



# COUNTY OF FILLMORE Employee News

October/  
November/  
December  
2017

## UPCOMING EVENTS:

### OCTOBER

- 1 Fall Wellness Challenge Begins
- 3 Commissioners' Meeting
- Influenza Vaccine Courthouse
- Hazardous Waste Collection
- 9 Influenza Vaccine FCOB
- 10 Commissioners' Meeting
- 11 Resilience Training
- 13 Payroll Check Date
- 24 Commissioners' Meeting
- 27 Payroll Check Date
- 28 Fall Wellness Challenge Ends!
- 31 Halloween



## UPCOMING EVENTS:

### DECEMBER

- 5 - 6 AMC Annual Conference
- 8 Payroll Check Date
- 12 Commissioners' Meeting  
Truth in Taxation
- 19 Commissioners' Meeting
- 22 Payroll Check Date
- 25 Christmas Holiday



## UPCOMING EVENTS:

### NOVEMBER

- 7 Commissioners' Meeting
- 9 Payroll Check Date
- 10 Offices Closed
- 11 Veteran's Day!!
- 14 Commissioners' Meeting
- 22 Payroll Check Date
- 23 - Thanksgiving Holiday
- 24
- 28 Commissioners' Meeting

Keep in mind . . . .

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glasbergen.com



"I'm no expert, but I think it's some kind of cyber attack!"



## Resilience II: Tips, Techniques for Tough Situations Wednesday, October 11th

MCIT and its Employee Assistance Program provider, Sand Creek, have developed and are pleased to offer a new two-part educational program for MCIT County members to strengthen both personal and professional resilience. Resilience is the ability to bounce back from adversity. How well an individual moves through significant challenges depends on his or her emotional resilience. How resilient an organization is often depends on the wherewithal of its managers and supervisors.

### This is a 2-Part Resilience Training

Part 1— "Resilience II: Making It Your Own" for all employees, including managers and supervisors

9:00 a.m. - Conf. Rm. 108, FCOB

1:00 p.m. - Commissioners' Boardroom, Courthouse

Part 2— "Resilience II: Leading the Way" for managers and supervisors

10:30 a.m. in Conf. Rm. 108, FCOB

2:30 p.m. in Commissioners' Boardroom, Courthouse



"The good news is, you'll be spending Thanksgiving with a large group of happy people."



# Fillmore County Household Hazardous Waste Collection



**Date: First Tuesday in October**

**Where: Resource Recovery Center, Preston**

**Time: Noon - 5:00p.m.**

**Early drop-offs are illegal and will not be accepted!!!**

## Examples of Household Products Accepted

Aerosol cans

All types of paint

Bug sprays

Oven cleaners

Paint thinner

Floor care products

Degreasers

Poisons

Antifreeze

Lawn care product

Garden & flower products

Wood preservatives

Roofing tar

Battery Acid

Gasoline & Diesel fuel

Adhesives

Lighter fluid

Swimming pool chemicals

Moth balls

Car care products

Epoxy & glues

Stains & varnishes



## Items Not Accepted During This Collection

Agricultural chemicals

Explosives

Medical waste

Business waste

Radioactive waste

Empty cans

**Help your neighbors and friends and either car pool or bring their waste along with yours. Please bring waste in non-returnable containers or boxes for faster unloading.**

**For more information, contact the Fillmore County Resource Recovery Center @ 765-4704**



## Fire Prevention Week

In a fire, seconds count. Seconds can mean the difference between residents of our community escaping safely from a fire or having their lives end in tragedy.

That's why this year's Fire Prevention Week theme: "Every Second Counts: Plan 2 Ways Out!" is so important. It reinforces why everyone needs to have an escape plan. Here's this year's key campaign messages:

- **Draw a map of your home** with all members of your household, marking two exits from each room and a path to the outside from each exit.
- Practice your home fire drill twice a year. Conduct one at night and one during the day with everyone in your home, and practice using different ways out.
- Teach children how to escape on their own in case you can't help them.
- Make sure the number of your home is clearly marked and easy for the fire department to find.
- Close doors behind you as you leave – this may slow the spread of smoke, heat, and fire.
- Once you get outside, stay outside. Never go back inside a burning building.

### Escape planning

- According to an NFPA survey, only one-third of Americans have both developed and practiced a home fire escape plan.
- Almost three-quarters of Americans do have an escape plan; however, less than half ever practiced it.
- One-third of survey respondents who made an estimate thought they would have at least 6 minutes before a fire in their home would become life threatening. The time available is often less. Only 8% said their first thought on hearing a smoke alarm would be to get out!

### Smoke alarms

- Three out of five home fire deaths in 2010-2014 were caused by fires in homes with no smoke alarms or no working smoke alarms.
- Working smoke alarms cut the risk of dying in reported home fires in half.
- In fires considered large enough to activate the smoke alarm, hardwired alarms operated 94% of the time, while battery powered alarms operated 80% of the time.
- When smoke alarms fail to operate, it is usually because batteries are missing, disconnected, or dead.
- An ionization smoke alarm is generally more responsive to flaming fires and a photoelectric smoke alarm is generally more responsive to smoldering fires. For the best protection, or where extra time is needed to awaken or assist others, both types of alarms, or combination ionization and photoelectric alarms are recommended.

**These potentially life-saving messages are more important than ever. The synthetic fibers used in modern home furnishings, along with the fact that newer homes tend to be built with more open spaces and unprotected lightweight construction, all contribute to an increased rate at which fire burns. Experts say you could have less than two minutes to escape a home fire from the time the smoke alarm sounds.**

For more information about Fire Prevention Week and this year's campaign, "Every Second Counts: Plan Two Ways Out," visit [firepreventionweek.org](http://firepreventionweek.org)

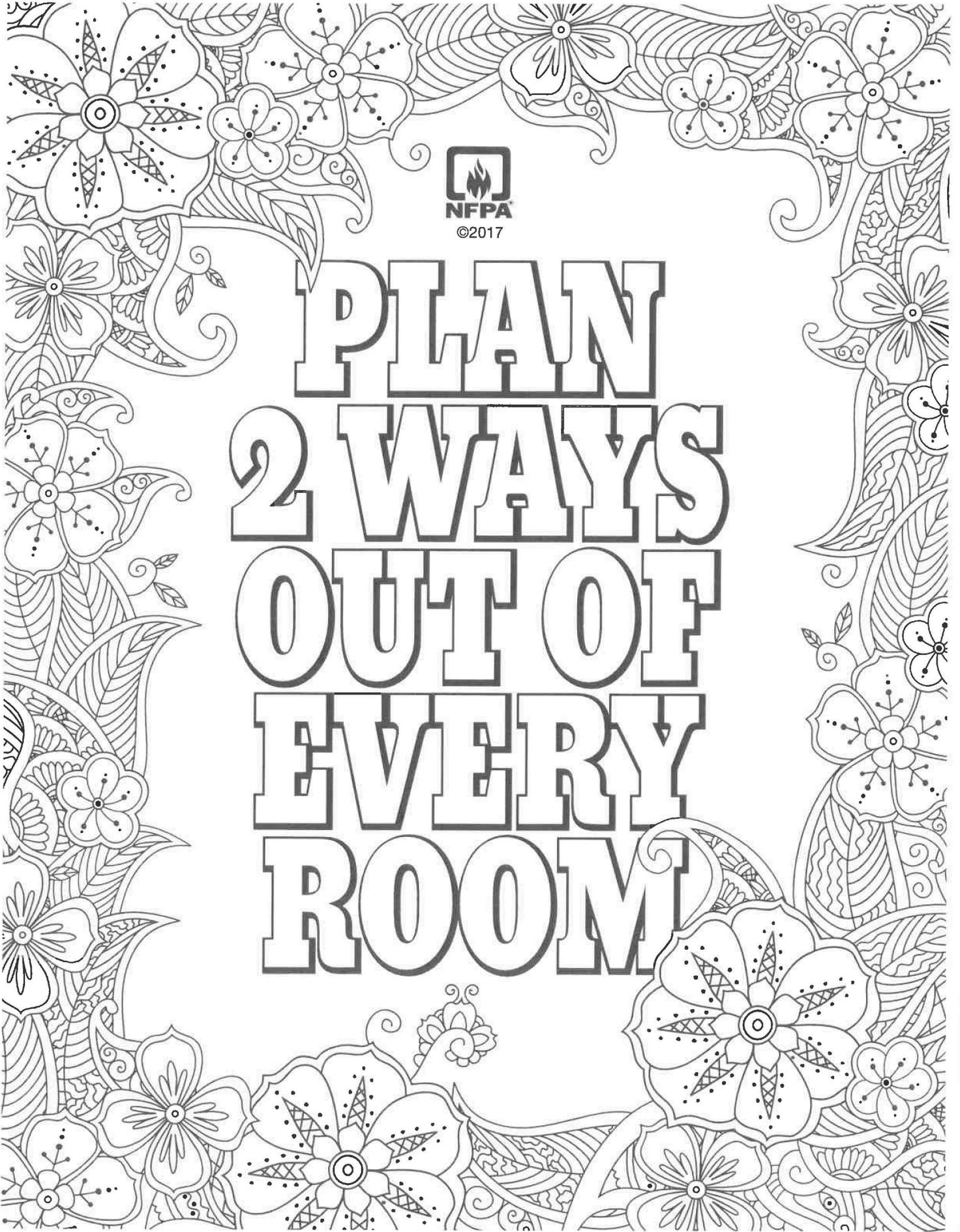
*Info from National Fire Protection Association (NFPA) site*

*A little coloring for you to reduce anxiety, create focus or bring about more mindfulness*



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**PLAN  
2 WAYS  
OUT OF  
EVERY  
ROOM**





## Veterans Day A day to Remember All Who Served This Great Nation

World War I was known at the time as “The Great War” and officially ended when the Treaty of Versailles was signed on June 28, 1919, in the Palace of Versailles outside the town of Versailles, France. However, fighting ceased seven months earlier when an armistice, between the Allied nations and Germany went into effect on the eleventh hour of the eleventh day of the eleventh month. For that reason, November 11, 1918, is generally regarded as the end of “the war to end all wars.”

The United States Congress officially recognized the end of World War I when it passed a concurrent resolution on June 4, 1926, with these words:

*Whereas* the 11th of November 1918, marked the cessation of the most destructive, sanguinary, and far reaching war in human annals and the resumption by the people of the United States of peaceful relations with other nations, which we hope may never again be severed, and

*Whereas* it is fitting that the recurring anniversary of this date should be commemorated with thanksgiving and prayer and exercises designed to perpetuate peace through good will and mutual understanding between nations; and

*Whereas* the legislatures of twenty-seven of our States have already declared November 11 to be a legal holiday: Therefore be it Resolved by the Senate (the House of Representatives concurring), that the President of the United States is requested to issue a proclamation calling upon the officials to display the flag of the United States on all Government buildings on November 11 and inviting the people of the United States to observe the day in schools and churches, or other suitable places, with appropriate ceremonies of friendly relations with all other peoples (US Department of Veterans Affairs, 2017).

On June 1, 1954, November 11th became a day to honor American veterans of **all** wars by the US Congress and written in Public Law 380. Before this time WW 1 and WW11 Veterans were the only groups recognized.

Just a reminder: In the U.S., Veterans Day and Memorial Day are annual federal holidays used to commemorate the lives of service members who have served in the armed forces. Memorial Day commemorates those men and women who *died serving* in the United States Armed Forces, while Veterans Day honors *everyone who has served* in the United States Armed Forces, not only those who have passed.

**AND REMEMBER TO THANK A VETERAN  
EVERY DAY FOR THE FREEDOM WE ENJOY.**



**Veterans Day, Saturday, November 11, 2017  
County Offices closed -Friday, November 10th  
In observance of the Veterans Day Holiday**



# WINTER HAZARD AWARENESS WEEK

November 6—10, 2017

To help MN residents minimize the risks of winter, the MN Department of Public Safety in collaboration with the National Weather Service and other state, federal and non profit agencies, sponsors Winter Hazard Awareness Week each fall. The topics include: Winter Storms, Outdoor Winter Safety, Winter Fire Safety, Indoor Winter Safety and Winter Driving.



## Winter safety tips

### Pay attention

Did you know? Drivers speeding and not paying attention are the main causes of work zone crashes. Follow these safe winter driving tips:

Call 511 or visit [www.511mn.org](http://www.511mn.org) before leaving on your trip to get current road conditions.

- Turn on your headlights and wear your seat belt.
- Turn off your cruise control.
- Slow down; allow at least **10 car lengths** between your vehicle and a plow.
- Stay behind the snowplow. The road behind a snowplow is safer to drive on.
- Watch for snowplows that turn or exit frequently, and often with little warning.

**Never drive into a snow cloud!**

### Snowplows

Snowplows travel much slower than the posted speeds because it is most effective for clearing roads. The driver's field of vision is severely restricted behind the truck, and the driver must rely on mirrors to see to the rear and side of the truck. Remember to:

- **Be patient**, and remember snowplows are working to improve road conditions for your trip.
- **Stay back** at least **10 car lengths** between your vehicle and a plow.
- **Stay alert** for snowplows that turn or exit frequently and often with little warning. They also may travel over centerlines or partially in traffic to further improve road conditions.
- **Slow down** to a safe speed for current conditions. Snowplows typically move at slower speeds.

Don't forget, we're in the storm together. Be patient with the snowplows and drive according to road conditions. Heavy traffic congestion affects snowplowing operations, so if you're stuck in traffic, so are the snowplows.

**Don't Crowd the Plow! Stay out of the Cloud! Stay Back/Stay Alive!**





Wear shoes or boots that provide traction on snow and ice. Avoid footwear with smooth soles and heels.



Safety is serious business. Help keep the premises free of hazards. Report unsafe conditions.

## Holidays Not So Merry and Bright?

The holidays are supposed to be a time of peace and goodwill, but the reality can be very different. The season can exacerbate concerns about money, family, loneliness and time commitments. This stress and anxiety can leave you feeling low. The Employee Assistance Program has qualified, caring counselors ready to help you address your feelings and find workable solutions. Consider calling today.

1.800.550.MCIT (6248)  
Sand Creek

**Your EAP is simple to use. It is confidential. It helps.**

The EAP provides no-cost, counseling for you and your dependents.



Employees and their dependents have access to counseling services statewide through their employment with an MCIT public entity member.

## Open Enrollment 2018



Renewal of the 2018 Fillmore County employee benefits will take place in October with dates to be announced soon.

Two insurance presentations are being planned in Conference Room 108 at the Fillmore County Office Building to explain County benefits — please plan to attend one of these meetings.

**REMEMBER** — “everyone” who is eligible for County benefits will need to complete a “Benefits Enrollment form” for the 2018 plan year.



## QUICK APPLE CRISP



### Ingredients

1/3 cup graham cracker crumbs  
1/3 cup quick oats  
2 tablespoons brown sugar  
1 teaspoon cinnamon  
2 pounds apples (about 6, medium-sized)  
1/2 cup water  
1 tablespoon butter

### Directions

In a small bowl, mix graham cracker crumbs, oats, and brown sugar. Wash and peel apples. Quarter them, cut out core and seeds. Slice apple quarters. Spread apples in a 12-by-8-inch baking pan. Add 1/2 cup water to the pan. Sprinkle cinnamon and topping mixture over apples. Dot with butter - Bake at 375°F for 45 minutes or until apples are soft and topping is browned.

### Serves 6

Each contains about 134 calories, 1 g protein, 3 g fat, 0 mg cholesterol, 28 g carbohydrates, 3 g fiber, and 44 mg sodium. For more crunch, mix in 1/3 cup chopped walnuts, which adds 38 calories, 1 g protein, 4 g fat, 1 g carbohydrates, and 0 mg cholesterol, 0 g fiber, and 0 mg sodium to each serving.



## ANNOUNCING \*\*\*\*

### **NEW Member vs. Member Walking Challenge between Fillmore County Departments!!!!!! Challenge runs from October 1 - October 28, 2017**

### **How do we participate?**

**Get your Department to participate!** Elect a team Captain. Each participant on the team will keep track of their steps starting Sunday, October 1st and turn in their weekly steps (Sunday to Saturday) to the Captain of your team. The Captain of the team will turn in the **total step count** of all team mates to Audrey in the Coordinator's Office the following Monday. You may keep track of your steps using a pedometer, fitbit, or any other fitness tracker.

The steps will be averaged weekly—the number of members on the team / total steps for the week.

**There is a 20,000 per person, per day step limit**—if you get in more than 20,000 steps per day, just turn in 20,000 steps for that day.

The winning team will be announced on Tuesday, October 31st at a Halloween luncheon.

This is what the schedule looks like:

Steps	Steps Due to Audrey
October 1—7	October 9
October 8—14	October 16
October 15—21	October 23
October 22—28	October 30

Lets see if we can get all departments to participate in this fitness challenge!



**Fillmore County  
Fun & Fit**

# Wellness News

## WELLNESS COMMITTEE

Leroy Eickhoff, Jessica Holst, Audrey Inglett, Mitch Lentz, Danae Murphy, Jennifer Peterson,  
Brenda Pohlman, Darrell Schmitt & Bobbie Vickerman

1. **July 6th** - John DeGeorge of the Sheriff's Office and Brenda Pohlman of the Public Health Department provided a "Financial Fitness" presentation for County Employees. John spoke about identity theft scams and Brenda spoke about financial wellness—watching your credit score. The presentation can be found on the Employee Intranet site.
2. **July 20th** - we had a meet and greet with new employee, Jessica Holst, Registered Dietitian, of the Public Health Department, who presented "Meals in a Jar." Participants received Fillmore County Fun & Fit tumblers to fill up with different salad ingredients. Jessica provided 4 different type of salad dressings, sliced radishes, shredded carrots, cherry tomatoes, sliced red peppers, black beans, chick peas, Tyson grilled chicken strips, corn, quinoa, orzo, baby spinach, mandarin oranges, pine nuts, sunflower seeds, strawberries, avocados, fresh basil, Romaine lettuce, feta cheese, mild cheddar cheese, fine parmesan cheese and also edible Johnny-Jump-Ups (Viola tricolor) flower to choose from to make our salads. Handouts were given to help us with the order in which to assemble our salads. Should start with the dressing at the bottom so most ingredients remain fresh and untouched by the dressing. After the dressing base, simply layer ingredients by order of sog-resistance. When you're ready to eat—simply shake up the jar! YUM! The presentation and handouts are available on the employee intranet site.
3. **July was a busy month for us!** A Poker Run/Walk Fitness Challenge ran from July 1st through July 28th. To earn a poker card, participants had to successfully complete weekly challenges that were both physical and nutritional and also had an opportunity to complete a bonus activity challenge each week to earn an additional card for their poker hand. The first place winner with a full house of 3 queens and 2 jacks was Vicky Topness, Public Health. The 2nd place winner with another full house hand of 3 queens and 2 sixes was Jessica Bergsgaard Kraus, Social Services. Vicky chose for her first prize winning a \$50.00 gift certificate from "Urban Artifacts of Preston" and Jessica chose for her 2nd prize winning a \$25.00 gift certificate from "Preston Foods." **Congratulations Vicky & Jessica!!!** Thanks to all employees participating in this Wellness Challenge—you are all winners!!!!
4. To celebrate National Relaxation Day on Tuesday, August 15th., employees were treated to chair massages that were held **Monday, August 14th thru Friday, August 18th**. Chair massages were provided by Faye Narloch , Abundant Life of Rushford; Nancy Back & Patty Olson, Serenity With-In Massage of Preston; Kelli Boylen, Indigo Sky Massage of Waukon; Jennifer Mulhern, Touch of Nature of Preston, and Lydia Anderson, Align Massage & Yoga, and Debrah Erickson, Day Spa Springs, of Decorah. The names of the participants were placed in a drawing and we chose 3 names to win 30 minutes of massage at either Abundant Life, Serenity With-In, and Touch of Nature. The winners were: Brian Hoff, Assessor's Office; Susan Phillips , Recorder's Office; and Kari Cahill, Social Services Division. **Congratulations Brian, Susan and Kari—enjoy your massages!!!!**



## More Wellness News

5. **September 26th—Healthy Grilling event** at the Highway Office building. Ode’s Country Meats and Catering provided turkey and pork burgers, fresh salad and fruit. Door prizes of the tumblers were given out and employees had an opportunity to see and try on shirts and jackets with the new wellness logo. Employees are invited to purchase one of these items with the Wellness Committee offering to put \$10.00 from the wellness grant toward one shirt or jacket for each employee. 
  
6. **SORRY**—the “Pilates” presentation that was scheduled for September had been cancelled due to the instructor not being available at this time. We hope to be able to have a Pilates presentation in 2018.
  
7. **October 1st through the 28th**—we will have a new **Member vs. Member Walking Challenge** ! This walking challenge will be between each of our County departments!!!! There is a 20,000 per person /per day step limit—if you get in more than 20,000 steps per day, you would need to turn in 20,000 steps for that day. The steps will be averaged weekly (number of weekly participants divided by the total number of steps for that week) . Choose a “Captain” for your team and have the Captain send to Audrey in the Coordinator’s Office your team’s weekly step total. **There will be a Halloween potluck on Tuesday, October 31st, where the winning team will be announced. Employees are encouraged to wear a costume for the Halloween potluck.** 
  
8. **Finally**, to complete the Wellness activities for the year, in November we will have a Holiday BINGO with drawings for prizes. 

### March Madness 2017

Winners—

- Danea Murphy—Italian Chicken Soup**
- Deb Jeffers — Dilly Bread**
- Karla Franzen—Chilis**



### Poker Run/Walk Fitness Challenge

Winners—

**Vicky Topness and Jessica Bersgaard Kraus**



Congratulations!



**Fillmore County  
Fun & Fit**

# Employee News



Susan Mandelko in the Social Services Office and spouse Steve are celebrating their 40th Wedding Anniversary on September 24th.

**Congratulations Susan & Steve!!!**

Happy 40th Anniversary!

May you celebrate many more years together -

**Best Wishes!!!**



## Enjoying Blessings!!!!

**Heidi Jones**, Finance Officer, in the Auditor/Treasurer's Office is happy to announce the birth of her very first grandchild, born April 1st. Her granddaughter's name is Sophia Marie—here is a newborn and a now photo.....



Parents are Dom Jones & Kayla Felten, who also just got engaged on July 8th!!!!

**Congratulations, Heidi!**

**You have been truly blessed!!!!**

## NEWS FROM PUBLIC HEALTH:

Employee influenza shots will be the following dates:

**October 3** - 11:30 AM to 12:00 PM, Conference Room 103, Courthouse

**October 9** - 11:30 AM to 12:30 PM, Conference Room 108, Fillmore County Office Building

Public Clinics will be held:

**October 9** - 1:00 PM to 7:00 PM ( Conference Room 108)

**October 10** - 9:00 AM to 3:00 PM (Conference Room 108)

**October 11** - 10:30 AM to 3:00 PM (Public Health Lobby)

Employees can come to the public clinic if they can't make the other dates above.



# Employee News

## Welcome New Employees!

**Andrew Hatzenbihler**, Solid Waste Administrator, Sanitation Department

**Kurt Njos**, Social Worker, Community Services, Social Services Division

**Charles Warner**, Property Appraiser, Assessor Department

**Welcome to Fillmore County!!!!**



Cristal Adkins, Zoning Office, is happy to announce the birth of grand-daughter Elaina Jean “Ellie” Swinger, born to daughter, Amy & her husband, Dan Swinger, on August 6, 2017

Ellie weighed 6 lb. 13 oz.

**Congratulations,  
Cristal!**

**Welcome Ellie Swinger!!**



## Moving on!

Troy Case—Property Appraiser in the Assessor’s Office left employment with the County on July 27, 2017. **Thank you for your service to the County and Best of Luck!**

## Moving on up!

## Congratulations Logan!!!!

**Logan Brand**—promoted to full-time Deputy Sheriff position for the County Sheriff’s Office effective September 8th



shutterstock - 86165035



Jessica Holst, Registered Dietitian, in Public Health and husband, Justin, are proud to announce the birth of daughter, Lillie Rae, born on August 12, 2017.

Lillie was 9 lb. 7 oz. and 21.5 inches.

Lillie has a big sister, Hattie. **Welcome Lillie Rae Holst!!**

**Congratulations Jessica & Justin!!!**



Sheila Craig is proud to announce that her daughter-in-law, Teresa Craig, of Elk River won big at the MN State Fair this year. Teresa captured two blue ribbons in the Gedney Foods Contest. One was for the best dill pickle recipe and the other for the best vegetable, which was a cucumber, carrot and radish mixture with a Thai season that she developed. She received a \$150.00 prize for each winner and there is a chance that her pickles could be featured in Gedney’s State Fair product line. Teresa is married to Sheila’s son, Lee.

**Congratulations!!!**



*Been on  
vacation?*

**Celebrating a  
birthday,  
wedding or  
anniversary?**

**New addition to  
the family?**

**You’re invited to  
share your joys!**

Please submit items to  
ainglett@co.fillmore.mn.us