

Saline County Wellness Committee  
February 19, 2015

The Saline County Wellness Committee meeting was called to order at 7:04 a.m. on February 19, 2015. Present were Tim McDermott, Sharon Jelinek, Bruce Filipi, Linda Kastanek, Marv Kohout, Brandi Kelly, Jenn Chavez, Tad Eickman, Kory Mullen and Kerry Hagemeyer.

The previous minutes were reviewed. Tad made a motion to approve the minutes from the January 12th meeting, seconded by Kory. Motion approved.

Kerry informed the group that the winners of the 3 month Bingo Challenge were Judy Florian (received most bingos) and Anita Novotny (name drawn). Judy opted to receive the 30 minute massage from Wilber Massage and Anita opted to receive the dinner and movie option at Isis Theatre and 9<sup>th</sup> Street in Crete.

As the incentive awards are taxable, discussion was had on the process that would need to be followed when submitting the receipts to the Clerk's office for both payroll and claims. Whoever purchases the prize will need to make a copy of the receipt for reimbursement and give to Anita Bartels and make another copy of the receipt stating the recipient's name, amount and "FB" for Fringe Benefit and give to Daryl Fikar. You will also need to inform Sharon for she will also be listing the individuals and the prize amount on a spreadsheet that she has in her office.

The group was reminded that the Crazy 8 Wellness Challenge ends on February 27<sup>th</sup>. If the participant attains 1,000 points they will receive 25 wellness points. If they attain 1,350 points they will receive 50 wellness points. Jenn, Kory and Sharon will be the contact persons to return the log sheets to. You can then email the sheets to Kerry so that she can update the 2015 points spreadsheet.

Kerry provided Wellness Challenge ideas from Madonna. There are three challenges that Madonna will be doing this year. They are: Slash the Sodium, Fruits & Veggies and Breakfast Bites. Each challenge runs about 3 to 4 weeks long. The first challenge will be offered to Saline County in March. If we choose to participate, we can send the results to Madonna and they will calculate percentages for us to submit to all employees. If we decide to do the challenge on our own at a later time, we could just calculate the results and percentages on our own.

Kerry will place the Slash the Sodium information in the March newsletter. After discussion it was decided to start this challenge in April.

There has been a question regarding if we want to allow the individuals to be able to watch past year's videos and still receive the points in the current year. After discussion, Tad made a motion to allow individuals to watch the past year's videos and receive 25 points each time, seconded by Jenn. Voting aye was: McDermott, Filipi, Kastanek, Chavez, Eickman, and Mullen. Voting no was: Kelly and Kohout. Motion carried.

Dan Johnson has built a coat rack for the fitness center. There has been a suggestion to have a shoe rack/mat area so that people don't track rocks, salt, etc. on the new carpet and on the machines. Linda was asked to make a sign to remind people to

make sure their shoes are cleaned. It was also suggested to contact Dan to find a brush mat to go outside of the door so people can wipe their feet before going into the fitness center.

Kerry wanted to know how the new format of the newsletter went. From the consensus, it sounded like it went well. Bruce will have to make sure that a newsletter goes up in the various shops so that those without emails/internet will still have the opportunity to read them. Kerry reminded the group that the answer to the questions will not be imbedded in the newsletter like previously discussed. They will have to search for the answer and then she will place the answer in the next month's newsletter.

Regarding the vending machine, Tim has discovered that we can adjust one of the trays to be all single coils, instead of having the double coils in the middle of the tray. There would be about a \$200+ cost to this, but it would allow for more selections of items. Brandi and Bruce informed the group that they have been refilling the machine at least once if not twice a week. At this point, there are only a couple of drink items that are not going over real well, but it could be that they are more of summer drink rather than a winter drink.

Brandi had requested that something be placed on the machine to ask that people do not try to tip the machine when items are stuck or money isn't coming out. She felt that for liability issues it was important to have something on the machine. Tim and Bruce did mention that there was a stabilizer on the bottom of the machine to prevent the machine from tipping over. After some discussion, Tim stated that he would make a small sign to place on the machine to inform individuals that if they are having issues with stuck items or not receiving change to contact the Assessor's office.

Brandi had also asked if we needed to have the Health Dept inspect the items in the machine. In a webinar with Unico, Lisa Henning had mentioned that at their place of business they had a Health Inspector look at their machine. Marv felt from that conversation that they were looking more at the dietary content rather than looking at the expiration dates of the items.

Marv mentioned that the Sheriff's office has talked with Tim regarding the possibly of purchasing a healthy vending machine for the jail.

Discussion was previously held on allowing people to take the Impact Survey again to receive the 500 points for the 2015 Wellness program. Lisa Henning advised Kerry to wipe out the results from the December survey and have those individuals take the survey again with the rest of the employees so that we would all have the same "base year" rather than trying to work with two separate "base years". If we did the survey again in March, we could have Madonna drop in the blood work information from the current health fair into the survey making the employees time in the survey even less, since those questions would already have that information inputted.

As this would no longer be a beta-test of the survey, there would be a fee of \$6 for the online tests and \$7.50 for the written test. There also would be an option to get the online test down to the \$3, the Commissioner's would have to agree to allow Unico to come and offer other policies such as a 401K, accidental insurance to the employees. However, Kerry does not know if this \$3 option requires someone actually signing up or just having them come down and offering it to the employees. She said that Tim and

Marv could talk to Lisa further regarding this if they decided they wanted to proceed that way.

After much discussion, Jenn made a motion to wipe-out the 2014 survey results and offer the survey online to everyone in March 2015. They would also allow 500 points for taking the survey. So those 39 people who took the survey in December would receive another 500 points. The test will need to be completed by a date set by the committee. Marv seconded. Motion carried.

When Kerry talked with Lisa Henning, she asked if we had placed a Reasonable Alternative Standard into place in the 2015 Wellness program. She then asked if we had anyone ask about the RAS. Kerry told her that one person had asked about the flu shot. Lisa told Kerry that we have to offer them the points for both the 2014 and 2015 programs since the law was in place, even though we didn't have any verbiage in the 2014 wellness program. Marvin and Tim disagreed. They felt that we have enough way to gain points. There is a court case in regards to the RAS.

32 people have returned their packets for the 2014 Wellness program.

The 3<sup>rd</sup> party reviewer discussion was tabled until March 5<sup>th</sup> when we talk with Madonna.

It was also decided to table the discussion regarding the 2015 Wellness program questions, such as points for sick leave, questions from last meeting, insurance and the email concerns until another meeting.

There will be a Heart Health class tonight at the Extension office at 5:30 with Daisy Pulliam. On March 10, there will be a class regarding asthma. Linda has also been in contact with Stacey Brandt regarding stretch bands for the possible meeting in April. Kerry has talked with Stephanie Krivohlavek and she isn't really ready to do a presentation regarding massages and Josh Heller has informed Linda that he does not want to do any presentations.

The health fair was held on Tuesday and Wednesday. There were additions and a couple people in each place that did not show up. It looks like the cost will be about \$1,900 for the costs after the \$2,000 grant money. Madonna plans to have the results available for distribution to the committee members on March 5<sup>th</sup> at 11 a.m. They will also plan to submit the results to the listed doctors at that same time.

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. At the previous meeting, 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. The group decided to not proceed with this idea.

Marv mentioned that the committee will be updating the job description advertising for the position for someone in the Saline County area. Marv mentioned that he sees it being advertised within the next 30 days or so. Kerry mentioned that she has a

couple ideas for possible candidates for the position. She also wanted to know if they still planned on Kerry being here through the end of April. Marv said that it will depend on the applicants.

Yearlong National Wellness Institute Membership is free so Kerry will sign us up again for another year.

January 20<sup>th</sup> WorkWell meeting, Kerry listened to and it was about Grief in the Workplace. She will then forward the flyer as it does affect everyone.

Adam Zobel from Public Health Solution came and visited with the group. They are doing presentations around the Crete and Beatrice area regarding subjects such as cancer prevention, online health assessments and health screenings. When they identify these individuals with risks, they will work with the individual and their medical provider or will help them with medical assistance.

They also host lunch and learns where they come and visit with groups regarding the three largest cancers that are prominent in Saline County, as it is an at-risk county. It suggested that maybe we could have them come down and do multiple sessions for the different shifts.

Nirma online webinars, they were really focused on the reports and thought that we could sit down and start looking at our data that we are receiving and setting up some goals for our program.

Kerry then went over various dates for upcoming WorkWell classes that were being held for February through April. If anyone is interested in attending, they should let her know and she can sign them up.

The thank you cards for speakers were discussed that we need to send them out to those who have presented in the time since Kerry has left. Jenn stated that she has some at home and would bring them to the March 5<sup>th</sup> meeting, so that we could sign those and get them ready to be sent out.

Discussion was held on what all we should do after Madonna came with the blood work. It was decided that those who could stick around would go through the packets and verify the exercise points.

Vicki Goodrich, Greely County Treasurer, contacted Kerry regarding the possibility of the having some of the group do a presentation for the Treasurer's Workshop on June 17<sup>th</sup> in Beatrice. Marv and Jenn agreed to be part of the presentation.

Kory had a question regarding new hires. If people go in and had blood draws elsewhere throughout the year can they get points. It has been told to others that if it is similar to what was provided at the health fair, then yes, they would receive the points for the year.

Kory also had a question regarding the "water" consumption. After much discussion, water is water!! Adding anything does not count. Because if you add drops/powder then it is now something else (coffee, tea, crystal light) and no longer water.

Jenn had question on the bonus points for the newsletter. They are having them write the answer and then placing Jenn's name next to it.

The next meeting is scheduled for March 5 at 11 a.m. in the commissioner's room.

There being no further business meeting adjourned at 9:37 am

Brandi Kelly  
Secretary