objectively the real measure of what they do."

Comparing those with a sedentary lifestyle to the top exercise performers, he said, the risk associated with death is "500% higher." "If you compare the risk of sitting versus the highest performing on the exercise test, the risk is about three times higher than smoking," Jaber explained.

Comparing somebody who doesn't exercise much to somebody who exercises regularly, he said, still showed a risk 390% higher. "There actually is no ceiling for the benefit of exercise," he said. "There's no age limit that doesn't benefit from being physically fit."

Dr. Satjit Bhusri, a cardiologist at Lenox Hill Hospital, who was not involved in the study, said this reinforces what we know. "Sedentary, Western lifestyles have led to a higher incidence in heart disease and this shows that it's modifiable. It's reversible," he explained, adding that doctors are really good at treating patients who have had cardiovascular events but they can be prevented. "We're meant to walk, run, exercise. It's all about getting up and moving."

For patients, especially those who live a sedentary lifestyle, Jaber said, "You should demand a prescription from your doctor for exercise." So get moving. —end



## ONLINE LEGAL RESOURCES

Continuum EAP's online resources includes a library of 100+ free fillable legal forms, including:

- **Wills/Living Trusts**
- **Bill of Sale**
- **Rental Agreements**
- **Promissory Note**

To get started, visit [4continuum.com](http://4continuum.com) and click **"MEMBER LOGIN"** at the top of the page. Use Saline County username and password. Contact HR or give Continuum a call if experiencing difficulty.

## QUESTION OF THE MONTH

*"What age limit begins to see no benefit in being physically fit?"*

- A. 74
- B. 88
- C. 91-94
- D. 102+
- E. None of the above

CORRECT ANSWER: 25 Wellness Points

*\*Answer to the October Question: "400" & "Bacteria"*

Email your answer to:  
[salinewellness@gmail.com](mailto:salinewellness@gmail.com)

## EASY ORAL HEALTH TIPS

NATIONAL DENTAL HYGIENE MONTH—BY SERAINE PAGE

With Halloween approaching (and the temptation of office treats), you may be wondering how you can protect your oral health from all the sugary goodness.

Ironically enough, just this last month shared calendar space with National Dental Hygiene Month, making now as good as ever to review the basics of oral health.

It's actually as simple as four easy steps.

Excellent oral health means more than a pearly-white smile. It means regular dental check-ups and preventive care as well. It'll also keep your dental hygienist smiling. So, are you doing the "Daily 4" as you should?

### What Are the Daily 4?

The "Daily 4" is a simple list of four steps to keep a healthy smile — brushing, flossing, rinsing, and chewing every day. Oral health is deeply connected to overall health as well, which is why keeping up with the basics is important. Regularly skipping flossing, for example, can lead to oral infections like gum disease.

### The Daily 4 includes:

#### 1. BRUSHING

Brushing at least twice a day — ideally in the morning and in the evening — promotes optimum mouth health. Choose a soft-bristled brush for a comfortable cleaning experience.

#### How to properly brush:

- Put your toothbrush at a 45-degree angle to the gums
- Gently brush back and forth in short, tooth-wide strokes
- Brush all tooth surfaces
- To clean behind the front teeth, tilt the brush vertically and make several up-and-down strokes
- Don't forget to brush your tongue
- Brush for 2-3 minutes

**Toothy tip:** Toss your toothbrush every 3-4 months, or after an illness to stay healthy.

#### 2. FLOSSING

While it may be the yuckiest part of oral health routines, daily flossing is a must. Floss gets into the crevices a toothbrush can't, and it removes bacterial plaque buildup between the teeth and at the gumline.

#### How to floss:

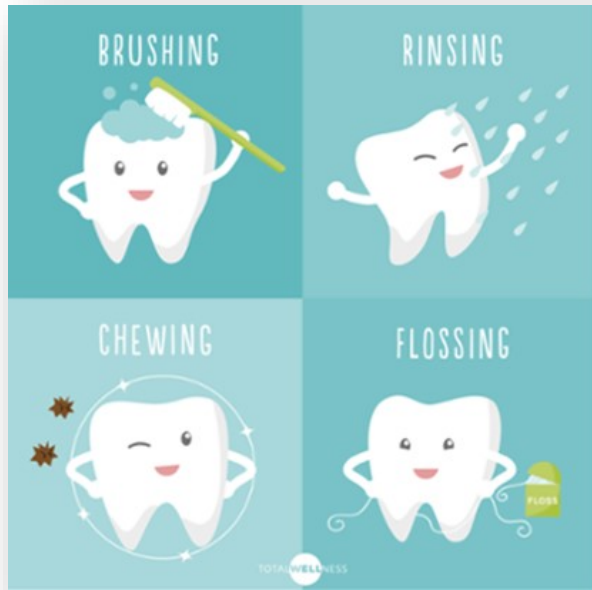
- Pluck off about 18 inches of floss
  - Wind nearly all of it around each middle finger, leaving an inch to push between your teeth
- (continued on page #4...)*

# EASY ORAL HEALTH TIPS *CONT...*

BY SERAINE PAGE

- Tightly hold the floss between your index fingers and thumbs
- Curve the floss around the base of each tooth. Get below the gumline, but don't force floss. It could bruise or cut your gum tissue.
- Use clean sections of floss as you move along

**Toothy tip:** Hate sticking your hands all the way in your mouth to floss? Get a long-handled flosser or a Waterpik to make the job less awkward.



## 3. RINSING

Your teeth aren't the only part of your mouth that need cleaning. Reduce bacteria in your mouth by swishing with an antimicrobial mouthwash. It removes bacteria and biofilm while freshening your breath. Ahh, clean.

**Toothy tip:** Sensitive to the alcohol in mouthwash? Check out alcohol-free brands like Tom's of Maine or Biotene.

## 4. CHEWING

Is this morning's coffee still lingering on your breath? Turns out, chewing sugar-free gum can cure that stale breath AND clean your teeth. Plus, it's a nice post-meal treat, and it neutralizes acids on your teeth which can wear away your enamel.

**Toothy tip:** Chew gum for 20 minutes after eating to increase saliva flow and replace minerals your enamel has lost. Sugar-free gum can also help reduce dry mouth symptoms.

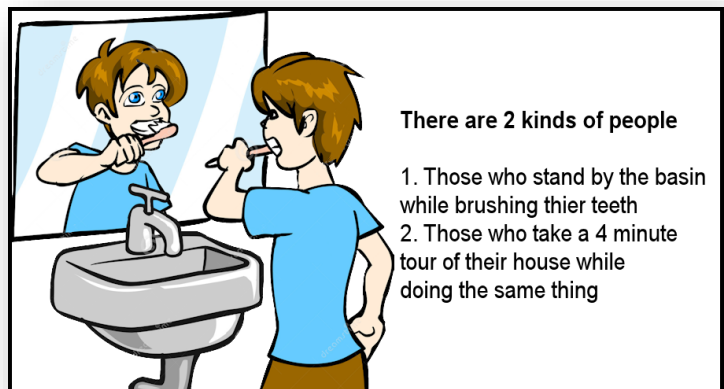
## IN ADDITION, SEE YOUR DENTIST TWICE A YEAR

Practicing good oral hygiene won't necessarily eliminate all of your oral health issues, but it can help reduce dental problems. Brushing twice a day with fluoride toothpaste, flossing, rinsing, and regularly replacing your toothbrush can minimize extra trips to the dentist.

**Looking for a good dentist? The American Dental Association (ADA) suggests:**

- Ask your primary doctor for a recommendation
- Check with family, friends, and coworkers
- Look at local review sites (Yelp, Google, Healthgrades)
- Reach out to your local or state dental societies

Visit your dentist every six months for a cleaning and oral checkup. Insurance often covers two cleanings as it is considered a preventative service. Additionally, if you often get cavities, your dental hygienist can apply fluoride directly to your teeth at your next visit. *—end*



**There are 2 kinds of people**

1. Those who stand by the basin while brushing thier teeth
2. Those who take a 4 minute tour of their house while doing the same thing

# GOOD HABITS FOR A MORE PRODUCTIVE WORK DAY—

SERAINE PAGE

Do you ever look at famous successful business people and wonder: how do they do it?

If you've seen famous entrepreneurs like Mel Robbins, Tony Robbins, or Warren Buffett in action, it seems they all have endless energy to spend. Why? They make healthy habits a priority. They are as busy as the rest of us, if not busier.

1. Mel does hot yoga regularly (and she actually hates it).
2. Tony does consistent meditation.
3. Warren sits and thinks. A lot.

While their particular habits may not appeal to you, there are plenty of options to lead a healthier, more productive life at home and work.

## WHAT'S THE SECRET?

There's actually no secret. Sorry.

The key, however, to making great habits stick is to do it on a regular basis. Even when you don't feel like it or when it's overwhelmingly annoying, like waking up on time.

Best of all, if you start small, you'll notice how good routines and smarter habits creep into other areas of your life. Next time you think you're too busy, just consider how some of the most successful (and productive) people in the world are, too.

And they still do it.

Ready to pick up some great new habits? Read on.

## 1. DON'T HIT SNOOZE

If just looking at your alarm clock makes you groan, you're not alone. When that lovely blaring tone wakes you from your sweet slumber at 6 a.m., sometimes it takes all you have not to chuck your alarm clock across the room. But, if you hit snooze, you're actually doing more harm than good.

Our bodies go through several sleep cycles at night, including REM sleep, which is the restorative sleep your body needs. When your alarm goes off, you usually are at the end of your last REM cycle. If you wake up on your first alarm, your body snaps out of the REM sleep and is ready for the day. Hit snooze — even for five minutes — and your body thinks you are falling back into REM sleep. When you wake up for a second time, you'll feel groggy and even more unmotivated to get moving.

**Healthy tip:** Set up your alarm clock across the room. It will force you to get up out of bed and start your day upon the first ring.

## 2. STAY HYDRATED

You hear it all the time: Drink at least eight glasses of water a day. If you drink more like eight cups of coffee, it's time to fix that. Why is water so important for the body? It helps deliver oxygen, regulates body temperature, flushes body waste, and so much more. While some veggies and fruits (like watermelon) do contain quite a bit of water as well, doctors recommend drinking as much good old H<sub>2</sub>O as you can. Plus, you'll feel more energized when your body is properly hydrated.

**Healthy tip:** Need some flavor? Add fresh fruit to give your water a refreshing twist. Diced strawberries with fresh mint and lime make for a delicious, flavored water.

## 3. TAKE A MENTAL BREAK

If you've been working on the same task for hours on end, sometimes you run into a dead end. Your ideas may not flow, or you can't find the solution to the problem. When that happens, it may be time to take a mental break. That doesn't mean zoning out on Facebook. Physically step away from your area. A study by Draugiem Group found that the most productive employees worked for 45 minutes straight before taking a 10-minute break.

**Healthy tip:** Try a pomodoro timer or set an alarm on your phone to remind yourself to take breaks. (Cont. page #6...)

## MORE PRODUCTIVE WORK DAY HABITS *CONT...*



### 4. EAT NUTRITIOUS SNACKS

No matter how many times you wander over to the vending machine, it will not have the option of a healthy side salad. Unfortunately, as convenient as vending machine food is, those snacks are not going to fill you up, satiate you, or make you feel good. It will make you feel bloated, tired, and possibly more hungry. Boring as it may be, storing fresh fruit in the office fridge is a better option for you anytime hunger strikes.

Healthy tip: Keep roasted almonds, seaweed, trail mix (without the chocolate), and dried fruit in your desk drawer. When those afternoon junk food cravings hit, you'll be ready.

### 5. MOVE YOUR BODY

According to Dr. David Agus, sitting for five or more hours a day is equivalent to smoking 1.25 packs of cigarettes. Yikes. If your job has you sitting a lot, make a point to get up and stretch often. Take the stairs when you enter and leave the building. During your lunch hour, walk around your office building or see if a co-worker will join you for a yoga session at a local studio. Better yet, ask if your company has a budget for a standing

desk. Your body will thank you.

**Healthy tip:** Ask if your boss or coworkers would be open to a walk and talk meeting. Walking can actually boost creative thinking, according to four different experiments.

### 6. HAVE FUN

What's the point of going to work if you absolutely hate it? The work has to get done, too, but it doesn't mean you can't have some fun. If you're an HR manager, send out funny and inspiring emails filled with goofy gifs once a week. For employees, make your work area your own. Decorate your office or your cube. If you're obsessed with puppies, no one is going to frown if they come into your office full of puppy cuteness. Having fun at work improves teamwork, boosts company morale, and allows creativity to freely flow. Think of the successful companies that offer employees perks like pool table rooms, yoga classes, group lunches, and more — they're onto something.

Healthy tip: Life is too short to always be so serious. It's okay to be professional yet playful.

### 7. PACK YOUR LUNCH


It can be tempting to grab some fast food with coworkers when you're slammed at work. You know it's going to make you feel terrible after you eat it, so why eat it during the time when you need to be at peak mental performance? Consider packing a healthy lunch the night before, or, better yet, meal prep on a Sunday evening for the whole week. Burrito bowls, chicken with steamed veggies, and salads in mason jars can easily be prepped in bulk for the week.

Healthy tip: Find a group of like-minded coworkers who also want to eat healthy. Once a week or month, bring in a healthy meal for your lunch group. It will encourage healthier eating habits, and you'll get to try new foods!

## HEALTHY HABITS TAKE TIME

There are tons of different healthy habits to add into your daily life, but the best ones are habits that work well for you. It's easy to get overwhelmed by trying a bunch all at once. Try one or two at a time. Habits tend to stick best after repetition, and once you have a routine down, you're more likely to stay with it. From meditation to daily walking, drinking more water, and healthy lunch spreads with friends, you can always find small ways to include healthier ways of living. —  
*end*

# HAPPY THANKSGIVING

B	I	N	G	O
Replied with the correct answer to the November "Question of the Month"	Relax and do something you enjoy for an hour 3 times each November week	Eat fresh fruit for a mid-day snack at least one day every week in November	Do strength training for at least 15-minutes 6 times in November	Count your total calorie intake on three consecutive days in November
Incorporate 20 squats or 20 push-ups into your routine for 5 days in November	Avoid tobacco every day in November	Stretch for 5 minutes after waking up 3 consecutive November days each week	Drink at least eight 8oz glasses of water 3 days each week in November	No carbonated beverages for seven consecutive days in November
Do cardio for at least 30 minutes 6 times this November	Perform a kind deed for someone in need this Thanksgiving Holiday		Avoid alcohol five consecutive days each week in November	Find a healthy recipe that you've yet to try and prepare it for dinner this month
Take three 30-minute walks outside during the month of November	Avoid sugary sweets for three consecutive days at least twice during the month of November	Volunteer your time with a church, civic organization or fundraiser in November	Maintain your weight (or lose weight) during the month of November	Walk, Run, or Bike 30 minutes on 3 days each week during the month of November
Avoid fast food for one full week in November	Avoid sitting between each quarter & during the entire half of at least one football game	Try a form of exercise you have never done before 3 times in November	Eat 4 cups of fruits and/or veggies for five consecutive days in November	Get at least 7 or more hours of sleep 5 days each week in November

**Return to Wellness Committee on or before December 7, 2018. Additional challenge information found on back page of this newsletter.**



# THE GREAT PUMPKIN BATTLE

The following submissions were displayed by participating county offices in the recent “Great Pumpkin Battle” on Wednesday, October 24th during the employee luncheon. This was organized in hopes of providing offices an opportunity to do something fun and artistic together as a team. It was great to see all the various ideas brought forward for the enjoyment of all. A special thank you is extended to the Extension Office for having an area carved out with helping make this event spook-free.

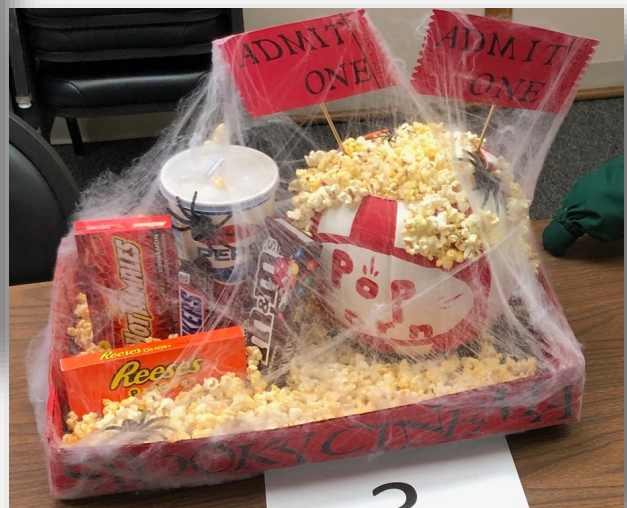
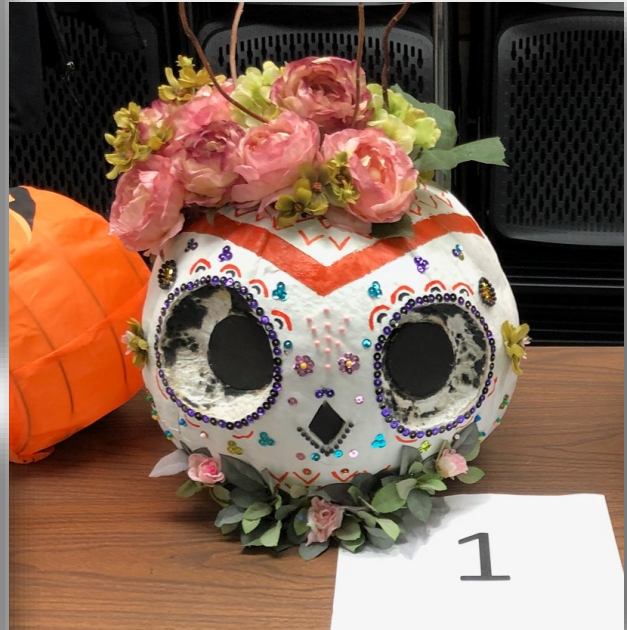
The winner of this battle was the Clerk’ Office with “The witch”. Second place went to the Clerk of District’s Office with a “Scarecrow”. Rounding out third place, the Sheriff’s office with the “Rotating Pumpkin—before work face/after work face”. Excellent work!

Included below are found some photo’s of those glowing entries:





## *THE GREAT PUMPKIN BATTLE CONT...*



**GREAT WORK CARVERS!**

NIRMA Online  
University  
"Understanding Depres-  
sion 101"

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WELLNESS COMMITTEE

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[co.saline.ne.us/webpages/  
committees/wellness.html](http://co.saline.ne.us/webpages/committees/wellness.html)

Log onto the Wellness webpage online to review meeting minutes, Wellness newsletters, annual Program document and Fitness Center information.



## Stress Tip...Plan for Tomorrow

WWW.BAYLOR.EDU—#192388

Jotting down your to-do list for tomorrow before going to sleep tonight may help you sleep better. Surprisingly, the ritual helps you off-load thoughts and reduce worry, not stress you more about what lies ahead.

Research seems to support another often recommended productivity tip — planning ahead for the next day. This includes jotting down your schedule, deciding what you will wear, planning breakfast, and choosing the personal items you'll take to work. Starting your day with less chaos, having time and a few mini-successes, and experiencing less stress in the a.m. can help you have a better day. -end



## November Challenge "Holiday BINGO"



Join your pie-eating cohorts for this year's Thanksgiving Bingo Challenge! The rules are stuffed with simplicity. Using the provided game card in this newsletter, note the tasks needing completion in order to earn your place-mark for that square. For each "Bingo" you gobble up, (across, down, diagonally) you will begin to defeather the turkey and be worth five (5) Wellness Points. There are no additional incentives for dumping the whole bird into an oil vat! "Blackouts" of this sort are dangerous and can set your garage on fire! Yet, there IS the potential to harvest up to 60 total Wellness Points, a pluck at a time.

Remember: the Challenge is on the honor system. No pilgrim wants to add tar to their feathers for such a foul! -end

*NOTE: Articles found in this newsletter are for informational purposes only and are not intended as medical advice. For further information, please consult a medical or legal professional.*



# Saline County Employee Newsletter

## HOLIDAY DIABETES AWARENESS

### 4 WAYS TO SPREAD THE WORD (CHEER)

by Seraine Page

Like many diseases, it's one that is difficult to see. Yet more than 30 million Americans are impacted by it, and it's a leading cause of death and disability in the U.S.

It can cause kidney failure, stroke, blindness, and more.

There's also no cure for diabetes, a disease that results in too much sugar in the blood (high blood glucose). There are a few types of diabetes — type 1 (juvenile), type 2 (adult onset), and gestational.



This time of year presents a great opportunity to educate ourselves and each other on how to better understand this topic in light of the many snacks we will find placed in front of us during our holiday celebration.

*(Continued page #2...)*



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## DIABETES AWARENESS DURING THE HOLIDAY'S

CONTINUED FROM FRONT PAGE...

### Why Should We Spread the Word?

Unfortunately, diabetes is a costly disease — in the case of life quality and economics. Spreading awareness helps educate those who know little about the disease, and it builds empathy toward those suffering from diabetes.

New research released by the American Diabetes Association shows the total cost of diagnosed diabetes has risen to \$327 billion — a 26% increase over a five-year period. Healthcare costs for those with diabetes is 2.3X higher than those without the disease. Additionally, \$1 out of every \$7 of health care dollars is spent on diabetes and its complications.

### A few indirect costs of diabetes:

- ♦ Reduced work productivity
- ♦ Increased absenteeism
- ♦ Inability to work

People with prediabetes are more likely to have a stroke, heart attack, and potentially develop type 2 diabetes. In the case of type 2 diabetes, it's often preventable. Studies show that prediabetics who participate in structured lifestyle change programs lose 5-7% of their body weight through physical activity and healthier eating. They also cut their risk of developing type 2 diabetes by 58%!

Ready to spread/learn awareness?

### Here are four easy ways to spread/learn diabetes awareness:

#### 1. PARTICIPATE IN A DIABETES FUNDRAISING EVENT

One of the best ways to raise awareness is to form a team to participate in a fundraising event. The American Diabetes Association

hosts Step Out: Walk to Stop Diabetes events across the country. Start a company team to promote wellness and awareness while raising funds for a diabetes cure. Creating a group is a great team building exercise that also encourages employees to boost their leadership skills like problem-solving and goal-setting.

Other fundraising ideas:

- ♦ Sell diabetes-themed t-shirts and donate proceeds
- ♦ Host a dinner with diabetic-friendly meal options
- ♦ Organize a car wash and donate proceeds
- ♦ Matching gift program

#### 2. POST ON A BULLETIN BOARD

Share a wealth of information, diet or recipes for anyone who passes by a hallway bulletin board. Get as creative as you want — the more your board stands out, the more people will stop and read the content. The American Diabetes Association (ADA) has a great fact sheet with stats to post. Or create a collage with clippings from magazines like Diabetes Forecast or Diabetic Living.

#### 3. ADD DIABETES INFORMATION TO YOUR NEWSLETTER

The U.S. Department of Health and Human Services recommends sharing the following information about diet or healthy recipes with fellow employees in our monthly newsletter.

Diabetes is one of the leading causes of disability and death in the United States. One in 10 Americans have diabetes — that's more than 30 million people. *(Continue on page #2...)*



## DIABETES AWARENESS DURING THE HOLIDAY'S

*CONTINUED FROM FRONT PAGE #2*

And another 84 million adults in the United States are at high risk of developing type 2 diabetes.

Depending on your age, weight, and other factors, you may be at higher risk of developing type 2 diabetes. The good news is that making healthy changes can greatly lower your risk. To help prevent type 2 diabetes:

- ◆ Watch your weight
- ◆ Eat healthily
- ◆ Get more physical activity

### 4. JOIN OR CREATE A LIFESTYLE CHANGE PROGRAM

In your work environment, consider joining a lifestyle change program together. Make it fun and enticing so your fellow workers keep up with it. Host a monthly steps challenge, set up a gym buddy system, or take weekly spin classes at your local gym together.

Type 2 diabetes — the most common form of diabetes — can often be controlled with healthy eating and being active. While some groups have a higher risk of developing type 2 diabetes than others, getting your team involved in healthy lifestyle choices together is never a bad idea, especially since about **1 in 3 American adults has prediabetes**. If you'd like to take part in a CDC-recognized program, check out the curriculum of how to build a successful lifestyle change program on their website.

The CDC's National Diabetes Prevention Program focuses on:

- ◆ Healthy eating
- ◆ Weight loss
- ◆ Stress reduction and coping skills
- ◆ Increasing physical activity
- ◆ Lifestyle changes

### **Make a Difference**

While diabetes may be common, spreading awareness can still help save a life. Perhaps an employee with a family history of diabetes has been putting off a physical because they're scared or too busy for a check-up. The resources you offer during this Holiday Season might be the push you/we/they need to see the doc.

Diabetes kills more people each year than AIDS and breast cancer combined and having the disease nearly doubles a person's risk for heart attack. The risk factors are serious, and preventive measures are encouraged.

By educating yourself with proper resources and encouraging your fellow workers to make small lifestyle changes, you can show each other care and that their health matters.

And, you might just save a life. *—end*

# KICK BUTTS: HOW TO HELP YOURSELF QUIT TOBACCO

—BY SERAINE PAGE—REVISED



**BELIEVE IT OR NOT, NEARLY 38 MILLION AMERICANS STILL SMOKE CIGARETTES.**

Quitting smoking can be a challenge for even the most motivated of people. That's why the American Cancer Society dedicates a day in the year as the Great American Smoke-out. This national event encourages smokers to start living a smoke-free life one day at a time. But in spite of this annual event, today will always be the best day to start.

**It may be hard to quit smoking, but with a plan, it can be done.**

**HERE'S AGAIN IS A BRIEF OVERVIEW OF HOW SALINE COUNTY HAS ADDRESSED THE TOBACCO HABIT FOR OUR EMPLOYEES TO DATE:**

## **TOBACCO-FREE WORKSITE POLICY**

County workplaces are required to be completely smoke/tobacco-free work sites. By the way, when was the last time you saw someone smoke on an airplane? Or in a restaurant? Or in most hotel/motel rooms? Or at sporting events; often outdoor events.

Twenty-seven states (plus the District of Columbia) have adopted smoke-free workplace laws. It's a wise move as it benefits the health of workers and the pocketbooks of employers. According to the CDC, for every tobacco user a company helps to quit, health care costs for the employer decrease by \$2,583.

### **Benefits for the Employer**

- Fire risk is lowered
- Healthcare costs may be reduced
- Non-smoker complaints are reduced
- Office equipment (furniture, curtains, etc.) last longer
- Insurance coverage negotiations are possible when fewer employees smoke

### **Benefits for Employees**

- A smoke-free environment helps create a healthier workplace
- Shows the county cares deeply about employee health
- Non-smokers won't be exposed to polluted air at the worksite
- Smokers will appreciate clear policy procedures

As an advanced warning, the Saline County Wellness Committee, along with approval of the Saline County Board of Commissioners have increased incentives to employees with added or forfeited Wellness Points for its 2019 program. Please take note of this when you receive your 2019 Wellness information packet in late December. *(Continue on page #5...)*

## *KICKING BUTTS* —CONTINUED FROM PAGE #4

### SMOKING/TOBACCO CESSATION IDEAS TO CONSIDER

While removing tobacco from your life will be challenging, it doesn't have to be completely agonizing. **Here are five ideas to get yourself onboard with quitting nicotine.**

#### GO COLD TURKEY

Go "cold turkey" for a day with a tobacco habit. Then soon after, try two-days, then three days.

#### SEND ENCOURAGING NOTES TO A FELLOW WORKER

Keep in mind the employees around you trying to actively quit using tobacco. Then send cheerful emails or a simple note to encourage them. It may also help to understand the difficulty they are going through, and perhaps a degree of patience may be required of you.

#### **Helpful comments to use for those trying to quit:**

- *"Many people all over the world have quit smoking. You can too."*
- *"Your health is everything. Keep going down the road of health!"*
- *"Do not smoke – not even one puff!"*
- *"Desire is the starting point of all achievement, not a hope, not a wish, but a keen pulsating desire, which transcends everything." - Napoleon Hill*
- *"Think of the day you completely stop smoking. How will it feel?"*

#### COUNTY WELLNESS PROGRAM INCENTIVES

They say money is a motivator. Saline County offers cash prizes (or gift cards) at the end of the program year in addition to earned reductions in health premium costs to employees. This has been a helpful motivator already for some to quit using tobacco. It is hoped to help others also.

#### STOP-SMOKING AIDS

Smokers have found help by trading their cigs for beneficial nicotine replacement options like gum, patches, or lozenges. Sometimes, former smokers just need something to chew on like carrots, lollipops, and sugarless chewing gum.

#### SHARE RESOURCES

Quitting smoking is challenging and having valuable resources can make it easier. All states have designated "quit-lines" with counselors trained to help smokers quit. Nebraska's Tobacco Quitline: 1-800-QUIT-NOW. The National Cancer Institute's line is open Monday through Friday 9 am to 9 pm, EST, for example. The number is 877-448-7848.

#### **The Time is Now**

Anytime is a good time to quit smoking. Let the start of 2019 be that extra push to help you or fellow employees get it done.

If you're on the fence about "kicking butts", think about how much it would mean to your family to embrace the holiday season and 2019 with a smoke-free lifestyle. There's no better gift to share with your employees than the gift of a healthier life. —end

# MERRY CHRISTMAS

B	I	N	G	O
Relax and do something you enjoy for an hour 3 times each December week	Eat fresh fruit for a mid-day snack at least one day every week in December	Maintain your weight (or lose weight) during the month of December	Do strength training for at least 15-minutes 6 times in December	Try a form of exercise you have never done before 3 times in December
Incorporate 20 squats or 20 push-ups into your routine for 5 days in December	Avoid tobacco every day in December	Volunteer your time with a church, civic organization or fundraiser in December	Drink at least eight 8oz glasses of water 3 days each week in December	No carbonated beverages for seven consecutive days in December
Do cardio for at least 30 minutes 6 times this December	Perform a kind deed for someone in need this Thanksgiving Holiday		Exercise 30 minutes on 3 days each week during the month of December	Avoid sugary sweets for three consecutive days at least twice during the month of December
Replied with the correct answer to the December "Question of the Month"	Avoid placing a candy cane in your mouth 30 out of 31 days in December	Count each and every one of your blessings during the month of December	Avoid alcohol five consecutive days each week in December	Find a healthy recipe that you've yet to try and prepare it for dinner this month
Avoid fast food for one full week in December	Avoid sitting between each quarter & during the entire half of at least one Bowl Game	Stretch for 5 minutes after waking up 3 consecutive December days each week	Eat 4 cups of fruits and/or veggies for five consecutive days in December	Get at least 7 or more hours of sleep 5 days each week in December

Name: \_\_\_\_\_

Return to Wellness Committee  
on or before Friday, January 7th



## ONLINE LEGAL RESOURCES

Continuum EAP's online resources includes a library of 100+ free fillable legal forms, including:

- **Wills/Living Trusts**
- **Bill of Sale**
- **Rental Agreements**
- **Promissory Note**

To get started, visit [4continuum.com](http://4continuum.com) and click "**MEMBER LOGIN**" at the top of the page. Use Saline County username and password. Contact HR or give Continuum a call if experiencing difficulty.

## DECEMBER WELLNESS QUESTION OF THE MONTH

How many American adults have pre-diabetes?

- A. 31%
- B. 33%
- C. 35%
- D. 37%

BONUS: 25 WELLNESS POINTS for correct answer

*\*Answer to the November Question: "E: None of the Above"*

Email your name and correct answer to: [salinewellness@gmail.com](mailto:salinewellness@gmail.com)

*\*All answers submitted for the Question of the Month must be received prior to the subsequent month's newsletter distribution.*

## HOLIDAY BINGO—CHRISTMAS EDITION

Join us for this year's Christmas Bingo Challenge! The rules are socked with simplicity. Using the provided game card in this newsletter, note the tasks needing completion in order to place good cheer onto that game card. For each "Bingo" you wrap up, (across, down, diagonal) you will have gifted yourself five (5) Wellness Points. There are no additional incentives for



"Blacking Out" the night sky. Work through each box of goodness with enjoyment and find blessing

in overcoming the least of these challenges. There is potential to sleigh up to 60 Wellness Points in total.

This Challenge is on the honor system. Christmas is about nice; not naughty! Return your form on or before Friday, January 7, 2019. —end

## ANGER IN THE WORKPLACE

If you blow up at disappointments, rage at inconveniences, or bark at others' mistakes, then you may already recognize that you have an anger management problem. Are you still struggling to get a handle on it?

### The change you want entails:

- Education about anger, self-awareness and triggers.
- Practicing alternative responses.
- Logging attempts at change.
- Practicing response tactics.
- Apologizing to others when you slip up.
- Measuring of progress.

Anger responses become engrained, which is why a programmatic approach is often needed for long-term success.

Contact Continuum EAP to work with a professional and develop a plan that helps you gain and keep control. —end

## NIRMA ONLINE UNIVERSITY

Depression is among the most prevalent psychiatric conditions, yet it remains challenging to understand and treat.

**"Understanding Behavior, Burnout and Depression"** establishes an organizational framework for understanding the multiple pathways that can lead to depression.

Successful completion of this course, through the end of December, provides 75 Wellness Points.

\*Next Wellness Committee  
Meeting: Monday, December 6, 2018 in the Courthouse Conference Room, 8:30 a.m.

\*Next Safety Committee  
Meeting will be held on Wednesday February 13, 2019 in the Courthouse Conference Room.

## WELLNESS COMMITTEE

204 S High, Wilber, NE 68465  
Phone: 402-821-2588  
Fax: 402-821-3319 E-mail:  
[salinewellness@gmail.com](mailto:salinewellness@gmail.com)

[co.saline.ne.us/webpages/committees/wellness.html](http://co.saline.ne.us/webpages/committees/wellness.html)

Log onto the Wellness webpage online to review meeting minutes, Wellness newsletters, annual Program document and Fitness Center information.



## 2019 HEALTH FAIR

The scheduled dates for the 2019 Employee Health fair will be in February 12th & 13th, 2019 from 5:00 a.m. to 8:00 a.m. at both the LEC & Courthouse respectively;

- February 12, 2019 at the LEC from 5:00 am – 8:00 am
- February 13, 2019 at the Courthouse from 5:00 am – 8:00 am.

There will again be an online registration process that will allow employees, and BCBS covered spouses, to choose their available time and location to participate via an "online portal". Additional information will follow in the January newsletter and via email once this event is fully planned. -end

## 2018 WELLNESS PROGRAM ENDS

### NOTICE:

1. After the close of this year, in order to claim your Wellness incentives earned in 2018, employees will have returned their program booklets, and sealed medical verification forms in the envelope provided, to the Wellness Committee via Jamie Houser in the Assessor's office by end of day, Friday, January 11, 2019.
  - Please ensure that all **medical forms** are placed in your **medical envelope ONLY**
  - Please ensure that your **tobacco affidavit form** is provided in the **main document envelope ONLY**
2. Write down the anticipated benefit with the points calculated as earned. The Committee will review and tabulate final points after the 2018 Health Fair.
3. You will be provided notification of the total incentive points earned by the Wellness Committee after they are tabulated.
3. An announced 'protest period' will be opened in order to insure proper calculation of points—*Protests are intended to correct miscalculations of points.* -end

## 2019 WELLNESS PROGRAM BEGINS

### NOTICE:

2019 Wellness Program packets will be available by way of delivery to your department during the last week of December. Speak to your supervisor or Wellness Committee member, if you have not received yours by the first of the year. -end

*NOTE: Articles found in this newsletter are for informational purposes only and are not intended as medical advice. For further information, please consult a medical or legal professional.*