



Highway to Well & Safety-E Times

Summer 2011

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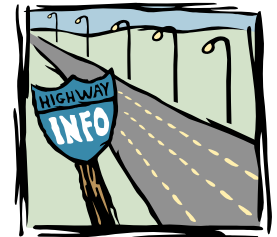
MESSAGE FROM JOE PARISI, COUNTY EXECUTIVE

Greetings,

Some of us have habits that we wish we could change for the better, and those that do know how difficult that change can be. One of the things I try to be careful about during a busy day is watching what I eat. Whether by making the time to eat at all, or on other days, being mindful of how many trips I've taken to the candy dish.

One of the things that helps during times like these is having a desk full of healthy options within reach. Easy to store snacks such as apples, peanut butter and crackers, or my wife's homemade granola helps me make better choices during the day, and helps me keep my energy up.

While certain habits can be hard to break, making sure you have the tools you need to break them at the ready can be a good first step.



MURPHY FAMILY DENTAL ADDED TO DELTA DENTAL PPO NETWORK

Join us in welcoming Dr. Kyle Murphy to the Delta Dental PPO network of dentists effective June 20, 2011. Contact the office for an appointment at:

Murphy Family Dental
102 Janesville St
Oregon WI 53575
608-291-0577

PHYSICIAN'S PLUS GOOD HEALTH BONUS

Physician's Plus provides the annual \$100 or \$200 Good Health Bonus reimbursement, you decide how to earn it! Members with single contracts can receive up to \$100 per year. Members with family contracts can receive up to \$200 per year per family. *You must be at least 18 years old (except for babysitting classes) to be eligible for reimbursement.*

See www.pplusic.com for all the wellness activities that are eligible for reimbursement.

QUICK TIPS FOR MAKING TIME FOR YOURSELF

Balancing work, family, and friends is hard. Sometimes it may seem like you barely have enough time or energy to do the things you have to do, much less the things you want to do. But making time for yourself is important because it can give you the energy you need to tackle everything else that's going on in your life.

Below you'll find some ways to make more time for yourself:

- **Decide that making time for yourself is important.** Then schedule your favorite activities into your daily or weekly calendar. That way you won't put yourself last.
- **Stop trying to be perfect.** It's OK to leave chores undone for a day or a weekend if it means making time for you.
- **Don't feel guilty about doing something for yourself.** It's not selfish to make time for you. It's actually good for the other people in your life -- when you feel positive, your relationships with others are more positive, too.
- **Get up 30 minutes earlier in the morning and use that time to call a friend, read the paper, go for a walk, or just sit and have a cup of coffee by yourself.** If the mornings are too hectic in your home, make some time for yourself at night after everyone else has gone to bed.
- **Find some activities that you enjoy that don't require a lot of time or preparation.** You could go for a walk right after or before work, sew, or do light carpentry at home on the weekends. You might enjoy crossword puzzles, reading a magazine, or chatting with a friend on the phone.
- **Talk with family members about why it's important for you to have time for yourself.** You can tell older children that you need some time when you come home from work to unwind before you start cooking or helping with homework. Talk with your spouse about how you can both make time for yourselves and still get everything else done.

- **Ask family members to share household responsibilities.** Teach your kids to pack their own lunches or do their own laundry, or ask your partner to take over cooking dinner a few times a week. Use this "free" time to do something for yourself.

Ceridian Corporation and IBM Corporation, 2005

**IT'S
YOUR
HEALTH!
OWN IT!**

WELLNESS AMBASSADORS

The Wellness team is looking for County employees who would be willing to assist the team with the wellness initiative. Each ambassador would be responsible for being the liaison between the worksite and the wellness team. They will assist in the promotion of Dane County's wellness program. Responsibilities may include:

- ✓ Assist in the communication of wellness activities at your location (post flyers and send out emails within your location).
- ✓ Assist in the organization of a wellness fair if it is at your work location.
- ✓ Assist committee member with activities at your work location:
 - Lunch n Learns (May assist in signing up employees or Introducing the speaker.
 - Campaigns (Determine topic, assist in administering campaign; Encourage employees to participate; Communicate campaign with employees).
- ✓ Be knowledgeable of the physical worksite, culture, and current wellness activities.
- ✓ Encourage employees to participate in the HRA process.

If interested, please contact one of the wellness team members.

SURVEY OF THE HEALTH OF WISCONSIN (SHOW)

SHOW is an ongoing statewide public health research project, designed to measure the health of Wisconsin residents. This includes measuring how the neighborhoods and communities that we live in impact our health. SHOW visits 1,000's of households around the state each year to recruit adults for this study; 28 households in Dane County will be invited to participate. SHOW's recruitment in Dane County begins in August and will continue through September.

The information SHOW collects will be made available as a public use databank for researchers, policy makers, health officials, and other community leaders, to use as a tool to identify and address the public health needs of state residents. SHOW was specially designed for the WI population and is

modeled after the Center for Disease Control's National Health and Nutrition Examination Survey, which has provided life-saving health information for over 50 years. SHOW is one of a number of projects supported by the WI partnership for a Healthy Future, the National Institutes of Health and the National Heart, Lung and Blood Institute. The project is administered by the UW School of Medicine and Public Health.

In 2010, SHOW's field team visited 72 different neighborhoods throughout the state and knocked on the doors of over 2,000 WI homes.

For more information visit the website at www.show.wisc.edu or call toll free at 1-888-433-SHOW (7469).

2011 WELLNESS PROGRAM

The mission of our wellness team is to foster a worksite culture that supports and encourages employees' personal and professional productivity, physical and mental well-being and desire to make healthy lifestyle choices. Dane County is committed to creating a well workplace and helping you achieve your wellness goals.

The funding for the wellness programming is provided by Physician's Plus insurance and is not taken out of the County budget.

Timetable

The 2011 wellness program is divided up into four quarters. Each quarter Dane County will offer a Quarterly Campaign on a different topic to support a positive lifestyle change. Throughout the year Dane County will also offer other activities to support the Quarterly

Campaign. You will receive each quarters activities sometime during the preceding quarter.

Example:

Quarter 2 you had the option to participate in a Step It Up Walking Challenge. Additional activities such as lunch n learns and preventive care measures that will help support the campaign and quarterly focus have also been offered.

Incentives

In exchange for your participation in the specific wellness activities, you can be entered to win incentives each quarter according to the associated point levels.

Bronze level will receive one entry into the drawings (15 points)

Silver level will receive two entries into the drawings (16-29 points)

Gold level will receive three entries into the drawings (30-44 points)

Platinum level will receive four entries into the drawings (45+ points)

We will also enter your total quarterly entries into the final drawings at the end of the 2011 calendar year for incentives.

Participation

Part and full time employees who are able to obtain County health/dental insurance are eligible to participate.

Employees who participate will need to submit their quarterly excel tracking sheet into the Wellness Team member listed at the bottom of the sheet.

For more information or questions contact a Wellness Team member listed at the end of the newsletter.

QUARTER 2 WINNERS

Congratulations to all employees who participated in the Quarter 2 wellness activities. The randomly selected winners for prizes include:

Denise DuFault
Kerry Widish

Diane Barber
Lyndsey Beischel

Christi Mykytyn

Winners of Step It Up Challenge

First Team to New York: "Walking Against Walker" (Katie Bland, Laura Kohl, Teresa Tellez-Giron, Meg Ballard)

Team that met their goal weekly: Of 37 teams, 17 met their goal each week.

Congratulations to all who participated. Many employees stated that they had enjoyed the challenge and lost weight! Great job!

PARTICIPATE IN THE SUCCEED HEALTH RISK ASSESSMENT AT www.pplusic.com

We are still working on our goal of 30% participation by August 31, 2011. This 30% can include those employees who participated last year (yes, we encourage you to take the HRA to assess your current health each and every calendar year) along with recruiting more employees to participate. It also includes dependents on your plan and retirees.

Please log on and complete this if you haven't already done so.

www.pplusic.com

BEING AGILE PREVENTS FALLS

Agility training can make us better athletes, but it has also been proven to be a life saver in one area-preventing falls. Approximately 30% of individuals age 65 and older fall at least once a year, and about half of those do so more than once. Many of these will never recover from their falls. One study found that when agility training is incorporated into an exercise program for seniors, the incidence of falls is reduced by 47%. Increases in balance, posture and reduced body sway were found. The best part was that the agility training included dancing, playing games, and obstacle courses-all things the participants rated as fun and that they would continue to do.

SOURCE: Journal of the American Geriatric Society, 2004.

WHEN YOU QUIT TOBACCO

When you quit smoking, your body starts going through good changes right away. Take a look at some of those changes based on information from the American Cancer Society.

- **After 20 minutes:** Your blood pressure drops to a normal rate for you. The temperature of your hands and feet increases to normal.
- **After 8 hours:** The carbon monoxide level in your blood drops to normal. The oxygen level in your blood goes up to normal.
- **After 24 hours:** Your chance of a heart attack goes down.
- **After 48 hours:** Nerve endings start re-growing. Ability to smell and taste begins to improve.
- **After 2 weeks to 3 months:** Your circulation improves. Walking gets easier. Your lungs perform up to 30 percent better.
- **After 1 to 9 months:** There's less coughing, sinus congestion, tiredness, and shortness of breath. Cilia (tiny hairs) re-grow in your lungs to better handle mucous, clean your lungs, and reduce infection.
- **After 1 year:** Your extra risk of coronary heart disease is half that of a smoker's.
- **After 5 to 15 years:** Your stroke risk goes down to that of a nonsmoker.
- **After 10 years:** The lung cancer death rate is about half that of a person who still smokes. Your risk of cancer of the mouth, throat, esophagus, bladder, kidney and pancreas goes down.
- **After 15 years:** Your risk of coronary heart disease is that of a nonsmoker's.

If you are a Physicians Plus member, tobacco cessation products are on the Physicians Plus formulary. This benefit applies only to those members who have prescription drug coverage through Physicians Plus, and the benefit requirements are listed below:

Members must obtain a prescription from their primary care physician (PCP).

Members are eligible to receive 3 consecutive months per calendar year of tobacco cessation therapy.

The pharmacy will bill the insurance company directly, and members must pay their formulary Tier-1 generic or Tier-2 brand copay.

Covered products include Chantix, Bupropion SR, Buprobán, Nicotine Patches (over-the-counter and prescription), Nicotrol Nasal Spray, Nicotrol Inhaler, Nicotine gum (OTC), and Nicotine Lozenges. Please call the Pharmacy Services department at 608-260-7803 during business hours between 8:00 AM-5:00 PM if questions on your pharmacy benefits.

Physicians Plus has become the first health plan to contract with UW-CTRI (University of Wisconsin Center for Tobacco Research & Intervention) to cover full services from the Wisconsin Tobacco Quit Line. Physicians Plus is paying to cover services to their members, which includes a series of five coaching calls and eight weeks of free tobacco cessation medications for the Quit Line services. Contact the Quit Line at (1-800-QUIT-NOW) to start the process in becoming tobacco free.

2011 SAFETY AWARD RECIPIENTS

The Safe Working Conditions and Study Committee is pleased to announce that Dee Heller and Kelly Otto from the Badger Prairie Health Care Center are the co-recipients of the 2010 Individual Safety Achievement Award and the Land and Water Resources Department (LWRD) is the recipient of the 2010 Departmental Safety Achievement Award.

Dee and Kelly were nominated by a co-worker who felt that they deserved to be recognized for going above the call of duty in promoting safety in their workplace. Their nominator also wrote about how Dee and Kelly should be seen as representatives for everyone who worked on the project.

Dee Heller is Badger Prairie's Director of Nursing, and was a leader in the design phase of the project. Key design features of the new 114,000 square foot facility include single rooms with private toilets in 12 small neighborhoods. Each neighborhood has its own dining room, sunroom, and living room. Nursing support areas are placed in discreet locations to ensure they won't be the dominant feature of residents' lives. These design features increase staff and resident safety because they improve infection control, limit resident-to-resident conflicts, and allow staff to perform more efficiently.

Kelly Otto, Administrative Assistant 2, is primarily responsible for facility accounts payable including facilitating procurement and purchasing. Obviously, Kelly's job grew with the building project as she coordinated the acquisition of the

furniture and equipment with input from clinical staff, housekeeping, maintenance and others as appropriate. For example, 20 rooms have in-ceiling lifts, which allow for safer transfers for bariatric residents. Kelly was also a key player during the construction phase, paying careful attention to details and resolving issues between and among the clinical staff, Public Works, the architect, and the contractor.

Because of Dee and Kelly's work, and the work of many other Badger Prairie staff, the new building promotes a safer work environment, and its equipment / furniture meets the needs of the wide variety of residents Badger Prairie serves.

Regarding the Departmental Safety Achievement Award, Land & Water Resources was the most successful Dane County Department as far as improving/ reducing their on-the-job injury rate. Risk Management determined this by reviewing all Dane County Departments' injury information such as the total number of lost work days and the total number of restricted work days. To be fair to large and small Departments, Risk Management then calculated injury rates in relation to the total number of staff hours worked before comparing each Department's current year rate against each Department's previous year rate. Finally, Risk Management reviewed Departmental safety orientation and training, written safety programs and policies, and the establishment / activity of Departmental Safety Committees. This year, Land

and Water Resources did an outstanding job controlling on-the-job injuries, and they were proactive with their safety training and stretching exercises.

Congratulations to Dee, Kelly, and Dane County Land and Water Resources, for their commitment to continuous safety improvements. Recognition plaques will be presented at an upcoming County Board meeting, and Dee and Kelly will receive an award luncheon they will be sharing with their coworkers.

DANE COUNTY EMPLOYEE BREASTFEEDING SUPPORT

If you are a breastfeeding employee, we want you to be successful in continuing to provide breastmilk to your baby when you return to work. The county wellness committee fully supports the new federal Fair Labor Standards Act that states that employers shall provide breastfeeding employees with “reasonable break time” and a private, non-bathroom place to express breast milk during the workday, up until the child’s first birthday. This support in the workplace can help more women to balance working and breastfeeding. Studies have shown that women who are able to meet their breastfeeding goals after returning to work have less absenteeism and stay at their jobs with better morale and productivity than if they felt they needed to stop breastfeeding early in order to return to work.

Public health nurses with Public Health Madison and Dane County are available to answer any general questions and help county employees and their supervisors problem solve specific back to work situations. With creative thinking, flexibility, and teamwork most challenges can be overcome. Call 243-0339 and ask for Laura.

And did you know that if a county employee on maternity or paternity leave wants to take paid or unpaid leave to extend their time at home with the new baby, the county will cover your health insurance up to 26 weeks.

For more information, you can go to DCINet and search “breastfeeding” and be connected to more resource information. If you want more information about the new federal rule, a good site to check out is www.usbreastfeeding.org.

DARK CHOCOLATE CONTRIBUTES TO YOUR HEALTH

Mounting evidence shows that, when eaten in moderation, dark chocolate may benefit your health in many different ways. Dark chocolate can reduce high blood pressure and LDL cholesterol (low-density lipoprotein), the bad cholesterol and increase HDL (high-density lipoprotein), the good cholesterol. Dark chocolate may also decrease the risk of cardiovascular disease and researchers are currently investigating the part that dark chocolate plays in susceptibility to cancer.

Chocolate and cocoa come from the cacao plant which, like all plants, contains phytochemical compounds. Phytochemicals are plant chemicals that have protective and preventive properties that plants produce to protect themselves. It is now well known that humans benefit from these chemicals as well by ingesting fruits and vegetables. Most phytochemicals have antioxidant properties that protect our cells against oxidative damage and reduce the risk of certain types of cancer. Phytochemicals with antioxidant activity include sulfides found in onions and garlic, carotenoids found in carrots, polyphenols found in tea and grapes, and flavonoids found in fruits and vegetables. The cacao bean is in this latter category but in cacao, flavanoids are called flavanols.

This protective process occurs only with dark chocolate and minimally-processed cocoa powder, both of which are derived from the cacao bean. The more cocoa present in the chocolate, the more protection it offers. Milk chocolate, because it is combined with fat and sugar becomes diluted, thereby losing its potency. As a result, it is unhealthy. The more cocoa chocolate contains, the more antioxidants it contains. When you choose healthy chocolate, look for a cocoa content of 70% or more. Avoid Dutch-processed, or alkali-processed, chocolate.

Quick Chocolate Treats

- Chocolate Nut Butter Bites – Spread ¼ oz squares of bittersweet chocolate with cashew, almond or pistachio butter
- Chocolate-Dipped Gingersnaps – Dip 8 small gingersnaps in 1/3 cup of melted bittersweet chocolate. Place on wax paper. Sprinkle with crystallized ginger and finely chopped cranberries. Place in the fridge for 30 minutes.

Submitted by: Nancy Johnson www.healthyfoodmadison.com (Lightenupwisconsin.com)

GROCERY SHOPPING GUIDE

5 Tips to getting the most out of the market

1. Get Full. Don't shop hungry. You've heard it before, and it's true. In fact, one financial analyst from Ball State University states that shopping hungry (along with impulse buying and lack of planning) leads to financial problems for millions of Americans. Bottom line: Make sure you're full before you leave; otherwise, you'll be tempted to throw unneeded items into the cart.

2. Clip And Save. A little "homework" can go a long way. Make a list of everything you need and look in the newspaper for coupons on these items. Don't think it makes a difference? In 2000 alone, shoppers saved \$3.6 billion by using coupons.

3. Read Labels. Learning to read the labels will give you a good idea of whether or not you're getting your money's worth. For example, ingredients are listed in order of their usage in the product. If a product heavily advertises a certain ingredient or element, and it's listed toward the bottom of the ingredient list, be skeptical.

4. Plan Meals. Take an hour or two to plan your meals for the week. Write down all the ingredients that you'll need to buy for each meal. This will save you from multiple trips to the store when you go to buy just a few items but instead come out with a cart full of things you didn't intend on getting.

5. Set Limits. Place a dollar amount on the items you consider an indulgence. This will help satisfy your craving to impulse buy, without breaking your budget.

(Nickles & Dimes WELCOA's Online Financial Bulletin)

FAST FOOD, BIG BUSINESS

As a nation, we spend a lot of money on fast food. Take a look at the statistics below—how do you compare?

1. The typical American consumes 3 hamburgers and 4 orders of french fries every week.
2. Twenty-one percent of adults order takeout on a daily basis.
3. Thirty-three percent of consumers agree that meals prepared away from home are essential to the way they live.
4. Fifty percent of consumers ages 18 to 24 eat on-the-go to keep up with their busy schedules. This is more frequent than two years ago.
5. Individuals under the age of 25 on average consume more than five commercially prepared meals per week.

*Source: National Restaurant Association & Fast Food Nation
(Nickles & Dimes WELCOA's Online Financial Bulletin)
Grocery shopping guide*

PROPER HYDRATION DURING EXERCISE

Are you Staying Properly Hydrated During Exercise?

Many exercisers know that they should stay hydrated when exercising, but three questions often asked are how much, when, and what? This article is meant to inform the reader of the current recommendations that address these very questions. In answer to the first two questions, here are some general guidelines to follow about fluid replacement from The American College of Sports Medicine and other such societies:

Before Exercise

Consume about 15-20 fl. oz. of water, 2 to 3 hours before exercise (to allow for absorption).
Drink 8-10 fl. oz. of water 10-15 minutes before exercise (to ensure that you begin exercise in fluid balance).

During Exercise

Consume between 8 and 10 fl. oz. every 10 to 15 minutes during exercise.
If exercising longer than 60 minutes, drink 8-10 fl. oz. of a sports drink (with 6-8% carbohydrate) every 15 - 30 minutes.

After Exercise

Weigh yourself before and after exercise.
For every 1lb lost, replace with 20-24 fl. oz. of water.

In answer to the third question, it can be both a sports drink and water. And this, of course, depends on the situation. If you are an athlete or individual who works out intensely for 60 minutes or more, then a sports drink with at least 6-8% carbohydrate, like Gatorade, can be beneficial to replenish lost fluid, electrolytes, and carbohydrates. It also can help improve performance during these longer bouts of intense exercise. For the average population however, a sports drink is not necessary because the stores of fluid, electrolytes and carbohydrates in one's body are usually not completely spent during a standard workout. Therefore, consuming water before, during, and after exercise is all the average person needs to keep their body hydrated. For the athlete or avid exerciser, a sports drink to stay hydrated would be beneficial for intense exercise events lasting longer than an hour, as stated previously, but up to that point is not really necessary.
Thank you and stay properly hydrated during your next workout!!

Annie Hacker
ACSM Certified Personal Trainer
Elite Sports Clubs – West Brookfield annehacker@eliteclubs.com www.eliteclubs.com
(www.lightenupwisconsin.com)

CITY COUNTY BUILDING LOCKER ROOMS

A reminder that the CCB locker rooms have been upgraded and any County employee who is interested in utilizing the facility is welcome. They are located on floor GA down by the garage. The full size lockers are available to rent per year for \$60.00 and 10 of the half size lockers are available for \$20.00 per year. The remaining lockers will be used on a first come first served basis and all items must be removed each day. If you are interested in reserving a full or half size locker or obtaining a key to enter the women's locker room (men's is not locked), please contact Steve Alwin in Facilities Management at 266-4350.

Wellness Team (Please contact us with news)

Amy Utzig, Employee Relations, Management 266-9253
Elaine Creager, Clerk of Courts, Joint Council 266-4679
Steve Greiber, DA's Office, WPPA Non Supervisors 284-6909
John Cahill, Sheriff's Office, WPPA Non Supervisors 284-6176
Chuck Hicklin, Administration, Management 266-4109
Carlos Pabellon, Corp Counsel, Attorneys Union 266-4335
Jayney Reuter, Register of Deeds Office, Joint Council 267-8810
Kathy Andrusz, Public Health, AFSCME Professionals, 243-0315
Alecia Rauch, WPPA Supervisors, 284-6109
Susan Wildrick, Public Health, SEIU 242-6342
Sarah Karls, Human Services, 2634 Social Workers, 242-6439
Kevin Gundlach, Badger Prairie, Joint Council, gundlach@co.dane.wi.us

MISSION/VISION STATEMENT

The mission of our wellness team is to foster a worksite culture that supports and encourages employees' personal and professional productivity, physical and mental well-being and desire to make healthy lifestyle choices.

**Safety Committee**

Mark Twombly, Chair, Sheriff, 284-6915
Bill LeGore, Vice Chair, Airport, 246-3389
John Talis, Secretary, Corp Counsel, 266-9006
Greg Brockmeyer, Consolidated Foods, 845-1244
Laura Huttner, Human Services/Facility, 242-6260
Joel Wagner, Sheriff, 284-6149
Dick Loeper, Highway, 266-4011
Dennis McClain, Juvenile Detention, 267-4191
Joe Yaeger, Parks/PW/Lake Mgmt, 575-3375
Kevin Gundlach, BPHCC, gundlach@co.dane.wi.us
Scott Teuscher, Risk Mgmt, 267-1555
Conrad Richer, Parks, 246-5340
Emily Chybowski, Human Services, 261-9878
Mike Fitzgerald, Highway, 575-9521
Dan Lowndes, Risk Mgmt, 266-4134