

STEP INTO WELLNESS



Diocese of Palm Beach
2021 Healthiest Employers Award Honoree



Why Do We Conduct Biometric Screenings?

Sept 2021

Many of you have participated in our Wellness Expos. In doing so, you completed a questionnaire, received your "numbers"... blood pressure, glucose, triglycerides, LDL, and HDL cholesterol. Afterwards, you had an opportunity to have one-on-one health coaching to go over what the numbers meant and, in some cases, steps that can be taken to improve the numbers for better health.

A few questions that have been asked are why are we doing the screenings, what are they used for, and who sees the results?

First and foremost, screening results and identifiable health data are always protected by HIPAA privacy laws.

No personal information or individual is identified in the aggregate reporting.

The goal and purpose of a biometric screening is to give you a snapshot of your health and alert you to any changes in your health status that might indicate risk factors for certain chronic conditions. If you're at risk of diabetes or high blood pressure, early identification and seeking treatment sooner can lead to a better outcome and prevent larger problems down the road.

The bloodwork, along with a brief questionnaire help to provide an accurate assessment on the current health status and risk of the individuals being screened. The assessment of an individual's health can provide valuable insight to the individual on current and potential medical issues, your risk for chronic preventable diseases such as diabetes, heart disease, and hypertension, and can identify strategies for improved health and well-being.

Most personal healthcare costs are attributed to **chronic conditions** that are preventable. For example, heart disease, can be prevented with proper diet and exercise.

Providing employees with important personal health information can inform future health related decisions that leads to lower overall claims. Paired with company led health and wellness initiatives, the diocese may be able to contain healthcare costs long term.

Once you receive your results, you may be very pleased with the outcome and your healthy choices. On the other hand, you may find that you have a condition that you were not aware of and now have information to share with your primary physician.

Florida Blue offers ongoing programs to help you manage and navigate chronic conditions that may have been identified during the wellness screening or by your doctor.

Another question is that "if a condition is identified, will I be dropped from the insurance or will my premium increase?"

The short answer, "no!". You will not be dropped from the insurance and your individual premium will not increase due to a condition identified through the screening.

The Diocese of Palm Beach is **SELF INSURED**.

Being self-insured means that rather than paying an insurance company to pay medical, dental and vision claims, we pay the claims ourselves, using a third-party administrator (Florida Blue) to process the claims on our behalf. Rather than sending our money to an insurance company, the money stays in our budget and is controlled by the diocese.

If and when health insurance rates increase, it is across the board. It is not based on any one individual's condition.

Florida Blue processes all of the insurance claims submitted by your physician, specialist or hospital/medical provider. Florida Blue also receives the data from the biometric screenings.

When the diocese receives the final report from Florida Blue on the overall health of our employees, it is done in an aggregate form, meaning that it is in percentages and categories.

For example, The top 4 risk factors are identified. In 2020 they were BMI, Nutrition, Blood Pressure and Glucose. Based on results of the survey, the top two planned lifestyle improvement changes included weight and exercise.

In this issue:

- Why Do We Conduct Biometric Screenings
- Meet Your Co-Captains
- September Happenings
- Recipe of the Month
- Know Your Benefits—Tria Health—New Benefit
- 2021 Wellness Expos

51% identified losing weight as a planned lifestyle change and 44% identified exercise as an improvement change. After that was nutrition, handling stress, lowering cholesterol, lowering blood pressure, controlling diabetes and smoking.

The report also identified the percentage of participants in each age group bracket as follows:

18-24 - 2%;	25-34 - 8%
35-44 - 17%;	45-54 - 26%
55-64 - 32%;	65+ - 16%

In summary, the biometric screenings give you a snapshot of your health and identify potential chronic conditions.

This can lead to lower overall insurance claims and keep costs down if conditions are identified and treated before they become chronic.

No individual data is shared with the diocese.

Identified risk factors helps to shape wellness programming and initiatives

Employees can receive additional resources through Florida Blue.

Meet Your Wellness Co-Captains! Gigi Silvagnoli—Pastoral Center

What year did you begin your career with the Diocese and what do you do?

I began my career in 2014 with the DOPB and I am currently a Human Resources Administrative Assistant in the Insurance and Employee Services Department here at the Pastoral Center.

What do you love most about your job?

That everyday can be and will be different and we are so blessed. I find the most pleasure in assisting Diocesan employees and working with amazing priests, especially the ones I get to share the halls with here at the Pastoral Center. Knowing that our work is a reflection of Bishop's expectations that the Church of Palm Beach will strive to discern God's will in satisfying the spiritual, moral, sacramental, educational and basic needs of all people, with justice, respecting the dignity of each person and I strive to be the best I can be everyday because our employees deserve it!

What do you enjoy about being involved with the Step Into Wellness Program?

Seeing and hearing results of employees journeys as they participate and make life changing decisions when they make that leap to Step into the DOPB Wellness Program.

What impact, as a co-captain, do you feel you have made on or with your work team?

I believe the impact I have made is having the knowledge, ability and patience to understand we all work at OUR own pace and we are all WINNERS in God's eyes as we are his creation. This provides employees a safe place and find the courage to participate in our Wellness program in a judgement free zone.

What advice would you give to other co-captains or someone new stepping into this role?

Keep it fun at all times or at least try, so when an employee decides to make a lifestyle change to a healthier one it doesn't have to feel like a punishment. Also find alternatives and be creative in these trying times as we navigate in these uncharted waters.



September Happenings Calendar

Sept 1 - 30	Nat'l Cholesterol Education Month
Sept 1- 30	Nat'l Food Safety Education Month
Sept 1 - 30	Prostate Cancer Awareness Month
Sept 1 - 30	World Alzheimer's Month
Sept 29	Women's Nat'l Health and Fitness Day
Sept 29	World Heart Day

Kale, Wild Rice and Chicken Stew

Chicken thighs get perfectly tender in just a few hours in the slow cooker. Plus, cooking everything together low and slow infuses all the flavors together for complexity in every bite.

Ingredients

2 pounds boneless, skinless chicken thighs, trimmed; 1 ½ teaspoons dried thyme, divided; 1 ½ teaspoons salt; ¼ teaspoon ground pepper; 6 cups low-sodium chicken broth; 10 ounces sliced mushrooms; 1 cup chopped carrot; 1 cup chopped celery; 1 cup chopped onion; 1 cup wild rice; ½ cup dry sherry; 2 cloves garlic, chopped; 6 cups chopped stemmed kale; 1 cup sour cream, divided; 1 tablespoon lemon juice

Instructions

Step 1 — Sprinkle chicken with 1 teaspoon thyme, salt and pepper. Place in a 6-quart or larger slow cooker and add broth, mushrooms, carrot, celery, onion, rice, sherry and garlic. Stir to combine.

Step 2 — Cover and cook on High for 3 hours or on Low for 6 hours.

Step 3— Remove the chicken to a clean cutting board and shred. Stir the chicken back into the stew along with kale, 1/2 cup sour cream, lemon juice and the remaining 1/2 teaspoon thyme. Serve topped with a dollop of the remaining sour cream.

Tips: To make ahead: Refrigerate for up to 2 days.

Equipment: 6-qt. or larger slow cooker



www.eatingwell.com

Have an idea, suggestion or comment? Contact your Wellness Coordinator, Carol Waring at cwaring@diocesepb.org or 561-775-9572. Have a benefits question? Contact your Benefits Assistant, Sandy Maulden at smaulden@diocesepb.org or 561-775-9574. Be sure to visit the wellness web page at www.diocesepb.org/wellness for helpful links and information.



A NEW BENEFIT IS COMING! September 1st

Active Participants will Receive:

- Free chronic condition generics
- 50% off select brand medications
- Free diabetes meter & test strips

Tria Health's Pharmacy Advocate Program

Have you been diagnosed with a chronic condition and take multiple medications? Tria Health provides you with a pharmacist, your personal medication expert, to help support you and your doctors. Your Tria Health pharmacist will review all your medications, help you reduce or eliminate side effects and find savings opportunities!



Ensure your medications are working and help minimize side effects



Identify opportunities to help you save on your medications



Confirm the dosage of your medication is effectively treating your condition

You Need Tria Health if...

You have any of the following conditions and take multiple medications:

- Diabetes
- Heart Disease
- High Cholesterol
- High Blood Pressure
- Mental Health
- Osteoporosis
- Asthma/COPD
- Migraines

Questions? Call us 1.888.799.8742 or visit www.triahealth.com.

2021 Employee Health, Wellness and Safety Expos!

Below are the locations and dates for the remaining 2021 Employee Health and Wellness Expos. For those who have not attended one of the events in the past, we have professionals from Health Designs who will take your blood pressure, glucose and cholesterol. **The screenings are free! Now is the time to mark your calendars and select your destination for the upcoming 2021 Health, Wellness and Safety Expos coming to a location near you!**

All employees are encouraged to attend and participate as this is a diocesan sponsored event.

Both full time and part time staff are invited.

If there is not an event scheduled at your specific work site, you are warmly invited to attend one that is most convenient for you and your staff members.

Please share these dates with **ALL** of your staff. You do not have to stay for the entire period of time that the Expo is running. If coverage is an issue, plan to rotate in specific blocks of time so everyone at your school or parish have a chance to attend. You can even carpool in groups. [You do not have to be covered by diocesan health insurance to participate.](#)

By taking advantage of one of the Expos and biometric screenings, you will earn a \$50 gift card. All you have to do is attend one of the events and get your biometrics completed (one little finger stick) AND complete the health assessment. You will get your results in a matter of minutes (blood pressure, cholesterol, LDL, glucose, and triglycerides).

To schedule your **biometric screening please** use the online **Pick A Time Scheduler** to select the health fair location and time you wish to select for your screening. **YOU CAN BEGIN SELECTING YOUR TIME NOW!** - the online link is:

<https://pickatime.com/DOPBHealthscreeningschedule>

HEALTH, WELLNESS AND SAFETY EXPO DATES AND LOCATIONS

As we continue to practice safety due to COVID-19, we will follow the same biometric screening process as in 2020. Exhibitors will be limited to reduce exposure.

Entry will only be allowed for those who have made appointments for the biometric screenings. No walk in screenings.

Oct 13 – Cardinal Newman HS Café,	1:00 PM – 4:00 PM	512 Spencer Dr., West Palm Beach
Dec 3* – St. Helen School Gymnasium,	1:00 PM – 3:00 PM	2050 Vero Beach Ave., Vero Beach

- **The original date of October 1 at St. Helen has been changed to December 3. The mammogram bus will not be at the St. Helen Employee Wellness Expo.**

The \$50 gift card will be presented to you at the expo!

The Employee Health and Wellness Expos are for EMPLOYEES ONLY

You do not have to be covered by diocese health insurance to participate!!!

Please only come at your selected appointment time.

CDC Guidelines and recommendations will be followed to maximize safety for all participants.

Mammogram Screening Appointments

To schedule your mammogram appointment at one of the wellness expos, call Florida Mobile Mammography/Invision Diagnostics at 1-877-318-1349 option 1 OR online at FloridaMobileMammography.com

Be sure to bring your identification and your insurance card.

