

To Your Health

Human Resources
Helping U Succeed

Pinellas County Wellness Program - *Wellness for Life*

PHYSICAL | EMOTIONAL | SOCIAL | FINANCIAL

Visit www.pinellascounty.org/hr/wellness or contact Wellness staff at 464-4049 or wellness@pinellascounty.org AUG 2020

The Four Pillars of Well-Being

If you've attended a wellness class or read an article published in the newsletter, you may already be familiar with the concept of the Four Pillars of Well-being, which consist of **physical, emotional, social, and financial health**.

The Four Pillars represent different areas of life that together, result in total well-being, reduced stress, life satisfaction and good physical health. Imbalance in one or two areas, even if strong in the others, increases stress and risk of disease and reduces quality of life. In short, we're probably more stressed and less happy.

The Pinellas County Wellness Program offers programs around this philosophy. Challenges such as the Maintain Campaign and Stepping Into Your Health involve team support and collective effort (both social and physical pillars). The Get Fit Activity Tracker,

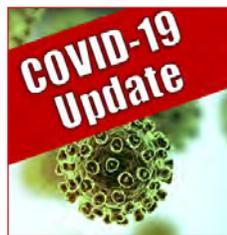
Nutrition Challenge and Fruit and Veggie Challenge provide ways to stay healthy by eating right and moving more (physical pillar). Our Learning Series — 30-Day Tune-Up, The Power of Sleep, The Stress-Proof Brain, and Back to Basics — were all designed to educate about emotional health and provide support across the other pillars.



In response to your requests for financial well-being resources, we are pleased to announce **Living Paycheck to Purpose**, a free financial empowerment virtual program. Space is limited. See the flyer on [page 4](#) to register.

COVID-19 Updates

Be sure to review the [Employee COVID-19 web page](#) regularly as the situation changes and new information and resources become available. Recent updates have been made to the following:



[FAQs for Employees](#) (updated 7/30)

[UnitedHealthcare Testing Locations](#) (updated 7/30)

[Families First Act FAQs](#) (updated 8/3)

[Families First Act Examples](#) (updated 8/4)

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View CDC advice for [How to Wear Masks](#).

Wear your face covering correctly



- Put it over your **nose and mouth** and secure it under your chin
- **Fit it snugly** against the sides of your face
- **Don't put** the covering around your neck or up on your forehead

Exceptions allowed for medical issues. Reasonable accommodations will be made consistent with ADA.



- ◆ Back to School Tips [page 5](#)
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Maintain a Healthy Immune System



Your
UHC
Nurse
Amy

By Amy Hertog, RN, BSN, Clinical Nurse Liaison

The immune system is a complex network of cells and proteins that defend the body against diseases. Diseases may be caused by bacterium, viruses, or other microorganisms, abnormally functioning cells (for example, cancer), and exposure to chemicals or toxins. Maintaining a healthy immune system is needed for good health.

Humans have three types of immunity: innate, adaptive, and passive.

- ▶ Everyone is born with innate (or natural) immunity, a type of general protection. For example, the skin acts as a barrier to block germs from entering the body.
- ▶ Adaptive (or active) immunity develops throughout our lives. We develop adaptive immunity when we're exposed to diseases or when we're immunized against them with vaccines.
- ▶ Passive immunity is “borrowed” from another source and it lasts for a short time. For example, antibodies in a mother's breast milk give a baby temporary immunity to diseases the mother has been exposed to.

An immunity risk factor we cannot change is age. As we get older, our immune system experiences changes. We may have a slower response time, our bodies may heal more slowly, be more prone to cancer, and we may develop autoimmune disorders.

Unfortunately, we can't prevent aging, but there are risk factors we can control by our lifestyle and decisions we make every day. These impact our immune system and/or how we respond to illness.

Dietary intake of nutrients is needed to support healing. Fruits and vegetables contain the key nutrients and antioxidants that our bodies use to support our immune system.

Exercise serves to eliminate associated risks for complications with diseases because it promotes blood circulation,

reduces stress hormones, lowers blood pressure, keeps blood sugar levels under control, and promotes weight loss/weight maintenance.

During **sleep**, our bodies release proteins called cytokines. Certain cytokines need to increase when you have an infection or inflammation, or when you're under stress. Sleep deprivation may decrease production of these protective cytokines.

If **stress** drags on for long periods of time (chronic stress), this can lower your immune system. Beyond making you more vulnerable to things such as colds, chronic stress has been shown to enhance risk for developing autoimmune disease.

Vaccinations are part of the immunity acquired throughout our lives. Vaccines help fight infections faster and more effectively. When you get a vaccine, a very tiny dose of the virus is injected into the body, which sparks your immune response to create antibodies as a response to the vaccination. These antibodies protect the body if there is full blown exposure in the future.

Alcohol alters the function of an extensive community of microorganisms in the intestine that aid in normal function of the immune system. Alcohol consumption also damages the cells that act as first responders when our body needs to fight a disease.

Smoking impacts the innate and the adaptive immunity that our body develops. Smoke from tobacco contains many chemicals like carbon monoxide, nicotine, nitrogen oxides and cadmium. These chemicals are also considered responsible parties in decreased functionality of the immune system to fight cancerous cells, common colds, and viruses.

In the past few months, COVID-19 has been at the forefront of the news as well as our personal lives. To a certain extent, we have the power to protect ourselves. Don't be overwhelmed by the lifestyle changes suggested above. Making small changes still goes a long way in improving immunity. Pick one to focus on for now. If you're new to vegetables, make an effort to eat one serving a day. If exercise has not been part of your lifestyle, take the stairs, walk for 10 minutes twice a day, or do push-ups during the commercial break of your favorite show. Getting less than 7 hours of sleep? Turn off the electronics an hour before bed and stick to a regular sleep schedule, even on the weekends.

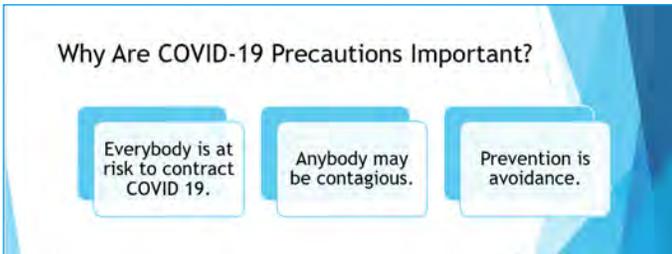
Check out the next page for foods full of antioxidants which provide the vitamins and minerals needed to boost disease and virus-fighting protection.



Missed Nurse Amy's Webinar Strategies for the Prevention of COVID-19?

You can still [view the recording](#). Amy covers topics like masks and how to navigate through activities of daily life.

This presentation breaks things down in easy-to-understand terms and smart COVID-19 practices.



Nurse Amy gives both the clinical and the practical information that can make life a bit more manageable and it's less than half an hour long.

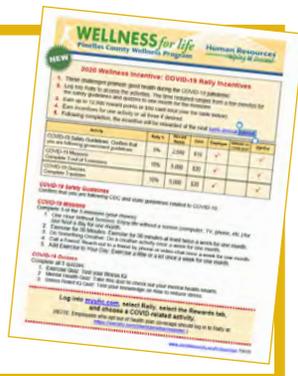
"I thought I knew all about prevention but I learned so many new things! Highly recommend!"
- Anonymous viewer

WELLNESS CENTER CLOSURE UPDATE

We have evaluated current trends and data and have determined that all Wellness Center locations will remain closed at this time. We will re-evaluate the trends again the first week of September and apologize for any inconvenience this has caused. The safety of our employees is of utmost importance.

There is a Wellness Center Updates distribution list you can join that offers regular updates. If you would like to be added to the list, please email wellness@pinellascounty.org.

Don't forget that even in the midst of COVID-19, you can continue to earn **Wellness Incentives**. Choose from [three new Rally incentives](#) to promote good health during the pandemic.



Foods That Balance the Immune System

Button mushrooms: Provide selenium which plays an important role in the health of your immune system. This antioxidant helps lower oxidative stress in your body, which reduces inflammation and enhances immunity. Try adding to salads, pasta and rice dishes, and soups.

Acai Berry: High in antioxidants. Antioxidant nutrients included in the diet improve different immune functions, exhibiting an important protective role in infections caused by bacteria, viruses or parasites. Acai berry is good in a smoothie.

Shellfish: High in zinc which helps create and activate white blood cells in the immune response. Oysters contain a high level of zinc, followed by Alaskan crab, shrimp, and mussels.

Watermelon: When it's ripe, it's also got plenty of an antioxidant called glutathione which strengthens the immune system so it can fight infection. To get the most glutathione in your watermelon, eat the red pulpy flesh near the rind.

Spinach: Contains folate which helps your body make new cells and repair DNA. Try fresh spinach in a salad or in place of lettuce on a sandwich, lightly cooked, or added to other dishes.

Tea: Delivers disease-fighting polyphenols and flavonoids. These antioxidants seek out cell-damaging free radicals and destroy them. Free radicals are unstable molecules that can cause damage in your body. Drink green, black, or white tea to reap the benefits.

Sweet Potato: Sweet potatoes have beta-carotene. In your body that turns into vitamin A, which mops up damaging free radicals. This helps bolster the immune system and may even improve the aging process. Mashed, baked, or added to soups or stews, the sweet potato is versatile.

Broccoli: Is an immune-boosting basic. You'll get plenty of nutrients that protect your body from damage. It has vitamins A and C, and glutathione. Baked, roasted, fresh, added to soups or stews, broccoli is also highly versatile.

Garlic: Raw garlic can help beat skin infections thanks to its ability to fight bacteria, viruses, and fungi. To get the benefits, you have to use real garlic, not powdered garlic. Zip up a homemade salad dressing with minced garlic.



Living Paycheck TO PURPOSESM

FREE Financial Empowerment
Virtual Program



Reduce money-related stress.

Address the root cause of your financial troubles.

Align financial choices with your purpose.

Financial tools are not enough. Financial empowerment begins with a goal, a plan and motivation. Take control of your financial journey with this 4-part workshop.

Each topic is one hour long.

Topic 1: Create Your Vision of Financial Success

Kick off the program with motivation to help you better understand where your financial journey is currently taking you.

Topic 2: Develop Your Financial Plan

Introduction to the Six Simple Steps to Financial Freedom.

Topic 3: Take Control of Your Paycheck

Streamline your cash flow system and optimize the fuel for your financial life journey. Take control over your spending and explore a variety of budgeting methods.

Topic 4: Build Wealth and Live Your Best Life

Explore the millionaire mindset and discover simple money habits for building wealth.



Live Your Best Life!

REGISTER NOW

Tuesdays, 8:00 - 9:00 a.m.

August 11 through September 1

Sign Up!

Wednesdays, 12:00 - 1:00 p.m.

September 9 through 30

Sign Up!

Saturdays, 9:00 - 11:00 a.m.

Two 2-hour programs
August 22 and 29

Sign Up!

Zoom registration required.

Each workshop has limited space. If you are unable to attend, please unenroll using the "cancel" link at the bottom of your Zoom registration confirmation email.



Physical | Emotional | Social | Financial

www.pinellascounty.org/hr/wellness

The instructor will email a digital workbook (which can be printed) for participants to engage in exercises and personal financial analyses. This series does not qualify for Wellness Incentive rewards.

8/5/20



It's Time! Back To School Tips

Maintain your sanity and help your child(ren) understand and succeed during COVID learning.

By Jane Grannis, Wellness Manager

If your child is returning to a brick and mortar school, speak with them about the safety measures that the school district requires during the day. Discuss the importance of protecting others when wearing a mask, and that when others wear a mask, they're protecting your child.

For face coverings to be effective, make sure kids know how to wear them properly. (See the link and infographic on [page 1](#).) You could even discuss what they could do if other kids are not wearing a mask, or if they're standing too close to them. What respectful but firm words can they use to ask this person to step back?

Kids will follow your lead, so remember that modeling this behavior away from home will set expectations for them as well. If they see parents not social distancing or wearing masks when they're closer in proximity to others, they will do the same.

Managing e-learning is a whole other set of challenges. Depending on the grade level and effectiveness of the teachers, some or much of the teaching and supervision will fall to the caregiver, potentially creating a lot of stress for both you and your child.

I can personally attest to the drama and resistance helping my own kids. Have you had to teach yourself how to do today's math (what's up with long division)? That alone can drive a parent to start practicing mindful breathing or taking up kickboxing. Add internet or other technology issues, and you've got a recipe for disaster.

Discuss ahead of time how you and your child will handle these heated moments. Define acceptable ways to let off steam, and let children choose what they need to do to calm down. Do they prefer to take a quiet break in their room? Go outside and run around the block? When it's their choice, they have a sense of behavior ownership and acknowledgement from the adult that getting angry is normal but dealing with it in a healthy way is important. Going to their room when it's their own plan for stress relief looks really different to them than being sent to their room as punishment.

Kids should also understand that caregivers get frustrated. Share with them how you're going to manage your own stress.

Day-to-day structure will look really different, too, so it's important to set a routine right from the start. Routines create a sense of normalcy and safety.

We have many resources for parents in the [Parenting section](#) on our COVID-19 website:

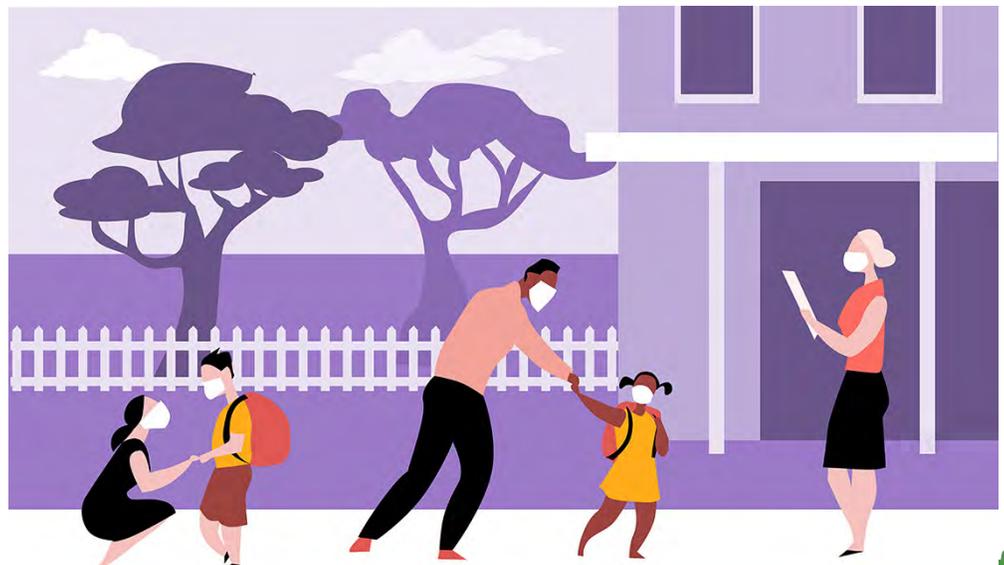
They include:

- [Structure for School at Home](#) (from our EAP website, [LiveandWorkWell.com](#))
- [Back to School Checklists](#)
- [A Parent Resource Guide](#)

EAP

Looking for the Right School and Wondering How to Pay for it?

The Employee Assistance Program offers educational resources for a child starting preschool, going off to college, or anywhere in between. Visit www.pinellascounty.org/hr/EAP.





Cooking from the Roots

FREE Virtual Classes



Explore the benefits of adopting a Whole Food Plant-Based (WFPB) lifestyle with Lifestyle Coaches Michelle and Bruce Odiorne.

Sign up for each class individually.

WFPB Made Easy

August 5, 2020, 5:30 - 6:30 p.m.

- Air Fryers
- Instant Pot techniques
- Vitamix basics
- Yonanas frozen dessert maker
- WFPB reference materials

SIGN UP!

Cooking demonstration with recipe provided

- Black bean brownies with nice cream

NEW Cost Cutting Ideas

August 10, 2020, 8:00 - 9:00 a.m.

- Weekly meal plan
- Local sales
- Purchase bulk items
- Utilize in-season produce

SIGN UP!

Cooking demonstration with recipe provided

- Protein-packed power bowl

NEW Play videos of past classes now online



July 16: Our Journey to a Whole Food Plant Based (WFPB) Lifestyle: The 4 Pillars of Healthy Eating (video begins 15 minutes into class)



July 23: The Basics of Adopting a WFPB Lifestyle



July 29: Non-dairy Alternatives

PROGRAM DISCLAIMER: The information presented, and program material provided is for informational purposes only. It is intended to be used by the participant(s) to make informed decisions about their health. It should not be used as a substitute for treatment by or the advice of a professional health-care provider. The coaches will not be held responsible for the use or misuse of the information presented or program material which includes any adverse effects or consequences resulting from the use of any recipes or suggestions. Always seek the advice of your physician or other qualified health provider before making significant lifestyle changes or starting or modifying any treatment.



8/3/20



Reminder: ***During 2020 Only*** Biometric Screening: No Health Survey: Yes

The biometric screening requirement has been waived for 2020 due to COVID-19 and in consideration of the possible difficulties employees may have obtaining one.

The health survey is still required in order to get the preferred premium in 2021. View the [Rally Quick Guide](#) for information.

Tobacco Cessation Programs Go Virtual



What is the Tobacco Premium?

Employees on the Pinellas County health plan who use tobacco must complete a qualified tobacco cessation program between August 1, 2020 and March 31, 2021 or be subject to a \$500 tobacco premium beginning April 1, 2021. The premium does not apply to spouses.

If you successfully complete a qualified tobacco cessation program, the tobacco premium will no longer apply.

NEW! Due to COVID-19, Tobacco Free Florida offers **virtual Group Quit**, a free support group led by a trained specialist. You need to attend all 4 one-hour classes in the 4-part series. (NOTE: The one-day Tools to Quit classes do not qualify.)

To register for any of the Zoom virtual class series listed below, call the local Tobacco Free Florida agency, Area Health Education Center, at (813) 929-1000.

- Wednesdays, 7:00 to 8:00 a.m.
August 19 - September 9, 2020
- Tuesdays, 12:00 noon to 1:00 p.m.
September 8 - 29, 2020
- Thursdays, 8:00 to 9:00 a.m.
September 17 - October 8, 2020
- Tuesdays, 12:30 to 1:30 p.m.
September 29 - October 20, 2020

View [other qualified options](#) available to you.

Healthy Grocery Essentials for Your Pantry & Freezer

Cooking at home usually means we're making healthier food choices. However, if we don't have healthy ingredients ready to go in the house it's easy to grab something quick and unhealthy. Be prepared by [watching this video](#) on shopping for healthy pantry staples.



What's for Dinner?

View a collection of recipes which are simple, delicious, affordable, quick and healthy.

You can filter by ingredients, slow cooker, budget friendly, vegetarian, etc. See [American Heart Association Recipes](#), then view other [healthy eating resources](#).



Pinellas County Employee Blog

Sharing resources, stories, tips and support

It's hard not to feel isolated right now. We miss our old "normal" life and the daily connection of coworkers and friends. **This blog is for you!** Connect with other employees to share COVID-19 stories, photos and support.

Link: www.pinellascounty.org/hr/blog
[Blog Guide](#)

