

YELLOWSTONE COUNTY INSIDER

JUNE 2024

ISSUE 426

MONTANA



Bitterroot
Montana State Flower

Board of County Commissioners

John Ostlund
Chair

Mark Morse
Member

Donald W. Jones
Member

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Commissioner Corner

June is here which means summer is beginning soon. The first official day of summer is Thursday June 20th. I hope everyone has some time to get outside and enjoy the warm weather coming up in the forecast.

Employee Spotlight:

This month I wanted to highlight an employee who I believe does an incredible job for all of us working for Yellowstone County. LynnDee Schmidt has been with the County for 27 years. She has worked in various departments but has been with our HR Department for 24 of those years. LynnDee has been instrumental in facilitating many of the programs we see within the County today. Below is LynnDee's biography outlining all her amazing achievements in her time with Yellowstone County. Thank you for all you do LynnDee.

LynnDee got involved with work at Yellowstone County while working as temp for Manpower. As an employee of Manpower, she worked in the Human Resource Office, the Superintendent of Schools Office, and for Air Pollution. It was while working one of the assignments at Air Pollution that the secretary called and quit work with no notice. LynnDee was asked to apply for the position, and this started her career with Yellowstone County in 1997. Working part-time for Air Pollution, she also filled in part-time in the Superintendent of Schools Office for about a year. Working in the two departments was fine for a while, but when a full-time position in the Motor Vehicle Department opened up, she applied and transferred to the Treasurer's Office.

From the Motor Vehicle Department, LynnDee accepted the Tax Specialist position and worked on collection of delinquent taxes. This was a very interesting and varied position that included the confiscation of real property that would be auctioned off to pay the back taxes. During her tenure as the Tax Specialist, LynnDee collected several million dollars in delinquent business taxes and worked with the sale and redemption of tax sale certificates.

In 2000, LynnDee applied for the open position in Human Resources, and she has been in the HR Office ever since. As the Benefits & Safety Manager, LynnDee is responsible for administration of the Yellowstone County Health Plan, the County's Safety and Wellness programs, Worker's Compensation, Newsletter Editor, NeoGov administrator, and the list goes on and on. She has a sign in her office that describes Human Resources as an unofficial lawyer, psychologist, event planner, teacher, peacemaker, career planner and detective. You can also add retirement planner to that list.

LynnDee holds two Senior Human Resource Professional certifications and is an officer of the Billings Job Service Employers Committee (JSEC), and the Montana State Job Service Employers Council (MSEC) boards. She has also been instrumental in the County receiving the Governor's Award for Workplace Safety, three different times, and also the JSEC Employer of Choice Award. LynnDee has been asked quite often when will she retire? And her answer is, "when I'm no longer having fun at my job". She enjoys working with and helping the employees at Yellowstone County.

She is proud and excited about being involved in the development of the new NeoGov program that is available for all employees. This was a huge step forward Yellowstone County. Through the NeoGov portals, the County has its own "career page" for recruitment, new employees do their "preboarding" and orientation paperwork through the portal, and every employee has access to an AED training video, and a Document Library.



Continues on Page 3

New Employees



Jared Stanley
John Hicks, Jr.
Detention Facility

Sam Bofto
Youth Services

Jennifer Howe
Election Office

Liz Arlian
Michaela Woempner
Shannon Conklin
MetraPark

Theresa Brown
Sheriff's Office

Recognition of Service



30 Years of Service

Margaret Gallagher
County Attorney Office
6/20/1994

10 Years of Service

Larry Williams
Detention Facility
6/1/2004
Edward "Ted" Robey
District Court
6/16/2004



June Recipe

EASY recipe

Summer Corn Salad

- | | |
|--|--------------------------------------|
| 3 cups fresh, frozen (defrosted) or
canned (and drained) corn niblets | ¼ cup chopped fresh parsley or basil |
| 1 cup chopped cucumber | 3 tbsp extra-virgin olive oil |
| 1 cup diced tomato | 2 tbsp apple cider vinegar |
| ¼ cup diced red onion | 1 tsp Dijon mustard |
| | ¼ cup crumbled feta cheese |



In a large bowl, add corn, cucumber, tomato, onion and parsley. In a small container with a lid, add oil, vinegar and mustard. Shake well, then add dressing to vegetables, and toss to coat. Top with feta cheese and serve.

Makes 6 servings. Per serving: 170 calories | 4g protein | 9g total fat | 2g saturated fat | 6g mono fat | 1g poly fat | 22g carbohydrate | 4g sugar (0g added sugar) | 3g fiber | 98mg sodium

SUNSHINE NEWS



The Sunshine Committee will be holding a parking raffle the end of June.

Watch your emails for more raffle information.

May your life's garden be filled with sunshine and flowers. Take the time to stop, and enjoy what you have cultivated.



The Yellowstone County Courthouse will be closed on July 4, 2024 in observance of Independence Day.



Getting Past Burnout

By Eric Endlich, PhD

Prolonged stress can lead to burnout, a state of physical and emotional exhaustion. When demands are too great, you may lose interest and motivation. It's important to address this condition before it leads to health problems.

Some signs of burnout are:

- Impatience or irritability.
- Headaches, stomachaches or other pain with no known cause.
- Sleep changes.
- Difficulty focusing.
- Lack of satisfaction from usual activities.
- Feeling unappreciated or trapped.
- Coping through alcohol, drugs or food.
- A generally negative attitude.

Keys to managing burnout include:

- **Identifying** the signs early. Know when you're reaching your limit.
- **Finding** a good listener. Whether via a loved one or support group, feeling heard can be very comforting.
- **Avoiding** excessive negativity. Read positive news stories and seek out upbeat people.
- **Maintaining** perspective. There's more to life than your stress triggers.
- **Taking** breaks. Step away from energy-sappers so you can recharge.
- **Engaging** in meaningful activities. What makes you feel fulfilled?
- **Considering** your options. Can you decline or delegate some tasks?
- **Relaxing.** Try yoga, a nature walk or soothing music.
- **Sleeping.** This is essential.
- **Exercising.** When your energy is low, this can be challenging but also rejuvenating.
- **Developing** a long-term plan. Select your top priorities, and keep them front and center.



Commissioner Corner Continued...

Employees also have the ability to submit changes for life events through their own dashboard. She encourages employees to get out on their dashboards and see all the information that is available.

When she is not working, LynnDee enjoys riding her motorcycle, working in the garden, taking trips with her husband to Mustang rallies, and being with her family.

MetraPark has some great events coming up this month.

Jurassic Quest	June 7-9
Wild Horse and Burro Adoption	June 8-9
Billings Outlaws	June 8
Billings Fun Con	June 14-16
Montana Cannabis Show	June 15-16
Billings Outlaws	June 15
YVKC Dog Show	June 20-23
SummerFair	June 22-23
Billings Outlaws	June 22
ACL State Cornhole Championship	June 29
Flea Market	June 29



Father's Day is coming up on Sunday, June 16th, I hope you all have some time to spend with your dad and family.

Thank you all for the work you do for Yellowstone County.

Sincerely,
John Ostlund, Chairman

Wear Blue for Men's Health Month



Did you know?

- ON AVERAGE men live about **5 years less** than women
- MEN HAVE A **higher death rate** for most leading causes of death including cancer, heart disease, diabetes, and suicide
- APPROXIMATELY **30,000 men** IN THE U.S. die each year from **prostate cancer**
- Men make **1/2** as many physician visits for **prevention** as women
- Men are more likely to be **uninsured** than women
- 1 in 2 men** will develop **cancer**

Work Comp Claim FREE - Congratulations!

Congratulations to the following departments for **May**: Clerk & Recorder/Auditor, Commissioners, County Attorney, District Court, Disaster & Emergency Services, Elections, Extension, Facilities, Finance, Human Resources, Information Technology/GIS, Junk Vehicle, Justice Court, MetraPark, Motor Vehicle, Public Works, Road & Bridge, Treasurer, and Weed.

In April there were 5 claims filed: 2-YCDF, 1-Sheriff Office, 2-Youth Service Center





Pleasures of Pickleball

It's a sport with a funny name, but pickleball is no joke. Pickleball is the nation's fastest-growing sport and no wonder. It's easy to learn and great exercise for body and mind at any age and skill level.

So what is pickleball? You serve a soft, light plastic ball underhand with a solid paddle over a net to your opponent. Unlike tennis and other racket sports, this aerobic exercise has a shorter learning curve. It's great for building lower and upper body muscles, as well as those in the core.



And with outdoor and indoor pickleball courts available nationwide, it's easy to find a place to play, whether it's a fitness facility or a public park. Pickleball courts are 44 feet by 20 feet, making them smaller than tennis courts. The smaller court makes it easier to keep the ball in play longer than in tennis. The game is played to 11 points, and two to four steps are enough to get a point. While pickleball is a slower sport than tennis, it packs plenty of heart-pumping activity. It improves hand and eye coordination, too.

Pickleball is a lower-impact sport, which means less stress on your ankles, hips and knees. If you have a joint condition, such as arthritis, ask your health care provider about pickleball. To reduce risk of injury, always warm up — a five-minute walk is good — followed by stretching before you hit the court. Stretch after playing while your muscles are still warm.

Did you know? Pickleball was invented on Bainbridge Island, near Seattle, in 1965. The name comes from rowing, in which the slowest boat is the pickle boat.

Strategies for **Hot** Weather

It's official: 2023 was Earth's hottest year since global records began in 1850, according to the National Oceanic and Atmospheric Administration. It was marked by extreme heat events, which led to illness, hospitalizations and deaths.



The definition of extreme heat depends on where you live. An example from the CDC: In Boston, 92°F in May is extreme heat. But in Phoenix, the temperature has to rise above 100°F to be called extreme. Even northern regions, such as the Pacific Northwest, can experience heat waves. For example, in June 2021, normally mild Seattle baked at 107°F. On average, emergency rooms nationwide see more than 65,000 people annually for acute (short-term) heat illness.

Extreme heat also aggravates chronic conditions — heart disease, respiratory disease (asthma, COPD), diabetes. Overweight people, those with certain health or mobility conditions, the ill and the elderly are also at higher risk for heat-related ailments. So are people who take certain medications.

Here's how to keep your cool when the temperature rises:

If you have air conditioning, use it. Replace outdated or inefficient models before you need them. Air conditioners and other cooling devices sell out quickly when the heat hits. Follow manufacturer's instructions for installation and maintenance. Keep all windows closed for best performance.

Electric fans are a tried-and-true cooling method if you can't afford air conditioning. Check them in the spring to make sure they're working. Fans provide relief whether they're ceiling, tower, tabletop or personal models.

Seek out cooling shelters and other air-conditioned public areas, such as libraries, shopping malls, movie theaters and libraries, when you need to beat the heat. Stay indoors during the day as much as you can. Schedule outdoor activities to avoid times when the sun is most intense (10 a.m. to 4 p.m.).

Check on your neighbors, especially if they are house-bound or unwell. The elderly and those

with limited mobility are especially vulnerable to heat illness and even death if they don't have air conditioning or other ways of staying cool.

Subscribe to local heat alert systems and monitor the weather. Remember that humidity matters, too. During high humidity, water takes longer to evaporate, so it's harder for you to cool down by sweating.

If you must work outdoors, save your most intense activities for early morning if possible. Drink plenty of water or electrolyte-replacing fluids before you are thirsty. If it's very hot, drink every 15 minutes. Wear lightweight, light-colored and loose clothing, and a wide-brimmed hat. Wear sunglasses that have UV protection. Take frequent breaks in shade or air conditioning.

Note: Some communities in Canada and internationally are developing heat alert and response systems (HARS) to prepare for extreme heat events. Check to see if your community has a plan in place.

Wellness Tourism

By Elizabeth Smoots, MD

Wellness tourism is travel for promoting health and well-being. You can focus on physical, psychological or spiritual activities involving nutrition, fitness, stress reduction, spiritual awakening, or a combination of these. The goal of wellness tourism is to turn travel into an opportunity to holistically improve or maintain health.



How does it differ from medical tourism? Medical tourism involves travel to receive medical treatment in a different country or state. For example, surgery or dental care may be scheduled somewhere else because it is less expensive, better quality or unavailable at home. In contrast, wellness tourism consists of trips centered on health and wellness, disease prevention, healthy lifestyle choices and ways to enhance our well-being.

Wellness tourism had gross revenues reaching \$720 billion in 2019. Driving this trend is an epidemic of chronic disease and many Americans' desire for better health. The Global Wellness Institute says wellness travelers consist of two main groups: ❶ those whose main motivation for picking a destination is wellness and ❷ travelers who participate in wellness activities to maintain their health while taking business or leisure trips. The Institute ranks the U.S. as the top wellness economy in the world and No. 1 in almost every category of access to wellness activities.

Any type of travel has risks, such as weather, sanitation, foodborne illness and infectious disease. Consult with a health care provider about vaccines, food and water sources and other recommendations, especially before traveling outside the U.S. Also ask your host destination what steps they take to reduce the environmental impact and habitat destruction of the programs they offer.

BEST bits



Quality sunglasses are more than just a fashion accessory.

Wearing sunglasses daily, even when cloudy, decreases cataract risk and other eye damage from the sun's ultraviolet rays. Check the label to make sure your lenses provide UVA and UVB protection. **Sunglasses Awareness Day, on June 27,** is a good time to reflect on the health benefits of sunglasses.



Family Health & Fitness Day is June 8. Local parks and recreation

centers are great community resources that help improve the health of individuals and the whole community. Take advantage of health fairs, family fun runs and other health events sponsored on this day of observance. Check with your local parks and recreation centers for the schedule of events.



June is Migraine and Headache Awareness Month. The aim is to

increase awareness about headache conditions, such as migraine, tension or cluster headache, and new daily persistent headache. Education will center on the impact on people living with these conditions, as well as the importance of seeking medical care. Purple decorations in June signify this month of observance for people with headaches. If you suffer from chronic headache pain, contact your health care provider about treatment and lifestyle changes. Learn more at headaches.org.



Recognizing health problems affecting men saves lives. National Men's Health Week, June 10 to 16, brings

awareness about men's risks for heart disease, stroke, prostate cancer, depression and other health problems. Guys, get your checkups, seek help quitting smoking or for other addiction problems, and learn how exercise and healthy diets can lower your health risks. Learn more at cdc.gov/features/healthymen/index.html.

The purpose of our lives is to be happy.
~Dalai Lama





Telehealth is Available July 1st

Effective July 1, 2024, we've added a new service to our benefits offerings—98point6.

98point6
by transcarent



Symptoms keeping your family up at night? We're here for you.

98point6® provides care for you and your family ages 1+.



Low cost:

HSA Plans: \$0 / visit **

Non-HSA Plans: \$0 / visit

**\$5/visit HSA-eligible fees waived through 12/31/24 under the CAA Safe Harbor Act

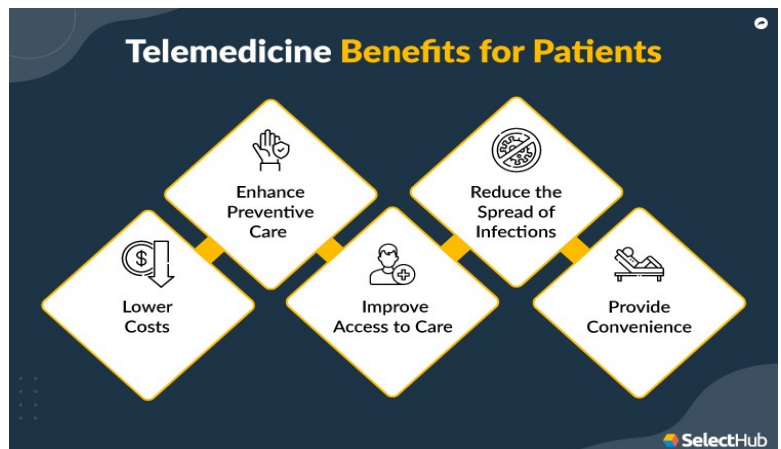
With 98point6, you can get a diagnosis and treatment plan from a care team, including board-certified physicians, without even leaving the couch.

You can start a visit for anything, including:

- Diagnosis and treatment for 600+ common conditions (flu, UTI, gastrointestinal conditions),
- Prescriptions and lab orders,
- Answers to your health questions,
- Preventive care counseling—including lab and cancer screens, immunizations and more.

On July 1st, we'll have more information on how to create your profile, so watch your emails and check out your NeoGov Dashboard for updates. The process can be completed in less than 5 minutes so you can start a visit when you need it.

You can start visits for you and your dependents ages 1 to 17 once you set up your account. Dependent 18+ will enroll for access to their own account and will be able to make their own appointments.



Watch for more information coming your way on July 1, 2024!

Now at MetraPark

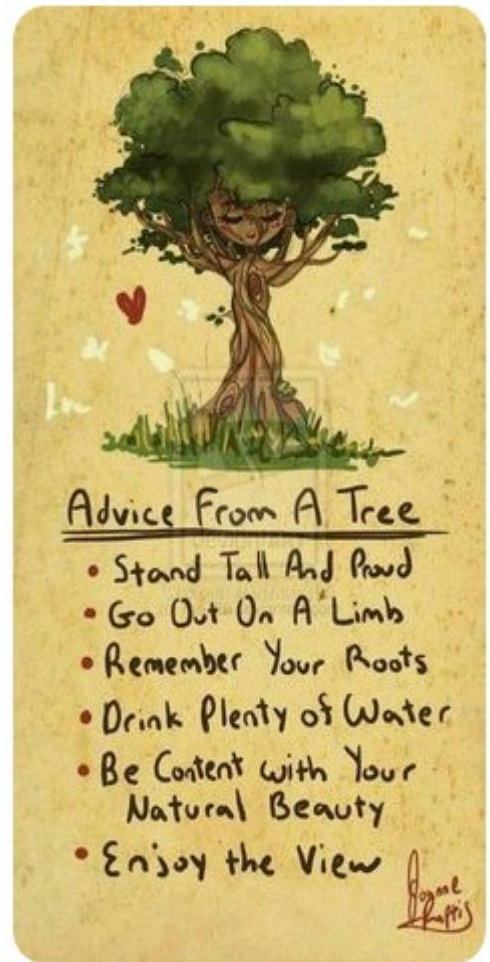
SAT. JUNE 22 &
9 am - 7 pm
SUN. JUNE 23
9 am - 4 pm

CELEBRATING 60 YEARS OF CONTEMPORARY ART

46th annual Yellowstone Art Museum's
SUMMER FAIR
Arts & Craft Festival
now at METRAPARK

Admission: \$5
FREE for YAM Members & kids ages 6 and under

METRAPARK
Edward Jones
ARTS
PAPER & PAINT
BILLINGS FEDERAL CREDIT UNION



Back Row: Deb Christianson, Caitlin Grusing, Tina Glumbik, Mona Hunt, Darby Lewis-Walker, Don Jones; **Middle Row:** Lauri Kimmerle, LynnDee Schmidt; **Front Row:** Kasey Hazen, Mark Morris, Cathleen Arthun

Women's Run Team

Congratulations to all the ladies that participated in the Women's Run. It was a beautiful day for the 5 mile and 2 mile courses. The youngest member of the Yellowstone County team was little Avalynne Lewis-Walker, daughter of Darby Lewis-Walker.



There were 18 ladies and a "little" on the Women's Run Team.

Come out next year and join in on the fun!

You can walk it or run it! The biggest benefit is the memories you make along the way.



New Health Insurance Premium Rates - Effective August 1, 2024

Yellowstone County



HUMAN RESOURCES

(406) 256-2705
(406) 254-7908 (fax)
P.O. Box 35041
Billings, MT 59107-5041

June 7, 2024

TO: Yellowstone County Employees

New Health Insurance Rates:

Yellowstone County continues to make every effort to provide the best medical, dental and prescription drug plan to its employees and retirees. Below are the health insurance rates effective August 1, 2024.

Premium rates are listed by the per-pay period (pp) costs for the employee and dependent health insurance premiums for fiscal year 2024/2025 effective on August 1, 2024 – this rate change will be reflected on the August 7th payroll.

Effective August 1, 2024	Traditional Plan (\$500/\$1,500)	HDHP Plan (\$3,200/\$6,400)
Single – No Cost to the employee	\$476.00 /pp paid by County \$0 – Cost to the employee	\$398 /pp paid by County \$78.00 /pp into employee HSA by County \$0 – Cost to the employee
Spouse only	\$279.00 /pp	\$160.00 /pp
1 child	\$174.00 /pp	\$70.00 /pp
2 children	\$347.00 /pp	\$217.00 /pp
Family (3+ children)	\$372.00 /pp	\$239.00 /pp
Part-time single (.5 - .74 FTE)	\$238.00 /pp paid by Employee	\$199.00 /pp paid by Employee + \$39 in HSA
Part-time single (.75 - .99 FTE)	\$119.00 /pp paid by Employee	\$100.00 /pp paid by Employee + \$59 in HSA

Remember the annual Election Period will be from October 21 to November 3, 2024 for 2025 benefit coverage.

Be sure to take advantage of the services offered at the annual Wellness Screenings which will be from September 3 through November 3, 2024 . Check out the County’s newsletter available on your NeoGov Dashboard to keep informed on benefit changes and other County sponsored events.

Sincerely,

Board of County Commissioners, Yellowstone County



Youth Service Center Happenings



Congratulations to Patrick Halvorson at Youth Service Center for graduating from the Montana Law Enforcement Academy with a Detention/Corrections Certificate.

Congratulations also go out to Sam Bofto, who has been selected as the new director at the Youth Service Center. Sam will take over for Valarie Weber, who retired after 28 years of service. We wish both Val and Sam well in their new ventures.



Above: Valarie Weber, past YSC Director with Sam Bofto, new YSC Director.

Below: Val Weber receiving recognition from the County Commissioners and members of the YSC Board.



Do you want to make a difference in the life of a youth, or know someone who wants to work with youth? Come join the YSC team. The YSC is looking for full-time over night staff. And thank you to the dedicated staff at YSC, you make a difference everyday.



Walking Montana - Focus on Fitness It's in Billings!



Details:

1. Open to all regular full-time & regular part-time County employees and their spouses. Registration fee is FREE which includes a mileage log.
2. May count steps in the course of the workday and those walked during breaks.
3. May use a treadmill or an elliptical. (Any other exercise machines do not count).
4. Must walk, jog/run – miles count 1 for 1. (Other activities do not count unless approved prior to start of program.)
5. May bike – every 2 miles biked will be equivalent to 1 mile walked.
6. May swim – every 1 mile swam will be equivalent to 2 miles walked.
7. Participants must use the mileage log provided to record their mileage. Participants must make a copy their mileage log and turn it in to HR for incremental prizes. Final mileage logs are due September 10, 2024. Incremental prizes will be awarded when participants reach the miles required.
8. Participants are responsible for providing their own means of calculating miles walked, jogged/run or biked (using pedometer, walking marked mileage trails, or driving the route to determine actual miles, etc.).
9. Registration includes a mileage chart.
10. Pedometers may be used as a measuring tool. Participants are encouraged to map out walking routes or use marked trails in their area neighborhoods.

Important Dates:

- Registrations are due to Human Resources no later than June 14, 2024. **Don't delay – Get your registrations in as quickly as possible.**
- Program begins June 1, 2024 and ends August 31, 2024.
- Final mileage logs are due to Human Resources no later than Sept. 10, 2024
- Winners will be announced, and final prizes awarded at a Commissioner's meeting in September/October.

Mileage and Incremental Achievements:

- 100 miles – Incremental prize – St. Vincent Healthcare
- 150 miles, by July 12 (return log by 7/19/24) – Eligible for Midway-Give-Away prizes - MetraPark
- 200 miles – Incremental prize – Blue Cross Blue Shield
- 300 miles – Incremental prize – You Did It! Marsh McLennan Agency Award
Eligible for Grand Prize Drawing & receive final incremental prize.

Points of Interest in Billings:

- Outdoor Activities
 - Riverfront Park
 - Lake Elmo Park
 - Zoo Montana
 - Black Otter Trail & Rimrocks
 - Walking Trails
 - Bike Net Trails
- Museums and Historic Points
 - Moss Mansion
 - Museum of Women's History
 - Pictograph Caves
 - Pompey's Pillar

NOTE: All miles walked, jogged, or run will be counted as actual miles (1 mile for 1 mile). Participants may use a pedometer, walk marked mileage trails or drive the route to determine actual miles. Biked miles count as follows: **2 miles on a bike count as 1 actual mile**; Swimming miles count as **1 mile swam counts as 2 actual miles**. It is recommended to consult a health care provider prior to starting any fitness program. Remember to turn in a copy of your mileage logs to HR for incremental prizes. **Everyone who participates is asked to submit a final log by September 10, 2024.**

The registration form is on the back page of the newsletter.
Upon registration, a mileage log will be emailed to you next



Yellowstone County Walking Montana

Focus on Fitness
It's in Billings
June 1, 2024– August 31, 2024

Walking Montana is designed to help employees focus on fitness by promoting an active lifestyle by walking 300 miles from June 1, 2024– August 31, 2024.

In addition to incremental prizes for walking 100 miles, 200 miles and 300 miles, there will be random prize drawings and final grand prize drawings! Mileage logs are due September 10, 2024.
The Grand Prize winners will be announced in September/October at a BOCC meeting.

Incremental Achievement Levels:

- 100 miles = Mileage Award
- 150 miles = Midway Give-a-Way by July 12, 2024 (logs due July 19, 2024)
- 200 miles = Mileage Award
- 300 miles = You did it! –

Marsh McLennan Award
Participants that complete the 300 miles are eligible for grand prize drawing if mileage log turned into HR by September 10, 2024.

This year Walking Montana will focus on walking trails and bike paths within the Billings community... so Go Play! It's in Billings.

Go Play! supports building sidewalks, trails, bike lanes and greenways...

Go Play! helps increase the perceived benefits of walking and bicycling...

Go Play! seeks to increase motivation and intention to walk and bicycle...
... because more people walking and biking in the city of Billings will create a community that is healthier, safer and more vibrant for all to live, work, and play.



Walking Montana Registration Form

- Employee \$ FREE
 - Spouse \$ FREE
- Total: \$ FREE

Employee Name Male Female

Department _____

Phone _____

Spouse Name Male Female

Registrations returned to Human Resources by June 14, 2024. Remember it is recommended you consult a health care provider prior to starting any fitness program. Each participant will receive full program details and mileage log.



Walking Montana Focus on Fitness