Tell It Well

Employee Feature

Featuring Jeff Morris. Jeff is a meteorologist who has been working as an Air Quality Environmental Specialist for over 32 years and will be retiring on December 16, 2019.

About 21 years ago, I was 226 pounds. I was eventually diagnosed with pre-diabetes and prescribed cholesterol medicine.

In 1998, I started lifting weights, running and kickboxing with my wife. The class inspired me to continue to exercise and I began running more, especially after my dad passed away in 2005 from an angioplasty that was brought on by complications from diabetes.

A few years later, I discovered spinning, which was amazing. Because I suffered from shin splints from running, I upped my spin classes from 2-3 times per week to 6 times per week. I usually burn 600 – 700 calories in a 90-minute ride. The combination of cardio, strength training and the right diet helped me build lean, defined muscles. Over time, my strength increased and now I’m able to lift much heavier weights.

I also changed my diet and stopped eating bread, sandwiches, and sweetened cereal and chose oatmeal, honey and berries instead. Lunch and dinner consists of lots of vegetables and lean meat.

Making these changes was a big commitment, and I approached it as changing my way of life instead of a diet. There’s always a balance, and it’s important to indulge in foods you love and activities that make you happy. I still have a handful of chips and chocolate after dinner. I even have a Mountain Dew. But I make sure there’s plenty of water throughout the day.

There have been so many positive changes in my life since I began this journey. I’m down to 174

Continued on page 8.
August is National Immunization Awareness Month: Are You Up to Date?

Your UHC Nurse

Amy

By Amy Hertog, RN, BSN, Clinical Nurse Liaison

When we think of immunizations, we typically think of needing them during childhood. But did you know that adults need immunizations as well? Every year, thousands of adults in the United States get sick and are hospitalized from vaccine-preventable diseases.

Getting vaccinated will not only help you stay healthy, but will also protect your family and your community, especially those that may not be able to get certain vaccines, such as newborn babies.

Adults need vaccines for several reasons:

- Some are recommended only for adults who have a higher risk for certain diseases — like shingles.
- Protection from childhood vaccines wears off over time and requires additional doses for continued protection.
- Newer vaccines are available that may not have existed at the time of immunization.
- Some viruses, like the flu virus, can change over time.
- You may be at increased risk for diseases based on travel plans, your job, or health conditions (e.g. pregnancy, tobacco use).

Immunizations are a covered health service and can be obtained at a physician’s office or at a pharmacy. If you are unsure about which vaccinations you may need, take this checklist with you and ask your doctor at your next visit:

- **Influenza vaccine.** Annual immunizations are the best way to prevent the flu.
- **Td or Td vaccine.** Tdap protects against tetanus (lockjaw), diphtheria and pertussis (whooping cough). Td protects against tetanus and diphtheria.
- **MMR vaccine.** Protects against measles, mumps and rubella (German measles).
- **Pneumococcal vaccines.** Protect against illnesses such as pneumonia.
- **Hepatitis A and B vaccines.** Protect against serious liver diseases.
- **Hib vaccine.** Protects against a dangerous bacterial disease called Haemophilus influenzae type b (Hib).
- **HPV vaccines.** Protect against human papillomavirus. Certain variations of the virus can cause cervical and other cancers. The vaccines are recommended for preteens but young adults may still need them if they didn’t get vaccinated as kids.
- **Meningococcal vaccine.** Protects against meningitis and blood infections. It’s particularly important for college students who will be living in residence halls and people with certain health conditions.
- **Varicella vaccine.** Protects against chickenpox. You may need it if you haven’t had chickenpox before or weren’t vaccinated as a child.
- **Shingles (zoster) vaccine.** Protects against a painful skin rash.

Visit Amy’s web page or contact her at 464-5579 or by email at amy_hertog@uhc.com.

### Sign Up for the Stress Less Challenge

Feeling stressed out or overwhelmed? Train your brain to let go of stress in fewer than 10 minutes a day. Beginning August 5, use the links in the Stress Less Calendar to train your brain. Register today at [www.pinellascounty.org/hr/StressLess](http://www.pinellascounty.org/hr/StressLess).

### Learn Something New in 2 Minutes

Do you work at a desk or drive in a vehicle all day? You need to make stretching part of your daily routine with 3 simple exercises. Take 2 minutes to watch the video [Beat the Seat](#) or read the [script](#).
Wellness Champion Semi-Annual Meeting

On July 24th, Wellness Champions and their supervisors attended the “Aloha Wellness” semi-annual meeting.

The Wellness team recognized them for their hard work and contributions in supporting wellbeing in their departments. Attendees engaged in both educational and fun activities, including the 30-minute class “Bystander CPR” taught by the American Heart Association. There was also a hilarious round of Island Trivia emceed by Wellness Champ Carlos Ayala (Property Appraiser). We also reviewed program successes and looked to the future of wellness for the rest of the year 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!” Not sure who yours is? View the list online. If you’re interested in becoming a champion, please contact the Wellness Program directly at wellness@pinellascounty.org.

*Mahalo* has a variety of meanings and can be used in different contexts, but the most popular meaning is “Thank you.”

**Joshua Harmon-Schaefer (OMB)** helped coordinate a space for a yoga group for employees by working across multiple departments at 14 S. Fort Harrison Avenue in Clearwater. Classes begin August 5!

**Catherine Eichner** (Solid Waste) coordinated a Summer Reading Challenge because reading improves mental health, helps de-stress, increases intelligence, improves memory and sleep, and strengthens the brain.

**Lisa Freeman** - Human Services and Community Development partnered up again for fun and healthy mind and body activities. They had activities such as healthy breakfasts, salad week, financial fitness, shout outs/kindness week, relaxation week and an End of Summer party!

**Rob Middleton** (Tax Collector, South County), although brand new to the Champion role, began sending his team daily inspirational emails that fit the day’s mood. He finds ideas and quotes on the internet to set a positive, inspirational tone for the day.

The American Heart Association gave a “30-Minute Bystander CPR” class and a chance for Wellness Champions to practice on dummies. If you’d like to have this presentation at your location, ask your Champion.
Thank you for serving as a Wellness Champion and promoting wellness in Pinellas County!

Front: Becky Batten, Robert Carlson, Carlos Ayala, DeeDee Hagerty
Back: Kelly Dickie, Kimberly Addison, Maurisa Bussy, Alissa Berro

Front: Darcy Eckert, Allison Egeland, Stephanie Hendrix, Lisa Freeman. Back: Tyler Cothron

Front: Gregory Smith, Angela Roberson, Adriana Rubin, Carol Strickland
Back: Marla Overton, Theresa Robinette, Natasha Suarez, Sheila Schneider

Front: Brian Lowack, Robert Middletown, Casey Miller, Alex Meloy
Back: Lynette McCabe, Ruth Ann Morton, Susan Morse

Front: Steve Twardowski, Kristen Viola
Back: Cindy Wah, Courtney Vandenberg, Cyndi Watkins

Mahalo
Employees enrolled in the Pinellas County Health Plan have until December 31, 2019 to complete a biometric screening and online Rally health survey to obtain the 2020 preferred premium.

What does that mean?
It means you’ll save $500 in 2020 on your health care premium.

What is a biometric screening?
There are two components - an annual physical exam and lab work.

What is the health survey?
The online Rally questionnaire asks about your health and habits, which can help you identify possible risks or medical conditions.

How can I learn more?
View the Biometric Screening and Health Survey FAQs.

Great news! Due to high demand, we’ve added Wednesday, August 28th to the Courthouse location.
The mammo bus is coming to employees at five locations:
- Human Services, St. Petersburg - August 7
- Animal Services, Largo - August 13
- Public Works, Clearwater - August 13
- Justice Center, Clearwater - August 15
- Clearwater Courthouse - August 23 and 28

View the flyer for more details and to schedule your appointment. Walk-ins welcome.

Questions?
Mobile mammogram staff will be on hand to give you information about the screening and to help you sign up. Look for them:

Thursday, August 8, 11:30 a.m. to 1:30 p.m.
Utilities Building lobby, 14 S. Fort Harrison Ave., Clearwater

I Am OneBlood
For many patients in the hospital, their health can depend on blood or platelet transfusions. Learn about Louise from Apopka who has donated 53 gallons over the years.

Blood Drives
www.oneblood.org
Please consider donating blood at these locations, on these dates:

August 6, Mid-County Tax Collector, 13025 Starkey Rd., Largo, 8:00 - 1:00
August 14, North County Tax Collector 29399 US Hwy. 19 N., Clearwater, 11:00 - 4:00
August 20, Downtown Clearwater Courthouse 315 Court St., 11:00 - 4:00
August 21, Utilities Building, Clearwater 14 S. Fort Harrison Ave., 8:30 - 1:30
August 22, ERB - Public Works 22211 Hwy. 19 N., Clearwater, 12:00 - 5:00

View a list of all upcoming blood drives at www.pinellascounty.org/hr/blood.

Did you know that 1 in 8 women will be diagnosed with breast cancer? Early detection saves lives. Breast cancer has over a 90% survival rate when caught early.

If you are a woman 40 or over and haven’t had a mammogram within the last 10 months, consider signing up for this necessary and convenient screening. (It should only take about 30 minutes.) The screening is typically covered at 100% through the health plan and qualifies you for incentive rewards ($50 or 12,500 reward points).

The Tampa Bay Mobile Mammogram Bus is Back!
Bringing 3D Mammography to You

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View a list of all upcoming blood drives at www.pinellascounty.org/hr/blood.
Despite our best intentions, changing or creating new habits can be difficult and end in disappointment and feelings of failure. This fall, give yourself the gift of a 30-Day Tune Up by learning mini-habit strategies that are achievable and will lead you to improve the types of food you eat. You will apply your newly acquired mini-habits to the principles of the DASH (Dietary Approach to Stop Hypertension) diet, learn to track your blood pressure, and improve your overall well-being. An added benefit: mini-habits can be used in all areas of life, including finances, organization, productivity, etc. Registration opens in September. Stay tuned!

Fall Wellness Series Coming Soon!

Tobacco Cessation

All employees must attest whether they are a tobacco user during Annual Enrollment (November). If you do not attest or are a tobacco user, you will be assessed a $500 Tobacco Premium in 2020 UNLESS you complete an approved Tobacco Cessation Program between August 1, 2019 and March 31, 2020.

To schedule a class at your location, you must have a minimum of 3 participants. Contact your Wellness Champion or email the wellness department to make a request.

Announcing an On-site “Quit Your Way” 4 Week Group Quit Series

Remarks:

Pinellas County Justice Center
2nd Floor Clerk’s Conference Room
14250 49th St. N., Clearwater

View the flyer to learn how to register.
View other available programs to satisfy the requirement.

Of note: Outside experts evaluated the Tobacco Free Florida Tobacco Cessation Program and determined that tobacco cessation can be achieved in a 4-week series. As a result, the class is now 4 weeks long. It continues to follow guidelines for tobacco use and dependence. All 4 classes must be completed to avoid the $500 premium surcharge.

To Your Health

A monthly publication by the Pinellas County Wellness Program.

CONTRIBUTORS:
Jane Grannis (Health & Wellness Manager)
Amy Hertog (UHC Nurse Liaison)
Ashley Skubal (Health & Wellness Technician)

LAYOUT: Mary Sault (HR Communications Specialist)

Contact To Your Health at wellness@pinellascounty.org.
Who Won the Contest?

Jessica Dyksterhouse (Tax Collector) won the “Throw Out the First Pitch” contest and will do the honors on game night. Congratulations!

The Pinellas County Choir will open the game by singing the national anthem. Don’t miss it!

Where Are We Sitting?

Pinellas County employees, family and friends should sit in the picnic area and/or Section 120 on the third base side.

Take photos of you and your family and friends and send them to wellness@pinellascounty.org to be considered for the September issue of To Your Health.

Enjoy a night at the ballpark with family, friends, Pinellas County colleagues and the Clearwater Threshers! Each ticket includes an All You Can Eat Buffet from 5-7:30 PM.

ALL YOU CAN EAT AND DRINK FROM 5:00-7:30 PM
Hot Dogs, Hamburgers, Cheeseburgers, Peanuts, Popcorn, Chips, Ice Cream Sandwiches, Soft Drinks & Bottled Water
$2.50 draft beer from 5-7:30pm
$14/person (Ages 4 & Under are FREE)

Saturday
AUGUST 3
6:30 PM GAME
5:00PM GATES

FOR TICKETS & INFO:
Bobby Mitchell
727-712-4408
bmitchell@threshersbaseball.com
Tickets also available day-of at Window 2

Spectrum Field—601 N. Old Coachman Road, Clearwater
The Fitness Mindset
by Brian Keane

Have you ever felt frustrated about not getting the results you want? Do you feel you are eating the right foods and doing the correct workouts, but your body still isn’t changing as quickly as you want? Are you grinding through your workday with low energy levels, praying for the next day off so you can sleep in?

If this sounds familiar then The Fitness Mindset is the book for you. When you read this book and implement Brian’s proven strategies, you will:

- Know exactly what foods work best for you and how to eat to increase energy, lose fat, and build lean muscle.
- Learn how to combine tension-style workout and High Intensity Interval Training (HIIT) to build the body you’ve always wanted.
- Build better habits and find your “why” so you never lose motivation again.
- Develop strategies to minimize stress, anxiety, and the fear of rebounding so you can create a bullet-proof body and mind.
- Finally get into the best physical and mental shape of your life.

pounds, have tons of energy, feel less stressed and am so much happier. My physical last April came back textbook healthy (blood pressure, blood sugar levels, and athletic pulse). Although I have always loved playing tennis and golf, my endurance has improved and I enjoy these activities so much more.

As with any lifestyle change, I have had a few setbacks along the way. Gallbladder surgery in 2013 forced me to slow down for several months, which was really hard for me. My spin instructor even told me to slow down so I didn’t pass out in class! Holiday feasts can also be a challenge, but when I revert back to my normal routine, they don’t set me back in the long run.

The County’s Wellness Program has really helped me in reaching my goal. A few years back, I participated in a food seminar that included ideas on what changes I could make.

Jeff, before (left) and after.
Salmon & Cucumber Salad

The creamy avocado dressing in this recipe makes this salmon preparation a real crowd pleaser.

Ingredients

- ¼ avocado, skin and pit discarded, mashed
- 1 teaspoon lemon juice
- 2 teaspoons olive oil
- 1 teaspoon Dijon mustard
- ½ red, yellow or green sweet pepper chopped
- 2 tablespoons finely chopped parsley
- Dash salt
- Freshly ground black pepper
- ½ cup canned wild salmon, preferably no-salt-added, drained
- ½ cucumber sliced
- 3 leaves romaine lettuce

1. In a medium bowl, combine avocado, lemon juice, 1 teaspoon oil, mustard, sweet pepper, parsley, salt and black pepper to taste.
2. Flake salmon with a fork and add to avocado mixture.
3. Dress cucumber with remaining 1 teaspoon olive oil and add black pepper to taste.
4. Place lettuce on a plate and top with salmon salad and cucumbers. Serve.

Prep: 5 minutes. One serving.

Financial Wellness

By Ashley Skubal, Wellness Technician

August 14th is National Financial Awareness Day where Americans set aside time to get their finances in order and learn how to be smart with their money. Thinking about finances can be very stressful, and many of us would probably prefer not to think about them at all. But, like physical health, financial health is fundamental to overall well-being. This day is the perfect opportunity to become more aware of your finances.

How to observe the day

Take some time to write down your income and expenses. An Excel spreadsheet or even pencil and paper will do. Then, create a budget and be sure to factor in money for savings and investment. This is a great start to get a grasp on your finances and plan for the future.

Become financially savvier by utilizing our partner resources through the Florida Retirement System (FRS) and our deferred compensation vendors. Through FRS, employees have access to unbiased financial planners who can answer questions about retirement planning, managing finances and FRS retirement plans. Call the Financial Guidance Line toll free at (866) 446-9377 (TRS 711) or chat with them online at myfrs.com. The website also offers many educational videos on a variety of money-related topics.

Investing your money is one step to setting yourself on a path to financial freedom. Employees may choose from 4 deferred compensation vendors that can also help you choose the right investment path for your goals.

Take action on National Financial Awareness Day! Successfully managing money impacts overall health. Set aside time on your calendar on August 14th to review finances and set yourself up for financial confidence and peace of mind. These decisions will allow you to enjoy life!

Satisfy your curiosity and add some fun to a not so exciting topic by taking a trip to one of the four U.S. Mints to see how money is made, or watch the six-minute video from How Stuff Is Made.

Visit Pinellas County’s Employee Retirement Information page for even more info.
## August 2019 Group Fitness Classes

<table>
<thead>
<tr>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
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<tbody>
<tr>
<td>12:15 to 12:45 pm Spin*&lt;br&gt;Instructor: Casey&lt;br&gt;(8/12, 8/19, 8/26)&lt;br&gt;NO CLASS 8/5</td>
<td>7 to 7:30 am Spin*&lt;br&gt;Instructor: Casey&lt;br&gt;(8/6, 8/13, 8/20, 8/27)</td>
<td>12:15 to 1:00 pm Killer Abs &amp; Back&lt;br&gt;Instructor: Isiah&lt;br&gt;(8/13, 8/20, 8/27)</td>
<td>7 to 7:30 am Spin*&lt;br&gt;Instructor: Casey&lt;br&gt;(8/1, 8/8, 8/15, 8/22, 8/29)</td>
<td>12:30 to 1:15 pm Lunch Crunch&lt;br&gt;Instructor: Jane&lt;br&gt;(8/5, 8/12)&lt;br&gt;NO CLASS 8/19 &amp; 8/26</td>
</tr>
<tr>
<td>12:30 to 1:15 pm Lunch Crunch&lt;br&gt;Instructor: Jane&lt;br&gt;(8/5, 8/12)&lt;br&gt;NO CLASS 8/19 &amp; 8/26</td>
<td><strong>NEW</strong>&lt;br&gt;Trigger Point In Spin Room&lt;br&gt;Instructor: Rickey&lt;br&gt;(8/14, 8/21, 8/28)&lt;br&gt;NO CLASS 8/7</td>
<td>12:30 to 1:15 pm Full Body Blast&lt;br&gt;Instructor: Jane&lt;br&gt;(8/6)</td>
<td><strong>NEW</strong>&lt;br&gt;Spin*&lt;br&gt;Instructor: Casey&lt;br&gt;(8/1, 8/8, 8/15, 8/22, 8/29)</td>
<td>5:30 to 6:30 pm Urban Line Dancing&lt;br&gt;Instructor: Jolanda&lt;br&gt;(8/5, 8/12, 8/19, 8/26)</td>
</tr>
<tr>
<td>5:30 to 6:30 pm Urban Line Dancing&lt;br&gt;Instructor: Jolanda&lt;br&gt;(8/5, 8/12, 8/19, 8/26)</td>
<td>5:15 to 6:15 pm Yoga&lt;br&gt;Instructor: Kelli&lt;br&gt;(8/7, 8/14, 8/21, 8/28)</td>
<td>5:15 to 6:15 pm Spin*&lt;br&gt;Instructor: Casey&lt;br&gt;(8/1, 8/8, 8/15, 8/22, 8/29)</td>
<td>5:30 to 6:15 pm Killer Abs &amp; Back&lt;br&gt;Instructor: Isiah&lt;br&gt;(8/1, 8/8, 8/15, 8/22, 8/29)</td>
<td>5:45 to 6:30 pm FitMix&lt;br&gt;Instructor: Lisa&lt;br&gt;(8/6, 8/13, 8/20, 8/27)</td>
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* 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

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## Quarterly Incentive Payout Schedule

<table>
<thead>
<tr>
<th>Activities Completed Within:</th>
<th>Incentive Rewarded in:</th>
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</thead>
<tbody>
<tr>
<td>January to March (First Quarter)</td>
<td>June</td>
</tr>
<tr>
<td>April to June (Second Quarter)</td>
<td>September</td>
</tr>
<tr>
<td>July to September (Third Quarter)</td>
<td>December</td>
</tr>
<tr>
<td>October to December (Fourth Quarter)</td>
<td>March (of the following year)</td>
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</tbody>
</table>

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.