

To Your Health

PHYSICAL



EMOTIONAL



SOCIAL



FINANCIAL



JAN 2022

Pinellas Wellness: What's New in '22

By Jane Grannis, Wellness Manager



The employee [Wellness Incentive Program](#) allows you to earn up to 50,000 Rewards Program points or \$200 cash when you complete qualified wellness incentive activities.

The Wellness team is excited about our new partnership with Cigna. Our new Wellness portal, MotivateMe, is now live on www.myCigna.com. Simply log in and click on *Wellness* in the top right menu.

Most aspects of the Incentive Program are the same as last year, although you'll find a few changes that will enhance your experience. Employees, opt-outs and spouses (on the County plan) will still be eligible to earn the same amount of points or cash per year. All previously accrued wellness points will stay with you and can be accessed on Pinellas County's [Rewards webpage](#).

What's Available

- **Incentive Reward Activities** – Earn points for health coaching, preventive screenings, challenges, disease management and healthy pregnancy programs. View the [Incentive Rules and Guidelines](#) for details on the Incentive Program and the [chart](#) for a quick overview of the activities.
- **Tobacco Cessation** (see [flyer](#)) - Complete a cessation class using virtual classes through Tobacco Free Florida or Cigna phone coaching. We will have information available for online coaching soon.
- **Omada Diabetes Prevention Program** - This is a digital lifestyle change program that connects the dots between knowing how to get healthy and actually doing it. Qualified participants will get support from a health coach, interactive tools, a wireless scale, and more. Please note, this is not an incentive activity. Registration and more details coming soon.
- **Cash election** - If you prefer cash in your paycheck instead of reward points for incentive activities, you

may elect cash in MotivateMe. Log into www.myCigna.com, click on *Wellness*, then *Wellness & Incentives*, then *View All Incentives*, then *Self-Reported Activities*. Select today's date from the drop-down menus, click the certify checkbox and select *Complete Goal*. Once you elect cash, it cannot be changed for this year. The election applies only to future rewards for the year and is not retroactive. Elect cash every year if desired since rewards reset to points at the beginning of each year. See the [Cash Election Help Guide](#).

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To Your Health is a monthly publication by the Pinellas County Wellness Program. Contact us at wellness@pinellascounty.org or (727) 464-3367, option 1.



Living Your Best Life

By Jane Grannis, Wellness Manager

“A fresh start isn’t a new place, it’s a new mindset.”

– Fennyson Francis

Happy 2022! We’ve closed the books on 2021 and get to begin a new book, full of fresh pages just waiting to be written. ***This year be the author of your best life!*** Everyone’s story is unique, and what’s important to you and how you define your ‘best life’ is up to you. We’re here to support you every step of the way.

Living one’s best life means achieving balance between the **Four Pillars of Well-being**: Physical, Social, Emotional and Financial, which is why you’ll find classes and activities in all four pillars (often more than one since they’re all connected!). To help you quickly identify which pillar(s) each class speaks to, use our handy icon guide and look for them on flyers and this newsletter.



Here’s just a sneak peek at **what’s coming this year**:

- Alzheimer’s Awareness
- Arthritis
- Clear Space, Clear Mind (organizing your space)
- Cooking
- EAP webcasts
- Finances/retirement
- Gardening
- Mammography events
- Nutrition tips
- Meditation
- Stress
- Walking and well-being challenges
- Wills, advanced directives, and other legal matters
- **And much more**

Cheers to new beginnings!

Yours in health,

2021: A Year In Review



It was a busy year:

- The Wellness Program offered **55 different programs** across all Four Pillars of Well-being. Many were offered multiple times; that’s **over 100 occasions** to take care of yourself and your loved ones!
- We **partnered with respected organizations** to enhance program variety: Advent Health, Moffitt Cancer Center, Healthy Bones Tampa Bay, BayCare, IFAS Extension, Publix, OneBlood, Pinellas County Human Services, and the Employee Assistance Program (EAP).
- Employees benefited from all kinds of **opportunities to improve their health and well-being** including Caregiver Stress, Healthy Bones, Cooking on a Budget, Growing a Vegetable Garden, Finances for the Single Life and onsite flu shots.
- **Nicki Lanauze**, Wellness Technician, joined Pinellas County in September 2021 and adds new energy and a wealth of expertise to our team.

1... 2: Invest in You!

2022 Biometric Screening and Health Assessment

Pinellas County offers a preferred premium savings of \$500 for completion of a biometric screening and health assessment.

Great news! Employees can schedule their **biometric screening** with direct-to-Quest (Patient Service Center) appointments and physician forms which can be accessed directly through [MyQuestForHealth.com](https://www.myQuestForHealth.com) (registration key *PinellasCounty22*). You can take the **health assessment** in the Wellness section of www.myCigna.com. For detailed instructions on how to complete both activities, see [Biometric Screening and Health Assessment](#).





Cigna Onsite Representatives

Our medical administrator, Cigna, provides on-site representatives for claims assistance, health coaching, Employee Assistance Program (EAP) services, and informational resources. Employees are encouraged to take advantage of these free services.

Claims and Customer Service

Recruitment is ongoing for dedicated claims/customer service representatives, Registered Nurse and Registered Dietician Health Coaches. In the meantime, we have access to two telephone-based claims representatives, with one representative (Karole) on-site at 400 S. Ft. Harrison in Clearwater every Wednesday from 8:30 a.m. - 4:30 p.m. Employees can call Karole or Sarah Monday through Friday from 8:00 a.m. to 5:00 p.m. for assistance with claims, coverage questions, provider issues, and more:

Karole Mingarelli and Sarah McClain

Karole Mingarelli (also will be onsite at the Annex building on Wednesdays from 8:30-4:30)

- Email: Karole.Mingarelli@cigna.com
- Phone: (813) 503-0569

Sarah McClain

- Email: Sarah.Mcclain@cigna.com
- Phone: (770) 261-4950

Please note: **We encourage you to use your personal email address to email Karole or Sarah**, as your County email is subject to public records law.

Employee Assistance Program (EAP)

We are pleased to introduce our onsite EAP representative Lorelei Keif.

Lorelei has been a resident of Pinellas County for over 30 years. She has been licensed as a clinical social worker in Florida since 1991. She is excited to start 2022 as Cigna’s Employee Assistance Program (EAP) onsite representative for Pinellas County, working out of the County Annex



Lorelei Keif, LCSW

Building at 400 S. Fort Harrison Avenue. Lorelei has some familiarity with County operations, since she supported our 911 office with onsite and virtual visits for several months at the beginning of the pandemic.

Employees are encouraged to reach out to Lorelei regarding behavioral/mental health support – ranging from simple questions and coping tips to more complex issues. Managers are encouraged to contact Lorelei for help in promoting EAP utilization for their department.

Lorelei has a private practice near Morton Plant Hospital and specializes in crisis response, depression and anxiety, and stress management. You may call or email Lorelei with questions or to make an in-person or virtual appointment. Please note that due to privacy issues, **we recommend that you email only from your personal email address.**

Lorelei Keif

- Email: Lkeif2@gmail.com
- Phone: (727) 639-4266 (private practice)
- Phone: (727) 464-5545 (Pinellas County)
- Annex, 400 S. Ft. Harrison Ave., Room 130, Clearwater

Until January 30th, Lorelei’s office hours are:

- Monday and Thursday, 9 a.m. - 1 p.m.

Beginning January 31, her office hours will be:

- Monday, 8:30 a.m. - 2:30 p.m.
- Wednesday, 1:00 p.m. - 5:00 p.m.
- Thursday, 8:30 a.m. - 12:30 p.m.

In February, Lorelei will be adding more hours to her schedule.

In addition to Lorelei’s hours, Cigna’s EAP staff are available 24/7 at (800) 862-3557, option 4. See [EAP](#) for more information.

For future updates, visit the [Cigna Onsite Representatives](#) webpage.





Mini-Habits for Big Change

By Nicki Lanauze, Wellness Technician, with excerpts from the 30 Day Tune Up Wellness series

This New Year brings a new opportunity for a clean slate. Whatever change you are looking to incorporate into your life, I invite you to take a new perspective on how to materialize that change into real, sustainable action. Typically, we have big goals and aspirations at the start of the year, but then life happens. Big changes disrupt our everyday life and routine. Those big goals and aspirations fall victim to fatigue and willpower depletion leading us to fall short of our dreams. But not this year. **This year we are going to create mini-habits.**

Go Mini

Start by figuring out your big goal. For instance, you would like to start walking routine. If you're just starting out or it's been a while, create a mini-habit that is easily attainable, like walking for 5 minutes. It might seem laughable, but if your inner self is saying, "I could easily do that", you know your mini habit is spot on.

Build Momentum

It's Newton's first law, a body at rest will remain at rest, a body in motion will remain in motion. Essentially, it's easier to do a little bit more once you're moving. There's a double win in setting a mini-habit. Not only is it less daunting to knock out 5 minutes, but when you're walking, you may decide to overachieve and walk

longer. Either way, you're a winner, thereby boosting your confidence. Make sure you acknowledge your win(s)!

Train Your Brain

Our brains like efficiency. Through consistency and repetition, habits switch to autopilot. This is why mini-habits work so well. Because they're so small, it is much easier to stay consistent so that the brain has time to automate the process. Once the habit becomes automated in the brain, it's easier to "stick to it".

Don't Break the Streak

Write your mini-goal down, whether it be pen and paper, phone, computer, or on a wall/mirror. Ideally, somewhere you see it daily. Every time you complete your mini-habit, make a checkmark or create some kind of tracking system. If you're technology inclined, there are many free apps that will do the trick. This visual serves as a reminder of your goal and gives that extra motivation to continue the streak.

Get the whole story by downloading our mini-habit workbook [30-Day Tune-Up: Change a Habit, Change Your Health.](#)



This year, lose the all-or-nothing attitude. Instead, focus on small, sustainable habits for long term change. If you are looking to incorporate exercise into your routine this New Year, sign up for [Starting a Sustainable Fitness Routine.](#)

Wellness Center: A Hidden Gem

Sure, you may have heard we have a wellness center, but did you know we have **over 900 square feet of state-of-the-art equipment?** Don't let this amazing benefit pass you by. The center is open 24/7 and is free to all employees, retirees, and volunteers upon completion of an orientation.

[Sign up now.](#)

For a full list of Wellness Center equipment and to view the two additional satellite locations, visit the [Wellness Center webpage.](#)



Wellness Center

- Basement of the old Courthouse
- 324 S. Ft. Harrison Avenue, Clearwater
- Open 24 hours a day/7 days a week



Mark Your Calendar: Wellness Activities for You

Live Financially Well Webinars



[Register now](#) for one or all of the following financial webinars, offered on consecutive Thursdays, 12 to 1 p.m.

- **Psychology of Money** (January 20). Challenge your attitude and beliefs around money that affect your ability to thrive financially.
- **Budgeting - Your Prosperity Plan** (January 27). Walk through details on how to set up and trim YOUR budget and why it's a critical step in setting up a strong financial foundation.
- **Empowered and Intentional Finances** (February 3). Once you are putting winning money behaviors into place (like doing a budget), it is time to be intentional with your money game plan.
- **Live Like a Real Millionaire** (February 10). Everyday people, like YOU, could reach a net worth of 1 million plus! How? Come learn about the consistent decisions you can make now to reach that goal one day.

Start a Sustainable Fitness Routine Webinar

Learn in detail the proper steps and considerations needed to successfully add a fitness routine into your life for the long haul. [Register now](#) for a one-hour webinar on January 21, from 12 to 1 p.m.



Garden4Life: Growing Vegetables in Containers Webinar



Want to grow your own food but don't exactly live on a farm? Learn what kind of veggies to grow in small spaces and what to grow them in. [Register now](#) for a one-hour webinar on January 26, 12 to 1 p.m.

EAP Wellness Webcasts



We are pleased to offer national webcasts through Cigna EAP on Wednesdays at 1 p.m. [Sign up now](#) and stay tuned for more throughout the year.

- **January 26 - Finding Your Resilience.** Life can play rough, but you have the power to bounce back. Explore the concept and learn how to strengthen yours.
- **February 9 - Stress Less: Mind and Body Strategies.** Learn simple but powerful ways to release pressure and claim your balance.

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 classes from **Tobacco Free Florida's Group Quit**, and Cigna phone coaching.

Upcoming Virtual Classes

- Tuesdays, Feb. 14 to Mar. 8, 12:30 - 1:30 p.m.
- Thursdays, Feb. 24 to Mar. 17, 12:00 - 1:00 p.m.

Register now for upcoming classes by calling the local Tobacco Free Florida agency, Area Health Education Center, (813) 929-1000 or using their [online registration form](#).



WELLNESS CHAMPION SPOTLIGHT

John Davies

Customer Service Technician
Tax Collector Gulf to Bay Branch

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've worked with Pinellas County since January 4, 2021, all of which has been at the Gulf to Bay branch of the Tax Collector.

Tell us a little about yourself.

I've lived in Florida since 2016 and was in New England

beforehand. My work experience before this job had primarily been at resort hotels. Hospitality was hit particularly hard by the pandemic and I decided to try something new!

Why did you want to serve as a Wellness Champion?

My former coworker thought I'd be a good fit. I like taking on the extra responsibility and genuinely enjoy the subject matter. The wellness resources available to Pinellas County employees are truly remarkable and I'm happy to be a part of distributing the information to others.

What do you do to take care of yourself?

During lunch breaks, I go to a nearby gym and run 1-1.5 miles. After work, I mix in strength training a few times a week. I try to eat light during the work week; however, my coworkers often spoil us with fantastic food.

Upcoming Blood Drives



Did you know?

- Blood cannot be manufactured.
- One blood donation can save up to three lives.
- One in three of us will need a blood transfusion.
- A single car accident victim can require 100 pints of blood.

Please donate! Walk-ons are welcome or you can [schedule an appointment](#).

Downtown Clearwater Courthouse

315 Court Street, Clearwater (west parking lot)

- February 15, 11:00 am to 4:00 pm

Gulf to Bay Tax Collector

1663 Gulf to Bay Boulevard, Clearwater

- February 23, 10:00 am to 12:30 pm

Public Works

22211 U.S. Hwy. 19 North, Clearwater (in front of the Survey building)

- January 20, 12:00 to 5:00 pm

STAR Center

7887 Bryan Dairy Road, Largo

- January 31, 9:00 am to 1:00 pm
- February 23, 9:00 am to 1:00 pm

Utilities

14 S. Ft. Harrison Ave, Clearwater

- January 26, 11:00 am to 4:00 pm

Employee Discounts Get a Fresh Look



YouDecide

The Employee Advantages program from YouDecide offers employees discounts for everything from pet insurance to event tickets. Whether it's your first time or it's been a while, check out their new enhanced platform, which offers new discount categories, easier navigation and search tools, and is mobile friendly. All regular employees, regardless of whether or not they are enrolled in the medical plan, are eligible.

View [Employee Discounts](#) to learn more.





Caregiver Corner

By Tina Marsh, Accountant 2, Property Appraiser's Office



In 2021, my uncle both lost his wife and broke his knee. Already physically disabled from an unsuccessful hip replacement, which rendered one of

his legs totally useless, his mental and physical health quickly declined.

I became his primary caregiver. Each day, I called or visited, he mentioned ways to commit suicide so that he could join the love of his life. He needed help getting dressed, getting groceries, and he needed someone to talk to about his grief. He refused to eat. It was emotionally exhausting for me.

During this time, I had no work/life balance. At work, my department was short staffed and I would call my parents crying because I felt I was failing my uncle. I had no idea how to help him. Dealing with a prideful man who needed help was challenging!

In June, my uncle fell and broke his knee on his already damaged leg, requiring three weeks of rehab. It actually helped because he ate and his spirits lifted because he

was around other people. During this time, I reached out to a social worker to get him the help he needed. Because he is a veteran, **Veteran Services** was able to connect him to wonderful resources, including getting in-home nursing care. Additionally, the Property Appraiser's Office offers tax exemptions for seniors and veterans.

Because his home was unsafe due to hoarding, we used the [Chore Services Program](#) through the Pinellas County Opportunity Council, which helps older, frail adults with heavy cleaning services. [Seniors Helping Seniors](#), [Meals on Wheels](#), and [Mom's Meals](#) were really helpful as well.

I didn't really have a break. If I did take time for myself, I was on call. My friends shared that I wasn't myself anymore. Because I was overwhelmed and could feel I was not managing, I used the County's [Employee Assistance Program \(EAP\)](#). I live alone so my only support were friends, and at times, that was not enough.

Today, my uncle is doing a bit better, he still struggles with the loss of his wife, but physically he gets home care 3 times a week for 3 hours a day, which is great. The VA set him up with TLC Nursing care. He spent Christmas with his family and we even got him to sing Christmas karaoke to lift his spirits.

If you're going through something similar, just know you are doing the best you can with the situation at hand. Surround yourself with good friends and support team. Don't be afraid to ask for help.



FRIDAY, FEBRUARY 4, 2022

NATIONAL WEAR RED DAY[®]

WearRedDay.org #WearRedDay



The Nation Goes Red on Friday, February 4

Heart disease is the leading cause of death for men, women, and people of most racial and ethnic groups in the United States. The first Friday each February, American Heart Month, the nation comes together, igniting a wave of red from coast to coast. From landmarks to online communities, neighborhoods to

news anchors, this annual groundswell unites millions of people for a common goal: the eradication of heart disease and stroke.

On February 4th, ignite your department's wave of red by sending us a photo of you and your peers sporting the color. Working remotely? No problem! Send us a screenshot of your virtual meeting. Email your photo to wellness@pinellascounty.org and we'll share it in the next newsletter.



Reap the Benefits of Cooking Oils

By Nicki Lanauze, Wellness Technician



The right cooking oils provide big flavor, improve food texture and offer nutritional value. With so many types of cooking oils, it can be difficult to differentiate between healthy and less healthy

varieties. The key to unlocking oil's incredible benefits is matching a heart healthy oil with the right cooking method.

Each oil has a different smoke point, and, if used incorrectly, can actually have negative health effects. The smoke point is the temperature at which oil begins to smoke and starts to break down. As it breaks down, it oxidizes and turns rancid. This process converts healthy antioxidants into harmful free radicals, which are known to cause cellular damage and are associated with diabetes, Alzheimer's disease, and other conditions. Rancid oils can also cause digestive distress and deplete the body of vitamins B and E.

To ensure you're gaining oils' health benefits, match your cooking method to your oil. See the table below.

Storage containers and length of storage time matters. Oil stored for long periods will also oxidize and go rancid. Check the 'best by' date to ensure you're not buying oil near the end of its shelf life. Buy oils in dark tinted bottles and store in a dark, cool place like

a closed pantry or cabinet and use the oil within 30-60 days after opening.

Best Choices for Cooking Oils

- **Extra Virgin Olive Oil** (405° F smoke point). Brimming with antioxidants and heart-healthy monounsaturated fats. Can reduce inflammation, improve blood sugar level and decrease several heart disease risk factors.
- **Avocado Oil** (520° F smoke point). High in heart-healthy monounsaturated fats and lutein, a type of antioxidant that can help preserve vision and eye health. May reduce joint pain and stiffness in those with osteoarthritis. One of the highest smoke points of all cooking oils, making it one of the most versatile and easy to use.
- **Coconut Oil** (350° F smoke point). Great source of medium-chain triglycerides (MCTs), a type of saturated fatty acid jam-packed with health benefits that may enhance metabolism, decrease food intake and even boost brain function.

Oils to Skip

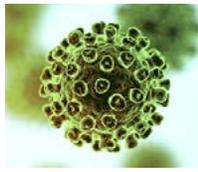
Lastly, avoid highly refined, heavily processed vegetable oils such as corn, canola, soybean, and safflower oil. These oils cause higher inflammation in the body and are more susceptible to oxidation and breakdown, which could lead to the build-up of disease-causing free radicals. Additionally, steer clear of cooking oil brands that use hydrogenated fats such as margarine or vegetable shortening. These ingredients are high in trans fats, which can amp up the risk of heart disease and other health issues. Watch out for these fats hiding in your processed and packaged food, too!

Match Your Cooking Method to Your Oil

Smoke Point Level	Cooking Temperature	Cooking Methods	Oils
High	400° F or more	Grilling, frying, broiling, high heat cooking	Avocado and "light"/refined olive
Medium-High	400° F or less	Baking, stir-frying, medium heat cooking	Light virgin olive, peanut
Medium	180° F or less	Light sautéing, sauces, or low-temperature baking	Virgin coconut, sesame
None	No heat	Dressing, dips, or marinades	Flaxseed, walnut, extra virgin olive



Important COVID-19 Updates



- **Free At-Home Tests (NEW):** Order a set of [4 free at-home COVID-19 rapid antigen tests](#) from the United States Post Office.
- **Isolation and Quarantine:** The Centers for Disease Control and Prevention (CDC) have updated the [recommended isolation and quarantine period](#) for COVID-19.
- **Masks:** The County is providing staff with N95 masks, based on availability, to ensure the highest level of protection. If interested, see your supervisor to obtain a County provided mask. Please review a [poster](#) and [video](#) regarding the proper way to wear an N95 mask.
- **Local Testing:** Get tested if you have symptoms or have been exposed to COVID-19. See [local testing sites](#).
- **Feeling Sick?** Learn the [difference between COVID-19, allergies, and other viruses](#).
- **Prevention:** Continue to practice [CDC recommended preventive measures](#).
- **More Info:** See the updated [Employee FAQs](#).

2022 Health Savings Account (HSA) Transition

If you are enrolled in the Choice Fund Open Access Plus HSA (previously called the Consumer Driven Health Plan), you are automatically enrolled in an HSA Bank (Cigna) account.



Employees who currently have an open Optum HSA account through UnitedHealthcare have two options:

1. Transfer your Optum HSA (UnitedHealthcare) balance to HSA Bank (Cigna)
2. Keep the Optum HSA account with Optum (you will be assessed monthly fees for this option)

Regardless of whether you transfer the Optum Bank account or keep it open, the County's HSA contribution in 2022 will be deposited in your new HSA Bank account.

See the [2022 HSA Transition from Optum Bank to HSA Bank instructions](#).



Tossed Green Salad With Simple Vinaigrette Dressing

Ingredients

Salad

- 8 cups dark leafy greens
- 1 avocado, pitted and sliced or diced
- Handful of chopped nuts or seeds

Vinaigrette

- 3 tablespoons oil of choice (extra virgin olive oil, avocado, walnut, pumpkin seed, pistachio, etc.)
- 1 tablespoon vinegar of choice (red wine, white wine, unseasoned rice, Balsamic, apple cider, raspberry, etc.) Can also substitute with fresh lemon or lime juice.
- Pinch sea salt
- Pinch fresh ground black pepper

Optional dressing ingredients

- 1 garlic clove, finely chopped or grated
- 1 to 2 teaspoons Dijon mustard

Directions

- Whisk the oil and the vinegar together until combined. Add the salt and pepper and any optional ingredients, as desired, and whisk together.
- Divide the salad greens among four plates, add the avocado and nuts and drizzle 1 tablespoon of vinaigrette to each salad.

Makes 4 servings (1 serving = 2 cups salad and 1 tablespoon dressing)

Nutrition Information

- Calories: 190
- Total fat: 18 g
- Saturated fat: 3 g
- Cholesterol: 0 mg
- Fiber: 5 g
- Protein: 2 g
- Carbohydrate: 7 g
- Sodium: 150 mg

[Source: Cleveland Clinic](#)

