



RUTHERFORD COUNTY
GOVT

Risky Business

RCG RISK MANAGEMENT

JANUARY 2016

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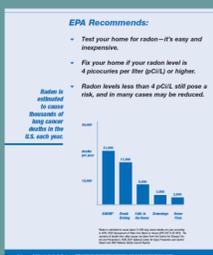
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Rocking the Wellness at Work!

For the past three months, employees of the Rutherford County Juvenile Detention Center have joined together for a Biggest Loser contest of their own. All shifts joined in the fun. 65% of the crew participated. Everyone paid \$5.00 to play and the winner takes the pot. Sandra Glass came in first place by losing 17 pounds!!

They had two weigh-ins; one at the start and one at the end of the contest. "We helped each other, and we teased each other" said Nakita Watts.

Sandra Glass reported her key to success was starting her day with smoothies, lowering her carbohydrate intake, and exercising more. Participants stated they experienced more energy, less eating overall, and snacking through the day.

Everyone that joined in lost or maintained their weight through the Holidays!

In order for a wellness culture to grow, it's necessary to have leadership's support. Lynn Duke, the Director of the JDC for the last 15 years, supports her team and their

efforts to achieve their personal best. She encourages the team to participate in group activities. Even more vital to wellness at work are the employee champions. A few of JDC's champions are pictured below.



Left to right: Garland Hensley, Leon Cesar, Sandra Glass, Desaree Frost, Nakita Watts

"WE LOVE JDC" they shouted as I was leaving. "We had fun and built camaraderie, said Garland Hensley, "We're doing this again January-March!"

Smart Steps, RC Employee Wellness recognizes JDC for their hard work and sends you all a special shout out. We commend you for your hard work, great attitudes, and your service to our kids. Way to Go!



Safety Flash-January's National Radon Action Month

Test Your Home. Protect Your Health.

During January, the U.S. Surgeon General and the Environmental Protection Agency (EPA) urge all Americans to protect their health by testing their homes for radon.

Radon is a natural radioactive gas that you can't see, smell, or taste but could be present at a dangerous level in your home.

As the **second leading cause of lung cancer** deaths in the U.S. and the first leading cause among

non-smokers, radon claims more than 20,000 lives annually. If a high radon level is detected, you can take steps to fix it to protect yourself and family. For more information on Radon, please visit:

www.epa.gov/radon/nram/public.html.

Understanding your PREVENTIVE CARE HEALTH COVERAGE



Getting the right preventive care services *at the right time* can help you stay healthier by preventing certain illnesses and health conditions from happening; or detecting a health problem at a stage that may be easier to treat.

That’s why your Cigna plan covers designated preventive care services. Depending on your plan, in-network preventive care services may be covered at 100%. To make sure you get the care you need without any unexpected out-of-pocket costs – it’s important for you to understand what preventive care service is and what services are covered.

What is a preventive care service?

Preventive care services are provided when you don’t have any symptoms and haven’t been diagnosed with the health issue connected with the preventive service. For example, a flu vaccination is given to prevent the flu before you get it. Other preventive care services like mammograms can help detect an illness when there aren’t any symptoms. Even if you’re in the best shape of your life, a serious condition with no signs or symptoms may put your health at risk. During a wellness exam, you and your doctor will determine what tests and health screenings are right for you based on your age, gender, personal health history and current health.

Even when your appointment is for a preventive exam, you may receive other services during that exam that are not preventive care services. For example, your doctor may check on a chronic condition such as heart disease. When your doctor determines that you have a medical issue present, the additional screenings and tests after this diagnosis are no longer considered preventive. These services are covered under your plan’s medical benefits, not your preventive care benefits. This means you may be responsible for paying a different share of the cost than you do for preventive care.

The charts on the following page outlines the various services and supplies considered as preventive care under your plan. If you have additional questions about preventive care services, talk to your doctor or call Cigna at the toll-free number on the back of your ID card.

The following routine immunizations are currently designated preventive services:

SERVICE	SERVICE
Diphtheria, Tetanus Toxoids and Acellular Pertussis (DTaP, Tdap, Td)	Meningococcal (MCV)
Haemophilus influenzae type b conjugate (Hib)	Pneumococcal (pneumonia)
Hepatitis A (HepA)	Poliovirus (IPV)
Hepatitis B (HepB)	Rotavirus (RV)
Human papillomavirus (HPV) <small>(age and gender criteria apply depending on vaccine brand)</small>	Varicella (chickenpox)
Influenza vaccine	Zoster (shingles)
Measles, mumps and rubella (MMR)	

You may view the immunization schedules on the CDC website: cdc.gov/vaccines/schedules/.



= Men, = Women, = Children/Adolescents

Are you up-to-date on your immunizations?



**Call MedPoint
to schedule
preventive
care services**

615-904-6770



**Benefits
questions?**

Call CIGNA:

800-244-6224

**Access pdf
version [HERE](#)**

SERVICE	GROUP	AGE, FREQUENCY
Alcohol misuse screening		All adults
Anemia screening		Pregnant women
Aspirin to prevent cardiovascular disease ¹		Men ages 45-79; women ages 55-79
Autism screening		18, 24 months
Bacteriuria screening		Pregnant women
Breast cancer screening (mammogram)		Women ages 40 and older, every 1-2 years
Breast-feeding support/counseling, supplies ²		During pregnancy and after birth
Cervical cancer screening (pap test) HPV DNA test with pap test		Women ages 21-65, every 3 years Women ages 30-65, every 5 years
Chlamydia screening		Sexually active women ages 24 and under and older women at risk
Cholesterol/lipid disorders screening		<ul style="list-style-type: none"> Screening of children and adolescents (after age 2, but by age 10) at risk due to known family history; when family history is unknown; or with personal risk factors (obesity, high blood pressure, diabetes) All men ages 35 and older, or ages 20-35 if risk factors All women ages 45 and older, or ages 20-45 if risk factors
Colon cancer screening		<p>The following tests will be covered for colorectal cancer screening, ages 50 and older:</p> <ul style="list-style-type: none"> Fecal occult blood test (FOBT) or fecal immunochemical test (FIT) annually Flexible sigmoidoscopy every 5 years Double-contrast barium enema (DCBE) every 5 years Colonoscopy every 10 years Computed tomographic colonography (CTC)/virtual colonoscopy every 5 years - Requires precertification
Congenital hypothyroidism screening		Newborns
Contraception counseling/education. Contraceptive products and services ^{3,4}		Women with reproductive capacity
Depression screening		Ages 11-21, All adults
Developmental screening		9, 18, 30 months
Developmental surveillance		Newborn 1, 2, 4, 6, 12, 15, 24 months. At each visit ages 3 to 21
Diabetes screening		Adults with sustained blood pressure greater than 135/80
Discussion about potential benefits/risk of breast cancer preventive medication ¹		Women at risk
Dental caries prevention (Evaluate water source for sufficient fluoride; if deficient prescribe oral fluoride ⁵)		Children older than 6 months
Domestic and interpersonal violence screening		All women
Fall prevention in older adults (physical therapy, vitamin D supplementation ⁶)		Community-dwelling adults ages 65 and older with risk factors
Folic acid supplementation ¹		Women planning or capable of pregnancy
Genetic counseling/evaluation and BRCA1/BRCA2 testing		<p>Women at risk</p> <ul style="list-style-type: none"> Genetic counseling must be provided by an independent board-certified genetic specialist prior to BRCA1/BRCA2 genetic testing BRCA1/BRCA2 testing requires precertification
Gestational diabetes screening		Pregnant women
Gonorrhea screening		Sexually active women at risk
Hearing screening (not complete hearing examination)		All newborns by 1 month. Ages 4, 5, 6, 8, and 10 or as doctor advises
Healthy diet/nutrition counseling		Ages 6 and older - to promote improvement in weight status. Adults with hyperlipidemia, those at risk for cardiovascular disease or diet-related chronic disease
Hemoglobin or hematocrit		12 months
Hepatitis B screening		Pregnant women
Hepatitis C screening		Adults at risk; one-time screening for adults born between 1945 and 1965
HIV screening and counseling		Pregnant women; adolescents and adults 15 to 65 years; younger adolescents and older adults at risk; sexually active women, annually
Iron supplementation ¹		6-12 months for children at risk
Lead screening		12, 24 months
Lung cancer screening (low-dose computed tomography)		Adults ages 55 to 80 with 30 pack-year smoking history, and currently smoke, or have quit within the past 15 years. Computed tomography requires precertification. (coverage effective upon your plan's start or anniversary date on or after 1/1/15)
Metabolic/hemoglobinopathies (according to state law)		Newborns
Obesity screening		Ages 6 and older. All adults
Oral health evaluation/assess for dental referral		12, 18, 24, 30 months. Ages 3 and 6
Osteoporosis screening		Age 65 or older (or under age 65 for women with fracture risk as determined by Fracture Risk Assessment Score). Computed tomographic bone density study requires precertification
PKU screening		Newborns
Ocular (eye) medication to prevent blindness		Newborns
Prostate cancer screening (PSA)		Men ages 50 and older or age 40 with risk factors
Rh incompatibility test		Pregnant women
Sexually transmitted diseases counseling		Sexually active women, annually
Sexually transmitted infections (STI) screening		All sexually active adolescents. All adults at risk
Sickle cell disease screening		Newborns
Skin cancer prevention counseling to minimize exposure to ultraviolet radiation		Ages 10-24
Syphilis screening		Individuals at risk; Pregnant women
Tobacco use/cessation interventions		All adults; Pregnant women
Tobacco use prevention (counseling to prevent initiation)		School-age children and adolescents
Tuberculin test		Children and adolescents at risk
Ultrasound aortic abdominal aneurysm screening		Men ages 65-75 who have ever smoked
Vision screening (not complete eye examination)		Ages 3, 4, 5, 6, 8, 10, 12, 15 and 18 or as doctor advises

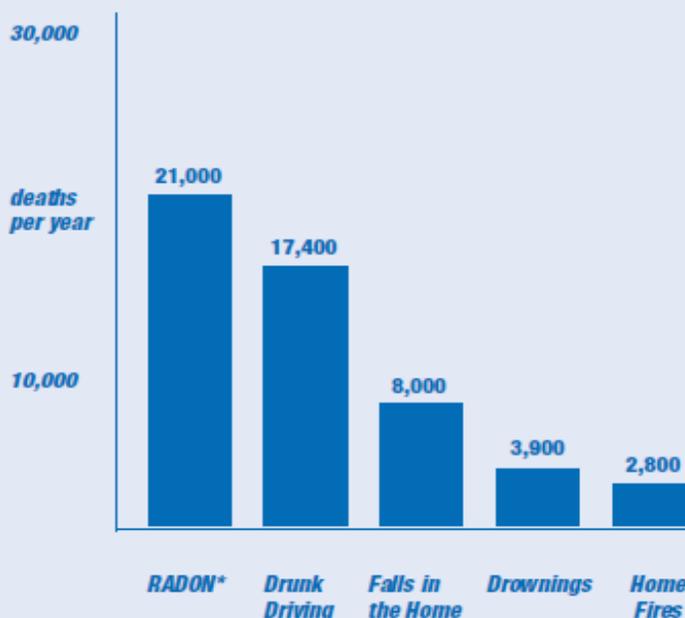
January is National Radon Action Month-con't

Test Your Home. Protect Your Health.

EPA Recommends:

- ▼ *Test your home for radon—it's easy and inexpensive.*
- ▼ *Fix your home if your radon level is 4 picocuries per liter (pCi/L) or higher.*
- ▼ *Radon levels less than 4 pCi/L still pose a risk, and in many cases may be reduced.*

Radon is estimated to cause thousands of lung cancer deaths in the U.S. each year.



*Radon is estimated to cause about 21,000 lung cancer deaths per year, according to EPA's 2003 Assessment of Risks from Radon in Homes (EPA 402-R-03-003). The numbers of deaths from other causes are taken from the Centers for Disease Control and Prevention's 1999-2001 National Center for Injury Prevention and Control Report and 2002 National Safety Council Reports.

Tens of millions of Americans vow...

Tens of millions of Americans vow each year to lose weight in the New Year. While their intentions are good, most of the time their results are not. It's estimated only 8% New Year's resolution makers actually keep them.

Even if weight is initially lost, it usually returns. Studies show nearly 2 out of 3 people who lose 5 percent of their total weight gain it back. And the more weight you lose, the less your chance of keeping it off.

"That's not surprising," said Diane Robinson, PhD, a neuropsychologist and Program Director of Integrative Medicine at Orlando Health. "Most people focus almost entirely on the physical aspects of weight loss, like diet and exercise. But there is an emotional component to food that the vast majority of people simply overlook and it can quickly sabotage their efforts."

A recent national survey of more than a thousand people commissioned by Orlando Health found that 31% of Americans think a lack of exercise is the biggest barrier to weight loss, followed by those who say it's what you eat (26%) and then the cost of a healthy lifestyle

(17%). Another 12 percent said the biggest barrier to weight loss was the necessary time commitment.

Only 1 in 10, thought psychological well-being was a factor. Dr. Robinson said, "That may explain why so many of us struggle. In order to lose weight and keep it off long term, we need to do more than just think about what we eat, we also need to understand *why* we're eating."

From a very young age we're emotionally attached to food. As children we're often given treats, both to console us when we're upset and to reward us for good behavior. Most celebrations, like Halloween, Thanksgiving and Valentine's Day are food-focused, and birthdays are spent sharing cake. Just the smell of certain foods, like cookies in grandma's oven, can create powerful emotional connections that last a lifetime.

"If we're aware of it or not, we are conditioned to use food not only for nourishment, but for comfort. That's not a bad thing, necessarily, as long as we acknowledge it and deal with it appropriately." Dr. Robinson stated.

Whenever the brain experiences pleasure

for any reason, it reacts the same way. Whether it's derived from drugs, a romantic encounter or a satisfying meal, the brain releases a neurotransmitter known as dopamine.

"We feel good whenever that process is activated," said Robinson, "but when we start to put food into that equation and it becomes our reward, it can have negative consequences."

In fact, researchers have found a link between emotional issues like stress, anxiety and depression, and higher body mass indexes (BMI). Many of us can relate to the idea of overindulging at happy hour after a bad day at the office, or eating a pint of ice cream to help us deal with bad news.

That was common coping mechanism for Shekyra DeCree of Columbus Ohio. "As a mental health therapist, my job can be very stressful. Everyday when I got home from work, I would go to the refrigerator first thing," she said. "That was my way to calm down and relax."

After recognizing the emotional attachment she had with food, DeCree started making conscious changes. In just over one year, she lost more than 100 pounds. "I'd gone on countless diets and tried to exercise before, but this was different," she said. "You have to change the way you deal with your emotions, your stress and anxiety. Once I understood the mental aspect, I felt free."



Food and Emotions: 90% overlook key to weight loss, survey finds

The results of a national survey about weight loss barriers finds 90 percent of respondents discounted one of the most important factors -- your mind. Dr. Robinson, a neuropsychologist says the most crucial factor for weight loss is your psychological relationship with food and exercise.

Expert says diets fail because people don't address emotional aspects of food.

The majority of survey takers reported diet and exercise as the biggest barriers of weight loss. Only 10% listed psychological well-being as the biggest barrier to weight loss.

Robinson offers these tips to help recognize the emotional connection you may have to food:

- Keep a daily log of your food and your mood. Look for unhealthy patterns.
- Identify foods that make you feel good and write down why you eat them. Do they evoke a memory or are you craving those foods out of stress?
 - Before you have any snack or meal ask yourself: *Am I eating this because I'm hungry?* If no, look for the root of your motive.

The goal is to take emotion out of eating. See your food as nourishment, not a reward or coping mechanism. If you struggle, don't be shy about finding help. "When we're focused on the physical aspects of weight loss, we have no problem joining a gym or hiring a trainer," said Robinson. "How about joining a support group or hiring a psychologist?" she said. "If getting your body in shape hasn't work out yet, maybe this time start with your mind."

