Shout Out!

Shout out to Don Green and Joshua Onstott for installing the additional counter spaces and a shelf in the Print Shop.

~ Janet Cook ~

On October 9th, Ballroom Dancers brought entertainment to ADC!

Firemen visited ADC on October 11 and brought hats and coloring books!

ADC are giving treats for Halloween!

Henderson County Gals

Daviess County Clinic Gang

Every day may not be a good day, but there is good in every day.

With this and coming issues of the Gazette you will find more hyperlinks and QR Codes in hopes that this will make reading the newsletter more convenient for you and also allowing for more helpful and informational articles.

Visit us on the web: www.healthdepartment.org
Follow us on Twitter: @GRDHD
Like us on facebook: https://www.facebook.com/GreenRiverDistrictHealthDepartment/

Reminder - You will receive 4 hours voting leave on November 6th if you vote.

Upcoming Holidays
November 12—Veterans Day
November 22 & 23—Thanksgiving
December 24—Christmas Eve
December 25—Christmas Day
December 31—New Year’s Eve
January 1—New Year’s Day
GRDHD has published its third Annual Report to highlight progress and achievements within the Performance Management System. The report provides a snapshot of the agency’s activities and financial performance for the past year. The 2018 Annual Report can be found in the Performance Management folder on the official documents drive.

Check out this video from the 2018 Children’s Environmental Summit.

https://youtu.be/uMhUTXetqwY

Healthy Thanksgiving Tips

While a large meal on a special occasion isn’t the worst thing for your health, you might be wondering what you can do to make sure you avoid feeling sick or guilty about your feast. Here are a few quick tips to help you enjoy Thanksgiving without missing out on your favorite holiday treats:

1. Don’t skip breakfast, thinking you will save calories for the main event.
   Allowing yourself to get too hungry leaves you more likely to mindlessly snack on chips and nuts throughout the day. It is easier than you might think to eat more calories while snacking than you would have if you had eaten a light breakfast, and it is far more enjoyable to sit down to a nice meal than to mindlessly nibble on snacks.

2. Take small portions of every dish you are drawn to.
   There is no point in feeling deprived of the special dishes you might not have the chance to eat on a regular basis. Instead of loading up a plate and then feeling obligated to keep eating because you haven’t gotten to taste a certain side dish, take a little taste of everything that appeals to you. After you finish your sampler platter, you can assess how hungry you still are and which foods are worth going back for.

3. Check in with your body and mind.
   Every time you sit down to a plate of food, do a self-assessment of how hungry you actually are. Check in with yourself frequently while eating. Once you are full, stop. If you find yourself wanting to keep eating past the feeling of satisfaction, ask yourself why. Our enjoyment of food decreases as our stomach fills up, so when you slow down and assess your food and how you feel, you might find that pie you were really enjoying now tastes overly sweet and you no longer are really that interested in it.

4. Make activity a part of the tradition.
   Find an activity your family enjoys doing together that gets everyone moving and takes some of the focus away from the feast. Ideas include a turkey trot/5k, parades, family football games, relay races, and speeding through the pre-Black Friday sales.

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PUMPKIN PANCAKES

**INGREDIENTS**

- 2 cups flour
- 6 teaspoons brown sugar
- 1 tablespoon baking powder
- 1 1/4 teaspoons pumpkin pie spice
- 1 teaspoon salt
- 1 egg
- 1/2 cup pumpkin (canned)
- 3/4 cups milk, low-fat
- 2 tablespoons vegetable oil

**DIRECTIONS**

1. Combine flour, brown sugar, baking powder, pumpkin pie spice and salt in a large mixing bowl.
2. In a medium bowl, combine egg, canned pumpkin, milk and vegetable oil, mixing well.
3. Add wet ingredients to flour mixture, stirring just until moist. Batter may be lumpy. (For thinner batter, add more milk).
4. Lightly coat a griddle or skillet with cooking spray and heat on medium.
5. Using a 1/4 cup measure, pour batter onto hot griddle. Cook until bubbles begin to burst, then flip pancakes and cook until golden brown, 1 1/2 to 2 1/2 minutes. Repeat with remaining batter. Makes about 1 dozen 3 1/2 inch pancakes.

Yield: 12
Serving: 1 pancake
Calories: 130, Protein: 4g, Fat: 3g

Source: USDA What’s Cooking
Great American SmokeOut

Quitting smoking isn’t easy. It takes time. And a plan. You don’t have to stop smoking in one day. Let the Great American Smokeout event on November 15 be your day to start your journey toward a smoke-free life. You’ll be joining thousands of smokers across the country in taking an important step toward a healthier life and reducing your cancer risk. Plus, the American Cancer Society can help you access the resources and support you need to quit.

Quitting starts here. [https://bit.ly/2g9TgRO](https://bit.ly/2g9TgRO)

Have you ever wondered what all those insurance terms really mean? Are you confused about when you owe and when you don’t for medical services? Take a look at the link below for more information!

[https://go.cms.gov/2q93x2y](https://go.cms.gov/2q93x2y)

Technology Work-Group Update

GRDHD has a working group of staff from various departments, similar to a Quality Improvement committee, that reviews technology issues; it’s current members include Brad Conrad, Laurie Heddleson, Shelly Austin, Stormy Sowders, Melissa Barnett, Teudis Perez and myself. We had well over half the staff respond to the survey regarding what technology they use and what issues they encounter with it. We appreciate everyone who participated in the survey and wanted to highlight some of the updates your responses contributed to.

Overwhelmingly, the need for updated computer equipment, better copiers, better wi-fi connectivity and updated phone systems were at the top of the list for most respondents. With that in mind, six of the large copiers have been replaced with new units and others will be upgraded as their leases come up for renewal. Within the agencies Strategic Plan there is a replacement schedule for our computer equipment. Roughly 25% of our computer equipment will be replaced each year, including computers, servers and other equipment; we will have replaced about half of our computers by the end of the year with new servers on the list for next year! We have begun testing ad hoc wi-fi devices in some areas to boost the signal and will continue to monitor for improvements. We’re on track to switch over the phone systems for the whole district to a unified Vonage Cloud system in the next month. The new system will allow for faster communication between our sites and may also boost personal efficiency with the use of its mobile and computer apps and email integration for your voicemail. Please continue to relay your thoughts on the state of our technology to myself or any member of the group.

~ David Hunter ~
In reference to the comment from the QI survey: Submitted by: Marcela Rivera

“Make sure staff concerns are heard by the upper management, not just supervisors. Employees meet with upper management without direct supervisor present.”

The Green River District Health Department strives to make our employees feel comfortable in the work place. Just like we strive for our patients to feel the same in a place where they come in for services. We don’t want any employee to feel uncomfortable or unwelcome in the event that an employee feels the need to report an issue or incident. The first person the employee should go to is to their direct supervisor, to try to resolve the issue. In the event the employee does not feel comfortable speaking to his or her supervisor, there are other supervisors available for support or advice in the same clinic (If the employee does not feel comfortable with the direct supervisor). If speaking to another supervisor is not something that the employee wants to do they are always welcome to speak to their supervisor’s upper management or next available supervisor in line. If this is not something the employee would like to do, speaking to HR would be the following step. The supervisor is the first “to go” person. Your immediate supervisor should be informed of any abnormal occurrences going on during the workday that effect your department or work. If the supervisor is unavailable or if they are not the person to talk to (Maybe the issue is about the supervisor), go to the next step.

There are policies that the GRDHD has in place. Grievance Policy 04.05 and Grievance Procedure 04.05.01, and these policies have been effective since October 20, 2011.

You should always remember that maintaining respect among each other can prevent many issues. We all have to play our part in maintaining a harmonious place of work. Trying our best to be professional and remembering our Mission and Value is key for all of us to stay focused.

Our Mission
The mission of the GRDHD is to improve the quality of life by promoting, protecting and enhancing the health and well-being of the public.

Our Focus is, therefore to develop and maintain healthy habits and lifestyles within our communities and to ensure that our citizenry is protected through environmentally safe surroundings.

Our Values
Accountability, Compassion, Innovation, Integrity, Respect.

Attached are the policies we have.

04.05 Grievance Policy - Shortcut.lnk
04.05.01 Grievance Procedure - Shortcut.lnk
04.05.02 Grievance Form LHP-15 - Shortcut.lnk

Safe to sleep: SIDS Awareness and ABCs

The Safe to Sleep campaign is an initiative backed by the US National Institute of Child Health and Human Development (NICHD) to encourage parents to have their infants sleep on their backs (supine position) to reduce the risk of sudden infant death syndrome, or SIDS.

For more information: https://bit.ly/2OAb0q4