

# Employee Newsletter



## Special points of interest:

- Return Deadline for 2019 Wellness Packets is Friday, January 10th.
- The new "Know Stress Challenge" begins on January 20th!
- Saline County Employee Health Fair slated for February 11th & 12th. *(Updated information found within...)*

## Inside this issue:

The Truth About Alcohol	1-2
Master Your Self-Care Strategy	2
New "Know Stress Challenge"	3
Smoking Cessation Class Available	3
Returning of 2019 Wellness Packets	3
Red Meat Eating	4
2020 Health Fair Information	4
Eat Soup to Lose Pounds	5
Resolutions Anyone Can Stick To	6

January, 2020

Volume 7, Issue 1

## The Truth About Alcohol—by Trinh Le, MPH, RD

Mixing, mingling and making merry this holiday wouldn't be the same without alcohol. But for those of us with an agenda to neutralize weight gain, adding alcohol to the equation makes this a tough one to balance. Here's why:

### ALCOHOL IS THE SECOND MOST POTENT SOURCE OF CALORIES

Partying with alcohol is fun because we like feeling intoxicated, but this intoxication comes with a caloric price tag. One gram of alcohol is 7 calories, which is more than one gram of carbohydrate (4 calories) and protein (4 calories) but less than one gram of fat (9 calories).

### WE DON'T BURN EXTRA CALORIES TO METABOLIZE ALCOHOL

Not like we do from digesting carbs, fat and protein. This phenomenon, called the "thermic effect of food", refers to the energy we use to digest food into small, absorbable components. Because alcohol is so easy to absorb, it enters our bloodstream without burning any extra calories.

### YOUR LIVER DOES THE DIRTY WORK

Because alcohol is seen as a toxin, the liver prioritizes metabolizing alcohol first (get in line, fat...it's not your turn!) which means you won't

be burning calories from other sources while that happens. The liver is only able to clear alcohol at a rate of around one-ounce liquor per hour, which is why consuming more than this will leave you feeling tipsy.

### ALCOHOL MAKES YOUR BLOOD SUGAR DROP, MAKING YOU WANT TO REACH FOR THE CARBS

The liver helps keep our blood sugar steady, but a liver busy at work metabolizing alcohol can't do this effectively, causing your blood sugar to drop and stay low until the alcohol is metabolized. This explains why you crave carbs and wake up the next day with a headache.

*(cont. page #2)*





## *The Truth About Alcohol—continued from page #1*

### **ALCOHOL CALORIES THAT AREN'T BURNED WILL BE STORED AS FAT**

This is true for all extra calories eaten no matter the source, but what makes alcohol calories worse is that they are stored in your liver first. It takes time for the liver to ship out the alcohol-induced fat for proper storage in your fat cells. If the liver doesn't do this fast enough (or if you drink too much, too often) the fat stays stuck in your liver and around your abdomen giving you what we refer to jovially as a "beer belly."

This of course doesn't mean you need to completely dodge all social sips this season. Here

are some tips to help prevent you from gaining too much of your holiday cheer:

#### **1. POUR YOURSELF HALF AS MUCH**

This will help you limit yourself to one or two drinks per party.

#### **2. AVOID HIGHER CALORIE MIXED DRINKS**

Forgo eggnog, margaritas, mudslides and other sugary mixed drinks — or have one and consider it dessert.

#### **3. ALTERNATE BETWEEN HAVING ALCOHOL AND WATER**

You'll stay well hydrated.

#### **4. SIP SLOWLY**

Take the time to enjoy your alcoholic beverage.

#### **5. KEEP YOUR ALCOHOL BUDGET AT OR BELOW 200 CALORIES**

Pick these lower calorie alcohol alternatives:

Red or white wine: 5 ounces | Calories: 125, Carbohydrate: 4g

Light beer: 12 ounces | Calories: 100; Carbohydrate: 5g

Champagne: 5 ounces | Calories: 100; Carbohydrate: 1g

Vodka, whiskey, rum or gin: 1.5 ounces | Calories: 96; Carbohydrate: 0g

-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 for login information or give Continuum a call if experiencing difficulty.

#### **\*Next Wellness**

##### **Committee Meeting:**

Monday, January 13, 2020  
in the Courthouse  
Conference Room, 8:30  
a.m.

#### **\*Next Safety Committee**

**Meeting:** Wednesday,  
February 19, 2020 in the  
Courthouse Conference  
Room, 8:30 a.m.

## **Master Your Self-Care Strategy—Continuum EAP**



Self-care is not just about getting enough sleep, eating well, or taking time off for a massage. Rather, it is a conscious process of being attentive to your physical, emotional, and spiritual needs, but with a goal in mind — to build resilience that allows you to be more capable of bouncing back from adversity and managing stress better.

To practice this strategic form of wellness, focus your attention on:

- ① Physical fitness and emotional wellness (how you manage thoughts, feelings and beliefs so you engage in positive thinking).
- ② Being aware of your emotions and the emotions of others with whom you interact, and use this awareness to make better decisions and communicate more effectively.
- ③ Knowing how to create positive emotions. Does walking outside for 15 minutes improve your mood? Does taking five minutes to tidy up your office lift your spirits?

When you arrive home after work, does sitting down to play the piano inspire you? Know your "go to" natural, healthy and positive mood enhancers and use them routinely.

④ Having someone with whom you can confide in and process challenges. Continuum EAP can be a resource for this support.

⑤ Eating right and getting enough sleep.

⑥ Having constructive ways of dealing with emotional stress — a hobby, spiritual practices, networking, leisure activities, etc.

Examining this list, do you see opportunities to improve upon your self-care strategy? -end

# Know Stress Challenge

Staff participants who would like to invest a bit of time, stress-free of course, in the upcoming “Know Stress Challenge” offered and spearheaded by our Continuum EAP associates are welcome to read the following invitation:

## What is causing your stress?

There is no doubt about it. We live in stressful times and can often feel stretched beyond our limits. While some stress is OK, chronic stress can have harmful and lasting effects on our health, relationships and work performance. You may have an idea of what or who is stressing you out, but this five-week challenge will help pinpoint your top stressors and then provide tools to address your unique situation.

## How is this Challenge going to work?

After completing 10 mini-assessments, the online Stress Profiler will identify your top three areas of stress and provide suggestions to appropriately manage them. Throughout the challenge, you will complete one of the activities suggested to reduce stress in each key area identified. You will practice the skills learned, record your progress and — in the last week of the challenge — complete The Stress Profiler again to see how your stress levels have improved.

Interested in participating? **See the accompanying flyer for registration information.** —end

# Smoking Cessation Classes NOW Available

For County employees who wish to support a decision to “kick-the-habit”, yet feel additional support would be helpful in the form of a tobacco cessation program, the Wellness Committee is offering, through June 30, 2020, to fund the \$150 cost of this program offered through Madonna Fit for Work. The Madonna “Fit to Quit” program is effective with all forms of tobacco use—from cigarettes to smokeless varieties.

If interested, please contact Caitlin Orth at Madonna and let her know of your interest as a Saline County employee to participate. Phone: 402.413.3937, or via email at [corth@madonna.org](mailto:corth@madonna.org). —end



# Return of 2019 Wellness Packets



After the close of this year, in order to claim your Wellness incentives earned in 2019, all staff members will need to return 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 10, 2020.

Please ensure that all medical forms are placed inside the smaller, **medical envelope ONLY**.

Please ensure that your tobacco affidavit form is provided in the **main document envelope ONLY**.

Denote the anticipated choice of incentive requested (as found on page #26) with the points anticipated to have earned. The Committee will review, tabulate and deliver final point tallies after the 2020 Health Fair, taking place in February.

All participants will be provided notification of the total incentive points earned once they are tabulated by the Wellness Committee.

An announced ‘protest period’ will be opened in order to insure proper calculation of points—Protests are intended to correct miscalculations of points. —end

Volume 7, Issue 1



January - March, 2020

—NIRMA Online

University Class

The upcoming quarter offers the following NIRMA Online University course. Successful completion provides 75 Wellness incentive points by completing the following offering:

**"Understanding Pre-Diabetes"**

January, 2020 Question of the Month

The AHA recommends eating fewer than which of the following each day for a maximum of 5-days a week?:

- A. 4-helpings of green, leafy vegetables
- B. 1/4 lb. of well-done red meat
- C. 6-oz of cooked lean meat
- D. 2 leftover turkey sandwiches

Email your name and correct answer to:

[salinewellness@gmail.com](mailto:salinewellness@gmail.com)

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

**Wellness Committee**

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# Eating This Could Increase Your Risk of Premature Death



*By Jodi Helmer*—More data is showing that compared to a plant-based diet, red meat-eaters have an increased risk of heart disease and premature death. A high intake of red meat has been linked to increased risk of Type 2 diabetes, heart disease and certain cancers. Now, new research has found a connection between eating red meat and an increased risk of premature death, providing even more reason to replace a T-bone with tofu.

**THE LATEST RESEARCH**—The latest findings, published in *The BMJ*, followed more than 81,000 adults ages of 30–75 who did not have a diagnosis of cancer or cardiovascular disease at the start of the eight-year study.

While high intake of all red meat increased the risk of dying during the study period, increasing intake of processed red meat such as hot dogs, sausages and bacon, increased the risk of death by 13%. Replacing one serving of red meat per day with whole grains, eggs, fish and other sources of protein helped decrease the risk of death by 17% over the eight-year period.

**WHAT MAKES RED MEAT UNHEALTHY?**—The combination of saturated fat and cholesterol in red meat has long been blamed as a contributor to increased risk of health issues, but Dr. Stanley Hazen, section head of preventive cardiology and rehabilitation at the Cleveland Clinic found another culprit.

Red meat increases levels of trimethylamine N-oxide or TMAO, a substance produced by gut bacteria during digestion. It appears that higher levels of TMAO can lead to clogged arteries and boost the risk of developing blood clots, raising the risk of heart attack and stroke.

Hazen, who published the original findings in the journal *Nature*, calls TMAO, “the missing link” in our understanding of how red meat contributes to heart disease risk.

“Heart disease is the number 1 killer in the U.S.,” he says. “We’ve become good at keeping people alive after a heart attack but we haven’t halted the development and progression of the disease.”

While too much red meat could spike cholesterol levels, beef, pork and lamb are also good sources of nutrients such as protein, vitamin B12 and iron, which might provide some protection against heart disease.

**IS A PLANT-BASED DIET THE SOLUTION?** —Compared to meat eaters, vegetarians had a 22% lower risk of coronary heart disease but a 20% higher risk of stroke, according to a 2019 study.

Lead author Tammy Tong, PhD, a nutritional epidemiologist at Oxford University, believes vegetarians often have lower BMI, cholesterol, blood pressure and diabetes rates than meat eaters, which protects their hearts. When it comes to higher risks of stroke, Tong admits the mechanism is unclear.

Low levels of vitamin B12, which are more common in vegetarians and vegans, could be to blame, but she adds, “There is currently only limited evidence, and more research is needed.”

Before your next meal, consider this: The American Heart Association recommends eating fewer than 6 ounces of cooked lean meat per day for a maximum of five days per week.

Hazen acknowledges that diet is a personal choice and while some may choose to adopt vegetarian or vegan diets, others might choose meatless meals once or twice per week. The important thing to remember, he says, is “the more portions [of red meat] per week, the higher the lifetime risk [of heart disease]. Knowledge is the first step on the path toward understanding what one can do to lower the risks.” -end

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## 2020 Saline County Health Fair



Plan ahead now for the 2020 Saline County Employee Health Fair! This annual health screening 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!

This screening is currently slated for **February 11th and 12th, 2020 from 5:00 a.m. to 8:00 a.m. at both the Law Enforcement Center and Courthouse** respectively. Additional information will be forthcoming in January.

The basic screening options will be **FREE** for all Saline County employees. Due to new insurance policies Blue Cross—Blue Shield will **NOT** be utilized this year. Therefore, spouses who wish to participate with their married employee, will be required to pay the basic \$79.00 fee in full. Each optional lab work performed; TSH, PSA, A1C & Vitamin D, will be add-on costs for all participants.

January 1st remains the perfect time of year to RESOLVE being healthier than you were last year! -end



## 'Shop with a Cop' Says, "Thank you"!

Volume 7, Issue 1



Members of our Saline County Law Enforcement agency would like to thank all the contributors, organizers and volunteers who made this year's event a success! It continues to be a rewarding for everyone involved. The donations from area business's and individuals remains a blessing to children and parents of those who find the need in filling an empty void during the Christmas season.

In looking forward to next year, please be open to continue your gift of giving. Toys, and donations in which to purchase them, remain a staple. However, you are more than invited to contribute in a variety of other ways; gift wrapping paper, tape, gift tags, gift bags and the like are needed also. Therefore, equal value will be placed on the donation of those items equal to all other donations relative to this worthwhile event. Thank you again. Merry Christmas! -end

## How Soup Can Help You Drop Pounds—by Lisa Fields

When the weather cools off, you might be inclined to eat more soup. Not only is it warm and comforting but it can also be super nutritious, especially if it's filled with low-calorie, fiber-rich vegetables. It also has another big perk: Soup may aid your weight-loss efforts, because it is hydrating and helps you to feel satisfied, preventing overeating.

### THE SCIENCE

Researchers found when you start your lunch with a serving of low energy-dense (Read: low-calorie) soup, such as chicken broth filled with vegetables, you'll eat 20% fewer calories than usual at lunch, and then you'll eat the normal amount throughout the rest of your day, rather than feeling ravenous and trying to make up for the missed lunchtime calories. Over the long term, eating 20% fewer calories at lunch every day can lead to weight loss.

"You just tend to eat the same amount for dinner, [because] soup is a really satisfying food,"

says study author Barbara Rolls, PhD, a professor and director of the Laboratory for the Study of Human Ingestive Behavior at Penn State University. "If you compare [calories in] soup, for example, to crackers, you're going to get a much bigger portion of soup than you do of the crackers, because of the calorie density. Water gives you volume, weight and no additional calories, so water-rich foods give you a bigger bang for your buck."

### WHY SOUP IS MORE EFFECTIVE THAN A GLASS OF WATER

To feel satisfied, the water needs to be cooked into the soup; you won't get the same result from drinking a glass of water. That's because soup provides numerous satiating signals:

- Seeing a full bowl helps you recognize you'll be enjoying a large amount of food.
- The smell and taste contribute to satisfaction

levels.

- When it reaches your stomach, the volume stretches your stomach, which helps to release satiety hormones, indicating fullness.

### HOW TO TAKE ADVANTAGE OF SOUP TO HELP WITH WEIGHT LOSS

"Broth-based and clear soups are best as a first course, since they tend to be lower in calories than cream-based soups, chowders and pureed soups," says Sofia Norton, RD. "Egg drop soup is a good example of a broth-based soup that's low in calories, with roughly 66 per cup (150g). A bowl of Panera's potato soup, on the other hand, has 350 calories." Look for something that's "higher in fiber and contains lean protein, which is the best combination to enhance satiety," adds Rolls.

If you do opt for chowders, bisques and cream-based soups, "[They should be] eaten as main courses," says Norton. If it's your main course, "look for one with at least 10 grams

of protein," recommends Diana Gariglio-Clelland, RD. "Bean-based soups are a great option because they're high in fiber and protein," she says.

It's also important to be mindful of sodium levels. There's often a fair amount of salt added to homemade recipes, and many canned soups are high in sodium, too. Consider replacing some of the salt in your soup recipes with pepper or other spices. "If you do choose a prepared soup, try to pick one with less than 20% of the daily value for sodium per serving," Gariglio-Clelland says. "[Keep in mind that] many cans contain more than one serving, so the sodium amount increases based on how much you consume." -end





**Saline County Nebraska  
Wellness Committee**

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

*\*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.*

## Health Resolutions Anyone Can Stick To

*By Seraine Page*—The new year is almost upon us. And a decade is coming to a close! So, if you love setting New Year's resolutions, now is the time to start planning how to kick-off a fresh decade. Whether you want to eat healthier, plan smarter, or get stronger, your New Year's resolutions are yours to decide upon.

Not sure where to start? Here's a list of healthy New Year's resolutions anyone can stick to:

**Opt for a Good Health Challenge** - There are so many great free health challenges you can participate in to meet your wellness goals. Whether you decide to go it alone or ask a friend to join, plan out 30-day challenges ahead of time for the best success rate. It can be as simple as drinking a half-gallon of water daily or taking a 30-minute daily jog.

**Take a Walk** - The benefits of walking are well documented. Aside from being a free form of exercise, the flexibility of being able to change your scenery can benefit you, too. If you're stuck in a creative rut or you need to improve your heart health, walking is the way to do it. Add in hand or ankle weights for an additional challenge and cardio boost.

**Eat Veggies Daily** - Get your daily dose of necessary nutrients by incorporating veggies into every meal. Toss a handful of spinach into your smoothie. Make a huge salad for lunch topped with protein. Create a colorful veggie stir-fry for dinner. The more colors, the better!

**Drink More (Water, That Is)** - One of the easiest healthy New Year's resolutions is to drink more water. The human body is around 60% water, which means it needs a steady replenishment throughout the day. Anytime you're feeling sluggish or hungry, down a glass of water first. Aim for the 8X8 rule: Eight ounces daily at eight times per day.

**Start Your Day Inspired** - Starting your morning on a positive note helps set the tone for the rest of your day. Consider waking up with a calm alarm

tone, turning on your favorite music, or listening to an inspirational podcast. You might even start your day with prayer or meditation to get going. A morning routine will help you feel less frazzled and more inspired to tackle your day.

**Move Your Body** - This is perhaps the most popular New Year's resolution every year: Exercise more. In order to stick to it, you have to create a disciplined routine. One way to do this is to work with an accountability partner. Ask a fellow co-worker or friend to join you in the pursuit of a stronger, healthier body in 2020. Whether it's a daily walk, yoga class, or spin session, mark it on the calendar and make it happen.

**Volunteer** - There's something rewarding about giving your time back to an organization you really believe in. Not only is volunteering good for your community, but it's also good for your health. Studies show volunteers have a lower risk of depression and reduced stress levels. Aim to volunteer at least once a month at a local nonprofit near you.

### **Healthy New Year's Resolutions Are Yours to Make -**

With 2019 coming to a close, now is the time to

plan your healthy New Year's resolutions. If you haven't been great at sticking to your goals, that's okay. We all fall off the wagon sometimes.

No matter what healthy New Year's resolutions you set, each one has to be important to you.

Resolutions often fail if it's set with the intention of impressing someone else. If you create your 2020 goals with self-improvement in mind, it makes it easier to stick with your goals.

Don't be fooled, while the above resolutions are simple, it doesn't mean it's easy to continue on with these goals past January. When the novelty of the new year fades, you might find yourself right back to your bad habits. —end



### **Technology in America's Healthiest Employers' wellness programs is on the rise**

- 35% of programs use fitness wearables, a 10% increase from 2015
- 51% of employers are supporting health management programs with technology, including apps and dedicated web portals

# Employee Newsletter



## Special points of interest:

- Continuum EAP HelpNet Webinar Challenge for February
- "Know Stress Challenge" currently underway!
- Saline County Employee Health Fair slated for February 11th & 12th.

## Inside this issue:

February: "American Heart" Month	1
8 Walking Mistakes to Avoid	2
New "Know Stress Challenge"	3
Smoking Cessation Class Available	3
February HelpNet Challenge	3
2020 Health Fair Information	4
Feeling Lucky? Shamrock Shuffle Prep	4
Lose Weight by Eating More	5-6
Intermittent Fasting	5-6

February, 2020

Volume 7, Issue 2

## American Heart Month

Heart disease is the leading cause of death for men and women in the United States. Every year, 1 in 4 deaths are caused by heart disease.

A 2019 study found that nearly half of Americans have some type of cardiovascular disease, often a result of high blood pressure. Worse yet, heart disease continues to rank as the number one cause of death in the U.S. Stroke trailed closely behind as the fifth leading cause of death.

Both of these conditions are also the most expensive medical conditions for employers, according to the Centers for Disease Control and Prevention.

The good news? Heart disease can often be prevented when people make healthy choices and manage their health conditions. Communities, health professionals, and families can work together to create opportunities for people to make healthier choices.

Make a difference in your workgroup: Spread the word about strategies for preventing heart disease and encourage people to live heart healthy lives.

You can make healthy changes to lower your risk of developing heart disease. Controlling and preventing risk factors is also important for people who already have

heart disease. To lower your risk:

- Watch your weight.
- Quit smoking and stay away from secondhand smoke.
- Control your cholesterol and blood pressure.
- If you drink alcohol, drink only in moderation.
- Get active and eat healthy.

You and your fellow employees are the heartbeat of our Saline County government.

-end

*Be someone's...*



*Heart Healthy Valentine*

## *Eight Walking Mistakes to Avoid if You Want to Lose Weight—Marc Lindsay*



### ONLINE LEGAL RESOURCES

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- Wills/Living Trusts
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### \*Next Wellness

**Committee Task:** Monday, February 3, 2020 in the Courthouse Assembly Room, 8:30 a.m.

### \*Next Safety Committee

**Meeting:** Wednesday, February 19, 2020 in the Courthouse Conference Room, 8:30 a.m.

A consistent walking routine can be an excellent way to get rid of excess belly fat and tone your body. But if you've reached a weight-loss plateau, don't worry. From simply strolling leisurely to omitting strength training, these common walking mistakes can easily be fixed to help you reach your weight-loss goals:

**YOU'RE NEVER VARYING INTENSITY**—While walking at a leisurely pace is better than no exercise at all, research shows walking at a brisk pace is the best for torching calories and weight loss. If you find it hard to up the pace, try doing so for shorter intervals of 1–2 minutes, with a minute of recovery in between. This HIIT-style workout can help rev your metabolism and break through a weight-loss plateau.

**YOU'RE ALWAYS TAKING THE SAME ROUTE**—If you stick to the same route, over time your body adapts and it won't be as challenging. To boost weight-loss (and keep things exciting) change your scenery a couple days a week. This could be a hilly trail, the beach, an urban hike or even a new park. Not only will you feel mentally refreshed, but different terrain also engages different muscle groups to burn more calories.

**YOU'RE NOT STRENGTH TRAINING**—Strength training is a key part of weight-loss since it helps build muscle, which burns more calories at rest compared to fat. Whether it's with simple bodyweight exercises or using equipment like kettlebells, strength training can help you build the core, glute and hip strength needed to walk further and faster. It can also help prevent injury, which means you'll reach your goals sooner.

**YOU'RE NOT USING PROPER FORM**—Poor walking technique slows your pace, causing you to tire more quickly, and potentially results in injury. Since this can affect how far and long you are able to walk (or keep you from walking altogether), working on improving your form is essential to losing weight. Pay attention to the following on your next walk:

**Stride length:** A lot of walkers over-stride. If your steps are too long, your speed can suffer and more stress is placed on your joints. To check your stride length, lift a foot and lean forward. Where the foot naturally falls is where you should be striking the ground. Shorter steps increase your cadence and make it easier to walk faster.

**Arm swing:** Swinging your arms helps you get more power and propels your forward motion

**Standing tall:** Slouching as you get tired is a common problem when walking. While you might need to strengthen your core to make it happen, work on keeping your back straight and your head up.

**YOU'RE NOT FOCUSING ON PROPER NUTRITION**—A hard walking workout can sometimes make

you feel hungrier than normal. While you want to fuel your walks with smart snacks, it's important to pay attention to your overall diet, too, to make sure you're in a calorie deficit for weight loss. The MyFitnessPal app is a great way to track your food intake and keep you motivated to reach your goals.

**YOU'RE NOT USING WEIGHTS CORRECTLY**—Many people use ankle weights to burn more calories and make their workouts more challenging. However, if you prefer this style of workout, adding weights should be done with caution. Ankle and wrist weights can place extra stress on your lower back, hips and knees, causing muscle strains and other injuries. If you choose to use ankle weights, limit it to no more than one or two days per week. Keep it to easy walks, and avoid using them on days when you have a longer duration or high-intensity interval training. If you want to increase the intensity of your workouts without relying on ankle weights, try hitting the trails, where hills and other challenging terrain can boost your calorie burn and help build strength.

**YOU'RE SETTING UNREALISTIC GOALS**—Goals are almost always a good thing. They can provide motivation to exercise daily and push you to challenge yourself. However, it's important to avoid habitually setting unrealistic goals. For instance, your goal may be to walk a marathon. But if the event you want to complete is only a month away and you've never walked more than a few miles at a time, it's going to be difficult to ramp up your mileage for a marathon without getting injured. Failing to meet your goal or expectations can lead to disappointment and negative thinking.

Instead, set smaller, more realistic goals that lead to a bigger goal. If you want to walk 26.2 miles eventually, your more immediate goal should be to work toward walking a 10K or half-marathon first. Give yourself plenty of time to prepare and expect some setbacks. Once you've accomplished a smaller goal, take the time to celebrate your progress, and then make a new one.

**YOU'RE PROCRASTINATING**—Whether it's mindlessly surfing the internet or not using social media to your advantage, it can be easy to procrastinate and avoid your walk. If you don't have a set routine it can be easy to say, "I'll start tomorrow" or procrastinate until you end up shortening your workout or skipping it altogether.

To avoid procrastinating, set a schedule and try your best to stick to it. Whether it's waking up early, exercising during your lunch hour or making a post-dinner walk a habit, you'll be more likely to make your daily walk a consistent part of your routine if you set aside a dedicated window of time when you can make it happen. If you miss one day, don't beat yourself up, simply resume your routine as soon as possible. —end



## Know Stress Challenge—Underway

Staff members who have indicated a desire to participate in the “Know Stress Challenge”, offered and spearheaded by our Continuum EAP associates, are numbered to be twenty-two (22).

After those participants complete ten (10) mini-assessments, the online Stress Profiler will identify their top three areas of stress and provide suggestions to appropriately manage them. Throughout the challenge, partakers will complete one of the activities suggested to reduce stress in each key area identified. They will practice the skills learned, record their progress and — in the last week of the challenge — complete The Stress Profiler again to see how stress levels have improved.

### What is causing your stress?

There is no doubt about it. We live in stressful times and can often feel stretched beyond our limits. While some stress is okay, chronic stress can have harmful and lasting effects on our health, relationships and work performance. People may have an idea of what or who is stressing them out, but this five-week challenge will help pinpoint top stressors and then provide tools to address those unique situations. The challenge will progress through February 23rd. —end

## Smoking Cessation Classes Available



For County employees who wish to support a decision to “kick-the-habit”, yet feel additional support would be helpful in the form of a tobacco cessation program, the Wellness Committee is offering, through June 30, 2020, to fund the \$150 cost of this program offered through Madonna Fit for Work. The Madonna “Fit to Quit” program is effective with all forms of tobacco use—from cigarettes to smokeless varieties.

If interested, please contact Caitlin Orth at Madonna and let her know of your interest as a Saline County employee to participate. Phone: 402.413.3937, or via email at [corth@madonna.org](mailto:corth@madonna.org). —end

## HelpNet *webinar*—potential replacement for NIRMA Online U

### “Understanding Forgiveness” *webinar* Challenge

The Wellness Committee may be learning of the phasing out of the “NIRMA Online University” portal offered through LocalGovU. These are the quarterly classes touted in our Wellness Program as assignments designated toward the banking of 75 Wellness points.

In an effort to find a suitable replacement, we wish to offer something within the Continuum EAP webinar series, found available on their website once logged on as a member—of which we are as Saline County.

The month of February will be used as a test month in making use of this option in the future. Therefore, a February topic entitled, “**Understanding Forgiveness**”, if participated in sometime during the month of February will be something the Committee will use—hopefully with feedback from those who partook, to better grasp the process and any difficulty along the way. So, consider this a ‘challenge’ worth 25 points. The following should be helpful directions:

- February HelpNet Challenge begins on February 1st and concludes on February 29th.
- To access Continuum’s HelpNet, visit [4continuum.com](http://4continuum.com) and complete the member login at the top of the page. (You received a flyer with login information along with your 2020 Wellness packet.) From HelpNet’s home page, click the featured webinar of the month, “Understanding Forgiveness”.
- Participants **MUST** print out the completion certificate, listing a February date, returning it to Jamie or Tim by end of day, Friday, March 13th. —end



### January - March, 2020 — NIRMA Online University Class

The upcoming quarter offers the following NIRMA Online University course. Successful completion provides 75 Wellness incentive points by completing the following offering:

#### “Understanding Pre-Diabetes”

### February, 2020 Question of the Month

In lowering your risk of heart disease, which tool is missing from this list?

- Watch Your Weight
- Quit Smoking & stay away from 2nd Hand Smoke
- Control Your Cholesterol
- If You do, Drink Alcohol in Moderation
- Get Active
- Eat Healthy

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

\*Correct answers must be received prior to the subsequent month’s newsletter distribution to be eligible for the earning of 25 Wellness points.

### Wellness Committee

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

# 2020 Saline County Employee Health Screening 2020



## What you'll get:

Savings: Free on-site health screening saves you time and money. PLUS you receive 500 WELLNESS POINTS!

Support: Education and goal-setting opportunities give you the superpowers to become your own health crusader.

## Saline County Health Screenings:

1. Tuesday, February 11, 2020 (5:00 a.m.-8:00 a.m.) at the Law Enforcement Center
2. Wednesday, February 12, 2020 (5:00 a.m.-8:00 a.m.) Saline County Courthouse—Assembly Room

## Health Screen Includes:

- A. **Key Lab Measures** for Heart Risk, Diabetes & Metabolic Syndrome (Cholesterol, Triglycerides, LDL, HDL, Glucose & more). This baseline screening is FREE for all employees of Saline County. *(Non-employee spouses wishing to participate will be charged \$79.00. This is due to new limitations placed on employer sponsored Health Fairs by BCBS.)*
- B. **Biometric Measures:** Weight, Waist, Blood Pressure, Body Fat% & BMI
- C. **Optional:** Hemoglobin (A1C), Prostate (PSA), Thyroid Stimulating Hormone (TSH) tests available to you at an additional cost of \$30 for A1C, \$45 for Vitamin D, \$20 for PSA and \$15 for the TSH test.

## Additional Details:

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

Questions? Call Tim at 402-821-3900 or email [tim.mcdermott@saline.nacone.org](mailto:tim.mcdermott@saline.nacone.org) if you have any questions.

**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 results during, or soon after, the "Know Your Numbers" presentation on Wednesday, March 4th at 10:00 a.m. The presentation will be held in the Courthouse Assembly Room. If you are unable to attend, your wellness packet will be distributed to you after the meeting by a committee member. —end

## Aging Services to host "Shamrock Shuffle" Event—March 14, 2020



Saline County Aging Services will soon be hosting its second "Shamrock Shuffle" event on Saturday, March 14th. Additional information will be provided in the March newsletter. "Git yer' new rompers polished!"

## Shamrock Shuffle

5K (3.1m) or 1 Mile Fun Run/Walk

More...to follow

Oftentimes when you set out to lose weight, it involves deeming some foods 'good' and others 'bad' and restricting those in the latter category. This often backfires, however, because when you deprive yourself of the things you love (and eliminate entire food groups) it usually leads to a hard-to-break cycle of yo-yo dieting.

Instead, focusing on eating more of the healthy foods you love could actually help you lose weight. By choosing foods with lower energy density (aka fewer calories for their bulk) like fruits, veggies and lean proteins, you can eat more volume but consume fewer calories to stay within your overall calorie goal.

### HOW EATING MORE NUTRIENT-DENSE FOODS CAN HELP YOU LOSE WEIGHT

#### ① IT HELPS YOU FEEL SATISFIED

"If your healthy eating plan emphasizes eating more nutrient-dense foods like fruits, veggies, whole grains, lean proteins and healthy fats, you'll be better able to stick to it, since you won't feel hungry all the time, and you won't feel restricted during mealtime," says Chicago-based registered dietitian Amanda Kostro Miller. "High-fiber, high-water foods like fruits and veggies can help you feel full for fewer calories, so you won't be as tempted to reach for a huge piece of cake." (*Continue on page 6...*)

## Could Intermittent Fasting Actually Help You Live Longer?—*Liz Millard*

Over the past couple years, intermittent fasting has gained significant attention for its potential role in weight loss, but recent research suggests there may be far more benefits to the strategy than just whittling your middle — it's possible it might even extend your life.

In a [review article](#) published in The New England Journal of Medicine, neuroscientist Mark Mattson, PhD, of Johns Hopkins Medicine looked at numerous intermittent fasting plans and concluded that two, in particular, are especially effective: either restricting your eating time to a 6–8 hour window every day, or a technique called 5:2 fasting that involves eating normally for five days and then eating only one moderate-sized meal two days per week.

"We are at a transition point where we could soon consider adding information about intermittent fasting to medical school curricula alongside standard advice about healthy diets and exercise," he notes.

#### SOLID RESEARCH

Why would something as simple as not eating for a big chunk of time help you live longer? The answer lies in the breadth of benefits that have been found in both animal and human studies.

For example, fasting has shown improvements in blood pressure and resting heart rate, making it advantageous for cardiovascular health. Several studies have also suggested it may

be effective for weight loss, which can help prevent obesity and diabetes — which have both been connected to shorter lifespans.

A [2018 study](#) done on mice showed that when animals ate only one meal per day, and therefore had a longer fasting period, they not only had longer lifespans, but also demonstrated considerably less risk for age-related liver disease and metabolic disorders.

In his review, Mattson says studies indicate fasting improves blood sugar regulation, lowers inflammation and increases resistance to stress. All of those can have significant effects when it comes to longevity.

#### PLAYING WITH TIME

Like any strategy that involves changing how you eat, individual results will vary, especially if you make some initial missteps like overeating during your "food window," choosing unhealthy foods, being sedentary and making drastic changes.

Also, keep in mind that you may need to play around with variations on intermittent fasting to find what works best for you. Although Mattson indicated that the time-restricted window of 6–8 hours or the 5:2 approach seemed the most effective, neither of those might be the best fit for you, and that's OK. You can still do intermittent fasting using a different tactic.

For example, you might expand your eating

window to 10 hours, or you can play around with the number of fasting days, according to Dr. Luiza Petre, a cardiologist who practices intermittent fasting herself and advises the strategy for patients.

She notes that the 5:2 plan can be tweaked to 7:1 or 1:1, based on how someone wants to implement intermittent fasting in day-to-day life.

"When you're getting started, it's much better to see this as a long-term strategy and experiment with different schedules, rather than think you need to stick to one specific schedule because that's what worked for a friend or family member," Petre says.

#### GETTING STARTED

Intermittent fasting doesn't involve specific foods, but rather, a strict schedule regarding when you eat, says Dr. Jason Fung, author of "The Complete Guide to Fasting." That said, it's a great opportunity to overhaul your diet if you've been getting a little too junk-food-reliant lately.

"One major advantage to intermittent fasting is that it can be part of any eating plan you're following like low-carb, ketogenic, Paleo or something else," he says. "It can also be a nice kick off to changing your eating habits to include healthy foods if you're not doing that already." (*Continued on page 6...*)



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

*\*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.*

## ***Intermittent Fasting—cont. from pg. 5***

The easiest way to try intermittent fasting is to do the most common variation first, he suggests, which is an 8-hour block, followed by fasting time that includes sleep. For example, “breaking your fast” — which is how breakfast got its name, after all — at 9 a.m. and having dinner at 5 p.m. and then not eating again until the next morning.

Not only can this confer the benefits Mattson mentions, but it also gives you additional advantages in terms of digestion and sleep quality, since going to bed on a fairly empty stomach has been shown to be better for both of those issues.

Fung suggests trying that for about a week or so to give your body time to adjust. After that, you’ll know better if you have to tweak your time block to some degree, or if you’d prefer to switch to a different variation like the 5:2 eating plan or a similar on-off fasting schedule.

Giving yourself at least a few days — and ideally longer — every time to switch strategies is important, because it allows you to see improvements in non-food areas such as more energy, deeper sleep and mood. Just as you might with food tracking, record the effects of intermittent fasting daily to determine how well you’re adjusting.

It’s also possible that intermittent fasting is not your groove, and that’s OK, too. But most likely, simply trying this way of eating is likely to make you more conscious not just of when you eat, but also what you’re consuming.

“Even if you decide not to do this type of strategy, you’ll probably create more awareness around your food,” says Fung. “And that is always a good thing.” -end

---

## ***Eating More to Lose Weight—cont. from page 5***

### **② IT KEEPS YOU FROM FOCUSING ON THE TABOO**

Positive, actionable plans that add healthier foods to your diet help you avoid thoughts about subtracting or restricting foods from your diet. If you keep telling yourself, “Don’t eat chocolate,” instead of “If I’m hungry and in the mood for dessert, then I’ll eat fresh fruit instead,” you’ll be fixated on forbidden chocolate every time you think about your dietary goals.

“Restriction is the best way to get someone thinking about that food constantly and can lead to binge behavior,” says Shena Jaramillo, RD. “This is often followed by negative thinking: ‘I blew it. I ate 3 pieces of pizza. Why bother trying to eat healthy anymore?’ This type of thinking lends to a cascade effect that is challenging to return from.” Instead, Jaramillo encourages those wanting to lose weight to focus on what healthy foods they can add to their plate versus what they should take away.

### **③ IT CAN HELP YOU STAY MOTIVATED AND CEMENT HEALTHY HABITS**

If you stock your grocery cart wisely, with old favorites and new ingredients you’re curious to try, then you’ll indulge in delicious, healthy foods that you’re excited to eat. This may give you momentum, encouraging you to continue on a healthy-eating journey.

“Food is designed to be pleasurable, so once we begin to notice how enjoyable healthy food choices are, we can substitute them in for more and more unhealthy food choices, creating new positive habits that don’t leave harmful effects on our bodies, like junk food does,” says Bracha Goetz, author of “Searching for God in the Garbage.” Over time, this “reinforces neural pathways in the brain that make the delightful habit of eating a handful of nuts instead of a bag of chips more deeply satisfying, especially since the pleasure is not accompanied by any negative repercussions.” -end

### **Stop the BAD HABIT Blurb**

Drop the term “resolution” and use “commitment” for a stronger sense of promise in reaching your goal.



# Employee Newsletter



## Special points of interest:

- 2020 Impact Survey to Begin on March 1st!
- Forthcoming Final 2019 Wellness Incentive Points to be announced—Protest Period to follow...
- Saline County “Know Your Numbers” event slated for Wednesday, March 4th at 10:00 a.m. in the Court-house Assembly Room.

## Inside this issue:

March: “National Kidney Month”	1-2
True Colors Presentation/Class	3
Hope Crisis Center Donation Drive	3
Smoking Cessation Class Available	3
2020 IMPACT SURVEY Begins	3
2nd Annual “Shamrock Shuffle”	4
Know Your Numbers	6
Final 2019 Wellness Points	6
THAT Can’t Be Healthy!	6

March, 2020

Volume 7, Issue 3

## National Kidney Month—*Seraine Page*

Believe it or not, only 10% of the people who have kidney disease know it.

Considering 30 million Americans are impacted by it, that’s a big problem. Some may even be your employees who come into work daily with no symptoms to show.

One in particular — Chronic Kidney Disease — can be particularly tough on employees and could result in extended time off of work.

Chronic Kidney Disease causes the body to shut down in numerous ways and can lead to weak bones, nerve damage, and kidney failure. Since

March is **National Kidney Month**, there’s no better time to begin an awareness campaign.

Most importantly, two affordable tests can diagnose most common kidney diseases.

This post will cover kidney disease risk factors and how to reduce risk of developing kidney disease.

### What Do Healthy Kidneys Do?

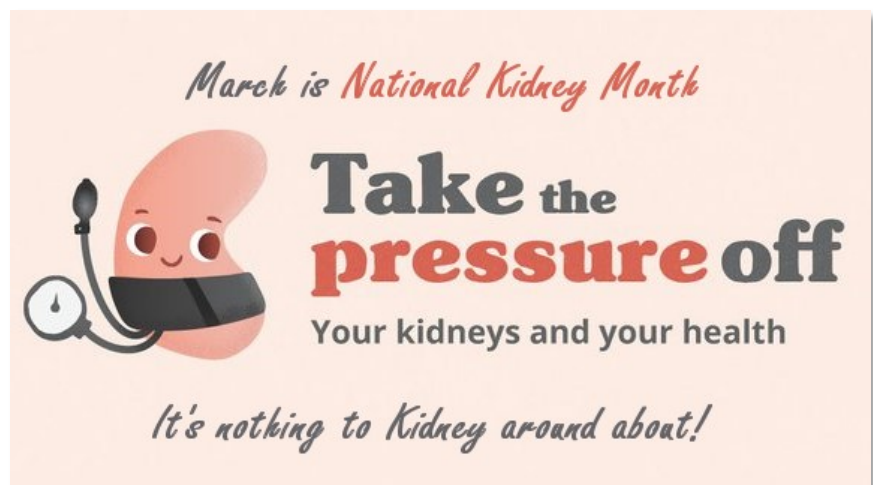
At the bottom of the rib cage on either side of the spine sit the two kidneys about the size of human fists. While small, these organs play a huge role in your health:

Kidneys:

- Regulate potassium, pH, salt, blood pressure
- Assist with red blood cell production
- Help the body absorb calcium
- Filter toxins, excess water, and other waste from the blood

But when these two small organs aren’t functioning properly, your body can have a tough time producing the proper hormones and removing waste. When kidneys no longer remove blood waste, kidney failure kicks in.

*Continued on Page #2...*



# National Kidney Month—continued from page #1



## 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 for login information or give Continuum a call if experiencing difficulty.

### \*Next Wellness

#### Committee Meeting:

Monday, March 9, 2020 in the Courthouse 2nd Floor Conference Room at 8:30 a.m.

### \*Next Safety Committee

Meeting: Wednesday, May 20, 2020 in the Courthouse Conference Room, 8:30 a.m.

## Chronic Kidney Disease Causes & Other Kidney Issues

Kidney disease impacts one in seven adults in the United States. One of the most common kidney diseases is Chronic Kidney Disease (CKD) — a long-term condition. While the most severe, it's not the only kidney disease or problem the kidneys can have.

### Kidney disease issues include:

- Chronic kidney disease (CKD) is a condition where your kidneys aren't filtering toxins properly. This may lead to dialysis and the need for a kidney transplant. It's most often caused by diabetes and high blood pressure. Other risk factors include a family history and cardiovascular disease.
- Glomerulonephritis is a form of kidney disease that is often caused by infections, drugs, or may happen during or shortly after birth. This type of kidney disease is generally not serious and usually gets better on its own.
- Polycystic kidney disease is a genetic disorder that can be serious and cause kidney failure by the production of many cysts in the kidneys.

### Who is Most Likely to Develop CKD?

Researchers have been able to pinpoint certain populations who may be at risk. It's no surprise that CKD is also linked to other major health issues.

### You may be at risk if:

- You have high blood pressure
- You suffer from diabetes
- You live with heart disease
- You have a family history of CKD

Other kidney health concerns include, kidney cysts, kidney stones, and kidney infections. By getting regular blood work done and keeping an eye on your blood pressure and maintaining a healthy diet, you can cut your risk of kidney issues down.

### Symptoms of Kidney Disease

Unfortunately, kidney disease may progress to failure without any symptoms. Anyone in the risk categories can get tested starting at age 18 (or sooner, if required).

Like other health issues, it may not present symptoms until very progressed. Then it may come as a shock as to how quickly it becomes severe. Or, it may take many years to develop.

### Early symptoms may include:

- Fatigue
- Cramps
- Difficulty concentrating
- Swelling of ankles and feet

- Poor sleep
- Late night frequent urination
- Reduced appetite
- Puffy eyes upon waking up
- Dry or scaly skin

### Severe symptoms that may indicate kidney failure include:

- Nausea
- Vomiting
- Reduced urine output
- Swelling in legs, ankles, and feet
- Shortness of breath or chest pain
- Testing for and Treating Kidney Disease

For those at high risk, lab tests are critical since there are often no symptoms of CKD. Blood tests will show levels of the waste product creatinine. High levels of this in the blood may indicate kidney problems.

If blood tests are abnormal, the estimated Glomerular Filtration Rate (GFR) is calculated to provide a more thorough indication of kidney function and the progression of CKD. This test shows whether you have blood or protein in your urine, often an early indication of kidney issues.

### Ways to reduce and treat kidney disease:

- Know your risk - High-risk individuals can minimize chances of kidney failure by treating the underlying conditions like diabetes and blood pressure.
- Take care of your health - Early detection, a healthy diet, plenty of exercise, along with doctor-prescribed medications can all help mitigate risk factors and slow the progression of the disease.
- Understand dialysis is a late-stage treatment - This is how your blood is filtered artificially. Once on dialysis, most patients have no other treatment options other than a transplant.
- Transplant wait lists are long - Unfortunately, the waiting list for compatible kidney transplants are long. Not everyone is a candidate and the surgery might not work. But if successful, dialysis is no longer needed.

### Educate Yourself on the Most Common Kidney Diseases

During National Kidney Month, take the opportunity to learn more about the most common kidney diseases and about the risk factors, such high blood pressure, that can lead to CKD.

Because it impacts so many individuals in American unknowingly, your attention to this disease can truly be a lifesaver.

Overall, helping to maintain optimum health can potentially prevent a devastating health issue like kidney disease. -end

## Know Your Color—"True Color" Class



# True Colors®

Jamie Houser & Anita Novotny of the County Assessor's office invite you to join them for the next Wellness educational class scheduled for Wednesday, March 18, 2020 beginning at 5:30 p.m. in the Assembly Room at the Courthouse. This event will be participatory only; no video recording. —end

## Tobacco Cessation Classes Available

For County employees who wish to support a decision to "kick-the-habit", yet feel additional support would be helpful in the form of a tobacco cessation program, the Wellness Committee is offering, through June 30, 2020, to fund the \$150 cost of this program offered through Madonna Fit for Work. The Madonna "Fit to Quit" program is effective with all forms of tobacco use—from cigarettes to smokeless varieties.

If interested, please contact Caitlin Orth at Madonna and let her know of your interest as a Saline County employee to participate. Phone: 402.413.3937, or via email at [corth@madonna.org](mailto:corth@madonna.org). —end



## Hope Crisis Center Donation Box—Co. Probation Office



The District Probation office has invited all County staff and courthouse visitors to help support "Hope Crisis Center" by way of dropping needed items into a donation box located within the Probation office. There is a notice in the entryway signifying the needed items being

requested. If you have further questions regarding this opportunity in which to offer assistance, please contact Donna Hahn at 402.821.2042. —end

## 2020 Impact Survey—begins March 1st



The Saline County Wellness Committee is excited to provide you with this year's opportunity to learn more about your health

risks. All currently eligible employees are encouraged to complete a brief 15 minute Health Risk Assessment (HRA) survey. Those that complete this survey are eligible for 500 Wellness Points for the 2020 program year.

All survey respondents will receive a personalized report, (My Health Report), to identify health risk factors to improve or maintain your health. Your report is completely confidential. Results are compiled and stored securely by a third party provider, Workwell of the Nebraska Safety Council. Saline County will not see your individual health data.

The wellness committee will use an aggregate report (no individual data) to help determine our wellness programs and service offerings for the year. Instructions to use the Survey is provided alongside the sending of this newsletter. The **deadline to complete this survey is Saturday, April 11, 2020 at 5:00 p.m.** If you have difficulty accessing the Survey, please contact Tim McDermott at 402.821.3900. Thank you for caring about your health and wellbeing. —end



January - March, 2020 —  
**NIRMA Online  
University Class**

The upcoming quarter offers the following NIRMA Online University course. Successful completion provides 75 Wellness incentive points by completing the following offering:

**"Understanding Pre-Diabetes"**

**March, 2020 Question  
of the Month**

In connection with a better choice for the health of your heart, kidney's or other overall body part, the best dark-chocolate to select should be one containing over what percentage of cocoa?

- A. 50%
- B. 60%
- C. 70%
- D. 80%
- E. None of the above

Email your chosen answer to:

[salinewellness@gmail.com](mailto:salinewellness@gmail.com)

\*Correct answers must be received prior to the subsequent month's newsletter distribution to be eligible for the earning of 25 Wellness points.

### Wellness Committee

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

Saline County Aging Services is hosting:

# 2<sup>nd</sup> Annual Shamrock Shuffle

5K (3.1m) or 1 Mile Fun Run/Walk

**Saturday, March 14<sup>th</sup>, 2020**



Day of Race Registration from 9:00 AM – 9:45 AM

**Start time:** 10:00AM SHARP

**Location:** Legion Park, Wilber, NE

Pre-Registration NOW at:  
Saline County Aging Services

Or: Mail registration with check to SCAS, P.O. Box 812, Wilber, NE 68465



**Pre-registration DUE by Wednesday, March 4<sup>th</sup>, 2020**

## County Employees Earn 50 Wellness Points for Participation or Volunteering

Entry Fees:

1 Mile Fun Run/5K:

**\$15 adult SHORT sleeve**

**\$20 adult LONG sleeve**

**12 & under; \$10 SHORT Sleeve Only.**

(Pre-Entry Fee Includes: T-Shirt, Water, After Race Snack, One Free Beer or Soft Drink at the Foxhole)

**\*\*ONLY PRE-REGISTRANTS ARE GUARENTEED A T-SHIRT.**

**\*\* Proceeds will benefit Saline County Aging Services and Wilber-Clatonia Public Schools TCBY Program! \*\***

**Early Packet Pick-Up: Thursday, March 12<sup>th</sup> or Friday, March 13<sup>th</sup> or Race Day**

**Prizes will be awarded to 1<sup>st</sup> & 2<sup>nd</sup> places in the age categories of:**

**4-11, 12-18, 19-30, 31-50, 51 & up**

---

### 2020 Registration Form

**Name:** \_\_\_\_\_ **Phone #:** \_\_\_\_\_

**Age:** \_\_\_\_\_

**Male or Female**

**Circle one: 5K or 1 Mile**

**YOUTH T-Shirt Size:**      **S   M   L**

**Female/Male ADULT T-Shirt Size:**   **S   M   L   XL   XXL   XXXL**

**Female/Male Long Sleeve T-Shirt Size:**   **S   M   L   XL   XXL**

I know that running a road race is a potentially hazardous activity and that I should not enter and run unless I am medically able and properly trained. I assume all risks associated with running in this event. Having read this waiver and knowing these facts and in consideration of accepting my entry, I and any-one entitled to act on my behalf, waive and release Saline County Aging Services, all race volunteers and all sponsors, their representatives, employees and successors from any claims and liabilities of any kind arising out of my participation in this event or carelessness of the person's name in the waiver. Further, I grant to all the foregoing the right to use any photographs, motion pictures, recordings, or any other record of this event for legitimate purposes.

**Signature (if under 18-parent/guardian):** \_\_\_\_\_ **Date:** \_\_\_\_\_





## Keep **work stress** From Coming Home—*Continuum EAP*

Is work stress coming home with you, along with tension, irritability and anxiety? Experiment with these environmental controls and behavioral tactics to see if they don't steer your thoughts and reflexes away from work and worries.

Before leaving work, participate in a ritual that "completes your day." For example, put things away, stack paper neatly, roll your chair under your desk, dust a couple of shelves and empty the wastebasket. Take a good look at your office or work space, "feel the completion" of your day — and leave. These behaviors, practiced daily for just a week, will begin to compartmentalize work and home.

If bringing work home is unavoidable, don't place it on the kitchen counter, dinette or with house clutter as you walk through the door. Instead, create a special location in your home physically removed from areas where you engage with loved ones. —end

## Help **for compulsive** VIDEO GAMING—*Continuum EAP*

Video gaming addiction is obsessive preoccupation with online games at the expense of real-life activities or obligations. It is not a recognized psychiatric disorder, but has the same psychosocial consequences of other compulsive disorders like gambling addiction.

In 2002, On-Line Gamers Anonymous® was formed. It offers support, strength and hope to addicted gamers and their families so they can heal and recover from this rapidly growing and disabling condition. Talk to a EAP counselor to discover what resources are available to help you or a loved one. —end



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

*\*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.*

## Post Health Screening—“Know Your Numbers”



Please be reminded that on Wednesday, March 4, 2020 Madonna Fit-for-Work staff will be onsite to present us with the results of the recent Health Screening event held at the Law Enforcement Center and Courthouse in February.

The resulting measurements from these health screenings, with comprehensive lab reports and biometric measures, are an effective way of educating us all about our current health and provide Saline County, through its Wellness Program, with an aggregate analysis of the health status of the County employee population.

Madonna will be here beginning at 10:00 a.m. in the Courthouse Assembly Room for anyone wishing to take part in the group Q&A discussion and/or ask them individual, clarifying questions regarding their own health scores. —end

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## 2019 Wellness Points—*evaluation/protest period*

At some point during the middle of March, the Wellness Committee will return the 2019 Wellness Booklets to participants that will include the final tally of documented Wellness points to be used for incentive distribution. As is the case every year, it is possible that points were overlooked or otherwise miscalculated. In which case, a short ‘protest period’ will commence that will give participants an opportunity to address any miscalculation. The Committee will discuss an actual ‘protest’ period and ‘protest’ date at the upcoming Wellness Committee meeting in March. The announcement of that protest period, and protest date if needed, will be listed on a sheet of paper with final points earned pinned to participant’s returning information. —end

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## This can’t be healthy, can it? -by Seraine Page

One University of Copenhagen study found that participants eating dark chocolate could more easily refuse sweets or snacks later. After a 12-hour fast, they consumed either milk or dark chocolate and were encouraged to eat as much pizza as they wanted. The dark chocolate fans ended up eating less pizza.

Is Chocolate Healthy? In Moderation, Of Course

While dark chocolate still shouldn’t be considered a health food, it’s a better alternative to enjoying a sweet than traditional milk chocolate.

Plus, how can you deny scientific research that it has positive effects on the body like minimizing stress and improving mood? It’s easy to see the health benefits of chocolate are hard to deny.

When selecting your dark chocolate, picking one that’s seventy-percent or higher in cocoa is the best choice. Just remember the higher the percentage, the more bitter it will be.

Like with most good things in life, enjoying it in moderation is key. While it can be hard — “hello discount Valentine’s Day candy bin” — remembering that too much of a good thing can keep your consumption levels down. —end

### Stop the BAD HABIT Blurb

**Thanks:** Focus on two to three things you are grateful for despite the setback, to help re-energize positivity.

# Employee Newsletter



## Special points of interest:

- Happy Easter!
- Forthcoming Final 2019 Wellness Incentives are being processed and to be delivered soon.
- Quarterly Online Class/ Webinar: "Mindful Meal Planning".
- Crazy 8 Challenge April 1st!

## Inside this issue:

COVID-19—No doubt will also pass	1-2
More Coronavirus Info—Again...	2
Hope Crisis Center Donation Drive	3
Smoking Cessation Class Available	3
2020 IMPACT SURVEY Begins	3
"Crazy 8 Challenge" Information	3-4
Why is it so Hard to Lose Weight?	5
Stay Positive During Anxious Times	5
2019 Wellness Incentive Update	6

April, 2020

Volume 7, Issue 4

## And, this too, shall pass...

In light of the COVID-19 (coronavirus) pandemic, and the fact that the seasonal influenza (flu) virus is also widespread, county departments are taking proactive steps to address a number of business concerns – making practical adjustments with safety in mind. First and foremost, we all want to maintain a safe workplace and encourage and/or adopt practices protecting the health of ourselves, fellow employees, citizens, facility visitors and others. We also want to ensure the continuity of business operations during this pandemic – especially since we are in the business of serving the public.

We trust that each will cooperate in taking steps to reduce the transmission of communicable diseases in the workplace. Employees are reminded of the following:

- Stay home when you are sick.
- Wash your hands frequently with warm, soapy water for at least 20 seconds.

onds.

- Cover your mouth with tissues whenever you sneeze, and discard used tissues in the trash.
- Avoid people who are sick with respiratory symptoms.
- Clean frequently touched surfaces.

It is critical that employees not report to work while they are experiencing respiratory symptoms such as fever, cough, shortness of breath, sore throat, runny or stuffy nose, body aches, headache, chills or fatigue. Currently, the Centers for Disease Control and Prevention recommends that employees remain at home until at least 24 hours after they are free of fever (100 degrees F or 37.8 degrees C) or signs of a fever without the use of fever-reducing medications. Many times, with the best of intentions, we feel the need to report to work even though feeling ill.

(Continued on page #2...)





## And this, too, shall pass—continued from page #1

The County provides paid sick time and other benefits to compensate employees who are unable to work due to illness. Use it if needed! Employees who report to work ill will be sent home in accordance with these health guidelines, as well as those supported by county personnel policy. (There is also new FFCRA entitlements just released.)

*"It is said an Eastern monarch once charged his wise men to invent him a sentence, to be ever in view, and which should be true and appropriate in all times and situations. They presented him the words: 'And this, too, shall pass...' How much it expresses! How chastening in the hour of pride! How consoling in the depths of affliction!"* – Abraham Lincoln

And, while this too shall pass, Easter is Forever! May your Easter outshine the gloom. -end

## As if we need reminded...

Coronavirus is making headlines left and right.

As dizzying as it is to read the daily updates, it's important for Saline County to keep common-sense policies in practice during these uncertain times.

That doesn't mean we need to panic, but it is a chance to educate & promulgate.

**Coronavirus** — also known as COVID-19 — is a new disease that causes symptoms similar to the common cold. The reason it's spreading so quickly is that even if a host is carrying it, they may not present symptoms for several days. The virus can also live on surfaces for up to nine days, making it easily transmittable to others.

### Want the facts about the virus?

Below, you'll find your coronavirus cheat sheet for recognizing this health issue in the workplace around you.

### Coronavirus and the Workplace

Unfortunately, in the last few weeks, the outbreak of the coronavirus is causing political, economic, and social upset in a variety of ways.

To date, 196 countries have reported an outbreak or COVID-19, including the United States. The virus is "SARS-CoV-2" but the disease it causes is called "coronavirus disease 2019" or COVID-19.

Schools and workplaces have shut down, entire countries have quarantined residents, local governments have altered protocols and everyday commodities like hand soap and toilet tissue are selling out everywhere.

The World Health Organization (WHO) has declared it a pandemic, but it's not a reason for workers to panic. Below is shared the science-backed facts of how to tackle this topic at work.

### What are the Symptoms of Coronavirus?

Individuals who are feeling unwell in the upcoming months should carefully monitor their symptoms. A test became available mid-January for the coronavirus, so those who believe they have it may be properly diagnosed, after a review by medical staff. You may feel body aches and have a fever at the onset of the virus.

The following symptoms often appear two to 14 days after exposure:

- Fever
- Cough
- Shortness of breath

Emergency warning signs of COVID-19 require immediate medical attention. These may include:

- Bluish lips or face
- New confusion
- Inability to waken
- Persistent chest pain or pressure
- Difficulty breathing or breath shortness

For any other symptoms, call your nurse line or visit your primary doctor. This will free up space in emergency departments for those who are dealing with serious illness.

Important note: Most people recover from COVID-19. About 80% of those who contract it will have mild symptoms, according to a recent World Health Organization (WHO) report. -end



For up-to-date Nebraska Community information visit:

<https://www.nebraskamed.com/patients/covid19>

### 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 for login information or give Continuum a call if experiencing difficulty.

### \*Next Wellness Committee Meeting:

The next Wellness Committee meeting will be situationally dependent upon forthcoming social distancing measures.

\*Next Safety Committee Meeting: Wednesday, May 20, 2020 in the Courthouse Conference Room, 8:30 a.m.



## Know Your Color—"True Color" Class



True Colors

Jamie Houser & Anita Novotny were unfortunately unable to orchestrate this meeting given the current social distancing measures

taking place due to COVID-19. It will be rescheduled when appropriate whereby this event will be participatory only; with no video recording capabilities. —end

Volume 7, Issue 4



### April—June, 2020 Continuum EAP Online Webinar Class

The upcoming quarter offers the following Continuum EAP Webinar. Successful completion provides 75 Wellness incentive points. This offering for points is limited to:

#### "Mindful Meal Planning"

(Return Certificate by 7/10)

## Tobacco Cessation Classes Available

For County employees who wish to support a decision to "kick-the-habit", yet feel additional support would be helpful in the form of a tobacco cessation program, the Wellness Committee is offering, through June 30, 2020, to fund the \$150 cost of this program offered through Madonna Fit for Work. The Madonna "Fit to Quit" program is effective with all forms of tobacco use—from cigarettes to smokeless varieties.



If interested, please contact Caitlin Orth at Madonna and let her know of your interest as a Saline County employee to participate. Phone: 402.413.3937, or via email at [corth@madonna.org](mailto:corth@madonna.org). —end

## Hope Crisis Center Donation Box—Co. Probation Office



The District Probation office has invited all County staff and courthouse visitors to help support "Hope Crisis Center" by way of dropping needed items into a donation box located within the Probation office. There is a notice in the entryway signifying the needed items being

requested. If you have further questions regarding this opportunity in which to offer assistance, please contact Donna Hahn at 402.821.2042. —end

## 2020 Impact Survey—deadline is April 11, 2020

The Saline County Wellness Committee is encouraging all eligible employees to participate in a brief 15 minute Health Risk Assessment (HRA) survey. Those that complete this survey are eligible for 500 Wellness Points for the 2020 program year.



All survey respondents will receive a personalized report, (My Health Report), to identify health risk factors to improve

or maintain your health. Your report is completely confidential.

**Deadline to complete the survey is Saturday, April 11, 2020 at 5:00 p.m.** If you have difficulty accessing the Survey, or wish another copy of the instructions, please contact [Tim](#) at 402.821.3900. —end

## Crazy 8 Challenge—begins April 1, 2020

The 2020 "Crazy 8 Challenge" is set to begin right away on April 1st! Use the month of April to challenge yourself with the eight elements found within; drinking plenty of water, getting good sleep, exercising regularly, eating nutritious fruits, vegetables and a healthy breakfast, avoiding the dangers of tobacco and carbonated beverages and finding time to enjoy a hobby or constructed non-work activity.

The challenge sheet is found on the next page of this newsletter. Have fun & be crazy all at the same time! Deadline to return your challenge sheet is Friday, May 8th. —end

### April, 2020 Question of the Month

In connection to weight loss, a 20-year study of almost 50,000 people found which of the following to be most true?

- A. A Group's attempt at weight loss = mean increase in weight loss
- B. A Group's attempt at weight loss = no difference in weight loss
- C. A Group's attempt at weight loss = mean decrease in weight loss

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

\*25 Wellness Points for a correct answer received prior to the subsequent month's newsletter distribution.

### Wellness Committee

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

## 2020 Crazy 8 Challenge

Day	Date	Water	Exercise	Sleep	Fruits OR Vegetables	Carbonated Beverages	Tobacco	Healthy Breakfast	Engage in a Hobby	TOTAL POINTS
Wednesday	April 1									
Thursday	April 2									
Friday	April 3									
Saturday	April 4									
Sunday	April 5									
Monday	April 6									
Tuesday	April 7									
	WEEK 1									
Wednesday	April 8									
Thursday	April 9									
Friday	April 10									
Saturday	April 11									
Sunday	April 12									
Monday	April 13									
Tuesday	April 14									
	WEEK 2									
Wednesday	April 15									
Thursday	April 16									
Friday	April 17									
Saturday	April 18									
Sunday	April 19									
Monday	April 20									
Tuesday	April 21									
	WEEK 3									
Wednesday	April 22									
Thursday	April 23									
Friday	April 24									
Saturday	April 25									
Sunday	April 26									
Monday	April 27									
Tuesday	April 28									
	WEEK 4									
	TOTAL POINTS									

Eight (8) categories in which to earn points:

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

\***Water:** 1 Point for every 8 oz of water drank during that particular day

\***Exercise:** 5 Points for every 15 Minutes of continual exercise per day (**MAX 20 Points/Day**)  
or 20 Points/Day for 10,000 or more steps a day

\***Sleep:** 1 Point for every night you sleep 7 or more hours (**Max 1 Point/Day**)

\***Fruit/Vegetable:** 1 Point for every serving of Fruits or Vegetables you eat each day

\***Carbonated Beverage:** 1 Point/Day you do not consume soda, beer, etc, 0 Points if you have one  
(**MAX 1 Point/Day**); and **SUBTRACT 1 point** for every carbonated beverage you have over 1 a Day

\***Tobacco:** 1 Point for every day you abstain from tobacco

\***Healthy Breakfast:** 1 Point for each day you eat a healthy breakfast

\***Engage in a Hobby:** 1 Point for each day you enjoy a hobby for at least 1/2 hour. (*Watching TV is excluded....must list hobbies in box above.*)

*Note the following for this Challenge:*

\* **1 serving of vegetables** is equivalent to **1 cup** of raw leafy vegetables, or **1/2 cup** for other vegetables

\* **1 serving of fruit** is equivalent to **1 medium** piece of fruit, **1/2 cup** chopped or canned fruit;  
1 cup = the size of a small fist; a medium piece of fruit = the size of a baseball

**25 Wellness points** provided for those earning at least **500** Challenge Points

**50 Wellness points** provided for those earning at least **750** Challenge Points

**All entries must be returned by 5:00 p.m., Friday, May 8, 2020 to qualify for Wellness Points!**

# Why is it so Hard to Lose Weight?—Jodi Helmer

Volume 7, Issue 4

A new study found dieters who reported wanting to lose weight saw the needle on the scale move in the wrong direction, leading researchers to ask the question: Why are dieters struggling to shed pounds and maintain weight loss? Here, a look at the research, why weight loss wasn't achieved and how to make shedding pounds easy and sustainable.

## THE SCIENCE

Research published in JAMA: Diabetes and Endocrinology followed 48,026 participants for almost two decades and found that despite an increase in the percentage of adults attempting to lose weight (from 32.3 to 42.2%), there was a mean weight increased from 176 pounds to 184 pounds during the same time period. Translation: Weight-loss efforts are failing.

"The data suggests current weight-loss attempts and strategies may not actually promote weight loss," explains study co-author Dr. Lu Qi, MD, PhD, director of the Tulane University Obesity Research Center.

## WHY WASN'T WEIGHT LOSS SUCCESSFUL?

The most common strategies participants reported for losing weight included consuming fewer calories, drinking more water and engaging in more exercise, which are all tried-and-true strategies for shedding pounds. The problem, Qi believes, is less about specific weight-loss strategies and more about sticking with them.

"[The data provided] no information about whether people strictly follow the reported attempts and strategies or for how long," says Qi. "In addition to addressing the benefits of weight loss and the risks of obesity, it is also essential to emphasize the importance of adherence."

## WHY CONSISTENCY BEATS PERFECTION

In other words, successful weight loss requires a long-term commitment. "Weight loss is so challenging because people want quick fixes and aren't ready to stick to something long enough to see results," says Chelsea Cross, RD. Instead, aiming for consistency over perfection can help you stay motivated. "If you find that you didn't hit your calorie goal one day or were too busy to work out, instead of getting frustrated and giving up, just get back on track the next day," says Cross. This mindset sets you up for long-term success.

## HOW TO MAKE WEIGHT LOSS EASIER

"Oftentimes, people lose sight of the simplicity of weight loss and get lost in all of the new fad diets ... and that can be a roadblock to weight loss because they end up trying something that's not sustainable, fall away from it and then regain weight and get frustrated," says Cross.

Rather than going on a restrictive diet, Cross suggests setting realistic goals and eating balanced meals that incorporate all of the food groups, including carbohydrates, fat and fiber, to help reduce cravings and make weight loss sustainable long-term. Think of it as a lifestyle change, not a diet. —end

---

# Tips on How to Stay Positive During Anxious Times

**Tip #1: Stay Off Social Media:** Stay off the "scroll hole"! When chaos abounds, social media and entertainment news (*and there are plenty of those*) explodes with all the bad news and rumors you can find. Sure, there is some positivity, but it's often the dark news that gets the most coverage. It's also a breeding ground for misinformation. Instead, go straight to the best sources. Manage social media urges by:

- ◆ Canceling phone alerts
- ◆ Asking colleagues not to share
- ◆ Installing apps to minimize scroll time
- ◆ Twitter even has a fantastic option where you can mute specific keywords. Enter Coronavirus and all traces of the word will disappear based on your timing preference — 24 hours to forever. (*Unfortunately, it doesn't work for newsletters.*)

**Tip #2: Start Your Day Off Right:** What gets you in a good mood right off the bat? As soon as you open your eyes, consider tackling a task or activity that makes you feel upbeat. It sets the tone for the day and

when you're happy and smiling, it's contagious — in a good way. A few ways to start your day:

- ◆ Pray
- ◆ Workout
- ◆ Journal
- ◆ Listen to a podcast
- ◆ Make a healthy breakfast
- ◆ Turn on your favorite playlist

However you decide to kickstart your day, always remember: You have control over how you feel even if you can't control what's going on around you. (*Continue on page #6...*)

**"You Bring Your Own Weather to the Picnic."** —Harlan Coben



**Saline County Nebraska  
Wellness Committee**

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

*\*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.*

## 2019 Wellness Program Incentives

Within the next two-weeks, the Wellness Committee will have nearly concluded the claims process and the bank order for earned incentive gift-cards, or thus provide notification of earned leave-time to Department Heads and the Payroll Clerk to eligible participants, in association with the 2019 Wellness Program.

2019 saw an alternate choice for a Grand Prize at the end-of-year drawing; a \$300 Gift Card. As noted in the 2019 Program booklet, the names included in the drawing were those that earned at least 7,500 points. In addition, those earning points above 10,000 were given additional ‘chances’ as part of the mix. In the end, the name produced by random selection was....Amber Mulbery of District Court. Congratulations! —end

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### *Staying Positive Tips—continued from page #5*

**Tip #3: Implement The 5 Second Rule:** Motivational speaker Mel Robbins wrote The Five Second Rule. In it she discusses counting backward from five when you have an impulse to achieve a specific goal. In this case, stopping negative thinking is a perfect way to use the rule. Count backwards from five, physically move your body (*take a walk, shut off the news, etc.*) and reactivate your mind in a positive space.

When to use The 5 Second Rule:

- ◆ When negative thoughts start spiraling
- ◆ A conversation is going the wrong direction
- ◆ You need motivation to get started
- ◆ When you’re trying to learn how to stay positive at work, this is an ideal rule to implement yourself.

Whether it’s needing to change the direction of a negative conversation or getting started on a project, a five-second countdown can give you the boost you need.

**Tip #4: Look for the Good in Others:** During difficult times or periods of uncertainty, it’s easy to see all that’s going wrong — including how people act. Instead of being overwhelmed by the “Negative Nancy’s” or wrongdoers, look for who is doing good. Zoom your focus in on those and watch your perspective shift.

Ways to practice recognizing the good in others:

- ◆ Give a daily-shout out
- ◆ Praise a coworker for a job well done
- ◆ Slow down. Give the benefit of the doubt
- ◆ Look for positive intentions behind actions

Once you start looking for the good in others, it makes it easier to be less cynical. Start looking for one good trait or action in each person you meet or interact with daily. —end

---

### **100 Miles—100 Days -begins on May 1st**

Winter is nearly OVER! Now is a good time to get outside and enjoy the weather, or prepare to start!

Beginning May 1st, Walk, Jog, Run, Bike or Row in the “100 Miles in 100 Days” Challenge. Begin your journey through spring and summer using this event to provide motivation that will keep you healthy and enable you to earn 100 or more Wellness Points in the process!

This annual summer challenge will begin on Friday, May 1, 2020 and end on August 8, 2019. —end

**“People often say that motivation doesn’t last.  
Well, neither does bathing...that’s why it’s recommended daily.”**



# Employee Newsletter



## Special points of interest:

- 100 Miles—100 Days Begins!
- 2019 Wellness Incentives are processed and now delivered.
- Quarterly Online Class/ Webinar: "Mindful Meal Planning".
- Crazy 8 Challenge Tally Sheets due by Friday, May 8th Deadline!

## Inside this issue:

High Blood Pressure The Silent Killer	1-2
Underlying Health & COVID-19	2
Smoking Cessation Class Available	3
Get Your Rhythm of Music & Exercise	3
"100 Miles-100 Days" Challenge	4,6
Spring Clean Your Health	5
Mechanics of Making Your Deadlines	5
2019 Wellness Incentive Closeout	6

May, 2020

Volume 7, Issue 5

## The 'Silent Killer' - *by Seraine Page*

High blood pressure is known as the "silent killer." Often high blood pressure has no symptoms, which is why you should be screened regularly. Nearly two-thirds of people over 60 have high blood pressure. And one out of three Americans has high blood pressure.

Factors that contribute to high blood pressure:

- Stress
- Smoking
- Older age
- Genetics
- Being overweight
- Lack of physical activity
- Too much salt in the diet

### Reasons to Tackle This Health Concern Now

Preliminary studies are showing that people with high blood pressure have an increased risk of getting COVID-19. Most people with high blood pressure also have other health concerns, though.

But if blood pressure is under control without other risk factors, individuals probably are not at any greater danger, experts say. While pneumonia is the most common complication of Coronavirus, it can also damage the cardiovascular system.

Additionally, unmanaged high blood pressure can lead to heart disease, heart attack, heart failure, kidney disease, vision loss, stroke, and sexual dysfunction.

### Ways to reduce high blood pressure risk:

- Quit smoking
- Lose weight
- Limit alcohol intake
- Reduce stress
- Exercise daily
- Manage blood pressure

Lifestyle changes can help, but all changes should be done while working with a doctor. You may need medication and should be monitored regularly to see how your body is responding to the medication.

*(Continued on next page...)*

# May

*...everyone continue to be Healthy & Happy!*



## *Silent Killer—continued from front page...*

### Heart Disease

Heart disease encompasses a multitude of conditions that impact heart health. This includes coronary artery disease; heart rhythm problems (arrhythmias); and heart defects you're born with. More people die in the US from heart disease than any other condition — almost 650,000 in the U.S. per year, according to the CDC.

#### Factors that contribute to heart disease:

- Age
- Family history
- Diabetes
- Stress
- Physical inactivity
- Uncontrolled blood pressure
- High cholesterol levels

#### Reasons to Tackle This Health Concern Now

A third of the patients who died of Coronavirus in Italy had heart disease.

Any kind of cardiovascular condition can weaken the immune system, leaving a patient more susceptible to complications from viruses such as the flu or Coronavirus.

Adults with heart disease were among the most common individuals hospitalized during the 2018-19 flu season. Nearly half of the hospitalized adults had heart disease.

During the Coronavirus, the CDC recommends people with heart conditions stay home, wash hands often, and practice social distancing of 6-feet, clean and disinfect surfaces often, and avoid travel.

#### Ways to reduce heart disease risk:

- Get flu shots (CDC recommendation)
- Quit smoking
- Control other health conditions
- Exercise at least 30 minutes daily
- Eat a healthy diet
- Maintain a healthy weight
- Reduce and manage stress
- Practice good hygiene

Certain types of heart diseases and defects can't be prevented. But you can help prevent other types by making lifestyle changes. —end

### ONLINE LEGAL RESOURCES

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The next Wellness Committee meeting will be situationally dependent—but most likely via teleconference.

**\*Next Safety Committee Meeting:** Wednesday, May 20, 2020 in the Courthouse Conference Room, 8:30 a.m.—most likely via teleconference.

## COVID-19 & Underlying Health Conditions

We all know that COVID-19 is taking center stage at the moment.

But underlying health issues are a big part of the concern for those who contract the sometimes deadly virus. People with health concerns like heart disease, high blood pressure, and diabetes are more susceptible than ever to getting ill.

#### What is an Underlying Health Condition?

An underlying health condition is a health issue that may make it more difficult to fight disease or increases the chance of getting sick.

People of various ages can have serious underlying health issues that are generally chronic in nature.

A sampling of underlying health conditions include:

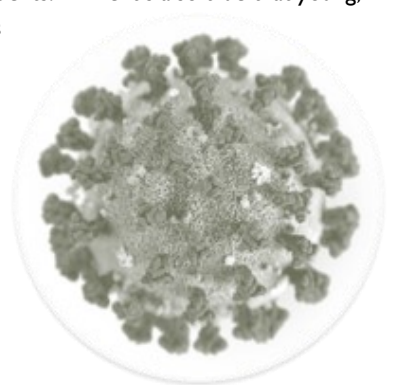
- Asthma
- HIV/AIDS
- Diabetes
- Heart disease
- Liver disease
- Lupus

Based on available information, older adults and those with underlying health concerns may be at higher risk of getting COVID-19, also known as Coronavirus.

#### Health Issues in America: Why Some Employees Need to Closely Monitor Their Health

Due to COVID-19 being a respiratory virus, individuals with chronic health conditions are at a higher risk of developing a severe lower respiratory infection. This means low oxygen levels and potentially pneumonia.

These are the individuals who are currently ending up as hospitalized patients. While it's also true that young, healthy individuals are getting sick from Coronavirus, too, the immune-compromised need to be extra careful. —end



## Know Your Color—"True Color" Class



True Colors®

Jamie Houser & Anita Novotny continue being unable to orchestrate this meeting given the current social distancing measures taking

place due to COVID-19. It will be rescheduled when appropriate whereby this event will be participatory only; with no video recording capabilities. —end

Volume 7, Issue 5



April—June, 2020  
Continuum EAP Online  
Webinar Class

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(Return Certificate by 7/10)

## Tobacco Cessation Classes Available

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If interested, please contact Caitlin Orth at Madonna and let her know of your interest as a Saline County employee to participate. Phone: 402.413.3937, or via email at [corth@madonna.org](mailto:corth@madonna.org).—end

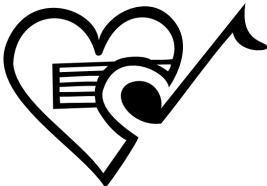
**COURAGE DOESN'T ALWAYS  
ROAR. SOMETIMES IT'S THE QUIET  
VOICE AT THE END OF THE DAY  
SAYING, "I WILL TRY AGAIN  
TOMORROW." — Mary Anne Radmacher**

## Crazy 8 Challenge—*Sheets due to be returned by May 8, 2020*

The 2020 "Crazy 8 Challenge" began on April 1st to challenge everyone with the eight elements found within; drinking plenty of water, getting good sleep, exercising regularly, eating nutritious fruits, vegetables and a healthy breakfast, avoiding the dangers of tobacco and carbonated beverages and finding time to enjoy a hobby or similar non-work activity.

The challenge sheet was provided within the previous month's newsletter, whereby its return will be needed in return by Friday, May 8th. —end

## MUSIC *can make* MORE OF EXERCISE



New studies show that upbeat, engaging and fast-paced songs can reduce the perceived effort put into workouts with endurance and cardio exercises, like running, but not so much, however, with strength-based workouts like weightlifting.

The reason? Music has been shown to have an impact on our physiological responses. This includes our emotional responses, our coordination, and our automatic and planned movements.

That means the rhythmic patterns of certain songs can empower you to perform better and engage more during low-intensity exercises. So, if you're having trouble making it through your workouts, listening to some of your favorite high-tempo, upbeat music may be just the extra push you need. —end

### May, 2020 Question of the Month

Ted and Jordie will spend an entire day hiking the countryside. Ted weighs 190 lbs and Jordie weighs 130 lbs. At least how much water should the pair bring with them and thus prepared to drink for that day?

- A. 3 Quarts
- B. 4 Quarts
- C. 5 Quarts
- D. 6 Quarts

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

\*25 Wellness Points for a correct answer received prior to the subsequent month's newsletter distribution.

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# 2020 "100 Miles in 100 Days"

DATE	Total	DATE	Total	DATE	Total	DATE	Total
1-May		27-May		21-Jun		16-Jul	
2-May		28-May		22-Jun		17-Jul	
3-May		29-May		23-Jun		18-Jul	
4-May		30-May		24-Jun		19-Jul	
5-May		31-May		25-Jun		20-Jul	
6-May				26-Jun		21-Jul	
7-May		1-Jun		27-Jun		22-Jul	
8-May		2-Jun		28-Jun		23-Jul	
9-May		3-Jun		29-Jun		24-Jul	
10-May		4-Jun		30-Jun		25-Jul	
11-May		5-Jun				26-Jul	
12-May		6-Jun		1-Jul		27-Jul	
13-May		7-Jun		2-Jul		28-Jul	
14-May		8-Jun		3-Jul		29-Jul	
15-May		9-Jun		4-Jul		30-Jul	
16-May		10-Jun		5-Jul		31-Jul	
17-May		11-Jun		6-Jul			
18-May		12-Jun		7-Jul		1-Aug	
19-May		13-Jun		8-Jul		2-Aug	
20-May		14-Jun		9-Jul		3-Aug	
21-May		15-Jun		10-Jul		4-Aug	
22-May		16-Jun		11-Jul		5-Aug	
23-May		17-Jun		12-Jul		6-Aug	
24-May		18-Jun		13-Jul		7-Aug	
25-May		19-Jun		14-Jul		8-Aug	
26-May		20-Jun		15-Jul			
<b>HOLIDAY X2</b>	<b>100-Day Total Miles Total:</b>						

## SALINE COUNTY MILEAGE - TRACKING SHEET

### 100\* MILES in 100 DAYS

\*Option #1 Users: Miles earned via treadmill, walking and/or running. (Biking/rowing calculated 2:1 against walking/running.)

\*Option #2 Fitbit Users: A return of data pulled from your fitbit to include miles traveled is needed, rather than using the above.

**Must travel at least 100 Miles in 100 Days to qualify for points!**

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

Please return the above Tally Sheet or Fitbit Data Sheets to the Wellness Committee on or before Friday, August 14, 2020.

**Do Nothing and Nothing Will Change!**



## Spring Cleaning for Your Health—*HyVee Healthy Bites*

Volume 7, Issue 5

With spring finally here, it's time to think about spring cleaning. When most of us think of spring cleaning, we think of the traditional cleaning and organizing, but what about spring cleaning for your health?

Here are a few tips for spring cleaning, the healthy way:

**Change your workout and reduce stress**—All winter long we have been doing the same routine. Enjoy the nice weather and move your routine outside! Take a brisk walk or go for a bike ride. Cool down after the workout by slowing down to listen to the birds and observe plant and wildlife along the way. Look to see what flowers, grasses and other plants are along your route. Use these cool-down times to plan your next workouts, home activities and best of all, relax to help reduce stress.

**In with the new and out with the old**—This is a good time to go through the refrigerator and throw away all the expired foods. Check the expiration dates on jars, cans and staples such as condiments and salad dressings to make sure you are not exceeding the expiration dates. Outdated food items are not always safe to eat even if they do not appear to be spoiled. Spices and other shelf items also expire, due to the natural oils in the products becoming unstable in changing room temperatures from summer to winter and back to summer.

**The truly natural cleansing tool**—Drinking water is absolutely vital to good health. It is important that you drink water before you actually feel thirsty. Try adding fruit or even cucumbers to the water. This will help give it some flavor without a ton of calories. Your goal should be to take half your body weight, and drink that amount in ounces of water per day. Of course, coffee, alcohol and soda pop do not count because they are overall very dehydrating to your body. If you have trouble drinking 8 ounces of water at a time, try drinking water in 4- to 6-ounce quantities more often.

**More matters**—It's not often we say the more the better; however, when it comes to fruit and vegetable intake, more matters. Plus, it's also the perfect time of the year for fresh produce. Keep an open mind and be willing to try new products along with new combinations. —end

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## Intervening WITH A TROUBLED TEEN

“Toughlove” by Phyllis and David York

Most parents do the best job they can raising children, but any expert will tell you that it also takes a bit of luck. If you are slowly adapting to increasing behavioral problems of a teenager, don't dismiss the idea of engaging with a professional to help you identify a path to correct defiant or oppositional behavior.

In the 1980s, a worldwide movement of parents helping parents emerged based on a book called Toughlove. Decades later, many of its ideas remain standard fare as tools for helping parents reassert and recapture control over their homes, parenting effectiveness, and a better relationship with their children.

Start by contacting Continuum EAP. Their professional counselors can assess the situation, help you create a plan of action, and connect you to the appropriate services and resources. —end

---

## The MECHANICS of Making Deadlines



Don't allow the quality of your work to suffer by missing deadlines. Meeting deadlines is an acquired skill with two influences — motivational and mechanical.

**MOTIVATIONAL** — Agree on the deadline with your partner (recipient of the work). Next, commit to the deadline. Then, acknowledge and empathize with the direct and indirect consequences of not meeting the deadline. Make an accountability pact — allow your partner to contact you at any time about progress.

**MECHANICAL** — Know how much time each part of your project will take. Divide it into mini-deadlines. Adopt an early completion point (your buffer). Success will reinforce your on-time habit, and a positive reputation will follow. —end



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

*\*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.*

## 2019 Wellness Program Closeout

By now, the Wellness Committee should have nearly concluded the delivery of earned incentive gift-cards, and/or thus provided notification of those incentives and earned leave-time to Department Heads and the Payroll Clerk in association with the 2019 Wellness Program.

Please alert a Wellness Committee member of any outstanding issues relative to the previous year's program, or call 821-3900 to discuss those in detail if a quick comment or email won't suffice. *-end*

## 100 Miles in 100 Days—*Summer Challenge Begins!*

Winter is OVER! But the Pandemic is not. Even still, now will be a good time to get outside and enjoy the weather, while cautiously observing social distancing at the same time. It's doable! The landscape is large enough to accomplish that both tasks.

Beginning May 1st, Walk, Jog, Run, Bike or Row the “100 Miles in 100 Days” Challenge to stay in shape and work off the “Netflix Flab”. Begin today on your journey through spring and summer using this event to instill motivation, enabling you to earn 100 or more Wellness Points in the process!



This annual summer challenge will begin this year on May 1st, 2020 and end on August 8, 2020.

### Rules/Guidelines:

- You **MUST** complete a minimum of 100 Miles to earn 100 or more Wellness Points.
- Option #1 Participants: Daily work related miles walked are not to be included in your mileage tally if you are a Wellness Program Option #1 Participant.
  - If you are biking or rowing, 2 Miles on bike/rowing machine is equal to 1 recorded Mile.
  - Record Double-Miles on holidays that occur during this Challenge.
  - Make sure to record your time devoted to exercise while participating in this challenge in your Wellness Booklet.
- Option #2 Participants: Wearable Data will be used instead of the tally sheet within this newsletter.
  - Submit your miles in the form of your printed data sheet or attached via email in CSV or Excel format as provided from your wearable device. These data sheets are to be submitted to the Wellness Committee for recording purposes.
  - No Double-Miles are accepted for holidays that occur during this Challenge.
  - Challenge Data sheets should not be confused with the normal submission of Steps through MyVia at the end of each month.
- Did more than 100 Miles? AWESOME! Earn ONE extra point for EACH additional mile completed over 100!
- Return completed challenge or data sheets before the end of the day, Friday, August 14, 2020.

Questions regarding the challenge can be directed to any wellness committee member.

Remember: You do NOT have to walk one mile each day, you just need to complete a total of 100 miles by August 8th to qualify for points earned.

Happy Travels! *-end*

**“When the freedom they wished for most was freedom from responsibility, then they ceased to be free.” – Edward Gibbon**

# Employee Newsletter



## Special points of interest:

- **100 Miles—100 Days Challenge Concludes on August 8th**
- **Upcoming Quarterly Online Class/Webinar: "Budgeting Basics—The Key to Becoming Financially Healthy"**
- **Fitness Center access code to change July 15th**

July, 2020

Volume 7, Issue 7

## Maintaining Well-being - *Continuum EAP*

COVID-19 has dramatically changed our lives, creating a new way of working and living. During these times of change and uncertainty, the best way to navigate the new changes is by focusing on self-care and helping those around you while following proper health precautions. It's also an important time to bring your health and well-being to the forefront.

Self-care in the wake of the coronavirus outbreak includes focusing on things you can control (like practicing good hygiene) instead of those you cannot (stopping the virus).

Here are some simple steps to help put your well-being in focus:

### GO FOR A WALK IN YOUR NEIGHBORHOOD

Participating in outdoor activities is perfectly acceptable if you maintain a distance from others of at least 6 feet. Going for a walk, visiting a local park, or even playing in the yard with your children are great ways to incorporate physical activity into your routine. Taking a break to exercise can also help reduce stress.

### HAVE A VIRTUAL CLUB

If you have a weekly gathering or book club, use FaceTime or another video streaming service to connect. Maintaining these events, especially during uncertain times, will help keep a sense of normalcy. *(Continued on page #2...)*

## Inside this issue:

Maintaining Well-being	1-2
The Don't of Acute Distress Disorder	2
Things You Shouldn't Put in Coffee	2
3-Ingredient Iced Coffee Popsicles	3
Newest Continuum EAP Webinar	3
Ten Simple Things for Weight Loss	4,5
Eating for Fullness & Satisfaction	5-6
Three Ways Minerals Effect Your Health	6
2019 Wellness Incentive Closeout	6





## Maintain well-being— continued from front page...

### TRY NEW HEALTHY RECIPES

With extra time being spent inside, now is a great time to focus on healthy eating. Use this time to invest in trying new healthy dishes and become more mindful of how you nurture your body. During times of uncertainty it can be natural to stress eat or crave comfort foods, but being aware of how you're eating can help maintain focus on well-being.

### REDUCE STRESS

It's important to take breaks from watching, reading or listening to news stories, especially on social media. Take time to meditate, read a book, or watch a movie — anything to help you unwind and separate your mind from stressors. Consider creating a schedule that prioritizes time for your well-being and positive mental health. Even simple activities like completing a puzzle or coloring can help you to relax and positively impact your thoughts and feelings.

### TALK WITH SOMEONE

If you are feeling overwhelmed, Continuum EAP can help. Talking about your concerns and receiving advice related to your specific situation can make a difference. We're all in this together. —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 for login information or give Continuum a call if experiencing difficulty.

### \*Next Wellness Committee Meeting:

The next Wellness Committee meeting is yet TBD—possibly via teleconference.

\*Next **Safety Committee Meeting:** Wednesday, August 12, 2020 in the Courthouse Conference Room, 8:30 a.m.—possibly via teleconference.

## DON'T "TOUGH OUT" ACUTE STRESS DISORDER

Does your job include a higher risk of witnessing violence or trauma? If you are exposed to such an event, consider meeting with a Continuum EAP professional to discuss your experience and understand symptoms of acute stress disorder. Acute stress disorder can follow any type of traumatic event.

Don't tough it out or assume "Ah, I'm OK." Proper care for symptoms may help prevent post-traumatic stress disorder (PTSD), a mental disorder that can follow if acute stress disorder symptoms don't resolve after six months.

Acute stress disorder may include anxiety, depressed mood, sleep disturbances, nightmares, being constantly tense, being easily startled, irritability, poor concentration and more. —end



## Things You Shouldn't Put in Coffee—Matt Bradley

Okay, so recent clinical studies have come out to say that coffee is not bad for you and may help to protect against a number of diseases: Type 2 Diabetes, Parkinson's, Liver Cancer and Liver Cirrhosis. With that being said, as you up your consumption from one miserly cup a day to 3-4 cups there are some other healthy considerations that you ought to make.

If you are putting things that are bad for your health into your coffee to make it flavorful for your pallet and you are not conscious about what they are and their effects on you, then you may be causing more harm than good. Here are a few items to consider:

**Sugar:** We all know that sugar is being blamed for the overall poor health scores that Americans and know many other cultures around the world are receiving. They're blamed for everything from heart disease, obesity and ADD.

**Artificial Sweeteners:** Artificial sweeteners are not a healthier alternative to sugar despite what you may think. These chemically originated sweeteners and re-

sponsible for a number of negative health conditions like metabolic syndrome, high blood pressure, obesity, diabetes and heart disease.

**Non-Dairy Creamer:** In either powder or liquid form is full of a lot of artificial items that are intended to provide the same creamy feel and taste of half & half or heavy cream. Most contain a lot of high fructose corn syrup, in fact it's often the primary ingredient, it is pretty well known that it causes weight gain, promotes cancer growth, stimulate fat accumulation in the liver and increased cholesterol levels. Partially hydrogenated vegetable oil which is high in trans fat which is also known to raise your bad cholesterol levels significantly.

**Flavored Syrups:** Basic caramel syrup is approximately 19 grams of sugar and 80 calories. At Starbucks a Grande Latte gets 4 pumps and a Venti contains 7. That is respectively 76 grams or 320 calories for a Grande Latte and 133 grams or 560 calories for a Venti Latte.

Now you know. Enjoy the Joe! —end



## Know Your Color—"True Color" Class



True Colors®

Jamie Houser & Anita Novotny  
continue being unable to orchestrate this meeting given the current social distancing measures taking

place due to COVID-19. It will be rescheduled when appropriate whereby this event will be participatory only; with no video recording capabilities. —end

## 100 Miles—100 Days Continues

This continuing challenge Began on May 1st to which participants may Walk, Jog, Run, Bike or Row in the "100 Miles in 100 Days" Challenge (as per the instructions earlier provided). This was a great opportunity to stay in shape and work off the "Netflix Flab". Hopefully this journey through spring and summer provided motivation, enabling participants to earn 100 or more Wellness Points in the process!

This challenge concludes August 8, 2020 whereby the return of completed challenge or data sheets should be provided to the Wellness Committee by end of the day, Friday, August 14, 2020. —end

**"You don't need to know the whole  
alphabet of Coronavirus Safety. The A, B, C of it  
may still save you—if you follow it:  
Always Be Careful."**

## 3 Ingredient Iced Coffee Popsicles

At any time during the day you could simply make yourself a cup of coffee, but where's the fun in that? Instead, give your summer afternoon a pick-me-up with these "3 Ingredient Iced Coffee Popsicles". Now we're talkin'!

### ICED COFFEE POPSICLES?

Yep. You need iced coffee (shocker), milk (perhaps unsweetened almond milk – your choice), and the sweetener. Now Foods Organic Grade A Maple Syrup is worth considering because one, it's a natural sweetener over the fake stuff and two, it's darn delicious.

If you'd like to spice your popsicles up a bit, you can add cacao nibs or a chocolate drizzle.

### HOW DO YOU MAKE THESE POPSICLES?

You'll have to plan a little bit. I made a few extra cups of coffee one morning, let them cool off, and then placed them in the fridge to chill overnight. The next day, I had nice, chilled coffee to make iced coffee popsicles.

Once you have your iced coffee, these delicious caffeine jolts are a breeze to make. Simply combine the coffee, milk, and maple syrup in a blender and blend until combined. Pour them into popsicle molds, get your popsicle sticks in place, and freeze them overnight.

The next afternoon when you feel the afternoon slump coming, grab one and enjoy the treat of a popsicle and more energy flowing through your veins.

These 3 Ingredient Iced Coffee Popsicles are the perfect alternative to your afternoon cup o' joe. They also make a great sweet breakfast treat or a unique take on post-dinner coffee. —end

Volume 7, Issue 7

  
Continuum

July-September, 2020  
Continuum EAP Online  
Webinar Class

The upcoming quarter offers the following Continuum EAP Webinar. Successful completion provides 75 Wellness points. Offering of points is limited to:

**"Budgeting Basics—The Key to Becoming Financially Healthy"**

(Return Certificate by 10/9)

July, 2020 Question  
of the Month

Which of the following can best boost the likelihood of losing pounds & keeping it off for good?

- A. Mini-Meals
- B. Micro-Strategies
- C. Mega-Commitments
- D. Milli-Goals

Email your chosen answer to:

[salinewellness@gmail.com](mailto:salinewellness@gmail.com)

\*25 Wellness Points for a correct answer received prior to the subsequent month's newsletter distribution.

### Wellness Committee

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# 10 Simple Changes Leading to Weight Loss—*Lauren Krouse*



Recent research published in ‘Obesity’ shows what successful weight-loss people know to be true: Small, simple lifestyle changes, aka micro-goals, can boost your likelihood of losing weight and keeping it off for good. “Micro strategies are the way to go,” says Keith-Thomas Ayoob, RD. “They’re easy to do, produce small but immediate wins and add up to even greater ones over time.”

To shed pounds and get healthier, it’s essential to tweak your calorie intake, move more, track your progress and build coping skills to overcome challenges and setbacks. These 10 micro strategies can help you tackle all of the above.

## 1 - WAKE UP WITH A GLASS OF WATER

Start each morning with a tall glass of H<sub>2</sub>O, says Liz Wyosnick, a Seattle-based registered dietitian. Rehydrating can help you avoid mistaking thirst for hunger and give you an energy boost (which is ideal for a morning workout). Keep a glass on your nightstand or a water bottle beside your coffeemaker as your cue to drink water first thing, she suggests.

## 2 - EAT A PROTEIN-PACKED BREAKFAST

Most people don’t get enough protein at breakfast, which makes them hungry in an hour or two when the office junk food starts calling,” says Lauren Harris-

Pincus, RD, author of “The Protein-Packed Breakfast Club.” To stay fuller longer and stick to your daily calorie goal, add more protein to your morning meal with Greek yogurt, cottage cheese, eggs, protein powder or tofu, she says.

## 3 - GO FOR WHOLE GRAINS

Whether you’re ordering a bagel, scanning the cereal aisle or stocking up on pasta or bread, the choice between nutritious, fiber-rich whole grains and refined grains (which have been stripped of nutrients and fiber) pops up all the time. Your strategy: Choose whole-grain options to increase your fiber intake, which helps fill you up, supports healthy digestion and, in turn, fuels your weight-loss success, says Harris-Pincus.

## 4 - TAKE LUNCHTIME WALKS

“There’s no need to run a marathon to lose weight, but most people need to move more,” says Ayoob. What to do: Spend half of your lunch hour eating and the other half walking. Over time, those extra steps add up, and the midday movement can give you a mood boost to help you manage food triggers and cravings later in the day, he explains.

## 5 - STORE JUNK FOOD OUT OF SITE

“Eliminate highly triggering foods from the places you spend a lot of time, like your home, office and car,” says Molly Carmel, an NYC-based therapist who works with compulsive overeaters and author of “Breaking Up With Sugar.” Without that visual cue of a bag full of chips, you’re less likely to think about, crave and end up overeating high-fat, high-calorie foods. Clearing your counters and drawers of less-healthy foods and instead placing a bowl of fruit or nuts where you’ll see them is a simple micro-strategy to set you up for success.

## 6 - PAIR GROCERY SHOPPING WITH “MINI” MEAL PREP

Non-starchy produce (Think: leafy greens, carrots, celery, cucumbers, tomatoes and broccoli) are a must for weight-loss because they’re high-volume and low-calorie, says Wyosnick. Make adding them to your meals and snacks easy and automatic by adding 5–10 minutes of meal prep immediately after you finish grocery shopping. Cut up a few heads of broccoli for roasting, de-stem and chop kale for a quick sauté, and chop crunchy veggies for a go-to afternoon snack with hummus, she suggests. Store them in eye-level clear glass containers so they’re always in sight.

## 7 - BOUNCE BACK FROM ‘BAD’ CHOICES

“If you feel like you’ve made a poor food choice, don’t let it consume you for the rest of the day,” says Shena Jaramillo, RD. Instead, take a second to acknowledge the choice and what it did for you (For example: “I was craving something sweet — and it’s OK to have less-than-healthy foods sometimes.”) Then, move on with your day. Research shows thinking positively (and ditching food guilt) can help keep you on track for weight-loss success.

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

### 8 - SCHEDULE BEDTIME

"My #1 strategy for weight loss is always a good night's sleep of at least seven hours," says Dr. Craig Primack, a weight-loss physician and president of the Obesity Medicine Association. Your micro-strategy: Set a non-negotiable bedtime 7–8 hours before your alarm clock goes off. Restorative sleep is essential for weight loss because it keeps your metabolism humming and hunger at bay, where sleep deprivation can lead to cravings and zap your willpower — making weight loss that much harder.

### 9 - LAY OUT YOUR WORKOUT CLOTHES

"If I know I'm going to work out first thing in the morning, I set out my workout clothes the night before," says Primack. If you're more of an evening workout person, change into your workout clothes before you leave work to make skipping the gym less of an option, he suggests.

### 10 - MIX EXERCISE WITH ENTERTAINMENT

If you dread hopping on the treadmill or stationary bike, pair it with an audiobook or podcast you enjoy — and only allow yourself to watch or listen to it then, recommends Primack. This way, you'll begin to associate your workouts with something you anticipate. —end

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## Eating For Fullness & Satisfaction—Sarah Schlichter

You've probably experienced it — the feeling after a meal when you're pleasantly full but also mentally satisfied. You're not thinking about food any longer, since what you consumed appealed to your taste buds and you took the time to slow down and thoroughly enjoy your meal. It's distinct from just feeling full and perhaps still wondering if there is something else that would help you feel satisfied.

Many of us often eat just for fullness rather than fullness and satisfaction. Yet, both are important for a regular, consistent eating pattern and establishing a healthy relationship with food. While fullness encompasses more of the physical aftermath of eating, satisfaction involves the mental reflection and pleasure.

### WHAT DOES FULLNESS FEEL LIKE?

Fullness may manifest differently for different people. Generally, physical fullness includes a physical feeling in the lower abdomen and possibly some stomach distention. There may be a small amount of discomfort or a little bloating while the body works to digest the food. Knowing how fullness manifests for you can help you tune in to sensations you feel after eating to decide if you've had enough or you need more.

### THE DIFFERENCE BETWEEN FULLNESS AND SATISFACTION

While fullness is more of a physical sensation we feel after a meal, satisfaction takes the whole experience of eating into account. Was the food enjoyable? Was it cooked to the right temperature? How was the texture? Did you have a variety of foods and macronutrients on your plate? Did you crave something soft or crunchy? Was there a sweet/savory component to the meal that you looked forward to?

Satisfaction is something we normally experience throughout a meal, while we typically experience fullness near the end of a meal and after eating. Understanding satisfaction can be helpful because it can help prevent mindless snacking or explain why you may continue to eat

after a meal or snack.

"Satisfaction is the hub of intuitive eating," explains Lynleigh Palmer, RD, a specialist in intuitive eating counseling. "Both fullness and satisfaction are important to pleasurable eating, but satisfaction goes beyond the physical sensations to include the emotional connections we have to eating."

Foods with minimal staying power can bring short-lived fullness but not true satisfaction. For example, eating a salad may result in temporary fullness since it is high in fiber and bulky vegetables, which can be filling and take some time to digest. However, if the salad consisted only of leafy greens, or that salad wasn't what you really wanted in the first place, (maybe you wanted a slice of pizza), you may still be looking for that savory or salty flavor component. This situation can often lead you to keep eating to try to "quench" that sensation, flavor or pleasure your body may be seeking.

### HOW TO MAXIMIZE FULLNESS AND SATISFACTION

While not every meal ends in fullness and satisfaction, that should be the goal most of the time. Eating for pleasure, but also for nourishment, is important for creating a healthy relationship with food. Here's how you can aim for both fullness and satisfaction:

- Have a balance of all macronutrients (carbohydrates, protein, fat) and fiber at every meal.
- Consider taste, aroma, temperature and appearance of food.
- Include different textures (crunchy croutons on a salad, soft-boiled egg on toast)
- End your meal with something sweet.
- Experiment with spices.
- Use olive oil, regular salad dressing or butter if that's what appeals to you rather than processed alternatives.

(Continued on page #6...)



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## Fullness & Satisfaction—*Cont. from Page #5*

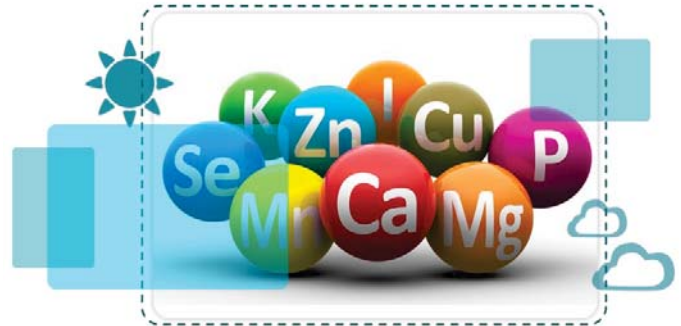
- Eat slowly and mindfully; savor each bite and chew your food thoroughly. When you notice your food doesn't taste as good as the first bite, take note of fullness levels. Is it time to stop eating or are you still hungry?
- Minimize distractions during mealtimes to pay attention to your fullness cues.
- Eat in a pleasurable environment (consider indoors versus outdoors, lighting, music, etc.)
- Have something to eat when you start to feel hungry, rather than once you are starving.

### THE BOTTOM LINE

Eating for fullness and satisfaction can help you monitor portion sizes and prevent mindless eating. It's also a great tool to help you bring awareness to your connection to food and set you up for long-term healthy eating habits. —end

## Three Ways Minerals Affect Health—*Brandi Uyemura*

Our culture is over obsessed with carbs, fat and protein. But what if I told you another nutrient was responsible for everything from your mental health to your weight? Joy Stephenson-Laws, JD is a health care attorney who worked with medical professionals to write *Minerals The Forgotten Nutrient: Your Secret Weapon for Getting and Staying Healthy*. Here are three specific ways he says minerals play a vital role in your mental and physical health.



1. **Minerals and your weight.** Low magnesium has been associated with high blood sugar, obesity and diabetes and some research indicates a relationship to weight gain. Phosphorous has also been shown to aid in preventing and managing obesity especially in the abdominal area. A third mineral associated with weight gain is iron. Research suggests iron deficiency is related to obesity and taking it with vitamin C can help. Zinc is another mineral that can protect against the negative effects of obesity.
2. **Minerals and mental health.** If you suffer from anxiety, increasing zinc and magnesium (Epsom salt baths are great for that) levels may relieve some of your symptoms. Stephenson-Laws also cites several studies that show relief from symptoms of depression including irritability, insomnia, hopelessness and anxiety following an increase in magnesium. Selenium deficiency is associated with an increased risk in mental disorders including depression and anxiety.
3. **Minerals and fatigue.** If you've been more tired lately, you might want to have your mineral levels checked. Low levels of calcium, magnesium, iron, potassium and iodine could be the reason for your fatigue.

Why the need for minerals? These days, we're busy, stressed out and don't consume enough mineral rich foods. Stress prevents us from absorbing minerals and retaining the minerals we do have. Drinks such as soda, alcohol, coffee and even our drinking water all contribute to mineral deficiency. —end

**\*Please be aware that July 15th is to be the date the access code to the Fitness Center will change. You can find/complete a new Waiver of Liability found on the County website.**



# Employee Newsletter



## Special points of interest:

- 100 Miles—100 Days Challenge Concludes on August 8th
- Current Quarterly, Online Class/Webinar: "Budgeting Basics—The Key to Becoming Financially Healthy"
- Fitness Center access code changed on 7/15

## Inside this issue:

Food Cravings & What they Mean	1,4
Exercise and its Affects on Hunger	2
Overcoming Struggles—Tardiness	3
Problem Solving Formula	3
Newest Continuum EAP Webinar	3
Question of the Month	3
What? Can Cheese be Healthy?	5
Plan Ahead for Your Annual Flu Shot!	6
A Trick for Increasing Weight Loss	6

August, 2020

Volume 7, Issue 8

## 6 Food Cravings & What they Mean - *Emily Abbate*

Recent We've all been there: It's 4:30 p.m. and out of nowhere it hits you; a craving for a bag of chips or a candy bar. Surveys estimate almost 100% of women and nearly 70% of men report having experienced cravings — or intense desire for a specific type of food — during the past year.

"A craving is a signal from your body telling you that something is needed," says Michele Sidorenkov, RDN. To suppress that craving, you can do one of two things: give in to it or find an alternative distraction like phoning a friend or taking a walk.

Here, a look at six common food cravings and what they could really mean:

**1) Sodium** (aka salt) is an essential electrolyte for many vital functions in the body — like helping your heart beat. "The body craves salt because, in the wild, it's pretty rare to find foraged sources of sodium," says Sidorenkov. When you find salt, "the body is wired to light up and signal that you should eat more because it's so vital to survival." However, too much sodium can lead to high blood pressure and other heart issues, which is why the Daily Recommended Value (DRV) is 2,300 milligrams.

**The fix:** To start, it's a good idea to keep a food journal to track intake. Avoid turning to processed foods, which are often loaded with excess sodium and contain fewer nutrients," says Sidorenkov. Instead, you can get sodium from healthy, whole foods like beets (which also contain powerful antioxidants) and leafy greens like spinach and chard (which are also rich in iron and vitamin K).

(Continue on page #4...)



# Does Exercise Increase or Decrease Hunger?—*Lauren Bedosky*



## 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 for login information or give Continuum a call if experiencing difficulty.

## \*Next Wellness Committee Meeting:

The next Wellness Committee meeting is yet TBD—possibly via teleconference.

\*Next **Safety Committee Meeting:** Wednesday, August 12, 2020 in the Courthouse Conference Room, 8:30 a.m.—possibly via teleconference.

From building muscle to burning calories to keeping your heart strong, exercise affects your body in many ways. Exercise — especially long and intense exercise — can even change how your body responds to hunger cues. At least, for a time.

Here's what you need to know about hunger and your workouts.

## HOW EXERCISE IMPACTS HUNGER & CRAVINGS

Chances are you won't feel hungry during your workout, for example, partially because blood gets diverted from your stomach to power your working muscles, says Jen Sommer-Dirks, MS, a certified specialist in sports dietetics based in Denver, Colorado. "That's why it's hard to digest food when working out."

Incidentally, the fact digestion slows is a common culprit for nausea and vomiting during exercise. "And it's hard to perceive hunger when your gut feels churning or nauseated," Sommer-Dirks says.

Exercise also affects the hormones that regulate hunger, according to Heidi Skolnik, MS, a sports nutritionist in New York City.

For example, research in the American Journal of Physiology reveals that a 60-minute run can cause ghrelin (the hormone that stimulates appetite) to drop, and peptide YY (a gut hormone that suppresses appetite) to rise. A 90-minute strength session also lowered ghrelin levels, though it didn't affect peptide YY, which suggests that mode of exercise makes a difference.

Exercise intensity is another factor to consider. A small study published in the Journal of Endocrinology found running for shorter durations at a higher intensity (36 minutes at 75% maximum heart rate) affected ghrelin levels more than running for longer periods at a lower intensity (55 minutes at 50% maximum heart rate).

Temperature may also play a role. "When you work out intensely and long, you get hot," Skolnik says. "When you're really hot, you're not hungry."

Your appetite often stays suppressed for a time once your workout is over, too, but how long this lasts may depend on the duration and intensity of the exercise. Often, people don't feel hungry again until their body has had a chance to cooldown.

Short and/or low-intensity exercise may also suppress hunger, but it's more likely to happen with longer and/or more intense exercise. "This is likely because the duration or intensity of the workout is not enough to get the same hormonal and blood shift effects," Sommer-Dirks says.

## IF YOUR GOAL IS WEIGHT LOSS OR PERFORMANCE...

Whether your exercise goal involves weight loss or performance, it's important to refuel after a hard workout. "If you don't have an appetite, that might be harder to do, or you might assume that you don't need to eat because you aren't hungry," Sommer-Dirks says.

But if you're trying to build muscle or improve your performance, getting nutrients after a tough session is key for making progress. "You need protein for muscle recovery and repair, and carbohydrates to replenish glycogen stores," Sommer-Dirks explains. (Glycogen is the form of carbohydrates your body uses as a fuel for intense exercise.) If you skimp on food post-workout, you may feel sluggish during your workout the next day, she adds.

## IMPORTANCE OF POST-WORKOUT NUTRITION

Keep in mind the longer or harder the workout, the more important it is to eat a well-balanced meal or snack within 45 minutes of finishing — whether you're hungry or not. "If you're not hungry, liquids may be easier to digest, such as a protein shake blended with milk and fruit," Sommer-Dirks says.

If you're hoping to use exercise's appetite-suppressing powers to eat fewer calories during the day, and therefore speed up your weight loss, you should rethink your approach. "My experience with athletes is they have a suppression of hunger, but then later they're starving," Skolnik says. When your hunger returns, you may find you're ravenous, making you less inclined to make smart food choices.

Also, don't choose your exercises based on how well they suppress appetite. "It's better to include both cardio and strength exercises since they have different benefits, and within that to choose enjoyable activities so you're more likely to stick with them long-term," Sommer-Dirks says. —end

# 100 Miles—100 Days Closing Deadline

This continuing challenge Began on May 1st to which participants may Walk, Jog, Run, Bike or Row in the “100 Miles in 100 Days” Challenge (as per the instructions earlier provided). This was a great opportunity to stay in shape and work off the “Netflix Flab”. Hopefully this journey through spring and summer provided motivation, enabling participants to earn 100 or more Wellness Points in the process!

This challenge concludes August 8, 2020 whereby the return of completed challenge or data sheets should be provided to the Wellness Committee by end of the day, Friday, August 14, 2020. —end

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**“August is a gentle reminder of your not doing a blasted thing from your new year resolution for seven months, and not doing it for the next five.”**

*- Crestless Wave*

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## Overcome Struggles—Tardiness—Continuum EAP

Studies show surprising ripple effects caused by tardiness within organizations, so it's a problem worth overcoming if you are constantly in a rush to get to work and still don't make it on time. Start by conquering two hurdles.

One is figuring out what is really making you run late, and come up with an intervention. For many, this is not as easy as it sounds. You may benefit from working with an EAP professional to discover the right intervention. Of the top five causes of frequent tardiness, three are associated with over-sleeping, being too tired to get up, and forgetting something.

These are internal rather than external causes. This points to the value of working with an empathic EAP professional.

The other hurdle is getting past the fear of asking for help, but once you experience relief and success, you will wonder why you didn't call sooner. —end

## Try a Formula to Solve Problems—Continuum EAP

At An orderly plan for solving problems can help you arrive at a more satisfactory solution. Unless you are a scientist, social worker or philosophy major, you may not have studied the “problem-solving process.”

There are many variations, but the main advantages are increased focus, better deliberation, and less guessing that can lead to a harmful solution or none at all.

Apply these steps to personal or work-related problems:

- Define your problem — but be sure not to confuse symptoms (that which is undesired) with the problem (that which causes what is undesired).
- Brainstorm solutions.
- Analyze the solutions and pick the best one.
- Implement the solution.
- Review the results.

Each step may have sub-steps. Enlist the help of your team or family members, whoever may also have a stake in the solution, for even greater impact. —end



**July-September, 2020**  
**Continuum EAP Online**  
**Webinar Class**

The upcoming quarter offers the following Continuum EAP Webinar. Successful completion provides 75 Wellness points. Offering of points is limited to:

**"Budgeting Basics—The Key to Becoming Financially Healthy"**

(Return Certificate by 10/9)

### **August, 2020 Question of the Month**

During intense exercise, your body will likely use what type of carbo' as fuel?

**Fill in the blank:**

“ \_\_\_\_\_ ”

Email your chosen answer to:

[salinewellness@gmail.com](mailto:salinewellness@gmail.com)

\*25 Wellness Points for a correct answer received prior to the subsequent month's newsletter distribution.

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## *Food Cravings and what they mean—continued from page #1*

2) You've probably heard of the amino acid **tryptophan** — found in turkey, "it produces melatonin and serotonin to help you feel relaxed and sleepy," says Hickey. That's why many people feel tired after Thanksgiving dinner. But tryptophan isn't limited to turkey, "it's also found in high-fat dairy products," notes Hickey.

The fix: Instead of having that late-night cup of ice cream, try to get into bed an hour earlier — quality sleep has been shown to help fuel weight loss and improve overall health. Or opt for an afternoon power nap that lasts 20–30 minutes. In addition to helping reduce stress and cravings, research shows naps can help you be more alert, improve immune function and boost your mood.

3) "**Healthy fats** are essential for survival because they're a reserve fuel for the brain," explains Sidorenkov. "If your diet is low in another macro-nutrient like carbs, you may be more drawn toward fats for sustenance and energy."

What's more, it's a myth that eating fat makes you fat. In fact, certain types of oily fish like salmon are rich in omega-3 fats, which help protect the health of the brain and nervous system. These types of fish have also been shown to help with weight loss and are popular on the Mediterranean diet, a heart-healthy way of eating that includes all of the food groups.

The fix: Fat helps you feel full, but because it provides more calories than carbs and protein, you need to be mindful of how much you eat. For example, a healthy portion is 1/4 avocado or 1 ounce of nuts. Aim to consume about 20–35% of your total calories from healthy fats.

4) The average American consumes 22 teaspoons of added **sugar** daily, which equates to about 350 extra empty calories. Sweets like muffins and cookies can provide a temporary calming feeling because the sugar triggers a quick hit of dopamine aka the 'feel-good' hormone. However, processed foods like packaged sweets can lead to blood sugar crashes and feeling sluggish shortly after consuming them.

The fix: "With proper planning and preparation, including sweets in your diet in moderation can serve both a comforting and nutritious purpose," says Alana Kessler, RD. However, there are smart ways to satisfy your sweet tooth that won't result in negative impacts of sugar consumption, like chronic inflammation. Rather than reach for processed options, opt for naturally sweet foods, including apples, berries, carrots and beets. These foods include gut-friendly fiber, which helps the sugar get absorbed into your bloodstream slowly, avoiding the vicious cycle of a sugar high and crash that leaves you craving more sugar.

If you find yourself regularly craving sweets, it's a great opportunity to look deeper and figure out if you're feeling stressed or anxious. Try combatting stress eating with positive coping mechanisms like going for a walk, taking a hot bath or calling a friend. Another helpful tool is prioritizing quality sleep, since changes in circadian rhythm (like sleep deprivation) can cause you to reach for sugary foods.

5) "**Spicy food** cravings are a sign that you may need to spice up your life to prevent food burnout," says Kessler. "It's easy for us to get complacent in our everyday routine where we eat the same things, take the same route to work and read the same type of information." Previous research shows picky eaters have lower levels of essential nutrients, so craving spicy foods like salsa could be your body signaling it requests more variety.

The fix: If you're craving spicy foods or cuisines you might not normally experience, you might want to take a look at your daily lifestyle and see if you're always eating the same (perhaps bland) foods. Ask yourself how you can diversify your diet, whether that's searching for a new recipe or experimenting with creating your own spice blends.

6) "Your hunger and thirst sensations come from the same part of the brain and sometimes the signals can feel similar or get misinterpreted," says Sidorenkov. This does not mean every time you feel hungry, you should just drink water, but it's important to be aware that those hunger sensations might actually be the first signs of **dehydration**. "We equate dehydration with excessive sweating or eating salty foods, but there are many other factors that affect your hydration status," says Sidorenkov. "We lose water in other less noticeable ways like through dry skin and tiny water droplets in our breath. Just because you haven't sweat in a while doesn't mean you aren't dehydrated."

The fix: To fight your body's hunger and dehydration signal confusion, it's best to make sure you are always staying hydrated. The Institute of Medicine recommends 3.7 liters/day for adult men and 2.7 liters/day for adult women. Drink water throughout the day so when hunger strikes, you won't have to worry if those feelings are truly hunger or dehydration because you have been diligent about your water intake. You can also track your water intake with an app like MyFitnessPal, and invest in good water bottles that you'll be excited to use (plus, many will keep beverages cold — or hot — for up to 24 hours.) -end



# Can Cheese be Healthy?—*Kelly Hogan*

Volume 7, Issue 8

Many fad diets tend to restrict entire food groups such as carbs. We've covered the health aspects of bread, rice and pasta, and agree that, on balance, they are delicious, nutritious and not at all "bad" as their reputation as carbohydrates tends to label them.

The same goes for oft-maligned dairy products such as ice cream. If you're wondering about cheese, spoiler alert: It can also be part of a well-balanced diet. Here's why:

## NUTRITIONAL BENEFITS

Cheese is a good source of calcium and can play an important role in maintaining strong, healthy bones. Cheese is also a good source of vitamins A and B12, zinc and magnesium. The presence of both protein and healthy fat helps make cheese a satiating component of a meal or snack, and can also help prevent spikes in blood sugar.

Cheeses with higher water content, such as goat, mozzarella and feta, contain slightly fewer calories and fat than harder cheeses, such as cheddar. Many cheeses tend to be higher in sodium and saturated fat, which is important to keep in mind for those with high blood pressure or cholesterol. Cheese may cause discomfort in those with lactose intolerance; however, harder cheeses, like cheddar and Parmesan, contain less lactose and may be tolerated better than soft cheeses.

sliced fresh mozzarella on homemade pizzas or crumble some goat cheese on top of your favorite salad. Snacking on a string cheese with a piece of fruit is also much more satiating and protein-packed than fruit alone.

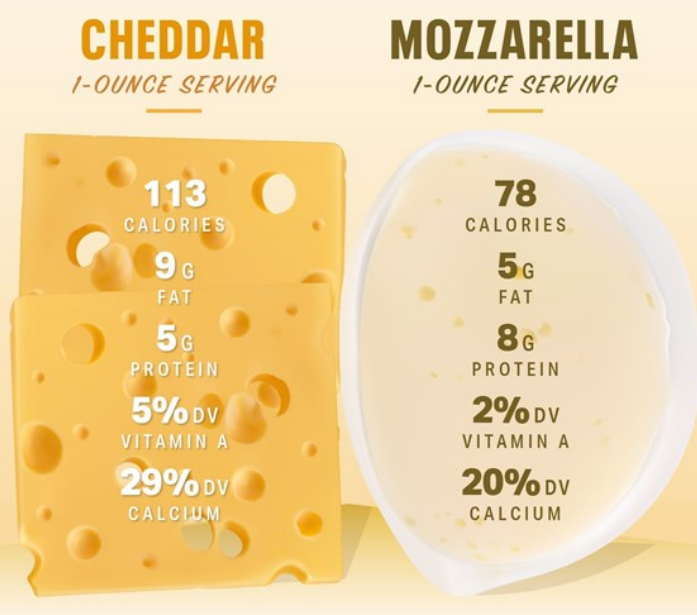
## PORTION SIZE

An ounce (28 grams) of cheese is the recommended portion size. Here's what that looks like:



## THE BOTTOM LINE

Try not to give in to the diet culture mindset of judging foods as "good" or "bad", and instead think of how much more filling and nutrient-dense your meal may become. Not only is the fat in cheese satiating, which lessens the likelihood you will overeat later in the day, but it also helps the body absorb fat-soluble vitamins A, D, E and K. Dietary patterns as a whole matter much more when it comes to long-term health than any one food. —end



## HOW TO EAT CHEESE

Cheese is an energy-dense, flavorful food — and a little goes a long way when creating satisfying meals and snacks. For example, try sprinkling Parmesan cheese on pasta or shredded cheese on tacos; use thinly



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

*\*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.*

## Plan Ahead for your Flu Shot this Fall!



An early planning attempt is being made to schedule the 2020 Flu Shot Clinic for all County employees on Tuesday, October 13th, again at two locations:

1. Courthouse from 10:00 a.m. to 1:00 p.m.
2. Law Enforcement Center from 2:00 p.m. to 4:00 p.m.

Madonna 'Fit-for-Work' is hoped to be the conduit in which to provide this service. While things may also change over the next couple of months regarding the on-

going social distancing guidelines, and/or other such Directive Health Measure, it appears logical that an appointment schedule would be used. Please stay alert as this develops.

It is also the position of Madonna, under recommendation of the CDC, that due to the heavier weight of importance placed on getting the vaccine shot itself rather than whether/if the higher potency of the high-dose vaccine is at the ready, in addition to the high-dose, pre-filled syringes having not been readily available, Madonna will only provide the single-dose inoculation. Those opting for the high-dose version should contact their own physician. —end

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## #1 Trick for Doubling Weight-Loss—*Lisa Fields*

If you're motivated to lose weight but can't seem to get the number on your scale to budge, you might want to consider keeping a food diary. Research shows tracking what you eat is an effective weight-loss tool.

In one study, researchers followed nearly 1,700 overweight participants in a weight-loss program over a six-month period. They found people who kept food diaries lost twice as much weight as people who didn't record what they ate.

Another study followed people who had participated in a six-week weight-management program and lost weight. Keeping a food diary was one of the strategies which kept them accountable when maintaining weight loss for up to two years after the conclusion of the weight-management program, with 70% of participants continuing to keep food diaries post-group.

"A food diary helps people make smarter choices when eating," says study author Lisa Matero, PhD, a senior staff health psychologist with Henry Ford Health System and a clinical assistant professor at Wayne State University School of Medicine in Detroit. "If someone is interested in losing weight, the first thing I suggest is to keep a food diary."

### WHY A FOOD DIARY IS SO EFFECTIVE FOR WEIGHT LOSS

1. It holds you accountable.
2. It helps you recognize trends.
3. It can help you overcome weight-loss plateaus.

### THE BOTTOM LINE

It may seem daunting to track everything you eat and drink, but "once people get into a habit of doing it, it becomes much easier and faster," says Matero. In fact, it shouldn't take much more than 15 minutes out of your day. Armed with more information about your dietary routines, you can adopt healthier habits like mindful eating, meal prep and combatting stress without food, to help you lose weight and keep it off for good. —end

**\*Please be aware that on July 15th the access code to the Fitness Center had changed. Please find/complete a new 'Waiver of Liability' found on the County website or available via Tim or Jamie.**

# Employee Newsletter



## Special points of interest:

- Annual Flu Shot Clinic—  
Wednesday, October 14
- Current Quarterly,  
Online Class/Webinar:  
"Budgeting Basics—The  
Key to Becoming Finan-  
cially Healthy"
- Fitness Center access  
code changed on 7/15

September, 2020

Volume 7, Issue 9

## Share Flu Shot Facts, not the Flu - *Seraine Page*

It's time to get your flu shot facts straight.

With flu season coming up shortly, you may be looking for solid data and stats to share with your staff. For those who have had the flu, there's a common understanding of how miserable it can be. Chances are good that some employees have no problem getting their annual flu shot while others may hesitate.

There's a lot of misinformation out there about flu shots, including the "flu shot gives you the flu" and now the "flu shot will make you test positive for coronavirus." The excuses for not getting flu shots may seem endless, too.

Ready to cut through the noise and get just the flu shot facts? The following has you covered.

### Fact #1: The Flu Vaccine Doesn't Give You The Flu

This may be the number one objection for those who avoid getting the flu shot every year. The truth is, the flu vaccine doesn't have a live virus that could get you sick. The vaccine is made with inactivated viruses that aren't infectious. Or, it's created from a single gene of a flu virus that will produce an immune response without causing you to get sick.

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



10 Flu Shot Facts

## Inside this issue:

Share the Facts, Not the Flu	1,2
Exercise and its Affects on Hunger	2
Taking Charge of Change	3
Newest Continuum EAP Webinar	3
Question of the Month	3
Habits that are Metabolism Killers	4,6
Saline County Flu Shot Information	5
Plan Now for Your Annual Flu Shot	6

# September



## Flu Shot Facts— cont. from page #1

### Fact #2: The Flu Shot Won't Make You Test COVID-19 Positive

Perhaps one of the newest rumors to hit the flu shot "facts" published on the internet is this one: The flu vaccine makes you test positive for COVID-19. According to the National Academy Of Sciences, that is flat-out wrong. The fact is that seasonal influenza and coronavirus are two different viruses. Flu shots create antibodies to protect you from coming down with the flu. These are quite different from the ones your body would make to fight off coronavirus. An antibody test is a way to tell for sure if you have had COVID-19. It doesn't detect flu antibodies.

### Fact #3: The Chronically Ill Can Get the Flu Shot

If you suffer from a chronic condition like diabetes or another serious health issue, it's important to at least consider your yearly flu vaccine. Some studies have found those with heart disease who receive a flu shot have lower rates of certain cardiac issues. It can also lessen the severity of the flu or hospitalization rates for those with chronic lung disease as well.

### Fact #4: Flu Shots Protect Pregnant Women

The flu vaccine is one of those health precautions recommended for pregnant women. According to the CDC, pregnant women who get vaccinated cut their risk of flu-associated acute respiratory infections by about one half. Additionally, other studies have found that while it protects a woman and her baby during pregnancy, it also protects the baby from flu postpartum, too. Early treatment for flu symptoms during pregnancy is important, too — preferably within 48 hours of symptoms starting.

### Fact #5: Flu Vaccines Reduce the Severity of the Flu

Studies show that flu vaccinations are known to reduce how serious flu symptoms get. A 2018 study of hospitalized flu patients showed that vaccinated patients were 59% less likely to be taken into the ICU than those who were not vaccinated. That means less time in bed and less time is taken off work, too.

### Fact #6: As Long As a Flu Circulates, A Shot Helps

If it's late fall and you still haven't received the flu shot, it's actually not too late! Just remember that it usually takes between two to four weeks for maximum protection to kick in, which is why experts recommend getting it as early in the season as possible. The flu season usually starts in October and ends in April. Most of the time it peaks between December and February.

### Fact #7: The Flu is a Serious Condition

Those with chronic health conditions and older adults should take extra precautions during flu season. Since a case of the flu can cause complications and even death, a vaccine is the best way to reduce the risk of serious illness or flu-related complications. On average, vaccinated older adults reduced their risk of flu-associated hospital visits by 40 percent.

### Fact #8: Serious Reactions Rarely Occur

The most common complaint of those who do receive a flu vaccine is usually a sore arm or redness at the injection site. Very rarely do serious complications occur due to flu vaccination.

### Fact #9: You Only Need it Once a Year

Each season, the flu vaccine is formulated to best match the most likely strain of viruses going around. Studies have proven that there's no need to get more than one vaccine during flu season. That goes for those with weakened immune systems, too. The only case where extra doses are needed is for some high-risk children.

### Fact #10: The Flu Vaccine is Recommended Each Year

Every year, the flu strain that circulates changes. Because of this, a yearly flu vaccine is recommended for those who are six months and older. Even if you got your flu shot last year, the immune protection wanes over time. That's why an annual vaccine offers the best protection against the flu. —end

### ONLINE LEGAL RESOURCES

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- Rental Agreements
- Promissory Note

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\*Next Safety Committee Meeting: Wednesday, November 11, 2020 in the Courthouse Conference or Assembly Room, 8:30 a.m.



# BUILDING RESILIENCE

As we weather challenges at work and home, it is resilience that can carry us through. Continuum EAP can help you and your family members boost your resilience to better withstand the challenges you face.



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## Taking Charge of Change—Continuum EAP

Studies Everyone knows dramatic changes have occurred in the way we live as a result of COVID-19. No one knows for certain when normalcy will return, but one thing can be counted on: Coping with change requires actionable steps that work. Those steps can help you adapt to whatever happens next.

Accept that change creates stress. Design a personal stress management program that offers resilience and helps you cope with uncertainty, changes in the way you work, changes in the way you think (e.g., fear, worry, catastrophizing, etc.), and how these things affect your mood and your relationships. Reach out to sources of inspiration or Continuum EAP to help accomplish this.

Don't go with the flow. Be proactive, and make choices to help you cope and respond at home and at work to maintain personal and job productivity. The analogy is preparing for a hurricane. Either you can

wait by the radio and be told what to do, or you can take action steps to feel empowered and be in control of outcomes while listening to the weather radio at the same time. One approach will empower you, improve resilience, and give you a sense of control and direction in the ultimate outcome.

Avoid being a victim of change: As you experience stressors associated with change, make decisions about how you will cope and succeed in spite of them — stay on the “nonvictim side of the balance sheet.”

Talk with others. Discuss and process these steps for remaining proactive with family, friends and loved ones. Better ideas and solutions, a feeling of security, and staying positive generally result from these interactions.

Think positive. Expect and anticipate your positive future despite what is happening. Don't allow the inability to predict the future lead you into catastrophic thinking and undermine your life plans.

For additional support or help creating an action plan to address change and uncertainty at work or home, contact Continuum EAP to schedule a time to speak with an EAP professional. —end



July-September, 2020  
Continuum EAP Online  
Webinar Class

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**"Budgeting Basics—The Key to Becoming Financially Healthy"**

(Return Certificate by 10/9)

### September, 2020 Question of the Month

Drinking about how many cups of water can spike your metabolic rate by 30% in an hour?

- A. One
- B. Two
- C. Three
- D. Four
- E. Five

Email your chosen answer to:

[salinewellness@gmail.com](mailto:salinewellness@gmail.com)

\*25 Wellness Points for a correct answer received prior to the subsequent month's newsletter distribution.

### Wellness Committee

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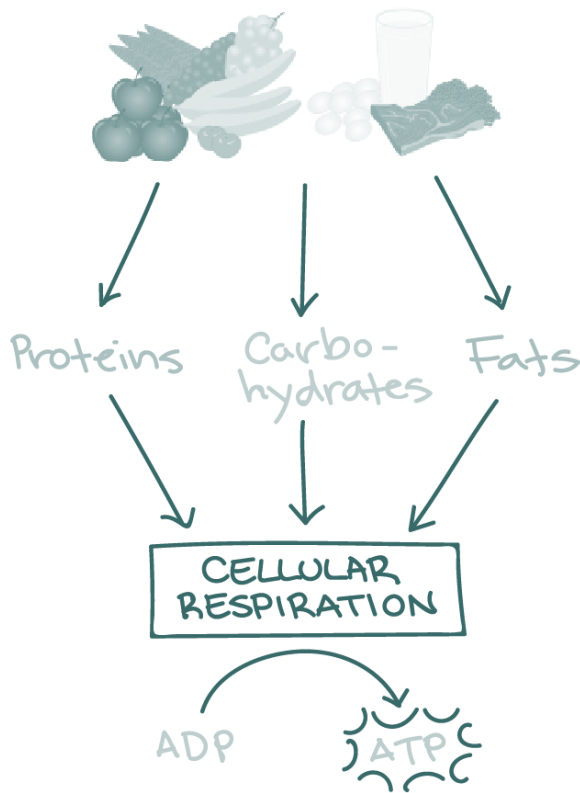
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# Bad Habits that Kill Your Metabolism—*Kevin Gray*



You may already suspect your metabolism slows as you age. According to research in the *Public Health Nutrition* journal, you're right. In a review of data on energy expenditure, researchers found getting older is associated with progressive declines in basal metabolic rate. On top of that, many daily habits can drain your metabolism even further.

But you don't have to go down without a fight. Cut out the below habits and watch your metabolism and energy levels improve.

**Bad Habit #1, Skipping Breakfast:** Eating a nutritious breakfast is a great way to start your day. Because your metabolism slows during sleep, eating can fire it up and help you burn more calories throughout the day. According to Rush University Medical Center, "When you eat breakfast, you're telling your body that there are plenty of calories to be had for the day. When you skip breakfast, the message your body gets is that it needs to conserve rather than burn any incoming calories."

**Bad Habit #2, Eating the Wrong Breakfast:** OK, so it's about more than just eating something in the morning. If you grab a sugary donut or eat a muffin in the car, you're setting yourself up to crash later. Instead, choose something with filling protein and fiber like eggs, Greek yogurt and berries or whole-wheat toast topped with peanut butter.

**Bad Habit #3, Sitting Too Much:** Going from your office chair to your car to your couch can lead to a very sedentary routine. And sitting for extended periods puts your body into energy-conservation mode, which means your metabolism can

suffer. According to the UK's National Health Service, "Sitting for long periods is thought to slow metabolism, which affects the body's ability to regulate blood sugar, blood pressure and break down body fat."

**Bad Habit #4, Neglecting Strength Training:** Cardio is great, and it can quickly burn calories, but once you're done running or cycling, your calorie burn quickly returns to normal. When you do HIIT and resistance-based workouts, however, your calorie burn stays elevated for longer as your muscles repair themselves. Per the American Council on Exercise (ACE): "Strength training is a key component of metabolism because it is directly linked to muscle mass. The more active muscle tissue you have, the higher your metabolic rate." And, according to ACE, a pound of muscle burns an additional 4–6 calories daily compared to a pound of fat.

**Bad Habit #5, Not Getting Enough Protein:** Protein feeds your muscles, promotes satiety, and is an important component to sustain a healthy weight. Eat too little, and you may have trouble building or maintaining muscle mass — and per the above, we know muscle's importance to metabolism. Also, protein requires more energy to break down than carbs or fat, so you'll burn more calories during digestion.

**Bad Habit #6, Not Drinking Enough Water:** In a study published in *The Journal of Clinical Endocrinology & Metabolism*, researchers found drinking 500 milliliters of water increases metabolic rate by 30%, and that spike lasts for more than an hour. So, drink water throughout the day to stay hydrated, and you'll get the added benefit of a boosted metabolism.

**Bad habit #7, Stressing Out:** When stress levels increase, your body produces a hormone called cortisol. Cortisol leads to increased appetite, cravings for comfort foods, decreased desire to exercise and reduced sleep quality — all things that negatively impact metabolism. So, while you can't always control your stress levels, managing stress can go a long way toward protecting your body's internal fire.

**Bad Habit #8, Chowing Down on Refined Carbs:** If you eat sources of refined carbs like white bread or pastries regularly, it could be slowing down your metabolism. Research shows those who consumed the most refined carbs burned fewer calories and had higher rates of the appetite-stimulating hormone ghrelin than those who adopted lower-carb diets that focused on complex carb sources.

"Refined carbohydrates from the diet turn into blood sugar very quickly; blood sugar is used for energy by the body [but] if it's not used for energy, it can quickly turn into fat stores," explains Lee Murphy, RD, senior lecturer of nutrition at the University of Tennessee.

Carbohydrates are important for energy, but skip refined carbs in favor of fiber-rich, unprocessed carbohydrates such as sweet potatoes and other starchy vegetables and whole-grain bread or pasta.

*(continued on page #6...)*



# Saline County 2020 Flu Shot Clinic

It is fast approaching the time of year in which the Wellness Committee will again be hosting a “Flu Shot Clinic” for employees and family members wishing to participate. 2020 will be a bit different as Madonna Fit-for-Work will be delivering the vaccine. Given our single location & the pandemic, extra precautions will be taken.

**Date: Wednesday, October 14, 2020**

**Location: Saline County Courthouse—Assembly Room**

**Time: 10:00 a.m. to 1:00 p.m. and 2:00 p.m. to 4:00 p.m.**

2020 will be a bit different as Madonna Fit-for-Work will be delivering the vaccine. Please READ CAREFULLY the attached documents. Depending on involvement in the County Group Health Plan, your attention to most or all of documents is important. The following should be observed per document:

#1: All participants must complete their line of information on Form #1 as indicated. In addition, please sign up for an available time slot at <https://doodle.com/poll/94fd5c2nph82ewer>.

#2: Form #2 is for participants NOT associated with the County Group Plan. This is needed to insure that your vaccine can be covered by your insurance carrier. Otherwise, there is a cost of \$30.00.

#3: Form #3 is for ALL participants authorizing Madonna to file insurance paperwork on your behalf.

#4: Form #4 is for ALL participants and is a typical Patient Consent Form.

NOTE: Medicare Participants—\$30.00

Remember to reserve your time-slot at:

<https://doodle.com/poll/94fd5c2nph82ewer>

QUESTIONS: Call Tim at 402.821.3900 or [tim.mcdermott@salinecountyne.us](mailto:tim.mcdermott@salinecountyne.us)



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Wellness Committee**

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

*\*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.*

## Plan Now for Your Flu Shot!



The scheduled date of the 2020 Flu Shot Clinic for County employees will be **Wednesday, October 14th** at the **Courthouse Assembly Room** from 10:00 a.m. to 1:00 p.m. **and** 2:00 p.m. to 4:00 p.m.

Madonna 'Fit-for-Work' is the conduit in which to provide this service. While things may also change over the next couple of months regarding the ongoing social distancing guidelines, and/or other such Directive Health Measure, it appears logical that a generalized appointment schedule is

to be used. Participants are asked to use <https://doodle.com/poll/94fd5c2nph82ewer> to reserve a time-slot.

It is also the position of Madonna, under recommendation of the CDC, that due to the heavier weight of importance placed on getting the vaccine itself, rather than whether/if the higher potency of a high-dose vaccine is preferred, *(in addition to the high-dose, pre-filled syringes having not been readily available)* Madonna will only provide the single-dose inoculation. Those opting for the high-dose version should contact their own physician to schedule an appointment. **\*\*See page #5 for further details on this year's flu shot clinic.\*\***—end

## **Metabolism Killers—cont. from page #4**

**Bad habit #9, Swearing Off Dairy:** According to research published in the journal *Nutrients*, people with the highest intake of milk, cheese, yogurt and other dairy products had the lowest rates of obesity. This is part of a growing body of research linking dietary calcium to improved regulation of energy metabolism.

“Dairy products are sometimes known as metabolism boosters, in part, because they contain protein and calcium — both possibly helping maintain muscle mass while potentially promoting weight loss,” says Murphy. Before you start eating dairy at every meal, Murphy cautions your calorie counts and fat intake should remain within recommended guidelines.

**Bad Habit #10, Sleeping in a Warm Room:** A small study found sleeping in a cool room — either leaving the air conditioning running in the summer or turning down the heat before bed in the winter — could increase levels of so-called brown fat, which burns calories to generate heat. The ideal overnight temperature, according to the research: a cool 66°F (19°C).

**Bad Habit #11, Not Getting Enough Sleep:** One bad night's sleep is enough to leave you feeling sluggish, impair your cognitive processing, and make you more likely to overeat. String together several nights in a row — or a lifetime of inadequate sleep — and science shows decreased metabolism and hormonal imbalances may follow.

**Bad Habit #12, Regularly Consuming Fast-Food:** You already know ordering a burger and fries at the drive-thru adds a lot of extra calories, “but it could also cause your metabolism to slow to a crawl,” says Whitney Linsenmeyer, PhD, RD, assistant professor of nutrition at Saint Louis University and spokesperson for the Academy of Nutrition and Dietetics. While you might be more likely to reach for a higher-fat meal in times of stress, “the high-fat content takes more time to digest,” she explains.

This can slow down metabolism, while stress compounds the problem. In one study, women who experienced at least one stressor over the past 24 hours burned 104 fewer calories after eating a meal containing 930 calories and 60 grams of fat than those who were not stressed. The difference could add up to an 11-pound weight gain in one year. —end

**“By all these lovely tokens, September days are here.**

**With summer's best of weather and autumn's best of cheer.” – Helen Hunt Jackson**



# Employee Newsletter



## Special points of interest:

- Annual Flu Shot Clinic—  
Wednesday, October 14:  
Deadline to Signup within  
days!
- New Quarterly, Online  
Class/Webinar: "Letting  
Your Emotions Interfere  
with Eating"
- Happy All Hallows' Eve!

October, 2020

Volume 7, Issue 10

## Take Control of Cholesterol - *Madonna Fit-for-Work*

### DO IT NOW, BEFORE THE HOLIDAYS!

Cholesterol is a waxy, fat-like substance found in every cell of our bodies and is needed for important functions such as vitamin D and hormone production. The body naturally produces all of the cholesterol needed for these tasks. Cholesterol is also found in foods from animal sources such as; egg yolks, meat and cheese.

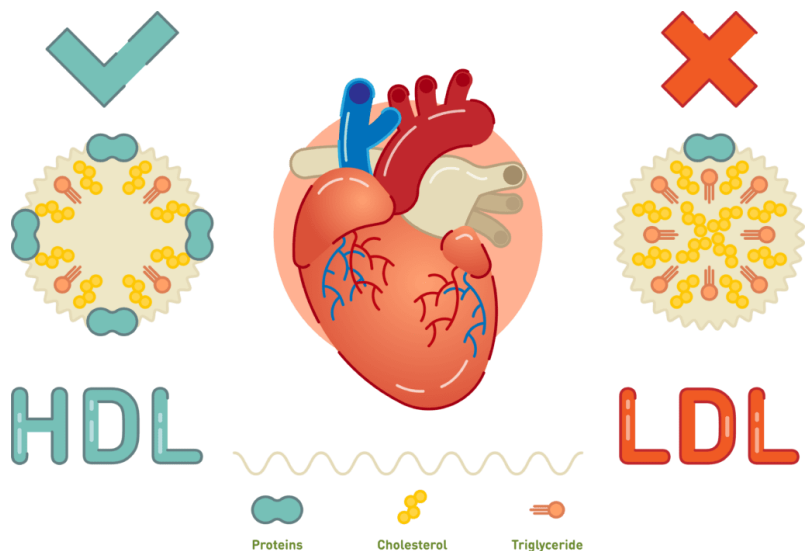
Having too much cholesterol can combine with other substances in the blood to form plaque. This plaque can stick to the walls of our arteries and can build up over time. This buildup is called atherosclerosis. It can lead to coronary artery disease meaning the arteries become narrow or even blocked.

There are different types of cholesterol: very low-density lipoprotein (VLDL), low-density lipoprotein (LDL) and high-density lipoprotein (HDL). LDL is the "bad" cholesterol deposited along artery walls and can increase the risk of heart problems. HDL is the "good" cholesterol: it protects against heart disease by carrying the cholesterol to the liver where it is excreted by the body. Unlike other types of cholesterol, with HDL, the higher it is, the better. Many consider VLDL as another "bad" because it can also contribute to the buildup of plaque. VLDL and LDL are different. VLDL mainly carries triglycerides and LDL carries cholesterol.

(Continued on page #2...)

## Inside this issue:

Take Control of Your Cholesterol	1,2
Best & Worst Candies for Your Health	2,6
"Distancing" - Calm Under Pressure	3
Newest Continuum EAP Webinar	3
October Question of the Month	3
When Tragedy Strikes	3
Where you Gain Weight	4
Saline County Flu Shot Information	5
Plan Now for Your Annual Flu Shot	6





## **Cholesterol Control**— *cont. from page #1*

High cholesterol is mostly caused by having an unhealthy lifestyle. This can include; unhealthy eating habits, lack of physical activity and smoking. Eating unhealthy foods includes eating foods high in saturated fat found in meats, dairy products, chocolate, baked goods, deep-fried foods and processed foods. Trans fats in fried and processed foods can contribute to raising our LDL cholesterol. HDL is affected by an excessive amount of sitting and little exercise. This can lower HDL levels. Smoking lowers HDL cholesterol, especially in women. It also raises your LDL cholesterol. Our genetics can play a role as well but mainly our choices control our cholesterol profile.

Eating a diet full of fiber, unsaturated fats, fruits, vegetables and whole grains may improve our cholesterol profile along with regular exercise. Losing weight and stopping smoking can play a large role as well. Consult your physician on how best to improve your cholesterol levels. Poor cholesterol control can lead to detrimental health issues. Luckily, controlling your cholesterol is mostly in your hands! -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 for login information or give Continuum a call if experiencing difficulty.

### **\*Next Wellness Committee Meeting:**

The next Wellness Committee meeting is yet TBD.

**\*Next Safety Committee Meeting:** Wednesday, November 11, 2020 in the Courthouse Conference or Assembly Room, 8:30 a.m.

## **The 6 Best, and 5 Worst Candies** — *Jessica Migala*

In the midst of the COVID-19 pandemic, you may find that your cravings for sweet foods are going haywire, and scientifically speaking, it makes sense. Sweet foods activate the reward centers of the brain and lessen the body's stress response, according to an article published in April 2016 in *Stress*.

When the holidays roll around, starting with Halloween, these temptations can become nearly ubiquitous. Amy Gorin, RDN, owner of Amy Gorin Nutrition in Jersey City, New Jersey, admits that given this reality, indulging can be difficult to resist. "That's why it's best to have an action plan in place to enjoy the candy in moderation," Gorin adds.

Plus, there's the fact that reaching for candy to satiate a sweet tooth may be in your genes anyway, according to a study published in May 2017 in the journal *Cell Metabolism*. Another review, published in January 2016 in the *Journal of Consumer Psychology*, suggested that planning for these indulgences may help you stick to healthy eating habits. So go ahead and embrace the sweet season — just do it in a smart way.

First, put candy out of sight, like in the back of your pantry, or in the freezer, says Gorin. When it's not staring you in the face, "you're not constantly tempted by it," she says. Eating it as a planned part of dessert rather than when you're running around or doing other things — like working, or driving in the car — will help you truly enjoy it. Of course, you can and should enjoy festive candy, but there comes a point where it loses its luster and you may be eating it out of habit, so get rid of it after a week, Gorin advises.

Above all else, choose what you like best. (Yes, even regardless of the best and worst choices below!) If you truly enjoy what you're eating, you'll be satisfied by it. That means don't let "fat-free" labels or calorie counts sway you from what you truly know you want. Mia Syn, RDN, who's in private practice in Charleston, South Carolina, puts it simply: The best candy choice is the one you can eat and enjoy in moderation.

Now onto the sweet stuff. Here are the healthiest (and least healthy) candies, per Gorin and Syn:

### **The 6 Healthiest Candy Options**

**1. UnReal Milk Chocolate Gems**—"I'm really impressed with these," says Gorin. "The candy contains no artificial flavor or color, and the coloring comes from natural sources, like hibiscus and turmeric." Because these contain a fair amount of sugar, though, you'll want to stick with the mini 0.42-ounce (oz) bags, which are available on Amazon and make the perfect single serving. (What's Inside 140 calories per oz, 7g fat, 4.5g saturated fat, 18g carbohydrate, 15g sugar, 3g protein)

**2. Endangered Species Dark Chocolate Bites**—These chocolates are low on the sugar scale, and two squares contain 3 grams (g) of fiber, too. That's because the high level of cocoa (88 percent) means the the sugar content is lower. What's more: "Research shows regularly eating a small amount of dark chocolate may help heart health by lowering risk of heart disease and stroke," says Gorin. But again, be sure to enjoy in moderation, as these treats also contain saturated fat, which can instead be harmful to your heart if eaten in excess, according to the American Heart Association. The organization recommends taking in no more than 13 g of saturated fat per day. (What's Inside 120 calories for two pieces, 9g fat, 6g saturated fat, 8g carbohydrate, 2g sugar, 2g protein)



**October-December, 2020  
Continuum EAP Online  
Webinar Class**

The upcoming quarter offers the following Continuum EAP Webinar. Successful completion provides 75 Wellness points. The offering of points is limited to:

**"Letting Your Emotions Interfere with Eating"**

(Return Certificate by 1/8/21)

**October, 2020 Question  
of the Month**

Whether your eating "Peanut M&M's" or "Candy Corn", what within your body decides the form in which all that sugar is stored?

Answer:

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

\*25 Wellness Points for a correct answer received prior to the subsequent month's newsletter distribution.

**Wellness Committee**

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## Use "distancing" To Think Calmly Under Pressure—*Continuum EAP*

There is another kind of distancing worth knowing about: "distancing" as a job skill, and a means of functioning well under pressure. Distancing is the mental task of separating oneself emotionally from severe interactional stress (e.g., a verbally irate customer) so you maintain focus on a task. Navy Seals learn this skill.

To develop the distancing skill, take a deep breath when under pressure; acknowledge the situation ("OK, the pressure is on. I can do this."); challenge yourself to be calm and visualize calmness; and focus on positives and the temporary nature of the event. Employers value workers who can perform well under pressure. And now, YOU know how to do it. —end

## Find the answer with this **BRAINSTORMING TOOL**

Brainstorming is powerful stuff. A group of people gather to find a solution by generating ideas without filtering, qualifying, judging or feeling embarrassed about wild ideas. Now there is an online resource that can help do the same thing, and you don't need others to use it.

The "fast idea generator" tool can be found at [www.nesta.org.uk/toolkit/fast-idea-generator](http://www.nesta.org.uk/toolkit/fast-idea-generator). The worksheet prompts you to think differently in order to help you create ideas to solve problems.



**"I've seen enough horror movies to know that any  
weirdo wearing a mask is never friendly."**

— Elizabeth, *Friday the 13th Part VI: Jason Lives* (1986)

## When Tragedy Strikes—*Continuum EAP*

There are best practices for coping with tragedy, in your personal life and in the workplace; communication and understanding are crucial for all of them.

1. Healing and recovering from the emotional effects of the event can take time. Proactively talk with others about your experiences and how you are feeling. Don't let yourself become isolated, maintain connections with your friends, family and co-workers.
  2. We all react differently to stress and grief. Do not judge others' reactions. There is no "correct" way of reacting to tragedy. Each person is unique, and the reasons why are complex.
  3. Take care of yourself. Healthy practices such as eating well and getting enough sleep are especially important in times of high stress.
  4. Maintain your normal routine as much as possible. These will help you to feel as though your life has some sense of order.
  5. Be patient with yourself and others. Tragic events can adversely affect focus and performance.
  6. Use Continuum EAP resources to help you bounce back and address the impacts of the tragedy.
- end

# Where You Gain Weight...—*Sidney Fry, MS, RD*

## ...Depends on Several (Uncontrollable) Factors

Our bodies tend to favor storing fat in certain places over others. How and where we store fat depends on many different factors including gender, height and weight, as well genetics and how many adipocytes (fat cells) we have in certain areas of the body.

Men and women store fat differently; it's likely why we gain or lose pounds or inches differently, too. Age, stress, hormone balance, genetics and lifestyle all play a role as well. To better understand why some of us have a tendency to gain weight in our bellies while others tend to store more fat in their thighs, let's take a deeper look into how, where and why our bodies store fat in the way they do.

### GENDER AND ACTIVITY

Our sex hormones — estrogen and testosterone — play a big part in fat storage and are the reason men and women have such different body shapes. Overall, women tend to have a higher percentage of total body fat — on average about 7–10% more than men. Women also tend to store more fat in their “gluteal-femoral” region (aka hips and thighs), whereas men tend to have more visceral fat (aka belly fat) and are more likely to store fat in their abdomen.

Testosterone has a large influence on body fat composition and muscle mass. As men age, their testosterone levels begin to decrease. It's no coincidence that around the same time testosterone levels decrease, those beer bellies are more likely to emerge. The same is true for estrogen in women. Estrogen helps regulate metabolism and body weight. As women age and go through menopause, estrogen levels decrease; metabolism subsequently slows down and it's harder to maintain weight.

Both men and women also generally become less active and able to do certain high-intensity workouts as they get older. Not getting enough regular exercise and losing muscle mass can translate to weight gain.

### INSULIN

Insulin is another fat-regulating hormone released into the bloodstream after we eat to help lower blood sugar. It works by transporting glucose out of the blood and into our body's muscle, fat and liver cells to be stored as glycogen and used as energy. However, the body has a maximum capacity on glycogen storage and once that capacity has been reached, it shifts into fat storage. In other words, insulin decides whether or not extra glucose gets stored as fat. If we lower the amount of sugar and refined carbohydrates in our diet, we lower our chances of maxing out our glycogen stores and needing to stockpile our fat stores, leading to less fat storage overall.

### TYPES OF FAT

There are two types of fat — subcutaneous (more obvious to the naked eye, located directly under the skin) and visceral fat (located in the abdomen that surrounds and pads the spaces between our vital organs). You can grab subcutaneous between two fingers (under the arm, between the thighs, etc); visceral fat, however, is much more difficult to detect and see with the naked eye and is more dangerous; it's linked to increased risk for heart disease, Type 2 diabetes and even certain cancers.

People with “pear” body shapes tend to store subcutaneous fat in the lower extremities (hips, thighs, buttocks). Those with “apple” body shapes tend to store visceral fat in the upper region (belly and chest). Even if you're thin you can still have visceral fat around the belly region.

### WHY YOU CAN'T SPOT REDUCE FAT

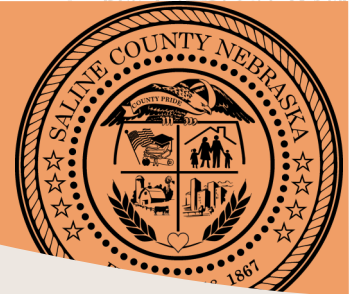
You have likely realized you can't pick and choose where you lose fat first since genetics, along with the factors mentioned above, determine those locations. While you can try to “target” subcutaneous fat by doing more pushups, core exercises and squats, you can't directly target visceral fat, which is the one you technically need to try to lose first. The good news is visceral fat is often the easiest to lose and there are several strategies you can employ to lose weight and improve your health overall.

### HOW TO LOSE WEIGHT AND KEEP IT OFF

Rather than focusing on losing weight in one specific region, create healthy habits that allow your body to reach a weight and shape that's healthy and sustainable for you individually:

- Eat a varied diet.
- Emphasize whole foods, fresh veggies, fruits, lean proteins, healthy fats and complex carbs.
- Move your body regularly (150 minutes per week is recommended for weight loss).
- Keep stress levels low (stress has been linked to weight gain).
- Get quality sleep (a lack of sleep can harm blood sugar levels and create cravings for high-sugar foods). —end





## Saline County 2020 Flu Shot Clinic

It's that time of year in which the Wellness Committee will host the annual "Flu Shot Clinic" for employees and family members wishing to participate. Please again be reminded that this year is a bit different as Madonna Fit-for-Work will be delivering the vaccine. Given our single location during the pandemic, extra precautions will be taken.

**Date: Wednesday, October 14, 2020**

**Location: Saline County Courthouse—Assembly Room**

**Time: 10:00 a.m. to 1:00 p.m. and 2:00 p.m. to 4:00 p.m.**

Last month, all staff members were provided associated documents for the flu shot clinic. Please READ them CAREFULLY. Depending on involvement in the County Group Health Plan, participants were asked to pay special attention to each of them, as they are important. As a reminder, the following were to be observed in connection to each document:

#1: **All participants** must complete their line of information on Form #1 as indicated. **Return this to Tim McDermott by close of business, 10/2/20.** In addition, please chose an available time slot at <https://doodle.com/poll/94fd5c2nph82ewer>.

#2: Form #2 is for participants NOT associated with the County Group Plan. This is needed to insure that your vaccine can be covered by your insurance carrier. Otherwise, there is a cost of \$30.00. **Bring this to the clinic.**

#3: Form #3 is for ALL participants authorizing Madonna to file insurance paperwork on your behalf. **Bring this to the clinic.**

#4: Form #4 is for ALL participants and is a typical Patient Consent Form. **Bring this to the clinic.**

**NOTE:** Medicare Participants—\$30.00. A COVID health questionnaire will be performed along with a temperature check prior to entry.

If late doing so, remember to reserve your time-slot at:

<https://doodle.com/poll/94fd5c2nph82ewer>

QUESTIONS: Call Tim at 402.821.3900 or [tim.mcdermott@salinecountyne.us](mailto:tim.mcdermott@salinecountyne.us)



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## October Flu Shots!



The scheduled date of the 2020 Flu Shot Clinic for County employees is **Wednesday, October 14th** at the **Court-house Assembly Room** from 10:00 a.m. to 1:00 p.m. and 2:00 p.m. to 4:00 p.m. Register within the next few days!

Madonna 'Fit-for-Work' is the conduit providing this service. Social Distancing efforts will not change over the next couple of weeks regarding standard social distancing guidelines, and/or other Directive Health Measures. As such, a Generalized appointment schedule is to be used. Participants

were earlier asked to use <https://doodle.com/poll/94fd5c2nph82ewer> to reserve a time-slot, in addition to supplying Demographic information ahead of time. Madonna will only provide the single-dose inoculation. Those opting for the high-dose version should contact their own physician to schedule an appointment. \*\*See page #5 for further details on this year's flu shot clinic.\*\* -end

## **Best & Worst Candies for Health—cont. from page #2**

**3. Peanut M&M's**—It's got peanuts, which means you'll get protein and fiber, which help prevent blood sugar spikes and overindulging, says Syn. (What's Inside 90 calories per "fun-size" pack, 5g fat, 2g saturated fat, 10.5g carbohydrate, 9g sugar, 1.5g protein)

**4. Snickers**—Surprised? Although Snickers is relatively higher in calories than other candy, Gorin recommends a "fun-size" bar because it's more likely to leave you satisfied, thanks to its filling protein. "It also has less sugar than some other candies that are almost entirely pure sugar," she says. (What's Inside 80 calories per "fun-size" bar, 3.5g fat, 1.5g saturated fat, 11g carbohydrate, 9g sugar, 1g protein)

**5. Reese's Peanut Butter Cups**—The satisfying combo of protein and (a small amount of) fiber makes this another good pick, says Gorin. Plus, around Halloween, it's easy to find single cups (whereas they're usually packaged as a double). (What's Inside 110 calories per PB cup, 6.5g fat, 2g saturated fat, 12g carbohydrate, 11g sugar, 2.5g protein)

**6. Blow Pop**—For the non-chocolate lovers, a Blow Pop can be a practical pick. "It has less sugar than many of the other candies out there, and because of the gum center, you can enjoy it for longer," says Gorin.

What's Inside 70 calories per pop, 0g fat, 0g saturated fat, 17g carbohydrate, 13g sugar, 0g protein

### **The 5 Least Healthy Candy Options**

**1. Candy Corn**—It has a reputation as being one of the most hated candies, and an October 2018 CandyStore.com survey on the best and worst Halloween candy suggested this festive confection is indeed the second-most hated — second to Circus Peanuts. But regardless of whether you agree, candy corn certainly isn't the most nutritious way to satisfy your sweet tooth. "It contains more than double the sugar of a Snickers or Reese's," says Gorin. (What's Inside 110 calories for 15 pieces, 0g fat, 0g saturated fat, 22g sugar)

**2. Smarties**—Yes, they're low in calories, but those are purely empty calories, meaning "it's devoid of nutrition," says Syn. "They give your body energy it needs from calories but not the nutrition it needs, like protein and fiber," she says. (What's Inside 25 calories for 1 roll, 0g fat, 0g saturated fat, 6g carbohydrates, 6g sugar, 0g protein)

**3. Gummy Bears**—Again, it's pure sugar, so it's unlikely to keep you as satisfied as chocolate, says Gorin. (What's Inside 140 calories for 17 pieces, 0g fat, 0g saturated fat, 33g carbohydrates, 18g sugar, 2g protein)

**4. Jelly Beans**—The package may get you because it says it's fat free, but unless you absolutely love jelly beans — and can keep your portion reasonable — they're still just sugar, says Gorin. (What's Inside 100 calories per oz, 0g fat, 0g saturated fat, 25g carbohydrates, 20g sugar, 0g protein)

**5. Airheads**—Packed with artificial colors and flavors and pure sugar, these may take you back to when you were a kid, but they won't satisfy. (What's Inside 60 calories per bar, 0g fat, 0g saturated fat, 15g carbohydrates, 11g sugar, 0g protein) -end

# Employee Newsletter



November, 2020

Volume 7, Issue 11

## Special points of interest:

- 2021 Wellness Program Information
- Holiday Bingo Challenge
- 2021 Wellness Program SIGN-UP Sheets needing returned by November 15th!  
\*SEE Sign-up Sheet emailed alongside this Newsletter...

## Eight Reasons You're Hungry All the Time - Sarah Schlichter

It can be easy to view hunger as a bad thing — and while it's certainly an inconvenient feeling — it's as innate as the need to yawn or go to the bathroom. In fact, hunger is a crucial biological signal. To understand this, a refresher of the autonomic nervous system is helpful. The autonomic nervous system (ANS) consists of the sympathetic nervous system (SNS) and the parasympathetic nervous system (PNS). While the SNS controls the body's response to threats (e.g., the "fight-or-flight" response), the PNS is the body's counterbalance and returns the body back to a state of calm.

Our bodies want and need to spend some time in "rest and digest" mode for the ANS and SNS to function properly. During this time, blood pressure lowers, heart rate decreases and gastrointestinal peristalsis increases so you can absorb and digest nutrients and produce energy stores for the future.

As a result, you shouldn't feel the need to eat around the clock. Many people feel their best when eating smaller meals more often. However, if you find yourself feeling hungry all the time it COULD be due to one of the following reasons:

### I—YOU'RE NOT EATING ENOUGH PROTEIN OR FIBER

We need all of the macronutrients (protein, carbs and fat) for different reasons, and not all calories will have the same impact on satiety. While carbohydrates are great for providing quick energy, protein, fat and fiber are important for sustaining that energy. A study published in Nutrition Journal found high-protein snacks led to reduced hunger and kept participants satiated for longer.

It is generally regarded that foods high in protein and fiber are most effective at generating satiety due to the breakdown and release of nutrients from these foods.

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

## Inside this issue:

Eight Reasons You're Hungry all the Time	1-3
Parkinson's Law	3
Sugar Intake	3
Newest Continuum EAP Webinar	3
November Question of the Month	3
Holiday Bingo Card	4
2021 Wellness Program Information	5
Holiday Bingo Instructions	6
Pushing Past Your Plateau	6

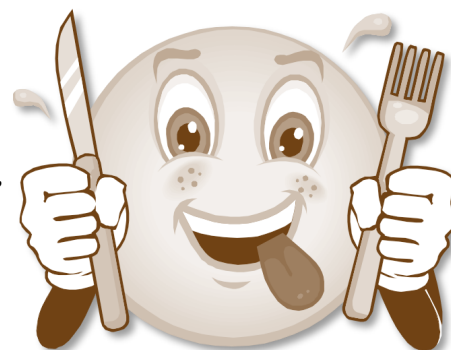




## *Hungry all the time—* cont. from page #1

### 2—YOU'RE NOT EATING ENOUGH

Whether you're reducing calories for weight loss, have a fast metabolism or are very active, you may feel constantly hungry if you're not eating enough to sustain your biological needs. True hunger is a sign from the body that it needs more energy to function, and it doesn't always have to be a growling or rumbling stomach. Hunger can also manifest as fatigue, the inability to concentrate, feeling dizzy or always thinking about food. Try tuning into your body's natural hunger cues and consult with a registered dietitian who can help review your diet and lifestyle and come up with a plan to meet your needs.



### 3—YOU'RE DISTRACTED WHEN EATING

Given hectic schedules, you might find you're eating while walking, driving or scrolling on your phone. However, if all of your meals are rushed, the body has a harder time recognizing fullness. In a study comparing distracted eaters to non-distracted ones, the non-distracted participants reported a reduction in their desire to finish their entire plate of food. In contrast, distracted participants maintained a desire to eat everything on their plate, which may be a contributing factor to overeating. Not only can mindful eating help you feel satiated, but it has also been linked to reduced food cravings and emotional eating.

### 4—YOU'RE EATING TOO QUICKLY

Even if you've put down your devices and turned off the TV, rushing through meals and snacks makes it difficult for the body to register feelings of fullness and satiety. That's why you should make it a priority to slow down. If you tend to devour meals and snacks quickly, try allocating a certain amount of time to finish your meal. Include sips of water between bites and reflect on your body's fullness level with each bite. Try to use your five senses to help you enjoy everything you eat. Check in with yourself: What does the food taste like? Do you enjoy the texture? Is it hot or cold? Is it satisfying your needs at the moment? You'll likely find you feel full sooner and stay satiated longer if you're able to focus on these other qualities.

### 5—YOUR HORMONES ARE OUT OF WHACK

When the body is in a constant state of stress, cortisol (aka the stress hormone) rises, which can trigger an increased appetite. Furthermore, stress eating usually causes people to reach for highly palatable foods, like refined carbohydrates and sugary items, which won't keep you full or satiated for long.

Menstruation can be another hormonal shift that may cause a temporary increase in appetite and cravings, both related to increased feelings of fatigue and an uptick in energy needs.

Try to line up some other coping mechanisms to deal with stress aside from eating, such as exercise, talking with a friend or family member, journaling, reading, cuddling with a pet or meditation.

### 6—YOU'RE BURNING MORE ENERGY THAN YOU REALIZE

A mismatch of energy leads to increased or constant hunger. If you are exercising more, at higher intensities or for longer durations, your appetite likely increases as your body burns through more calories than it's used to. Other life changes and considerations may also lead to increased energy needs and appetites. For example, pregnancy, recovering from childbirth, breastfeeding or chasing kids around. Using an app like MyFitnessPal can help you keep track of your caloric needs and help you check in to make sure you're fueling properly.

### 7—YOU'RE DEHYDRATED

Many of us are familiar with the afternoon slump or the feeling of just wanting something to "snack on." Oftentimes, we just need to hydrate. A study published in the journal *Physiology and Behavior* found people respond inappropriately to body signals 62% of the time, confusing hunger and thirst. While hydration shouldn't be used to "mask" hunger, it is important to make sure you are hydrated so you're not mistaking thirst for hunger.

#### 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 for login information or give Continuum a call if experiencing difficulty.

#### \*Next Wellness

##### Committee Meeting:

Monday, November 9, 2020 in the Courthouse Assembly Room, 8:30 a.m.

#### \*Next Safety Committee

Meeting: Wednesday, November 18, 2020 in the Courthouse Assembly Room, 8:30 a.m.





**October-December, 2020  
Continuum EAP Online  
Webinar Class**

The upcoming quarter offers the following Continuum EAP Webinar. Successful completion provides 75 Wellness points. The offering of points is limited to:

**"Letting Your Emotions Interfere with Eating"**

(Return Certificate by 1/8/21)

**November, 2020 Question  
of the Month**

People have been found to inadequately respond to which two (2) bodily indicators almost 2/3rds of the time?

Answer:

1. \_\_\_\_\_
2. \_\_\_\_\_

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

\*25 Wellness Points for a correct answer received prior to the subsequent month's newsletter distribution.

**Wellness Committee**

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68465

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

## Hungry for more...—continued from page #2

If you feel hungry soon after eating, try drinking a glass or two of water first. If you still feel hungry after drinking, it is likely true hunger. In that case, choose a protein-rich snack to keep you satiated longer. You can also track your hydration in MyFitnessPal and set reminders on your phone to sip more.

### 8—YOU'RE NOT SLEEPING ENOUGH

Sleep plays a significant role in regulating hormones, which may contribute to increased feelings of hunger. Short sleep duration is linked with elevated levels of ghrelin, a hormone that stimulates appetite, and decreased levels of leptin, a satiety hormone. That means when you're short on sleep you're more likely to feel hungrier and crave sugary foods. Focus on creating healthy sleep habits including avoiding alcohol and heavy dinners before bed and leaving gadgets like your phone or laptop in another room. -end

### Daily Added Sugar Limit

**MEN**



**No more than:**  
9 teaspoons  
36 grams  
150 calories

**WOMEN**



**No more than:**  
6 teaspoons  
25 grams  
100 calories

## Reduce Your Sugar Intake

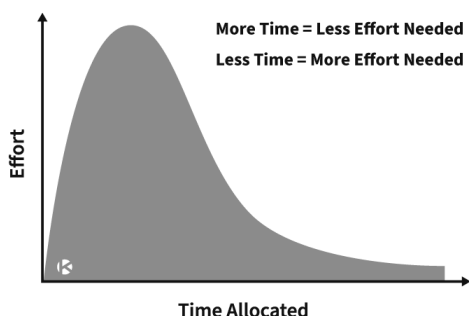
Too much sugar intake has been linked to obesity, cardiovascular disease, high blood pressure, and inflammation. Watch your daily sugar intake to ensure you're not getting too much. According to the American Heart Association, women should limit their sugar intake to less than 25 grams and men 36 grams or less daily. Sorry gals. -end

**"Your mind is more powerful than you think. What is down in the well comes up in the bucket. Fill yourself with positive things."**

*—Tony Dungy, former American football coach and sports analyst*

## PARKINSON'S LAW: Productivity's Nemesis—Continuum EAP

### Parkinson's Law



You are working on a task that should take two hours to complete. You have four hours available, so you plan to finish early. But the job takes all four hours! What happened?

You are likely a victim of Parkinson's Law. It states that a task or job will consume all the time allowed to complete it. It feels like the work expanded to fill the time available, but it didn't — you simply filled the time with distractions. To fight back, set deadlines much shorter than needed.

Try using a timer set to sound every 10 minutes to increase awareness and help you stay focused.

You will soon learn to avoid deadline panic, increase your awareness of distractions, and experience more job satisfaction. Outside of work, you will enjoy more leisure time and productivity. -end

Name: \_\_\_\_\_ **Holiday Bingo**

B	I	N	G	O
Replied with the correct answer to BOTH the November & December "Question of the Month"	Eat fresh fruit for a mid-day snack at least one day every week during this Bingo Challenge	Maintain your weight (or lose weight) during the Holidays	Do strength training for at least 15-minutes 6 times during this Bingo Challenge	Avoid tobacco every day in November and December
Perform 20 squats or 20 push-ups into your routine for 5 days in a row during this Bingo Challenge	Try a form of exercise you have never done before at least once during this Bingo Challenge	Volunteer your time with a church, civic organization or fundraiser during this Holiday Season	Drink at least eight 8oz glasses of water 3 days each week during this Bingo Challenge	Get at least 7 or more hours of sleep 5 days each week during this Bingo Challenge
Do cardio for at least 30 minutes 6 times this Bingo Challenge	Perform a kind deed for someone in need this Holiday Season		Devote 30 minutes on 3 days specifically for exercise each week this Bingo Challenge	Avoid sugary sweets for three consecutive days at least twice during this Bingo Challenge
Make a concerted effort to monitor Fiber intake for one full week during this Bingo Challenge	Avoid placing a Chocolate Covered Cherry in your mouth 30 out of 31 days during this Bingo Challenge	Contemplate each and every one of your blessings during this Holiday Season	Avoid alcohol for five consecutive days at least once during this Bingo Challenge	Find a healthy recipe that you've yet to try and prepare it for dinner sometime during the Holiday Season
Avoid fast food for one full week during this Bingo Challenge	Count your total calorie intake each day for one week during this Bingo Challenge	Stretch as you get up each morning during this Holiday Bingo Challenge	Eat 4 cups of fruits and/or veggies for five consecutive days during this Bingo Challenge	Avoid carbonated beverages for seven consecutive days during this Bingo Challenge

This Holiday Bingo Challenge **begins on November 26th and concludes on December 26th**. Return completed bingo sheets to a Wellness Committee member on or before the January 8, 2021 Deadline. (*See page #5 for additional information..*)



# 2021 Wellness Program Options

The Wellness Committee is now needing to begin preparations for the 2021 Program year. During a recent meeting held on Monday, October 19th, the decision was made to continue utilizing the “in-book” calendar, for those choosing this option, to track and record exercise/activity information for one more year. Thereby, beginning in January of 2022, the utilization of a wearable device will be the sole reporting mechanism for the reporting of data used in determining earned points for “activity/exercise”.

In addition, please know that regardless of your choice for using either of the below listed two (2) options, **ALL participants will be provided access to the MyVia online portal.** This portal will be used to receive submitted data from either a wearable device, or via a scanned, readable calendar-document provided in the Wellness booklet through 2021.

Please know that budgeted funds have been set aside to purchase addition wearable devices for distributed use in 2021 to be made available to those now choosing to make the move for the upcoming year. The use of your own device is equally acceptable.

In short, each option will work similarly, with variation in data collection due to each participant needing to use the online portal.

### Option #1

- Document exercise/activity using the standard large calendar provided in the Wellness booklet.
  - Use the [www.startmyvia.org](http://www.startmyvia.org) portal to upload the following information throughout 2021:
    - Exercise/Activity using similar measurements as previous years; minus double-points for Holidays and Birthdays via PDF scan or legible photo. Points capped per-day are the same, but final points at the end of month will be rounded down to the nearest total divisible by 20.
    - Medical Data; doctors physical, dentist, eye doctor, flu shot outside the SC Clinic, etc.
  - All other data, such as collected by the Wellness Committee, will be uploaded for you; i.e. Webinars, Classes, Challenges, Impact Survey, SC Flu Shot Clinic, non-Tobacco Affidavit, etc.

### Option #2

- Provide data exported from your Fitbit/Wearable device for exercise/activity using ‘steps’ to obtain the stated goal count each day earning a set point value of 20 Points.
  - Use the [www.startmyvia.org](http://www.startmyvia.org) portal to upload the following information throughout 2021:
    - Exercise/Activity via Step Count minus double-points for Holidays and Birthdays via exported Excel or PDF spreadsheet.
    - Medical Data; doctors physical, dentist, eye doctor, flu shot outside the SC Clinic, etc.
  - All other data, such as collected by the Wellness Committee, will be uploaded for you; i.e. Webinars, Classes, Challenges, Impact Survey, SC Flu Shot Clinic, non-Tobacco Affidavit, etc.

**\*DEADLINE:** Return of sign-up sheets are requested on or before November 15th in order to place orders for wearables and to print/package/distribute Wellness program materials before January, 2021.



**Saline County Nebraska  
Wellness Committee**

204 S. High  
PO Box 865  
Wilber, NE 68465

Email:  
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<https://co.saline.ne.us/>

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

*\*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.*

## Holiday Bingo Challenge



Join your celebrating cohorts for this year's Healthy Holiday Bingo Challenge! The rules are flavored with standard-bingo simplicity. Using the provided game card, as found on page #4 in this newsletter, note the tasks needing to be completed in order to place your mark onto any of those squares. For each "Bingo" (across, down, diagonal) you will garnish five (5) points! There are no additional incentives for discoloring your entire game card. Yet, there IS the potential to harvest up to 60 Wellness Points.

Remember: the Challenge is on the honor system. No pilgrim will wish to have their feathers dipped in tar, or see Santa's dropping a piece of coal into your stocking. The deadline for return of BINGO cards will be January 8, 2021. —end

## Pushing Past *Your Plateau*—Continuum EAP

We promise ourselves we'll change our lifestyles for better health. We start diets, launch exercise programs or try to quit smoking. And then we stall. We hit a plateau, putting us at risk of losing precious gains or quitting altogether.

A healthy lifestyle change is just that — change. "A lot of people believe that change is easy, but we are fundamentally conservative creatures, and we don't change until we have to," says Michael J. Mahoney, Ph.D., an American Psychological Association spokesman and professor at the University of North Texas. "It doesn't take much to throw us off course because we are such creatures of routine."

So sticking with a new routine is tough. Dr. Mahoney suggests you focus on being consistent, especially in the first six weeks of a change. That way, you build new patterns of behavior. Once that happens, odds are you'll "begin to speak to yourself about the change in a more positive tone, instead of a negative one."

### MAKE A PLEDGE

Pledging to reward yourself if you meet your goals can be a great tool for getting past plateaus. The reward that awaits you can serve as a symbol of what you're trying to do and give you something to look forward to. "The symbol could be anything," notes Dr. Mahoney. It could be a piece of jewelry or a new golf club, for instance. Once you earn it, you can set your sights on a new reward for the next step.

When you're trying to get past a plateau, he recommends you focus each day on your behavior, your effort, rather than on your goal -- the amount of weight you'd like to lose, for instance.

One crucial skill you'll need is patience. This, more than anything, will help get you past plateaus. —end





# Employee Newsletter



December, 2020

Volume 7, Issue 12

## Special points of interest:

- 2020 Wellness Program—  
Return Booklets by Friday,  
January 15, 2021 deadline.
- 2021 Wellness Program  
Packets - Forthcoming
- Holiday Bingo Challenge
- 2021 Health Fair Update

## Inside this issue:

- |   |     |
|---|-----|
| Merry Christmas<br>Calories                 | 1-2 |
| Your Body on Pro-<br>tein                   | 3,4 |
| Alcohol & Prescrip-<br>tion Drugs Don't Mix | 3   |
| Loaning Money to<br>Co-Workers              | 3   |
| December Question<br>of the Month           | 3   |
| Kick the Habit—Plan<br>Ahead for 2021       | 3   |
| Excess Belly Fat—<br>Deadly                 | 4   |
| '20 & '21 Wellness<br>Program Information   | 5   |
| Holiday Bingo In-<br>structions             | 6   |
| Upcoming 2021<br>Health Fair Update         | 6   |

## Christmas Calories - *Liz Neporent*

The average person eats more than 7,000 calories on Christmas day, research carried out by Associated British Foods recently found. That's more than three times the U.S. Department of Agriculture's recommended daily caloric intake.

Since that sounds like a lot of calories, Mary Hartley, the registered dietician in residence at [Dietsinreview.com](http://Dietsinreview.com) was asked to break down what a typical day of eating on Christmas might look like.

A hearty family breakfast consisting of two pancakes with butter, syrup and sausage links kicks the day off with a total of 600 calories, Hartley noted, mapping out a plausible holiday meal. Many people will add a glass of orange juice -- that's an extra 110 calories.

And because it is a seasonal treat, they might also add a few sips of eggnog at a whopping 394 calories per serving, bringing the breakfast total up to 1110.

While most people will skip lunch in favor of an early dinner, Hartley said they will typically spend the day noshing. If they nibble on a few cookies and sneak another glass of eggnog, that's an additional 775 calories, she said.

Just before dinner, the appetizers come out. Hartley said it's more likely most people will consume several handfuls of chips and nuts, some crudité with dip, and a couple of appetizers totaling 1190 calories.

Christmas dinner is often a feast that includes turkey, ham, mashed potatoes, stuffing, rolls, veggies, salad, rolls, butter and gravy. It usually includes several glasses of wine or beer, bringing the meal's calorie count to 1730. *(Continue on page #2...)*



"Let us keep Christmas beautiful without a thought of greed. Let us rather love our neighbor and find someone in need."—*Ann Garnett Schultz*



## Christmas Calories— cont. from page #1

The calories continue to pile on with dessert. As Hartley pointed out, “who eats just one dessert?” Assuming two servings of sweets plus another small glass of eggnog, that’s an additional 1158 calories.

Those feeling a bit peckish later that night might put together a sandwich with some trimmings from the leftovers to end the day with an additional 600 calories.

Based on this scenario, the day totals up to 6,560 calories, according to Harley who used the U.S. Department of Agriculture nutritional database to estimate calorie counts.

Cedric Bryant, the chief science officer at the American Council on Exercise, said these estimates seem plausible except for perhaps the breakfast.

“Most people make the mistake of skipping breakfast thinking they’ll save up their calories for later,” he said, adding this is a strategy that often backfires, causing people to eat even more.

But even if you subtract the first calories of the day, that still leaves 5450 calories consumed on Christmas. Combining information about today’s eating habits with historical data, the British study estimated that this number is still nearly twice the number of holiday calories people ate on Christmas during World War II. —end

### ONLINE LEGAL RESOURCES

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- 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 for login information or give Continuum a call if experiencing difficulty.

#### \*Next Wellness

##### Committee Meeting:

Monday, December 14, 2020 in the Courthouse Assembly Room, or Virtually, 8:30 a.m.

#### \*Next Safety Committee

Meeting: Wednesday, February 10, 2021 in the Courthouse Assembly Room, 8:30 a.m.

## What Happens to Your Body on Protein— Kelly Hogan

Of the three essential macronutrients the body needs to function (protein, fat and carbohydrates), protein is often thought of as the golden child. It is prominent in many diets and rarely forbidden or vilified like its counterparts.

Indeed protein is deserving of this reputation — it’s important to every cell in the body, used to build and repair tissues, and make enzymes and hormones that regulate metabolism. However, it’s also helpful to understand exactly what protein does in the body and how much you should regularly consume.

### WHY WE NEED PROTEIN

In addition to helping every part of the body from brain health to supporting the immune system, protein also promotes satiety after meals and slows down digestion, making it an important appetite and blood sugar regulator.

Proteins consist of amino acids, which form long chains and have unique functions in the body. Although there are 20 amino acids in total, the body can only make 11. The other nine must be obtained by diet, and are called essential amino acids. Animal products, such as fish, chicken, eggs, dairy products and meat are considered “complete” proteins because they contain all nine essential amino acids.

Most plant foods, such as beans, whole grains, nuts and seeds, are “incomplete” proteins, meaning they only contain some of the nine essential amino acids. However, it’s possible for vegetarians and vegans to consume enough complete protein by eating a variety of plant-based proteins with foods that have complementary amino acids, like rice and beans or nuts and whole grains. Soy and quinoa are considered complete plant-based proteins.

### HOW WE DIGEST PROTEIN

Protein digestion begins in the stomach, where it is broken down by stomach acids and enzymes called proteases, and this continues in the small intestine, where additional enzymes break proteins into individual amino acids. These amino acids are absorbed through the intestinal wall and make their way into the bloodstream, going where they are needed throughout the body.

### HOW MUCH PROTEIN DO YOU NEED?

A good rule of thumb is aiming to consume roughly 15–20% of your daily calories from protein, but it can vary depending on your individual lifestyles. For example, someone engaged in more vigorous activity, like heavy weightlifting, might need more than someone who primarily walks for exercise.

According to research, the body can absorb 25–35 grams of protein per meal. Thus, it’s more beneficial to spread out your protein intake throughout the day rather than trying to consume a majority at one meal. Moreover, it’s possible to have too much of a good thing, and more isn’t always better. (Continued on page #4...)

## Alcohol & Prescription Don't Mix

Do you take medication for a medical condition like high blood pressure, high cholesterol, diabetes, migraines, anxiety, arthritis, sleep problems or a heart condition? The Centers for Disease Control is growing more concerned about the risk associated with drinking alcohol while taking prescription medications. More people are aging, many are taking more medications, and thousands of the new drugs have adverse effects if you use them in combination with alcohol, even a little bit. Pay attention to warning labels. Over 22 medications for high cholesterol may cause liver damage if combined with alcohol. Discover whether the medication you are taking has a side effect with alcohol at [www.niaaa.nih.gov](http://www.niaaa.nih.gov). (Search "harmful interactions pdf") -end

## Should You Lend Money to a Co-Worker?

Should you lend money to a co-worker? The question has many considerations, but the most cited axiom is, "Don't lend money to a friend unless you expect it not to be repaid."

A request may indicate a more serious personal problem. If so, loaning money then equates to enabling. Does your friend need other help?

- Show empathy.
- Don't be judgmental. Eliciting defensiveness will shut down willingness to accept help.
- Discuss concern for your friend. Use "I" statements: "I'd like to help, but I'm just not in a position to lend. Can we talk about the situation?"
- Have a source of help/number available, such as Continuum EAP, and offer it. While the EAP does not provide direct financial payments, they can assess your co-worker's situation and help connect them with appropriate resources for assistance.—end

## Kick the Habit in 2021— [www.cancer.org](http://www.cancer.org)



About 32.4 million American adults still smoke cigarettes, and smoking remains the single largest preventable cause of death and illness in the world. Smoking causes an estimated 480,000 deaths every year, or about 1 in 5 deaths. And more than 16 million Americans live with a smoking-related disease. Not to mention other forms of cancers caused by smokeless varieties.

While the rates of cigarette smoking have declined over the past several decades, from 42% in 1965 to 13.7% in 2019, the gains have been inconsistent. Some groups use tobacco more heavily or at higher rates and suffer disproportionately from tobacco-related cancer and other diseases. These populations tend to be those who experience inequities in multiple areas of their lives, including those at lower socioeconomic levels, those without college degrees,

American Indians/Alaska natives, African American/Black communities, those in the military, those with behavioral health conditions, and others.

No matter your age or how long you've been using tobacco, quitting improves health both immediately and over the long term. Giving up a tobacco habit is a journey, and it can be hard, but you can increase your chances of success with a good plan and support. Getting help through counseling and medications doubles or even triples your chances of quitting successfully.

Need help to "kick-the-habit"? The Wellness Committee is offering, through June 30, 2021, to fund the \$150 cost of a program offered through Madonna Fit for Work. The Madonna "Fit to Quit" program is effective with all forms of tobacco use—from cigarettes to smokeless varieties. Contact [Caitlin Orth](#) at Madonna and let her know of your interest as a Saline County employee to participate. —end



### October-December, 2020 Continuum EAP Online Webinar Class

The upcoming quarter offers the following Continuum EAP Webinar. Successful completion provides 75 Wellness points. The offering of points is limited to:

#### "Letting Your Emotions Interfere with Eating"

(Return Certificate by 1/8/21)

### December, 2020 Question of the Month

How much more do Americans pay for healthcare in comparison to almost any other country in the world?

#### Answer:

- A. Half as much
- B. The same
- C. Three times as much
- D. Five times as much
- E. Ten times as much

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

\*25 Wellness Points for a correct answer received prior to the subsequent month's newsletter distribution.

### Wellness Committee

204 S High, Wilber, NE 68465

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## Excess Belly Fat Deadly, But Easy to Lose—*Jodi Helmer*

When it comes to reducing your risk of cardiovascular disease, whittling your waistline could be more important than shifting the number on the scale.

Almost 40% of American adults are obese, which increases the odds of developing diseases such as stroke, heart disease, Type 2 diabetes and certain cancers, but your body mass index does not need to be greater than 30 for you to be at risk for obesity-related diseases.

### WHERE FAT IS LOCATED MATTERS

Even in normal weight and overweight adults, a waistline greater than 35 inches in women and 40 inches in men is associated with an increased risk of high cholesterol, high blood pressure and cardiovascular disease.

“Where fat is located matters,” says Dr. Erin Michos, associate director of preventive cardiology at Johns Hopkins University School of Medicine. “Visceral fat [another word for belly fat] is more of a risk than total fat.”

### THE HEALTH HAZARDS OF BELLY FAT

New research published in the journal *Menopause* adds to robust evidence that carrying weight around your waist can pose serious health hazards. In the study, women with so-called central obesity had significantly higher rates of coronary artery disease compared to women classified as obese based on their body mass indexes. It is the latest in an ever-increasing number of studies showing waist circumference is more predictive of heart disease than weight.

While the connection between waist circumference and cardiovascular disease is not well-understood, Michos suspects excess belly fat makes it harder to process blood sugar. Visceral fat might also trigger inflammation, which is another risk factor for cardiovascular disease.

The width of your waistline isn’t just linked to heart disease. Based on data from more than 650,000 adults, researchers found men with a waist circumference greater than 43 inches had more than a 50% greater risk of death during a 14-year period than men whose waists measured 37 inches. For women, there was an 80% greater risk of death associated with a waist circumference of 37 inches compared with 27.5 inches.

### LOSE THE BELLY FAT, REDUCE THE RISK

The solution: Lose the weight, says Dr. Jennifer Ellis, chief of cardiothoracic surgery at NYC Health + Hospitals/Bellevue in New York and adviser to the American Heart Association’s EmPOWERED to Serve platform.

A total of 150 minutes of moderate-intensity physical activity each week is the gold standard but Ellis emphasizes that starting slow and working your way toward that goal is OK. Go for a walk around the block, sign up for aqua fitness classes or practice yoga. Eating a heart-healthy diet is also essential.

“Obesity puts a strain on your entire body,” she says. “If you lose the weight, you reduce the risk. It literally might be a life or death decision.” -  
*end*

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## *Your Body on Protein—continued from page #2*

Unlike excess carbohydrates, which get stored away as glycogen in the liver and muscle cells for later use, excess protein is stored as fat. If the body has enough amino acids, the extras are converted to waste and flushed down the toilet.

To get a sense of how much protein you’re consuming, you can track your intake with an app like MyFitnessPal. If you need more guidance, consider reaching out to a registered dietitian or healthcare professional who can help provide individualized recommendations.

### WHAT ARE THE BEST SOURCES OF PROTEIN

Including a variety of quality animal products and plant foods in your diet is the best way to ensure your body is getting enough protein. Examples of top protein sources include fish, like salmon, eggs, chicken, Greek yogurt, nuts and seeds, beans, lentils, tofu and whole grains.

### THE BOTTOM LINE

Protein has many crucial jobs throughout the body, which is why you should include a variety of whole-food sources in your diet. It’s also important to consume enough carbohydrates and fat so that protein is free to focus on its primary function. With too little fat or carbohydrates, the protein could be called on to supply the body with energy. Not only does this take away from its important jobs, but it can result in loss of lean muscle tissue. Aim for well-balanced meals that include all three macros. For example, a piece of salmon with roasted potatoes and broccoli, tofu stir-fry with brown rice and vegetables, or a Greek yogurt bowl with granola and berries are all delicious, nutrient-dense combinations. –  
*end*





## 2020 Wellness Program Concludes

**NOTICE:** After the close of this year, in order to claim your Wellness incentives earned in 2020, all staff members will need to return 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 15 2021.

- Please ensure that all medical forms are placed inside the smaller, medical envelope ONLY.
- Please ensure that your tobacco affidavit form is provided in the main document envelope ONLY.
- The Committee will review and tabulate final points after the 2021 Health Fair to take place in February. You will then be asked to denote the anticipated choice of incentive, if a choice exists, in connection with a notification of the total incentive points earned once they are tabulated.

An announced 'protest period' will be opened in order to insure proper calculation of points—Protests are intended to correct miscalculations of points. —end

## 2021 Wellness Program Begins

The Wellness Committee has now begun preparations for the 2021 Program year. Notices were provided to all County staff members regarding the return of sign-up sheets for the 2021 Program year by November 15th. If you are one of those individuals who've overlooked this date please provide those to either Jamie or Tim ASAP. We need these in order to place orders for wearables, to print/package/distribute Wellness program materials and to create a signup list for eligible participants on the Wellness portal through Workwells' MyVia portal. If the return of your sign-up sheet is not received, you will assumed to be a non-participant.

In addition, please know that regardless of your choice for using either of the below listed three (3) options, **ALL participants**, with the exception of Option #3, **will be provided access to and must use the MyVia online portal**. This portal will be used to receive submitted data from either a wearable device, or via a scanned, readable calendar-document provided in the Wellness booklet through 2021.

Budgeted funds have been set aside to purchase addition wearable devices for distribution in 2021 and made available to those choosing to make that move for the upcoming year. The use of your own device is equally acceptable. 2021 Wellness materials will be distributed in December.

In short, each option will work similarly, with variation in data collection due to each participant needing to use the online portal.

### **Option #1 & Option #2**

- Option #1—Document exercise/activity using the standard large calendar provided in the Wellness booklet; or,
- Option #2—Provide data exported from your Fitbit/Wearable device for exercise/activity using 'steps' to obtain the stated goal count each day earning a set point value of 20 Points.
  - Use the [www.startmyvia.org](http://www.startmyvia.org) portal to upload the following information throughout 2021:
    - Option #1—Exercise/Activity using similar measurements as previous years; minus double-points for Holidays and Birthdays via PDF scan or legible photo. Points capped per-day are the same, but final points at the end of month will be rounded down to the nearest total divisible by 20.
    - Option #2—Exercise/Activity via Step Count minus double-points for Holidays and Birthdays via exported Excel or PDF spreadsheet.
    - Medical Data; doctors physical, dentist, eye doctor, flu shot outside the SC Clinic, etc.
  - All other data, such as collected by the Wellness Committee, will be uploaded for you; i.e. Webinars, Classes, Challenges, Impact Survey, SC Flu Shot Clinic, non-Tobacco Affidavit, etc.

### **Option #3**

- Non-participation —end



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Wellness Committee**

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

*\*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.*

**Not so fun fact..**

The US spends almost three times more on healthcare than any other country in the world, but ranks last in life expectancy among the 12 wealthiest industrialized countries.

## Holiday Bingo Continues



It's not too late to join your celebrating cohorts for this year's Healthy Holiday Bingo Challenge! The rules are flavored with standard-bingo simplicity. Use the provided game card, found on page #4 in last month's newsletter, note the tasks needing to be completed so to place your mark onto any square. For each "Bingo" you will wrap up five (5) points! There are no additional incentives for discoloring your entire game card. Yet, there IS the potential to stuff up to 60 Wellness Points into your sock.

Remember: the Challenge is on the honor system. No elf wishes to be placed on the naughty list, or see Mr. Scrooge drop a piece of coal into their stocking. The deadline for the return of BINGO cards will be January 8, 2021. *—end*

## 2021 County Employee Health Fair

The Wellness Committee Meeting has begun discussions on the 2021 Health Fair (Screenings) to the degree in which a predictable schedule for the following will occur:

Screenings will again be held on two (2) separate days at two (2) separate locations.

1. **Tuesday, February 23, 2021 at the LEC from 5:00 a.m. to 9:00 a.m. for LEC Staff only**
2. **Wednesday, February 24, 2021 at the Courthouse Assembly Room from 5:00 a.m. to 9:00 a.m. for all other staff members**

Unlike previous years, we've added an extra hour onto each of those dates in order to advance-schedule with added spacing between people coming and going during what is predicted to be a continuation of the Pandemic. We will further limit the number of people per wider time-slot. We are currently working on the deployment of the online scheduler. We plan to use the scheduling site as done in the years past.

Place this event on your calendar. Scheduling will open in January, and demographic sheets will begin circulation at that time also. *—end*

## Healthier Version of Holiday Favs—Seraine Page

There's no need to skip your favorite holiday staples this season. You'll just want to be mindful of high-calorie options and how to make them a bit healthier. There are always ways to make healthier versions of your favorites if you're open to trying them!

Some swaps as a healthier option:

- **If you love:** Sweet potato casserole  
⇒ **Try:** Baked sweet potatoes with coconut oil and cinnamon
  - **If you love:** Eggnog  
⇒ **Try:** A low-fat or low-sugar option
  - **If you love:** Turkey  
⇒ **Try:** Skipping the fried turkey and skin; go for white meat
  - **If you love:** Mashed potatoes  
⇒ **Try:** Sweet mashed potatoes with skim milk
- **If you love:** Baked spaghetti or pasta  
⇒ **Try:** Spiralized zucchini or spaghetti squash
  - **If you love:** Creamy dips and chips  
⇒ **Try:** Swapping the mayo in a recipe with mashed avocado or Greek yogurt
  - **If you love:** Mac and cheese  
⇒ **Try:** Butternut squash mac and cheese *—end*

