

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.

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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...

March is National Kidney Month



Take the pressure off
Your kidneys and your health

It's nothing to Kidney around about!

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 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.—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

*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:
2nd Annual Shamrock Shuffle

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

Saturday, March 14th, 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 4th, 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 12th or Friday, March 13th or Race Day

Prizes will be awarded to 1st & 2nd 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



**Saline County Nebraska
Wellness Committee**

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Wilber, NE 68465

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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.*

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

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

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.