



On the Gulch

A Newsletter For and About City of Helena Employees

Summer Safety Tips - Laurie Miller

It's that time of year! Don't forget these important aspects of staying safe & healthy to enjoy Montana's beautiful summer!

Hydration: Important for everyone, especially when working or playing outdoors.

http://www.heart.org/HEARTORG/GettingHealthy/PhysicalActivity/FitnessBasics/Staying-Hydrated---Staying-Healthy_UCM_441180_Article.jsp

Cyclists: Make yourself seen! Black may be slimming, but it's hard to see late at night and in the pre-dawn hours. Also, if a bicyclist is using the sidewalk, he/she is required to get

off the bike and walk across the intersections. Know the rules, keep safe.
<http://www.bikewalkmontana.org/resources/montana-bicycle-laws/>

Sunscreen: Also important for everyone. Your clothes may not be protective enough. Here's a great resource to learn about how to protect your skin from the sun's damaging rays:
<http://www.skincancer.org/prevention/sun-protection/clothing>

Employee News

Congratulations to **Tim Magee** on his retirement!
You and your spread-

Distractions - and Why They Matter

A national survey was conducted online by Harris Poll on behalf of CareerBuilder from February 11 to March 6, 2015, and included a representative sample of 2,175 hiring and human resource managers across industries and company sizes.

Killing Time – and Productivity

Thanks to smartphones, chatty co-workers and never-ending Twitter feeds that provide hours of distraction, the obstacles that get in the way of actual work are seemingly endless. When asked to name the biggest productivity killers in the workplace, employers cited the following:

- ◆ Cell phones/texting: 52 percent
- ◆ The Internet: 44 percent
- ◆ Gossip: 37 percent
- ◆ Social media: 36 percent
- ◆ Email: 31 percent
- ◆ Co-workers dropping by: 27 percent
- ◆ Meetings: 26 percent



- ◆ Smoke breaks/snack breaks: 27 percent
- ◆ Noisy co-workers: 17 percent
- ◆ Sitting in a cubicle: 10 percent

The Consequences of Distraction

With so many distractions around, it's almost surprising any work gets done at all – and sometimes it doesn't. Productivity killers can lead to negative consequences for the organization, including:

- ≈ Compromised quality of work: 45 percent
- ≈ Lower morale because other workers have to pick up the slack: 30 percent
- ≈ Negative impact of boss/employee relationship: 25 percent
- ≈ Missed deadlines: 24 percent
- ≈ Loss in revenue: 21 percent

From CareerBuilder:

http://www.careerbuilder.com/share/aboutus/pressreleasesdetail.aspx?sd=6/11/2015&siteid=cbpr&sc_cmp1=c_b_pr898&id=pr898&ed=12/31/2015



Here's the issue with distraction: If you are not getting your work done, is it the distraction that matters? After all, there are lots of distractions beside social media. It's a management issue. If an employee is not getting work done, the employee needs to take responsibility and the manager needs to address the concern, not by taking away the distraction, but by speaking to the employee as an adult.

Why does this matter right now? Our IT department is struggling to provide the city and county with enough bandwidth for our normal work responsibilities. Have you noticed a slow down of your browser when building a page, especially on a Monday? Many web sites you visit embed video, which takes up a lot of bandwidth. Pandora and other live-streaming sources take an absurd amount of precious bandwidth. **The biggest culprit in our buildings? YouTube.** Unless you are viewing a training video or have another work-related purpose for visiting YouTube at work, please refrain.

Biggest “Losers” Win Prizes and Feel Better - Morgan Maynard

Top 7 “Losers” ~ Highest Percent Body Weight Lost

Don Clark - 17.6%
Wayne Helmbrecht - 7%
Craig Stevens – 6.2%
Alex Waddell – 5.3%
Morgan Maynard - 8.4%
Greta Dige - 6.3%
Michele Shepherd – 3.6%
Carrie Hahn – 3%

A 12-week weight loss challenge ended in April. Forty employees registered for the challenge, with over 160 pounds lost by the fifteen who completed the final weigh-outs.

Not only did participants receive prizes for their commitment, they will also be eligible for increased dollar incentives at their Wellness Screenings. Plus, they feel better as they continue on their journey of a lifetime of healthy eating and fitness.

Losing weight and keeping it off is a challenge for most people; City of Helena Employees not excluded. As your Wellness Coordinator I would like to know how our Wellness Committee can help you with this on-going health concern.

Do you participate in these challenges, visit the City's Intranet Wellness page, log-on to the CareHere Connect, attend Wellness-related presentations? If not, is there something else that might help you reach your health goals? How can we involve more people and have more successful outcomes? Please contact any of your Wellness Committee members with your thoughts: Morgan Maynard, Liz Jones, Liz Hirst, Maggie Brownlee, Steve Larson, or Loretta Burnham.

I discussed my nutritional and exercise plans with coaches from CareHere. They gave me a lot of different ideas. I think I lost the weight by doing a bunch of things together. I didn't really start dropping most of it until I got rid of some stress in my life and started doing more cardio-workouts. I keep a food and exercise journal (keeps me honest to myself). I eat more veggies and fruit, less meat, less french fries and burgers (though I splurge now and then)! I do stretching throughout the day, and exercise in a group, with my dog or my friends about six days a week. I throw in exercise whenever I can; park further from the store, take the stairs, stretch at my desk and during commercials on tv. Once the weight started coming off, I felt better, my aches and pains lessened and I felt good about myself. It's a lifetime investment in ME!

How can a person lose weight? Number one you have to be sick and tired of not being able to do the things that you physically can't do anymore or your physician tells you that you're not going to be able to enjoy your retirement because you probably won't be here. The only way you can lose this weight is not to give up on yourself - you didn't gain all this weight that you're trying to lose in a short period of time, give yourself a year at maybe 5 pounds a month. I think we would all feel pretty good about ourselves if we could lose close to 60 pounds in one year's time. DON'T GIVE UP!

What I have found that works for me is to set a goal and focus on it. Heavy emphasis on focus/obsession because there will be countless distractions and temptations. Eat healthy most of the time and have portion control always on your mind. 30 minutes of aerobic exercise before breakfast each day to boost your metabolism which motivates your body to burn more calories every day! Be consistent and honest with yourself when tracking your food intake and exercise. Stay hydrated! I have found weight loss is fuzzy math that doesn't always make sense. My advice to myself or anybody for that matter is don't give up on your weight loss goals because you are not seeing the losses you want. Reevaluate what you are doing and try other healthy things that have proven successful for other people in their quest to lose weight. Keeping the weight off is now my forever goal which is a work in progress for me.

I met and exceeded my goal during the challenge and then some. I lost a total of 12.2 lbs, 14 inches, and reduced my LDL by 19 points. During “Move It To Lose It” I participated in an Advocare 24 Day Challenge and was amazed! My next goals are to lose 12 pounds to reach the top range of what I feel is my ideal weight and to improve my softball game. Home run here I come! My advice for others is figure out what motivates you - is it health reasons, a trip, or whatever. Mine is not to be on cholesterol medication because of my family history, plus the enjoyment of watching my heart rate monitor when I work out (heart rate & calories). When I find it hard during a workout, I set goals to reach using the monitor then set another one and another one.

Construction Season is Here!

There are a lot of projects underway in our area. Want updates on street maintenance schedules?
Like & follow City of Helena, Local Government on Facebook for up-to-date announcements!

