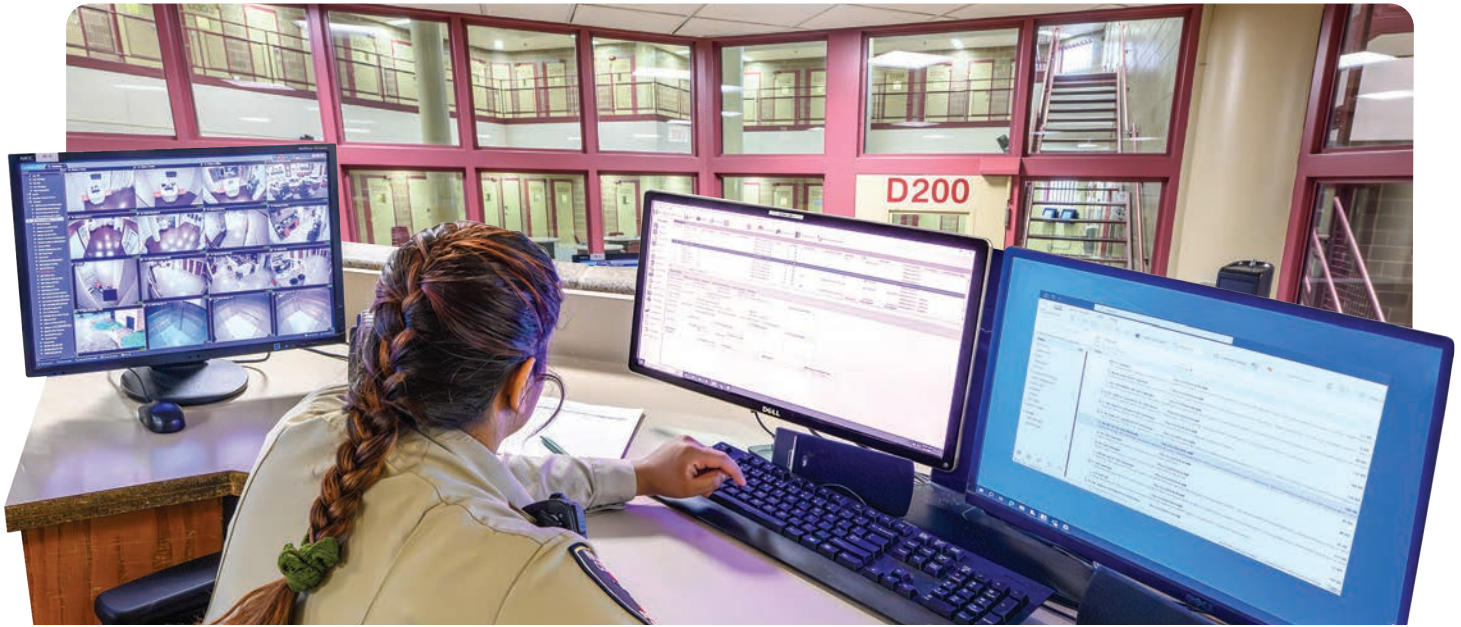




## MCIT MISSION:

Providing Minnesota counties and associated members cost-effective coverage with comprehensive and quality risk management services.



## Benchmark Analytics Works with Sheriffs to Improve Risk Management

MCIT is in its fourth year of partnering with Benchmark Analytics to support county sheriffs' risk management, focusing on jail operations. Over the past three years, Benchmark Analytics has offered two no-cost programs to engage with sheriffs: iIMPACT and Jail Excellence Network. Both use data analysis to identify areas of risk and strategies to address them.

### iIMPACT Program

iIMPACT is a quality improvement program designed to reduce jail risk by:

- Forecasting and assessing member liability risks
- Engaging Minnesota Sheriffs' Association (MSA) and members with evidence-based practice research
- Fostering sheriff's office relationships and inspiring evidence-based practice adoption and expansion
- Measuring long-term results

This is a one-on-one program focused on the member's individual operations and offers recommendations specific to the member's identified areas needing improvement. iIMPACT analyzes a member's jail liability and workers' compensation claims and measures statistical

changes in jail claims after implementation of evidenced-based practices.

Since 2023, this program has resulted in 50 percent participation among MCIT member sheriff's offices, as well as educational sessions at MSA conferences.

### Jail Excellence Network

The Jail Excellence Network was introduced in 2025, bringing together jail leaders for collaborative learning about jail best practices to reduce risks to both inmates and jail staff.

During the year, six interactive sessions were held across the state at members' jails in Mower, Renville, Crow Wing, Le Sueur, Beltrami and Carlton counties. The 2025 sessions introduced partici-

*continued on page 7*

## COMING EVENTS

**March 13**  
**MCIT BUILDING, ST. PAUL**

**9 A.M.:** Board of Directors meeting

**1 P.M.:** Claims Committee meeting

**March 18**  
**VIRTUAL**

**11 A.M.:** USERRA webinar

**April 9-10**  
**MCIT BUILDING, ST. PAUL**

Board of Directors spring work session and meeting

**April 15**  
**VIRTUAL**

**11 A.M.:** Employee Assistance Program webinar



MCIT Board of Directors leadership: Vice Chair Don Wachal, Secretary-treasurer Randy Schreifels and Chair Ron Antony

## Board Leadership, Committee Assignments Remain Same

The MCIT Board of Directors unanimously returned board officers to their positions for 2026, as well as reassigned members to their same committees as in 2025 during its Jan. 9 meeting.

Yellow Medicine County Commissioner Ron Antony serves as the board chair, Jackson County Commissioner Don Wachal is the vice chair, and Stearns County Auditor-treasurer Randy Schreifels is the secretary-treasurer.

Antony says, "Once again I look forward to leading the MCIT Board of Directors in 2026. Our mission remains the same: to provide effective coverage and quality risk management services to Minnesota counties and local governments. MCIT is a joint powers entity 47 years strong and is governed by our county members. The emphasis of our board is its members, and we will continue this focus to provide members the best service possible."

### Board Meeting Schedule

Generally during 2026, the MCIT Board of Directors will hold its regular meetings on the second Friday of the month with the exceptions of October (optional meeting Oct. 9) and December (meeting Dec. 7). The Claims Committee

generally meets following board meetings at 1 p.m.

MCIT Board of Directors and Claims Committee meeting agendas are posted to *MCIT.org* on the Board page under the About tab. Approved board minutes are also posted to the Board web page.

Members are encouraged to contact MCIT Executive Director Steve Nelson (*snelson@mcit.org* or **866.547.6516, ext. 6411**) with questions regarding board or committee meetings or other board issues.

### Board Committee Assignments

**Audit Committee** meets with MCIT's independent audit firm to discuss the annual audit process, review any issues of concern and preview the results of the annual audit prior to its presentation to the full MCIT board. Committee members are Antony; Lindsey Meyer, Wright County auditor-treasurer; Todd Patzer, Lac qui Parle County commissioner; and Schreifels.

**Claims Committee** considers information prepared by the claims handling team concerning pending claims and large losses; reviews litigation strategy; and meets with defense attorneys and/

or staff to review claims, ratify defense strategy and authorize settlement as deemed appropriate. Committee members are Antony; Schreifels; Wachal; and rotating alternates Brett Skyles, Itasca County administrator (January-April), Kurt Mortenson, Otter Tail County commissioner (May-August), and Patzer (September-December).

**Governance Committee** discusses modifications to the MCIT Coverage Document, Bylaws and Joint Powers Agreement when needed. Committee members are Mortenson; Patzer; Jack Swanson, Roseau County commissioner; and Marcia Ward, Winona County commissioner.

**Investment Committee** reviews MCIT investment policies and makes investment adjustment recommendations to the full board as appropriate. Committee members are Meyer, Schreifels, Skyles and Ward.

**Personnel Committee** oversees MCIT's personnel administration, including issues related to employment, salary, benefits and personnel policies. Committee members are Antony, Mortenson, Skyles and Wachal.

**MCIT Board of Directors:** Ron Antony—Chair, *Yellow Medicine County Commissioner*; Don Wachal—Vice Chair, *Jackson County Commissioner*; Randy Schreifels—Secretary-treasurer, *Stearns County Auditor-treasurer*; Lindsey Meyer, *Wright County auditor-treasurer*; Kurt Mortenson, *Otter Tail County Commissioner*; Todd Patzer, *Lac qui Parle County Commissioner*; Brett Skyles, *Itasca County Administrator*; Jack Swanson, *Roseau County Commissioner*; and Marcia Ward, *Winona County Commissioner*.

**MCIT Bulletin:** The MCIT Bulletin is published by MCIT. The articles and information contained in the Bulletin should not be construed as legal advice or coverage opinions about specific matters. The information contained should not be acted upon without professional advice.

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## Remember Risk Management When Planning County Fair

Among the flurry of activity to plan a county fair, managing and reducing the risks may get overlooked. However, this step is just as important as booking activities, musical acts and the midway rides to ensure that attendees, volunteers, workers and vendors have a positive and safe experience, while protecting the fair's assets.

### Risk Management Guide for Fairs

The no-cost "Agricultural Societies Loss Prevention Best Practices Guide" provides information and recommendations to help county fairs recognize and reduce risks and hazards associated with their operations and protect such organizations from liability and loss.



The guide addresses risks generally applicable to county fairs, such as alcohol policies, independent contractors, special events, volunteers, animal contact, bleachers and grandstands, cooking facilities, fire prevention, blood-borne pathogens, housekeeping, grounds keeping, inflatable amusements, people movers and hayrides, sanitation, security and site control, and others.

Members are encouraged to download this at [MCIT.org/resources](http://MCIT.org/resources) and:

- Review its recommendations for various areas of operations

- Use the checklists to assess how well the fair meets the best practices
- Make a plan to remedy any deficiencies

A fair's assigned MCIT loss control consultant is available to answer questions and conduct property surveys to help identify hazards and offer recommendations. Members can contact consultants at **866.547.6516**.

### Protect Fair with Adequate Coverage

MCIT provides a broad range of coverages for members that includes property, inland marine, auto, liability, public employees liability, employee dishonesty, cyber and workers' compensation.

The no-cost "Coverage Summary for Agricultural Societies" is a quick reference for the most applicable lines of coverage for county fair operations and includes information about what is covered, what is excluded, and the limits and conditions of coverage. Members are encouraged to download it at [MCIT.org/resources](http://MCIT.org/resources).

It is important to understand that not all fair exposures are covered by MCIT and certain exclusions exist that can apply to the fair's operations. Important examples of exclusions are noted below.

#### Property coverage exclusions:

- Damage caused by flood if any part of the fair's property is located in Zone A, Zone V, or zones prefixed A and V as classified under the

National Flood Insurance Program ([FEMA.gov/flood-insurance](http://FEMA.gov/flood-insurance))

- Loss arising from or involving a communicable disease, including E. coli
- The increased value of items due to their rarity, antique, historic or collector value
- Loss arising from pollution
- Loss caused by wear and tear, gradual deterioration and/or rust
- Mysterious disappearance of property

#### Liability coverage exclusions:

- Loss arising from mechanical, amusement or carnival-type rides
- Loss arising from rodeo events or animal racing
- Loss arising from or involving a communicable disease, including E. coli
- Drones (unless endorsed to coverage)
- Loss arising out of a covered party's involvement with gaming activities
- Liquor liability when selling alcohol
- Loss arising from fireworks displays
- Loss arising from racing, speed, demolition or stunting activities
- Involving property loaned to the fair or in the fair's care, custody and control

Generally, special events coverage is necessary when a member sponsors an event or activity that is not covered, or excluded, under the MCIT Coverage Document. When exclusions apply, members are encouraged to weigh the risk. If a decision is made to host the event, members have options outside of MCIT to ensure that they are covered.

Members are highly encouraged to contact their MCIT risk management consultant at **866.547.6516** to discuss:

- Options for securing coverage for special events
- Various risk transfer techniques
- All questions they have about MCIT coverage, conditions and exclusions

MCIT consultants want to help ensure that members are best positioned for their fair operations.

See "Special Events Coverage" at [MCIT.org/resources](http://MCIT.org/resources) for best practices.



## No-cost Employee Training Opportunities for MCIT Members

MCIT members have access to four no-cost employee training opportunities as part of membership: on-site or virtual employee training conducted by MCIT staff, on-site Defensive Driving Training, streaming videos from the Minnesota Safety Council and webinars (see sidebar). Members are encouraged to take advantage of these services.

### MCIT Speaker Service

MCIT can provide a member entity with virtual or in-person training presentations for its employees that address a number of risk management and loss control topics at no cost. Availability is based upon MCIT staff schedules. A minimum audience of 20 people is preferred for in-person sessions and at least 10 people for virtual sessions.

To ensure that this opportunity is available for as many members as possible during the year, a member entity (inclusive of all departments) is allowed one day of on-site training per year. Requests should be coordinated through the individual responsible for the member organization's employee training plan, such as the human resources director, administrator/coordinator or executive director.

All topics on which MCIT can provide training are listed on the Speaker Services page under the Services and Programs tab at [MCIT.org](http://MCIT.org). Popular topics include:

- Cybersecurity
- Minnesota Government Data Practices Act
- Joint powers and collaborative agreements
- Understanding and responding to First Amendment audits
- The Open Meeting Law

To request training, members should complete the online form found on the Speaker Services website page.

### Defensive Driving Training

Defensive driving goes beyond following traffic laws and procedures. It involves anticipating situations, rather than reacting to them, and making safe, well-informed decisions based on road and environmental conditions.

Training drivers to be safe helps reduce the number and severity of auto accidents. Fewer and less severe auto incidents leads to lower costs for repairing damaged vehicles and reduces injuries to employees and citizens. No one wants to see co-workers or citizens injured.

The defensive driving training offered to members through MCIT is designed for those employees who drive as part of their job duties on behalf of the member organization. Training sessions are Experienced Passenger Vehicle Driver or Multiple Passenger Vehicles (vans and buses).

- MCIT pays for up to two sessions of on-site training for defensive driving per member per year. Additional sessions can be scheduled at a cost to the member. When a member requests two sessions, they must be scheduled for the same day.
- Each on-site session requires a minimum of 10 and a maximum of 30 participants.
- The programs provide students with written materials, the chance to ask questions and certificates of completion.

The Defensive Driving Training page under the Services and Programs tab at [MCIT.org](http://MCIT.org) offers more details about the training and how to schedule it.

### Streaming Training Videos

MCIT purchases a membership with the Minnesota Safety Council for all of its members. MSC offers no-cost access to a library of 1,500 streaming training videos to members. The library encompasses safety and human resources topics. All titles are immediately available, 24/7 and many come in multiple languages.

To access videos, members should request Admin rights. Follow the link available on the On-demand Safety Video Library page on the MSC website ([MinnesotaSafetyCouncil.org](http://MinnesotaSafetyCouncil.org)). Passwords may take 24 hours. Members will receive login credentials from AP Safety Training. Once credentials are set up, members should use the link to the library at the bottom of the On-demand Safety Video Library page.

## COMING MCIT WEBINARS

Throughout the year, MCIT offers one-hour webinars at no cost. Coming webinars are listed on the Events page at [MCIT.org](http://MCIT.org), each with a link to register for the event.

Spring sessions:

- March 18: Untangling USERRA: The Uniformed Services Employment and Reemployment Rights Act
- April 15: All You Need to Know About the Employee Assistance Program



WEBINAR MARCH 18

## 'Untangling USERRA: The Uniformed Services Employment and Reemployment Rights Act'

USERRA is a complicated law that affords service members a number of employment protections. "Untangling USERRA: The Uniformed Services Employment and Reemployment Rights Act" webinar March 18 at 11 a.m. attempts to clarify the law's parameters. USERRA applies to all employers, regardless of the number of employees.

This training is provided at no cost. Members can register to attend at [MCIT.org/events](https://MCIT.org/events). **Tip:** Double check the email address you enter on the registration form. *If the address is entered incorrectly, you will not receive the link to join the live event.*

### What Attendees Learn

"Untangling USERRA" explains:

- Employee protections under USERRA
- The employer's obligations
- How the human resources professional can stay in compliance and avoid discrimination claims.

Resources provided by the Department of Defense Employer Support of the Guard and Reserve program are also discussed.



This session is a repeat of what was presented during the Public Sector HR 2.0 seminar Aug. 27, 2025.

### Who Should Attend?

This webinar is best suited for those who have human resources responsibilities and decision making for the public entity. This may be the human resources manager/director, administrator/coordinator, executive director or SWCD district manager.

### About the Presenter

Mathew M. Meyer is an attorney and owner of Meyer Law Office and the Minnesota ombudsman director for Minnesota at the Employer Support of the Guard and Reserve. His practice focuses primarily on business law, regulation, commercial litigation, commercial real estate and appellate practice. He has volunteered as an ESGR ombudsman since 2007 to assist service members and their employers by mediating disputes under USERRA and related federal and state employment laws. Meyer also served in the U.S. Marine Corps earning the rank of sergeant.

## Watch Recorded 'MCIT Annual Update' on Demand

The recorded "MCIT Annual Update" webinar is available to view on demand at [MCIT.org/resources](https://MCIT.org/resources). It provides members a current state of MCIT and includes a discussion of key financial data, challenges and changes for 2026.

The session is geared toward those who have a high level of engagement with MCIT, especially those in leadership roles, such as elected officials, county administrators/coordinators, executive directors, SWCD district managers, risk

managers and the member's designated primary contact for MCIT.

This session replaced the annual coverage update webinar. Note that the MCIT Board of Directors made no changes to coverage for 2026.

### Remember to Return Acknowledgment Form

Each county's primary MCIT contact or designee is required to complete the online Coverage Acknowledgment



Record, indicating that he or she was provided opportunities to learn about coverage. The form is posted to [MCIT.org](https://MCIT.org) under the Property and Liability tab.

# Establish Standards with an AI Use Policy

Artificial intelligence (AI) opens the door to sharper insights, faster workflows and stronger service delivery. It also calls for disciplined attention to data privacy, clear decision-making processes and accountability at every level.

A clear AI use policy gives important structure to that balance. It helps teams pursue innovation while protecting public trust. It defines how and when AI can be applied, what standards must be met and who oversees the process. Most important, it reinforces that technology should always serve human judgment, never replace it.

## Role of an AI Use Policy

With an AI use policy, an organization sets clear parameters for responsible AI use that protect the entity and the public, uphold best practice standards and reduce the likelihood of unintended outcomes.

An effective AI use policy offers practical direction so everyone knows how AI fits into the organization's work and how employees individually are authorized to use it.

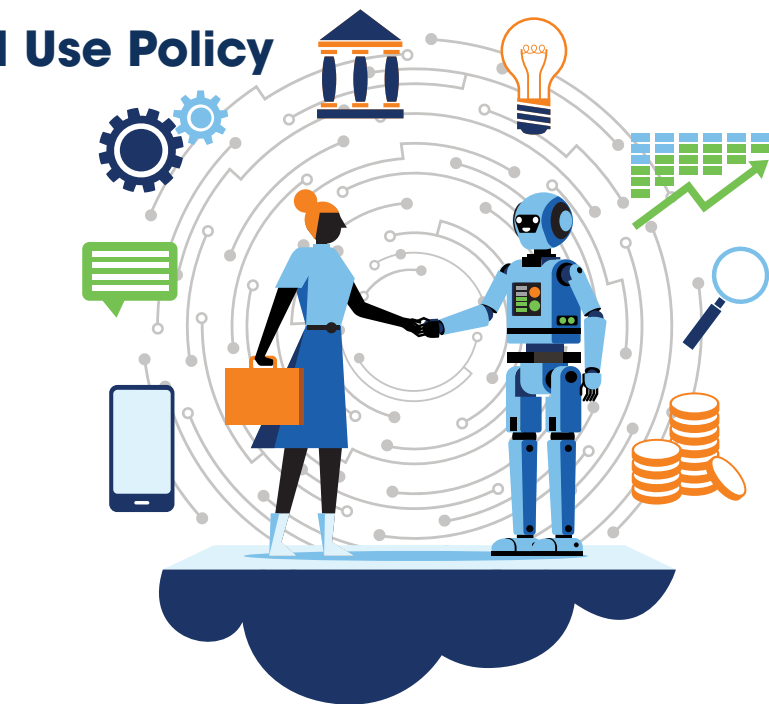
## Key Elements to Include

Each entity should tailor an AI use policy to its size, systems and structure, but several components are universally important.

**Purpose and principles:** Explain how AI supports the entity's mission, values and service to the community. Include guiding principles such as data protection, transparency, upholding public trust and maintaining human oversight.

**Definitions:** Clarify what qualifies as AI, automated decision-making or machine learning. This helps staff recognize when a system falls under the policy, including tools that bundle AI features by default, so they are evaluated and used appropriately.

**Permissible and prohibited uses:** Clearly identify which AI applications, business functions and data types are in scope and allowable uses. Addressing both AI tools and allowable data is



important. Also be clear about AI uses that are not allowed and data that is prohibited to be used in AI systems.

**Decision-making authority:** Specify who approves AI tools, determines permissible uses and sets the purposes for which AI may be deployed. Clarify how to escalate questions about AI use and who ensures compliance with relevant regulations and internal standards.

**Data governance:** Describe how data used, generated or accessed by AI systems is sourced, secured, validated and retired. Address data ownership, retention, access and de-identification of not public data or other protected or sensitive information when AI tools are involved. Again, be clear about data that may not be used within AI systems.

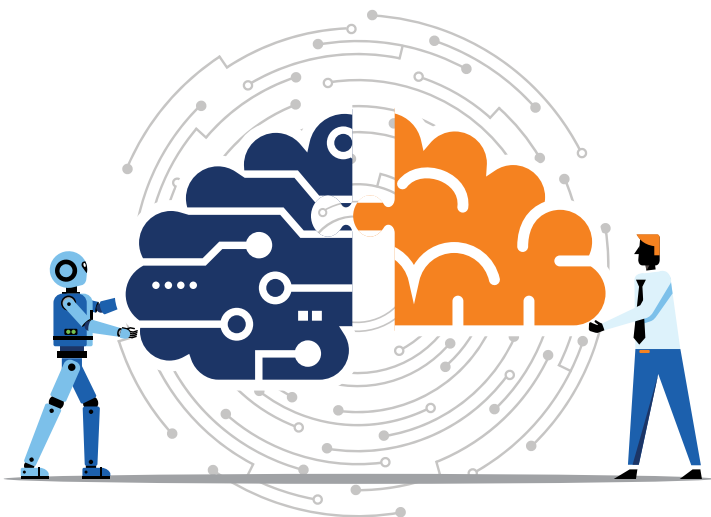
**Accountability:** Identify who monitors AI outputs for validity, accuracy and appropriateness. Although some accountability will reside at a managerial or executive level, every person should remain responsible for his or her own AI outputs.

## Gain Staff Support

A policy gains traction and compliance strengthens when team members understand its value and relevance. When staff feel informed and involved, they are more likely to follow guidelines consistently and avoid risky shortcuts.

To keep staff engaged throughout the process, consider:

- **Educating first.** Use relatable examples, such as how AI systems support efficiency and how responsible use protects data.
- **Inviting collaboration.** Ask staff where AI could remove bottlenecks or help them serve the public more effectively. Solicit feedback early and repeatedly to keep pace with AI innovation.
- **Connecting to the organization's mission.** Frame AI as a tool that enhances service, safeguards resources and advances the public interest. Reinforce that human expertise remains central to decision making.



- **Creating ownership.** Assign an internal workgroup or cross-functional committee to maintain and review the policy. Visible leadership engagement signals commitment and accountability.

An inclusive approach builds trust, supports consistent compliance and helps ensure that the policy is a shared resource rather than a top-down mandate.

### Put the AI Use Policy to Work

Mindful implementation turns policy from a document into daily practice. To embed an AI use policy effectively:

- Provide staff training on acceptable AI use case examples and ensure that all staff have reviewed the policy.
- Store the policy in an easily accessible location for staff to access and reference (e.g., intranet, network server).
- Plan for periodic review of the AI use policy to keep pace with changing technology, regulations and operational expectations. Adjust provisions and practices as needed.

### A Framework for Responsible Progress

AI enables public entities to analyze information at scale, identify trends faster and streamline work. It achieves its greatest value when guided by human intent and clarity about purpose. An AI use policy gives structure to innovation, protects data and reinforces standards of fairness and transparency.

By grounding every technological advancement in purpose and integrity, public entities can continue their long tradition of serving their communities responsibly with smarter tools and stronger guardrails.

### Contact MCIT

MCIT members are encouraged to connect with Richard Mieke, MCIT risk management consultant for data security, with questions about an AI use policy or other data security concerns. Reach him at **866.547.6516**.

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## Stay Connected to Safety Council, Join Email List

MCIT provides each of its members with a Minnesota Safety Council membership at no additional cost, giving members even more services and programs to support their loss control and risk management efforts.



An easy way to stay current with the Safety Council's events, trainings and resources is to join its email distribution list. Simply contact MSC to request to be added, either by email at [msc@mns.org](mailto:msc@mns.org) or call **800.444.9150** or **651.291.9150**.

Valuable workplace safety information and opportunities will be delivered directly to your inbox, rather than having to remember to visit MSC's website.

### Benefits of Safety Council Membership

The mission of the Minnesota Safety Council is to make Minnesota a safer and healthier place to live by helping prevent unintentional injuries at home, on the road, at work and at play. The "Members Benefits Overview" video is a quick way to learn more about how an employer can get the most from its Safety Council membership. Check it out at [YouTube.com/watch?v=M0ssvpLn0AU](https://www.youtube.com/watch?v=M0ssvpLn0AU).

The council offers employers reliable, credible and cost-effective safety information, events, tools and resources. The council's website is the best place to connect with its services and programs. To access all areas of the site, members need to set up a log in, which is simple. Just email [msc@mns.org](mailto:msc@mns.org) with a request to set up an account along with your name, organization, phone and email.

### Benchmark Analytics Works with Sheriffs to Improve Risk Management ... continued from page 1

pants to after-action reviews, their benefits using interactive discussions, shared lessons learned from participants' experiences and facility tours that encouraged peer connection and networking.

Members who attended the Jail Excellence Network events found them valuable on several levels:

- Tangible takeaways to improve operations to reduce inmate and staff injuries
- Importance of conducting after-action reviews for both positive and negative results

- Need to develop and provide specific and ongoing training to staff
- Hearing what works for other jails across the state

### 2026 Programming

This year, Benchmark Analytics continues its one-on-one iMPACT data analysis and best practices discussions with members, is scheduling more Jail Excellence Network sessions across the state focusing on the intake process, and is presenting at MSA jail operations events.

### Connect with Benchmark Analytics

MCIT members who are interested in learning more about the iMPACT program or Jail Excellence Network should contact their MCIT risk management consultant at **866.547.6516**.

Benchmark's services are provided to members at no cost as part of MCIT's risk management services.



## Options to Secure Coverage for Short-term Car Rentals

When members want to rent a vehicle for short-term use, they have a few options for securing coverage on that vehicle. No one option is better than another, so the organization should determine which is best for its operations.

### Option 1: Employees Rent Vehicles, Use Personal Insurance

The first option is for the member's employees to rent vehicles in their own names and use their personal auto insurance to cover the vehicle. The member could reimburse employees for expenses associated with the rental.

In this scenario, the employee's personal auto insurance is primary and applies first. With rental vehicle usage for member business purposes, MCIT's liability coverage would apply on an excess basis.

Members should communicate to employees that their personal insurance is first to respond if an incident occurs.

### Option 2: Purchase Coverage from Rental Company

Employees could rent vehicles in their names and purchase liability and physical damage coverage directly from the rental car company. Again, the member could reimburse employees for these expenses. This option transfers the risk

to the rental company and makes the rental company insurer primary in the case of an accident.

MCIT realizes that this option may not be cost effective for the member, but it is a viable strategy to transfer risk without employees' insurance being implicated.

### Option 3: MCIT Primary Coverage

This option is not commonly pursued, but MCIT coverage can be primary for a short-term rental when the rental is in the member entity's name (not the employee's name) and the vehicle is scheduled with MCIT. The vehicle can be added to the schedule through the member portal form (include the date, location of the rental and name of rental company).

However, rental companies may not allow vehicles to be rented in the entity's name if the member does not already have a business account set up with the rental company.

### Option 4: Establish Business Account with Rental Company

If short-term auto rentals are common for the member, it may be worth setting up a corporate account with a rental company. This allows the member to rent vehicles

in the member entity's name, not the individual employee's name.

The State of Minnesota has a contract with at least one major rental car company, and Minnesota public entities are able to access this contract to set up corporate accounts. Rental companies may build insurance coverage into the account contracts at little to no additional cost, which effectively and affordably transfers the risk to the rental company.

### Option 5: Use Fleet Vehicles, Taxis, Rideshares

Members should also consider whether they need to rent vehicles. Acceptable alternatives may be having employees drive the entity's fleet vehicles or using taxi or ride share services. The member could then reimburse employees for taxi or rideshare costs.

### More Information

MCIT offers a number of resources that discuss auto coverage provided through MCIT. Members can access these at [MCIT.org/resources](https://www.mcit.org/resources).

Risk management consultants are also happy to discuss coverage questions with members. Reach them at **866.547.6516**.



# Reminder

## 3 Reports Due Soon

The MCIT underwriting department is gathering risk exposure information from members now. Members' primary contacts for MCIT should ensure that these reports are completed on time per the schedule below.



- **March 31: The liability risk assessment for 2027.** This is information regarding ratable liability exposures, such as the expected number of employees, the organization's budget, park acres, road miles maintained and total jail cells. This data is used in the ratemaking process and to calculate each member's liability coverage contribution for next year.



- **April 30: Payroll Estimate for 2027.** At the beginning of April, the primary contact will receive a notice to provide the best estimate of the organization's gross payroll for each applicable MCIT job classification for 2027. This payroll exposure information and the member's unique experience modification factor are used to calculate the member's workers' compensation contribution.



- **April 30: EDP Equipment Inventory.** This is one inventory for the entire organization's electronic data processing (EDP) equipment. The inventory of items that accept and manipulate data or are connected to a computer system needs to include all EDP equipment that the member wants covered. To submit the inventory, members simply email the document to [member\\_services@mcit.org](mailto:member_services@mcit.org) or mail a copy to MCIT. A sample EDP inventory spreadsheet is available at [MCIT.org](http://MCIT.org).

Questions regarding any of the data requests can be directed to MCIT underwriting specialist Nick Anderson at [nanderson@mcit.org](mailto:nanderson@mcit.org) or **866.547.6516**, ext. 6417.



## Health Board, County Fair Join MCIT

The MCIT Board of Directors approved for membership Prairie Lakes Community Health Board during its January meeting and Otter Tail County Agricultural Society and Fair Association at its February meeting.

Prairie Lakes Community Health Board is a joint powers board involving Otter Tail and Wilkin counties. The operations of the health board deliver the core set of activities and programs that protect and improve the health of people in the communities served. The responsibilities and services are guided by state law (Minn. Stat. §145A) and are driven by local health needs. The health board provides oversight, accountability and direction for community health services.

Otter Tail County Agricultural Society and Fair Association is a joint powers board responsible for organization of the West Otter Tail County Fair.

Otter Tail County sponsored both organizations for membership.



## Follow Move Over Law

The Ted Foss Move Over Law requires drivers to move over or slow down when:

- Passing vehicles parked on the side of the road with flashing hazard lights
- Individuals are observed on the side of the road or near parked vehicles

Failing to either change lanes or slow down endangers other drivers and emergency professionals and can result in fines of more than \$100.

### Key Points to Remember

- When traveling on a road with two or more lanes going the same direction, drivers must move over one full lane from stopped authorized vehicles, stalled vehicles or disabled vehicles with their hazard lights activated. Authorized vehicles include ambulance, fire, law enforcement, road maintenance and construction vehicles.
- In situations where it is not safe to move over (such as heavy traffic), drivers must slow down.
- Drivers must move over for people visibly present outside the vehicle.





## Building Strong Work Relationships

Provided by AllOne Health

In today's diverse workplaces, building strong relationships is essential. The success of any team hinges on trust, respect and effective communication. However, fostering these elements requires intentional effort and a strategic approach.

Here are three steps to cultivate a workplace culture where relationships thrive.

### Step 1: Establish Values-based Working Agreements

Encourage self-awareness within the team by discussing shared values and goals. Collaboratively establish working agreements that guide behavior and interactions. These agreements should reflect the organization's values while respecting diverse perspectives.

**Example:** A new leader wanted to make an immediate impact. The leader's fast-paced approach caused tension in the team. The team created collective working agreements like "go slow to go fast." The leader agreed to slow down to ensure that everyone was on board, leading to a more cohesive team.

### Step 2: Foster Pro-social Behavior

Integrate the working agreements into daily routines. Review them at every team meeting and hold each other accountable. Emphasize the importance of everyday interactions in building understanding, collaboration and respect among team members.

**Example:** Team building activities at the start of every meeting can be effective. One activity could be team members

sharing one strength they see in their teammates, reinforcing pro-social behaviors and mutual appreciation.

### Step 3: Proactively Address Tension

Equip team members with the skills to navigate challenging discussions effectively. Focus on finding common ground and steer conversations toward work-related topics. By proactively addressing tension, teams can resolve conflicts constructively and move forward.

**Example:** A team addressed a pattern of perceived unfairness by candidly discussing the impact of breaking workstreams. They agreed to maintain work boundaries, leveraging individual strengths and mitigating weaknesses. This open communication improved team dynamics during a tense period.

### No-cost Assistance for Supervisors

A leader's role is pivotal in fostering a workplace culture where diverse perspectives are respected and embraced. Leaders seeking support in guiding their teams can connect with consultants through the Employee Assistance Program.

Unlimited, no-cost supervisor consultation is available by phone through the EAP at **800.550.6428** to support managerial concerns, including team dynamics.

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# Check Out New EAP Web Portal

AllOne Health, the Employee Assistance Program administrator, launched a redesigned web portal March 2 with a new address specifically for MCIT members at [MCIT.AllOneHealth.com](http://MCIT.AllOneHealth.com).

The updated portal delivers more seamless, modern and user-friendly experience for members. It also aligns directly with the AllOne Health mobile app, giving members a consistent, intuitive experience across all digital touchpoints, while making it easier than ever to access services.

## New Features

The redesigned EAP web portal empowers members to manage their care anytime, anywhere. Key features:

- **MCIT dedicated phone number** for the EAP is now posted to the landing page, reducing confusion for MCIT member employees.
- **Seamless member experience:** A refreshed design that mirrors the AllOne Health App for a cohesive, easy-to-navigate experience.
- **Self-scheduling counseling appointments:**

Members can book appointments on their own schedule—quickly and conveniently.

- **24/7 chat with Izzy:** Instant access to Izzy, an artificial intelligence Mental health navigator, available around the clock for guidance and support.
- **Self-guided therapy and whole health resources:** Explore self-guided tools, expansive wellness content, and resources across all areas of whole health.
- **Easy access to educational webinars**
- **One login, multiple platforms:** Members who already use the AllOne Health App can log in to the member portal using the same credentials; no additional setup is required.

Employees can always call **800.550.6248** any time for immediate support or to be connected with counseling services or supervisor consultation, no need to use the web portal.

## Automatic Redirect

Links to the previous portal ([SandCreekEAP.com](http://SandCreekEAP.com)) will automatically redirect users to the new general AllOne



Health site, although it will not redirect to the specific portal for MCIT members.

*Note:* Users can log in from this general site, but the phone number displayed will not be MCIT's dedicated number. Once an MCIT member employee logs in, then MCIT's number will appear for the user.

## Updated Promotional Materials

MCIT has updated all of the EAP promotional materials with the new member portal address. Members are encouraged to replace old versions. EAP items can be downloaded at [MCIT.org/resources](http://MCIT.org/resources) at no cost.



## Webinar Offers Orientation to EAP for Designated Contacts

The Employee Assistance Program offered through MCIT supports the well-being of member organization employees and their families. The webinar "All You Need to Know about the Employee Assistance Program" provides a summary of those services, who can use them and how to access them.

The session is presented at no cost April 15 at 11 a.m. Members can register to attend at [MCIT.org/events](http://MCIT.org/events). **Tip:** Double check the email address you enter on the registration form. *If the address is entered incorrectly, you will not receive the link to join the live event.*



## What Attendees Learn

- The wide variety of services available through the EAP for individuals, public safety and for those in a supervisory role
- Resources other than counseling offered by AllOne Health, the EAP partner organization
- How to access services and resources
- Ideas and materials to promote the EAP to your organization's employees

## Who Should Attend?

This webinar is best suited for those designated as the Employee Assistance Program contact for their organization. Others who may benefit from the information are the administrator/coordinator, executive director, human resources manager, SWCD district manager, department heads.