

Recognizing the Best in County Government Programs!

2010 Achievement Awards

Virginia Association of Counties



ATTN: 2010 Achievement Awards Program
Virginia Association of Counties
1207 East Main Street, Suite 300
Richmond, Va. 23219-3627

address service requested

Call for Entries



2010 VACo Achievement Awards

Deadline: June 1, 2010

Application Form

All applications must include the following information. Separate applications must be submitted for each eligible program. Deadline: June 1, 2010.


Program Information

Locality County of Loudoun, VA
Program Title Your Passport to Wellness
Program Category Organizational Development
Population Category 100,001+

Contact Information

Name Nelia Larson-Mann, SPHR, CBP
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Department Management & Financial Services / HR Division
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Signature of county administrator or chief administrative officer

Name Tim Hemstreet
Title County Administrator
Signature* 

*Entries without this signature will not be accepted.



2010 VACO Achievement Awards

Deadline for Entry: June 1, 2010

Description

The VACO Achievement Awards is a competitive awards program open to local government members of the association. The awards program is held annually to recognize local government programs that exemplify innovation, model practices, partnering or collaboration with other local governments, a private enterprise or state and federal government. The competition will be divided into five population categories so that projects compete with other localities of comparable size. Please encourage all county departments to apply!

Eligibility

All local government members of the Virginia Association of Counties, which are in good standing with the association, may participate. There is no limit to the number of applications a county may submit.

All applications must comply with the following standards:

1. The program must have become operational before Jan. 1, 2010, and must be currently operational.
2. Local government officials and/or staff must have played a significant role in developing and implementing the program, with only limited assistance from outside experts and/or consultants.
3. All steps in the application must be completed.
4. Awards will be given to departments or units, not individuals.
5. Programs that have received a previous VACO Achievement Award are ineligible.
6. The program must meet one or more of the criteria outlined below, and must be signed by the county administrator or chief administrative official before submission.

Criteria for Selection

The nominated program must meet one or more of the following criteria:

1. Offer an innovative solution to a problem, situation or delivery of services.
2. Promote intergovernmental cooperation and/or cooperation with local, state and federal entities and/or a private enterprise in addressing a problem or situation.
3. Provide a model that other local governments may learn from or implement in their own localities.
4. Programs may be based on programs from another public or private entity but must represent innovative approaches or customization by the local government.

Populations

The population categories are: (1) under 15,000 (2) 15,001 to 30,000 (3) 30,001 to 50,000 (4) 50,001 to 100,000 (5) 100,001+

Categories

Program Categories:

1. Community/Economic Development
2. Customer Service
3. Communications (public relations)
4. Criminal Justice & Public Safety
5. Health/Human Services (youth, elderly and others)
6. Information Technology
7. Parks and Recreation
8. Transportation
9. Organizational Development
10. Environmental
11. Regional Collaboration

Rules

Rules of entry:

1. All entries must be submitted in duplicate. Submit two copies of each entry bound in a notebook or presentation folder and submit in electronic format-.PDF or WORD file (e-mail electronic entry to gcharter@vaco.org). Include the entry form, all appendices and supplemental materials, photographs, DVD, etc.
2. Entries must be typed and double-spaced. State the problem, challenge or situation faced by the locality and how the program fulfilled the awards criteria (innovation, partnering or collaboration and a model for other localities). Tell how the program was carried out, including financing and staffing, and the program's results. Be concise and submit no more than eight one-sided typed pages plus photos or supporting materials.
3. Include a short overview of the program (no more than one page double-spaced) that can be used as a quick reference guide for the judges.

Judging

Entries will be judged by a three-member panel selected for their expertise in local government. When there are no selected nominations, no award will be made.

Award Presentation

Award plaques will be presented at VACO's Annual Business Meeting on Nov. 9, 2010, in Bath County. The winning entries will be featured in a booklet that will be distributed during VACO's Annual Conference. Award-winning nominations will be displayed appropriately at the Annual Conference and winners will receive a special ribbon to be worn on their name tags. Winners will also be recognized on the VACO Web site and in a news release sent to statewide media outlets.

Deadline

All entries must be postmarked no later than June 1, 2010, and mailed to VACO Achievement Awards, 1207 East Main St., Suite 300, Richmond, Va., 23219-3627. Entries will not be returned.

Questions?

Contact Gage Harter, VACO's Communications Director, at (804) 343-2502 or gcharter@vaco.org. Additional application forms are also available at www.vaco.org.

County of Loudoun, VA – Your Passport to Wellness Overview

In 2005 Loudoun County Government (LCG) was facing astronomical increases in health claims. In order to control spending without reducing coverage, county leadership decided to embrace a wellness approach and partnered with CIGNA HealthCare to develop the program. A full needs assessment was conducted which determined the health and wellness resources that were available to employees, where employees had unmet needs, defined employee health and wellness interests, defined how employees utilized their health care coverage, and identified areas where improved employee health and health habits would have a direct impact on controlling costs. As a result, the county development a wellness plan that included measureable goals and objectives. One of the biggest areas identified for improvement was increasing employee utilization of preventive visits and screenings. In 2006, the county launched "Your Passport to Wellness" rewards program with the goal of improving employees' health through a comprehensive wellness program. The Wellness Rewards challenge encourages employees to get preventive screenings, engage in healthier habits, and complete a health assessment. The Wellness Passport enables employees to track wellness activities and earn money toward a medical Flexible Spending Account (FSA) or their Health Savings Account (HSA). Each year participants must complete their health assessment and any combination of other activities such as receiving annual preventive exams, participate in county sponsored wellness activities, lifestyle management programs or community-based health programs earning a minimum of 125 points. The health assessment is required as it provides a real-time snapshot of one's health status, suggests programs to improved health, and provides an aggregate report to the county; allowing objective tracking of changes. Participation in "Your Passport to Wellness" has grown annually. All communication avenues available are utilized including: print and web-based newsletters, intranet communications, email, posters and flyers and custom messages on the CIGNA member portal. LCG has been able to implement "Your Passport to Wellness" for a relatively low cost. Wellness promotions, communications and program administration are handled by benefits staff in addition to other duties. LCG has seen excellent results. The most telling is a reduction in annual health care cost trend from 17% in 2005 to 4.2% in 2009. This reduction came without significant change in the health plan offerings or cost shift to employees.

2010 VACo Achievement Awards County of Loudoun, VA

In 2005 Loudoun County Government was facing astronomical increases in health claims. In order to control spending without reducing coverage, county leadership decided to embrace a wellness approach and partnered with CIGNA HealthCare to develop the program. The first task was to determine exactly what opportunities for improvement existed. A full needs assessment was conducted which determined the health and wellness resources that were available to employees, where employees had unmet needs, defined employee health and wellness interests, defined how employees utilized their health care coverage, and identified areas where improved employee health and health habits would have a direct impact on controlling costs. As a result, the county developed a wellness plan that included measurable goals and objectives. One of the biggest areas identified for improvement was increasing employee utilization of preventive visits and screenings. The county recognized that getting people to change a lifetime of habits would not be easy, but that if the county was successful it would benefit the county, employees and their families.

In 2006, the county launched "Your Passport to Wellness" rewards program with the goal of improving employees' health through a comprehensive wellness program. The Wellness Rewards challenge encourages employees to get preventive screenings, engage in healthier habits, and complete a health assessment. At its core is the Wellness Passport which enables employees to track wellness activities and earn money toward a medical Flexible Spending Account (FSA) or their Health Savings Account (HSA). Each year participants must complete their health assessment and any combination of other activities such as receiving annual preventive exams, participate in county sponsored wellness activities, lifestyle management programs such as "Quit Today" and "Healthy Steps to Weight Loss", or community-based health programs earning a minimum of 125 points. The health assessment is required

as it provides a real-time snapshot of one's health status, suggests programs to improved health, and provides an aggregate report to the county; allowing objective tracking of changes. The challenge was enhanced in the second year to include a \$50 bonus for achieving 175 points.

The county has worked hard to raise employee awareness of the importance of preventive health care. This message has been highlighted in Loudoun County Government benefits publications and at county wellness and benefits events. Participation in "Your Passport to Wellness" has grown annually. Additionally, the county's annual health care cost trend went from 17% in 2005 to 4.2% in 2009. Loudoun County Government also sponsors an annual Health and Fitness Week, giving employees an opportunity to get an array of biometric screenings, attend a variety of wellness workshops and complete their health assessment at kiosks during the Government Center Wellness Fair. As part of the annual planning process for Health and Fitness Week a theme is chosen that highlights an aspect of healthy living. In 2010 the theme was "Have a Heart", which focused on having a healthy heart, through proper nutrition and activity levels. The county encourages employees to complete the health assessment by tying it to the wellness challenge as a core activity, providing "bonus" points at designated times such as Health and Fitness Week or competitions to increase participation. Aggregate data is tracked from this event. Since establishing a baseline in 2005, the county has seen improvements: 13% reduction in borderline high cholesterol; 7% reduction both in stage 1 hypertension and stage II hypertension.

Loudoun County Government has taken a holistic approach to implementing "Your Passport to Wellness". All communication avenues available are utilized including: print and web-based newsletters, intranet communications, email, posters and flyers and custom messages on the CIGNA member portal. Additionally, computer kiosks are available in Human Resources so everyone has the

opportunity to access the CIGNA member portal, county intranet and participate in web-based wellness programs.

Loudoun County Government has been able to implement "Your Passport to Wellness" for a relatively low cost. Wellness promotions, communications and program administration are handled by benefits staff in addition to other duties. Throughout the year approximately \$10,000 is spent on all activities including wellness seminars, program incentives, Health and Fitness Week, and program materials. The Wellness Passport challenge incentive is approximately \$26,000, for a total cost of \$36,000.

Loudoun County Government has seen excellent results. The most telling is a reduction in annual health care cost trend from 17% in 2005 to 4.2% in 2009. This reduction came without significant change in the health plan offerings or cost shift to employees.

Other notable results are:

- 10% increase in preventive visit claims
- 13% decrease in employees with borderline high total cholesterol
- 14% decrease in employees with elevated cardiac risk ratio (risk of stroke or catastrophic cardiac event)
- 7% decrease in both Stage 1 and Stage II hypertension
- 28.1% decrease in catastrophic claims (those of \$50,000) since 2006
- 4.7% decrease in emergency room visits
- 4.4% increase in physician office visits (average cost = \$68 vs. average ER cost = \$663/visit)
- Over 65% of employee households have registered for access to CIGNA's member portal, indicating improved health awareness and use of health advocacy tools

- Winner of American Heart Association Start! Fit-Friendly Gold Award for three consecutive years (2008, 2009, 2010)
- Recognized by ICMA for innovative wellness program at the 2008 National Conference in Philadelphia, PA and profiled in ICMA's publication *The Path to Wellness: A Manager's Guide to Improving Health and Reducing Health Care Costs*
- Recognized by American City & County Magazine in 2006 article *Helping Employees Get Fit*

Loudoun County Government has developed an innovative, scientific approach to solving a problem faced by many government entities. The county has used a combination of resources to develop a wellness program that adds value to employee lives, has driven down overall health care costs, improved employees' knowledge and what is truly important, and maintained a competitive health plan without shifting costs. Big changes can be made, even on a small budget. Every little step really does add up.

Loudoun County Government
Wellness Program Goals & Objectives

September 1, 2009 to August 31, 2012

Goal #1:

To improve employees' awareness of their personal health status and usage of preventative healthcare.

Measurable Objective 1.1

- To increase employee completion of health risk assessments to 15% by August 31, 2012.
 - Interim yearly goals: 10% completion rate by August 31, 2010; 12% completion rate by August 31, 2011.

Goal #2:

To encourage employee participation in company-sponsored and community wellness activities and promote the county's increased value of employee wellness.

Measurable Objective 2.1

- To increase employee completion of the Wellness Challenge, and Wellness Passport with award of FSA monies, to 12% by August 31, 2012.
 - Interim yearly goals: 8% completion rate by August 31, 2010; 10% completion rate by August 31, 2011.

Goal #3

To improve lifestyle behaviors affecting the health status of Loudoun County employees.

Measurable Objective 3.1

- To engage 6% of employee population in lifestyle management programs by August 31, 2012.
 - Interim yearly goals: 2% engagement by August 31, 2010; 4% engagement by August 31, 2011.

Measurable Objective 3.2

- To increase employee usage of myCinga.com health tools to 75% by August 31, 2012.
 - Interim yearly goals: 68% usage of myCigna.com by August 31, 2010; 70% usage of myCigna.com by August 31, 2011.

Measurable Objective 3.3

- To increase Healthy Pregnancies Healthy Babies enrollment by 10% each year.

Measurable Objective 3.4

- Achieve the American Heart Association Start! Fit Friendly Platinum Award or Worksite Innovation Award.



LOUDOUN COUNTY EMPLOYEE WELLNESS CHALLENGE 2010

Your Passport to Wellness

Brought to you in coordination
with CIGNA HealthCare

If you are an employee enrolled in the Loudoun County Health Plan, you can receive \$125, plus a \$50 bonus by participating in the **Loudoun County Employee Wellness Challenge 2010 – My Wellness Rewards**.

The challenge includes rewards for health awareness, preventative health actions and healthy life habits. Not only will you receive points for your routine wellness visits, but you can also receive points for a variety of other wellness related activities. In addition, you must also annually complete or update your Health Assessment¹. This tool provides you with health information related to your personal health situation, to include hereditary factors and controllable factors. It provides you with a Healthy Living Plan to meet your unique needs. And it only takes approximately 15 minutes! Go to www.mycigna.com and complete it now (or update yours) and earn 25 points!

Don't walk away from **FREE** money! Start today! Pick up your **Passport to Wellness** from your department's Wellness Ambassador or Human Resources at the Government Center. Take your passport with you to all wellness activities and provider wellness visits for validation. After earning 125 or more points, return your passport to the Loudoun County Government Benefits Office (*no later than September 15, 2010*).

If you complete your Health Assessment and receive the required number of total points from the list of activities (including qualified health screenings) between **September 1, 2009** and **August 31, 2010** (PY10), you will receive a **\$125 incentive² (with bonus \$175)** in the form of a deposit to either your:

- 1) CIGNA POS & OAP Members: Health Flexible Spending Account (Health FSA – if you do not have a Health FSA, one will need to be established) on January 1, 2011; or
- 2) CIGNA Choice Members: Health Savings Account (HSA) by January 1, 2011.

So don't wait – it's your health!

And you can receive some extra cash by taking a step toward wellness.



We Want You!

- Are you committed to your personal wellness?
- Do you enjoy promoting initiatives you believe in to your fellow employees?
- Are you willing to donate 1-2 hours of your time each month to a worthy cause?

If you can say yes to these questions, we invite you to be a Wellness Champion for your department by volunteering. As a Wellness Ambassador, you will be provided with information and training to help you be an effective Wellness communicator. Your mission is to help get the word out about Wellness events and activities and to provide feedback from co-workers on our Wellness program. If you have questions about the Wellness Ambassador Program, contact Kisha Cross, Wellness Coordinator or email wellnessrewards@loudoun.gov.

Wellness Activities and Rewards Points:

Wellness Activity ¹	Points	Wellness Activity ¹	Points	Wellness Activity ¹	Points
Complete Health Assessment ¹ (required)	25	Well Women's Exam – includes pap smear and physician's breast exam	20	Participate in approved Weight Management Program	25
Annual Physical – includes cholesterol and glucose	60	Well Men's Exam – includes prostate exam/screening (PSA)	20	Participate in local Fitness Program (including yoga, meditation, sports league participant—max 30 points)	15
Spouse/Dependent age 19+ completes the Health Assessment.	25 Bonus Only	Mammogram (in accordance with CIGNA preventive screening guidelines)	20	Instruct an approved work site activity (e.g. yoga, walking, lecture series, etc)	10
Get a Flu Vaccine	5	Vision Screening	15	Be a Wellness Ambassador	10
Glucose Screening Only ⁴	5	Hearing Screening	10	Certify/Renew CPR or First Aid	10
Cholesterol Screening Only ⁴	5	Participate in & complete a CIGNA coaching program (max 30 points)	15	Participate in a nationally recognized or community health related event (e.g. Relay for Life, American Heart Walk or EAC 5K—max 30 points)	15
Be an Organ Donor	5				
Donate Blood (max 10 points)	5				
Colorectal Screening (In accordance with CIGNA preventive screening guidelines)	40	Participate in sponsored worksite wellness activity (not otherwise listed; max 10 points)	5	Attend Wellness Wednesday Workshop (max 20 points)	5
Preventative Dental Exam (max 20 points)	10	Reward Credit	125 = \$125	Bonus Reward Credit	50 = \$50

¹CIGNA will provide Loudoun County Benefits with a list of participants who have completed the Health Assessment.

²You must be an active Loudoun County employee on the date of distribution of funds.

³Refer to your [Passport to Wellness](#) for additional program information. For a [Quick Reference Guide](#) on recommended preventive health screenings and frequency, go to www.mycigna.com, logon and click on [My Health ~ Covered Preventive and Wellness Services](#). For more Wellness information - on the County intranet, go to quick links / [Human Resources ~ Benefits ~ Wellness Corner](#).

⁴Cholesterol / glucose screenings not performed during an annual physical will apply only if screening is performed during a sponsored worksite wellness activity.



Call the Benefits Help Line 703.777.0517 or email wellnessrewards@loudoun.gov.

Loudoun County Government

Executive Summary

Since 2005, Loudoun County, Virginia Government has collaborated with CIGNA to improve the county government's employee health status and reduce overall health care costs. Together, they have developed and implemented a robust wellness program that has improved employee use of preventive care options, health care costs, and disease trends. As a result, Loudoun has earned national recognition for their innovative wellness program.

Areas of Significant Change

- 1-year reduction in health plan cost trend from 10% to 6.5%
- 10% increase in preventive visit claims, as shown by an analysis of 2 years (2006 – 2007) of health care claims
- From 2007 to 2008
 - A 13% decrease in employees with borderline high total cholesterol
 - A 14% decrease in employees with elevated cardiac risk ratio (risk of stroke or catastrophic cardiac event)
- 28.1% decrease in catastrophic claims (those over \$50,000) since 2006
- 36.2% fewer catastrophic claims than their peers
- 24% Health Assessment completion rate versus less than 1% for peers
- More than 57% of households use myCIGNA.com to find coverage information
- From 2006 to 2007
 - A 2.8% decrease in emergency room visits (average cost \$663/visit)
 - A 4.4% increase in physician office visits (average cost \$68)

National Recognition

- April 2008 received American Heart Association Gold Start!® Fit-Friendly Award
- April 2008 recognition for American Heart Association (AHA) Gold Award in Alliance for Innovations magazine
- October 2007 recognized for innovative wellness program at International City/County Management Association (ICMA) National Conference, Pittsburgh, Pennsylvania
- September 2006 wellness program reviewed in American City & County magazine

Loudoun County government is an excellent example of a wellness program that is well designed and implemented, directly impacting and improving the overall health and well-being of its employees and their families.



CIGNA

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it's time for a change

Loudoun County Government: A Case for Wellness

Loudoun County, Virginia is a rapidly developing area 25 miles west of Washington, DC that is growing new businesses and experiencing an influx of new residents. Today, it is one of the fastest growing counties in the United States¹ and one of the most affluent.²

The county government has grown to meet increased resident needs, resulting in unprecedented increases in all types of costs, including health care costs for the county's employees and their families. In order to control spending without reducing coverage, county leadership decided to embrace a wellness approach. In coordination with CIGNA, county health insurance administration staff developed a comprehensive wellness program and set forth to change the culture of health care from crisis care and unhealthy choices to prevention and healthy lifestyles.

Wellness is a good focus for governments, where chronic conditions and unhealthy lifestyles can have a significant impact on health care costs (given that the typical government employee has over 10 years of tenure, is 40 to 44 years old,³ and is 55% male and 45% female⁴). Loudoun County government employs approximately 3,200 men and women, with over 75% participating in the health plan offered through CIGNA. The average age of county employees is 43 years, which is similar to most municipal governments, and the workforce is roughly divided with 50% male and 50% female² employees.

The county partnered with CIGNA to develop and implement a comprehensive wellness program. CIGNA's health educator and account team conducted a full needs assessment. This determined the health and wellness resources that were available to employees, where employees had unmet needs, defined employee health and wellness interests, defined how employees utilized their health care coverage, and identified areas where improved employee health and health habits would have a direct impact on controlling costs. As a result of the needs assessment, the county developed a wellness plan that included measurable goals and objectives.

One of the biggest areas identified for improvement was increasing employee utilization of preventive visits and screenings. The county and CIGNA recognized that getting people to change a lifetime of habits would not be easy. To encourage employees to get preventive screenings, engage in healthier habits, and complete the health assessment, "Your Passport to Wellness" was created. This wellness challenge was offered each plan year, and the incentive was a cash distribution to either the employee's medical flexible spending account or their health savings account. The health assessment was required as the basis, to earn the incentive, along with any combination of activities totaling 125 reward points. The program was enhanced in the second year to include a \$50 bonus for achieving 175 rewards points. The passport included opportunities to earn points at all wellness activities sponsored by the county, as well as by having annual preventive exams, and participating in lifestyle management programs or community-based health programs.

An analysis of two years of utilization data shows significant improvements in preventive care. There has been an increase in the number of preventive services Loudoun employees utilize: nearly 56% of all covered individuals have had a preventive visit in the last year and 59% of have had recommended preventive screenings (i.e. colonoscopy, mammogram, PSA, or Pap Test). Previously less than 45% had preventive visits.⁶

The county has worked hard to raise employee awareness of the importance of preventive health care. This message has been highlighted in Loudoun County benefit publications and at county wellness and benefit events. Additionally, the county sponsors an annual Health and Fitness Week. Each year there has been an increase in employee participation in health and fitness week screenings. In 2007 there was a 372% increase in the number of preventive screenings performed over 2006; and in 2008 there was a 65% increase over 2007.⁷

There have also been improvements in the county's aggregate screening results during health and fitness week. Data from 2007 was compared with data from 2008. Among the improvements were:

- 13% decrease in employees with borderline high total cholesterol (range 200 to 240 mg per dL)
- 7% increase in employees with high HDL cholesterol (over 60 mg per dL)
- 14% decrease in employees with an elevated cardiac risk ratio.⁸

These changes point to adoption of healthier lifestyles and better compliance with chronic disease treatment plans. The pharmacy compliance data indicates that county employees have had a 6% reduction in the risk of heart attack, and average LDL cholesterol levels have dropped 37% for individuals in a treatment plan since 2006.⁶

Anecdotally, there have been reports of employees who have had periodic screenings at work and, upon recommended follow-up with their doctor, been found to be at high risk of heart attack or stroke. By having the screening and getting to the doctor in a timely manner, these potentially catastrophic events have been prevented, to everyone's benefit. Loudoun County has experienced a 28% decrease in catastrophic claims since 2006, and has 36% fewer catastrophic claimants than their peers.⁶ These results can be partially attributed to early detection through preventive visits and screenings.

Health and Fitness week not only provided free access to preventive screenings, it also focused on areas for health improvement. In 2008, the theme "Well Aware of Your Health" was chosen and all activities centered on being more aware of personal health and well-being. A number of lunch-and-learns were offered, along with computer kiosks for health assessment completion, a scavenger hunt wellness walk, chair massages, and coverage education sessions. Employees were actively participating during the entire week, most events had capacity attendance, and feedback was very positive.

The county has strongly encouraged employees to complete the health assessment by tying it to the wellness passport and incorporating it into health and fitness week. As a result, over 24% of employees have completed the assessment.⁶ On average, less than 1% of employees complete it for similar groups who do not promote it or offer an incentive for completion.³ The health assessment is important for providing employer-specific population data on health practices and willingness to change, and is essential in planning a successful wellness program.

Evaluation of the county's aggregate health assessment data supports the participation data, aggregate screening data, and anecdotal stories with evidence of population-wide health improvements, as compared to their peer group and themselves over time. Of particular note is the improvement in overdue preventive screenings from 21% in 2006 to 20% in 2007; and improvement in poor diet from 78% in 2006 to 76% in 2007.⁹ Both of these measures indicate greater health awareness by the group and increased willingness to adopt healthier habits.

According to an article in the Journal of Environmental Medicine by Dee Edington, for each one point improvement in an employee's wellness score, an average savings of \$56 in medical costs may be realized.¹⁰ Therefore, even small improvements in population health assessment scores are indicative of significant medical cost savings opportunities, especially as Edington et al. estimate the cost of chronic conditions at \$3,574 each annually.¹⁰

Additionally, as Loudoun County has improved their own population health status, they have demonstrated significant differences between themselves and their peer group, as outlined in the following table.

Health Measure	Peer Group 2006 (as percent of population)	Loudoun County Government 2006	Peer Group 2007	Loudoun County Government 2007
Diabetes	6%	6%	6%	6%
Heart Disease	2%	1%	2%	1%
High Blood Pressure	26%	26%	27%	26%
Overdue Preventive Screens	24%	21%	24%	20%
Physically Inactive	68%	64%	67%	64%
Poor Diet	82%	78%	82%	76%

*data is from September 2006 and August 2007 WebMD® Health Quotient Aggregate Reports⁹

Since the wellness program has begun, the employees of the Loudoun County government have also become more aware of health and wellness information and actively seek it from available resources. Over 57% of Loudoun employee households have used myCIGNA.com to find coverage, claim, health/diagnosis, and voluntary program information.⁶ On average, fewer than 50% of households insured by CIGNA utilize this resource.³

They also have increased use of the CIGNA HealthCare 24-Hour Health Information LineSM (24HIL) from nine calls in 2006 to 85 calls in 2007.⁶ This is a typically underutilized resource that can assist individuals with making health decisions, understanding their doctor's instructions, or learning more about a specific condition via the audio library. Utilization of 24HIL can potentially save the health plan money by redirecting individuals to the appropriate level of care for their immediate needs.

In 2007, Loudoun County experienced a nearly 3% decrease in emergency room visits while increasing office visits by more than 4% over the previous year,⁶ an indication that individuals are seeking the appropriate level of care, are better informed, and have greater investment in their own health and well-being. The decrease in emergency room visits has had an immediate impact on costs as the average ER visit was \$663 versus the average office visit cost of \$68 in Loudoun County,¹¹ a difference of \$595. All of these changes, as well as intelligent plan design, have contributed to a decrease in total health plan costs.¹² In 2009, the health plan is projected to have a 3.5% decrease in total health care cost trend, down to 6.5% from 10%¹³. As a result, employees enrolled in the point of service plan (POS) have seen smaller increases in premiums, and those enrolled in the consumer-directed health plan (CDHP) in 2009 will not face a premium increase.¹²

The Loudoun County government has taken a systematic, scientific approach to developing a comprehensive wellness program. The county did not expect to see big changes or savings immediately, instead choosing to invest time and resources for the long term. Now in its third year, the wellness program is showing a positive impact on the employee population, as well as on individual employees.

Each year the wellness team undertakes a thorough review of the claims, utilization, and wellness program data and modifies the wellness program to reflect the changing needs and interests of the employees. The county views the wellness program as an integral part of providing the best coverage and resources to its employees.

Loudoun County has been recognized for its forward thinking, and now has an award-winning wellness program. "In October 2007, Loudoun County was recognized for its innovative wellness program at the ICMA (International City/County Management Association) national conference in Pittsburgh, PA. Since then, staff has participated in the development of an upcoming publication, *The Path to Wellness: A Manager's Guide to Improving Employee Health and Reducing Health Care Costs*, to help city and county managers throughout the country to develop programs and engage employees in activities that emphasize health promotion and disease prevention."¹³

"In April 2008, the American Heart Association recognized Loudoun County as a Fit-Friendly organization. Through the Start! Fit-Friendly Recognition Program, the American Heart Association recognizes employers who champion the health of their employees and work to create a culture of physical activity in the workplace. The recognition rewards employers for their progressive leadership and highlights their concern for their staff. The recognition was also featured in an article for *Alliance for Innovations*, the premier networking association for cities and counties committed to innovation and transforming local government."¹³

Loudoun County's wellness program was also recognized in September 2006 in an article in *American City and County* magazine, *Helping Employees Get Fit*. This article highlighted some successes in the first year of the wellness program and described how it had an immediate impact on some employees.¹³

Loudoun County government is an excellent example of a wellness program that is well designed and implemented, directly impacting and improving the overall health and well-being of its employees and their families.

References & Citations

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4. U.S. Bureau of Labor Statistics, Labor Force Statistics from the Current Population Survey, Detailed by Industry and Sex 2007, U.S. Department of Labor.
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11. CIGNA Health Care Trend and Cost Report for County of Loudoun July 2007 to July 2008.
12. *Creating a Culture of Health: A Manager's Guide to Improving Employee Health and Reducing Health Care Costs*; ICMA Press, 15, 2008.
13. County of Loudoun Government, 2008 Annual Report Update, August 2008.

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PASSPORT TO WELLNESS

My Wellness Rewards

Loudoun County Government

Employee Wellness Challenge

September 1, 2009 – August 31, 2010



831821 08/09

How to Use This Passport:

1. **Take this passport with you** to all wellness activities.
2. **Ask your provider to stamp** or initial & date.
3. **If you lose your passport**, contact your department's Wellness Ambassador for a new one. You must have your provider re-certify all of your wellness activities.
4. **Health Assessment completion**, will be verified by CIGNA HealthCare (no certification required). Remember you must complete the health assessment each year to qualify for wellness rewards.
5. **After earning 125 or more points**, return your passport to the Loudoun County Government Benefits Office no later than Sep. 15, 2010.
6. **All points are awarded** in accordance with the eligibility guidelines. Please refer to the Wellness Challenge Guidelines for specifics.

Email your Wellness Challenge questions to wellnessrewards@loudoun.gov.

More wellness information can be found on the County intranet.

Go to quick links /HumanResources~Benefits~Wellness Corner.

Wellness Tips...

1. **Keep a record** of the results of your screenings online using the Health Tracker tool at myCIGNA.com.
2. Schedule **preventative health visits** with your provider at least two months before they are due. If you are over 50 years old, don't forget your mammogram, prostate and colorectal exams.
3. **Follow recommended** preventive screening guidelines, go to myCIGNA.com, log on and click on *MyHealth~Covered Preventive and Wellness Services*.
4. **Staying fit** goes a long way with preventing illness and many chronic health conditions. Try to exercise for 20 minutes at least 3 times per week. Fitness club membership discounts are available through CIGNA Healthy Rewards and GlobalFit. Go to www.globalfit.com.
5. **Keep fresh fruits handy** in the refrigerator or on the kitchen counter for a quick snack. To save time on salads, pre-cut your veggies and keep them in storage bags in the refrigerator.
6. Don't forget about **your spirit**. Quiet time and relaxation is important to keep your emotional and mental health balanced. For stress management help, call CIGNA member services, 1.800.CIGNA24 or your Employee Assistance Program, 1.800.327.7272.

(U.S. Department of Health and Human Services)

Taking Charge of Your Health!

Wellness Activity	Points	Frequency	Provider Stamp
Health Awareness			
Complete Health Assessment <i>(required)</i>	25	Per year	No stamp needed
Spouse/Dependent age 19+ completes the Health Assessment. Print Spouse's/Dependent's Name _____	25 BONUS ONLY	Per year	No stamp needed
Be an Organ Donor as indicated on driver's license	5	Per year	
Preventive Health Actions			
Annual Physical – includes glucose and cholesterol	60	Per year	
Cholesterol Screening Only	5	Per year	
Get a Flu Vaccine	5	Per year	
Glucose Screening Only	5	Per year	
Colorectal Screening	40	*	
Preventative Dental Exam	10	Maximum 20 points per year	

* In accordance with CIGNA preventive screening guidelines

Wellness Activity	Points	Frequency	Provider Stamp
Well Women's Exam – includes pap smear and physician's breast exam	20	Per year	
Well Men's Exam – includes prostate exam/screening (PSA)	20	Per year	
Mammogram	20	*	
Vision Screening	15	Per year	
Hearing Screening	10	Per year	
Healthy Life Habits			
Participate in & complete any of the following CIGNA coaching programs: <ul style="list-style-type: none"> • CIGNA Quit Today • CIGNA Strength & Resilience • CIGNA Healthy Steps to Weight Loss • Feel Better, Look Better • Energy and Performance • Sleep Better, Feel Better, Live Better 	15	Maximum 30 points per year	No stamp needed
Participate in sponsored work site wellness activity (<i>not otherwise listed</i>)	5	Maximum 10 points per year	

Wellness Activity	Points	Frequency	Provider Stamp
Participate in approved Weight Management Program	25	Per year	
Participate in Local Fitness Program (including yoga, meditation, sports league participant)	15	Maximum 30 points per year	
Instruct an approved work site activity (e.g., yoga, walking, lecture series, etc.)	10	Per year	
Be a Wellness Ambassador	10	Per year	No stamp needed
Certify/Renew CPR or First Aid	10	Per year	
Participate in a nationally recognized or community health related event (e.g. Relay for Life, American Heart Walk, EAC 5K)	15	Maximum 30 points per year	
Attend Wellness Wednesday Workshop	5	Up to 4 per year	
Donate Blood	5	Maximum 10 points per year	
Total Credits			

Reward Credit: 125 points = \$125
 Bonus Reward Credit: 175 points = \$50

I certify that I have received each of the health screenings and/or participated in the activities indicated above. I understand that the information in this passport does not provide a full description of the Loudoun County Government Employee Wellness Challenge. The program guidelines will always take precedence.

Signature

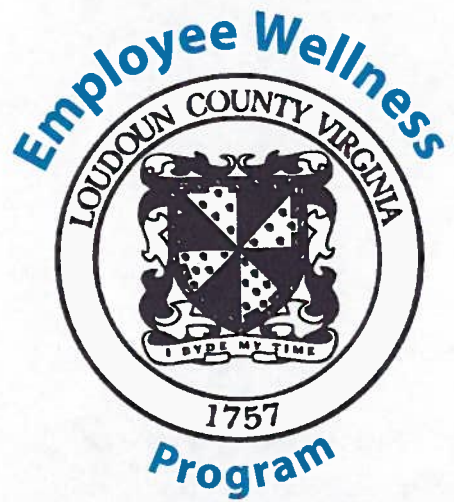
& Date

Employee's Name & Phone Ext. – please print

Department

Office Use Only	
Date Received:	Total Points:

Loudoun County Government
Employee Wellness Challenge



In Partnership with CIGNA HealthCare





**Loudoun County Wellness & Risk Management
Calendar of Events
September 2009- July 2010**

Month	Event / Activity	
September 2009	Initiative:	2010 Wellness Challenge Promotion & Passport Kick-off
	Education Campaign:	Health Assessment Completion & Your Personal Health Record Onsite Health Assessment Kiosks for Public Safety: Sherriff's Office, Sterling & South Riding Sub-stations, & Fire/Rescue (dates & times TBA)
	CIGNA Telephonic Seminar:	Staying Active, available 9/9 – 9/19 To access, dial 1.888.348.4629; passcode = 186804
	Wellness Ambassador Meeting:	Sept. 14 th , 9 am, Government Center Board Rm
October 2009	Education Campaign:	Breast Cancer Awareness & Women's Health
	Wellness Focus:	Women's Preventive Health Screenings & CIGNA's Healthy Pregnancies/Healthy Babies
	Wellness Wednesday:	Breast Health Awareness Oct. 14 th , 12 pm, Government Center
	CIGNA Telephonic Seminar:	Surviving Cold & Flu Season
	Wellness Event:	Free Flu Shots for County Employees!!
November 2009	Initiative:	Tobacco Prevention Education, CIGNA Quit Today ~ Tobacco Cessation Program
	Education Campaign:	Diabetes Awareness Month Great American Smoke-Out on Nov. 19 th
	Risk Mgmt Campaign:	Tobacco Cessation
	CIGNA's Telephonic Seminar:	Smoking Cessation
December 2009	Education Campaign:	Healthy Holidays—Stress Management During the Holidays
	Risk Mgmt Campaign:	Safe Toys and Gifts Month
	Wellness Focus:	CIGNA's Strength & Resilience
	Wellness Wednesday:	Stress Management: Boosting Your Health Potential & Reducing Stress with Corey Malnikof, DC; Dec. 2 nd , 12 pm, Govt Center
	CIGNA's Telephonic Seminar:	Stress Management 101
January 2010	Initiative:	Blood Donation Month "Wellness Day" Promotion for Preventive Screenings & Updating Your Immunizations
	Wellness Focus:	Health Assessment Completions, Your Personal Health Record, & CIGNA's Healthy Pregnancies/Healthy Babies Onsite Health Assessment Kiosks for Shenandoah Building & Motor Pool/Transportation
	Wellness Ambassador Meeting:	January 27 th , 9 am, Government Center

February 2010	Initiative:	Preventive Dental Care & American Heart Month—Wear Red for Women's Heart Health Day
	Education Campaign:	Well Aware for Heart Disease & Delta Dental's Preventive Dental Care Benefits
	Wellness Wednesday:	Heart Healthy Family Favorites with Michelle Powers, Nutrient Chef, RD, Feb 17 th , 12 pm, Landsdown Public Safety Center, Leesburg
March 2010	Initiative:	National Nutrition and Eye Health Month—vision benefits & CIGNA Healthy Rewards Nutrition options
	Risk Mgmt Campaign:	Home & Workplace Eye Health & Safety Month
	Wellness Wednesday:	Organics as a Health Food with Michele Powers, Nutrient Chef, RD; Mar. 10 th , 12 pm, Government Center Vision Health, Mar. 24 th , 12 pm, Government Center
April 2010	Initiative:	Cancer Awareness Month & American Heart Association Start! Walking at Work Day
	Education Campaign:	Global Fit & CIGNA's Healthy Rewards Discounts
	Wellness Focus:	Health Assessment Completions: Onsite Health Assessment Kiosks for Shenandoah Building
	Wellness Wednesday:	Nutrition Series with Michele Powers, Nutrient Chef, RD; Apr 28, 12 pm (location TBA) Walking for Health with Cindy Seidel, 12 pm, Government Center (date TBA)
May 2010	Initiative:	Health and Fitness Week, May 17 – 21
	Education Campaign:	Have a Heart!
	Wellness Focus:	Having A Healthy Heart
June 2010	Initiative:	Men's Health Month & Home Safety Month
	Education Campaign:	Men's Health
	Wellness Focus:	Men's Preventive Health Screenings
	Risk Management Campaign:	Home Safety & Fireworks Safety Month
	Wellness Wednesday:	For Men Only: Preventive Care for Men
	Risk Mgmt Event:	Fire Safety at Home with Loudoun County Fire Department, Jun. 23 rd , 12 pm, Govt Center
July 2010	Initiative:	Fireworks and Summer Safety
	Education Campaign:	Summer Safety
August 2010	Initiative:	Open Enrollment & Wellness Passports Due

IMPORTANT... Wellness Passport validation required for attendance at all Wellness activities/events to earn points towards the employee's Wellness Challenge!



CIGNA HealthCare





NATIONAL

Employee Benefits Day

April 6

www.ifebp.org

WELLNESS REWARDS

JOIN IN LCG WELLNESS ACTIVITIES

Spring into these upcoming Loudoun County Wellness activities. It will not only benefit your health but also put money in your pocket by earning wellness rewards. Pick up your wellness passport today and join us for an upcoming event. We look forward to seeing you!

- ⇒ **Walking for Health w/ Cindy Seidel**
 April 7 12p Government Center
 April 21 12p Shenandoah Bldg
- ⇒ **Healthy Cooking Demo w/ Michele Powers-Farber, RD, CHEF**
 April 28 12p Leesburg Fire Station
- ⇒ **Health and Fitness Week—Have a Heart**
 May 17 – 21
Stay tuned for details!
- ⇒ **Home Fire Safety w/ Loudoun County Fire Department**
 June 23 12p Government Center
- ⇒ **For Men ONLY: Preventive Care for Men**
 June 30 12p Government Center

Can't make it to an event in person, tune in to W.E.L.L. Radio...
Dial 888.453.5733; passcode 498095#

- Walking for Health w/ Cindy Seidel, April 7, 4p
- Healthy Eating w/Michele Powers Farber, RD, CHEF, April 14, 4p
- Men's Health: By Men, For Men, June 2, 4p
- Open Enrollment Q & A, July 7, 4p



For more information on the LCG Wellness Challenge, go to quick links ~ Human Resources ~ Benefits ~ Wellness Corner, or contact your department's Wellness Ambassador.

Larson, Nelia

From: DEPT-MAN&FINSERV-HR_DIVISION_BENEFITS
Sent: Friday, May 14, 2010 3:34 PM
To: All County Users
Subject: May Bennie Bits ~ Have a HEART! Health & Fitness Week 2010
Attachments: VitaMin Newsletter May 2010.pdf; Wellness Rewards Bonus Time Health Fitness Wk 2010.ppt; Health Fitness Week 2010 Event Calendar.doc; May 21st is Bike to Work Day.doc; Global Fit Health & Fitness Newsletter - May 2010.pdf; HEART BINGO 2010 - LCGONLY.rev.doc; BINGO Competition Guidelines.doc; Spring Into Summer - May 2010.pdf

Importance: High



*May Wellness Focus ~ Have a HEART! and National Physical Fitness Month
Health & Fitness Week 2010 – May 17th – 21st*

For your information....

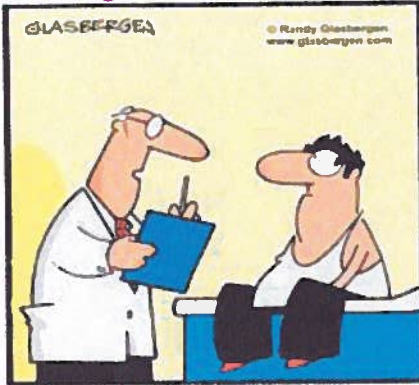
- *BINGO is Back! "HEART" BINGO ~ starts today! Your department could be the winner!*
~Your game card and competition guidelines are attached.~
- *Your May edition of VitaMin! ~ Vital Health Information in a Minute*
 - ✓ *Two Must-Take Tests for Women*
- *Wellness Rewards Bonus Time!*
- *Health & Fitness Week 2010 ~ Event Calendar*
- *Training Tips ~ Bike to Work Day*
- *GO Newsletter ~ www.globalfit.com*
 - ✓ *Fitness 101: 15 Ways Fitness Boosts Your Confidence*
 - ✓ *For Your Health: Treating Back Pain*
 - ✓ *Wellness Tips: How to Prevent Back Pain*
- *VitaQuiz ~ http://www.cigna.com/sites/vitamin/834014_VITAQUIZ_May_v07.html*
- *Wellness Workshops ~ register on iforms:*
 - *Strength & Resilience Stress Management ~ Mon. May 17th ~ Claude Moore Recreation Center*
 - *Heart Healthy Cooking Demo ~ Tues. May 18th ~ Shenandoah Building*
 - *Know Your Numbers ~ Wed., May 19th ~ Government Center*

Telephonic Seminars ~ dial 1.888.348.4629, enter passcode:

- *Healthy Life Tips for Women ~ beginning 5/12 ~ passcode 379626*
- *Stress Management 101 ~ beginning 5/19 ~ passcode 602049*

- *The Power of Initiative* ~ beginning 5/26 ~ passcode 223116
~The above seminars are available to listen to beginning at 4 pm and are available for 10 days.~
- *Radio WELL- LC Live!* ~ dial 1.888.453.5733 ~enter passcode 498095#
✓ *Men's Health: By Men, For Men* ~ June 2nd @ 4 PM only
~Submit comments or questions to radiowelllc@cigna.com~

The Lighter Side: What Your Teachers Got Wrong



"For years your teachers told you to settle down and sit still. You can stop now."

Healthy Recipes, go to <http://www.eatingwell.com/>.

**Please do not respond to this e-mail address as it is not monitored.
For questions, please contact the Benefits Help Line, 703.777.0517 or email benefits@loudoun.gov.**



Health & Wellness Matters



SPRING EDITION

MAY 2010

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HAVE A HEART

HEALTH & FITNESS WEEK MAY 17-21, 2010



Join us for a fun filled, heart-focused educational week of wellness events and activities during Health & Fitness Week 2010! Get your "numbers" on your blood pressure, glucose, cholesterol and more as well as participate in one of the informative wellness workshops, or stop by during the **Wellness Fair** on Thursday, May 20th at the Government Center. With special guest **Heart Man!**

And while you're there update your **Health Assessment** at the CIGNA kiosk!

Bring your **Wellness Passport** and take advantage of the reward points you can earn this week just by participating!

New this year ~ Support Your EAC: An EAC sponsored heart-healthy lunch will be available on Thursday, May 20th at the Government Center from 12—1 p. What a great opportunity to have a good lunch, your health and wellness questions answered and get your preventive screenings all in one place! A listing of this year's events is available on the next page.

CALLING ALL "HEART" BINGO LOVERS

BINGO is back! The county-wide departmental competition will have two category winners: large departments—over 100 employees; small to mid-side departments—less than 100 employees.

Here's how to earn points:

- ◆ Earn 1 point for completing any 5 activities.
- ◆ Earn 2 bonus points for making a connected line of BINGO (vertically, diagonally, or horizontally).
- ◆ Earn 3 bonus points for completing 2 additional activities + BINGO.

- ◆ Earn 1 bonus point for completing and returning your BINGO game card during Health & Fitness Week.

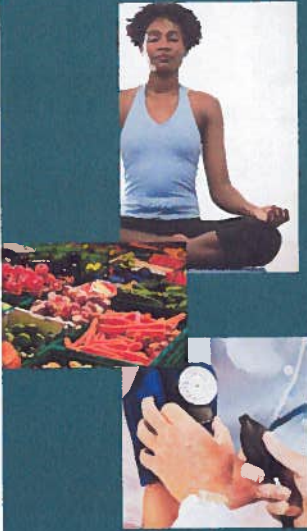
The department with the highest points based on total points divided by the total number of employees within the department claims victory!

The BINGO game card is full of healthy, wellness-related activities. What better way to have a little fun and challenge your co-workers to a little competition.



Earn wellness reward points when you see this symbol!

Health & Fitness Week—Event Calendar



“The trouble with life in the fast lane is that you get to the other end in an awful hurry”
— John Jensen


Take the stairs today. It’s great exercise and it burns calories.


Day	Monday, May 17th	Tuesday, May 18th	Wednesday, May 19th	Thursday, May 20th	Friday, May 21st
E V E N T	<p>Claude Moore Park</p> <p>NEW Location</p> <p>46105 Loudoun Park Lane, Sterling, VA</p>	<p>Shenandoah Bldg Day</p> <p>102 Heritage Way Leesburg, VA</p>	<p>DIT Bldg Day</p> <p><i>National Employee Health & Fitness Day</i></p> <p>41975 Loudoun Center Place Leesburg, VA</p>	<p>Government Center Day</p> <p><i>Wellness Fair</i></p> <p><i>EAC sponsored lunch ~ Lovettsville Rm</i></p> <p>1 Harrison St. Leesburg, VA</p>	<p>Bike to Work Day</p>
S C R E E N I N G S	<p>Screenings: Heart Rate, Blood Pressure, Body Mass Index, Body Fat, Glucose, Cholesterol</p> <p>10a - 12p Multipurpose Room B</p>	<p>Screenings: Heart Rate, Blood Pressure, Body Mass Index, Body Fat, Glucose, Cholesterol</p> <p>10a - 12p Catocin Room</p>	<p>Screenings: Heart Rate, Blood Pressure, Body Mass Index, Body Fat, Glucose, Cholesterol</p> <p>2 - 5p Training Room</p>	<p>Screenings: Heart Rate, Blood Pressure, Body Mass Index, Body Fat, Glucose, Cholesterol, Bone Density, Vision, Hearing</p> <p>9:30a - 12:30p Board Room</p>	
W O R K S H O P S	<p>Workshop: 12–1p</p> <p>Strength & Resilience Multipurpose Room A</p>	<p>Workshop: 12 - 2p</p> <p>Monroe Tech: Nutrition/ Cooking Demo of Heart Healthy Foods Sterling Room</p>	<p>Workshop: 12–1p</p> <p>Know Your Numbers w/ Blood Pressure/HR screens GVT CTR Purcellville Room</p>	<p>Wellness Fair 9:30a–1p</p> <p>CIGNA Delta Dental Davis Vision and more!</p> <p>Michele Powers Heart Healthy Snacks</p>	<p>Celebration Walk 11a–12p with Tim Hemstreet, County Administrator & Cindy Seidel, Power Walking Expert</p>





Hidden Ways To Help Your **HEART**


The **good news** about heart disease—America's No. 1 killer—is that a healthy heart is within everyone's reach. You know some of the rules: Eat less fat; eat more fruits and vegetables; and keep blood pressure and cholesterol levels in check. **But there are more ways to boost heart health:**

 **DON'T SKIP BREAKFAST.** Most heart attacks occur between 7 a.m. and noon—possibly because the cells that help blood to clot, called platelets, are stickiest then. Eating breakfast appears to make platelets less sticky and less likely to clump together and block a vital artery.

 **LIGHTEN UP.** People who overreact to stressful situations are more likely to have heart trouble. In one study, people whose blood pressure and heart rate jumped the most during frustrating tests were also the ones most likely to have reduced blood flow to the heart.

 **MEET THE "A's".** You may have heard about the antioxidants—vitamin A, C and E, and beta-carotene—that appear to slow plaque formation in the arteries.

 **KICK TOBACCO IF YOU ARE USING IT.** Smoking affects more than your lungs. Fact is, within a few years of quitting, you'll cut your risk of heart attack by at least half, similar to those who never smoked.

 **GET OFF THE COUCH.** Sedentary living—not high cholesterol—is one of the greatest risk factors in heart attack deaths.

Tip: Just a half hour of moderate physical activity most days of the week can deliver fitness benefits similar to traditional exercise routines. So walk briskly. Take the stairs. Play actively with kids. Live Longer!

Top Health—The Health Promotion and Wellness Newsletter



Upcoming Wellness Events

- ◆ **May 5, 2010 @ 4p—Radio Well LC: Answers to Your Burning Questions (888-453-5733; passcode 498095#)**
- ◆ **June 2, 2010 @ 4p—Radio Well LC: Men's Health: By Men, For Men (888-453-5733; passcode 498095#)**
- ◆ **June 30, 2010 @ 12—1p—Wellness Wednesday: For Men Only: Preventative Care for Men. Government Center, Purcellville Room**
- ◆ **July 7, 2010 @ 4p—Radio Well LC: Open Enrollment Q & A (888-453-5733; passcode 498095#)**



The most important things you can do to stay healthy are:

Get recommended screening tests • Be tobacco free • Be physically active
Eat a healthy diet • Stay at a healthy weight • Take preventive medicines if you need them.

Screening Tests for Men: What You Need and When

Screening tests can find diseases early when they are easier to treat. Health experts from the U.S. Preventive Services Task Force have made recommendations, based on scientific evidence, about testing for the conditions below. Talk to your doctor about which ones apply to you and when and how often you should be tested.

- Obesity:** Have your body mass index (BMI) calculated to screen for obesity. (BMI is a measure of body fat based on height and weight.) You can also find your own BMI with the BMI calculator from the National Heart, Lung, and Blood Institute at: <http://www.nhlbisupport.com/bmi/>.
- High Cholesterol:** Have your cholesterol checked regularly starting at age 35. If you are younger than 35, talk to your doctor about whether to have your cholesterol checked if:
 - You have diabetes.
 - You have high blood pressure.
 - Heart disease runs in your family.
 - You smoke.
- High Blood Pressure:** Have your blood pressure checked at least every 2 years. High blood pressure is 140/90 or higher.
- Colorectal Cancer:** Have a test for colorectal cancer starting at age 50. Your doctor can help you decide which test is right for you. If you have a family history of colorectal cancer, you may need to be tested earlier.
- Diabetes:** Have a test for diabetes if you have high blood pressure or high cholesterol.
- Depression:** Your emotional health is as important as your physical health. If you have felt "down," sad, or hopeless over the last 2 weeks or have felt little interest or pleasure in doing things, you may be depressed. Talk to your doctor about being screened for depression.
- Sexually Transmitted Infections:** Talk to your doctor to see whether you should be tested for gonorrhea, syphilis, chlamydia, or other sexually transmitted infections.
- HIV:** Talk to your doctor about HIV screening if you:
 - Have had sex with men since 1975.
 - Have had unprotected sex with multiple partners.
 - Have used or now use injection drugs.
 - Exchange sex for money or drugs or have sex partners who do.
 - Have past or present sex partners who are HIV-infected, are bisexual, or use injection drugs.
 - Are being treated for sexually transmitted diseases.
 - Had a blood transfusion between 1978 and 1985.
- Abdominal Aortic Aneurysm.** If you are between the ages of 65 and 75 and have ever smoked (100 or more cigarettes during your lifetime), you need to be screened once for abdominal aortic aneurysm, which is an abnormally large or swollen blood vessel in your abdomen.

Daily Steps to Health

Don't Smoke. If you do smoke, talk to your doctor about quitting. Your doctor or nurse can help you. And, you can also help yourself. For tips on how to quit, go to: [You Can Quit Smoking Now. http://www.smokefree.gov](http://www.smokefree.gov). To talk to someone about how to quit, call the National Quitline: 1-800-QUITNOW. For more quit-smoking resources, go to: <http://www.healthfinder.gov/>, and search for "smoking."

Be Physically Active. Walking briskly, mowing the lawn, dancing, swimming, and bicycling are just a few examples of moderate physical activity. If you are not already physically active, start small and work up to 30 minutes or more of moderate physical activity most days of the week.

Eat a Healthy Diet. Emphasize fruits, vegetables, whole grains, and fat-free or low-fat milk and milk products; include lean meats, poultry, fish, beans, eggs, and nuts; and eat foods low in saturated fats, trans fats, cholesterol, salt (sodium), and added sugars.

Stay at a Healthy Weight. Balance calories from foods and beverages with calories you burn off by your activities. To prevent gradual weight gain over time, make small decreases in food and beverage calories and increase physical activity.

Drink Alcohol Only in Moderation. If you drink alcohol, have no more than two drinks a day. (A standard drink is one 12-ounce bottle of beer or wine cooler, one 5-ounce glass of wine, or 1.5 ounces of 80-proof distilled spirits.)

A good place to find reliable health information is www.healthfinder.gov.

Should You Take Medicines to Prevent Disease?

- Aspirin:** Ask your doctor about taking aspirin to prevent heart disease if you are:
 - Older than 45.
 - Younger than 45 and:
 - Have high blood pressure.
 - Have high cholesterol.
 - Have diabetes.
 - Smoke.
- Immunizations:** Stay up-to-date with your immunizations.
 - Have a flu shot every year starting at age 50. If you are younger than 50, ask your doctor whether you need a flu shot.
 - Have a pneumonia shot once after you turn 65. If you are younger, ask your doctor whether you need a pneumonia shot.

The Centers for Disease Control and Prevention provide more information on immunizations at: <http://www.cdc.gov/nip/recs/adult-schedule.htm>.

Don't forget to get your annual physical. Only a \$15.00 co-pay at your primary Care Physicians office.



June is Men's Health Month...Be sure to get your screenings

Men's Screening Test Checklist

Take this checklist with you to your doctor's office. Write down when you have any of the tests below. Talk to your doctor about your test results and write them down here. Ask when you should have the test next. Write down the month and year. If you think of questions for the doctor, write them down and bring them to your next visit.

Test	Last Test (mo/yr)	Results	Next Test Due (mo/yr)	Questions for the Doctor
Weight (BMI)				
Cholesterol Total:				
HDL (good):				
LDL (bad):				
Blood pressure				
Colorectal cancer				
Diabetes				
Sexually transmitted infections				
HIV infection				
Abdominal aortic aneurysm (one-time test)				

Healthy Cooking

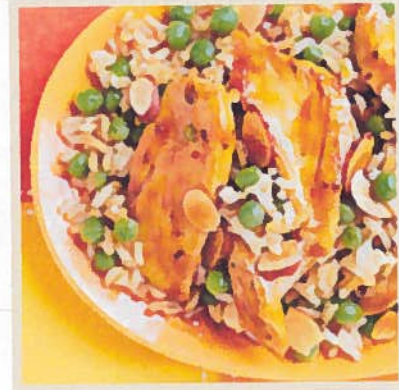
Fast Chicken and Rice



Start to Finish: 10 minutes

INGREDIENTS

- 1 8.8-ounce package cooked brown rice
- 1/2 cup frozen peas
- 1 pound chicken breast tenders, halved crosswise, skin removed
- 1 tablespoon oil (canola or olive)
- 1/4 cup bottled stir-fry sauce



DIRECTIONS

1. Stir peas into rice pouch. Heat in microwave according to package directions.
2. Meanwhile, in a large skillet, cook and stir chicken in hot oil over medium-high heat for 2 to 3 minutes or until no longer pink.

Stir rice mixture into skillet. Stir in stir-fry sauce; heat through. Sprinkle each serving with almonds. Makes 4 servings.

NUTRITION FACTS

- Calories 311,
- Total Fat (g) 9,
- Saturated Fat (g) 1,
- Monounsaturated Fat (g) 2,
- Polyunsaturated Fat (g) 3,
- Cholesterol (mg) 66,
- Sodium (mg) 453,
- Carbohydrate (g) 25,
- Total Sugar (g) 1,
- Fiber (g) 2,
- Protein (g) 31,
- Vitamin C (DV%) 5,
- Calcium (DV%) 3,
- Iron (DV%) 8,
- Percent Daily Values are based on a 2,000 calorie diet

HEALTHY RECIPES, go to
www.eatingwell.com/





***You Can Do It!!
Wellness Rewards can help you get there.***







**Health & Wellness Matters is brought to you by the
Loudoun County Benefits Team.**

Contact us at wellnessrewards@loudoun.gov

HEART Bingo!

May 14-June 14, 2010

Name: _____ Dept: _____ Email: _____

 H	 E	 A	 R	 T
Take a 10 minute walk at lunch for at least 1 week	Get at least 7 hours of sleep for at least 7 days during the course of this challenge	Replace soda with water for at least 1 week	Turn off the television at least 3 nights & do something active	Complete (or update) your Health Assessment** at www.mycigna.com
Take the stairs for 1 week	Drink 8 glasses of water every day for 1 week	Have had a routine preventive dental exam in the last 6 months	Get your Blood Pressure checked	Eat a healthy breakfast for 1 week
Practice a relaxation technique 3 times a week for 2 weeks (e.g. yoga, breathing exercises, reading, massage, etc)	Get a routine preventive vision screening		Write down everything you eat & drink for 1 week and identify 1 thing to improve	Do 25 jumping jacks a day for 2 weeks
Complete (or update) your Health Assessment** at www.mycigna.com	Try a new healthy recipe from the American Heart Association (www.heart.org)	Find out your body mass index (BMI) during Health & Fitness Week	Take a 5-minute stretch break at your desk 3 times a day for 1 week	Attend a Wellness Workshop or on-site event
Get your cholesterol and glucose checked during Health & Fitness Week	Stay connected—call a friend or family member you haven't spoken with in a while	Have your spouse or dependent (age 18+) Complete their Health Assessment** at www.mycigna.com	Be fast food free for 1 week	Instead of emailing a co-worker get up and walk to their desk at least 2 times a day for 3 days

IMPORTANT: Before you begin this challenge, please consult your primary care physician for medical clearance. *The space marked **FREE** requires you to complete a wellness activity of your choice that is not included on the "HEART" BINGO game card. Describe your activity in the **FREE** space.

** Non-CIGNA members can take a health assessment at www.realage.com.

The Rules of the Game:

Complete as many activities as possible! Once you've completed an activity, mark the relevant square with a large "X." These activities are self-reported and on the honor system.

- Complete any 5 different activities on the "HEART" BINGO game card and you will add 1 point to your score.
- Complete 5 activities to make a connected line—BINGO (vertically, diagonally, or horizontally) and you will add 2 points to your score.
- Achieve BINGO and 2 additional activities and you will add 3 points to your score.
- Complete and return your "HEART" BINGO game card during Health & Fitness Week and earn 1 bonus point.
- Scores will be calculated as follows: the total number of points divided by the total number of employees in your department.

WHO? **"HEART" BINGO** is open to participation by all County employees.

WHAT? **"HEART" BINGO** is a fun and easy way to incorporate healthier activities into your daily life. It should not take much time everyday to complete the activities on the game card. The **"HEART" BINGO** game card was designed to encourage your participation in a variety of wellness activities. *Scores will be calculated using the total number of points earned by employees participating divided by the total number of employees within the department. There will be two (2) category winners: large departments – over 100 employees; small to mid-size departments – less than 100 employees. Up to three (3) departments in each category will be recognized. The department with the highest score in each category will receive a trophy and bragging rights.*

WHEN? The **"HEART" BINGO** challenge will begin **May 14th through June 14th**, 2010. During this period you are encouraged to complete as many activities on the game card as you can.

WHY? Wellness is important for everyone! Leading a healthier lifestyle is the best way to help curb rising healthcare costs and improve your quality of life.

HOW? To participate, simply complete the **"HEART" BINGO** game card, sign the honor pledge and return it to your department's Wellness Ambassador or the Benefits Office (MS #41A) if your department does not currently have a Wellness Ambassador. All game cards must be turned in by Tuesday, June 15th. You will receive points based on your level of achievement. **Each participant who achieves at least "7" Bingo points will also earn 5 Wellness Rewards points on their Wellness Passport.**

"FREE" SPACE - complete a wellness activity of your choice that does not already exist on the **"HEART" BINGO** game card. You should describe the activity on your game card. Some examples include: listen to a RADIO WELL-LC "broadcast" or Wellness Telephone Seminar, tour CIGNA's Mobile Learning Lab, your gym membership, participate in a community event or champion a workplace Wellness Activity. Don't forget: the activity must be wellness-related (physical, nutritional, financial or emotional).

TOTAL POINTS: _____

I certify that I have completed the activities as indicated on the **"HEART" BINGO** game card.

SIGNED: _____ DATE: _____

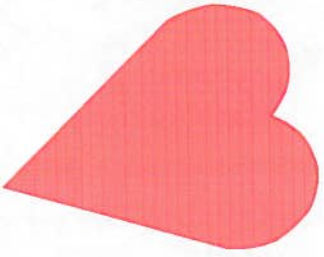
VERIFIED BY: _____
Wellness Ambassador / Benefits Office

Celebration Walk in Historic Leesburg

Loudoun County Government Center

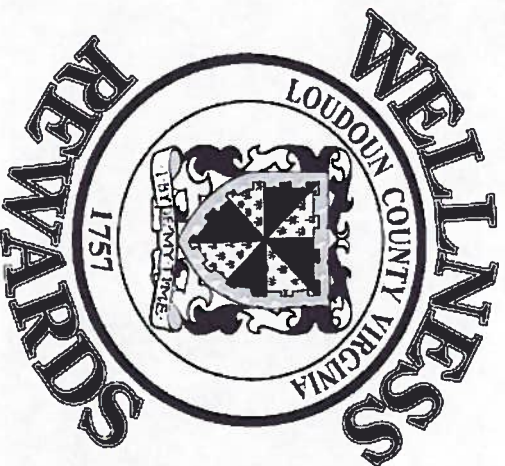
Friday, May 21st

starting @ 11 am in the Lobby



CIGNA HealthCare

A Business of Caring.





Helping employees get fit

Sep 1, 2006

In 2004, when Loudoun County, Va.'s, health care plan contract was set to expire, administrators began searching for a new plan that included programs for employees to improve their health through diet and exercise. With the cost of insurance claims steadily rising, county leaders thought it would be wise to help employees take steps to prevent disease and chronic illness.

Loudoun County contracted with Bloomfield, Conn.-based CIGNA for health insurance services, which included designing wellness programs for almost 10,000 county and school employees. As part of the contract, a company health education coordinator analyzed employees' lifestyles to identify their most critical needs. The coordinator also reviewed the county's claims history, environmental factors and local demographics, and visited work sites to observe building conditions, food and exercise opportunities. Employees' readiness to participate in wellness programs was evaluated, and the coordinator considered which strategies would motivate them to take better care of their health.

The analysis showed that county and school employees were most at risk for diabetes, heart disease, high cholesterol and stress, so the county created six programs to target those problems. The "Your Best Life Challenge" program encourages employees to evaluate their lifestyles and follow plans from the health insurance provider that focus on stress management, weight management and smoking cessation. To further motivate employees to participate, the county began the "Employee Wellness Challenge," an incentive program that offers a \$120 credit to employees' health plan flexible spending accounts when they complete an online health risk assessment, five health screenings and preventive exams.

To increase employees' physical activity, the county launched "Wellness Buddies," where more than 30 teams of five employees each compete to walk the most steps in eight weeks. Each participant receives a start-up kit, including a pedometer and maps of local walking paths. This spring, 150 county employees kicked off the competition with a group walk through the Leesburg community, led by Loudoun County Administrator Kirby Bowers. Steps are logged online, and each member of the winning team receives a gift card to Healthy Roads for Living, an online vendor.

"Wellness Workshops" are held monthly at county facilities and cover a range of health topics, and "Wellness Corner" is an online library that includes announcements about upcoming activities, articles about staying healthy and schedules for exercise classes. "Health & Wellness Matters" is a county newsletter that announces activities and community events, and provides wellness tips and healthy recipes.

So far, more than 1,000 employees have participated in the first year of the programs, and many have begun to see results. According to Donna O'Brien Morrin of the Loudoun County economic development team, the walking program tapped into her competitive nature. "Wearing a pedometer made me want to reach at least 10,000 steps a day, as some of my colleagues were routinely logging 12,000 steps," she says. "For me, it meant that I started walking two miles to work three or four days a week, something I rarely did before."

As a result of positive employee feedback, continued commitment and the desire to manage health care costs, the county will expand its wellness offering for next year. "Healthy employees are happier and more productive," says Nelia Larson-Mann, county benefits administrator. "Ultimately, there is a huge payoff for those who focus on and promote wellness in the workplace."

http://americancityandcounty.com/mag/government_helping_employees_fit/