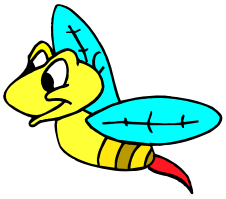
Walworth County



WALCO Buzzzzzzz

" Your Wellness & Benefits Newsletter"

November/December 2009

Welcome to the first edition of the Walworth County employee wellness and payroll/benefits newsletter. We are excited to offer employees the opportunity to find out what is going on around the county and provide helpful information.

Our goal is to provide this newsletter bi-monthly to you with information from a wellness perspective, a benefits perspective, and other helpful information from the payroll/benefits area. We want this to be both informative and supportive as we strive to implement a culture fostering employee wellness and knowledge.

If you recall, a while back a survey was circulated regarding your interest (s) in employee wellness. We received a total of 349 responses back!! Thanks to those that participated. It gives us some direction on areas to investigate and pursue. Here is a general summary of the survey results:

- 35% of respondents believe they don't exercise enough.
- 69.8% of respondents believe they are overweight.
- 46.1% of respondents don't practice stress management.
- 73.5% of respondents want to participate in some fashion in a wellness program.
- 58.2% of respondents have tried to make healthy changes but need further support.
- 64.4% of respondents indicated they are willing to contribute up to $20 per month if the County provided an exercise/workout facility with convenient hours/access.
- 32.9% of all comments given involved the County providing a place to exercise, workout, or clean up after exercising on breaks.

In summary, there is a large contingent of our employee base looking for information, assistance, and a low cost, convenient opportunity to improve their health.

It is now up to us to foster Walworth County's culture internally and improve our overall health. This will benefit us all. We hope to provide you with that opportunity!!

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Important Dates to Remember

- Annual Section 125 Medical and Dependent Care sign up Deadline - November 13th
- HPS Enrollment Deadline – November 13th
- Health Club Membership Sign up by December 1st

Employee Wellness Council

The Walworth County Employee Wellness Council was an idea brought forth by collaboration with Walkers of Walworth and the Walworth County Finance Department. The Finance Department thought it would be a good idea to see what the interest level was on a County wide basis for a Walworth County Wellness Program. On 4/23/09, a meeting was held with various County employees who expressed interest in becoming a part of a potential Employee Wellness Council. The idea was to share thoughts and ideas of how and what the County should do to explore Employee Wellness if there was enough overall support.

The brainstorming effort yielded an employee wellness survey that was sent to all employees to fill out. We received a response from 349 employees to this survey. The overall consensus of the survey showed our employees have a desire for a County wide wellness program with various activities and interests. The Wellness Council was formed from this original group and a second meeting was held on 6/1/09. At this meeting the Council reviewed the results of the survey and decided to come up with a Mission Statement and some goals based upon the survey results. At this point, an Operating Plan has been drafted and submitted for approval to the County Board Human Resources Committee. As well, Ordinance changes have been sent to the Finance Committee to allow the wellness council to separately track proceeds from fund raisers for employee wellness events/initiatives to establish a budget for our programs/activities. Our goal is to meet at least quarterly if not bimonthly to discuss topics and do research on activities/educational opportunities. We also plan on developing a bimonthly newsletter to inform everyone of our progress, upcoming events, and provide wellness articles for your information.

Employee Wellness Council Members

Dale Wilson	*Finance/Employee Benefits*
Josh Pollock	*Finance/Employee Benefits*
Valerie Etzel	*Finance/Employee Benefits*
Ken Brauer	*Sheriff's Department*
Rich Colbert	*IT*
John Miller	*Public Works*
Colleen Lesniak	*UW-Extension*
Jenny Wehmeier	*UW-Extension*
Barbara Mosley	*HHS*
Terese Rutkowski	*HHS*

WOW – Walkers of Walworth

The formation of this group was collaboration between Penny True-Dauffenbach and Linda Eastburg. The two got together in July of 2006 and put their heads together to come up with an activity that would engage employees in some sort of exercise that could be fit into the workday. They decided to try a walking challenge between the employees in the judicial center and the employees in the government center. When that turned out to be successful, they expanded out efforts to include other things.

Since that first event, the group has also sponsored and coordinated the following activities:

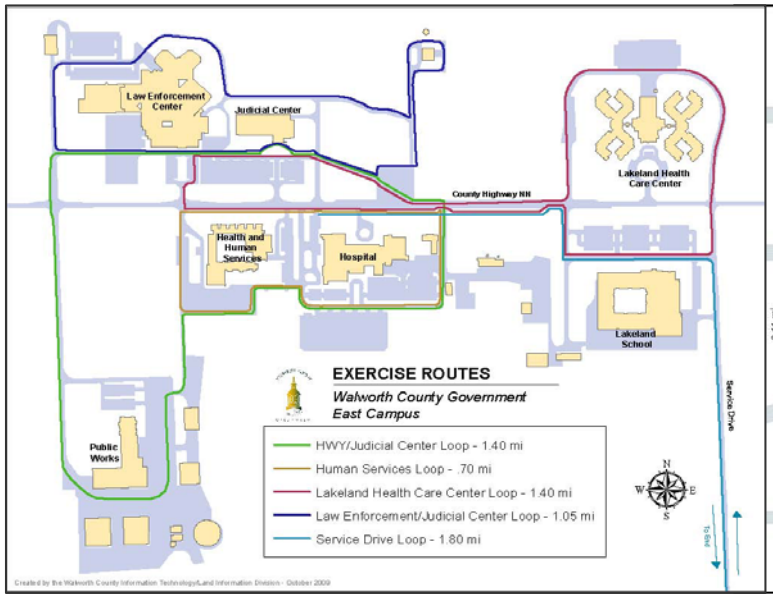
- An annual spring walking challenge with Racine County & healthy picnic
- Participation in Lighten Up Wisconsin
- Fall walking challenge involving different teams of county employees
- Overall challenge involving exercise, nutrition, wellness, mind/body exercise, green and community element
- Healthy cooking classes, demonstrations and recipes
- Group exercise sessions onsite and at Four Lakes Athletic Center
- Nutritional materials and education

Overall, they have engaged about 100 Walworth County employees in various different events.

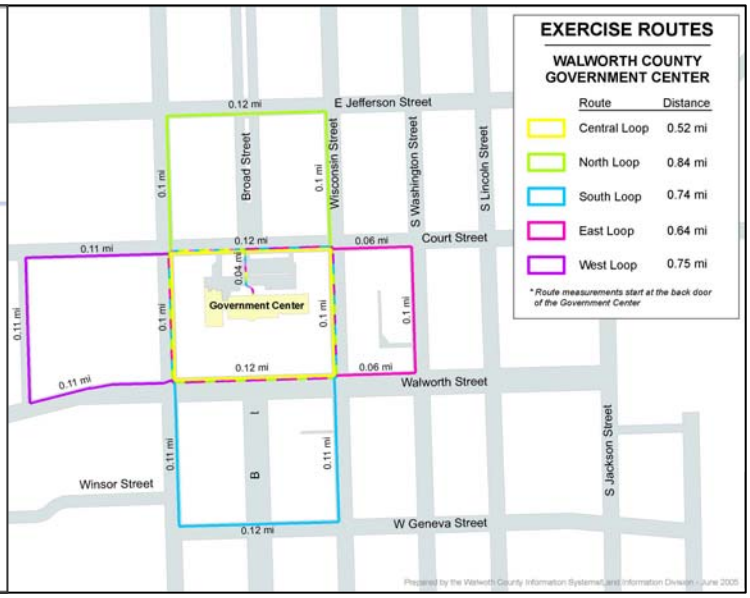
Exercise in our own back yard!!

Check out the walking maps below!

ANNEX COMPLEX



DOWNTOWN ELKHORN



Health Club Memberships

The county has been working together with area health clubs to offer county employees memberships at a discounted rate. This would be a perfect opportunity to start improving our health!

To obtain these discounts the county needs to meet certain requirements before the discount will be applied to the memberships.

Take the opportunity to review the following page regarding information on three local health clubs that have offered the county a discounted membership rate. We have included direct links and phone numbers to each of the facilities for an opportunity to review what each facility has to offer.

If you are interested in joining any of following facilities or need further information please contact Employee Benefits at 262-741-4949.

If you are currently a member of any of the following health clubs, we would appreciate you contacting us as well. Your membership may be counted towards the minimum enrollment required to obtain the stated discounts. If we are successful, the discounted rates will be applied to your current membership.

Four Lakes Athletic Club

CORPORATE CLUB MEMBERSHIPS

http://flaconline.com

262-743-2000

- Corporate Memberships require that there be a minimum of ten (10) memberships.
- No new member service fee (standard Fee is $100, fee for senior =$50)
- Child Care Available (separate fee)
- Fitness classes included with monthly membership rate
- 2-WEEK FREE TRIAL - Contact Amy at FLAC

MEMBERSHIP		***STANDARD RATE***	***DISCOUNTED RATE***
Individual		$ 55.00	$ 40.00
Individual + 1	Husband/Wife or dependent child high school - age 21	$ 85.00	$ 70.00
Family	Husband/Wife and children under 21	$ 95.00	$ 80.00
Senior Individual	Age 62 or older	$ 40.00	$ 30.00
Senior Couple	Husband/Wife age 62 or older	$ 60.00	$ 45.00

YMCA - LAKE GENEVA

CORPORATE CLUB MEMBERSHIPS

http://www.lakegenevaymca.com

262-248-6211

- Corporate Memberships require that there be a minimum of five (5) membership units.
- No new member service fee (standard fee is $30-$40)
- Child Care Available (separate fee)
- Fitness classes (separate fee)

MEMBERSHIP		***STANDARD RATE***	***DISCOUNTED RATE***
College		$ 29.00	$ 27.00
Adult		$ 34.00	$ 32.00
Family		$ 51.00	$ 48.00
Senior (60 & Over)		$ 25.00	same as standard
Senior Couple (Senior Couple)		$ 45.00	same as standard

SNAP Fitness

CORPORATE CLUB MEMBERSHIPS

http://www.snapfitness.com/elkhorn/

262-723-7627

- Corporate Memberships require that there be a minimum of five (5) memberships.
- 50% off $49 Standard enrollment fee = $24.50
- $20 per person Door Access Key (one-time initial charge)
- Memberships can be used at any SNAP Fitness location

MEMBERSHIP		***STANDARD RATE***	***DISCOUNTED RATE***
Single Membership		$ 34.95	$ 29.95*
Single Membership – 3 month pre-pay	Enrollment fee waived	$ 104.85	$ 89.95*
* Discounted rates only apply to County Employees, Family members pay standard rate			

Exercise: Your Way to Weight Loss

Exercise is essential to any weight-loss program. You need to burn the fat that your body has stored while keeping your lean muscle tissue strong. To get the most out of your exercise time and effort, follow the American College of Sports Medicine's guidelines for exercise in response to these commonly asked questions:

How often do I really need to exercise each week?

The best workout frequency appears to be four to five times each week, although health gains can be made with exercise that is only done twice a week for those who are starting out.

What kind of exercise activity should I be looking to do?

To burn calories your body has stored as fat deposits, you need to do activities that involve aerobic exercise. Aerobic exercise uses large muscle groups rhythmically and continuously so that heart rate and breathing become raised for a long period of time. The best examples of aerobic activity include walking, jogging/running, swimming, stair climbing, bicycling, and dancing. Don't feel like you are bound to just doing one kind of activity.

How long do I need to exercise to get results?

How long you perform aerobic exercise will depend on your goals, schedule, and physical condition. If your goal is body-fat loss and you are appropriately conditioned, then longer is better. The longer you exercise the more calories you burn. You should try and exercise at least 30 minutes with each workout, although 40 to 60 minutes is preferred. Recent research also shows that aerobic fitness levels can improve with as little as 10 minutes of activity, as long as exercise is repeated two to three time a day, and done five days a week. If you only have a few breaks to yourself in your day, like a coffee break or the end of your lunch break, walking and exercise during these times will allow you to meet your exercise commitment.

How hard am I supposed to workout during exercise?

You should workout at a moderate level of intensity during your exercise time. A moderate level of intensity means that you are working at about 70% of your effort. The easiest way to see if you are exercising at the right intensity is to take the "Talk Test." The "Talk Test" says you should be able to talk comfortably while you are exercising. If you are still able to breathe comfortably and talk, while exercising at the same time, then you are probably working at an appropriate intensity level.

Find Your Exercising Heart Rate

If you like to be exact, and are able to take your heart rate while exercising, then here is an easy equation to find out what your heart rate should be during your workout.

Ideal Exercise Heart Rate

(220-your Age) x 0.7

This means that for a 37 year old person, the best exercise heart rate should be about:

(220-37) x 0.7 = 128 beats/min.

Walworth County recently initiated a contract with a company called Health Payment Systems (HPS). HPS will now pay claims processed by Auxiant for certain health care providers. For these providers, you will be receiving your bill and your Explanation of Benefits all in one mailing.

HPS is offering Walworth County significant claims savings. The additional savings in claims dollars will affect both you (in coinsurance dollars) and the Walworth County Health Plan as a whole. We are hoping this additional savings will allow us to rebuild our reserves and help stabilize premium increases going forward.

If you are a participant in the Walworth County Health Plan, you will be receiving an information packet from HPS. This packet will include a new ID card and an enrollment form in addition to how HPS will work. Be sure to use your new ID card (and toss your old cards) as these changes will be effective November 1st.

Please complete the enrollment form and return it to Benefits-Finance in the Government Center, Room 116.

The deadline to return the enrollment form is November 13, 2009

Employee Benefit Updates & Reminders

Any Family Changes?

If you have had a change in your life (marriage, divorce, birth)

contact Benefits in the Finance Dept: 262-741-4949

to complete the necessary forms/documentation.

It is very important you contact Benefits within thirty (30) days of any family changes

Student Verification

The holidays are here and for most of you with dependent children in school, it means they will be heading home between semesters. It is also time for them to start registering for the Winter/Spring semester. This is a good time for them to bring home the information needed to verify that they are full-time students and can remain on your health and dental plans. Remember, for the Winter/Spring semester we will need the following:

- A letter from the school stating that the student is full-time

  or

- A bill or a receipt showing payment toward tuition **AND** the student's schedule showing credits enrolled in

  or

- A copy of the Student Verification Form for the Spring 2010 Semester

If you have any questions or concerns, please email Josh Pollock at jpollock@co.walworth.wi.us or call 262-741-7964.

Student verification only applies to dependent children, age 19 and over.

Feel free to forward suggestions, wellness event notices and/or programs.

We value your opinion and would appreciate any new ideas!

Contact Information

Employee Benefits

262-741-4949

Website Information

Walworth County http://www.co.walworth.wi.us/

Employee Self Service http://ess.co.walworth.wi.us/MSS/

Walworth County

November & December 2009

Wellness Events

November & December

- **October 16 — November 13 -** Holiday Fruit Fundraiser for Walworth County Walkers. Order sheets will be distributed to each department. Contact Penny True-Dauffenbach or Linda Eastburg for more information. Delivery tentatively scheduled for the second week in December.
- **November 7 -** UW Arboretum Walk Effigy Mounds 1-3 p.m. www.uwarboretum.org/events
- **November 8 -** UW Arboretum Walk Preparing for Winter 1:30-2:30 p.m. & UW Arboretum Walk Landforms 1-3 p.m. www.uwarboretum.org/events
- **November 13 -** Annual Section 125 Medical and Dependent Care Deadline
- **November 13 -** HPS Enrollment Deadline
- **November 8 - December 26 -** WOW Challenge Contact Penny True-Dauffenbach or Linda Eastburg for more information. To receive the groups recent and upcoming ask to be added to their email list..
- **November 15, 2009 -** UW Arboretum Walk Thinking Like an Arboretum 1-2:30 p.m. www.uwarboretum.org/events
- **November 19 -** 6-7p.m. Matheson Memorial Library, Cooking for One or Two is presented by UW– Extension– Jenny Wehmeier. Pre-registration is required, contact UW-Ext at 741-4951 for more information.
- **November 21 -** Run with the Turkeys 5K Run Pleasant Prairie www.plesantprairieevents.com
- **November 22 -** UW Arboretum WalkSampler 1-2:30 p.m. www.uwarboretum.org/events
- **November 28 -** UW Arboretum Walk Star & Night Sounds 6:30-800 p.m. www.uwarboretum.org/events
- **November 29 -** UW Arboretum Walk Winter Woods 1-2:30 p.m. www.uwaroretum.org/events
- **December 1 -** Health Club Membership sign up notification due to Employee Benefits by 5 p.m.
- **Every Tuesday** in November & December Walk the Ice Age Trail 4:00 p.m. Whitewater outpost Hwy 12 www.iceagetrail.org
- **Every Wednesday** in November & December Walk the Ice Age Trail 10:30 a.m. Whitewater outpost Hwy 12 www.iceagetrail.org

Updates to Past Wellness Events

Results posted as available