



Health First

Health Bucks Program

HEALTH
FIRST

MANATEE YOURCHOICE HEALTH PLAN



www.manateeyourchoice.com/healthfirst

A special thanks to Aetna for covering the printing costs of this booklet.

CONTENTS

OUR PURPOSE	1
WHAT IS HEALTH FIRST?	2
WHO CAN PARTICIPATE?	2
HOW TO PARTICIPATE	3
INTERPRETING YOUR LAB RESULTS	4
PERSONALIZED PLAN	5
METABOLIC SYNDROME	8
LIFESTYLE ACTIVITIES FOR PREVENTION & TREATMENT	11
KNOW YOUR NUMBERS	13
PERSONAL GOALS & ACTION PLAN	16
RESOURCES	19

OUR PURPOSE

Manatee County Government believes that excellence in public service begins with our employees. Therefore, our purpose is to educate, equip, motivate and support employees and their families to promote personal wellbeing.

As such, we want to create opportunities to empower individuals to be their best, and to be active participants in their health. In reviewing our previous programs, we learned that while they were a great success for many people, they were far too complicated, and more than half of our members were not participating at all. **So, we created Health First to be a more integrated program that takes a broader approach to health and is accessible to everyone.**

We hope that you find this program to be simple to engage in, and more meaningful to you in terms of preventing future health risks and engaging in healthy behaviors that are practical and rewarding.



WHAT IS HEALTH FIRST

You do your best work when you're feeling your best, which is why our Health Bucks program, **Health First**, looks at the risk factors associated with metabolic syndrome and overall health. Metabolic syndrome is a cluster of risk factors (HDL cholesterol, triglycerides, blood pressure, BMI, and fasting blood glucose) that put you at risk for a host of health conditions like diabetes, heart disease, and stroke.

The risk factors for metabolic syndrome are highly connected and also highly treatable. Lifestyle activities such as eating a healthy diet, getting sufficient exercise, managing stress and treating behavioral health conditions, getting enough sleep, and working with your doctor to address potential issues, are all shown to reduce your risk for serious diseases.

WHO CAN PARTICIPATE?

All benefit-eligible Manatee County Government employees and all adult (age 19+) Manatee YourChoice Health Plan members are eligible to participate.

HOW TO PARTICIPATE

Enrollment is automatic when you complete your Qualifying Event (QE) Blueprint for Wellness Lab Work by June 30th. Anyone not completing QE (new enrollee, employee not on the health plan, etc.) will need to contact Christina at cedenfield@manateeyourchoice.com or 941.748.4501 x6464 to make arrangements.

When you receive your results (online or mailed to your home), you will review your lab results related to metabolic syndrome.

The targeted healthy ranges are:

- **HDL Cholesterol** Greater than or equal to
40 mg/dL (men)
50 mg/dL (women)
- **Triglycerides** Less than 150mg/dL
- **Blood Pressure** Less than 130/85 mmHg
- **BMI** Less than 30
- **Fasting Blood Glucose** Less than 100 mg/dL



INTERPRETING YOUR LAB RESULTS

Once you receive your Blueprint for Wellness booklet, you can turn to page 3 where you will see your lab values and a circle in the top right corner that will be either green or red. Or, log on to Quest Blueprint for Wellness website and select “Health Conditions”, then “Metabolic Syndrome” to view your results. Blueprint for Wellness is also a great resource for learning more about each value and lifestyle behaviors you can engage in to maintain or improve.

Healthy Range (green)

If you have 3 or more green check-marks in your metabolic panel, you do not have Metabolic Syndrome and will automatically earn \$400 in Health Bucks. There is nothing else you need to do except keep engaging in healthy activities to prevent metabolic syndrome. If you have any areas of concern or other goals you wish to work on, we are here to help!

Metabolic Syndrome (red)

If three or more factors are outside a healthy range (red exclamation points) in your metabolic panel, you are considered to have metabolic syndrome. **You have an opportunity to put your Health First by engaging in an alternative, personalized plan to improve your risk factors and earn \$400 in Health Bucks.** Make an appointment at manatee.timetap.com by July 31st to get started.

Refer to manateeyourchoice.com/healthfirstlab for more details and step-by-step instructions for finding your lab values.

NOTE: The healthy range for metabolic syndrome may differ from the range related to general health. For example, BMI greater than 25 is considered out of range for general health, but only BMI of 30 or greater increases your risk for metabolic syndrome. Please refer to the metabolic panel when reviewing your lab values for Health First.

PERSONALIZED PLAN

If your labs indicate that you have metabolic syndrome contact Christina to create a personalized plan that will help you improve your lab values and reduce your risk for serious health conditions. Your plan will be based on your individual goals and abilities. If you complete your plan, you will be eligible for \$400 in Health Bucks. You will not need to be re-tested and you will not incur any costs to participate.

Your plan could take up to 6 weeks to complete. You MUST contact Christina by July 31st in order to develop and complete a plan in order to earn Health Bucks.

Sample Personalized Plan

This is a fictitious situation to illustrate what a personalized plan might look like. Your plan will vary based on your goals and abilities.

Suzie - Blood Pressure

Suzie has high blood pressure. Her doctor has talked to her about it, and after learning she has metabolic syndrome, Suzie has decided that this is something she wants to tackle. In her conversation with Christina, they discuss what she has already tried to reduce her blood pressure and some things that she enjoys. Christina works with Ibrahim, the Pharmacy Advocate, and the LAMP Behavioral Health team to identify activities that Suzie would enjoy that would also help lower her blood pressure. Together with Suzie, they make a plan for her to implement some of these activities and track her blood pressure using the cuff at her worksite for a month to see if the activities are successful for reducing her blood pressure. After a month, Suzie submits a log of her activities and blood pressure readings, and discusses the results with Ibrahim. Because Suzie completed the plan, she earns \$400 in Health Bucks.





Metabolic Syndrome

Metabolic syndrome is a cluster of risk factors (high blood pressure, high blood sugar levels, obesity, high triglyceride levels, and low levels of HDL cholesterol) that **put you at risk for a host of health conditions like diabetes, heart disease, and stroke.** Usually, there are no immediate physical symptoms of metabolic syndrome – it is only diagnosable through a blood pressure test, lipid profile, blood glucose, and height/weight or measuring waist circumference.

The causes of metabolic syndrome are related to both genetics and lifestyle. Age, race, and family health history are factors you cannot control. However, lifestyle factors you CAN control, such as diet, activity, and sleep, are proven to prevent and treat metabolic syndrome. Your doctor may also prescribe medications to help manage blood pressure, cholesterol, and/or blood sugar.

The good news is that metabolic syndrome is highly treatable.

Making just one lifestyle change, such as adding in 30 minutes of movement every day, can improve multiple risk factors. If you have metabolic syndrome, or are concerned about developing metabolic syndrome, we can help you identify healthy behaviors that you are ready to adopt and offer you support and resources.

Lab Value Overview

HDL CHOLESTEROL is a waxy and fat-like substance that is produced by the liver. HDL helps to remove LDL or “bad” cholesterol from the arteries by taking the excess back to the liver for removal.

Target Healthy Range: Greater than or equal to 40 mg/dL (men) or 50 mg/dL (women)

TRIGLYCERIDES are a type of fat found in the blood. Excess fat in the blood has been shown to lead to coronary heart disease.

Target Healthy Range: Less than 150mg/dL

BLOOD PRESSURE measures the force of your blood against the arterial walls as your heart pumps (systolic-top number) and while at rest (diastolic-bottom number). High blood pressure can cause damage to the walls of arteries and has been linked to increased risk for arterial and cardiac diseases such as atherosclerosis, heart disease and stroke.

Target Healthy Range: Less than 130/85 mmHg

BODY MASS INDEX (BMI) is a predictive measure of body fat based on height and weight. Elevated fat, specifically abdominal fat, has been shown to significantly increase the risk of developing cardiovascular disease.

Target Healthy Range: BMI Less than 30

FASTING BLOOD GLUCOSE is the measure of the amount of glucose (sugar) that is circulating in your blood at the time of the lab test. Elevated blood sugar levels can be a predictor of insulin resistance and can be a diagnosing criteria of prediabetes and diabetes.

Target Healthy Range: Less than 100 mg/dL



JUST ONE LIFESTYLE CHANGE...

Lifestyle Activities



30-60 min of moderate aerobic exercise 3 days/week



Resistance exercise 2-3 days/week



Consume an antioxidant-rich diet high in vegetables, nuts, seeds, fruits (esp. berries)



Increase omega-3 fatty acids by adding fatty fish (salmon, mackerel, herring), flaxseed, chia seeds, walnuts



Limit processed foods, simple carbs and sugar intake



Limit alcohol to <1 drink/day (female) and <2 drinks/day (male)



Get a behavioral screening to identify issues that may be having a negative impact on your health



Cope with stress by practicing resiliency and/or by taking 5-10 slow deep breaths when feeling stressed



Practice meditation, mindfulness, and relaxation techniques



Aim for at least 7 hours of sleep per night



Take medications consistently as prescribed



Work together with your doctor



Stop or don't start smoking



Maintain a healthy weight or aim for 5-7% weight loss

KNOW YOUR NUMBERS

1. First, let's look at your most recent labs to see where you are. You can either log on to Quest to view your results online or look at your Blueprint for Wellness booklet that was mailed to your home from Quest.

For detailed instructions, visit our website at www.manateeyourchoice.com/healthfirstlabs

2. Referring to the chart on the right, write in your values from your most recent labs where it says "my value".

Assess whether your lab values are in range of the healthy target listed, or out of the healthy range. Tally your total in range and out of range risk factors and write in the bottom right corner.



METABOLIC SYNDROME RISK FACTORS

HDL CHOLESTEROL

Greater than or equal to
40mg/dL (men)
50 mg/dL (women)

My Value

In range Out of range

TRIGLYCERIDES

Less than 150 mg/dL

My Value

In range Out of range

BODY MASS INDEX

Less than 30

My Value

In range Out of range

BLOOD PRESSURE

Less than 130/85 mmHg

My Value

In range Out of range

**FASTING BLOOD
GLUCOSE**
Less than 100 mg/dL

My Value

In range Out of range

Number In Range: _____

Number Out of Range: _____

3 or more in range

Automatically earn \$400 in Health Bucks for labs after 11/1/19.

3 or more out of range

For labs after 11/1/19, opportunity to engage in a personalized program to improve risk factors and earn \$400 in Health Bucks.



PERSONAL GOALS & ACTION PLAN

Refer to pages 11-12 of this workbook to identify lifestyle behaviors that have been shown to improve values.

Write down 2 lifestyle behaviors (ex. increase aerobic activity, eat more fiber, get more sleep, etc.) that you are interested in working on that will help improve your risk factors that are out of range. If you have an idea that isn't listed in this workbook, that's ok too!

1.

.....

.....

.....

.....

2.

.....

.....

.....

.....

BEHAVIOR 1: _____

Ex. Increase activity

1. For the first behavior, what related behaviors are you already doing? *Ex. Walk 15 minutes during lunch 2x/week*

.....
.....

2. How could you add to that? Be realistic and start small.

Ex. Walk 15 minutes during lunch or other break 4x/week

.....
.....

3. Ask yourself, "How important is this to me?" Is it actually important to you? Or is it what you think you should be doing because of a family member, partner or friends?

0 = not important at all. 5 = extremely important.

0	1	2	3	4	5
---	---	---	---	---	---

4. Ask yourself, "How confident am I in making and sticking with this change? Select your confidence rating for this goal below
0 = "not a chance" & 5 = "bring it on, I am ready!"

0	1	2	3	4	5
---	---	---	---	---	---

If your confidence rating is a 3 or under, consider scaling down your goal to something you feel more confident doing and achieving. It doesn't matter how quickly you get there; what matters is that you build habits that you can keep doing.

5. Write a specific goal you are willing to commit to:

Ex. I will walk 15 minutes, during lunch or break, 4x/week. I will re-evaluate my goal in two weeks.

I will _____, _____,
(Behavior) (When will I do this?)

_____. I will reevaluate my goal in _____ week(s).
(frequency)

BEHAVIOR 2: _____

1. For the second behavior, what related behaviors are you already doing?

.....
.....

2. How could you add to that? Be realistic and start small.

.....
.....

3. Ask yourself, "How important is this to me?" Is it actually important to you? Or is it what you think you should be doing because of a family member, partner or friends?

0 = not important at all. 5 = extremely important.

0	1	2	3	4	5
---	---	---	---	---	---

4. Ask yourself, "How confident am I in making and sticking with this change? Select your confidence rating for this goal below
0 = "not a chance" & 5 = "bring it on, I am ready!"

0	1	2	3	4	5
---	---	---	---	---	---

If your confidence rating is a 3 or under, consider scaling down your goal to something you feel more confident doing and achieving. It doesn't matter how quickly you get there; what matters is that you build habits that you can keep doing.

5. Write a specific goal you are willing to commit to:

I will _____, _____
(Behavior) (When will I do this?)

_____. I will reevaluate my goal in _____ week(s).
(frequency)

For more goal setting tips, like planning ahead to deal with roadblocks, visit manateeyourchoice.com/healthfirst.

RESOURCES

Whether you're looking for accountability or prefer to do things on your own, we can help! Manatee YourChoice offers resources and benefits to help you on your journey.



Exercise

- Free on-site fitness center and group fitness classes
- 5 free personal training sessions every calendar year*
- Gym discounts

Nutrition

- 5 free visits with a Registered Dietitian every calendar year*
- Classes/workshops about a variety of nutrition topics

Stress/Behavioral Health

- 5 free visits with a certified counselor every calendar year
- Education on a variety of stress and behavioral health topics
- Massage therapy benefit*

Sleep

- Classes/workshops about sleep
- Sleep education through Aetna*
- Sleep study program benefit*

Doctor/Pharmacy

- On-site Pharmacy Advocate to answer questions about your prescriptions*
- Nurse advocates to help you find a doctor or answer general health questions*
- Free consultations with a diabetes educator and tools for managing diabetes*

Other

- FREE smoking cessation aids*
- Health coaching*
- Wellness reimbursement*

Learn more about your medical and wellness benefits at
www.manateeyourchoice.com

** Available to adult YourChoice Health Plan members only*

QUESTIONS?



Christina Edenfield, RD, LD/N
Wellness Program Coordinator
941-748-4501 x6464
cedenfield@manateeyourchoice.com

Schedule an appointment at
manatee.timetap.com

Tips for Accurate Lab Results

Accurate lab work and screenings help your provider identify potential health concerns and provide the best possible care. Additionally, your Blueprint for Wellness lab work is used for the Health First Health Bucks program.

Print your EREQ and take it with you to your appointment

- This helps ensure you receive the correct lab work and screenings.

Remember to Fast and Drink Water!

- Do not eat or drink for at least 9 hours prior to appointment except water and medications.
- Drink plenty of water - hydration is key for venipuncture.

BMI: Height & Weight

- Remove shoes and anything that adds weight such as work gear, cell phones, etc.
- Stand up tall when measuring height - don't slouch!

Blood Pressure

- Sit with your back supported and legs uncrossed.
- Put the cuff on your bare arm - cuff over clothing can read higher.
- Take a few deep breaths before your blood pressure reading. It can lower your blood pressure up to 5 points.
- Silence is key. Conversation and active listening can cause a higher reading. If the tech is talking to you while taking your blood pressure, ask him/her to please refrain from speaking and re-take after a couple of deep breaths.
- Ask the tech about your blood pressure reading before they document it. If it is higher than normal, ask them to retake. Take a few deep breaths again for about 30 seconds before re-testing.

Confirm Values Before You Leave

- If something doesn't sound right, ask them to re-test before you leave!
-

Important Deadlines

June 30

Complete Blueprint for Wellness Lab Work.

July 31

Contact Christina if you want to complete a personalized plan.