



HEALTH MATTERS



A MONTHLY REPORT ON THE STATUS OF THE CITY OF CARMEL EMPLOYEE HEALTH BENEFIT PLAN

October 31 Balance	\$4,649,470	Dec 31, 2017 Balance	\$2,552,797
<u>Total Revenues</u>	\$4,454	Jan-Nov Revenues	\$12,574,787
Employer Premiums	0	Jan-Nov Expenses	(11,593,145)
Employee Premiums	4,454	Nov 30, 2018 Balance	\$3,534,439
Other Revenues	0		
<u>Total Expenses</u>	(\$1,119,485)	YTD Gain/(Loss)	\$981,642
Week 1 Claims	260,582		
Week 2 Claims	347,726		
Week 3 Claims	142,040		
Week 4 Claims	141,922		
Clinic Expenses	75,320		
Wellness Expenses	8,248		
Fixed Costs—Premiums	99,904		
Fixed Costs—Fees	43,743		
<u>Monthly Gain/(Loss)</u>	(\$1,115,031)		
November 30 Balance	\$3,534,439		

IU Health’s Enhanced Access Program a Huge Success!

Many of you have already taken advantage of IU Health’s Enhanced Access Program. This program allows health plan members, under certain circumstances, to receive **\$0 cost healthcare services** at any of its Central Indiana IU Urgent Care Centers.

In order to be eligible to get high-quality health care at no cost through this program, the following must apply:

- You must be enrolled in the City’s health plan. This also applies to any dependents who want to use the service.
- You **must** present your Enhanced Access Membership Card at the time of your IU Urgent Care visit. If you do not show your card, you will be responsible for all associated costs. If you have misplaced the card(s) sent to you in July, contact Sue Wolfgang and she will arrange to have replacement cards mailed to your home address (swolfgang@carmel.in.gov).
- The visit must occur **only** during hours the Primary Plus Employee Health Center is closed.
- This program **will not** apply during any time the Employee Health Center is open with no available appointments. Again, in order to be at \$0 cost to you, the visit to IU Urgent Care must occur during hours the Employee Health Center is **closed**.
- There are absolutely no exceptions to the above requirements.

There are several Central Indiana IU Urgent Care Centers in Central Indiana. However, please note that the Plainfield location closed on December 9, 2018. The following locations are still available:

- 14645 Hazel Dell Parkway, Suite 120, Noblesville
- 9165 Otis Avenue, Suite 112, Lawrence
- 1036 Broad Ripple Avenue, Indianapolis
- 996 South State Road 135, Suite P, Greenwood
- 90 East Garner Road, Suite A, Brownsburg
- 326 South Woodcrest Drive, Bloomington

EAP Offers Many Services

As the end of 2018 fast approaches, family commitments, holiday schedules, travel and expectations are sometimes overwhelming. Please remember - all City employees have free access to the Employee Assistance Program when dealing with the various holiday (or anytime) stressors.

Don't think you have to go it alone. EAP counselors are available to assist with treatment recommendations, assessments, guidance and referrals on a variety of issues:

- Mental Health
- Behavioral Health
- Addiction/Dependence
- Legal Services
- Financial Services

Consultation is available by phone or in person, with several locations around Central Indiana for one-on-one visits. Plus, for those outside a 20-mile radius of Indianapolis, EAP offers video visits.

If you need immediate assistance with an issue, EAP can be reached through their 24-hour assistance line, 317-962-2622, ext. 2. If you wish to make an appointment to speak with someone, please call their appointment line, 317-962-8001. This appointment line is available from 8 AM to 5 PM Monday through Friday.

News from the Wellness Committee

Shortly after the first of the year, the City's Wellness Committee will introduce an employee wellness calendar. This calendar will provide information on upcoming wellness events, classes, etc. and will be available on Outlook.

Wintertime should not necessarily stop you from outdoor activities, but David Littlejohn, a member of the Wellness Committee, offers the following tips when you want to walk, run or exercise outside during the cold months ahead:

- Warm up your muscles before going outside.
- Wear multiple layers of loose-fitting clothing. The layers trap warm air.
- Avoid extra tight clothing. It can keep your blood from flowing freely and lead to loss of body heat.
- Wear a waterproof coat or jacket if it's snowing or raining.
- Wear hat, scarf and gloves. Much of your body heat escapes through your head and hands.
- Watch out for snow- and ice-covered paths, trails, sidewalks and streets.
- Know the signs of hypothermia and treat it accordingly.

In the Spotlight

Please enjoy this month's Spotlight Story below, submitted by Sean Sutton. These stories are written in the employee's own words for the purpose of providing motivation and inspiration.

If you wish to submit your own story, please submit it to our Primary Plus Wellness Coach, Kristin Hullett, khullett@iuhealth.org.

I'll be starting my 15th year at the Carmel Fire Department in January and I have been a firefighter for over 22 years total. I started my health journey about 4 years ago. I was sick and not in good shape! Since I was young, I have always been heavy set. My family told me that it was my genes, and because both my uncles were big people-- I had to deal with it too. I didn't realize that hypertension, high cholesterol, high triglycerides and diabetes came along with that! I don't know what my heaviest weight was because I stopped weighing myself, however the last number I remember seeing was 354 pounds.

I decided that I wanted to be healthier before I turned 40. During that time, I came across a book called The Engine 2 Diet, written by Austin Firefighter Rip Esselstyn. Esselstyn eats only a plant based diet, and convinced his unhealthy fire station crew to join him. As a station they all lost weight and lowered their blood work numbers. I knew this was what I wanted to try and I had support in that another Carmel firefighter did the 30 day challenge with me. No meat, no dairy, no animal products...only whole foods that were plants.

"Whaat?" was my first thought. How do I survive without animal protein? How will I get the calcium I need without eating dairy? I put those worries to the side and did the 30 day challenge. I lost 15 or so pounds and felt great. After the 30 days I went right back to eating the Standard American Diet. Fast forward a few months and I was facing some real medical issues that I had been ignoring. The only thing I was willing to treat with medication was my high blood pressure but nothing else because I didn't want to take a bunch of pills. However, I was at a point where I could no longer ignore my growing medical issues. In December of 2014 I made the decision to change to a vegan diet. No animal products. All plants.

Between 2014 and 2017 while I was eating vegan, I wasn't eating great plant-based food. It was still a lot of processed food such as "mock meats". I didn't really see the results in way of weight loss and reversing my health issues. In October of 2017 I made the commitment to only eat whole food plant based. The only food that I would buy would be in the produce section or bulk isle and the best thing was I didn't have to read any food labels. In November 2017 I started running and ran my first half marathon at the Carmel Marathon in March. I finished right at 2 hours 30 minutes. Since making the change to whole foods, I've lost about 70 pounds and overall I've lost around 110 pounds.

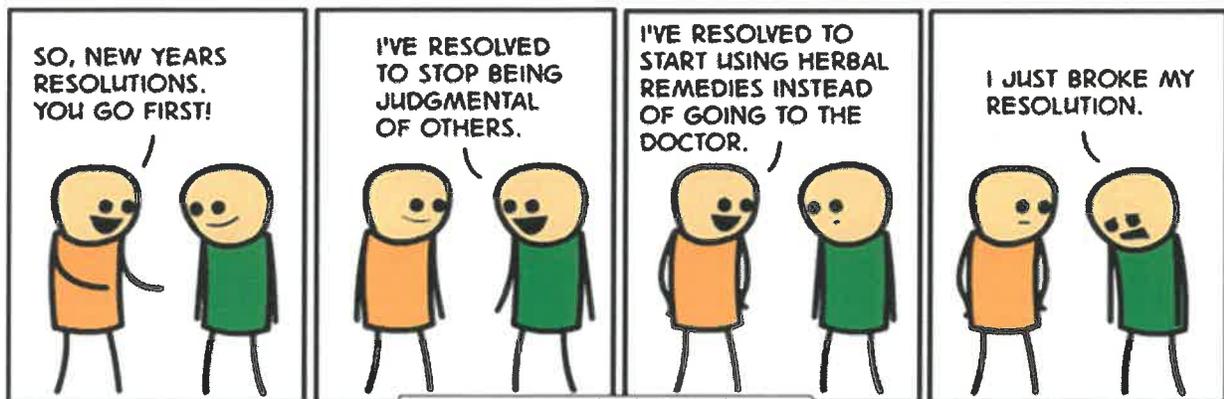
My success came from making the conscious effort to eat only plants and moving my body. I firmly believe that you can't outwork a bad diet, trust me, I have tried everything to lose weight. With the support of my wife, who is also an employee at the city, we both have lost weight and changed our lifestyle. I have reversed my type 2 diabetes, lowered my cholesterol and triglycerides. I don't worry about how much protein I get or where my calcium comes from...it's all in the plants! (Have you ever seen a gorilla that needs more protein?!)

I have had bumps in the road while on this journey. I have slipped and lost traction with my food choices. But it is how I chose to react to those bumps that make the difference. I don't let it derail my progress. My journey has not been a straight line between a and b. It has been very non-linear. There are many ways to lose weight and be healthy but this has worked for me, and results are typical. I recommend to anyone who inquires about my health journey to watch the documentary "Fork over Knives" or feel free to reach out to me if you're interested in learning more.

SUBMITTED BY:

SEAN SUTTON, CARMEL FIRE DEPARTMENT

Wishing Everyone
Happy Holidays
And a Safe
New Year!



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