



County Connection



Thanks for your dedication!

... who has a **30-Year** milestone this month!

Gerald Young, Lift Station Mechanic, Wastewater Collection
Kurt Steffen, Chief Operator, Wastewater Treatment

... who has a **20-Year** milestone this month!

Joel Herman, Manager, Veterans Services
Steven Graul, Captain Fire-Medic, Fire Services
Joseph Kovalski, Emergency Ops. Battalion Chief, Fire Services
Juli Nohrr, Paramedic I, Advanced Life Support
Russell Thompson, Lieutenant Fire-Medic, Fire Services
Kyle Kofke, Emergency Ops. Battalion Chief, Fire Services
Sean McCormack, Fire-Medic, Fire Services
John O'Connor, Engineer Fire-Medic, Fire Services
Doug Flood, Electrician, Water Productions

... who has a **5-Year** milestone this month!

Benita Eliff, Library Clerk, Brackett Library
Alex Wilsnack, Engineer Fire-Medic, Fire Serv.
Alex Nielsen, Fire-Medic, Fire Services
Devon Hughes, Fire-Medic, Fire Services
Dustin Dekker, Fire-Medic, Fire Services
Jeremy Wallace, Fire-Medic, Fire Services
Matthew Payne, Fire-Medic, Fire Services
Julio Flores, Fire-Medic, Fire Services
Steven Mahan, Fire-Medic, Fire Services

Who's retiring? **Kendall Blanchard** has **29 years of service** and is completing his IRC Career as Survey Party Chief in Engineering/Public Works. **John McCoy** has **34 years of service** and is completing his IRC career as a Chief Planner in Planning/Community Development. **Congratulations to you both and we wish you all the best!!**

Important Notice: In order to reduce the spread of the COVID-19 we have canceled and will be rescheduling all regularly held training and meeting opportunities.



Contact
Mark Schilling
via phone
772-284-9660
or email
schillm@nationwide.com



Your Employee Assistance Program (EAP) is available to offer support and training by phone, 866-799-2728, or visit the website link in the HR page of IRCGov.com or at <https://bit.ly/3dkpNNq>



For health insurance claims and benefits questions contact Yvonne Rosete, Account Management Specialist-South Florida, on her cell, 786-999-2742 or email Yvonne.rosete@floridablue.com



FRS resources are available at <http://www.myfrs.com>

County Observed Holiday
Monday, May 25th, Memorial Day



Please report improper dumping. To report dumping of any substance into storm drains and canals go to IRCSTORMWATER.COM.

Self Insurance Fund Balance Comparison
Attached is a fund balance analysis for the health plan. It reflects a decrease of -7.23% for the plan year ending September 30, 2019. The 2nd quarter of FY 19/20 reflects a decrease of -6.12%.



County Connection

It's important for you and your loved ones to stay well and to be informed.

Employees, continue to monitor the ircgov.com website and employee notices at

<https://www.ircgov.com/staffupdates.html>.



HEALTH, WELL-BEING, FITNESS!



As our community continues to adjust to the COVID-19 pandemic, it is essential that each of us continue to follow guidelines to protect ourselves and others from the spread of the COVID-19 virus. Please remember the following guidelines to keep you, your family and others safe:

- Stay home when you are sick
- Call before visiting your doctor
- Take your temperature daily. If you have a fever do not report to work – contact your supervisor.
- Avoid contact with people who are sick
- Maintain social distancing – keep at least 6 feet between yourself and others when possible
- Use a face mask when you are going to be around others
- Get adequate sleep, eat well-balanced meals, and exercise
- Wash hands often with soap and water – 20 seconds or longer
- Dry hands with a clean towel or air dry your hands
- Use hand sanitizer if you do not have access to soap and water
- Avoid touching your eyes, nose, or mouth with unwashed hands or after touching surfaces
- Cover your mouth with a tissue or sleeve when coughing or sneezing
- Dispose of tissue in trash receptacle and wash hands
- Clean and disinfect “high touch” surfaces often both at home and at work

If you are experiencing anxiety or stress, please remember that confidential assistance is available through the Employee Assistance Program at 866-799-2728.

✚ Emailed with this newsletter are two additional health newsletters. Please take the time to read them; it is beneficial and interesting advice.

Noteworthy: April was Alcohol Awareness Month and May is Skin Cancer Prevention Month. Be sure to practice responsible alcohol consumption habits. Consuming too much leads to accidents and injuries too often! It can also lead to disease and cancer. Did you know that your body's largest organ is actually your skin! It's important to start a personal care routine for your skin now and see your dermatologist regularly.



BENEFIT UPDATE!

Watch for communication from the Flexible Spending Account (FSA) administrator TASC if you have chosen to carry that benefit. An expanded list of eligible expenses now includes certain OTC drugs, medicines, and personal care products. TASC's contact information is on the back of your FSA debit card.

Reminder - Other benefit information is available here:

<https://www.ircgov.com/Departments/Human Resources/Forms/benefits/2019-20/Benefit-Highlights-1920.pdf>

UNITED WAY sent a letter to thank each of you who participated in their annual funding drive. The total amount of employee pledges for the 2019/2020 increased to \$13,015.00. They said, “Your partnership enables [United Way] to serve more than 58,000 residents here in Indian River County.”

Self-Insurance Fund

Fund Balance Analysis

Fiscal Year End 18/19 Fund Balance			
September 30, 2018	September 30, 2019*	Inc./Dec.	% Inc./Dec.
\$13,148,724	\$12,197,911	-\$950,813	-7.23%

Fund Balance Change Through 2nd Quarter FY 19/20			
September 30, 2019	March 31, 2020	Inc./Dec.	% Inc./Dec.
\$12,197,911	\$11,450,869	-\$747,042	-6.12%

Please note that March claims were not processed until April. The net claims expense for March is \$1,095,803, which if posted in March would have caused the fund to experience a \$1,842,845 or 15.1% loss.

The annual contribution from the OPEB Trust is processed at the end of the fiscal year and is scheduled to be \$2,577,846. In order to reflect this contribution, adding \$644,461.50 to each quarter would cause the March 31, 2020 fund balance to experience a \$553,922 or 4.5% loss (including March claims).

The Florida Office of Insurance Regulation requires local governments that administer self insured health plans to maintain a fund balance equal to a minimum of 60 days of claims expenses.

*Prior year adjustment caused September 30, 2019 fund balance to decrease by \$13,945.

Live Well, Work Well

May 2020



Celebrate World No Tobacco Day by Learning About Smoking Cessation

According to the American Lung Association, smoking kills over 480,000 people every year. Few people would disagree that smoking is hazardous to their health, yet millions continue to take part in this unhealthy habit.

The most recent data from the Centers for Disease Control and Prevention (CDC) shows a decline in U.S. adult smokers, but an estimated 34 million still smoke cigarettes. The World Health Organization (WHO) estimates that 1.1 billion adults worldwide smoke cigarettes.

The tobacco epidemic is so pervasive that the WHO supports World No Tobacco Day, held annually on May 31. In honor of World No Tobacco Day this year, take some time to learn about the benefits of smoking cessation and how you or a loved one can get started on the journey of quitting smoking.

Quitting Smoking

Smoking can cause immediate bodily damage and result in long-term health problems. More than 16 million Americans are living with a smoking-related disease like cancer, heart disease or chronic obstructive pulmonary disease.

With all the health risks associated with smoking, it's important to extinguish your smoking habit for good. Here



For every smoking-related death in the United States, there are at least 30 adults living with a smoking-related illness.

are some suggestions to get you started on your journey to being smoke-free:

- Think about when and why you smoke—keep track of when you light up and how you're feeling. Identifying your triggers can help you prepare to quit.
- Think of the many benefits to quitting, like extending your lifespan, saving more money and feeling healthier overall, to stay motivated.
- Plan ahead for cigarette cravings to stay on track. Some common strategies for managing cravings include chewing gum, eating a healthy snack or taking a walk when you feel the urge to smoke.
- Be sure to share your plans with your loved ones so that they can help support you and hold you accountable.

It's never too late to start your smoking cessation journey. Talk to your doctor today to create a cessation strategy that's right for you.

This article is intended for informational purposes only and is not intended to be exhaustive, nor should any discussion or opinions be construed as professional advice. Readers should contact a health professional for appropriate advice. © 2020 Zywave, Inc. All rights reserved.





Tofu With Broccoli

Makes: 4 servings

Ingredients

- 1 pound firm tofu
- 4 tsp. vegetable oil
- 2 cloves garlic (peeled and minced)
- 2 scallions (chopped)
- 1 head broccoli (chopped)
- ¼ cup water
- 1 Tbsp. low-sodium soy sauce
- ½ tsp. crushed red pepper flakes
- 1 Tbsp. fresh cilantro (chopped)

Preparations

- 1) Put the tofu on a cutting board and cut it into eight pieces.
- 2) Put two layers of paper towel on a cutting board and put the tofu on top. Let drain at least 20 minutes (and up to 2 hours).
- 3) Place a skillet over medium heat and, when hot, add 2 tsp. oil. Add the tofu, one piece at a time, and cook until golden, about 3 minutes per side. Remove the tofu to a plate and set aside.
- 4) Reheat the skillet and when it is hot, add remaining 2 tsp. oil. Add garlic and scallions and cook until just golden, about 2 minutes. Add the broccoli and water and raise the heat to high. Cook until the broccoli is tender, about 4 minutes.
- 5) Return the tofu to the pan and add the remaining ingredients. Stir well.
- 6) Serve with a side of brown rice..

Nutritional Information

(per serving)	
Total calories	151
Total fat	10 g
Protein	12 g
Carbohydrate	8 g
Dietary fiber	3 g
Saturated fat	1 g

Sugar Substitutes and You

At a first glance, artificial sweeteners seem like harmless and attractive alternatives to standard sugar. Sugar substitutes provide a sweet taste without the calories or carbohydrates that accompany sugar and other sweeteners. The Food and Drug Administration (FDA) has approved the use of acesulfame-K (Sunett®), aspartame (Equal®), neotame, saccharin (Sweet’N Low®), sucralose (Splenda®) and stevia.

Despite this approval, some health experts discourage the use of sugar substitutes. Keep the following tips in mind to ensure that you’re safely consuming them:

- Always read the nutritional facts on foods and drinks to know what and how much of a substitute is being used.
- Review the acceptable daily intake guidelines for each approved sugar substitute on the FDA’s website.
- Remember, just because a product contains a sugar substitute does not necessarily mean it is calorie-free or even healthy.

Sweeter Than Sugar

That’s right—artificial sweeteners and sugar substitutes are often extremely sweeter than pure sugar.



Source: FDA

Combating the Loneliness Epidemic at Work

If you feel lonely at work, you’re not alone. In fact, about one-third of U.S. workers reported that they felt a general sense of loneliness, emptiness and disconnection from their co-workers.

Signs that you may be struggling with loneliness include feeling disconnected from your peers, heavily scrutinizing others, being sensitive to others’ responses toward you and having difficulty trusting people.

The hardest step to take when overcoming loneliness can often be the first one—reaching out to your co-workers. But the rewards can be invaluable. The odds are that you are not the only person in your department, or your company, suffering from loneliness. By greeting your colleagues in the morning, stopping by their desks or forming a club, you can help yourself stop feeling lonely while also helping others.