



COUNTY OF FILLMORE

October/
November/
December
2018

Employee News

UPCOMING EVENTS:

OCTOBER

- 2 Commissioners' Meeting
- Employee Flu Shot Clinic—Courthouse
- Hazardous Waste Collection
- 4 Employee Flu Shot Clinic—FCOB
- 9 Commissioners' Meeting
- 12 Payroll Check Date
- 23 Commissioners' Meeting
- 26 Payroll Check Date
- 30 Open Enrollment Begins!
- 31 Halloween Party



UPCOMING EVENTS:

DECEMBER

- 2—4 AMC Annual Conference
- 7 Payroll Check Date
- 11 Commissioners' Meeting
- 18 Commissioners' Meeting
- X-mas Party
- 21 Payroll Check Date
- 24 County Offices close at Noon
- 25 Christmas Holiday



1918 Flu Pandemic:

We Remember. We Prepare.

In 1918, an influenza outbreak swept the globe killing more than 50 million people. Since that time, prevention and treatment for the flu has improved greatly. Science may not be able to predict when the next influenza pandemic will occur but it does provide us with the opportunity to prevent the disease. We can remember this 100 year anniversary of the pandemic by trying to protect ourselves and others. Let's all pitch in by washing our hands, covering our coughs, cleaning surfaces, getting immunizations, and staying home when we are ill.

Fillmore County will be offering all employees, regardless of insurance coverage, the opportunity to be prepared with flu immunizations. Please watch your email for upcoming flu shot opportunities. To learn more about the influenza go to: <https://www.cdc.gov/flu/>

UPCOMING EVENTS:

NOVEMBER

- 6 Commissioners' Meeting
- Election Day!!!
- 9 Payroll Check Date
- 11 Veterans Day
- 12 County Offices Closed for Veterans' Day
- 13 Commissioners' Meeting
- 21 Payroll Check Date
- 22 - Thanksgiving Holiday
- 23
- 27 Commissioners' Meeting



Keep in mind



Advertisement for the Chicago School of Nursing. Nurses were in short supply and high demand during the epidemic.



"On the first Thanksgiving, the Pilgrims went to an Indian casino for the all-you-can-eat buffet."



"It's the latest innovation in office safety. When your computer crashes, an air bag is activated so you won't bang your head in frustration."



Veterans Day

November 11



Veterans Day Facts

November 1919
President Woodrow
Wilson proclaimed
November 11th
as "Armistice Day"

May 13, 1938 made
Nov. 11th a National
Holiday honoring
Veterans of WWI

Raymond Weeks
led a parade on
Nov. 11th, 1947
honoring Veterans
of all wars

World War I fighting
stopped on the 11th
hour of the 11th day
of the 11th month



In 1954 "Armistice Day"
was renamed "Veterans
Day" To honor American
Veterans of all wars

Military Community

Army	561,437
Navy	320,141
Marine Corps	201,026
Air Force	328,821
Spouses	1,132,293
Children	1,985,471
Coast Guard	42,011
Veterans	21,972,964
Total	26,544,164

America's Wars

- World War I
- World War II
- Korean War
- Vietnam War
- Gulf War
- Iraq War
- War in Afghanistan

Difference Between Memorial Day & Veterans Day

Memorial Day is for remembering and honoring military personnel who died in the service of their country, particularly those who died in battle or as a result of a wound sustained in battle



Veterans Day is intended to thank all those who honorably served in the military - in war time or peace time

© 2013 www.militarybenefits.info

Veterans Day 2018 will contain many activities around Fillmore County. Most communities have a Veterans Day ceremony and you will have to watch your local papers for details. Along with the ceremonies also watch for discounts at different places of business, there are things like free meals for Veterans or discounts on purchases when you show proof of Military service. If you do not have proof and need assistance, the Veteran Services Office can assist you in this.

A note to remember is Veterans day is the day we show our support for the Veterans that are still among us. Memorial Day is the day we Honor the Veterans we have lost. We should all take time to thank any Veteran we see for the freedoms we enjoy.

Jason Marquardt,
Veteran Services Officer





As Fire Prevention Week approaches, the National Fire Protection Association (NFPA) encourages residents to “Look. Listen. Learn.” What does that mean?

Today’s home fires burn faster than ever. In a typical home fire, you may have as little as one to two minutes to escape safely from the time the smoke alarm sounds. Knowing how to use that time wisely takes planning and practice.

NFPA statistics show that the number of U.S. home fires has been steadily declining over the past few decades. However, the death rate per 1000 home fires that are reported to fire departments was 10 percent higher in 2016 than in 1980.

“These numbers show that while we’ve made significant progress in teaching people how to prevent fires from happening, there’s still much more work to do in terms of educating the public about how to protect themselves in the event of one,” said Lorraine Carli, NFPA’s Vice President of Outreach and Advocacy. “This is particularly critical given the increased speed at which today’s home fires grow and spread.”

Carli also notes that although people feel safest in their home, it is also the place people are at greatest risk to fire, with four out of five U.S. fire deaths occurring at home. That over-confidence contributes to a complacency toward home escape planning and practice. “Working in the fire service for many years, we know that people often make choices in fire situations that jeopardize their safety or even cost them their lives. We need to do a better job of teaching people about the potentially life-saving difference escape planning and practice can make and motivate them to action.”

This year’s “Look. Listen. Learn.” campaign highlights three steps people can take to help quickly and safely escape a fire:

- **Look** for places fire could start.
- **Listen** for the sound of the smoke alarm.
- **Learn** 2 ways out of every room.

While NFPA is focusing on home fires, these fire safety messages apply to virtually anywhere. Situational awareness is a skill people need to use where ever they go. No matter where you are, look for available exits. If the alarm system sounds, take it seriously and exit the building immediately. www.firepreventionweek.org.



Helping People Quit Tobacco Use

Smoking and tobacco use damage your health, and quitting isn't easy. But your body can recover quickly once you do quit.

QUIT SMOKING OR TOBACCO WITH A SUPPORT PROGRAM

Tobacco use is an addiction, and stopping can require extra support.

For Blue Cross and Blue Shield and Blue Plus members:

Quitting tobacco support line: Call toll-free 1-888-662-BLUE (2583)

Hours: Mon. – Thurs. 8 a.m. – 8 p.m. CT, Fri. 8 a.m. – 6 p.m. CT

If you're not a member:

You can receive support with quitting through the quitline in your state, if one is available.

Call 1-800-QUIT NOW (1-800-784-8669).

It's easy to get started with the quitting tobacco support program

If you're a Blue Cross member, the quitting tobacco support program can help you take the first step to becoming tobacco-free. Here's what you'll get with the program:

- An initial call to talk about your history of tobacco use and your efforts to quit
- Four additional calls with a wellness coach at times that work for you.
- A personal quit plan for you
- A workbook sent to your home with tips to help you stick with the plan and deal with stress and cravings
- Two additional calls to support you after you complete the program (30 and 90 day follow ups)
- Online tools and resources for support and to track your progress between calls

QUIT AIDS CAN HELP, TOO

If you want to use a quit aid (patch, gum or lozenge), your wellness coach will help you figure out which would work best for you. Call the customer service number on the back of your member ID card to find out about coverage for any quit aids.

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**THE GREAT AMERICAN
SMOKEOUT
November 15, 2018**

Every year, on the third Thursday of November, smokers across the nation take part in the American Cancer Society Great American Smokeout event. Encourage someone you know to use the date to make a plan to quit, or plan in advance and then quit smoking that day. By quitting – even for 1 day – smokers will be taking an important step toward a healthier life and reducing their cancer risk.





"Danger Zone" (40 °F - 140 °F)

Leaving food out too long at room temperature can cause bacteria (such as *Staphylococcus aureus*, *Salmonella* Enteritidis, *Escherichia coli* O157:H7, and *Campylobacter*) to grow to dangerous levels that can cause illness. Bacteria grow most rapidly in the range of temperatures between 40 °F and 140 °F, doubling in number in as little as 20 minutes. This range of temperatures is often called the "Danger Zone."

- Keep Food Out of the "Danger Zone"
- Cooking
- Storing Leftovers
- Reheating

Keep Food Out of the "Danger Zone"

Never leave food out of refrigeration over 2 hours. If the temperature is above 90 °F, food should not be left out more than 1 hour.

- Keep hot food hot—at or above 140 °F. Place cooked food in chafing dishes, preheated steam tables, warming trays, and/or slow cookers.
- Keep cold food cold—at or below 40 °F. Place food in containers on ice.

Cooking

Raw meat and poultry should always be cooked to a safe minimum internal temperature (see graphic). When roasting meat and poultry, use an oven temperature no lower than 325 °F.

If you aren't going to serve hot food right away, it's important to keep it at 140 °F or above.

Storing Leftovers

One of the most common causes of foodborne illness is improper cooling of cooked foods. Bacteria can be reintroduced to food after it is safely cooked. For this reason leftovers must be put in shallow containers for quick cooling and refrigerated at 40 °F or below within two hours.

Reheating

Foods should be reheated thoroughly to an internal temperature of 165 °F or until hot and steaming. In the microwave oven, cover food and rotate so it heats evenly.

Last Modified Jun 28, 2017

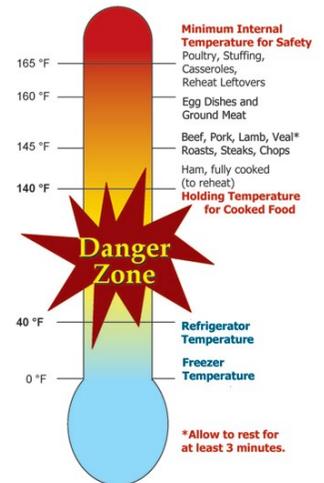
Food Safety Questions? Call the USDA Meat & Poultry Hotline - Toll free at 1-888-MPHotline (1-888-674-6854), Monday through Friday from 10 a.m. to 4 p.m.



Ask Karen!

Ask Karen provides information for consumers about preventing foodborne illness, safe food handling and storage, and safe preparation of meat, poultry, and egg products.

For answers to questions about inspection-related policies, programs, systems and procedures, access askFSIS Use this page to search our knowledge base of common food safety questions (available 24/7). The Ask Karen mobile app can also be downloaded from the iTunes and Google Play app stores.





Master Safe and Simple Cooking

Holiday meals can be complicated, but food safety rules are simple:
Clean, Separate, Cook, and Chill.

Clean: Rinse fruits and vegetables under running tap water just before eating. Rub firm-skin produce (or scrub with clean brush) under running tap water.

Separate: Keep raw meat, poultry and seafood and their juices away from ready-to-eat foods when preparing and storing.

Cook: Even for experienced cooks, the improper heating and preparation of food means bacteria can survive. Use a food thermometer — you can't tell food is cooked safely by how it looks.

Chill: Chilling food properly (40 °F or below) is one of the most effective ways to reduce the risk of foodborne illness. Refrigerate all ingredients and leftovers promptly.

Get more holiday food safety rules at www.holidayfoodsafety.org

Planning tip:

Decide on the menu and collect all recipes. To avoid an overloaded oven or range top, select a few recipes that serve well at room temperature. Calculate the cooking time and temperatures (plus cooking order) for your menu.

The non-profit Partnership for Food Safety Education saves lives and improves public health through research-based, actionable, consumer food safety initiatives that reduce foodborne illness.



WELLNESS & ACTIVITIES COMMITTEE

Cristal Adkins, Duane Bakke, Kari Berg, Dan Dornink, Leroy Eickhoff, Ann Fretland, Vicky Giese, Jessica Holst, Audrey Inglett, Mitch Lentz, Danae Murphy, Brenda Pohlman, Darrell Schmitt, Terry Schultz & Bobbie Vickerman

1. **On June 27th** the Wellness/Activities Committee hosted a Picnic in the Preston City Park. The Commissioners provided the hotdogs, brats, hamburgers, and buns for the event and lots of great food provided by committee members. Approximately 50 people (including children) attended. It was fun to see the children and grandchildren of our peers along with conversing with co-workers outside of work. We also had an unexpected watermelon toss event. 😊 **A BIG thank-you to the Commissioners for the foods and to Duane and Marc for helping with grilling at the event!** Also a BIG thank-you to Terry Schultz for picking up the food at Preston Foods and helping with the grilling, too! We greatly appreciated all the help!! The winner of the “Hydrate in the Heat Challenge” held in June was Traci Corson from Community Services winning a \$30.00 gift card to any Fillmore County business of choice. Traci chose to receive a gift card from the Sandwich and Sweet Stop.

Congratulations Traci!

2. **In July** we held a “Summer Olympics BINGO” event with Traci Corson and Amy Hershberger of Community Services each winning a \$10.00 gift certificate. Traci chose a \$10.00 gift card from Preston Foods and Amy chose a \$10.00 gift card from Estelle’s in Harmony. ***Congratulations Traci and Amy!***

3. **In August** - to celebrate the “Farmers Markets” in the County - Jessica Holst, Dietician, provided a presentation entitled, “Smart Tips for Shopping at the Farmers’ Market.” Participants at the presentation were treated with a great meal prepared by Jessica. The menu was a Beet Salad with Arugula and Balsamic Vinaigrette, Eggplant Parmesan for the Slow Cooker (Jessica used zucchini in place of eggplant), and Lemon Blueberry Trifle dessert. A total of 17 employees were able to participate in the event and the food was awesome!!! Jessica also provided information for employees to choose seasonal MN fruits and vegetables, plus she also provided the recipes for the meal that she made. A “5-A-Day Challenge” was held in August that encouraged employees to consume 5 to 9 fruit and vegetables a day and get 30 minutes of physical activity a day. Bailey Peterson of the County Attorney’s Office won a \$10.00 gift card, which she chose to be from the Sweet Stop and Sandwich Shoppe. ***Congratulations Bailey!***



4. **In September** a Healthy Grilling event catered by Ody’s Country Meats & Catering was held on September 25th. The menu was grilled pork and turkey burgers on a bun with a lettuce salad and various bars and bottled water. The event was held in Conf. Rm. 108 at the Office Building. A free-will offering was collected for “Christmas in Fillmore County.” Participants donated a total of \$155.00 for the cause. Employees will be able to make offerings to the “Christmas in Fillmore County” program through December. With September being National Yoga Awareness Month a Yoga Presentation was provided in Conf. Rm. 108 at the Office Building on Friday, September 28th with door prizes given. Winners of the door prizes were Heidi Jones, Auditor/Treasurer Office, and Karla Franzen, Recorder’s Office. Both won a Yoga DVD and mat. ***Congratulations Heidi & Karla!***

Wellness News Continued

- October** is National Positive Attitude month and employees will have an opportunity win prizes by completing a “Positively Fun Word Search” that will be provided at the 2019 Open Enrollment Information sessions. Remember to hand in your surveys for Wellness, too! For National Massage Therapy Awareness Week employees can sign up for a free 10-15 minute chair massage! Two lucky participants will win a free 30 minute massage!! A Halloween Potluck will be held on Wednesday, October 31st in both the Courthouse and Office Building. **EMPLOYEES ARE ENCOURAGED TO WEAR A HALLOWEEN COSTUME!** Who knows, perhaps there will be prizes?? 
- November** brings us to “National SmokeOut - November 15, 2018.” Information has been shared in this newsletter on different aids to help with quitting smoking. A Thanksgiving BINGO challenge event is planned for employees to participate in to be eligible to win a \$10.00 gift certificate to any Fillmore County business of choice. With November being “National Month of Gratitude” month, employees will be challenged to make a donation to the Fillmore County Food Shelf to show their “Thanks” for the many blessings that have been bestowed upon them.
- December** is “National Handwashing Awareness Month.” December is the time of year where flu activity peaks. Public Health will share information to protect us against the influenza viruses. Employees are encouraged to get their flu shot! An Ugly Holiday Sweater Contest and a potluck Christmas Luncheon will be held on **Tuesday, December 18th**. Two employees receiving the most votes for donning their best ugly Holiday sweater will win a \$10.00 gift card to any Fillmore County business of choice.



**Happy Holidays everyone -
We wish you a very Happy & Healthy New Year!!!!**

WELLNESS & ACTIVITIES COMMITTEE

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Smoothie Recipe (used on June 29th for wellness week)

Ingredients:

1 cup of milk
1 cup strawberries
1 banana
1 cup pineapple

Fruit was frozen in advance rather than adding ice. Put all ingredients in a blender and process until smooth. Pour into glasses and serve!
Recipe serves four.

Enjoy!



More Wellness News!

Wellness Week Activities

June 25th through June 29th

Monday - Bike Safety Presentation given by Vicky Giese and Jason Wetzel from Social Services

Tuesday - Skin Safety Presentation given by Brenda Pohlman from Public Health

Wednesday - Eating for Energy Presentation given by Jessica Holst from Public Health

Thursday - Identify Theft Presentation given by Marla Stanton from the Attorney's Office

Friday - Alcohol, Tobacco and Drugs Presentation given by Brenda Pohlman from Public Health



*Employees were treated with Smoothies and/or Root Beer and Strawberry Floats on Friday afternoon.



Alexis Hall and Sarah Peterson of the Public Health Department attended the Alcohol, Tobacco and Drugs presentation held on Thursday, June 28th.

NEW—Check out the “freebies” in the Coordinator’s Office!

Identify Theft “Protect Yourself, Know What To Do” pamphlets, insect repellent and sunscreen lotion packets, and “Bike Basics” and “Bicycle Safety Resources” from Wellness Week are available in the Coordinator’s Office for all employees. Please stop into the Coordinators’ Office and check them out and take one or two.

Available in Coordinator's Office

Polos, Sweatshirt, T-Shirts and Full Zip Jacket with Wellness Logo

		Cost:
Small Ladies charcoal full zip jacket	1	\$18.50
Small Ladies blue polo	1	\$9.00
Medium Ladies blue polo	1	\$9.00
Medium Men’s blue polo	1	\$9.00
Small gray long sleeve t-shirt - unisex	2	Free
Medium gray sweatshirt-unisex	1	Free



If interested - please contact the Coordinator's Office at 765-4566



TIPS TO MANAGE STRESS AT WORK

Get help managing your stress at work so you can prevent medical conditions now and in the future.

Some stress is healthy and can even help you get through difficult situations. However, chronic stress can lead to long-term health problems. Shannon Tierney, a Blue Cross and Blue Shield of Minnesota wellness coach, shares some tips to help you manage stress at work.

One way to get started managing stress quickly is with the **Blue Cross do.**[®] app. The app gives you actions and wellness tips that benefit your mind and body.

Q: What does stress in the workplace look like?

A: Stress at work is caused by many different things. It can be something small, like your computer not working, to something big, like a conflict with your boss. Some common causes of stress at work include lack of control, more responsibility, unhappiness with your job, confusion about your role, poor communication, lack of support and bad working conditions.

Some stress can be good by helping you rise to the occasion on a tight deadline. Stress that lasts too long, however, can lead to long-term health problems.

Q: What are symptoms of stress?

A: Common symptoms or signs of stress include headaches, trouble sleeping, problems focusing, short temper, upset stomach, being unhappy and low self-esteem. Chronic stress can cause more serious health conditions, like high blood pressure, back problems, depression and heart disease.

Q: How can stress impact my work?

A: Stress can cause poor job performance, unhappiness at work and poor relationships with coworkers and managers. It's important to manage stress at work so you don't put your job at risk.

Q: What are some stress management techniques I can do at work?

A: It is important to take your required breaks. During your breaks, you can:

- Take a walk around the building
- Do some deep breathing exercises
- Stretch
- Meditate

If chronic stress is negatively impacting your work on a regular basis, you should sit down with your boss to discuss your job performance and current stress levels.

Q: What can I do to manage work-related stress when I am not at work?

A: A daily activity like meditation, deep breathing, walking, yoga, stretching, massage, baths, journaling and coloring can help you manage your stress. Set **SMART** goals to complete these activities and stay on track. You are more likely to reach your goals if they are *Specific, Measurable, Attainable, Realistic and Timely*.

Your **SMART** goal, for example, can be to do a 1-minute deep breathing exercise every day at work during lunch. You can set an alarm on the do. app as a reminder and to measure your progress.

Q: What are some programs I can use to help manage my stress?

A: Blue Cross members have a variety of health programs to help you stay healthy. Some of them include fitness discounts* and the wellness discount marketplace*.

The Blue Cross **do.**[®] app can help you manage stress with daily activities and wellness tips. The app is free and available to everyone, even if you don't have a plan with Blue Cross.



USE AN ONLINE DOCTOR WHEN AND WHERE YOU NEED IT



See a doctor for medical or mental health care at your convenience.

Your cough won't go away. Your throat may feel raw and sore. You know you need to seek care. Yet, with a never-ending schedule of to-dos and priorities, it may be hard to squeeze in an appointment with your primary care doctor or a visit to urgent care.

Blue Cross and Blue Shield of Minnesota offers Doctor On Demand, a convenient and affordable care option to help you get well. The next time you need a doctor visit, consider visiting an online doctor.

How online doctor services work:

Doctor On Demand provides access to board-certified doctors, psychiatrists or licensed psychologists via video conferencing, for a small fee or at no cost for some plans.* You can have a video visit from anywhere — your home, work or even on vacation.

Use the Doctor On Demand app or website to visit a doctor when it's convenient for you. You can also schedule a video visit. Medical care visits are available 24/7 and mental health care visits are available by appointment from 7 a.m. to 11 p.m. local time, seven days a week.

When you're ready to meet, connect with a doctor live from your smartphone, tablet or computer with a front-facing camera. It's that simple.

What can an online doctor treat?

An online doctor can provide an assessment, diagnosis and treatment — and even prescribe medications and order lab tests when necessary — during a video visit. Some conditions Doctor On Demand can treat include:

- cold/flu
- sore throat
- urinary tract infection
- skin issues/rashes
- diarrhea
- vomiting
- eye issues

- sports injuries
- travel illness
- allergies

You can also visit with a licensed psychologist or board-certified psychiatrist by appointment for help with depression, social anxiety, addictions, relationship issues, trauma and loss, or workplace stress.

HOW MUCH DOES DOCTOR ON DEMAND COST?

Using Doctor On Demand costs much less than going to an urgent care clinic or the emergency room. Visits start at \$44. Plus, some or all of the cost may be covered depending on your health plan coverage*:

- Medical: \$44 per visit
- Psychology: \$55 to \$105 per visit
- Psychiatry: \$220 for the first visit; \$95 for ongoing visits

Register to see an online doctor

Doctor On Demand is available for medical care 24 hours a day, seven days a week.

Mental health appointments are available from 7 a.m. to 11 p.m. local time, seven days a week.

Register for Doctor on Demand at: <https://www.doctorondemand.com/bcbsmn>

Register at bluecrossmnonline.com to create your online account to see your claims, deductibles, coverage, network doctors, ID card and more.



Get your Flu Shot now!
Don't let the bees get you! Get your flu shot now. It's the best way to protect yourself and those around you. Do it for you! Do it for those around you. Get the shot. It's your best defense.

Seasonal injectable vaccinations, covering four types of the flu, are available for all county employees regardless of insurance status. If you are enrolled in county insurance or Medicare, bring your insurance cards and join us for one of the following flu vaccination opportunities:

Employee Only Clinics

Tuesday, October 2, 2018 (8:30 to 9:30 AM) – Fillmore County Courthouse Room 102U

Thursday, October 4, 2018 (11:30 AM to 12:30 PM) – Fillmore County Office Building Public Health Department

Brenda Leigh Pohlman, BS, MPH, Health Educator

Fillmore County Public Health

Phone: 507-765-2636

Public Clinics That Employees May Attend

Dates will be released soon!

First: 'Tennis Elbow,' Now 'Text Neck'

By Erika Philoot, Rose Winkeler Aug. 20, 2018



Text neck, as defined by spine-health.com is "neck pain and damage sustained from looking down at your cell phone, tablet or other wireless devices too frequently and for too long." You have seen it all around you — at a meeting break, in line at the grocery store, a pedestrian walking down the sidewalk or with kids in the backseat of a car — or you have known the feeling yourself. The whole world appears to have text neck, maybe not the pain, but certainly the angle of downward glance. (Why is it so awkward to raise our hands to eye level when we look at our phones or tablets?) But text neck, as it is

now called, isn't entirely new. As a Mount Whitney climber recently shared, text neck feels a lot like hiker's neck. When you hike all day, constantly looking down at your feet looking for rocks and steps, the neck angle is very much the same. Also, avid readers will recognize the neck stretch that is text neck.

According to the 2018 Liberty Mutual Workplace Safety Index, serious, non-fatal workplace injuries cost U.S. businesses more \$1 billion a week, or \$60 billion a year, with repetitive motion involving micro tasks accounting for \$1.5 billion of the total.

The question, truly, is how can we improve not just text neck, but overall posture, particularly when we are seated?

According to a 2016 article by Business Insider, 86 percent of Americans sit all day at work. If this includes you, here are some ergonomic basics to assist in avoiding workplace injuries at your desk:

1. Adjust your chair

You just inherited an office chair that was likely adjusted for someone else. That former employee may have been four inches taller or shorter, than you are. As part of onboarding, block out 20 minutes to adjust the office chair. If you don't know how, YouTube has resources on how to adjust an office chair. The office chair is one of the most important tools you use every day and has levers and knobs that adjust everything from height, position and tilt.

2. 90-degree angles

Proper posture says that your elbows, hips, knees and ankles should be at 90-degree angles when seated. Adjust a chair with a buddy, where you and your co-worker evaluate how you are each sitting at your desk. Tell one another if your elbows and knees are at 90-degree angles. Perhaps you take each other's photo sitting at your desk, so you can see if your posture at your desk resembles the mental image you have in your mind.

3. Eyes even with the top of the monitor

Often employees think they should be looking at the middle of the screen for proper ergonomics, but the rule of thumb is actually for the top of the screen to be at eye level so the chin is level and the spine is straight.

4. Wrists neutral

Wrists should be neutral or level to the work surface with a padded wrist rest. The mouse should be close to the keyboard, maintaining the 90-degree elbow position.

5. Avoid twisting

Work chairs turn, swivel and have wheels so you can turn your chair rather than twist your body. (The wheels on the

chair are not just to give a few inches of height when trying to reach an item on a high shelf — please don't try this at home.) Avoid the temptation to lean or twist for that heavy binder without moving the chair.

If you need the binder on a regular basis as a desk resource, consider moving it to a location of greater convenience, or use the need to access the binder as a reason to stand up and take a break from sitting.

6. Use a foot rest

Having a foot rest can result in better overall posture in addition to making sure your feet touch the floor.

7. Head tilt

Holding a phone, either desk phone or cell phone, with your shoulder can create neck strain. Often, in the past, desk phones had a cradle, but headsets, and speaker phone options are also available. If possible, use the phone call as an opportunity to change position, stand if you were seated, sit if you were standing.

8. Don't forget the lighting

Having to squint, strain or get very close to the monitor is bad for your posture, and sometimes this is caused by improper lighting as much as by seated position. Glare from a window or light may be corrected by a slight adjustment to the monitor. If you have to wear a hat at your desk, this might indicate a less than ideal situation.

9. Help others

If you see an employee's workstation with boxes, books and magazines under the keyboard, mouse or armrests, it is likely an indication that chair adjustments may be needed. It also may be preventing wrist neutral position.

10. Remember to stretch

Take several minutes every hour, maybe even while you are on the phone, to roll your wrists, roll your shoulders and extend your arms. Also, "stretch" your eyes by focusing on an object far away from you.



It is that time of year—

The Annual Open Enrollment for Fillmore County Employee Benefits!

Open Enrollment for County Benefits in 2019 set for
October 30—November 15, 2018

Cafeteria Information sessions:

When: Tuesday, October 30th

Where: Conference Rm. 108, Fillmore County Office
Building

Time: 10:00 a.m.—12:00 p.m. & 1:00 p.m.—3:00 p.m.

A calendar for date and times available to meet at either the Office Building or in the Coordinator's Office to complete your 2019 Flex Benefits Enrollment form will be available at the Cafeteria Information sessions.

Eligible employees are **REQUIRED** to return a completed and signed 2019 Flexible Benefits Enrollment Form to the Coordinator's Office. Open Enrollment is an important opportunity for you to assess your benefits and make choices that maximize your savings.

For more information on benefits, please contact the Coordinator's Office at 507-765-4566.

It's that time...
Benefits
OPEN
ENROLLMENT



Maple-Thyme Chicken Thighs

Total Time: 15 minutes

Makes: 6 servings

Ingredients:

2 Tbsp. ground mustard

2 Tbsp. maple syrup

1 tsp. minced fresh thyme OR

½ tsp. minced dried thyme

½ tsp. salt

½ tsp. pepper

6 boneless skinless chicken thighs

Directions:

1. In a small bowl, mix the first 5 ingredients to create the “mustard sauce.” Moisten a paper towel with cooking oil. Using long-handled tongs, rub the paper towel on grill rack to coat lightly.
2. Grill chicken, covered, over medium heat 10 minutes flipping halfway through. Brush often with mustard sauce during the last 4 minutes of cooking. Chicken should be at 170°F when done.

Tips: I personally like using my George Foreman for convenience. Green Beans Almandine makes a great side for this dish!

Recipe submitted by Bailey Peterson, Paralegal, County Attorney's Office



ATTENTION FILLMORE COUNTY EMPLOYEES:

Are you a photographer? Do you have scenery pictures of our beautiful County that you would like to share on the Fillmore County website?

Please contact me in the Coordinator's Office by calling 507-765-4566 or email ainglett@co.fillmore.mn.us with your pictures. Please keep the pictures of landscapes. We would love to see new pictures of our beautiful County on the web.

Thank you!

Audrey Inglett, Office Support Specialist, Sr.



Employee News



Welcome New Employees!

Hired as part-time intermittent Deputy Sheriff/Courthouse Security are:

Donald Bray, Tyler Spande and Thomas Mosher

Welcome to Fillmore County!

Moving on!

Kenneth Rislov—Shop Foreman in our Highway Department has retired from his position with the County effective in September. **Congratulations, Ken on your retirement—thank for your service to the County and Best of Luck!**



Congrats Kari Schultz!

Kari received the Everyday Hero WIC southeast region! She was picked out of all the WIC staff from the southeast counties. She received this award due to her positive impact in WIC. She is caring, compassionate, supportive, optimistic, intelligent, adaptive, hardworking, and genuine! Public Health is proud to have her be part of the team!



*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

Please remember to make donations to both the Christmas in Fillmore County program and to local area Food Shelves—your donations will be much, much appreciated!!!

Food Shelf



Thank you!!!

