

To Your Health

PHYSICAL



EMOTIONAL



SOCIAL



FINANCIAL



NOV 2021

Gratitude

By Jane Grannis, Wellness Manager

Welcome to November! I love this time of year, as it marks the end of hurricane season, the start of cooler weather, and the holidays. With Thanksgiving around the corner, it's also the official month of gratitude, a time to pause, acknowledge and be truly be thankful for all that we have.



Gratitude, however, isn't just a special occasion that comes around every November, but rather, a daily habit that yields powerful effects in mental and physical health (they call it a "gratitude practice" for a reason!).

It all comes down to electricity. Yep, electricity. Writing down or speaking out loud the good in your life changes the electrical energy in your brain and body, which can make you feel happier! This doesn't have to get complicated. Writing things down can be as simple as jotting it down on a napkin at a café. So, find a notebook, stack of napkins, dry erase board, or open the Notes section in your smartphone and get to it.

Drawing a blank? Focus on the little things. After all, there are only so many times we can be thankful for the same things (family, health, a job, etc.) and gratitude comes in all sizes. For example, hitting all the green lights on the way to work, enjoying the cooler weather or finding the quickest checkout line at the grocery. Maybe you just paid off a credit card or made someone's day by delivering a meal.

I am incredibly grateful to have the privilege of serving all of you. I hope in at least a small way, the Wellness programs and educational opportunities offered this year have made a positive difference in your well-being.

For more on gratitude, read what the experts at Harvard Health Publishing have to say in [Giving Thanks Can Make You Happier](#).

Jane



Annual Enrollment for 2022 employee benefits is now open and ends Monday, November 15. **All employees, including new hires and opt outs need to enroll using OPUS.** See how you can [enroll](#).

- Premiums and plans stay the same.
- Certain [benefits partners](#) will change.
- Review [What's New for 2022?](#) and [What Action is Needed?](#)
- Need help? See the [OPUS Enrollment Demo](#) and the [OPUS Screenshots Guide](#).

Employees who **opt out** need to select Opt Out for 2022 in OPUS and complete an [Opt Out Affidavit](#).

If you do not designate whether you are a tobacco user, **you may be subject to the \$500 annual tobacco premium in 2022.** [View Tobacco Cessation options](#).

IMPORTANT: Select *Confirmation Statement* for a PDF of your enrollment choices before selecting *Finish* to submit your selections.

We Can Help

Visit the [Annual Enrollment website](#) which is updated with new information as it becomes available. There you'll find information on how to receive pre-enrollment assistance by calling or making an appointment with a Benefits Coach, signing up for a virtual info session, or receiving one-on-one assistance from the Benefits team.

Don't miss important info about your biometric screening on page 3.

I Got My Biometric Screening. Now What?



Your UHC Nurse

Amy

By Amy Hertog, RN, BSN, Clinical Nurse Liaison

Many serious health conditions can develop over time, but may be delayed or prevented if you know your risks. A biometric screening can help you better understand these risks and manage or improve your health.

Pinellas County Government offers a medical plan premium reduction to those who obtain an annual biometric screening and complete a health survey before the end of the year. See the [Biometric Screening and Health Survey web page](#).

Hopefully by now, you have completed your biometric screening and have the results. The question is, what's next?

First, you may wish to compare your results to your previous screenings. Has anything changed in terms of direction? Is anything higher or lower than it was the last time you had a biometric screening? Are you within a normal range for each component of your screening?

It is important to discuss biometric results with your physician, especially if a result has shifted. Your physician may recommend lifestyle changes, medications, or further diagnostic testing if there are concerns. Annual wellness visits with a physician are also 100% covered under your health plan.

Take a few minutes to review and compare your screening results to normal ranges below.

- Body Mass Index (BMI): **between 18.5 to 24.9**. Read [About Adult BMI, Healthy Weight, Nutrition, and Physical Activity](#)
- Blood Pressure: **at or less than 120/80**. Read [High Blood Pressure Symptoms and Causes](#)
- Fasting Blood Sugar: **less than 100**. Read [Diabetes Tests](#)
- Total Cholesterol: **less than 200**. Read [Cholesterol Levels: What You Need to Know](#)
- High Density Lipoprotein (HDL): **40 or higher for males, 50 or higher for females**. Read [Cholesterol Levels: What You Need to Know](#)
- Low Density Lipoprotein (LDL): **less than 100**. Read [Cholesterol Levels: What You Need to Know](#)
- Triglycerides: **less than 150**. Read [Triglycerides: Why do they matter?](#)

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

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Annual November Mammo Days Screening



The last day for BayCare Mammo Days is this Friday, Nov. 5. Employees and covered spouses can enjoy a special VIP day reserved just for Pinellas County. These preventive screenings are 100% covered any time during the calendar year.

- There is no need to wait 365 days from last year's mammogram date.
- Please bring your health insurance card and a photo ID to the appointment.

[View the flyer](#) for more details and to register.

Susan Cheek Needler Breast Center

Morton Plant Hospital

Axelrod Pavilion

400 Pinellas St., Clearwater

Friday, November 5 | 12:00 - 6:00 p.m.



Don't Wait - Get Your Biometric Screening Now!

There is a new and improved process for getting your biometric screening ahead of the December 31 deadline.

Before you go, make sure to familiarize yourself with the two options available (Quest or Physicians Results Form), and the steps for the option that suits you best.

Many resources are available to help you.

- The [Biometric Screening and Health Survey web page](#)
- The [Biometric Screening Process video](#)
- Cheat Sheets for both the [Quest Lab](#) and the [Physician Results Form](#)
- The [August To Your Health](#) newsletter
- The [Rally Help Guide](#)
- The [Biometric Screening and Healthy Screening FAQs](#)

1... 2: Invest in You!

Step 1. Biometric Screening

Step 2. Health Survey

Employees who complete an annual biometric screening and Rally Health Survey earn a preferred medical plan premium for a savings of \$500 in the upcoming year.

Q&A

Is Quest the only lab option? No. You may use LabCorp or any other in-network lab. Download and print the [Physician Results Form](#), have the doctor order the lab work and complete the form once results are available. Watch the [video](#) or use the [Physician Results Form Cheat Sheet](#). See page 12 of the [Rally Help Guide](#) for full instructions.

What should I do if my doctor wants to order additional tests in addition to the biometric screening?

Ask your doctor for **one lab order** that includes both the biometric screening tests and any other tests they wish. Download the [physician form](#) from Rally/Quest but **do not use the appointment scheduler in Rally**. This generates an additional lab order and the items on that order may be overlooked, which means you **won't get proper credit for completion in Rally**. When going through your doctor to order tests, schedule an appointment using your preferred lab's website directly, or call the lab to schedule your appointment.

Can I still go to a convenience care clinic such as Walgreens or CVS? Yes. Download and print the [Physician Results Form](#) and have the clinic technician complete the form. Use the [Physician Results Form Cheat Sheet](#) for instructions on how to download the form. For visual instructions, use the [video](#) or page 12 of the [Rally Help Guide](#).

Situation	Quest Lab/ Rally	Physician Form	Notes
You want the fastest process	✓		Use Rally to make appointment.
Doctor wants additional blood work		✓	Doctor writes lab order. Do NOT use Rally to make appointment.
You want to go to a different lab		✓	Doctor writes lab order. Do NOT use Rally to make appointment.
You want to use CVS, Walgreens or other convenience clinic		✓	Visit the clinic of your choice. Do NOT use Rally to make appointment.

I got my lab work done using my doctor's lab order but don't see my results in Rally. What happened? When your doctor writes a lab order, it is not connected to the Rally/Quest biometric screening program, even if you used a Quest lab. In order for Rally to capture the completion, you can ask your doctor to fill out and sign the [physician form](#) and submit it to Rally, or return it to you so you can submit it.

How can I check if my biometric screening and health survey are completed? Follow the steps in the [Quick Guide](#). Allow enough time for processing. It can take up to a week if using the Rally/Quest appointment scheduler, and up to two weeks after the physician form is uploaded.



Lung Cancer

By Nicki Lanauze, Wellness Technician

Although we don't think twice about it, humans take about 20,000 breaths per day, which is why it's important to keep our lungs healthy.

While smoking is the main lifestyle risk factor for lung cancer, in the United States, 10% to 20% of lung cancers happen in people who never smoked or smoked fewer than 100 cigarettes in their lifetime. Whether you smoke or not, other lifestyle choices help keep your lungs in tip-top shape.

Surprising evidence shows that the air within homes and the workplace can be more polluted than outdoor air, especially in the largest and most industrialized cities. **Become aware of outdoor and indoor pollutants that can damage your lungs.** A few tips to increase indoor air quality are opening windows and doors when the weather permits, especially when cooking. Also, consider investing in an air cleaner for your home. There are many types and sizes of air cleaners on the market, ranging from relatively inexpensive table-top models to sophisticated whole-house systems.

Protect your lungs by incorporating **more physical activity** into your daily life, add **breathing exercises** into your day, take precautions to avoid sickness (i.e. hand washing, annual flu shot) to minimize injury to your lungs, and **visit your doctor regularly**.

Sign up for [Moffitt's Lung Cancer Webinar](#) on Friday, November 12 at 1 p.m. to find out more information on risk factors associated with lung cancer, signs, symptoms, screening recommendations and resources.

Thursday, November 18 is the annual Great American Smokeout, which encourages tobacco users to give up the habit for just one day. In support of smokers quitting, as a non-smoker, consider giving up something you like just for that one day. Read [Lung Cancer Among People Who Never Smoked](#) from the CDC.



Join Moffitt Cancer Center For A Webinar To Learn More About Lung Cancer

Moffitt Cancer Center educators will talk about its risk factors, symptoms, and screening recommendations. [View the flyer to register.](#)
November 12, 1:00 p.m.

YOU DON'T HAVE TO STOP SMOKING IN ONE DAY. START WITH DAY ONE.

Quitting smoking isn't easy. It takes time. And a plan. You don't have to stop smoking in one day. Start with day one. Let the Great American Smokeout® event on the third Thursday in November be day one of your journey toward a smoke-free life. The American Cancer Society can help you access the resources and support you need to quit. Quitting starts here.

Learn more at cancer.org/smokeout or call 1-800-227-2345.

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Proof of COVID-19 Vaccination Due by Nov. 8

Don't forget to submit a copy of your COVID-19 vaccination card to Benefits **no later than Monday, November 8** using one of the following options:

- Email a scan or photo of your vaccination card to employee.benefits@pinellascounty.org
- Fax a copy of your card to (727) 453-3573
- Drop off a copy of your card on the first floor of the Annex, 400 S. Fort Harrison Avenue in Clearwater between 8:00 a.m. and 5:00 p.m.

The Benefits team is processing the vaccination cards to ensure payment in the November 24 paycheck. Benefits will send a confirmation of receipt of the proof of vaccination card to the email address you originally sent it from (personal email or County email).

Your confirmation email will show either it having come from prsempben@pinellascounty.org, or employee.benefits@pinellascounty.org. Either address is correct.

If you sent in the proof of vaccination and haven't received confirmation, check your spam and junk folders, then please contact Benefits at (727) 464-3367, option 1 or employee.benefits@pinellascounty.org.

For more information, see the [COVID-19 Incentive and Leave](#) web page.

November Blood Drive

November 30,
9:00 a.m. - 1:30 p.m.
STAR Center,
7887 Bryan Dairy Road,
Largo



Learn more about donating blood at www.oneblood.org/learn/.

WELLNESS CHAMPION SPOTLIGHT

Tyler Cothron

Contract Services Specialist 2
Public Works

Every department has a Wellness Champion who helps to communicate important wellness events, reminders and updates, as well as support you. They do amazing work and we'd like for you to get to know them!

How long have you worked for Pinellas County?

I began working with Pinellas County Public Works back in 2018. Next month I will reach my third-year mark.

Tell us a little about yourself.

I'm a transplant from California. My husband and I are Veterans. I spent ten years in the Marine Corps and my husband was in the Army, so we moved around a lot. We have lived in California, Virginia, and have now moved to Florida for our children. My husband and I have two dogs, a cat, a chameleon, three hermit crabs and four amazing monsters, three daughters and one son. My goal in life is to show them if they work hard enough, they can accomplish their goals too! Not that I have much of it, but in my off time, I attend St. Petersburg College and am pursuing my degree in business administration with a minor in management. I am proud to say I am slowly but surely getting it done.

Why did you want to serve as a Wellness Champion?

I am interested in all the wellness programs that the County has to offer. I enjoy being a Wellness Champion because I have the chance to share information with my fellow coworker, as well as my friends and family.

What do you do to take care of yourself?

When I find time to take care of myself, I spend it on my mental health, treating myself to facials, massages, and pedicures. Sometimes I go out dancing and singing or getting loud and silly in the living room with my children. When I get the chance, I find puzzles, cross-stitching, and diamond painting relaxing. My kids have recently showed interest in puzzles so it's something we enjoy doing together.



We work in the garden and swim at the pool. It's an easy way to be active and have fun at the same time. My goal this year is to start being more physically active and to start spending more time outside with my family.



Mark Your Calendars: Wellness Activities for You

'Tis the Season to MAINTAIN Healthy Holiday Habits Begins Monday, November 15

You are unlikely to experience snow this winter, but you are very likely to experience piles of food, to-do lists, and stress!

The **Maintain Campaign** is a fun 8-week challenge that provides tools and team support to help you maintain your weight and keep healthy habits during the holiday season.

Get Ready

1. Create a team
2. Designate a captain
3. Come up with a name

For more details and instructions on how to register, [view the flyer](#) or contact Wellness at wellness@pinellascounty.org. The Challenge dates are **November 15 through January 9, 2022**. Register by November 17.

We hope you are as excited as we are!

Tobacco Cessation Programs

To avoid a tobacco premium of \$500, employees on the Pinellas County medical plan who use tobacco have between August 1, 2021 and March 31, 2022 to complete a qualified tobacco cessation program. The premium does not apply to spouses.

[Tobacco cessation program options](#) include virtual and in-person classes from **Tobacco Free Florida's Group Quit**.

Current Classes

VIRTUAL:

Fridays, 12:00 - 1:00 p.m., November 5 - December 3

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

See [additional resources](#) for quitting.



Boosting Energy Naturally

Feeling tired all the time? Learn how to get more pep in your step. Find out how to improve your energy stores in this one-hour webinar presented by EAP/Optum. You will identify specific activities to incorporate into daily routines and learn to recognize how nutrition, exercise and stress management impact energy levels. [View the flyer to register](#). **November 19, 11:30 a.m.** and **December 2, 12:30 p.m.**



Making the Holidays Happier

Create the kind of holiday celebration that sparks joy and meaning. Join this EAP/Optum webinar to make a plan and approach the holidays differently this year, lower stress levels and have more fun. [View the flyer](#) to register. **November 17, 12:00 p.m.** or **December 1, 1:00 p.m.**

There's Still Time for Holiday Budgeting

Although the holidays are around the corner, there are still ways you can control spending. Explore ways to budget for gift giving, travel and entertaining and put together a plan of action so that you can enjoy the spirit of the season rather than worry about overspending. [Watch the Holiday Budgeting Webinar](#) and start today.





Caregiver Corner

By Irena Karolak, Human Resources

Several years ago, my husband and I decided to adopt. It took a lot of preparation, training, patience and sometimes luck for everything to fall into place. At the start, we never imagined adopting three children at once, but fell in love with siblings and couldn't imagine splitting them up.

Becoming parents overnight to three children all under the age of six during the pandemic was challenging. Our focus was to ensure everyone was transitioning well, which is sometimes hard when they're so young. Looking back, I remember how upset the older two were on their first night at the house. They joke about it now, but we spent that night "sleeping" by their beds and nobody really slept.



It took time and patience, but the excitement in their faces when one of us walks in the house now says it all. I wouldn't be able to pinpoint when exactly, but one by one, they started calling me 'mommy.'

Our therapist, who came to the home, was a great resource for the entire family. He worked with the older two on building trust and understanding that this is their forever home. The therapist also helped us find our footing as parents and play to our different parenting style strengths. It was an adjustment finding balance for ourselves, our marriage, and our new family. Ten months in, and we have found our groove.

We are lucky to have embarked on this journey with other support. Our family lives close by, and we have a group of friends that have been there for us every step of the way. The kids' school staff and teachers were amazing in helping them adjust to a new school, and even attended our adoption event.

We also make time to go to local support group events for adoptive families. I always tell my kids that their

Do YOU have a Caregiver Corner story? Contact us at wellness@pinellascounty.org.

adoption story helps shape them – but it doesn't define them. This is also important for us to remember as adoptive parents. At the end of the day, we are just parents.

It has been a very emotional but lively year. Our adoption event was truly one of the happiest days of my life because it officially marked the beginning of our family. I will never forget how happy our oldest was all morning leading up to the event, and how our athletic wear-loving boy dressed up and put on dress shoes all by himself for a virtual event. That image will forever be engrained in my memory.

All the joyful, tearful and challenging moments have been truly worth it. Although I'm perpetually exhausted, eat too many fruit snacks, have Minnie Mouse songs in my head, regularly step on Legos, and am an expert on Pikachu, it is also the happiest I have ever been.

Find many [adoption resources](#) on our EAP website, www.liveandworkwell.com. (Select *Browse as guest* and enter access code *Pinellas*.)

Resources include everything from adoption agency directories, costs of adopting, and parenting support.

Urban Line Dancing with Leslie is Back!

Leslie Henry (Property Appraiser's Office) is offering 40-minute line dancing classes on Zoom at lunchtime, every Tuesday and Wednesday!

Have fun while getting exercise and reducing your stress level.

Add these classes to your calendar now:

- [Tuesdays, 12:30 - 1:10 p.m.](#)
Meeting ID: 771 1311 6202
Passcode: zYh9mx
- [Wednesdays, 12:30 - 1:10 p.m.](#)
Meeting ID: 761 4673 2286
Passcode: VwluCm

The link is the same every week. Registration is not required.

If you have questions, contact Wellness at (727) 464-3367, option 1 or wellness@pinellascounty.org.



Find Your Happy Place with Yoga

By Nicki Lanauze

Looking to find your inner yogi, but don't know where to begin? The term 'yoga' encompasses many different practice styles. Whether you're inflexible, can't sit still for long periods of time, looking to deepen your practice with a different focus or it sounds a little frou-frou to you, there's a yoga style out there that's right for you.



Yoga promotes increased flexibility and mobility, eases pain, improves breathing, and provides stress relief. Keep reading to learn more about the various styles of yoga and find out which one suits you best!

Hatha Yoga

- Considered a gentler yoga, breathing in still positions
- Great opportunity to stretch, unwind, and release tension
- Recommended for beginners

Yin Yoga

- Passive class, majority of poses performed on the floor or laying down
- Poses are held for longer periods
- Focuses on increased relaxation and muscle flexibility and joint lubrication

Restorative

- A restful practice focused on slowing down and opening your body
- Consists of few poses held for extended amounts of time using props like blocks, blankets, and bolsters, allowing greater comfort and relaxation
- Recommended for all levels

Kundalini Yoga

- Combination of movement, breath, meditation, and chanting
- More spiritual than other yoga classes
- Greater focus on increased self-awareness and consciousness

Vinyasa

- Faster-paced, more athletic
- Consists of a string of poses put together to make a sequence
- Movement synchronized with breath
- Goal is to create a connection between your breath and movement
- Recommended for individuals familiar with basic yoga poses

Hot Yoga

- More vigorous style, performed in heated room
- Temperatures range from 95-105 F
- Heat allows muscle fibers to warm up quickly promoting greater flexibility and reduces the risk of injury
- Drink plenty of water before and after
- Skip if you have low heat tolerance, have any cardiovascular issue/disease, or are pregnant

Whether you're trying a new class online or looking to attend a local class, here are a few tips to make sure the class is right for you.

- Read the class description, or even call ahead to get more details on the structure of the class.
- If you are going to an in-person class, show up 15-20 minutes early, tell the instructor you are new to yoga or this style of yoga.
- Inform the instructor about any injuries or pain you may have so they can provide needed modifications.

Remember, yoga is a practice, you don't have to be perfect. Have fun and embrace the new experience.

Wellness Center Orientations

To access the Wellness Center, schedule an orientation by using the [Orientation Sign-up](#).

Questions? Contact Wellness at wellness@pinellascounty.org or 464-3367, option 1.



A Sea of Pink

To Help Raise Breast Cancer Awareness

Enjoy these photos sent by employees from October 22, 2021.



Human Services, 440 Court Street



Human Services, Belcher Commons



Civil Court Records



Walter Crockett, Public Works



Human Resources

To Your Health

A monthly publication by the Pinellas County Wellness Program. Contributors: Jane Grannis, Nicki Lanauze and Amy Hertog. Layout: Mary Sault. Contact us at wellness@pinellascounty.org or (727) 464-3367, option 1.

