



MARINETTE COUNTY Wellness Committee

Nicole Albrecht
Chair

Katie Kinney
Vice-Chair

BobbieJean Borkowski
Secretary

Hollie Viestenz
Treasurer

Minutes

December 3, 2018

LEC Training Conference Room
2161 University Drive

MEMBERS PRESENT: County Board Member Al Sauld, Nicole Albrecht, Hollie Viestenz, Katie Kinney, Paul Klose, Bev Noffke, Tim Oestreich, Bobbie Dolliver, Fae Olson, and Bobbie Borkowski

MEMBERS EXCUSED:

OTHERS PRESENT:

1. Call to order

Meeting called to order at 12:17 p.m. by Chairperson Nicole Albrecht.

2. Approve/Amend Agenda items

Motion (Dolliver/Borkowski) to approve the agenda. Motion carried. No negative votes.

3. Approve/Amend Minutes

Motion (Viestenz/Kinney) to approve the minutes of November 12, 2018. Motion carried. No negative votes.

4. Financial Report

Motion (Borkowski/Oestreich) to accept Financial Report as presented. Motion carried. No negative votes.

5. Election of Chairperson

Paul Klose nominates Nicole Albrecht for Wellness Chairperson.

Motion (Viestenz/Noffke) to elect Nicole Albrecht as Chairperson for a one-year term effective January 1, 2019. Motion carried. No negative votes.

6. Election of Vice-Chairperson

Bobbie Borkowski nominates Katie Kinney for Wellness Vice-Chairperson.

Motion (Dolliver/Sauld) to elect Katie Kinney as Vice-Chairperson for a one-year term effective January 1, 2019. Motion carried. No negative votes.

7. Election of Treasurer

Bobbie Dolliver nominates Hollie Viestenz for Wellness Treasurer.

Motion (Kinney/Borkowski) to elect Hollie Viestenz as Treasurer for a one-year term effective January 1, 2019. Motion carried. No negative votes.

8. Election of Secretary

Katie Kinney nominates Bobbie Borkowski for Wellness Secretary.
Motion (Dolliver/Noffke) to elect Bobbie Borkowski as Secretary for a one-year term effective January 1, 2019. Motion carried. No negative votes.

9. Nominate/Appoint Wellness Committee Executive Members

Paul Klose nominates Tim Oestreich for the Wellness Executive Committee.
Bobbie Borkowski nominates Bev Noffke for the Wellness Executive Committee.
Bev Noffke nominates Bobbie Dolliver for the Wellness Executive Committee.
Tim Oestreich nominates Paul Klose for the Wellness Executive Committee.

Motion (Noffke/Viestenz) to close nominations and cast a unanimous ballot for the Wellness Executive Committee in addition to the four officers and the County Board representative. Motion carried. No negative votes.

Wellness Executive Committee consists of:

Nicole Albrecht (Chair)
Katie Kinney (Vice-Chair)
Hollie Viestenz (Treasurer)
Bobbie Borkowski (Secretary)
Tim Oestreich
Bev Noffke
Bobbie Dolliver
Paul Klose
Al Sauld (County Board Representative)

10. Wellness Work Groups for 2018

Motion (Noffke/Viestenz) to approve Wellness Work Groups for 2019 as presented.
Motion carried. No negative votes. Exhibit A

11. Survey Results – Committee reviewed and discussed the Wellness Activities Survey that was sent to all employees. Within a day it was filled with many responses and comments. This has helped us to see which activities are most valued and utilized by county employees. No negative votes. Exhibit B

12. Health Club Usage Responses – Wellness requested quotes from health clubs for an annual health club membership for all county employees. There were 6 qualified responses and 1 late response. Prices ranged from \$6,500 - \$56,988/year. After discussion, the committee decided to keep the current platform in place. At this time the current platform is cost effective and allows employees to use the health club of their choosing. No negative votes.

13. 2019 Employee Fund Budget

Motion (Dolliver/Sauld) to approve 2019 Employee Fund budget budget as presented.
Motion carried. No negative votes. Exhibit C

14. 2019 HUG Budget

Motion (Noffke/Kinney) to approve 2019 HUG budget as presented. Motion carried. No negative votes. Exhibit D

15. Health Fair Date and Theme for 2019

Health Fair Date is set for Wednesday, October 2, 2019. Theme will be set at a later date.

16. Update on HUG activities – none at this time

17. Update on Wellness Activities

- Minutes in Motion – January 2019

18. Correspondence – Interactive Bulletin Board – Discussion only.

19. Future Items

- 2019 Chair messages

20. Adjournment

Motion (Dolliver/Sauld) to adjourn at 1:12 p.m. Motion carried. No negative votes.

Next meeting date at call of the Chair; location - Courthouse

BobbieJean Borkowski
Wellness Secretary

Date approved/corrected:

Wellness Work Groups for 2019

Blood Drive Snacks:

Gabrielle Salfai
Chuck Druckrey
Nikki Anderson

Equipment Room Point of Contact

Kathy Frank (LEC)
Kristi Yates (Courthouse)
Pam Daye & Nicole Albrecht (HHSD)

Golf Outing

Anne Smith
Nicole Albrecht
Teresa Rastall
Bobbie Dolliver
Boni Nerat-Heckel
Katie Kinney
Bev Noffke

Minutes in Motion

Nikki Anderson (Courthouse)
Michelle Fendryk (HHSD)
Fae Olson (LEC)
Emily May (Job Center)

Health Fair

Bobbie Dolliver
Nicole Albrecht
Michelle Fendryk
Aleta DiRienzo
Tim Oestreich
Paul Klose
Hollie Viestenz
Bobbie Borkowski
Kristi Yates
Bev Noffke
Amber & Gary Lynwood
Autumn Bickel
Katie Kinney

Lunch & Learns

Nikki Anderson

Massages

Fae Olson (LEC)
Bobbie Dolliver (HHSD)
Bev Noffke (Courthouse)
Emily May (Job Center)

Health Challenge (ex. Water Challenge)

Nicole Albrecht
Caitlin Grun
Joan Weidman
Boni Nerat-Heckel
Katie Kinney

Wellness Walk (1)

Bobbie Borkowski
Kristi Yates

YOGA

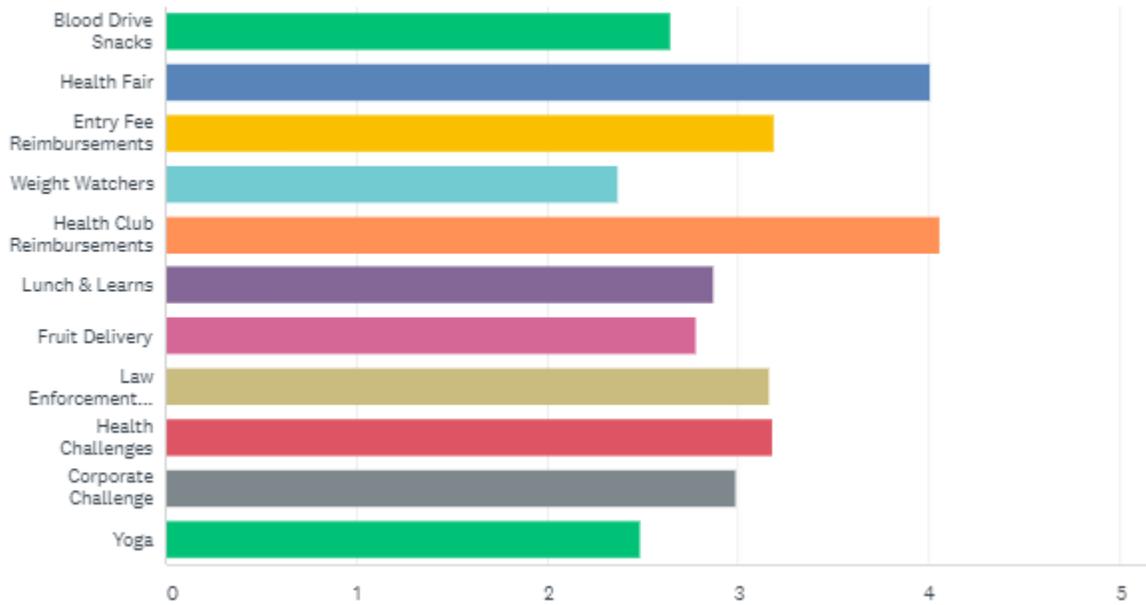
Michelle Fendryk

Help Out Where Needed:

Pam Daye	Paul Klose
Laura Mans	Teresa Rastall
Gabrielle Salfai	Caitlin Grun
Nicole Albrecht	Kristi Yates
Bev Noffke	Michelle Fendryk
Bobbie Dolliver	Stacy Phillips
Anna Gross	Katie Kinney
Grant Kuehnl	
Tim Oestreich	

Help us better understand which Wellness activities/items below matter most to you.

Answered: 100 Skipped: 1



Wellness Committee Survey

	LEAST IMPORTANT	(NO LABEL)	NEUTRAL	(NO LABEL)	MOST IMPORTANT	TOTAL	WEIGHTED AVERAGE
▼ Blood Drive Snacks	30.93% 30	10.31% 10	28.87% 28	22.68% 22	7.22% 7	97	2.65
▼ Health Fair	4.08% 4	3.06% 3	21.43% 21	30.61% 30	40.82% 40	98	4.01
▼ Entry Fee Reimbursements	15.15% 15	16.16% 16	23.23% 23	25.25% 25	20.20% 20	99	3.19
▼ Weight Watchers	38.38% 38	10.10% 10	33.33% 33	12.12% 12	6.06% 6	99	2.37
▼ Health Club Reimbursements	9.00% 9	5.00% 5	15.00% 15	13.00% 13	58.00% 58	100	4.06
▼ Lunch & Learns	19.39% 19	13.27% 13	36.73% 36	22.45% 22	8.16% 8	98	2.87
▼ Fruit Delivery	27.55% 27	8.16% 8	32.65% 32	22.45% 22	9.18% 9	98	2.78
▼ Law Enforcement Appreciation	11.11% 11	13.13% 13	38.38% 38	23.23% 23	14.14% 14	99	3.16
▼ Health Challenges	15.63% 15	9.38% 9	29.17% 28	33.33% 32	12.50% 12	96	3.18
▼ Corporate Challenge	19.39% 19	13.27% 13	29.59% 29	24.49% 24	13.27% 13	98	2.99
▼ Yoga	32.65% 32	11.22% 11	36.73% 36	13.27% 13	6.12% 6	98	2.49

I am part of Wellness mostly because:(Skip if you are not part of Well...

Answered: 70 Skipped: 31

Fitness rooms and healthy activities/competitions sponsored by Wellness.

I feel it is important to exercise & keep moving & want to relay that to fellow employees.

I utilize the fitness rooms, participate in challenges and enjoy the lunch and learns

Because it allows me to participate in some of the outings at a reduced rate.

reimbursement for gym fees and reimbursement for events

massages, events, activities

The chair massages and health club reimbursement

N/A

It's important to think about wellness for employees.

Gym Reimbursements

Good value for having the option of getting exercise at my workplace

Use of employer facilities and activities.

I enjoy the events and the encouragement

I like to be fit and healthy, enjoy fitness challenge incentives for employees, the health fair and winning prizes no matter how big or small.

Lunch and Learn, back massages, health fair

To use the Fitness room when the YMCA is closed.

fitness

of the Wellness sponsored activities and events.

Just have always been--I use the Planet Fitness

When able my husband and I like to use the fitness room

I enjoy wellness & all that it entails

The overall health and wellness of the employees is very important. The county does very little for morale and I think this helps and gives folks the feeling that we are all on a team and puts a few smiles on people's faces.

I like what Wellness does for the employees of Marinette County and enjoy the benefits associated with being a member.

County Fitness room

yoga

gym reimbursement

interested in healthy living

I feel included in Marinette County's wellness activities even though I am at a far away location

I think its a good idea for everyone to try and be healthy.

It's affordable and fun.

The challenges offered, the massages,help staying fit, eat better.

saves me money

team building activities- Golf - Corp Challenge

the encouragement to stay healthy through reimbursements & challenges & education

benefits of different activities , massages, health reimbursement, health challenges

I enjoy the camaraderie, and the extra push to stay healthy.

I believe health and wellness are very important and am glad that the County is supportive of this for all employees

I am able to use the exercise equipment - basement ADAPT- convenience.

Opportunities for Wellness activities.

The fitness rooms.

the benefits it provides

Lunch and Learns, Yoga and Health Fair

Use gym at work

Because my health is very important to me and I appreciate having the ability to work out on my breaks while at work, because it is not always possible for me to work out before or after work.

ALL THE EVENTS, GOLF OUTING, YOGA, DISCOUNT ON PLANET FITNESS.

I keep motivated by being a part of this "group"

I feel employee wellness incorporates being mentally, physically and emotionally healthy and it is fun to be part of the group. :)

I like having access to fitness facility and participating in the events they put on.

Fitness room access, chair massages, Minutes in Motion

to find ways to improve health

I LIKE THE ENCOURAGEMENT

It keeps the idea of living a health lifestyle a part of my life.

I like the overall mission of it

ACTIVITIES/EVENTS

I enjoy the activities

Encourages living a healthy lifestyle

It helps me relax

Supports healthy living.

health club reimbursements

I believe it's important to be part of something that is proactive in getting/keeping employees healthy

fitness facility reimbursement

activities throughout the year such as golf outing and chair massages

motivation and incentives to stay healthy and active

I was part of Wellness due to access to the gym facilities in the building. However, we do not have them at the Job Center, I never stopped my dues.

use of the fitness room

NA

The discounts when doing group activities

N/A

The importance the committee places on overall wellness through events that can get everyone involved. It is not targeted toward those that are already "fit", but everyone who is working toward the same goal of being overall healthier.

I originally used the county fitness rooms but now just never stopped being a part as it's not too expensive

Any other comments or feedback to be considered by our Wellness Co...

Answered: 22 Skipped: 79

I would be willing to pay more if chair massages were offered quarterly.

N/A

I really hope Marinette County is able to have health fairs in the future. I think this is a very good benefit for all employees.

Expand membership in all activities/contests to ALL employees regardless of whether or not they have the health insurance plan. Health of ALL employees effects everyone!

I want to thank the wellness committee for everything that they have done over the years and continue to do.

wellness is a very positive, encouraging program- it is one of the VERY FEW ways the county shows any appreciation of its employees

I appreciate all the work that goes into our wellness program, events, and activities realizing that it is usually the same group of ppl that make everything happen. Thank you!!!

I am grateful for the opportunity to have exercise room in ADAPT. \$4 month

thanks for reaching out to everyone

Send out information about joining and the perks of being a wellness member.

Why is law enforcement appreciation a part of wellness? Also, why single out one group for appreciation? Can the committee be proactive to research and approach the new insurance company regarding wellness grant(s)? I like this survey to get feedback from all members. I think surveys should be done more often.

It would be very sad and unhealthy for Marinette County to lose this fantastic benefit. People who are not inclined to exercise may use this benefit because of its convenience.

THANK YOU for all the committee does for us, I feel like you do not get the KUDOS you deserve!!!!!!

I feel it is important to continue with the health fair and strategize the best ways to benefit everyone. Maybe having wellness members pay \$5 for a chair massage vs. free would help the budget? It's still a good deal. :) The corporate challenge is also very fun and gets everyone working together and enjoying life outside of work. I hope that can be sustained. Thanks for all your hard work!

No.

please move the Monday meetings because ADAPT staff cannot join.

*

Thanks for all that the Wellness Committee does. It is truly appreciated :)

Please keep reimbursement for Planet Fitness members, otherwise I may not exercise as much.

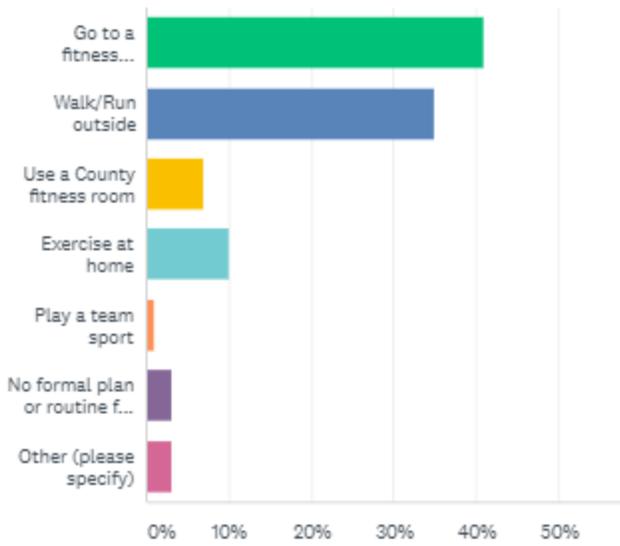
While I believe we can trim some programs down & perhaps spend less on prizes, overall the board and volunteers do a smashing good job and should be thanked!!!

NA

Team challenges are engaging for staff

What do you like to do for exercise?

Answered: 100 Skipped: 1



Wellness Committee Survey

ANSWER CHOICES	RESPONSES
Go to a fitness facility - like the Y or Planet Fitness	41.00% 41
Walk/Run outside	35.00% 35
Use a County fitness room	7.00% 7
Exercise at home	10.00% 10
Play a team sport	1.00% 1
No formal plan or routine for exercise	3.00% 3
Other (please specify)	Responses 3.00% 3
TOTAL	100

Employee Wellness Fund

REVENUE	2019 Budget	2018 Budget	2018 Actual
Payroll Deductions	\$ 4,758.00	\$ 4,575.00	\$ 4,137.00
Greeting Card Revenue			25.00
Balance from Prior Year	9,099.35		
EXPENSE			
General Expenses:			
Wellness Meeting Lunches	\$ 250.00		
Fitness Challenge Incentives	400.00	\$ 400.00	\$ 399.93
Sunshine Fund/Greeting Cards	200.00	200.00	38.38
Fitness Rm. <i>Cthouse</i>	125.00	125.00	-
Fitness Rm. <i>HHSD</i>	125.00	125.00	-
Fitness Rm. <i>LEC</i>	125.00	125.00	-
Office/Auditor/Motorpool	100.00	100.00	25.74
Activities:			
Fitness Walk 1	300.00	300.00	342.49
Golf Outing	850.00	850.00	933.90
Massages	1,300.00	1,300.00	1,264.00
Minutes in Motion	700.00	700.00	621.10
Equipment:			
	600.00	600.00	824.31
Fund Balance Applied	\$ (317.00)	\$ (250.00)	\$ (287.85)

Healthy Initiatives Grant

REVENUE	2019 Budget	2018 Budget	2018 Actual	Comment
GHT Funding	\$ -	\$ 15,000.00	\$ 18,500.00	
City of Marinette - Health Fair	-	1,500.00	1,500.00	
Balance from Prior Year	8,059.62	3,527.01	3,527.01	
EXPENSE				
Wellness Meetings	\$ -	\$ 250.00	\$ 231.29	
Blood Drive Snacks	\$ 175.00	175.00	123.79	
Health Fair	\$ -	5,100.00	4,824.84	
Entry Fee Reimbursements	\$ 500.00	890.00	490.00	
Weight Watchers	\$ 200.00	500.00	230.00	
Health Club Reimbursements	\$ 2,500.00	9,540.00	6,338.59	
Lunch & Learns	\$ 100.00	600.00	72.95	
Fruit Delivery	\$ 200.00	150.00	201.74	
LEC Appreciation	\$ -	60.00	-	
Health Challenges	\$ 800.00	800.00	354.97	
Adopt-a-Tree	\$ -	251.00	-	
Corporate Challenge	\$ 525.00	525.00	525.00	
Yoga	\$ 225.00	350.00	225.00	
Payroll - Fringe Benefits	\$ 892.00	836.00	494.22	
	\$ 1,942.62	\$ 0.01	\$ 9,414.62	

Projected December Expenditures

(100.00)	Entry Fee Reimb
(30.00)	Weight Watchers
(1,200.00)	Health Club Reimb
(25.00)	Yoga
<u>\$ 8,059.62</u>	Projected Ending