



SALINE COUNTY EMPLOYEE  
**HEALTH & WELLNESS**  
MONTHLY INFORMATION NEWSLETTER

JANUARY/2015

*"Providing opportunities for employees to develop healthier lifestyles and supporting an adoption of habits & attitudes contributing to their positive well-being."*

**HEALTH IS LIKE MONEY, WE NEVER HAVE  
A TRUE IDEA OF ITS VALUE UNTIL WE  
LOSE IT**

### 2015 WELLNESS BOOKLETS

Wellness Committee Members will be handing out the new 2015 Wellness Booklets. All employees will be notified of the program and ALL employees will need to sign an application indicating whether or not they choose to participate in the program. If you have any questions, please contact any wellness committee member.

### SALINE COUNTY 4<sup>TH</sup> ANNUAL HEALTH FAIR

The Annual Health Fair is schedule for:

Courthouse, Tuesday, February 17<sup>th</sup>, 6:30 -9:30 am

Jail, Wednesday, February 18<sup>th</sup>, 5:00 – 8:30 am

Wellness Committee members will be coming around to schedule appointments in January. The blood tests will be **FREE** to **ALL** county employees and **FREE** to spouses covered by the county's Blue Cross Blue Shield of Nebraska insurance plan. We will be offering CMP, CBC, Lipid Panel, TSH and Biometric Testing. In addition, we will also offer PSA testing for our male participants and A1C for diabetics. 500 Wellness Points

### 2014 WELLNESS BOOKLETS

The 2014 Wellness Booklets should be turned in to a wellness committee member by January 30, 2015. When you turn in your booklets, you will be asked to sign a Nicotine Affidavit. You will also need to turn in any paperwork proving you have had complete blood work done (if not at the county health fair), physical, eye exam, dental exams and flu mist/shot (if not when the county offered the flu shots). If you have any questions, please contact any wellness committee member.

### NEW CXWORX CLASS STARTING JAN 5TH

Stacey Brandt will be starting a new class called CXWorx on January 5<sup>th</sup>, 2015. The class will be on Mondays and Wednesdays from 12:15-12:45. The cost is a typical punch card (6 for \$50 and 12 for \$80). The punch card is good for all three classes, including: Body Pump, Body Flow, and CXWorx. ALL FITNESS LEVELS WELCOME. TRY FIRST CLASS FOR FREE.

The class is called CX Worx. It is a 30 minute core workout class. All the moves in CX have options, so they are challenging but yet achievable for your own fitness level. During the 30 minute workout the instructor will guide you through using correct technique as you work with resistance tubes and weight plates, as well as body weight exercises like crunches and hovers. You will also get into hip, butt, and lower back exercises. Exercising the muscles around the core will provide the vital ingredient for a stronger body. **A stronger core makes you better at all things you do, from everyday life to your favorite sports-it's the glue that holds everything together.**

#### Body Pump/Body Flow Schedule:

Monday: 5:30-6:30 pm (PUMP)

Tuesday: 5:40-6:30 am (PUMP)

Wednesday: 5:30-6:30 pm (FLOW or PUMP, depends)

Thursday: 5:40-6:30 am (PUMP)

Friday: 6:15-7:15 am (PUMP)

### NIRMA ONLINE UNIVERSITY CLASSES

The following online classes are offered FREE from Jan 1 to Mar 31. (25 Wellness Points each)

- Workplace Harassment
- Personal Professionalism
- Eating Disorders

### Wellness Committee Contacts:

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### **NEW HEALTHY VENDING MACHINES COMING**

The healthy snacks located in the Commissioner's Vault will soon be relocated. We will be removing the existing three vending machines in the courthouse and replacing them with a healthy snack machine owned by Saline County in January.

### **WELLNESS NEWSLETTER CHANGES**

The Wellness Newsletter will no longer be mailed to each employee's house. The newsletter will be placed in each office and emailed to all employees that have supplied their email address. In addition, the newsletter will be listed on the Saline County website at <http://www.co.saline.ne.us/wellness>. It will also be listed on the Saline County Facebook group **Saline County Wellness**. Please check out this group or "friend" Kerry Hagemeyer to be invited. In addition, the minutes to all wellness meetings are also posted on both sites.

### **BONUS: 25 WELLNESS POINTS**

**How many bones are in the adult human body?**  
Contact any wellness committee member with the answer by the end of January to receive 25 points.

### **MAJOR CHANGES TO THE 2015 WELLNESS PROGRAM**

#### **HEALTH INSURANCE PREMIUM REDUCTION INCENTIVES**

1. 4000 points: 33% reduction in the employee ONLY, premium buy-in
2. 6000 points: 66% reduction in the employee ONLY, premium buy-in
3. 8000 points: 100% reduction in the employee ONLY, premium buy-in

Beginning July 1, 2016 the employee portion of Health Insurance will be 10% of the total employee only premium. This percentage can be reduced or eliminated with participation in the yearly Wellness Program. Above are the points that have to be accumulated to receive the reduction or elimination.

(Union represented employees in the Roads Department had an effective date of July 1, 2014)

This applies to employees **NOT** covered by the county's Blue Cross Blue Shield insurance plan as well.

#### **PRIZES AND AWARDS**

The general rule states that any award or prize given by an employer is taxable to an employee as wage, to be included on their W-2 and subject to Federal tax withholdings, as well as Social Security and Medicare taxes.

#### **REASONABLE ALTERNATIVE STANDARD**

If you think you might be unable to meet a reasonable standard for a reward under this wellness program, you might qualify for an opportunity to earn one of the same rewards by different means. Contact the Clerk's office and the Wellness Committee will work with you (and, if you wish, your doctor) to find reasonable alternatives to the wellness program with equal levels of reward that are right for you in light of your health status.

NOTE: A declaration of the need to request a Reasonable Alternative requires: Your notification within 30 days of the start of each program year, or within 30 days of an injury or illness that would also require an alternative standard.



Day	Date										
Mon	February 23, 2015										
Tues	February 24, 2015										
Wed	February 25, 2015										
Thurs	February 26, 2015										
Fri	February 27, 2015										
<b>TOTAL WEEK 8</b>											
<b>TOTAL POINTS</b>											

## New Challenge Starting January 5, 2015

This challenge is FREE to join. It is an 8-category, 8-week challenge, starting January 5, 2015 and ending on Friday, February 27, 2015

**There are 8 categories (and one BONUS category) in which you can receive points:**

**\*Water**--1 Point for every 8 oz of water drank during the day

**\*Exercise**--5 Points for every 15 Minutes of continual exercise per day (30 min = 10 pts, 45 min = 15pts, 60 min = 20 pts) **(MAX 20 Points/Day)**

**NO EXERCISE POINTS DURING PAID WORKING HOURS EXCEPT FOR BREAKS**

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

**\*Fruits or Vegetables**--1 Point for every serving of Fruits or Vegetables you eat each day

**\*Alcohol**--1 Point for every day you do not consume alcohol, 0 Points if you have one, SUBTRACT 1 point for every drink you have over 1 a Day **(MAX 1 Point/Day)**

**\*Relaxation**--1 Point for every day you do something to relax (Ex. Massage, Read a Book, Hot Bath, etc.) **(MAX 1 Point/Day)**

**\*Education Class**--25 Points each for attending the January & February Monthly Educational Classes (25 points if you cannot attend the class but watch the video).

**\*Blood Tests**--100 Points each if you have your blood work done at the Saline County Health Fair

**BONUS**--Weight Loss--1 Point for Every Pound You Lose from 1/5/2015-2/27/2015

In order to receive 25 Wellness Points for Participating in this challenge, you must have at least 1,000 points at the end of the 8 weeks. If you have 1,350 or more points at the end of the 8 weeks, you can earn 50 wellness points! You will need to turn in your log sheet by Friday, March 6th to any wellness committee member to qualify.

Only employees can qualify for wellness points during this challenge, but we encourage you to get your whole family or a buddy involved.

If you would like an electronic version that calculates you totals, email me at [yellowbrickroad0471@yahoo.com](mailto:yellowbrickroad0471@yahoo.com)

**This Challenge Is On The Honor System--If You Cheat, You Are Only Cheating Yourself**

# Make Weight Management a Lifetime Goal

The stats on maintaining weight loss are less than stellar. The vast majority of people who lose weight on a diet gain the weight back within a few years, mainly because the strategies you use to lose weight won't necessarily keep weight off, according to a recent Penn State University study. Researchers identified the following four tactics associated with weight maintenance, but not weight loss: a consistent exercise routine; eating plenty of low-fat protein; reminding yourself why you need to control your weight; and rewarding yourself for following a healthy lifestyle.

"The key to keeping weight off after a diet is incorporating habits of sound nutrition, regular exercise, and reasonable expectations that you can stick to for a lifetime," says Joan Salge Blake, MS, RD, clinical associate professor at Boston University. "These lifestyle changes are an investment in your future." Here, get more expert tips and tricks for keeping those pounds off for good!

## *Enjoy Exercise*

The type of exercise you do is not as important as picking an activity that you enjoy and can stick with. "Regular exercise keeps you sensitive to insulin, which means you burn fat instead of sugar, are less hungry, and stay slimmer. It also helps you feel good," says Susan E. Schenck, MS, nutrition expert and author of *The Live Food Factor: The Comprehensive Guide to the Ultimate Diet for Body, Mind, Spirit and Planet*.

## *Count Calories the Right Way*

Studies show that restrictive diets requiring careful calorie counting don't work over the long haul. "Strict calorie counting is not sustainable. For a woman, you can count calories by making sure your meat or fish portion fits in the palm of your hand — about 3 ounces. For a man, think in terms of the size of your credit card. Now double that portion with a vegetable, and fill the remaining part of the plate with a whole-grain food. Calories do count, but you need to go beyond the numbers and start thinking in terms of calorie quality," advises Blake.

## *Fill Up With Fiber*

"Fruits, vegetables, and whole grains are kind to your weight," says Blake. "These high-fiber foods will fill you up before they fill you out. You should be eating four to five cups of fruit or vegetables every day. Having a salad before your meal has been shown to decrease calories by 10 percent. A cup or bowl of vegetable soup before your meal will work as well."

## *Control Your Carbs*

"Keep carbohydrates to a minimum because spiking your blood sugar with something innocent-seeming such as a baked potato can cause a rise in insulin, a hormone that causes your body to store fat. If you are running on sugar, you will be hungry all day," says Schenck. But on a lower carbohydrate diet, you will be burning fat so you won't be hungry between meals. Don't use artificial sweeteners like aspartame, she advises, because they may actually make you gain weight.

## *Downsize Your Portions*

Plate sizes have increased by as much as 20 percent over the years. "Take a look at your grandmother's plates and cups," notes Blake. "The natural tendency is to fill up these bigger plates with food and then to clean off your plate. That means more calories per meal." Since smaller portions are key to weight management, Blake advises investing in smaller plates or cups — or leaving part of the dish empty.

## *Learn About Proteins, Minerals, and Vitamins*

Proteins, like chicken, fish, and egg, can help you avoid cravings. Minerals can aid in the metabolism of carbohydrates, fats, and protein. Vitamins also play a role. Niacin, for example, helps maintain muscle mass; vitamin B6 maintains blood glucose levels, minimizing sugar cravings. The bottom line? "Eat protein foods, balancing them throughout the day, and take a good nutritional supplement," advises Marnie Dominy, MS,

author of *Choosing Your Healthy Path: A 24-Week Inspirational Guide to Weight Loss and Wellness*, and professor of health science, personal wellness, and weight management at Olympic College in Bremerton, Wash.

### *Don't Forget Dairy*

The American Dietetic Association suggests including dairy foods in your diet for weight management. According to the National Dairy Council, three servings of milk, cheese, or yogurt a day can help you lose weight and burn fat. "Low-fat or non-fat dairy products are an important source of the vitamin D that Americans are short on and are rich in calcium, which is an important part of your diet," says Blake.

### *Weigh the Facts About Weighing Yourself*

Frequently checking your weight can be motivating for some people, but discouraging for others. Although hopping on the scale regularly can help you make sure the weight you lost isn't creeping back, be aware that weight fluctuates daily, even hourly. Or consider what Blake calls the "tight pants test." "You know when you're gaining weight by the way your clothes feel. If you feel comfortable in your clothes, your weight management plan is probably working," says Blake.

### *Start a Food Diary*

"Keep a daily food log," says Schenck. "You would be surprised at how easy it is to forget how much you have eaten in one day! Just jot down the foods and, if possible, the approximate calorie count." According to the National Heart, Lung, and Blood Institute Obesity Education Initiative, keeping a food diary and an activity diary is one of the best ways to help both weight loss and weight management. You can include your diet, your daily exercise, and your weight goals.

### *Keep a Healthy Attitude*

Staying positive and motivated is an important part of weight management. For some people, motivation may come from a health issue; for others just looking good might be enough. "To keep weight off after a diet, make peace with your food and your body," says Debbie Mandel, MS, fitness and stress expert, and author of *Addicted to Stress*. "A great deal of weight gain is due to stress, and exercise releases stress and improves mood. Get sufficient sleep to regulate your hormones. Eat balanced meals. But most of all, don't become obsessed with your weight. You will feel lighter if you release your resentment and see yourself as fit and beautiful."

# The Complete Crash Course on Clean Eating



From diet books and recipes to your Instagram feed, the clean eating trend seems to be everywhere lately. Read on to find out what it's all about and if it's really worth trying.

*By Jocelyn Voo*

## Defining Clean Eating

Maybe a new raw cafe has sprung up in your neighborhood, or you read about Katy Perry and Gwyneth Paltrow being fans. Either way, eating "clean" is gaining traction -- but what does it actually mean, and how is it good for the body?

Clean eating is a deceptively simple concept. Rather than revolving around the idea of ingesting more or less of specific things (for instance, fewer calories or more protein), the idea is more about being mindful of the food's pathway between its origin and your plate. At its simplest, clean eating is about eating whole foods, or "real" foods -- those that are un- or minimally processed, refined, and handled, making them as close to their natural form as possible. However, modern food production has become so sophisticated that simply eating whole foods can be a challenging proposition these days.

## What Counts as Processed Foods?

First, let's start with the definition of processed food. "Processing" includes:

- Additions of any kind -- everything from salt, sugar, and fat to aid flavor and mouth-feel, to preservatives that keep food from spoiling too quickly, to the vitamins enriching everything from beverages to breakfast cereal.
- Changing the form of the natural food -- for instance, removing the bran and germ from whole grains to create refined bread, mashing apples into applesauce, or stir-frying veggies.
- Foods with components manufactured in a lab. (You probably don't need clarification on this one, but if the ingredient list has stuff you can't recognize or pronounce, that's a pretty solid indication that it's not natural).

In that light, processed food includes everything from a hot dog (where do we even begin?) to jarred organic pasta sauce and instant oatmeal. And yes, changing the form of natural food includes cooking as well, so even your steamed broccoli is technically processed, albeit minimally.

So why, exactly, is processing so bad -- especially if it's something as simple as adding heat?

## Why Is Processed Food Bad?

In two words: It's not. Or rather, not categorically.

"Processing is not always bad," says Jessica Fanzo, assistant professor of nutrition at Columbia University. "Often processing removes toxins or bacteria, or allows for us to eat certain types of foods in off-season due to freezing or canning." (Pasteurized milk, anyone?)

Processing "can also include altering the consistency or taste of food to make it more appealing," Fanzo adds. So that delicious post-workout kale-celery-spinach-banana smoothie you had? Enjoy that virtuous feeling knowing that you were likely able to down that giant amount of greens because your treat was somewhat processed.

Still, even though pasteurized milk, kale smoothies, and instant oatmeal are all processed, that doesn't make them on par with doughnuts and Diet Coke.

"The key is to avoid foods that are 'ultra-processed,'" says Fanzo -- basically, anything food-product-like or ready-to-heat."

## The Problem with Ultra-Processed Foods

As you can probably guess, the health problems associated with ultra-processed food are numerous. Foods with genetically modified organisms (GMOs) have been linked to cancer and infertility; highly processed foods are stripped of nutrients needed for overall health; and heavily modified food tends to have additives that overstimulate the production of dopamine, the "pleasure" neurotransmitter, perpetuating a negative cycle of constant junk food cravings.

However, there's added reason for pause when reaching for the Pop-Tart.

In a 2011 article published in the *Journal of the World Public Health Nutrition Association*, Carlos Monteiro, professor at the Department of Nutrition of the School of Public Health at the University of Sao Paulo, argues that having ultra-processed foods touted in a way that makes it seem good for you -- *less sodium! no trans fats! vitamin-enriched!* -- actually causes more damage to our collective understanding of healthy eating than we may realize. Considering the increasing abundance of "healthfully" enhanced products in the grocery aisles (or perhaps even your refrigerator), Monteiro may be on to something.

## The Perks of Clean Eating

Thanks to extensive research that has linked eating whole foods with good health, "we do know that largely plant-based diets are healthy," says Fanzo. Multiple studies have shown that diets heavy on fruits and vegetables can curb or prevent certain life-threatening conditions and diseases, such as high blood pressure, type 2 diabetes, and [cardiovascular](#) disease. Plus, there's research linking diets high in fruits and veggies to healthy weight management and glowing skin and hair -- as if you needed more motivation.

## How to Eat Clean

Unprocessed foods include:

- Fresh fruits and vegetables
- Dried legumes
- Nuts
- Farm-fresh eggs

Minimally processed foods include:

- Unrefined grains, like whole wheat bread and pasta, popcorn, steel-cut oatmeal, quinoa, and brown rice
- Frozen fruits and vegetables
- Unprocessed meat; wild over pastured, pastured over grain-fed
- Hormone-free dairy
- Oils

Pesticide-free organic food is preferable to avoid consuming added hormones or chemicals. It's also important to note that eating clean doesn't give you free reign to eat endless quantities. They may be healthy, but they still have calories!

"You always have to think about portion size," says Marissa Lippert, RD, owner of Nourish Kitchen + Table, a seasonally influenced cafe in New York City. "I always encourage people to think of their plate in terms of fifths: three-fifths should be fruits and vegetables, one-fifth should be protein, and one-fifth healthy carbs."

## How to Shop Clean

Realistically, eating clean doesn't mean you need to eat everything raw and straight from the ground. It means choosing minimally processed foods with few ingredients on the label, if it has a label at all. "If you're shopping around the perimeter of the grocery store, that's always a good start," says Lippert. When perusing the main aisles for packaged foods, ask yourself: Where did this food or its ingredients come from? How much has it been processed or handled? The ingredient label should be short, and all ingredients should be recognizable. Scan for easy-to-avoid additives like artificial coloring and flavors.

## How to Cook Clean

Cooking does alter your food, but it isn't necessarily a bad thing.

"While it's true that some nutrients are lost during cooking, like vitamin C, other nutrients are increased when foods are cooked, like lycopene, so it's best to eat a wide variety of foods, in both their raw and cooked forms," says EA Stewart, RD, who blogs at The Spicy RD. When cooking food, "the focus should be on maintaining the integrity of what you are consuming and avoiding high-fat cooking methods such as deep-frying or stewing in animal or vegetable fats," says Miranda Hammer, a New York City registered dietitian and author of food blog The Crunchy Radish.

When cooking, opt for flash-cook methods such as stir-frying and ones without additives like steaming. For fruits and veggies, raw is best, but steaming is a close second in terms of preserving nutritional value and keeping the food's natural integrity.

## The Paleo Lifestyle

The Paleo diet, which promotes eating only foods as our ancestors did during the Paleolithic era, is similar to a clean diet in that they both advocate whole foods. However, the Paleo diet limits food to pre-Industrial Revolution, meaning it prohibits all grains (not just refined ones), legumes, and dairy products, which clean eating does not.

While there are many personal testimonials that Paleo works, some experts are skeptical. "I don't think we need to all eat meat," says Fanzo. Moreover, "banishing major food groups makes no sense from a physiologic point of view. It sets a person up for failure and rebounding weight."

## The Whole 9 Lifestyle and Whole 30

Founded in 2009 by a couple in Texas, the Whole 9 lifestyle is based on nine principles that contribute to a balanced life. Nutrition is one of the core factors, and the lifestyle's eating recommendation is one of whole foods, like meat, eggs, vegetables, fruit, healthy oils, nuts, and seeds.

If you're new to Whole 9, it kicks off with a 30-day detox called Whole 30, in which whole foods are eaten but all alcohol, sugar, grains, legumes, and dairy are eliminated to "push the reset button with your metabolism, systemic inflammation, and the downstream effects of the food choices you've been making."

Experts like Fanzo see the elimination of entire food groups (as with the Paleo diet) as problematic. For some people, though, a short cut-off may help them get in the right "healthy eating" mind-set.

"If a brief, up to one week abstinence from certain foods -- not all foods! -- helps people get in the right mind-set to eat healthier, and they don't have any medical conditions, then I think this is fine from a health and nutrition standpoint," says Stewart. "However I don't think it is necessary, and in many cases it sets people up for an 'all or nothing' approach to their diets."