



Saline County Employee Newsletter

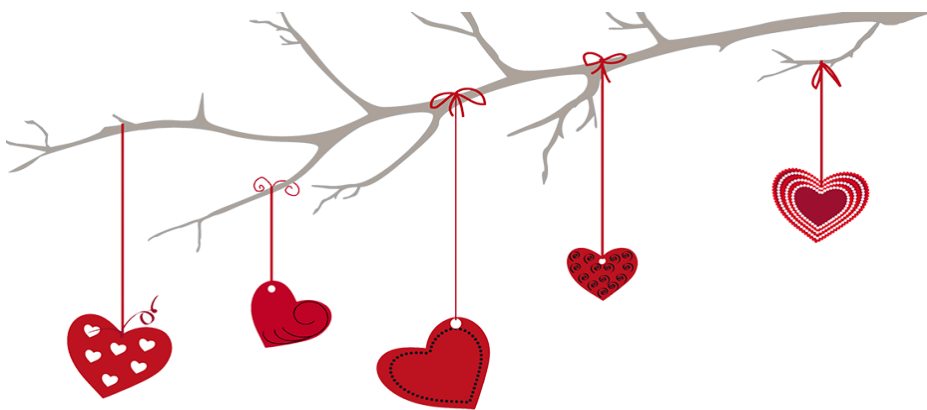
7 TIPS TO HELP YOU HAVE YOUR BEST BIOMETRIC SCREENING YET

by Robyn Whalen—edited for Saline County

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

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

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



INSIDE THIS ISSUE

- Biometric Screening Tips..1-2, 5
- February H2O Challenge 3
- Post-Holiday Budgeting.....4
- Question of the Month4
- Avoiding Sexual Harassment..4
- Leftover Turkey5
- Health Fair Information.....6
- Health Fair FAQ's.....7
- NIRMA Online University.....8
- 2018 Health Fair8
- 2018 Wellness Program8

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

BIOMETRIC SCREENING—CONT. FROM PG #1

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

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

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

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

Stay calm and act natural.

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

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

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

Fast.

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

Pay attention to sugar.

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

Limit the drinks.

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

Drink your water!



28 DAY WATER CHALLENGE

by pepperscraps.com

Day1		Day 16	
Day2		Day 17	
Day3		Day 18	
Day4		Day 19	
Day5		Day 20	
Day6		Day 21	
Day7		Day 22	
Day8		Day 23	
Day9		Day 24	
Day10		Day 25	
Day11		Day 26	
Day12		Day 27	
Day13		Day 28	
Day14			
Day15			

28 Day Water Challenge Rules

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

NOTE: Water = H₂O or H₂O with natural additives—such as lemon or other fruit. No flavored powders, coffees, teas or other such products containing caffeine, alcohol or carbonation are to be substituted for water.

COURTHOUSE PARKING LOT



As the Court-
house
Addition

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

FEBRUARY WELLNESS QUESTION OF THE MONTH

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

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

BONUS: 25 WELLNESS
POINTS for correct answer

**Answer to the January
Question: “46%”*

Email your name and correct answer to: salinewellness@gmail.com

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

AVOIDING SEXUAL HARASSMENT IN THE WORKPLACE—CHAD ENGLE, NIRMA

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

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

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

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

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

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

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

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

—end

7 TIPS —CONTINUED FROM PAGE #2

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

Try not to stress.

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

Know your meds.

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

Understand your results.

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

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

EMOTIONAL INTELLIGENCE WITH CUSTOMERS

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

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

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

BELIEVE IN YOUR NEW YEAR'S RESOLUTION

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

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



Saline County Health Screening

Taking Action For A Healthier 2018!

What's In It for Me?

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

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

Saline County Health Screening

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

Law Enforcement Center: 911 S. Main Street

OR

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

Saline County Courthouse: Assembly Room

Health Screen Includes:

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

Additional Details:

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

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

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

Deadline to Sign Up: Tuesday, February 13th!





Saline County 2018 Health Screening

Frequently Asked Questions

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

OR

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

Why should I participate in the health screening?

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

What is involved in the health screening process?

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

How do I schedule my health screening appointment?

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

Deadline to Sign Up: Tuesday, February 13th!

Why do I need to fast?

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

How much does it cost?

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

Who will see my results?

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

Will my health screening results be sent to my physician?

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

When will I get my results?

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



JANUARY—MARCH,
2018 - NIRMA ONLINE
UNIVERSITY CLASS

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

- ◆ “Sexual Harassment in the Workplace”

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

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

WELLNESS COMMITTEE

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

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

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



2018 HEALTH FAIR

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

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

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

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

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

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

2018 WELLNESS PROGRAM UNDERWAY



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

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

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

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

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