

To Your Health

Human Resources
Helping Us Succeed

Pinellas County Wellness Program | *Wellness for Life*

Part of Pinellas County's Total Rewards Program

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

JAN 2019



TELL IT WELL EMPLOYEE FEATURE

This month's Tell It Well is **Leena Delli Paoli's** story (Fiscal Records Specialist, Civil Court Records).

What or who inspired your healthy lifestyle?

My friend, Ashley Skubal, originally encouraged me to make a change in a healthy direction. Prior to the start of 2018, she told me she wanted me to think about what it was that I wanted for myself in the New Year, and that is exactly what I did. I decided that this was the time to work on myself and my weight loss goals. I decided to join Weight Watchers at Work and have been doing that for a year now. My fellow members are so encouraging and they really push me to do better. They are there for me if I'm having a hard time or need suggestions.

What aside from physically has changed for you?

I suffer from chronic knee and hip pain, and even though I still have pain it is nothing like it used to be. Additionally, my cholesterol numbers have improved significantly. The biggest change for me though is the way that I feel about myself. I have lost 65 pounds and even though I know that I still have a long way to go, I am proud of myself. It feels so amazing to be able to walk into a store and see an outfit that I like and have it fit. Also, the way that



my girls look at me and the things that they say to me about my looks is just amazing; I feel like they are proud to have me as their mom.

Continued on page 3.

Your Healthy Wallet

By Ashley Skubal, Wellness Technician

The new year inspires us to change some of our habits for the better. For some of us, that means taking charge of our finances and perhaps recovering from a holiday spending spree. Whether you're looking to make positive changes overall or just recovering from recent overspending, now's the time to get back on track. Instead of letting debt continue to grow, take charge and start getting your finances back into shape.

Go on a plastic diet. It's time to give the plastic a break. Take your credit cards out of the wallet and stick to cash as much as possible. This forces you to think through purchases and curtails debt.

Create a budget. Choose a tracking method that works for you. Build a basic Excel spreadsheet, use an app, or just use good ole pen and paper. Account for all your expenses, debt repayment, and extras. Don't forget to check your credit card statements for recurring subscriptions or memberships that you no longer use. Subtract all of those from your monthly take-home pay and divide up the rest for savings and play money. Track often and regularly.

Consider consolidating your debt. If you have credit cards with high interest rates, consider transferring the balance to a lower interest credit card or loan and set a date by which you plan to pay it off.

Automate payments. Set up automatic payments to prevent forgetting to make a payment, especially if you have multiple accounts. Make sure you plan them accordingly to prevent overdraft fees.

Plan for next year. The holidays are better enjoyed without the strain and stress of money. Set a budget for next year. Decide how much you want to spend and divide that by 12. Set up an automated transfer into a savings account you won't be tempted to use. This way, you'll avoid repeating financial stress next year.

It may seem overwhelming, but take it one step at a time. Making even one change makes a difference. Planning, research and a bit of discipline goes a long way.



Your
UHC
Nurse
Amy

Headache Help

By Amy Hertog, RN, BSN, Clinical Nurse Liaison

The vast majority of headaches – even agonizing headaches – don't signal an emergency situation. However, headaches that cause sudden, explosive and unfamiliar pain or loss of consciousness require immediate medical care. What are the red flags that may indicate a stroke or aneurysm?

There is a mnemonic device that doctors use for remembering headache warning signs — reasons to seek immediate medical attention. If you have a severe headache, before choosing to go to the emergency room, assess your headache using the SNOOP method. Any one of the headache symptoms under SNOOP **do require emergency care.**

- S Secondary symptoms.** If the headache is accompanied by fever, nausea and vomiting, neck rigidity, or if the individual has secondary issues that might cause a headache—such as a history of cancer or HIV/AIDS. This could be a sign of another serious problem.
- N Neurologic symptoms.** Loss of vision, inability to speak, weakness in one part of the body (especially on one side) and severe numbness.
- O Onset.** A sudden headache that comes out of nowhere—you were fine one moment and suddenly have an extremely intense and painful headache.
- O Older.** A sudden, uncharacteristic headache in an individual who is over 50 can be a red flag since those over 50 are at a higher risk for high blood pressure that can lead to strokes.
- P Previous history.** A headache that stands apart as different, more severe than headaches experienced in the past, and with sudden onset.

UnitedHealthcare™ resources that may help headache sufferers include:

- ▶ A [24-Hour Nurse](#) will take the time to understand what is going on with your health and provide you with personalized information. Nurses are available 24 hours a day, seven days a week, at no additional cost to you. Call (888) 478-4752.
- ▶ [Virtual Visits](#) physicians can treat headaches and migraines. Connect with a doctor whenever, wherever. Access a Virtual Visit physician via the UnitedHealthcare app or on myuhc.com.
 - ◆ Video chat with a doctor on your mobile device, tablet or computer.
 - ◆ Get a prescription if needed.

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

Ask Amy

- Q** *Regarding the Shingrix vaccine for shingles, I got my first of two shots but my doctor can't get the necessary second shot. Will the first shot still help?*
- A.** According to the Centers for Disease Control and Prevention (CDC) website, the manufacturer, Glaxo Smith Kline (GSK) has implemented order limits and providers have experienced shipping delays. It is anticipated that order limits and shipping delays will continue through 2019 (as of Nov. 2018). The CDC says patients who wait longer than six months for their second dose of the vaccine don't have to start over. They should get the second dose as soon as available because the maximum immunity—more than 90 percent—is based on two doses. (GSK did not study how much immunity is provided by one dose).



How many of us will make New Year's resolutions, only to give up before January is over?

If good health is your goal, the Wellness Department has a plan to help you get on track and stay there!

Stepping into Your Health 2019 is a 9-week walking/whole health challenge that is a launching pad to looking and feeling your best in 2019. It combines team support, a healthy dose of competition, and health-enhancing habits to keep you motivated.

Registration begins January 14. [View the flyer.](#)

Join Weight Watchers

New 12-week series starts January 10

Time: 12:15 – 12:45 p.m.

Where: Pinellas County Utilities Building
14 S. Fort Harrison (4th Floor)
Clearwater

Contact: Leena Delli Paoli
ldellipaoli@pinellascounty.org

Join on the 10th and pay \$132.60.*

Join after the 10th and pay \$156.00.

Three ways to pay

Full payment by credit card/check *or*
three installments by check:

- on the 10th - \$44.20
- after the 10th - \$52.00

* *You must be present and pay on the 10th to receive the discounted rate.*

[View the flyer.](#)



Avoid the Flu ...

- Wash your hands often.
- Avoid touching your nose and mouth.
- Cover your nose and mouth when you cough or sneeze.
- Disinfect areas you come into contact with, especially common areas.
- If you are starting to feel ill, keep your distance from others. (*Effective Jan. 6, leave taken for flu-like illness will be considered scheduled leave.*)
- Get your flu shot at:
 - Your network physician's office
 - Walgreens or CVS [Convenience Care Clinics](#)
 - Walmart and Publix Pharmacies
- Be sure to show your UnitedHealthcare ID card to get it covered at 100%.

Tell It Well, Leena Delli Paoli, continued from page 1.

Tell us more about your history/experience with exercise and/or healthy lifestyle?

In the past, I had tried a few diets here and there, but I would pretty much give up and joke about how I can be skinny when I'm dead. This is the first time that I have really committed to something long term. In addition to making healthier food choices with smaller portions, I am walking daily on my breaks and lunch. I also just recently started going to the Wellness Center here at work more, and I plan to continue with that as well.

What would you tell someone else who may be on the fence about their weight loss goals?

I would tell them that you don't have to fix everything in one day. Take baby steps, research, and make the best choices for you. Don't get discouraged if you have set backs, because we all do. The biggest thing to remember is that you didn't put on this weight in one night, and you won't lose it in one night either. Also, you've got this ... never quit!

Wellness Champion Year-end Meeting

On December 18th, Wellness Champions and their supervisors gathered for the Champions' year-end meeting. The Wellness program recognized them for their hard work and contributions in supporting employee wellness in their departments. The group had a wonderful time getting to know each other and putting faces with names. We reviewed 2018 program successes and looked to the future of wellness in 2019 and beyond.

Several champions' successes were showcased for their creativity in motivating employees to participate in activities that support health and wellbeing. The next time you see your Champion, be sure to say, "Thanks!" If you're inspired by these stories and would like to become a Champion, please email us at wellness@pinellascounty.org.

SUPERSTARS

Alexis Macon

Tax Collector's Office, Tyrone Branch

Alexis continues monthly challenges (South County Games) with much success and has recently implemented Weekly Mindfulness challenges designed to give coworkers tips and tools to practice mindfulness in both work and life. In August, she hosted a 5-minute seminar on Transitional Meditation. Participants raved how helpful something like transitional meditation could be in the workplace.

Marlica Tomlinson

CJC Clerk of the Circuit Court

This group continues to exercise using DVDs throughout the week. They have a great mix of Zumba and a walking DVD and also have a volunteer yoga instructor teach class on Thursdays.



Tricia Cartier, Casey Miller and Wendy Tate-Palumbo

Animal Services

This fall, Casey Miller, Adoption Coordinator at Animal Services, inspired her department to participate in a weight loss challenge. With the help of Wellness Champions Tricia Cartier and Wendy Tate-Palumbo, over 20 employees divided into four teams competed for the Top Banana Award. For 8 weeks, employees exercised together and/or encourage each other to go to the gym, make healthy lunches to share with their team and have regular weigh-ins. Competition ran high and pushed participants outside of their comfort zone.



January is Blood Donor Month

Consider donating blood at these locations and dates:

January 16, Courthouse, 315 Court Street, Clearwater, 11:00 - 4:00

January 23, Utilities Building, 14 S. Fort Harrison Ave., Clearwater, 8:30 - 1:30

January 24, Public Works, 22211 Hwy 19 N., Clearwater, 12:00 - 5:00



How to Make Your New Year's Resolutions Stick

With every January 1st come New Year's resolutions – lose weight, eat healthier, get more sleep. Fast forward a few weeks and many of those resolutions start to fizzle. Why? Our brains are wired to stick to the familiar and will initially resist change. Want to make your healthy habits stick? Try these tips:

- **Change one thing at a time.** Your goals are noble but can be unrealistic if tackled all at once. Instead, incorporate one healthy behavior at a time and build from there.
- **Focus on gradual changes.** Walk for 10 minutes in the morning and evening. Add 5 minutes each week and increase your pace gradually.
- **Consistency is key.** It can take months to build new habits, so try to exercise at the same time every day and keep your meal times consistent.



Meet Brent and hear his [success story](#) with Real Appeal.

Looking for a fun, structured way to build a healthy lifestyle and lose a few pounds in your own way, at your own pace? Join Real Appeal, the online weight loss program available at no additional cost as part of Pinellas County's medical benefits plan,* to get the support, resources and tools to help you adopt a healthy lifestyle, one day at a time.

Start your Real Appeal program at pinellascounty.realappeal.com.

Apple Peanut Butter Power Bar

Breakfast is the most important meal of the day and the most skipped meal across America. Prepping breakfast for several days makes it easy to grab it and go! Goopy and decadent, this go-to breakfast can double as a meal replacement.

INGREDIENTS

- 1½ apples, cut in half, seeds removed, and grated
- 2 eggs, beaten
- 1¼ cups of dry rolled oats
- ½ cup wheat bran
- 1½ cups instant nonfat dry milk powder
- ⅛ teaspoon salt
- 2 tablespoons honey
- ¾ cup crunchy peanut butter
- Cooking oil spray



DIRECTIONS

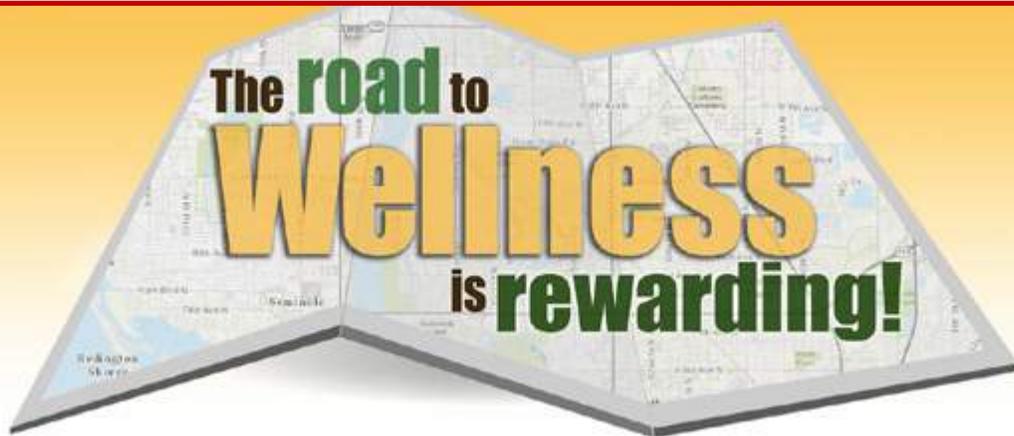
1. Preheat oven to 375°.
2. In a large bowl, place the apple, eggs, cereal, bran, dry milk, salt, honey and peanut butter. Thoroughly mix.
3. Line an 8x11-inch baking dish (or similar sized pan) with parchment paper. Spray with cooking spray.
4. Spread bar mixture evenly into pan.
5. Bake for 15 minutes.
6. Remove pan from oven and score bars into 8 even pieces. Once bars are cooled, cut all the way through.
7. Wrap bars individually and refrigerate for a couple of days (or freeze if you want to keep them longer).

Serves 8.

Nutrition Facts (per serving)

| | | | |
|---------------|-----|---------------|-------|
| Calories | 299 | Total Fat | 13g |
| Protein | 18g | Saturated Fat | 2.8g |
| Carbohydrate | 32g | Cholesterol | 43mg |
| Dietary Fiber | 6g | Calcium | 206mg |
| Total Sugars | 17g | Sodium | 149mg |

**Real Appeal is available at no additional cost to employees with our UnitedHealthcare insurance plan and their covered spouses/domestic partners with a BMI of 23 and higher, subject to eligibility.*



2019 Wellness Incentive Program

Participate in healthy activities to achieve your wellness goals, and earn up to 50,000 reward points or \$200 cash.

- ✓ Points will be deposited into your [Pinellas County Rewards Program](#) account on a quarterly basis.
- ✓ Your rewards default to points every year. If you want cash in your paycheck instead of reward points, complete the cash election form every year at www.pinellascounty.org/hr/cash-election.
- ✓ Please read the [Program Rules & Guidelines](#) before participating.

| Activity | Description | Rally % | Reward Points | Cash | Employee | Spouse | Opt Out |
|--|---|------------|---------------|-------------|----------|--------|---------|
| Preventive Screening | Colonoscopy or pap test or mammogram (reward limited to one screening/year) | 25% | 12,500 | \$50 | ✓ | ✓ | ✓ |
| Fruit & Veggie Challenge | 8 weeks of eating fruits and vegetables | 25% | 12,500 | \$50 | ✓ | ✓ | ✓ |
| Get Fit | 8 weeks of physical activity commitment | 25% | 12,500 | \$50 | ✓ | ✓ | ✓ |
| Nutrition Challenge | 8 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 | ✓ | ✓ | |
| Wellness Learning Series | 4 weeks of wellness education (reward limited to one series/year) | 25% | 12,500 | \$50 | ✓ | | ✓ |
| Chronic Condition Management | Support to manage a chronic diagnosis such as diabetes | 50% | 25,000 | \$100 | ✓ | ✓ | |
| Maternity Support | Access to nurses and healthy pregnancy resources | up to 100% | up to 50,000 | up to \$200 | ✓ | ✓ | |

HEALTH INSURANCE PREMIUM DIFFERENTIALS

Biometric Screening & Health Survey: Complete your [biometric screening and Rally health survey](#) by December 31, 2019, to save \$500 on your 2020 health insurance premium.

Tobacco Premium: Employees who use tobacco products will be charged a \$500 health insurance premium in 2019 unless they successfully complete a [tobacco cessation program](#) by March 31, 2019.



www.pinellascounty.org/hr/incentive

Human Resources
Helping U Succeed

1/2/19



The Fitness Floor

By Ashley Skubal, Wellness Technician

Calisthenics

Calisthenics is a highly effective form of resistance training which uses bodyweight and gravity to challenge all muscle groups and mimic movements we perform in daily life. This emphasis on using the whole body builds strength, flexibility, agility, balance, coordination, and aerobic conditioning. For example, sitting down and standing up is essentially a squat. A toddler squats perfectly and with ease because bodies are designed to move this way. As we get older and become less active, we perform this natural movement much less frequently and lose strength, balance and flexibility to perform it easily and safely.

The Benefits

- **No equipment needed.** No excuses to skip a workout!
- **Build strength.** As an example, squatting engages at least 50% of your bodyweight. A person that weighs 150 pounds squats 75 pounds.
- **Use every muscle.** As in real-life movement, calisthenics engage many muscle groups at once. For example, the arms, chest, back, core, and legs work together to do a pushup whereas a chest press uses mainly chest and shoulder muscles.
- **Increase calorie burn.** The more muscles moving, the more calories burned.
- **Joint-friendly.** Poor form, too much weight and overtraining can damage joints and soft tissue that lead to problems over time.
- **Improve coordination.** Firing up many muscles requires the brain to work hard, which develops motor skills and in turn prevents injury.
- **Gain confidence.** Be patient. Results will come, and when they do, confidence soars.

Exercises

A few basic moves to get you started:

Squats

Start with feet hip width apart — keep your weight in the heels to protect knee joints. Sit back into the squat as if you were sitting into a chair that is just slightly out of reach. Using a chair scooted slightly back is helpful.



Plank variations

Start with a straight horizontal position from head to toes or head to knees. Shoulders over wrists, belly button and glutes engaged to support your body weight. Hold for 30 seconds to start, increase time as you progress.



Pushups

Pull the belly button and squeeze your glutes to support your body weight. Begin in a plank then drop your chest to elbow height and push back up. Perform the exercise on your knees if needed.



January 2019 Group Fitness Classes



| Monday | Tuesday | Wednesday | Thursday | Friday |
|--|--|---|---|---|
| | 7 to 7:30 am Spin* Instructor: Casey (1/8, 1/15, 1/22, 1/29) | | 7 to 7:30 am Spin* Instructor: Casey (1/3, 1/10, 1/17, 1/24, 1/31) | |
| 12:15 to 12:45 pm Spin* Instructor: Ashley (1/7, 1/28) Spin* Instructor: Casey (1/14) NO CLASS 1/21 | 12:15 to 12:45 pm Full Body Blast Instructor: Ashley (1/1, 1/8, 1/22, 1/29) NO CLASS 1/15 | 12:15 to 1:00 pm Killer Abs & Back Instructor: Isiah (1/9, 1/16, 1/23, 1/30) | 12:15 to 12:45 pm Full Body Blast Instructor: Ashley (1/3, 1/24, 1/31) Full Body Blast Instructor: Jane (1/10, 1/17) | 12:15 to 12:45 pm Body Stretch Instructor: Ashley (1/4, 1/25) Body Stretch Instructor: Jane (1/11, 1/18) |
| 5:30 to 6:00 pm Spin & Body* Instructor: Ashley (1/7, 1/28) NO CLASS 1/14, 1/21 | 5:15 to 6:15 pm Yoga Instructor: Kelli (1/9, 1/16, 1/23, 1/30) | | 5:30 to 6:15 pm Killer Abs & Back Instructor: Isiah (1/3, 1/10, 1/17, 1/24, 1/31) | |
| | 5:45 to 6:30 pm FitMix Instructor: Lisa (1/8, 1/15, 1/22) NO CLASS 1/29 | | | |

* 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 S. Fort Harrison Ave. 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

Tobacco Cessation Classes Currently Scheduled



[Detention Center](#), Facility Operations Building
14400 49th Street, Clearwater

Wednesdays, 10:00 to 11:00 a.m. **starting Jan. 9, 2019.**

To register, call the local Tobacco Free Florida agency, Area Health Education Center, at (813) 929-1000.

View [Tobacco Cessation Resources](#).

To Your Health

A monthly publication by the Pinellas County Wellness Program.

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