

#8

Good News Report

Department / Office: Human Resources

Topic: Great Professional Communications

Recently the Human Resources department has put a great effort to regularly keep all county employees informed on county happenings, health information and other work related information. Please see attached county newsletter for more information.

Woodbury County Newsletter

July 2016

Policy Review Committee

July 27, 2016 at 10:00AM
Board Chambers.

Meeting is open to the public



Consideration on the future of County Wellness Program

Volume 2, Issue 1

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Woodbury County will continue to improve and maintain the health of all their employees.

Look for alternative choices to the Woodbury County wellness program.

Option 1:

Once you have completed the initial required biometric screening and results, you would continue to attend your quarterly wellness coaching. When you have attended your coaching, your points will be earned and you will continue to receive discounts on your health care premium.

Option 2:

Potential change allows options when you have completed the initial required biometric screening and results. You would have the flexibility to obtain your points through select programs and activities of interest. You would complete the quarterly points to receive your discount on your health care premium instead of attending health coaching.

**Reminder: The Wellness begins with
the biometric screening.**

Special points of interest:

- *Wellness Program Change Consideration*
- *Mission Statement*
- *Claim Reports*

Health & Wellness Committee

September 20, 2016 at 2:00 PM
Wellness updates and the status of the self-funded health insurance will be reviewed.

CONGRATULATIONS !!!!

Mark Naha-County Engineer

Mark was awarded 4 hours paid leave for his generous donation of over 1 gallon milestone to the LifeServe Blood Center.



Woodbury County Health Insurance Committee and Woodbury County Wellness Committee Mission Statement

"To promote a healthy lifestyle and healthy choices among all employees of Woodbury County"

Health Insurance and Medical Claims Report:

Woodbury County 2015 calendar year claims were \$4,919,613 compared to 2014 when we were a little over \$4,457,170.

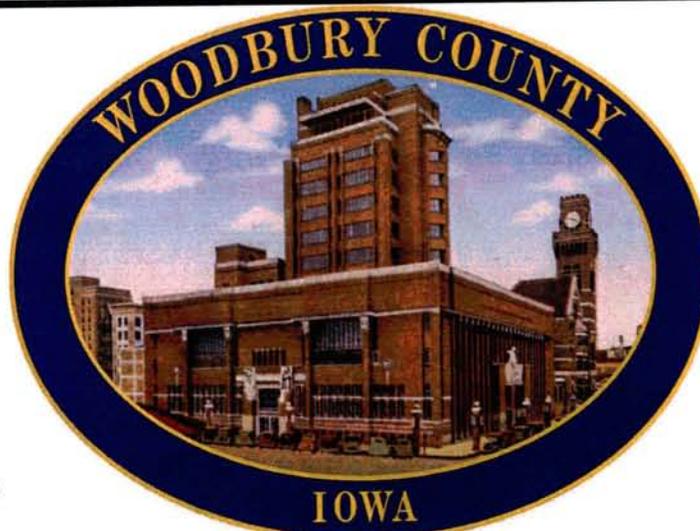
For the period July 1, 2015 to June 30, 2016:

Fiscal 2016 we had medical claims of \$5,176,991 versus \$4,485,176 in Fiscal 2015. In 10 of the 12 months of Fiscal 2016 we spent more total dollars than in Fiscal Year 2015. Claims were greater in 9 of 12 months.

We increased funding 6% July 1, 2016. Impact to employees was minimal since only 20% of the increase, not the total increase is passed on.

In Fiscal 2015 we averaged \$373,765/month and for Fiscal 2015-16 we averaged \$431,416/month. The new funding level should put us just above what break-even has been based on the Fiscal Year averages for total expense.

Please do not be surprised if we need to raise rates July 1, 2017. Please stay well!



Woodbury County Years of Service Awards



Recognition of **30 Years** of valuable contributions to Woodbury County



Don Armstrong
Deputy Sheriff Lieutenant

Recognition of **25 Years** of valuable contributions to Woodbury County



Kent Roepke
Sheriff Department



Arlene Wetrosky
Motor Vehicles



Recognition of **20 Years** of valuable contributions to Woodbury County

Randi Campbell
Sheriff Department



Donald Groves
Sheriff Department



Brian Hagler
Sheriff Department



Benjamin Kusler
Secondary Roads



Recognition of **15 Years** of valuable contributions to Woodbury County



Lori Melville
Attorney Administration



WELCOME NEW WOODBURY COUNTY EMPLOYEES



Karla Fergen
Human Resource
Clerk



Craig Steig
Building Service
Maintenance Technician



Jake Lewis
Juvenile Detention
Youth Worker



Nick Nieman
Veteran Affairs
Service Officer



Gerald Kelley
Emergency Services
Operations Officer-Paramedic



Nathan Selfies
Conservation
Resource Technician

Thank you to our Retirees for all their years of service to Woodbury County

Paula Appelt
Treasurer Department
40 years of Service



Mark Peterson
Conservation
25 years of Service



Rose Griffith
Sheriff Department
19 years of Service



Deb Kobold
Treasurer Department
36 years of Service



Eileen Whitehouse
Treasurer Department
18 years of Service



Iowa Public Employees' Retirement System

The IPERS plan is a *defined benefit plan* with *qualified plan* status under federal Internal Revenue Code section 401(a). A defined benefit plan provides a lifetime benefit calculated using a formula. Your benefits grow with you during your working career. As your years of service and salary increase, your IPERS benefits also grow. At retirement, you receive the benefit you earned regardless of the performance of the stock market.

YOUR SAFETY NET

To protect you and your family against the unexpected, IPERS provides death and disability benefits in addition to monthly retirement benefits. It is important to understand how IPERS benefits work and to make sure you have a current beneficiary designation form on file with IPERS.
(Contact Human Resources to add or change beneficiary designation)

How is my retirement benefit calculated?

- The benefit amount is determined by a formula. The formula includes your average annual salary from the five years you earned the most a multiplier based on your years of service. The multiplier for Regular members is 2% a year for the first 30 years of service and 1% for the next five years up to a maximum of 65%.
- The multiplier for Special Service members is approximately 2.7272% a year for the first 22 years and the 1.5% for years 23-30, up to a maximum of 72%.
- You can view and print a copy of your benefits statement, and see your accumulated contributions and interest, by logging into My Account, www.ipers.org

When does IPERS consider me "retired"?

- IPERS' definition of retirement means you have applied for and begun receiving IPERS retirement benefits. You must live into your first month of entitlement to receive benefits regardless of your age. To qualify for IPERS benefits you must terminate all employment with all covered employers.

When can I withdraw my contributions?

- If you quit working for all IPERS-covered employers, you can apply for a refund. However, you should consider your alternatives carefully, including leaving your money at IPERS or rolling over your account to another retirement plan. You can use the IPERS benefit estimator by logging in to My Account, or call IPERS to check on current or future monthly benefits that may be available to you. (1-800-622-3849) www.ipers.org

When can I withdraw my contributions?

- Retirement benefits may start the first month following the month in which you terminate employment with all IPERS-covered employers, provided you have filed an application and are 55 years of age or older.
- Benefits may begin before age 55 if you qualify for disability benefits or if you are a Special Service Member.

When am I eligible to start receiving monthly retirement benefits?

- Vested regular class members can start drawing monthly payments as early as age 55 (earlier if vested and receiving Social Security disability or Railroad Retirement disability payments).
- You must apply for payment and terminate employment with all IPERS-covered employers, unless you are over 70.

What are the RULE of 88 and Rule of 62/20?

- The Rule of 88 is when a member is age 55 or older, and the sum of the member's age at the last birthday and years of service equals or exceeds 88.
- The Rule of 62/20 is when a member is age 62 and has at least 20 years of service.
- A member can reach normal retirement age by meeting either of these rules, or by reaching age 65.
- A member who retires before normal retirement age has an early-retirement reduction applied to his or her benefit.

How to I get more information about my benefits?

Whether you are just starting your public service career or are thinking about retirement, IPERS has information specific to your circumstances.

- IPERS representatives travel throughout the State meeting members individually and presenting information in a group setting.
- IPERS hold several presentations at the IPERS office, hosts webinars and post recorded webinars on various topics at www.ipers.org
- Call an IPERS representative with any questions you have (1-800-622-3849)
- Contact IPERS on line www.ipers.org

A Mammogram *Might Save Your Life*

According to the American Cancer Society, death rates from breast cancer have declined significantly in recent years, most likely due to earlier detection and treatment of the disease. Breast cancer affects one in eight women during their lives. That's why regular breast exams and early detection are essential. One way breast cancer can be caught early is with a mammogram. The first sign of cancer is often an abnormality that shows up on a mammogram before any change in the breast or by a doctor.

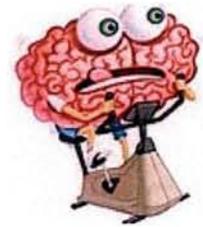
Woodbury County Group Health Plan covers one routine mammogram per benefit year.

Mercy Medical Center and Unity Point Health-St. Luke's provide mammography and related women's imaging services. They focus on all aspects of breast health and have established a reputation for excellence in breast care in the Siouxland area.

If you have questions about their services, or wish to make an appointment, please call Mercy Medical Center Mammography at 712-279-2552 or Unity Point Health-St. Luke's at 712) 279-7979.

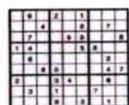
If you have questions regarding mammograms and Wellmark coverage refer to preventive care in Woodbury County Group Health Plan Summary Plan Description. (Page 13 & 26) or call Wellmark at 800-622-0005.

Sources: American Cancer Society, Mercy Breast Care Center & Unity Point Health-St. Luke's



WORKOUTS FOR YOUR BRAIN

We all know that to keep our body in shape we need to stay active. Your brain is no different. If you want to maintain your brain health and preserve your memory as you age, try these tips

- (1) Reduce your television watching by an hour a day or more. 
- (2) Learn a foreign language, play a musical instrument or cultivate a hobby that demands attention to detail.
- (3) Work crossword puzzles, sudoku or jigsaw puzzles. 
- (4) Participate in a physical activity that involves strategy and coordination, anything from team sports to dance lessons.

<http://printablesudoku.blogspot.com>

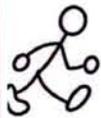
Source: Inverness Medical, Impactnews

Healthy Living as You Age

Doctors used to joke that the secret to a long life was simple: Choose the right parents!

Very funny, but not very accurate. While the genetic blueprint dealt to you at birth may **influence your health, there is overwhelming evidence that your own choices**, including how much you exercise and what you eat can have a profound impact on how long and well you live.

Some researchers believe that genes may control only about one-third of human destiny. The rest is in your hands and feet it seems. Staying active is an essential part of maintaining a body that looks and feels young; most experts recommend at least 30 minutes of exercise a day. Here's a closer look at that advice, as well as other key choices **that affect longevity and quality of life.**



EXERCISE: You don't have to train like an Olympian to keep disease at bay. The Journal of the American Medical Association published a study by Harvard University following nearly 40,000 women. Those who worked out vigorously got important health benefits, but the Harvard team **found that women who simply walked regularly-even for as little as one hour per week at a leisurely pace-significantly reduced their risk of heart disease.**



BUILD STRENGTH: At age 25, the average person begins losing about a half pound of muscle per year, unless he or she keeps those muscles working. If you look forward to hoisting a grandchild over your head someday, the sooner you begin a regular strength-training program the better. Need another reason? **Muscle burns lots of calories-about 25% of the total you eat every day.** Within a few months after you start lifting weights, you'll pack on 2-4 lbs. of lean, calorie-crunching muscle.



STAY AT YOUR BEST WEIGHT: You can't overemphasize the importance of a healthy weight. Some 61% of Americans are overweight, and obesity contributes to 300,000 deaths in the United States each year. Consider this lesson from the National Weight Control Registry, which tracks 3,000 Americans who have lost more than 30 pounds, and have kept the weight off for at least a year: Most "successful losers" say they've maintained their leaner physiques the old-fashioned way, by exercising regularly and sticking to a low-fat diet. **In fact, many studies have demonstrated that slight under eating is associated with longevity.**



EAT LESS RED MEAT: Eating the right foods can produce more than skinnier thighs, it can add years to your life. If your meal plan needs tweaking, a "too-hearty" appetite for red meat might be a good place to start. The typical American eats the equivalent of about five quarter-pound hamburgers per week. According to a study published in the American Journal of Clinical Nutrition, vegetarians are 24% less likely than carnivores to die of heart attacks, makes a salad sound more appealing. **Some scientists believe that saturated fat, the artery-clogging kind found in red meat and whole-fat dairy-may increase the risk of some forms of cancer.**

10 FUN FACTS

1. You can't wash your eyes with soap.
2. You can't count your hair.
3. You can't breathe through your nose, with your tongue out.
4. You just tried no. 3
6. When you did no. 3 you realized it's possible, only you look like a dog.
7. You're smiling right now, because you were fooled.
8. You skipped no. 5
9. You just checked to see if there is a no. 5
10. Share this with your friends to have some fun too! :-)



Woodbury County: Vital Role of Services and Progress During Growth

An Update from Board of Supervisors Chairman Jeremy Taylor

Vital Role of County Services

As we lean into this next fiscal year, I wanted to take a moment and give you an update as to how we are growing under construction in order to see the "big picture" of a county clearly on the move. With such a large physical geography of space and very diverse departments, it is good to have regular communication to all be on the same page.

What I have come to learn about county services is that whether you have been working on a conservation cabin, rescuing an entrapped vehicle from a ditch, grading a secondary road, providing a marriage certificate, helping someone with her taxes or registration, or a seeing that a veteran gets services, you are doing the quiet unsung work of safety, security, and quality of life that is so important.

Updates on Construction

Kids can have them physically as toes pinch in the shoes and lanky legs outgrow jeans while athletes feel them from strenuous training. No matter how these growing pains come, change does not come easily. In our case, it has meant moving and construction for organizations and physical spaces for progress and continual improvement.

The Clerk of Courts has now successfully moved from the Law Enforcement Center to the Courthouse at their request with nearly all funding coming from the judicial system and allowing for more seamlessly efficient operations. This will be key in opening up much-needed space in the LEC for possible jail expansion. The Treasurer's Office is now all "under one roof" with DMV, Tax, and DNR all at Trosper Hoyt. Juvenile Detention will be getting a complete retool of all electronics and security this year, plus a roof that is properly repaired. Additionally, all employees should look forward to a breakroom there that makes us proud of the space.

As you know, LED lighting is completed in every building which will pay for itself in just under 4 years, incentivized by rebates from Mid-American for around half the County's cost: this is a boon to our environment, our budget, and the safety and aesthetics of our buildings. The handicapped accessible Board Room with ample audience space now has improved audio, and we are hoping to possibly live-stream in the near future. Dennis Butler, Budget Analyst, is moving down to the Board Office, and this has a new look and feel as well with Karen James and Heather Satterwhite full-time while I will be "officing" upstairs.

Building Services is being pushed on a daily basis: repairing steam traps in the courthouse (all of which need to be replaced totaling near 300), replacing cracked historic globes, renovating the crumbling steps at the LEC estimated to be newly completed mid-August, repairing ongoing emergency windows in the courtrooms, reviving non-functioning building automation systems, and commissioning new elevators (second to be completed mid-September). They have done great work. I am appreciative as well to WCICC, and each department who has been part of being a "work in progress."

We are wrapping up a study of how to take Prairie Hills with its various waste and safety concerns (estimated to cost nearly \$1.2 million in utilities and repairs over the next decade), close it down, and spend the money that otherwise would have been wasted in a one-time expansion of the Law Enforcement Center. This has been made possible fortuitously by the Clerk of Courts move, creative design approaches to the jail, and the movement of the current kitchen from Prairie Hills to the LEC.

Siouxland District Health has likewise undergone a real transformation with service delivery the priority, allowing for clients to see multiple divisions and departments through a "one stop shop" access approach. Natural lighting and staff-identified needs also have been met in this first-class facility.

Finally, I was pleased to hold a pair of scissors yesterday with Supervisor Mark Monson and cut the ribbons on two beautiful—and I mean beautiful—Southwood Conservation Cabins with gorgeous Loess Hills furniture, state-of-the-art amenities and all against the backdrop of lush natural relaxation. At the same time, an online reservation system coming soon (MyCountyParks.com) speaks progress and means that there won't be much space soon for these. Book soon if you want a fighting chance of getting in there!

How is all of this possible?





Woodbury County: Vital Role of Services and Progress During Growth *An Update from Board of Supervisors Chairman Jeremy Taylor*

...continued

You Make the County Strong

Well, studies are conducted; decisions are made; funding is appropriated. But none of this happens well or seamlessly without cooperation, hard work, and the right spirit. I witnessed that yesterday when a 25-year employee, Deputy Mark Peterson, came back to see the Southwood Conservation Cabins open alongside Director Rick Schneider's leadership, the secondary roads grading that contributed, and all the hardworking folks from conservation. Likewise, Siouxland District Health's WIC division had been—with a spirit of grace and humor—self-named "Women in Construction," pictured below during their remodel, a testament to how to keep things light when change happens.



This spirit is what I'm proudest of as you all make us organizationally "Woodbury County Strong."

Rural Meetings with the Board of Supervisors

In the next several weeks, the Board will be out in every rural community with a goal of getting everywhere by the end of the year. I'm consistently appreciative of fellow elected officials, department heads, and others who make the trips out to bring government to the people. Look for the Board from 6:30-8:00 p.m. in the following locations:

- Pierson —July 21
- Smithland—August 1
- Hornick—August 18
- Salix—August 22
- Sloan—September 12 or 15 (TBD)

Thanks for all that you do. and have a great day!

**REMINDER
TO
SAVE THE DATE**

The 5th Annual County Health Fair
Will be held:
November 15, 2016