



# To Your Health

Human Resources  
*Helping U Succeed*

Pinellas County Wellness Program | *Wellness for Life*

Part of Pinellas County's Total Rewards Program

Visit [www.pinellascounty.org/hr/wellness](http://www.pinellascounty.org/hr/wellness) or contact Wellness staff at 464-4049 or [wellness@pinellascounty.org](mailto:wellness@pinellascounty.org) APRIL 2019



## TELL IT WELL EMPLOYEE FEATURE

### How Exercise Changed My Health, Body and Life

by Georges Gonzalez, Director, Utilities Customer Service

Everyone knows the value of staying healthy and exercising. However, we have also heard it is easier said than done. *Or is it?* Small changes in an exercise routine can and do make a difference.

Eight years ago, a close friend had a stroke at work and I found him in his office. He is fine now, but that encounter scared me. I was 42 years old and overweight and knew then if I did nothing I could be next. The next day, I started walking and eliminating meat products from my diet. I also began to make fresh juices at home after watching a documentary funnily named "Fat, Sick and Nearly Dead." It is a funny, not preachy, documentary and it changed the way I thought about food and health. It showed me that through good food, our own body could heal itself if provided the opportunity.

Shortly after I started walking, I joined a running group. Being part of a group helped me stay motivated. Within a few weeks, I was running 3 miles, albeit, not fast, but I was doing it. Within 3 months, I had lost over 40 pounds and was feeling great. I had more energy than I had in months and felt more alert than ever at the office. Professionally and emotionally my life changed for the better. By the end of the first year, I was running 5Ks and 10Ks around the Tampa Bay area and shortly after, I ran my first half marathon (13.1 miles).

Prior to my exercise and new eating routine, I was taking multiple medications, including for blood pressure and cholesterol. Two years after, both were normal, the acid reflux was gone and I no longer needed any medications. Not only was I happy with the physical results, my wallet is happy not having to spend money on medication.

*Continued on page 6.*

## Your Financial Well-Being

We often think health is just about exercise and eating right, but being financially healthy is just as important to our overall well-being, health and happiness. Think about the stress financial strain causes: managing money, debt, savings, retirement and emergency expenses have the potential to affect our mood, relationships and ability to focus on important things in both our personal and professional lives.

There are many paths to financial well-being, depending on age, financial knowledge and goals, both current and future. Sticking to a budget and paying off debt makes us feel in control, but there are other ways to save money.

UnitedHealthcare has [tools and resources](#) available to help you save money on healthcare expenses. Taking the time to use them could result in saving hundreds of dollars every year. Read more and start saving!

### Sweat Equity: Can Workouts Save You Money?

In addition to healthy benefits, did you know working out saves you money? Learn how [being active is also healthy for your wallet](#).



## INSIDE



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# Autoimmune Disorders



Your  
UHC  
Nurse  
*Amy*

By Amy Hertog, RN, BSN, Clinical Nurse Liaison

An **autoimmune disorder** is a condition in which your immune system mistakenly attacks your own body. There are many types of autoimmune disorders. Some of the most common are rheumatoid arthritis, lupus, psoriasis, celiac disease, and Type 1 diabetes.

An autoimmune disorder may result in the destruction of body tissue, abnormal growth of an organ, and/or changes in organ function. These disorders include blood vessels, connective tissues, the thyroid gland, the pancreas, joints, muscles, and skin.

An autoimmune disorder can impact the physical, mental, social, and financial well-being for someone who suffers from one of these conditions. A common theme that emerges among people living with an autoimmune disease is the feeling of being alone with their illness. Many find that family and friends are available and supportive initially or when there is a crisis, but that support fades over time. Others feel that there is a lack of understanding among those closest to them and/or an unwillingness to learn more about their illness. This can create feelings of rejection, isolation, and loneliness.

Physicians often prescribe immunosuppressive medicines to reduce the immune system's abnormal response. Examples include steroids, non-steroidal anti-inflammatory drugs (NSAIDs) and biologics.

Biologics are derived from living organisms (human, animal, or microorganism) and unfortunately have negative side effects and increase a person's risk of infection. They are expensive and can bring about potential financial hardship for some patients. Because of these downsides, biologics are prescribed when other medications prove insufficient or cause unacceptable side effects.

Risk factors for autoimmune disorders include:

- ▶ Some disorders tend to run in families. In other cases, having a close relative with one autoimmune disease means you are more likely to develop a different autoimmune disease.
- ▶ A 2015 study in Sweden found that being married to someone who has celiac disease increases your chances of developing a different autoimmune condition such as Crohn's disease, rheumatoid arthritis, or lupus.
- ▶ Autoimmune illnesses strike women 3 times more often than men, with some that affect primarily females. For instance, women are 9 times more likely than men to get lupus and twice as likely to have rheumatoid arthritis.
- ▶ African-American, Hispanic, Asian, or Native American women are up to 3 times more likely to develop lupus than their Caucasian counterparts.
- ▶ Those who suffer from one disorder are 25% more likely to develop several others.

*If you (or a covered family member) are on the County's medical plan and are dealing with an autoimmune disorder, you might qualify for General Condition Management. To inquire, please call (888) 478-4752.*

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

## Anti-Inflammatory Foods List

Apples	Nuts	Rosemary
Avocados	Olive oil	Salmon
Beets	Oysters	Spinach
Black beans	Pineapple	Tomatoes
Blueberries	Raw honey	Tuna
Bone broth	Raw oats	Turmeric
Broccoli	Red peppers	Whole grains
Chia seeds		Yogurt
Coconut oil		
Dark chocolate		
Eggs		
Garlic		
Ginger		
Green tea		
Kamut		
Miso		
Mushrooms		



**Got a green thumb?**

See page 5 for ways to use it to save money and inspire your food genius.



## Exercise for Arthritis

If you suffer from arthritis, exercise can make you feel better. Physical activity reduces joint stiffness and swelling and is a great non-drug treatment for managing pain. Arthritis sufferers who exercise regularly have less pain, more energy, improved sleep and mood, and better overall quality of life.

When you have stiff joints and arthritis pain, it can be difficult to start or continue an exercise plan. But being active can delay the onset of arthritis and slow the progression of the condition. It also helps to manage other chronic conditions such as diabetes, heart disease, and obesity.

### **What type of activities are good for arthritis?**

**Flexibility and range of motion exercises** are important to retain movement and even improve rotation in the joints. Daily stretching and yoga are good choices.

**Strength training** supports and protects joints and improves muscle strength.

**Balance exercises** such as walking backwards, standing on one foot, and tai chi help reduce the risk of falling and improve walking.

**Low impact aerobic and aquatic exercises** keep your heart healthy, increase your stamina and prevent fatigue without stressing your joints.

If you're new to exercise, use common sense and start slowly.

### **What if you have pain during or after exercising?**

It's normal to have some pain, stiffness, and even some swelling when beginning or increasing an exercise regimen. It takes around 6 to 8 weeks for your body to become adjusted to your new activity level but stick with it, as being physically active will help with long-term pain relief.

Several things to keep in mind if you are experiencing pain: modify your exercises, decrease time and frequency, try different types of workouts that use different muscles (you may be sore in many places if you are doing different types of workouts each day), warm up properly and cool down, move at a comfortable pace, and make sure you have solid comfortable shoes.

If pain is sharp or stabbing, causes you to limp, lasts more than two hours, pain or swelling does not go away with hot or cold compress, or swelling increases and your joints feel "hot," talk to your doctor.

Everyone is different, so if you're not sure whether you should start exercising, check with your doctor.



## Financial Well-Being Questionnaire

*From UnitedHealthcare*

1. You should have enough living expenses to last two months.

True or False

2. Credit cards are usually the most expensive form of individual debt.

True or False

3. You should look for a financial planner who is a certified financial planner or personal financial specialist.

True or False

4. Approximately 50% of your budget and spending should go toward your "wants" such as cable TV and designer shoes.

True or False

5. With a FICO credit rating score of 750, your loan application will very likely be denied.

True or False

6. For your budget to be successful, you should not discuss it with anyone.

True or False

7. Contributions and earnings to your 401K are tax-deferred meaning you only pay taxes on contributions and earnings when the money is taken out.

True or False

8. Payment history is one of the most important factors in a FICO score.

True or False

*Answers can be found on page 6.*



## How to Work In a Workout

You know that exercise is just about the best thing you can do for your body. Maybe there's a sport you really enjoy, like tennis, swimming, or pickup basketball. Maybe it's something you used to do more often, but lately it's been harder and harder to squeeze in. We've all been there. But you can always make time to get physical. The trick is getting real about the time you do have, and squeezing in a workout that works.

Real Appeal can help you reach your goals. Real Appeal® is an online weight loss program that empowers you to make simple lifestyle changes that can result in weight loss, improved health and a renewed outlook on life. [Enroll now.](#)

### Get Started

You'll have access to all the support you need to reach your goals, with:

- **A Transformation Coach** who leads weekly online group sessions.
- **Online tools** to help you track your food, activity and weight loss progress.
- **A Success Kit** with food and weight scales, recipes, workout DVDs and more — shipped to your door.

Real Appeal members who attend 4 or more sessions during the program lose 10 pounds on average. Talk to your doctor before starting any weight loss program.

*Real Appeal is offered at no additional cost to you as part of your medical benefits plan, subject to eligibility requirements.*



**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](mailto:jgrannis@pinellascounty.org) for details on how to share your story.

## Crustless Spinach Quiche

*Top this with fresh tomatoes for a memorable breakfast!*

### Ingredients

- Cooking oil spray
- 1 sweet onion, sliced thinly
- 4 cups chopped spinach
- ¼ teaspoon salt
- 8 eggs, scrambled
- 2 tablespoons plain nonfat or low-fat yogurt (regular or Greek)
- 2 tablespoons grated Parmesan
- Freshly ground black pepper



1. Preheat oven to 375°. Heat a 9-inch ovenproof skillet over medium heat. Once pan is hot, spray with cooking spray. Add onion and cook until soft, about 3 minutes. Remove onion from pan, wipe pan clean and spray liberally with cooking spray.
2. Place onion in a large bowl with spinach, add salt and mix thoroughly.
3. In a medium bowl, whisk together eggs, yogurt, Parmesan and pepper to taste.
4. Place spinach mixture in skillet and top with egg mixture. Bake until eggs are set in the center, about 20 minutes. Serve warm or at room temperature.
5. Wrap any extra servings and freeze.

Serves 4.

### Nutrition Facts (per serving)

<b>Calories</b>	<b>162</b>	<b>Total Fat</b>	<b>10g</b>
<b>Protein</b>	<b>14g</b>	<b>Saturated Fat</b>	<b>3.3g</b>
<b>Carbohydrate</b>	<b>5g</b>	<b>Cholesterol</b>	<b>329mg</b>
<b>Dietary Fiber</b>	<b>1g</b>	<b>Calcium</b>	<b>129mg</b>
<b>Total Sugars</b>	<b>2g</b>	<b>Sodium</b>	<b>300mg</b>



## Do You Have a Green Thumb?

Use your green thumb to help save money and inspire your food genius.

The days are getting longer, the cool fronts are coming to an end, and spring is officially here. Check out this article for [tips on how to plan, prepare and plant your very own vegetable garden.](#)



We are fortunate to have a wonderful local resource with IFAS/Extension. Their partnership extends to provide state, federal, and local county governments, such as ours, with scientific knowledge and expertise. If you have ever been to the Florida Botanical Gardens, their representatives help answer questions at the front desk. If you're planning a bigger project, Master Gardeners are available to help with your endeavors by appointment.

Learn about seeds, tree pruning and seasonal gardening and many other topics online. There's even a [Vegetable Garden Resource Fact Sheet](#). IFAS also provides a feature where you can chat live with an expert to get your vegetable garden started!

Also online, find information about the [Florida-Friendly Landscaping Program and Gardening Solutions](#).

Also online, find information about the [Florida-Friendly Landscaping Program and Gardening Solutions](#).

## Melanoma Monday Skin Cancer Screening

**Monday, May 6**  
**8 a.m. - 1 p.m.**  
**Morton Plant Hospital**  
 Cheek-Powell Heart and Vascular Pavilion  
 Room A & B, 2nd Floor  
 455 Pinellas St.  
 Clearwater

**To register:**  
[www.BayCareEvents.org](http://www.BayCareEvents.org)  
 or call (844) 343-1769

Physicians and health care practitioners will offer free skin cancer screenings to promote early detection and raise awareness of skin cancers. All screenings will be performed in a private area.



### START

**How a health savings account works**

▶

**GET TAX BREAKS**  
Your work might offer pre tax payroll deductions. If not, your deposits are tax-deductible.

↓  
**MAKE DEPOSITS**  
Your employer might add money too.

📖  
**OPEN YOUR ACCOUNT**  
Your employer might offer an HSA. Or you may be able to start one on your own.

\$  
**PAY FOR HEALTH CARE**  
Use your HSA to pay for things like deductibles, eyeglasses and medicines.

If you have a high-deductible health plan, a health savings account (HSA) may help you save and pay for health care.

📊  
**LET YOUR MONEY GROW**  
It earns interest tax free.

↻  
**ROLL IT OVER**  
There's no "use it or lose it" at the end of the year. You keep your money — even if you change jobs or retire.

+**RETIRE WITH MORE**  
After age 65, use your money without a penalty. Qualified medical expenses are tax free.

**Not a UnitedHealthcare member? To explore your health plan options, visit [uhc.com](http://uhc.com).**

**TO LEARN MORE ABOUT YOUR HSA, LOG IN TO [MYUHC.COM](http://MYUHC.COM).**

The UnitedHealthcare plan with Health Savings Account (HSA) is a high deductible health plan (HDHP) that is designed to comply with IRS requirements so eligible enrollees may open a Health Savings Account (HSA) with a bank of their choice or through Optum Bank, Member of FIDC. The HSA refers only and specifically to the Health Savings Account that is provided in conjunction with a particular bank, such as Optum Bank, and not to the associated HDHP.  
 The information provided here is for general informational purposes only and not intended to be nor should be construed as medical or other advice. You should consult your own doctor and/or an appropriate professional to determine what may be right for you.  
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### To Your Health

A monthly publication by the Pinellas County Wellness Program.

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Contact To Your Health at [wellness@pinellascounty.org](mailto:wellness@pinellascounty.org).



Fast forward 8 years; as of today I have run 48 marathons (26.2 miles): 8 in Florida, 1 in France (The Paris Marathon) and 39 others throughout the United States. My goal is to complete a marathon in each state. I have run over 100 5Ks and almost 100 10Ks. To date, my favorite marathon is the Marine Corps Marathon held in Washington DC every year in October. It is a very emotional race; mile marker 13 is called the “Blue Mile,” featuring hundreds of pictures of fallen soldiers. This year it will be on my birthday, which will make it extra special.



2011 in Steamboat, Colorado



2018 Disney Marathon

I know running is not for everyone, but even small changes in activity can and will make an impact on your health. We have the opportunity to use the Wellness Center free of charge at the Old Courthouse, which is a great place to start. The County also partners with local municipalities which offer Pinellas County employees [discounts to their](#)

[Rec Centers](#). The [YouDecide employee discount program](#) also offers gym discounts for employees.

## Financial Well-Being Questionnaire

1. You should have enough living expenses to last two months.  
**False** - You should save three to six months for emergencies.
2. Credit cards are usually the most expensive form of individual debt. - **True**
3. You should look for a financial planner who is a certified financial planner or personal financial specialist. - **True**
4. Approximately 50% of your budget and spending should go toward your “wants” such as cable TV and designer shoes.  
**False** - Spend no more than 30% on things you want and 50% on things you need (rent, living expenses). The rest should go into savings.
5. With a FICO score of 750, your loan application will very likely be denied. - **False**
6. For your budget to be successful, you should not discuss it with anyone. - **False**
7. Contributions and earnings to your 401K are tax-deferred meaning you only pay taxes on contributions and earnings when the money is taken out. - **True**
8. Payment history is one of the most important factors in a FICO score. - **True**



## High Fives!

Have something wellness-related you’ve done that you want to brag about? Email photos to [wellness@pinellascounty.org](mailto:wellness@pinellascounty.org) and the name and date of the race, walk, etc. We’ll give you a well-deserved “High Five!”



Lisa Freeman and Jennifer Wright (Human Services) completed the 2nd Annual Skyway 10K in February. The Skyway 10K benefits the Armed Forces Families Foundation.



# New 12-Week Weight Watchers Wellness Workshop Starts April 11



**Time:** 12:15 – 12:45 p.m.

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

**Contact:** Leena Delli Paoli  
[ldellipaoli@pinellascounty.org](mailto:ldellipaoli@pinellascounty.org)

Journey Incentive Discount: Join on April 11 and pay \$132.60. Join after April 11 and pay \$156.

**Three ways to pay:** Full payment by credit card or check, or three installments by check (April 11 - \$44.20/ after April 11 - \$52.00).

[See the flyer for more details.](#)

*Participation is encouraged, however, please note that WW is no longer part of the Wellness Incentive Program.*

If you haven't taken the Employee Communications Survey yet, there's still time. It closes Friday, April 5. Click the green speech bubble to link to the survey. Tell us your preferences!

**Take the  
2-Minute  
Survey!**

## Blood Drives

Please consider donating blood at these locations, on these dates:

- April 4**, ERB - Public Works  
22211 Hwy. 19 N., Clearwater, 12:00 - 5:00
- April 10**, North County Tax Collector  
29399 US Hwy. 19 N., Clearwater, 11:00 - 4:00
- April 11**, Downtown Clearwater Courthouse  
315 Court St., 11:00 - 4:00
- April 16**, Mid-County Tax Collector  
13025 Starkey Rd., Largo, 8:00 - 1:00
- April 17**, Utilities Building, Clearwater  
14 S. Fort Harrison Ave., 8:30 - 1:30

[www.oneblood.org](http://www.oneblood.org)



## Mobile Mammogram Bringing 3D Mammography to You!



### EARLY DETECTION SAVES LIVES.

Mobile Mammography was back the last week of March, offering women easy, quick, on-site mammograms. Over 75 employees participated. The bus will be back late summer, so stay tuned.

### Testimonials from March 2019

*"My experience both years were a pleasant change from previous mammograms. The procedure was painless, it was over in a jiffy and I already have my results. The staff are courteous and professional. I highly recommend them to everyone. Thank you so much!"*

*"When I walked into the bus, it was a homey environment. I was asked to sit down and do some paperwork and someone would be with me shortly. I then went into the changing room where I could leave items I needed to leave behind, wash up, and put on the gown before proceeding to the exam room. Still, a homey environment – no pictures on the walls, but not an exam/office feel to it either. The woman who operates the equipment was very personable and engaging. She knows it's not a comfortable thing to go through for many of us, so in addition to getting the best picture, she made sure I was at ease personally as well. The whole thing took maybe 20 minutes."*



# April 2019 Group Fitness Classes



Monday	Tuesday	Wednesday	Thursday	Friday
	<b>7 to 7:30 am</b> <b>Spin*</b> Instructor: Casey (4/2, 4/9, 4/16, 4/23, 4/30)		<b>7 to 7:30 am</b> <b>Spin*</b> Instructor: Casey (4/4, 4/11, 4/18, 4/25)	
<b>12:15 to 12:45 pm</b> <b>Spin*</b> Instructor: Ashley (4/1, 4/8, 4/15, 4/22, 4/29)	<b>12:15 to 12:45 pm</b> <b>Full Body Blast</b> Instructor: Ashley (4/2, 4/9, 4/16, 4/23, 4/30)	<b>12:15 to 1:00 pm</b> <b>Killer Abs &amp; Back</b> Instructor: Isiah (4/3, 4/10, 4/17, 4/24)	<b>12:15 to 12:45 pm</b> <b>Full Body Blast</b> Instructor: Ashley (4/4, 4/18, 4/25) <b>NO CLASS 4/11</b>	
<b>12:30 to 1:15 pm</b> <b>**NEW**</b> <b>Lunch Crunch</b> Instructor: Jane (4/1, 4/8, 4/15, 4/22, 4/29)		<b>5:15 to 6:15 pm</b> <b>Yoga</b> Instructor: Kelli (4/3, 4/10, 4/17, 4/24)	<b>5:15 to 5:45 pm</b> <b>Spin*</b> Instructor: Casey (4/4, 4/11, 4/18, 4/25)	
<b>5:30 to 6:00 pm</b> <b>Spin &amp; Body*</b> Instructor: Ashley (4/1, 4/8, 4/15, 4/22, 4/29)	<b>5:45 to 6:30 pm</b> <b>FitMix</b> Instructor: Lisa (4/2, 4/9, 4/16, 4/23, 4/30)		<b>5:30 to 6:15 pm</b> <b>Killer Abs &amp; Back</b> Instructor: Isiah (4/4, 4/11, 4/18, 4/25)	

\* **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](mailto: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](http://www.pinellascounty.org/hr/wellness)

## Quarterly Incentive Payout Schedule

The Incentive Payout Schedule has been updated. The wellness incentives are reported and processed quarterly. It can take about 8 weeks to process once the quarter ends. To learn more about the Wellness Incentive Program, visit [www.pinellascounty.org/hr/incentive](http://www.pinellascounty.org/hr/incentive).

Incentive Payout Schedule	
<b>Activities Completed Within:</b>	<b>Incentive Rewarded in:</b>
January to March (First Quarter)	June
April to June (Second Quarter)	September
July to September (Third Quarter)	December
October to December (Fourth Quarter)	March (of the following year)

