



EMPLOYEE  
BENEFITS

# health happenings

## Open Enrollment – Your Benefits, Your Time, Your Money

**May 15 to June 15 is your chance to make changes to your benefits.**

Open enrollment is the time to make sure you have the right coverage for your family and get to know the resources available to all MMIA Employee Benefits members that can save you money and improve your wellbeing!

Keep an eye on your mail in May for a USB containing important benefit information for the coming plan year including details on next year's wellness program!

In the meantime, please let your city/town benefit contact know if you have any changes to your:

- name
- address
- phone number
- beneficiaries
- marital status (even if the spouse isn't on the plan)

Remember, you have 31 days from a qualifying event to submit a change form. That includes the birth of a baby.

### Did you know?

MMIA offers no- and low-cost benefits



MMIAScripts



## Spring 2019

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800-635-3089, Option 4

[www.mmiaEB.net](http://www.mmiaEB.net)

# What You Should Know About Diabetes



Diabetes is a number of diseases that involve problems with the hormone insulin. Normally, the pancreas releases insulin to help your body store and use the sugar and fat from the food you eat. Diabetes can occur when the pancreas produces very little or no insulin, or when the body does not respond appropriately to insulin. Though there is no cure, diabetes can be treated and controlled.

## ***Prediabetes:***

Prediabetes is when someone has higher than normal glucose levels but not high enough to diagnose diabetes. Individuals with prediabetes are at a higher risk of having heart disease, a stroke, or developing type 2 diabetes.

## ***Type 1:***

Type 1 diabetes is when the body does not produce insulin, a hormone that converts sugar into energy. This type of diabetes is found mostly in children and young adults but can occur at every age, in people of every race, and of every shape and size.

## ***Type 2:***

Type 2 diabetes is when your body does not keep, make, and use insulin properly, which is called insulin resistance. This causes your blood glucose levels to be higher than normal. This is the most common form of diabetes.

## ***Gestational Diabetes:***

Gestational diabetes occurs in some women during pregnancy. Due to the increase in hormones in the body, cells become more resistant to insulin, causing the blood sugar levels to rise. In most instances, once the baby is delivered, the blood sugar levels will return to their normal state. However, there is a possibility that women who had gestational diabetes are at a higher risk of developing type 2 diabetes and should be monitored for signs and symptoms.

**People with diabetes need to manage their disease to stay healthy.**

People with type 1 diabetes produce no insulin and must use insulin injections to control their blood sugar.

Type 2 diabetes can typically be managed by diet, regular exercise, and controlling weight. Others may also need to take a pill that helps their body use insulin better or take insulin injections.

A key to treating and maintaining one's glucose levels is to perform routine blood glucose testing. This is done by utilizing a blood glucose meter. Tracking glucose readings allows you to adjust your diet/ medication regimen to better manage your diabetes.

## **What to Look For**

The symptoms of type 1 diabetes often occur suddenly and can be severe. They include:

- increased thirst
- increased hunger (especially after eating)
- dry mouth
- frequent urination
- unexplained weight loss (even though you are eating and feel hungry)
- fatigue (weak, tired feeling)
- blurred vision
- labored, heavy breathing
- loss of consciousness (rare)

The symptoms of type 2 diabetes may be the same as those listed above. Most often, there are no symptoms or a very gradual development of the above symptoms. Other symptoms may include:

- slow-healing sores or cuts
- itching of the skin
- yeast infections
- recent weight gain
- numbness or tingling of the hands and feet
- impotence or erectile dysfunction

## **Managing Your Diabetes**

The goals of managing diabetes are to:

- keep your blood sugar levels as near to normal as possible by balancing food intake with medication and activity;
- maintain your blood cholesterol and triglyceride (lipid) levels as near their normal ranges as possible by avoiding added sugars, processed starches, saturated fat, and cholesterol;
- control your blood pressure; and
- slow or possibly prevent the development of diabetes-related health problems.

You hold the key to managing your diabetes by:

- planning what you eat and following a balanced meal plan;
- exercising regularly;
- taking medicine, if prescribed, and closely following the guidelines on how and when to take it;
- monitoring your blood sugar and blood pressure levels at home; and
- keeping your appointments with your health care providers and having laboratory tests as ordered by your doctor.

Article provided by:





# MMIA Employee Benefits Participants Take Control of Their Health

The Employee Benefits program collaborated with Take Control for disease management services



**takecontrol**  
Customized Plans. Individual Results. Real Savings.

in 2017. This Missoula based company is helping many employees of our cities and towns improve their health. MMIA Employee Benefit participants are referred to Take Control if their health screening or claims data show certain risks for high BMI, blood pressure, cholesterol or diabetes.

## **Program Outcomes:**

- 88% lost weight
- weight loss averaged 12 pounds
- 83% decreased their cholesterol
- 86% of diabetics decreased their A1C

## **What participants had to say:**

“The coaches weren’t pushy know-it-alls! They meet you where you are and work with you.”

“I felt that I got paired with exactly the right person at the right time. It was probably more beneficial for my mental health than anything else, which I found a surprising benefit. It has been a challenging year and my coach seemed to have great suggestions, ideas, understanding, etc.”

“The coaches helped me make realistic goals and find creative ways to meet my goals. I learned that I could manage my health condition in an enjoyable way.”

Because of the success of these programs so far, MMIA has expanded the program to include programs for those with pre-hypertension and pre-diabetes. Nearly 1,200 of our plan members fall into one or both of those categories. These new programs will help people address health risks before they become full-blown conditions. This keeps people healthy and saves the money you and your cities and towns put into the MMIA pool.



## **Maternity Management through Take Control**

Starting July 1, 2019, MMIA will also begin using Take Control for maternity management services.

This no-cost program includes:

- \$50 incentive;
- seven coaching sessions with coaches who are not just certified lactations consultants and dietitians, but also moms;
- a supportive environment to talk honestly and openly about concerns;
- easy access to coaches between sessions;
- realistic nutrition and exercise tips;
- free pre-natal vitamins; and
- postpartum depression screening.

Contact Take Control as soon as you know you’re pregnant to enroll. 800-746-2970 or

[info@takecontrolmt.com](mailto:info@takecontrolmt.com).

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## Collect Your Incentives Today!

***YOU HAVE UNTIL JUNE 30, 2019 TO COLLECT YOUR INCENTIVE DOLLARS FROM THE ENGAGE WELLNESS PORTAL.***

You spoke and we listened. We are going back to basics when it come to the MMIA Wellness program. We will not use the Engage portal for the 2019/20 wellness year, so you must log in and elect how you want to receive any remaining 2018/19 incentives.

To collect your money, log into <https://portal.healthspective.com/mmia> as soon as possible!

You have two options:

1. Select digital gift cards from the rewards mall any time **before June 30, 2019**.
2. Set up direct deposit **before June 30**. Money will go into your bank account the first week of the following month. **DON'T PROCRASTINATE!**

If you encounter issues with the portal, visit [www.mmia.net/getwellthy](http://www.mmia.net/getwellthy) and click, "FAQs and Portal Troubleshooting" or call DHS at 1-832-201-8500 option 4.

### 2019/20 Wellness Program Preview

Here's a rough outline of the plan for the 2019/2020 wellness program. Watch for more details to come with Open Enrollment.

- Get a health screening.
- 80% Employee Participation.
- Follow-up call with a health coach about your health screening results. We have switched to Take Control for more customized health coaching.
- Watch a video on our website and submit a short quiz about it.

No logging in. No waiting for claims to be filed. Physical gift cards will be sent to your city/town.

VISIT **WWW.MMIAEB.NET** TODAY!