

# Employee Newsletter



## Special points of interest:

- Happy Easter!
- Forthcoming Final 2019 Wellness Incentives are being processed and to be delivered soon.
- Quarterly Online Class/ Webinar: "Mindful Meal Planning".
- Crazy 8 Challenge April 1st!

April, 2020

Volume 7, Issue 4

## And, this too, shall pass...

In light of the COVID-19 (coronavirus) pandemic, and the fact that the seasonal influenza (flu) virus is also widespread, county departments are taking proactive steps to address a number of business concerns – making practical adjustments with safety in mind. First and foremost, we all want to maintain a safe workplace and encourage and/or adopt practices protecting the health of ourselves, fellow employees, citizens, facility visitors and others. We also want to ensure the continuity of business operations during this pandemic – especially since we are in the business of serving the public.

We trust that each will cooperate in taking steps to reduce the transmission of communicable diseases in the workplace. Employees are reminded of the following:

- Stay home when you are sick.
- Wash your hands frequently with warm, soapy water for at least 20 seconds.

onds.

- Cover your mouth with tissues whenever you sneeze, and discard used tissues in the trash.
- Avoid people who are sick with respiratory symptoms.
- Clean frequently touched surfaces.

It is critical that employees not report to work while they are experiencing respiratory symptoms such as fever, cough, shortness of breath, sore throat, runny or stuffy nose, body aches, headache, chills or fatigue. Currently, the Centers for Disease Control and Prevention recommends that employees remain at home until at least 24 hours after they are free of fever (100 degrees F or 37.8 degrees C) or signs of a fever without the use of fever-reducing medications. Many times, with the best of intentions, we feel the need to report to work even though feeling ill.

*(Continued on page #2...)*

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# And this, too, shall pass—continued from page #1



The County provides paid sick time and other benefits to compensate employees who are unable to work due to illness. Use it if needed! Employees who report to work ill will be sent home in accordance with these health guidelines, as well as those supported by county personnel policy. (There is also new FFCRA entitlements just released.)

*"It is said an Eastern monarch once charged his wise men to invent him a sentence, to be ever in view, and which should be true and appropriate in all times and situations. They presented him the words: "And this, too, shall pass..." How much it expresses! How chastening in the hour of pride! How consoling in the depths of affliction!" – Abraham Lincoln*

And, while this too shall pass, Easter is Forever! May your Easter outshine the gloom. -end

## As if we need reminded...

Coronavirus is making headlines left and right.

As dizzying as it is to read the daily updates, it's important for Saline County to keep common-sense policies in practice during these uncertain times.

That doesn't mean we need to panic, but it is a chance to educate & promulgate.

**Coronavirus** — also known as COVID-19 — is a new disease that causes symptoms similar to the common cold. The reason it's spreading so quickly is that even if a host is carrying it, they may not present symptoms for several days. The virus can also live on surfaces for up to nine days, making it easily transmittable to others.

### Want the facts about the virus?

Below, you'll find your coronavirus cheat sheet for recognizing this health issue in the workplace around you.

### Coronavirus and the Workplace

Unfortunately, in the last few weeks, the outbreak of the coronavirus is causing political, economic, and social upset in a variety of ways.

To date, 196 countries have reported an outbreak or COVID-19, including the United States. The virus is "SARS-CoV-2" but the disease it causes is called "coronavirus disease 2019" or COVID-19.

Schools and workplaces have shut down, entire countries have quarantined residents, local governments have altered protocols and everyday commodities like hand soap and toilet tissue are selling out everywhere.

The World Health Organization (WHO) has declared it a pandemic, but it's not a reason for workers to panic. Below is shared the science-backed facts of how to tackle this topic at work.

### What are the Symptoms of Coronavirus?

Individuals who are feeling unwell in the upcoming months should carefully monitor their symptoms. A test became available mid-January for the coronavirus, so those who believe they have it may be properly diagnosed, after a review by medical staff. You may feel body aches and have a fever at the onset of the virus.

The following symptoms often appear two to 14 days after exposure:

- Fever
- Cough
- Shortness of breath

Emergency warning signs of COVID-19 require immediate medical attention. These may include:

- Bluish lips or face
- New confusion
- Inability to waken
- Persistent chest pain or pressure
- Difficulty breathing or breath shortness

For any other symptoms, call your nurse line or visit your primary doctor. This will free up space in emergency departments for those who are dealing with serious illness.

Important note: Most people recover from COVID-19. About 80% of those who contract it will have mild symptoms, according to a recent World Health Organization (WHO) report. -end



For up-to-date Nebraska Community information visit:

<https://www.nebraskamed.com/patients/covid19>

### 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](http://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:

The next Wellness Committee meeting will be situationally dependent upon forthcoming social distancing measures.

\*Next Safety Committee Meeting: Wednesday, May 20, 2020 in the Courthouse Conference Room, 8:30 a.m.

## Know Your Color—"True Color" Class



# True Colors

Jamie Houser & Anita Novotny were unfortunately unable to orchestrate this meeting given the current social distancing measures

taking place due to COVID-19. It will be rescheduled when appropriate whereby this event will be participatory only; with no video recording capabilities. —end

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April—June, 2020  
Continuum EAP Online  
Webinar Class

The upcoming quarter offers the following Continuum EAP Webinar. Successful completion provides 75 Wellness incentive points. This offering for points is limited to:

**"Mindful Meal Planning"**  
(Return Certificate by 7/10)

## 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](mailto: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—deadline is April 11, 2020

The Saline County Wellness Committee is encouraging all eligible employees to participate in 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.

**Deadline to complete the survey is Saturday, April 11, 2020** at 5:00 p.m. If you have difficulty accessing the Survey, or wish another copy of the instructions, please contact [Tim](#) at 402.821.3900. —end

## Crazy 8 Challenge—begins April 1, 2020

The 2020 "Crazy 8 Challenge" is set to begin right away on April 1st! Use the month of April to challenge yourself with the eight elements found within; drinking plenty of water, getting good sleep, exercising regularly, eating nutritious fruits, vegetables and a healthy breakfast, avoiding the dangers of tobacco and carbonated beverages and finding time to enjoy a hobby or constructed non-work activity.

The challenge sheet is found on the next page of this newsletter. Have fun & be crazy all at the same time! Deadline to return your challenge sheet is Friday, May 8th. —end

April, 2020 Question  
of the Month

In connection to weight loss, a 20-year study of almost 50,000 people found which of the following to be most true?

- A. A Group's attempt at weight loss = mean increase in weight loss
- B. A Group's attempt at weight loss = no difference in weight loss
- C. A Group's attempt at weight loss = mean decrease in weight loss

Email your chosen answer to: [salinewellness@gmail.com](mailto:salinewellness@gmail.com)  
\*25 Wellness Points for a correct answer received prior to the subsequent month's newsletter distribution.

Wellness Committee

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## 2020 Crazy 8 Challenge

Day	Date	Water	Exercise	Sleep	Fruits OR Vegetables	Carbonated Beverages	Tobacco	Healthy Breakfast	Engage in a Hobby	TOTAL POINTS
Wednesday	April 1									
Thursday	April 2									
Friday	April 3									
Saturday	April 4									
Sunday	April 5									
Monday	April 6									
Tuesday	April 7									
	WEEK 1									
Wednesday	April 8									
Thursday	April 9									
Friday	April 10									
Saturday	April 11									
Sunday	April 12									
Monday	April 13									
Tuesday	April 14									
	WEEK 2									
Wednesday	April 15									
Thursday	April 16									
Friday	April 17									
Saturday	April 18									
Sunday	April 19									
Monday	April 20									
Tuesday	April 21									
	WEEK 3									
Wednesday	April 22									
Thursday	April 23									
Friday	April 24									
Saturday	April 25									
Sunday	April 26									
Monday	April 27									
Tuesday	April 28									
	WEEK 4									
	TOTAL POINTS									

*Eight (8) categories in which to earn points:* NAME: \_\_\_\_\_

**\*Water:** 1 Point for every 8 oz of water drank during that particular day

**\*Exercise:** 5 Points for every 15 Minutes of continual exercise per day (**MAX 20 Points/Day**)  
or 20 Points/Day for 10,000 or more steps a day

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

**\*Fruit/Vegetable:** 1 Point for every serving of Fruits or Vegetables you eat each day

**\*Carbonated Beverage:** 1 Point/Day you do not consume soda, beer, etc, 0 Points if you have one (**MAX 1 Point/Day**); and **SUBTRACT 1 point** for every carbonated beverage you have over 1 a Day

**\*Tobacco:** 1 Point for every day you abstain from tobacco

**\*Healthy Breakfast:** 1 Point for each day you eat a healthy breakfast

**\*Engage in a Hobby:** 1 Point for each day you enjoy a hobby for at least 1/2 hour. (*Watching TV is excluded...must list hobbies in box above.*)

*Note the following for this Challenge:*

\* **1 serving of vegetables** is equivalent to **1 cup** of raw leafy vegetables, or **1/2 cup** for other vegetables

\* **1 serving of fruit** is equivalent to **1 medium** piece of fruit, **1/2 cup** chopped or canned fruit;  
1 cup = the size of a small fist; a medium piece of fruit = the size of a baseball

**25 Wellness points** provided for those earning at least **500** Challenge Points

**50 Wellness points** provided for those earning at least **750** Challenge Points

**All entries must be returned by 5:00 p.m., Friday, May 8, 2020 to qualify for Wellness Points!**

# Why is it so Hard to Lose Weight?—Jodi Helmer

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A new study found dieters who reported wanting to lose weight saw the needle on the scale move in the wrong direction, leading researchers to ask the question: Why are dieters struggling to shed pounds and maintain weight loss? Here, a look at the research, why weight loss wasn't achieved and how to make shedding pounds easy and sustainable.

## THE SCIENCE

Research published in JAMA: Diabetes and Endocrinology followed 48,026 participants for almost two decades and found that despite an increase in the percentage of adults attempting to lose weight (from 32.3 to 42.2%), there was a mean weight increased from 176 pounds to 184 pounds during the same time period. Translation: Weight-loss efforts are failing.

"The data suggests current weight-loss attempts and strategies may not actually promote weight loss," explains study co-author Dr. Lu Qi, MD, PhD, director of the Tulane University Obesity Research Center.

## WHY WASN'T WEIGHT LOSS SUCCESSFUL?

The most common strategies participants reported for losing weight included consuming fewer calories, drinking more water and engaging in more exercise, which are all tried-and-true strategies for shedding pounds. The problem, Qi believes, is less about specific weight-loss strategies and more about sticking with them.

"[The data provided] no information about whether people strictly follow the reported attempts and strategies or for how long," says Qi. "In addition to addressing the benefits of weight loss and the risks of obesity, it is also essential to emphasize the importance of adherence."

## WHY CONSISTENCY BEATS PERFECTION

In other words, successful weight loss requires a long-term commitment. "Weight loss is so challenging because people want quick fixes and aren't ready to stick to something long enough to see results," says Chelsea Cross, RD. Instead, aiming for consistency over perfection can help you stay motivated. "If you find that you didn't hit your calorie goal one day or were too busy to work out, instead of getting frustrated and giving up, just get back on track the next day," says Cross. This mindset sets you up for long-term success.

## HOW TO MAKE WEIGHT LOSS EASIER

"Ofentimes, people lose sight of the simplicity of weight loss and get lost in all of the new fad diets ... and that can be a roadblock to weight loss because they end up trying something that's not sustainable, fall away from it and then regain weight and get frustrated," says Cross.

Rather than going on a restrictive diet, Cross suggests setting realistic goals and eating balanced meals that incorporate all of the food groups, including carbohydrates, fat and fiber, to help reduce cravings and make weight loss sustainable long-term. Think of it as a lifestyle change, not a diet. —end

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## Tips on How to Stay Positive During Anxious Times

**Tip #1: Stay Off Social Media:** Stay off the "scroll hole"! When chaos abounds, social media and entertainment news (*and there are plenty of those*) explodes with all the bad news and rumors you can find. Sure, there is some positivity, but it's often the dark news that gets the most coverage. It's also a breeding ground for misinformation. Instead, go straight to the best sources. Manage social media urges by:

- ◆ Canceling phone alerts
- ◆ Asking colleagues not to share
- ◆ Installing apps to minimize scroll time
- ◆ Twitter even has a fantastic option where you can mute specific keywords. Enter Coronavirus and all traces of the word will disappear based on your timing preference — 24 hours to forever. (*Unfortunately, it doesn't work for newsletters.*)

**Tip #2: Start Your Day Off Right:** What gets you in a good mood right off the bat? As soon as you open your eyes, consider tackling a task or activity that makes you feel upbeat. It sets the tone for the day and

when you're happy and smiling, it's contagious — in a good way. A few ways to start your day:

- ◆ Pray
- ◆ Workout
- ◆ Journal
- ◆ Listen to a podcast
- ◆ Make a healthy breakfast
- ◆ Turn on your favorite playlist

However you decide to kickstart your day, always remember: You have control over how you feel even if you can't control what's going on around you. (*Continue on page #6...*)

**"You Bring Your Own Weather to the Picnic."** —Harlan Coben





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**“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.*

## 2019 Wellness Program Incentives

Within the next two-weeks, the Wellness Committee will have nearly concluded the claims process and the bank order for earned incentive gift-cards, or thus provide notification of earned leave-time to Department Heads and the Payroll Clerk to eligible participants, in association with the 2019 Wellness Program.

2019 saw an alternate choice for a Grand Prize at the end-of-year drawing; a \$300 Gift Card. As noted in the 2019 Program booklet, the names included in the drawing were those that earned at least 7,500 points. In addition, those earning points above 10,000 were given additional ‘chances’ as part of the mix. In the end, the name produced by random selection was...Amber Mulbery of District Court. Congratulations! *—end*

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### *Staying Positive Tips—continued from page #5*

**Tip #3: Implement The 5 Second Rule:** Motivational speaker Mel Robbins wrote The Five Second Rule. In it she discusses counting backward from five when you have an impulse to achieve a specific goal. In this case, stopping negative thinking is a perfect way to use the rule. Count backwards from five, physically move your body (*take a walk, shut off the news, etc.*) and reactivate your mind in a positive space.

When to use The 5 Second Rule:

- ◆ When negative thoughts start spiraling
- ◆ A conversation is going the wrong direction
- ◆ You need motivation to get started
- ◆ When you’re trying to learn how to stay positive at work, this is an ideal rule to implement yourself.

Whether it’s needing to change the direction of a negative conversation or getting started on a project, a five-second countdown can give you the boost you need.

**Tip #4: Look for the Good in Others:** During difficult times or periods of uncertainty, it’s easy to see all that’s going wrong — including how people act. Instead of being overwhelmed by the “Negative Nancy’s” or wrongdoers, look for who is doing good. Zoom your focus in on those and watch your perspective shift.

Ways to practice recognizing the good in others:

- ◆ Give a daily-shout out
- ◆ Praise a coworker for a job well done
- ◆ Slow down. Give the benefit of the doubt
- ◆ Look for positive intentions behind actions

Once you start looking for the good in others, it makes it easier to be less cynical. Start looking for one good trait or action in each person you meet or interact with daily. *—end*

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## 100 Miles—100 Days -begins on May 1st

Winter is nearly OVER! Now is a good time to get outside and enjoy the weather, or prepare to start!

Beginning May 1st, Walk, Jog, Run, Bike or Row in the “100 Miles in 100 Days” Challenge. Begin your journey through spring and summer using this event to provide motivation that will keep you healthy and enable you to earn 100 or more Wellness Points in the process!

This annual summer challenge will begin on Friday, May 1, 2020 and end on August 8, 2019. *—end*

**“People often say that motivation doesn’t last.  
Well, neither does bathing...that’s why it’s recommended daily.”**