



Benefits News

OPEN ENROLLMENT RECAP

We would like to THANK YOU for your patience and willingness to learn a new way of doing things as we rolled out the Open Enrollment eLogic module and online form submission portal!

It was a learning curve for everyone involved and we identified some ways to improve for next year.

ONGOING BENEFIT CHANGES & FORM SUBMISSIONS

We encourage you to continue using the online submission portal for any changes to your benefits. This has proven to be a useful, and timesaving, tool for Benefits Staff and program participants.

You can find most forms on the intranet here: [Employee Benefits Portal](#)

At this time we are unable to accept short term disability and voluntary life insurance forms in this manner, they will continue to be available online via the [Employee Benefits Website](#)

Changing Benefit Elections After Open Enrollment

You Have 30 Days to notify Employee Benefits of a Family Status Change such as a birth, adoption, marriage, divorce, domestic partner eligibility or loss of other coverage. Notify Employee Benefits staff by submitting a new Health Plan Enrollment/Change Form via the new [Employee Benefits Portal](#).

It is extremely important you notify Employee Benefits staff within 30 days of the date of the event. If you don't, you will have to wait until the next Open Enrollment period to make the change.

DID YOU KNOW?

January is National Glaucoma Awareness Month

To find out more: <https://www.nei.nih.gov/learn-about-eye-health/eye-conditions-and-diseases/glaucoma>

- * Glaucoma has no symptoms at first, so people with glaucoma may not know they have it
- * Later symptoms include loss of side (peripheral) vision, blindness
- * Can be diagnosed with a dilated eye exam
- * Can't be prevented or cured, but it can be treated with medicines, laser treatment, or surgery

February is National Heart Health Awareness Month

To learn more visit: <https://www.cdc.gov/features/heartmonth/index.html>

A few risk factors that impact your heart health are:

- * High blood pressure
- * High cholesterol
- * Smoking
- * Obesity
- * Unhealthy eating patterns
- * Inactivity

World Kidney Day is March 12, 2020

Learn more at: <https://www.worldkidneyday.org/facts/chronic-kidney-disease/>

- * Early chronic kidney disease has no signs or symptoms.
- * Chronic kidney disease usually does not go away.
- * Blood and urine tests are used to check for kidney disease.

Your Benefits Team:

Kathie Carter: Benefits Specialist
Leslie Martin: Benefits Specialist
Justine Flora: Risk and Benefits Manager

MARION COUNTY WEBSITE

Did you know you have access to benefit plans and programs Marion County provides at your fingertips? To access the Employee Benefits page on the Marion County internet website go to <http://www.co.marion.or.us/BS/Benefits> and select the appropriate link. If you don't find answers to your questions on the county's website, contact Benefits at: MCEmployeeBenefits@co.marion.or.us

CARRIER & BENEFIT PROVIDER CONTACT INFORMATION:

Kaiser Permanente:

Medical Appointments & Customer Service: 800-813-2000 Option 1
Dental Appointments & Customer Service: 800-813-2000 Option 2
More information can be found online: www.kp.org

PacificSource :

Customer Service: 888-977-9299 within Oregon

Delta Dental (Moda):

Customer Service: 888-217-2363

Professional Benefits Services:

FSA, COBRA & Retiree Plan Customer Service: 503-371-7622

Cigna:

Short & Long Term Disability Claim Services: 800-362-4462 Option 2
Life Insurance Services: 800-362-4462 Option 4
Accidental Death & Dismemberment Services: 800-362-4462 Option 7

Cascade Centers Employee Assistance Program:

Available 24/7 at: 1-800-433-2320



HIGH BLOOD PRESSURE





Take charge

High blood pressure (hypertension) increases your risk for health problems.

A blood pressure reading is measured in millimeters of mercury, or mm Hg. Blood pressure is recorded as two numbers – for example, 120/80.

- The first, larger number is the “systolic pressure.” It measures the pressure against the arteries when your heart is pumping.
- The second, smaller number is the “diastolic pressure.” It measures the pressure against the arteries when your heart is resting.

Making healthy lifestyle changes can help you lower your blood pressure (BP). Get tips and resources to take charge of your health at kp.org/healthengagement.

If you focus on...	How much	Your systolic blood pressure can decrease by (in mm HG)...	
		If your BP is high	If your BP is normal
 Healthy diet	Eat vegetables, fruits, whole grains, and low-fat dairy products. In all foods, reduce the amount of saturated and total fat.	11	3
 Physical activity	Get 90–150 minutes of activity each week.	5 to 8	2 to 4
 Weight loss	For every 2.2 pounds of weight you lose.	1	1
 Amount of alcohol you drink	If you drink alcohol, reduce the number of drinks to: <ul style="list-style-type: none"> • Men – 2 or fewer per day • Women – 1 or fewer per day 	4	3



7 Ways to Kick Butts

Quitting nicotine and tobacco is hard, yes. Impossible, no. Here are seven great tips to help stop for good. Be sure to focus on what works best for you:

1. **Pick a quit date—then make a plan.** You'll be better equipped to quit if you have a plan for success.
2. **Write down your personal reasons to quit.** Posting your reasons (and goals) in prominent places allows you to refer back to them when you're feeling the first twinge of vulnerability.
3. **Get support.** You can't underestimate the importance of genuine, authentic help. You can always call an expert quit coach—someone ready to help is available at 1-800-QUIT-NOW.
4. **Identify your triggers, hatch a plan.** Think through all the triggers beforehand with a preemptive strategy—especially those that are particularly hard to avoid.
5. **Stock up on supplies.** Consider alternatives to get you through cravings. If you like having your hands and mouth busy, keep toothpicks, straws, and sugar-free lollipops on hand.
6. **Share your plan.** Who are the people in your life who can support you with your plan? If coworkers are part of your smoke breaks, let them know about your plan in advance.
7. **Eliminate reminders.** Your everyday surroundings may be triggering the act of lighting up. Get rid of matches, ashtrays, and cigarette butts, and wash and clean to help eliminate odors.



**Want to
learn more?**

Get more details at
**PacificSource.com/
kickbutts**



Assess Your Tobacco Use

You can complete the highlighted fields on this form online and then print the form for easy reference. Only text that is visible on the form is printed; scrolled text will not print. Any text you enter into these fields will be cleared when you close the form; you cannot save it.

Whether you want to think about kicking your tobacco habit or not, you might find it interesting to take a look at the ways tobacco has worked its way into your everyday life.

Click on your response:	Rarely	Sometimes	Often
Smoking or chewing tobacco is something I do when I'm out having a good time with friends.			
I smoke or chew when I need a "lift."			
Instead of having a snack when I'm hungry, I smoke a cigarette.			
I smoke after I've had an argument with someone.			
I socialize with other people who smoke.			
I smoke when I feel angry or upset.			
When I feel "down" or want to take my mind off my worries, I smoke a cigarette.			
I skip meals and smoke cigarettes instead.			
I use tobacco more when I'm with my friends.			
I smoke cigarettes when I need to concentrate.			
I light up a cigarette when I feel uncomfortable or nervous about something.			
I think smoking helps me control my weight.			
I have a cigarette or chew tobacco when I start feeling restless.			

By looking at how tobacco has become a part of your everyday life, you can identify stressors that cause you to smoke. You may find it easier to decide to quit using tobacco if you find healthy alternatives that replace your habitual tobacco use.



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5 Tips for Healthy Dining

Dining out has a way of letting our guard down to less-than-healthy decisions. Unless, of course, you consider these five strategies:

- 1. Pore over the menu, don't pour it on**—Plan ahead. Search for local restaurants, view menus online, and decide on the best food selections before heading out.
- 2. Share the love**—Be a giver by offering some of your meal with the people you're with. Doing so allows you to divvie up and cut back on monster portions.
- 3. Lighten up your beverage choice**—Soda, beer, and cocktails can sneak hundreds of calories into a meal. Instead, ask for sparkling water with citrus or a hot cup of coffee or tea.
- 4. Back away from the breadbasket**—Turning down free food is harder when you're hungry. Consider a pre-arrival snack so the pre-entrée bread (or chips and salsa) are easier to deny.
- 5. Think inside the box**—An old trick that works: While ordering, ask your server to bring a to-go box. Place half of your meal in the box when it arrives, and save the rest.

**Want to
learn more?**

Get more details at
[PacificSource.com/
healthydining](https://PacificSource.com/healthydining)

