

Saline County Wellness Committee
January 12, 2015

The Saline County Wellness Committee meeting was called to order at 7:03 a.m. on January 12, 2015. Present were Tim McDermott, Sharon Jelinek, Bruce Filipi, Linda Kastanek, Marv Kohout, Brandi Kelly, Jenn Chavez, Tad Eickman and Kerry Hagemeyer (conference call). Guest: Alan Moore.

Kerry welcomed new Wellness Committee Member Tad Eickman and guest Alan Moore.

The previous minutes were reviewed. Tim made a motion to approve the minutes from the December 29th meeting, seconded by Sharon. Motion approved.

It appears that there was miscommunication regarding the last Bingo Challenge in 2014. There were committee members who interpreted the instructions in different ways, some were under the impression that each month's bingo was worth 25 points if they received a bingo (possible total 75 points) and while others understood it to be a single challenge that lasted three months (total 25 points). The September 10, 2014 minutes, it read "...with a **3 month Bingo Challenge**. There will be a different Bingo card for October, November and December. ...**The 3 month Bingo Challenge will be worth 25 wellness points, if the criteria is met. In order to receive the 25 wellness points, the participant must complete atleast1 bingo each month.**"

Kerry mentioned that she had re-read the instructions that were actually placed on each monthly card and felt that the instructions could be interpreted in both ways. As there was confusion regarding the instructions, Sharon made a motion to allow the participants 25 point for each bingo sheet they turned in, regardless to if they received a bingo or not - totaling 75 points for the 3 month challenge, seconded by Linda. Motion carried. Prize qualifications will remain the same as the September 10th minutes stated.

Kerry has been finalizing things with Madonna regarding the February Health fair. In visiting with Sande, there are a couple of things that need to be decided so that Madonna can proceed with their process. It was asked how we want to handle the Vitamin D tests. After our last meeting, we found out that Blue Cross Blue Shield will no longer cover the costs for the additional tests; therefore the cost for the Vitamin D test would be \$40 per person. After some discussion, Marv made a motion to cover the cost of the Vitamin D tests for the employee's whose doctors have requested that they receive the test. This only covers employees. Jenn seconded the motion. Motion carried.

Another thing that Madonna needed cleared up was the time for the Health fair. After Kerry and Sande's discussions, it we decided that on February 17 the time would be 6:30 a.m. – 9 a.m. at the courthouse. February 18 the time would be 5 a.m. – 8 a.m. at the jail. It was recommended that those working the fairs be there at least 30 minutes prior to the starting time. When completed, the schedule will be forwarded so that those can start signing people up. Contact people will be Jenn, Bruce and Sharon.

Madonna plans to have the results available for distribution to the committee members on March 5th at 11 a.m. They will also plan to submit the results to the listed doctors at that same time.

It was asked if there were any further questions regarding the 2014 Booklets. There were no questions.

Jenn, Alan and Tad presented a number of concerns that they are hearing from various employees during the process of signing up for the 2015 wellness program.

Concern #1: There is the need for more clarification on the insurance portion – how it will affect the employee as well as those who have opted out of the insurance. (see attached email explaining the insurance portion)

Concern #2: What has changed that the Board of Commissioners has determined that the employees should be responsible for paying a portion of their insurance?

Concern #3: The number of points assigned for the exercise. Employees feel that if the highest level of incentive is 8000 points, then the 20 points per hour for working out needs to be raised in order for the goals to be attainable. Brandi informed the group that if an employee works out 365 days 1 hour per day, at 20 points, it calculates to 7300 points. That does not include the days where people get double point days for exercise. Tim has also created a spreadsheet and determined that a person working out 1 hour a day, 21 days a month, will earn 5040 points in exercise. While a person who works out 30 minutes per day, every day of the year will earn 3650 points.

Concern #4: People don't understand why they are not able to use exercise done during the work day. Example: people who walk miles a day for work or those who do physical labor on the job.

Jenn and Alan recommended a couple ways to allow people to have a successful experience with the first wellness challenge. Recommendations were made to: make the exercise points more than 20 points for the hour; to place points on the amount of sick leave that people have or points for each month you don't call in sick and finally to have a different step up toward the maximum points. After some discussion, Tad stated that the calculating points on a monthly basis regarding the sick leave could become a touchy subject.

After discussion of all the concerns and recommendations, it was decided to wait until after we have received the books from 2014 to determine if there is actually any need to make adjustments to the current program. Marv did remind the group that all point totals and changes can become retroactive if decided upon at a later time.

The 2014 beta testing of the Impact Survey was completed back in December. Kerry has talked with Lisa Henning from Unico and has found that there have been some issues with the original report. As an example, it stated that there were 40 individuals that completed the survey; however, some of the people listed were not even from Saline County. Lisa informed Kerry that they are working on their side to get this issue cleaned up.

It was suggested to open the impact survey back up for those who did not participate in December so that they could get their 500 points. Kerry will talk with Lisa to see if that would be a possibility. Marv made a motion to offer a second go around on the impact survey to those who missed the December test. The employees will need to

use their 2014 bloodwork for the survey. The test will need to be completed by a date set by the committee. Seconded by Jenn. Motion carried.

As of the meeting date, there are just a few more individuals that need to be presented with the 2015 wellness program. Sharon reported that there have been 8 or 9 people who have turned in the 2014 wellness program packets.

A question regarding the flu shot had been presented to Brandi. It was asked, if a person can't take the flu shot due to a medical condition, can they still get the points if the doctor told them that they could have the pneumonia shot instead, as part of the reasonable alternative standard. After discussion, it was determined that no, they could not get the points for taking the other shot. There are multiple other ways within the program to attain the missed points.

As part of the current Crazy 8 Challenge there is a component on alcohol. If a person drinks alcohol they lose points. Someone asked Kerry, what if their doctor recommends that they have 1 glass of wine each day? Do they lose points or make adjustments for situations like that? It was decided by the committee to leave the rules as is. No changes.

Regarding the monthly educational classes, it was suggested to Linda to try to set up the classes the same time each month. After discussion it was decided to leave as it currently is since we have to actually work with the schedule of the presenter and the availability of the extension office. The group was also reminded that majority of the classes are recorded and are available to be checked out.

Linda also checked into a speaker from CAMC for the February monthly meeting. She was quoted a price of \$250 per hour. Tad said that he would check into this cost and see if there was something that could be worked out so that the price was lower.

Tim informed the group that the vending machine has now been placed in the first floor hallway of the courthouse. In prior meetings, discussion was held on the possibility of using other vendors, but due to costs, it had been determined to purchase the products from Sam's Club. He invited anyone on the committee who would like to help will filling the machine, that he would show them where the products are currently located. Brandi has created a couple spreadsheets that need to be filled out when the products are being refilled in the machine. One of the spreadsheets provides a list of the items and is intended to be used to help determine the amounts refilled into the machine and also to keep track of the supply of the items. The second spreadsheet is to keep track of the money taken out of the machine. The spreadsheets will be kept in one of the cabinets that hold the supplies.

Kerry has created a sample spreadsheet that could possibly be used by the committee prior to the 3rd party reviewer verifying points. It would list the different items that the committee found that the employee completed to earn points toward the 2014 program. Tim suggested that there also be language placed on the form to allow the person to indicate that they disagree with the points assigned. There should also be a time when the employees can come and visit with the committee and explain why they feel that the points were calculated incorrectly.

As for discussion on the who and when the 3rd party reviewer will be, it was decided to table the conversation regard until after the 2014 packets have been turned in.

At this time, there are 3 or 4 people that Marv and Kory have in mind to send letters to. One item we need to keep in mind is that the awards are supposed to be presented at the employee recognition dinner, which is currently set for April 10, 2015.

Kerry informed the group that we did receive both of the NIRMA Assist grants that we applied for. We received \$275, which is ½ of our WorkWell Dues and \$25 per person, per blood test with a max of \$2,000 for the health fair. Both of these grants are the same as we received last year.

In regards to the monthly newsletter, it had been suggested that maybe we could include like a “Caring Corner” that would talk about things that are happening in people’s lives, such as births of new babies/grandbabies or someone is in the hospital or anything along those lines. Tad felt that if the employee agrees to voluntarily release that information into the newsletter, he doesn’t feel that we would be violating any privacy issues. However, if someone told a committee member something and it was then placed in the newsletter without the employee’s approval, then there could be some privacy issues. He felt that it would be best to stay away from something like that.

Kerry had emailed copies of the current results of the Impact Survey to the committee members so that they could have an idea to what the reports look like. It was decided that since we are talking about opening up the test to the other individuals that we would table the reports until after some of the issues are cleared up. She will email the committee members after she talks with Lisa Henning regarding opening the test back up.

As a reminder the next WorkWell meeting is going to be in Lincoln on January 20th. Committee members are supposed to let Kerry know if they are interested in being signed up for the meeting. At this time, Tim is the only one signed up.

Kerry asked if there was any more business. Sharon stated that it was suggested to her to possibly have the challenges set up and placed on the calendar prior to providing them the book. Comments were made that it may be hard to do since we don’t always know which challenges we are doing and when. A concern that has been brought forward to Sharon is that when the streets and sidewalks are icy and snow packed that it is hard for Deb to get over to the fitness center. It was suggested to have Deb contact someone to her get across the street and to the door. Marv stated that this would also be something that needs to be presented to Dan, Kim or Lyle to see if there is anything else that could be done to better accommodate her.

Tad wanted to know if there is anything on the county website regarding the wellness program and if the 2015 wellness program is on the website. Tim stated that yes there is a number of things about the wellness programs on the website. However, at this time the 2015 wellness program is not on the website. Tim and Sharon stated that they would work on placing the 2015 wellness program on the site. Kerry mentioned that she will also include a list of the committee members so that if people have questions, they can contact any one on the list.

It was reminded that Kory and Jenn would volunteer to work the Health Fair at the jail and that Sharon and Kerry would volunteer to work the Health Fair at the courthouse. It was also suggested that they show up at least 30 minutes prior to the start time. *

The next meeting is scheduled for February 19 at 7 a.m. in the assembly room to discuss things such as challenge, how the blood test went and more information on the impact survey.

There being no further business meeting adjourned at 8:37 am

Brandi Kelly
Secretary

* Bruce will be in charge of getting drinks and snacks for those two days.