



# Wellness flash

SMART STEPS RUTHERFORD COUNTY EMPLOYEE WELLNESS PROGRAM

OCTOBER 2013

## *What's Going on with the Biometrics Screening?*

On August 15, 2013 a Resolution was passed by the Rutherford County Board of Commissioners 'that a wellness initiative be implemented *in order to encourage a healthier Rutherford County employee population and in an effort to help control premiums and claims experience*'. As a result, the "Know Your Numbers" campaign began. This program offers the employee (policy holder) a choice of getting a biometric screening in 2013 or paying \$250.00 in 2014 as a wellness fee charge (deducted from payroll).



At Risk Management, we have received many phone calls concerning this change. In an effort to clear some confusion, please see some frequently asked questions/statements below:

**"Why is the County having us do this?"** Our Employees are being given an option to participate or not –which is not the case everywhere. For example, Cigna employees are required to get biometrics before their insurance will be instated. County employees can choose to participate in the screening or pay additional dollars.

**"What is the reason behind this?"** The reason for a biometrics screening is a preventative measure. Several (70-80%) of the chronic diseases in the US are slow progressing and show no symptoms until they are full blown problems. Let's take Diabetes, for example. ONE diabetic employee over the course of a 20 year employment with the County will

cost an estimated \$300,000-\$500,000.00 in claims. How many employees are measuring pre-diabetic levels that have no symptoms and no idea right now? How many of them would adjust lifestyle habits to keep from developing diabetes if they were made aware of it? This not only is good for the County, but for individual employee health too.

**"Why does the blood work have to be sent to LabCorp or Quest?"** This plan has been developed by Cowan and Cigna and passed by the RC Insurance Committee for the RC Medical Plan. These labs currently are equipped with the software to automatically upload this data to Cigna's disease management program. These services are in our current contract and are underutilized. There is no additional expense to the County for Cigna's disease management program.

**"I already know my cholesterol is high. I don't want to talk to a health coach"** You have a choice to opt in or out of the Cigna health coaching program. On a positive note, Smart Steps Wellness has heard feedback from employees over the past five years who did participate. This program made positive impacts to these employees lives. It is our job at Smart Steps to provide wellness in a variety of accessible ways because people have different learning styles, schedules, etc. Because of this, we offer group, one on one, telephonic and online coaching to employees.

Not only does this program have a great savings potential, it also has the possibility of saving our employees future health problems and out of pocket expenses. Diabetes is just one segment, think about hypertension, cholesterol etc. Will employees change their lifestyle to preserve and be proactive in their health, if they are aware of certain risk factors? We hope so. **Last year, only 10% of our population participated in this screening (CPT 80061-basic lipid panel).**

'Biometric screenings are evaluations intended to identify past, current, and potential medical problems and are a critical component in any of our wellness programs. They are used to identify individuals who might have risk factors for metabolic syndrome, which could lead to heart disease and diabetes. Biometric screenings are an effective method in identifying health risks due to unhealthy lifestyle behaviors, and can provide the necessary information and data to utilize intervention strategies and preventive measures to reduce these risks. These results are shared with each individual on a confidential basis and include recommendations on how to reduce risk factors, which may include follow-up care or lifestyle changes. For some employees, a timely biometric health screening can have a tremendously positive impact on their health, productivity, and well-being. When aware of these findings, employees are more likely to take a proactive role in their health and lifestyle changes.'

If you have had  
**CPT# 80061**  
performed in  
2013 and sent  
to LabCorp or  
Quest, you  
have met the  
requirement.  
There is  
NOTHING  
more to do.  
Cigna  
automatically  
receives data  
from these  
two labs.

## WELLNESS HAPPENINGS:

### RC Employee Wellness Fair OCTOBER 11TH FROM 3:00 PM-7:00 PM

The Rutherford County Employee Wellness fair is for All County employees and their families. Come get free screenings, see fitness demos, and talk to local gym representatives. Employees can also register for door prizes donated from vendors such as gift baskets, gift cards, memberships, etc. For a vendors and door prize list, please visit our [website](#). We will be collecting donations for PAWS at the door.

**County Insurance is required for flu shots and biometrics screening.**

#### FREE WELLNESS SCREENINGS:

BodPod (Body Fat %)  
Blood Pressure checks  
Angioscreens  
Glucose  
Derma Scan  
Vision Screening  
Sleep Test  
Chair Massages  
Biometric Screening/Lipid Profile –bring insurance card  
Mobile Mammography –call Lori for appt time @ 222-7644  
Allergy Testing–Email [kperrien@rutherfordcounty.org](mailto:kperrien@rutherfordcounty.org) or call 898-7715 for appt.  
Flu Shots-Med Point Clinic –bring insurance card



### STEPtember Fitness Challenge!

Our fitness challenge is underway! Our participants are incorporating physical activity into their daily routines. They also have a chance to win an iPad mini! Being active for just a few minutes a day will help you manage your weight, increase energy, reduce stress and improve your quality of life.

FOR MORE WELLNESS HAPPENINGS AND INFORMATION VISIT SMART STEPS ONLINE:

[www.rutherfordcountytn.gov/rm/wellness.htm](http://www.rutherfordcountytn.gov/rm/wellness.htm)

## ‘Know Your Numbers’ Biometric Screening Med Point FAQ’s

**Q. Do I have to be fasting?** Fasting is preferred, but you can have a biometric non-fasting test.

**Q. What do I do after the blood draw?** Nothing. Your blood sample will be sent to Quest for analysis. Quest will then send the data to Cigna.

**Q. What if I want additional lab tests?** We encourage you to make an appointment at a Med Point Clinic (904-6770) to discuss this with your healthcare provider.

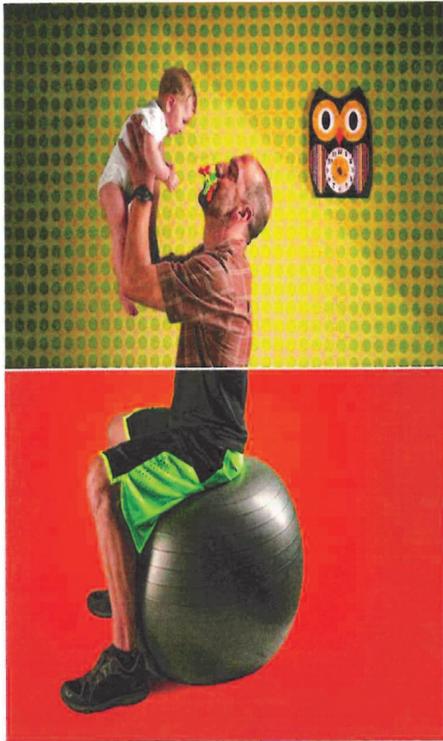
**Q: How will I get my results?** A copy of your test results will be sent to the mailing address you provided. In addition, you will be sent a secure email message through the Patient portal (if you have previously registered for a portal account). Visit the patient portal at <https://patientportal.takecarehealth.com/sites/rutherfordcounty> and follow directions to sign in. If you have not yet registered, you will need to click the link to “Register Now” and complete the steps to register.

**Q: What do I do if I am having problems with the portal system?** If you have questions or are experiencing problems, email [patientportal-support@takecarehealth.com](mailto:patientportal-support@takecarehealth.com). You will receive a response within 48 business hours.

**Q: Will my primary care provider receive a copy of my lab results?** Med Point staff will have access to your results. You may print out your results to share with other providers as you wish.

Kurstin Luther teaches Special Education at Oakland Middle and this is her 4th year working in the Rutherford County School system. She received a Healthy Babies postcard in the mail shortly after learning she was pregnant. So she made a phone call to sign up. She now has a lovely new baby, has completed the program, and is currently awaiting her reimbursement check from Cigna for participating.

Kurstin’s Healthy Babies coach also mentioned Cigna’s Strength and Resilience Stress Management program to her. Kurstin called and signed up for it as well. She scheduled a day and time to receive a weekly phone call with her health coach to get tips and tools on how to cope with things going on in her life at school and at home. She liked it so much, she has recommended the program to a few of her coworkers. To sign up for the free Strength & Resilience program, call 1-866-417-7848 today.



**JOIN FOR \$8  
OCTOBER 8 ONLY!**

**ANYTIME  
FITNESS**  
The club for busy people.™

### Class Schedule

**MON:** Weights 4 Women  
at 5:30 with Kasie

ZUMBA at 6:00 with  
Kelley

**TUE:** Half and Half at 6:30  
with Missy

**WED:** Yoga at 6:30 with  
Jami

**THUR:** ZUMBA at 6:00 with  
Kelley

If you are interested in taking a class but not a member yet, don't worry! For the month of October, you can drop in on classes for just \$5.

- The October 8<sup>th</sup> sale will be extended through October 11<sup>th</sup> for those participating in the Smart Steps Rutherford County Employee Wellness Program.
- We will also be giving away 1 free month of membership to 1 lucky person! Email us your name, address and phone number at [murfreesborotn@anytimefitness.com](mailto:murfreesborotn@anytimefitness.com) for your chance to win!

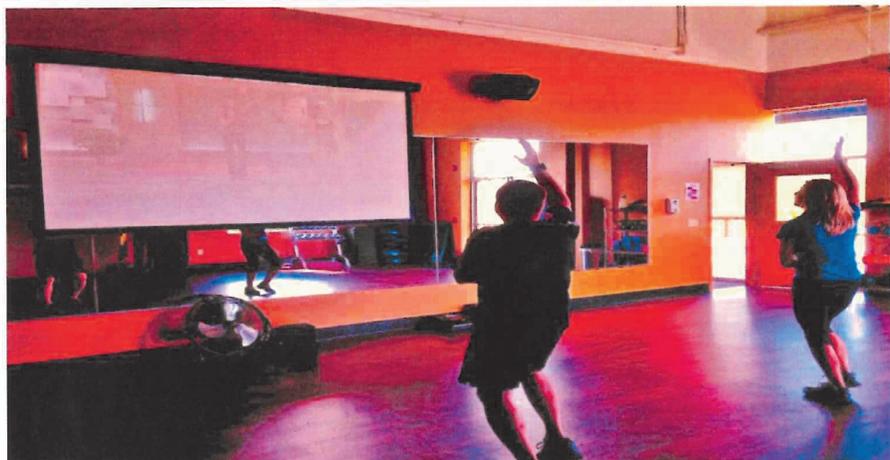
## + Personal Training

We want to start your fitness journey off on the right foot!

When you join the Anytime Fitness Family, you will receive a **FREE** fitness consultation with one of our certified personal trainers!

## FITNESS ON REQUEST

With our virtual fitness classes, we make it possible for **EVERYONE** to have access to a class within our 24/7!



Our club is open 24/7 for our members. We also offer amenities such as showers, tanning, and personal training, TRX training system, battle ropes, smash balls, medicine balls, kettle bells, wifi and cable. Come on over and see our facility! We would love to give you a tour.