

To Your Health

Human Resources
Helping U Succeed

Pinellas County Wellness Program | *Wellness for Life*

Visit www.pinellascounty.org/hr/wellness or contact Wellness staff at 464-4049 or wellness@pinellascounty.org FEB 2018



TELL IT WELL EMPLOYEE FEATURE

By Jane Tsardoulis, Court Records Specialist 2, Clerk of the Circuit Court

A year ago, I struggled to walk through a mall, amusement park and any long distances because the pain in my knees was so great, and I became out of breath at the slightest of efforts. Both knees needed to be replaced, but the doctors would only perform the surgery after I lost weight.

Food addiction was my constant emotional companion from a young age. Because I was heavily involved in sports, I ate a lot but was so active I managed to control my weight. As I became older, difficult situations caused me to turn to food as comfort and a respite from the stress. The first signs of my weight creeping upward was when I quit smoking 35 years ago. At the time, I stayed active raising my daughter and continued to run and walk every day.



Breaking my leg completely derailed me. I was laid up for three months and was also taking care of an aging parent ... and I gained 20 pounds.

My weight fluctuated somewhat as I returned to the workforce. Initially I had an active job, but then moved into a more sedentary position. When my husband

was diagnosed with cancer 11 years ago, I began my downward spiral. At the time, my daughter still lived at home and I was still taking care of my elderly mother. My tendency to use food as a comfort source really amplified because of the intense stress.

After 10 years, my husband was diagnosed with cancer again, and my time was not my own. I spent hours driving him back and forth from Moffitt, all the while working full time.

Continued on page 3.

February is Heart Health Month

Are You At Risk For Heart Disease?

Heart disease is the leading cause of death for both men and women in the United States. Everyone is at risk for heart disease. You are at higher risk for heart disease if you:

- ▶ Have high cholesterol or high blood pressure
- ▶ Smoke
- ▶ Are overweight or obese
- ▶ Don't get enough physical activity
- ▶ Don't eat a healthy diet

Your age and family history also affect your risk for

heart disease. Your risk is higher if:

- ▶ You are a woman over age 55
- ▶ You are a man over age 45
- ▶ Your father or brother had heart disease before age 55
- ▶ Your mother or sister had heart disease before age 65

Take steps today to lower your risk of heart disease.

To help prevent heart disease, you can:

- ▶ Eat healthy
- ▶ Get active
- ▶ Stay at a healthy weight
- ▶ Quit smoking and stay away from secondhand smoke
- ▶ Control your cholesterol and blood pressure
- ▶ If you drink alcohol, drink only in moderation
- ▶ Manage stress

[Take this eye-opening quiz](#) to test your Heart Health knowledge.



Wear **red** tomorrow and post a group photo to the [Wellness Blog](#).



Your
UHC
Nurse
Amy

Mysteries of Medical Billing, Part 1

By Amy Hertog, RN, BSN, Clinical Nurse Liaison

Each year, health care insurers process over 5 billion claims. Have you ever wondered about the billing codes that are used for medical claims?

The **International Classification of Disease (ICD)** is a recognized international system for recording diagnoses. It is developed, monitored, and copyrighted by the World Health Organization (WHO). Applied to any **diagnosis, symptom, or cause of death**, ICD consists of alphanumeric codes that follow an international standard, making sure that the diagnosis will be interpreted in the same way by every medical professional both in the U.S. and internationally.

ICD-10 is the most recent revision and there are over 70,000 ICD-10 codes! These codes cover the most mundane diagnoses to odd things such as code *W61.62XD: Struck by duck, subsequent encounter*.



Current Procedural Terminology

(CPT) coding is a U.S. standard for coding **tests, surgeries, evaluations, and medical procedures**. CPT is maintained and copyrighted by the American Medical Association (AMA). Similar to ICD coding, CPT coding is used to standardize medical communication. It identifies the services provided and the codes are used by insurance companies to determine how much physicians will be paid for their services.

CPT codes work in tandem with ICD codes to create a full picture of the medical process for the payer (ICD describes the symptoms and CPT describes the procedures).

Here's how it works: A medical report from a patient's visit is sent to the medical coder. The medical coder abstracts and translates the information from the report into accurate, useable medical code. This report

includes demographic information on the patient, the patient's medical history, and the codes for diagnosis and procedures. This information creates a claim and is called the "superbill."

The medical biller takes the superbill from the medical coder and puts it either into a paper claim form or billing software. Billers will also include the cost of the procedures in the claim. They won't send the full cost to the payer, but rather the amount they expect the payer to pay (per the payer's contract with the patient and the provider).

United Healthcare members can view filed claims at myuhc.com. Members have the capability to use filters and review claims that have been filed within the calendar year, previous year, or within a specified date range. Members can also make personal notes about claims, mark claims as they are paid, and flag claims they wish to personally monitor.

Next month, we will learn how preventive care ("wellness visit") is billed.

Visit [Amy's web page](#) or contact her at 464-5579 or by email at amy_hertog@uhc.com.

Strategies for a Healthy Heart



Source4Women® Free Online Seminar

Progress is being made to improve heart health, but heart disease continues to be the leading cause of death for both men and women in the United States. According to experts, most heart disease may be preventable! A healthy diet and lifestyle may be your best weapons in the fight against heart disease. Discover how healthy diets like the Mediterranean and others may help lower your risk and improve your health and longevity. This seminar will uncover simple heart-smart strategies to benefit your heart, lower your risk and improve your health overall. [Watch now.](#)



Eating was the only thing that was just for me. It was my special time to relax and forget about all the pain.

After my husband passed away in late 2016, my doctor gave me strict orders to start taking care of myself, and suggested I consider bariatric surgery to finally shed the weight, get my badly needed knee replacement, and control my pre-diabetes. Two weeks prior to my scheduled surgery, two of my co-workers convinced me to sign up for the 52 week program [Real Appeal](#). Honestly, I joined for the “free stuff” and figured I would quit after two weeks.

I started my first week and never looked back! I learned portion control, tracking my meals, preparing healthy meals, and even organizing my fridge. I read labels and made healthier choices at restaurants. When I lost five pounds in two weeks, I was hooked, and my physician could not have been more supportive. She suggested we meet once a month. With her support, and my weekly meetings with my health coach (offered through United Healthcare), I received the support and accountability to stick to the plan.



Of course, there were setbacks, such as the pound of fudge I ate on vacation, a McDonald’s feast, and my friend’s “to die for” cookies. But even in the setbacks, I learned better habits. For example, when I received a homemade coconut cream pie made just for me, I saved a couple of pieces and gave the rest away. I also park at the back of parking lots and do yard work to add more activity in addition to my gym time.

This is the first year I did not have to make a resolution to lose weight. I lost 75 pounds and have a positive, healthy outlook thanks to Real Appeal, my coach, and my physician. I am no longer

diabetic, don’t need a walking stick, and do not get out of breath crossing a parking lot. I hope my story inspires someone else that doesn’t believe they can succeed. The greatest gift one can give themselves is the gift of a healthy life. There is no price tag on health.

Improving Your Eating Habits

From the Centers for Disease Control

When it comes to eating, we have strong habits. Some are good (“I always eat breakfast”), and some are not so good (“I always clean my plate”). Although many of our eating habits were established during childhood, it doesn’t mean it’s too late to change them.

Making sudden, radical changes to eating habits such as eating nothing but cabbage soup, can lead to short term weight loss. However, such radical changes are neither healthy nor a good idea, and won’t be successful in the long run. Permanently improving your eating habits requires a thoughtful approach in which you Reflect, Replace, and Reinforce.

- ▶ REFLECT on all of your specific eating habits, both bad and good; and, your common triggers for unhealthy eating.
- ▶ REPLACE your unhealthy eating habits with healthier ones.
- ▶ REINFORCE your new healthier eating habits.

Read more about this process for [improving your eating habits](#).

Ask a Personal Trainer



Do you have an exercise question for a personal trainer? Do you wonder if you’re performing an exercise with good form? Email your questions to [Jane Grannis](#), who is a Certified Personal Trainer, and she will answer them. Please include ASK A TRAINER in the subject line. We may even

feature your question (and the answer) in a future Ask the Trainer column. All questions are kept confidential unless you allow publication.



The Fitness Floor

During an hourly TV program you have as many as 5-7 intermissions. Taking advantage of commercial breaks is a great way to sneak in some exercise.

Want to make it a habit? Try this strategy: Combine the act of watching TV with performing exercises and allow yourself to watch TV only if you take exercise breaks.

Side Leg Lateral Raises



Fire Hydrant



Plank Bent Leg



Plank Bent Leg



Long-time Wellness Champion Nancy Page Set to Retire in March

Well wishes and a great big thank you to Wellness Champion Nancy Page, who will be retiring in March. Nancy has served as a Wellness Champion for Extension and Parks and Conservation Resources for several years. Throughout her tenure, she has enjoyed encouraging staff to participate in a variety of wellness programs such as health coaching and Real Appeal, as well as health screenings and learning series. An avid runner, paddle boarder and spin class enthusiast, Nancy led by example and encouraged others to find their wellness passion. She is looking forward to doing more of what she loves once she retires.



Heart Health @ Work

You are invited to a program on heart health education beginning in **February** at several locations around the County.



This program is led by a local heart disease survivor trained as a health educator. Although the program's focus is on women, the program is valuable for both men and women.

You will learn about signs and symptoms, risk factors, and get a free blood pressure screening from UHC Nurse Amy Hertog.

[Please register](#) to attend this valuable program.

Additional dates and location are currently being scheduled. Remember to check back again, or contact the Wellness Center at wellness@pinellascounty.org.

Healthy Smiles Start at Home



Teaching your child about dental hygiene as soon as the first tooth comes in can lead to a lifetime of healthy dental habits. Read these [simple tips for a happy, healthy mouth](#).



Smart Snacking for a Healthy Heart

From United Healthcare



Know the Signs of a Stroke: The F.A.S.T. Warning Signs



Grammy Award-Winning R&B Singer Monica Brown wants you to learn the signs of a stroke F.A.S.T. [Watch this one minute video](#) on YouTube.

To Your Health

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How is Smokeless Tobacco Harmful?

Smokeless tobacco:

- ▶ contains 28 cancer-causing agents (carcinogens).
- ▶ is a known cause of cancer.
- ▶ is also strongly associated with leukoplakia—a precancerous lesion of the soft tissue in the mouth that consists of a white patch or plaque that cannot be scraped off.
- ▶ is associated with recession of the gums, gum disease, and tooth decay.
- ▶ use during pregnancy increases the risks for preeclampsia (i.e., a condition that may include high blood pressure, fluid retention, and swelling), premature birth, and low birth weight.
- ▶ use by men causes reduced sperm count and abnormal sperm cells.
- ▶ contains nicotine, and using it leads to nicotine addiction and dependence.

Adolescents who use smokeless tobacco are more likely to become cigarette smokers.

<https://betobaccofree.hhs.gov/about-tobacco/facts-figures/index.html#who>



You can quit. We can help. You can request cessation classes at your worksite with a minimum of three participants. View [Tobacco Cessation Program Options](#) for more information.





Spinach, Leek and Roasted Red Pepper Gratin

Ingredients

- 2 (10-ounce) bags fresh spinach or 3 (10-ounce) boxes frozen chopped spinach
- 1 bunch of leeks, white and light green part only, thinly sliced
- 2 tsp. olive oil
- 2 roasted red bell peppers, seeded, peeled and chopped
- 2-3 cloves of garlic, minced
- 1/4 cup light cream cheese
- 3/4 cup whole milk
- 1/4 tsp. salt
- 1/4 tsp. pepper
- 1/4 tsp. nutmeg
- 1/4 cup dry panko breadcrumbs
- 2 Tbsp. finely grated fresh Parmesan cheese

Directions

1. Preheat oven to 375°.
2. Remove large stems from spinach. Chop spinach into 1-inch pieces. If using frozen spinach, defrost and squeeze out excess water.
3. Sauté spinach until wilted, about 2-3 minutes; set aside.
4. Place olive oil in pan over medium heat. Add leeks, red peppers and garlic; sauté for 4-5 minutes or until softened.
5. Add cream cheese and heat to combine. Add spinach, milk, nutmeg, salt and pepper, and mix to combine.
6. Place in a 1-quart baking dish coated with cooking spray.
7. Mix bread crumbs and Parmesan cheese and sprinkle over spinach. Bake at 375° for 30 minutes or until golden brown.

From UHC Health Services



Seasonal Produce

Click the links to view nutrition, selection, storage and preparation info from FruitsandVeggiesMoreMatters.org.



[Learn more.](#)



[Cardoon](#)



[Kiwi](#)



[Passion Fruit](#)



[Sweet Dumpling Squash](#)



[Turnip](#)



Three Reasons to Unplug

By Audrey Thomas, CSP, a.k.a. Organized Audrey

A few years ago, I met a person who challenged my thinking of how and when I use technology. He was the father of 11 children, ranging in ages 5 to 19 at that time. During our conversation, he shared that in their home, every evening around 7:30 pm, all electronics were shut down, with the exception of computers being used for homework..

To help in the unplugging process, they created a “Charging Station” in their living room where all gadgets were plugged in and allowed to charge overnight. These included cell phones, iPads, iPods, e-readers, laptops, tablets, etc.

Read about [some of the benefits he noticed](#).

One of the best ways to bring balance to any home is to engage with one another.



Maintain Campaign 2017-2018

Fourteen teams participated in the annual Maintain Campaign this year. The purpose of the Campaign is to maintain healthy habits and not gain extra pounds; 89% of participants maintained their weight during the holidays and collectively lost approximately 88 pounds. Now that's team work!

Team members reported that the most valuable results of teamwork were accountability to each other and motivation. The competitive aspects also encourages them to continue their healthy habits.

All of the teams worked hard to earn their points over the eight weeks and stay on track. Unfortunately, there can only be one first place winner. Coming in at 910 points, this year's award goes to the *Kick Your Fat* team, shown at right.

Congratulations to Team *Kick Your Fat!*



Ashley Skubal, Dina Canizales, Leena Delli Paoli, and Laura Albenzio

Check out the [Wellness Blog](#) for more pictures of participants throughout the holiday challenge!

Six Ways to Practice Mindful Eating

Informal mindfulness practices for those of us who don't have five minutes to contemplate a raisin.

6 Ways to Practice Mindful Eating

The infographic is a rectangular graphic with a white background and a dark blue border. It features a pink diagonal banner in the top right corner with the text 'mindful mindful.org'. The title '6 Ways to Practice Mindful Eating' is centered at the top in a large, dark blue font. Below the title, there are two columns of text separated by a vertical dotted line. The left column is titled 'Mindless Eating' in a bold, pink font, and the right column is titled 'Mindful Eating' in a bold, pink font. Each column contains six numbered items, with the numbers in a color matching the column's title. The items are listed in a sans-serif font.

Mindless Eating	Mindful Eating
1 Eating past full and ignoring your body's signals	Listening to your body and stopping when full
2 Eating when emotions tell us to eat (i.e., sad, bored, lonely)	Eating when our bodies tell us to eat (i.e., stomach growling, energy low)
3 Eating alone, at random times and places	Eating with others, at set times and places
4 Eating foods that are emotionally comforting	Eating foods that are nutritionally healthy
5 Eating and multitasking	When eating, just eating
6 Considering a meal an end product	Considering where food comes from

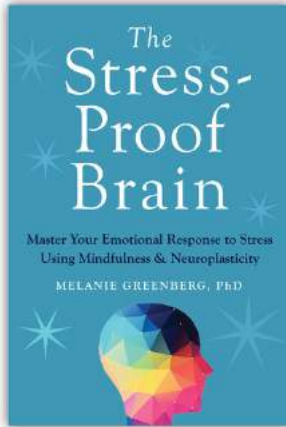
List created by Christopher Willard PsyD

[Read more online.](#)



New Wellness Learning Series Starting in the Spring

Keep your eyes peeled for our newest Wellness Series “The Stress-Proof Brain”, based on a book of the same title by Melanie Greenberg, Ph.D.



Stress can literally make you sick and can have many causes — from trauma to everyday life. During this series, you’ll learn about the physical aspect of stress and ways you can combat this natural response.

To earn the reward points or cash, you must register and attend all four 1-hour sessions.

We want to hear from you!



TELL IT WELL
EMPLOYEE FEATURE

If you or your spouse/domestic partner has improved their life by making healthy changes, *To Your Health* wants to feature and congratulate you! Contact Jane at jgrannis@pinellascounty.org for details on how to share your story.

Start Earning Rewards Early This Year

There are 11 different activities available. Click on the image to find out more.

2018 Wellness Incentive Program

Participate in healthy activities to achieve your wellness goals, and earn up to 60,000 reward points or \$200 cash.

- ✓ **Employees:** Permanent employees enrolled in the Pinellas County health plan are eligible for all of the activities listed below.
- ✓ **Opt Out:** Employees who opt out of health coverage are eligible for the activities listed below except the programs requiring enrollment in our United Healthcare plan (indicated with an asterisk).
- ✓ **Spouses/Partners:** The activities and rewards listed below are available to eligible spouses/partners enrolled in the County's health plan, except Weight Watchers and the Wellness Learning Series.
- ✓ **Total Available:** Employees may select a variety of activities to earn 100% on the Rally site which equals 50,000 reward points or \$200 cash.
- ✓ **Reward Points:** Points will be deposited into your [Pinellas County Rewards Program](#) account on a quarterly basis for redemption, or points may be carried over.
- ✓ **Cash:** Employees may [elect to have cash payments](#) in their paycheck in lieu of reward points.
- ✓ **Questions:** See [2018 Wellness Incentive Program Quick Facts](#).

Health Actions	Description	Rally %	Reward Points	Cash
3 Rally Missions	Activities based on your health survey results	15%	7,500	\$30
Annual Physical	Once-a-year preventive medical exam	15%	7,500	\$30
Preventive Screening	Colonoscopy or pap test or mammogram	15%	7,500	\$30
Fruit & Veggie Challenge	6 weeks of eating fruits and vegetables	25%	12,500	\$50
Nutrition Challenge	6 weeks of food tracking and portion guidance	25%	12,500	\$50
Wellness Coaching *	Choose online classes, phone coaching, or a combo	25%	12,500	\$50
Got Fit	8 weeks of physical activity commitment	35%	17,500	\$70
Weight Watchers	12 weeks to help you achieve your desired weight	50%	25,000	\$100
Wellness Learning Series	4 weeks of wellness education	50%	25,000	\$100
Chronic Condition Management *	Support to manage a chronic diagnosis such as asthma or diabetes	50%	25,000	\$100
Maternity Support *	Resources for pregnant women including access to nurses and educational materials	up to 50%	up to 25,000	up to \$100

*These incentive programs offered by United Healthcare are not available to opt-out employees.

HEALTH INSURANCE PREMIUM DIFFERENTIALS
Biometric Screening & Health Survey: In addition to the personal health benefits of completing your [biometric screening](#) and [Rally online health survey](#), you will save \$500 on your 2019 health insurance premium.
Tobacco Premium: Employees who use tobacco products will be charged an annual \$600 premium for health insurance. To avoid the premium, tobacco users need to successfully complete a [tobacco cessation program](#).

www.pinellascounty.org/hr/incentive

February Races




- Feb 3, Best Damn Race, Safety Harbor
- Feb 3, Family Fun Run Series, Largo
- Feb 10, Cupid’s Undie Run, St. Petersburg
- Feb 10, Valentine’s Run For Your Bling 5K, Palm Harbor
- Feb 11, 5K Crusader Gallop, Largo
- Feb 11, Valentines Day 5K, Palm Harbor
- Feb 17, 5K Color Blast, Largo
- Feb 17, 5K Zombie Run, St. Petersburg/Clearwater
- Feb 17, Discover Caladesi Island 5K, Clearwater
- Feb 17, Komen Florida Suncoast, St. Petersburg
- Feb 24, Turtle Trot, Largo

[View information on all the races.](#)



February 2018 Group Fitness Classes

Monday	Tuesday	Wednesday	Thursday	Friday
<p>12:10 to 1:00 pm Body Circuit Instructor: Melissa (2/5, 2/26)</p> <p>Killer Abs & Back Instructor: Isiah (2/12)</p> <p>Body Circuit Instructor: Jane (2/19)</p>	<p>12:15 to 12:45 pm Spin* Instructor: Melissa K (2/6, 2/13, 2/20, 2/27)</p> <p>12:45 to 1:15 pm Full Body Blast Instructor: Ashley (2/6, 2/13, 2/20, 2/27)</p> <p>5:15 to 6 pm Killer Abs & Back Instructor: Isiah (2/13)</p> <p>Zumba Instructor: Melissa (2/27)</p> <p>5:30 to 6:30 pm Step & Stretch Instructor: Lisa (2/6, 2/20)</p>	<p>12:10 to 1:00 pm Mat Pilates Instructor: Melissa (2/7, 2/21, 2/28)</p> <p>Body Circuit Instructor: Jane (2/14)</p> <p>12:45 to 1:15 pm Spin & Body* Instructor: Ashley (2/7, 2/14, 2/21, 2/28)</p> <p>5:15 to 6:15 pm Yoga Instructor: Kelli (2/7, 2/14, 2/21, 2/28)</p>	<p>12:45 to 1:15 pm Full Body Blast Instructor: Ashley (2/1, 2/8, 2/15, 2/22)</p> <p>5:15 to 6 pm Body Circuit Instructor: Melissa (2/1, 2/8, 2/22)</p> <p>Killer Abs & Back Instructor: Isiah (2/15)</p>	<p>12:15 to 12:45 pm Body Stretch Instructor: Melissa (2/2, 2/23)</p> <p>Killer Abs & Back Instructor: Isiah (2/9, 2/16)</p> 

* Separate orientation required for Spin class.

All group fitness classes are held in the Wellness Center located in the basement of the old courthouse at 324 South Fort Harrison Avenue in downtown Clearwater, and are free for all members. If you're not a member yet, contact our staff to schedule an orientation at wellness@pinellascounty.org.

Classes are subject to change.

See [exercise class descriptions](#) and [satellite fitness center locations](#).

Pinellas County Wellness Program
(727) 464-4049

www.pinellascounty.org/hr/wellness

Quarterly Incentive Payouts

The wellness incentives are reported and processed quarterly. (It takes about six weeks to process once a quarter ends.) See the breakdown of these time frames:

Activities completed within:

Jan-March (1st qtr.)	Incentive rewarded in May
Apr-Jun (2nd qtr.)	Incentive rewarded in August
Jul-Sept (3rd qtr.)	Incentive rewarded in November
Oct-Dec (4th qtr.)	Incentive rewarded February of following year

To learn more about the Wellness Incentive Program, visit www.pinellascounty.org/hr/incentive.

