

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

JAN 2018



TELL IT WELL EMPLOYEE FEATURE

Highs and Lows Along the Journey

Contributed by Stephanie French, Clerk's Office

Sometimes one's journey is easy to talk about, and sometimes it is painful. I've experienced highs and lows along that journey, but in the end, I'm pleased to say that it was a joyful one.

I was the tallest and heaviest girl in school. My first diet was at seven years old and by the time I finished high school, my weight had crept up to over 250 pounds. In my early twenties, the number escalated to just over 300 pounds, and by my thirties I weighed 475 pounds. Every diet out there was fair game, and I tried them all, only to fail every time.

After researching and consulting with my physician, I decided to undergo bariatric surgery. The decision was not taken lightly, as the lifestyle change required to succeed is dramatic. Food intake is limited to between 600-800 calories per day. No sugar, low fat and high protein. After my surgery in November 2002, I could not eat solid food for two months. It was a difficult time; I even tried to puree pizza topping scraped off the crust in desperation of having something resembling regular food.

Surgery, like many diets or lifestyle changes, is only a tool. It helps in the beginning, but without adherence to healthy behaviors such as eating well and exercising, the tool no longer works. At the end of the first eighteen months I was down to 265 pounds but then hit a plateau. Discouraged, I abandoned my healthy choices and ate my way back to 388 pounds.

Continued on page 4.



The Six Dimensions of Wellness® Model

With the new year upon us and resolutions overflowing our imaginary cups of goals, it is important to recognize how developing all areas of our lives affects us, and how they're all connected.



“By applying the model, a person becomes aware of the interconnectedness of each dimension and how they contribute to healthy living ... Applying a wellness approach can be useful in nearly every human endeavor.”

Developed by Dr. Bill Hettler, co-founder of the [National Wellness Institute](http://www.nationalwellnessinstitute.com) (NWI), this interdependent model is commonly referred to as the Six Dimensions of Wellness.

The six dimensions are:

Occupational - satisfaction with work

Physical - wellness

Social - interdependence between others and nature

Intellectual - creative, stimulating mental activities

Spiritual - the search for meaning and purpose

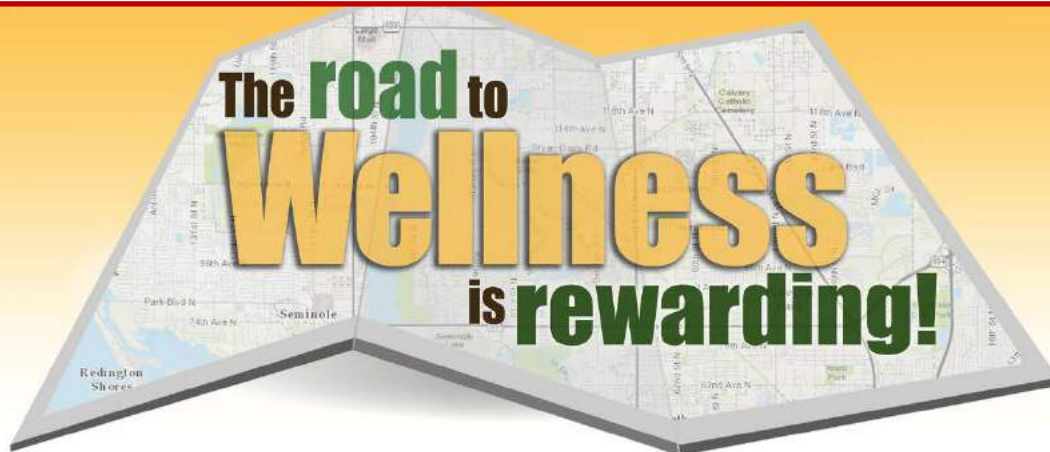
Emotional - feelings

[Learn more about the six dimensions.](#)



Turn the page to find out about the 2018 Wellness Incentive Program.

Participate in healthy activities to achieve your wellness goals and earn reward points or cash.



2018 Wellness Incentive Program

Participate in healthy activities to achieve your wellness goals, and earn up to 50,000 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
Get 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](#).





Your
UHC
Nurse
Amy

UHC Maternity Support Program

By Amy Hertog, RN, BSN, Clinical Nurse Liaison

The United Healthcare® Maternity Support Program provides health coaching from preconception through birth and beyond. A dedicated and experienced maternity nurse is assigned to either the mom-to-be or her partner to assess health histories and lifestyle and provide consultation on various topics, such as:

- Nutrition and fitness
- Healthy lifestyle choices
- Financial and emotional considerations
- Individualized recommendations and referrals
- Appropriate physicians for any current conditions, i.e. endocrinologist for diabetes
- Available programs to address lifestyle, i.e. smoking cessation or weight management programs

The maternity nurse also provides support for high-risk pregnancies and access to other programs if needed. Expectant moms who are on Pinellas County's health plan are eligible for an incentive of up to \$100/50,000 points upon completion of the [Maternity Support Program](#).

A new addition to maternity care is the **Healthy Pregnancy app**, available on Google Play™ and in the Apple App® Store. The Healthy Pregnancy app provides users with daily and weekly updates and key milestones based on their baby's gestational age.

The app has a feature that allows users to research symptoms or issues they may be having. The symptoms and issues feature is unique because it contains specific calls to action based on the risk of the issues, be they instructions to call their nurse or physician, direction to appropriate clinical content, or an additional health assessment. The user has the ability to take four different assessments throughout the

pregnancy, including a post-partum assessment. However, the Healthy Pregnancy app service should not be used for emergency or urgent care needs.

The app has multiple trackers. There is a weight tracker, the capability to add reminders to a calendar (such as a reminder to take a prenatal vitamin), and other metrics such as blood pressure or glucose readings. Another fun feature within the app is a kick counter so that mom can track her baby's movement.

To enroll in the Maternity Support program, call United Healthcare at 888-478-4752.

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

Why Is It So Hard to Exercise?

By Alice Oglethorpe and WebMD.com

Anyone can have a hard time making exercise part of their routine. But throw kids into the mix, and it can almost feel impossible.

Why is it so hard for busy parents to exercise? Often it comes down to motivation.

"Parents typically don't get enough sleep and spend their days constantly responding to needs of another human being," says Dominique Wakefield, a personal trainer and wellness coach based in Berrien Springs, MI. "That combination is emotionally and physically draining, which leads to less motivation for physical activity."

It's easy to put exercise on your "wouldn't it be nice" list, but fitness is too important to keep on the back burner.

[Read more.](#)

Common Myths of Gum Disease



1. Gum disease is not that common.

Yeah ... but really, it is. Very common. According to the Centers for Disease Control, half of adults age 30 and older suffer from some form of the disease.

Learn more and [find out the answers to five more myths](#) about gum disease, from MouthHealthy.org.



Five years later, motivation came by way of my daughter's impending wedding.

With my health in mind, I made sweeping lifestyle changes (again!). Two Wellness Learning Series offered through the employee Wellness Program contributed to my success. The content in the two series *Salt, Sugar, and Fat* and *Back to Basics* not only draws awareness to what you put in your mouth and how much you move, it inspires and supports you to take action. (Pay attention during the classes, you may be inspired!)

I started a garden, got rid of processed foods in the house and started buying fresh fish, lean white meat and the occasional lean steak. I grew fresh herbs to flavor our food instead of using salt. Rather than frying, I roasted, grilled and sautéed food. The Rally online tool helped me track my meals and focus on both body and mind.

Three years later I'm down to 200 pounds and feel so much better. My joints have suffered through a life-

time of excess weight, but overall, I'm healthier than most everyone in my family.

Making healthy changes takes education, commitment, perseverance, dedication

and planning. Even if you fail at first, it can be done. The first step can be the hardest, and we set ourselves up for doing it exactly right. It doesn't have to be perfect. Imperfect action is better than no action at all!



Four Ways to Keep Things Real in the New Year

From UHC.com: By Audrey Thomas, a.k.a. Organized Audrey

The New Year is fast approaching, which means some of you are considering making New Year's Resolutions. While I don't partake in this annual movement, I do spend time reflecting over the previous year and choose a few areas of my life in which I want to see change. Whether you declare a resolution or not, it's important to go into the New Year with realistic expectations. Otherwise, disappointment and stress may be in the picture down the road.

Here are some common resolutions and strategies for reaching success with them in the New Year:

1. Lose weight and get in shape. This one ranks in the top five every year and for good reason. If we want to live long and age well, we need to take steps to make sure this happens. If you have a lot of weight to lose, the number might be such that it feels defeating on some days. Instead of naming an actual number of pounds to lose, why not commit to other activities that are more within your reach but will contribute to weight loss? For example, set the goal of eating 7 fruits and vegetables each day, walking 5,000 steps — a pedometer will be handy here — or removing sugar from your diet.

2. Spend more time with family and friends. We're all busy and unless we're intentional in reaching out and getting a date on the calendar, chances are time slips away without seeing one another. If you're trying to get three or more people together, try using the online tool Doodle to find a date that works for everyone.

3. Stop smoking. If you smoke, you may have tried quitting many time before and haven't completely kicked the habit. It may be time to talk to your doctor during your annual visit and get professional help. So be sure to schedule your annual visit and make a note to talk you're your doctor about quitting. Getting connected to others who have been successful with this will also serve as encouragement to keep at it.

4. Start showing up on time. Some admit to me that they are tired of showing up late to work, church, their kids' games, etc. If you can relate, you know it isn't as easy as setting your clock ahead by five minutes.

To help you stay focused on new goals and keep working toward making changes, search for apps that can help you improve your life.

To Your Health

A monthly publication by the Pinellas County Wellness Center and the Human Resources Department.

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The Fitness Floor

How to Massage Your Muscles With a Foam Roller *From WebMD.com*



[Watch this video](#) for a demonstration.

Semi-Annual Wellness Champion Meeting

A huge “thank you” to all Wellness Champions who participated in the end-of-year meeting on December 5th. It is through your efforts that the 2017 Wellness Programs saw so much success in improved employee health.

The Wellness Team introduced a new *Zone* structure which clusters Champions based on geographic location in the County (north, south, mid and central). Champions in those zones will work together, pool resources, share meeting spaces, and exchange ideas. As a result, employees will enjoy more convenience and opportunities to attend presentations, learning series, and screenings.

At the meeting, Champions in these Zone groups worked to identify wellness program participation barriers, which programs were well received by the employees, and to brainstorm future topics of interest based on employee feedback. We also addressed better ways to implement these programs.

The meeting agenda also included United Healthcare updates about the health status of County employees. We’re happy to report that we saw improvements within

specific programs such as Check. Change. *Control*. (CCC) and Real Appeal. CCC participants saw an average systolic blood pressure reading drop of 18.33. The goal was 5. Real Appeal participants lost over 2,000 pounds (data through third quarter)!

Because each department faces its own unique culture, schedule and needs, **Jane Grannis**, the new Health & Wellness Manager, is meeting individually with Champions and their departments to check the pulse on each location.

Champions are unsung heroes who volunteer their time to engage and motivate your department.

A considerable amount of effort goes into coordinating programs, screenings and events. So next time you run into him/her, extend your gratitude!

If you do not know who your Champion is, [view the list online](#) or contact the Wellness Center at 464-4049 or wellness@pinellascounty.org. There are vacancies in several locations; please consider volunteering for this great opportunity to make a positive difference in someone’s life!

Your Current Champions

Kimberly Addison	Doreen Jackson
Karen Allen-Holsten	Mary Jung
Natasha Andriese	Leigh Kendall
Carlos Ayala	Melissa Kennedy
Eleanor Barrett-Santisteban	Della Klug
Becky Batten	Karen Lamb
Josie Benwell	Maryann Londo
Abby Bryant	Alexis Macon
Maurisa Bussy	Anne Maddox
Tiffany Byrnes	Emily Magyar
Robert Carlson	Kent Maxwell
Tricia Cartier	Ryan McCabe
Suzanne Christman	Ruth Ann Morton
Thea Dawkins	Diana Novich
Hailey Dietz	Nancy Page
Rose DiGennaro	Angela Roberson
Mary Drayton	Theresa Robinette
Tim Dudley	Scott Rozell
Shea Dunifon	Mary Schwartz
Darcy Eckert	Alexis Sergeant
Catherine Eichner	Cyndi Simmons
Cherie Epley	Jonathan Skinner
Angela Ervin-Williams	Gregory Smith
Leslie Fann	Andrew Storms
Dave Fechter	Lisa Taddigs
Mary Flockerzi	Wendy Tate-Palumbo
Lisa Freeman	Marlica Tomlinson
Debbie Gerdes	Chad Totten
Gina Gibbs	Theo Tsakonasi
Alicia Gonzalez	Steve Twardowski
Kelly Green	Kristen Viola
Joshua Harmon-Schaefer	Isiah Waller Jr.
Tina Jablon	Terry Zimmerman



Inside Your Lungs: How Smoking Does Its Damage

From United Healthcare Services

Smoking is bad. We all know that. In fact, according to the American Cancer Society (ACS), cigarettes are responsible for nearly 1 in 5 deaths in the United States. But what exactly does smoking do to your lungs?

If you smoke, the answer to that question could be important. It may give you the extra nudge you need to quit tobacco for good.

Peril in every puff

To start with, consider that when you inhale tobacco smoke, it brings more than 7,000 chemicals into your lungs. Here are just a few you might be familiar with:

- Cyanide — sometimes used to exterminate pests and vermin
- Formaldehyde — used as a preservative in labs and mortuaries
- Ammonia — included in many household and industrial cleaners
- Carbon monoxide — the same poisonous gas that's in car exhaust fumes
- Benzene — found in gasoline

At least 70 of the chemicals in cigarettes are known to cause cancer, according to the American Cancer Society.

Taking your breath away

Tobacco use may harm your body in many ways — from your gums to your eyes to your heart to your bones. And for smokers, the lungs take a terrible hit.

As soon as it's inhaled, smoke begins to damage and irritate cells. Among other things, it harms your cilia. They are the tiny, hair-like structures that normally sweep mucus and impurities out of your lungs and airways.

Some people develop a “smoker's cough.” It can be a sign that smoke-damaged cilia are trying to do their job, but the smoke may slow them down.

Smoking is the single strongest risk factor for lung cancer and is the main cause of another dangerous condition: COPD, or chronic obstructive pulmonary disease. With COPD, damaged and inflamed lungs aren't able to fill up and deflate as they should. The two most common forms are emphysema and chronic bronchitis.

According to the Centers for Disease Control and Prevention, chronic lower respiratory diseases — primarily COPD — are the third leading cause of death in the United States, and smoking is to blame for about 80 percent of cases. The longer and heavier you smoke, the greater your risk of COPD.

When it comes to cancer, the lungs aren't the only worry. Smoking has been linked to cancers of the throat, mouth, bladder, pancreas, cervix, breasts, colon, rectum, kidney and stomach — to name a few.

Spreading the risk

When you light up around the people you love, you're harming them, too. People who inhale your secondhand smoke are breathing the same dangerous chemicals you are — and may develop similar health problems. Children are particularly vulnerable to the effects of tobacco smoke.

Be a quitter!

It's never too late to stop smoking — or kick another tobacco habit. Start by talking with your doctor, who can help you find the best strategy for you. Your plan may include counseling, support groups, nicotine replacement products and other cessation tools.

Quitting tobacco often takes several tries — so don't give up. Millions of people have done it. Why not you?

What to do next

Learn more about the health benefits of quitting smoking at uhc.com/quit-clock.

If you are ready to quit using tobacco, help is available including phone and online options. View the [Tobacco Cessation Program Options](#) flyer to start today.





Chilled Lemon Asparagus with Pecans

From United Healthcare, Kathleen Zelman, MPH, RD

Ingredients

- 2 pounds asparagus
- 2 tbsp. pecans, chopped
- 1 tsp. grated lemon rind
- 2 tbsp. olive oil
- 1/4 cup cider vinegar
- 1/4 cup low-sodium soy sauce
- 1 tsp. sugar
- Fresh ground pepper, to taste
- 1 tbsp. chopped fresh parsley

Directions

Snap off tough ends of asparagus.

Cook with a small amount of water in a skillet for 5 minutes or until tender but crisp.

Drain and rinse under cold running water; drain well and place on serving platter.

Toast pecans in a 350° oven for 5 minutes or until fragrant; set aside.

Make salad dressing by combining limon rind, olive oil, vinegar, soy sauce, sugar, pepper and parsley in a jar. Shake well and pour over asparagus.

Garnish with toasted pecans.

Cover and chill 1-2 hours.

Nutrition Facts	
Yield 6 servings	
Amount Per Serving	
Calories	101
Calories from fat: 70	
Fat	8g
Saturated Fat 1g	
Trans Fat 0g	
Cholesterol	0mg
Sodium	357mg
Carbohydrate	6g
Dietary Fiber 2g	
Sugar	3g
Protein	3g



Seasonal Produce

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



[Learn more.](#)



[Beets](#)



[Cauliflower](#)



[Collard greens](#)



[Fava greens](#)



[Garlic](#)



Kudos to **Wellness Champion Catherine Eichner** who coordinated the first blood drive at the Solid Waste campus. They donated 19 pints of blood at their inaugural blood drive in 2017!

Stay tuned for these upcoming blood drives:

Jan. 9	Logan Lab, 1620 Ridge Rd., Largo
Jan. 10	Courthouse, 315 Court St., Clearwater
Jan. 25	Utilities Building, 14 S. Fort Harrison Ave., Clearwater
Jan. 25	Public Works ERB, 22211 Hwy. 19 N., Clearwater



January 2018 Group Fitness Classes



Monday	Tuesday	Wednesday	Thursday	Friday
<p>12:10 to 1:00 pm Killer Abs & Back Instructor: Isiah (1/8)</p> <p>Body Circuit Instructor: Melissa (1/22, 1/29)</p>	<p>12:15 to 12:45 pm Spin* Instructor: Melissa K (1/2, 1/9, 1/16, 1/23, 1/30)</p> <p>12:45 to 1:15 pm Full Body Blast Instructor: Ashley (1/2, 1/9, 1/16, 1/23, 1/30)</p> <p>5:15 to 6 pm Zumba Instructor: Melissa (1/2, 1/16, 1/30)</p> <p>5:30 to 6:30 pm Step & Stretch Instructor: Lisa (1/9, 1/23)</p>	<p>12:10 to 1:00 pm Zumba Instructor: Melissa (1/3, 1/10, 1/17)</p> <p>Body Circuit Instructor: Melissa (1/24, 1/31)</p> <p>12:45 to 1:15 pm Spin & Body* Instructor: Ashley (1/3, 1/10, 1/17, 1/24, 1/31)</p> <p>5:15 to 6:15 pm Yoga Instructor: Kelli (1/3, 1/10, 1/17, 1/24, 1/31)</p>	<p>12:45 to 1:15 pm Full Body Blast Instructor: Ashley (1/4, 1/11, 1/18, 1/25)</p> <p>5:15 to 6 pm Body Circuit Instructor: Melissa (1/4, 1/11)</p> <p>5:30 to 6:15 pm Killer Abs & Back Instructor: Isiah (1/18, 1/25)</p>	<p>12:15 to 12:45 pm Body Stretch Instructor: Melissa (1/5, 1/26)</p> <p>12:10 to 1:00 pm Killer Abs & Back Instructor: Isiah (1/12, 1/19)</p>
<p><i>Starting an exercise regimen in the new year? Schedule your mandatory orientation now and be ready to get to work right away.</i></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



January Races

- Jan. 6, New Year New You Fun Run 5K, 1M run, Largo
- Jan. 6, Kettle Krush 5K, 1M run, St. Petersburg
- Jan. 13, St. Pete Beach Classic 10K, 5K run | kids run
- Jan. 14, Kiwanis Adventure Runs 5M, 5K run, Dunedin
- Jan. 14, St. Pete Beach Classic Half Marathon, 13.1M run
- Jan. 20, D.A.N. run (Defeat ALS Now) 5K run, Largo
- Jan. 21, Clearwater Distance Classic 50K, 26.2M, 5M run
- Jan. 27, Belleair Sunset 5K, 1M, Belleair
- Jan. 27, Countryside Country Club RUN into the New Year 5K, 1M run, Clearwater

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

