



**BERTHA W. HENRY**, County Administrator

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## MEMORANDUM

DATE: April 16, 2021

TO: Mayor, Vice-Mayor, and Board of County Commissioners

THRU: Bertha Henry, County Administrator

FROM: David Kahn, Human Resources Director *David Kahn*

RE: April 20, 2021 - Commission Meeting – Item #50 MOTION TO DISCUSS  
Preventative Health Care Tests available for Broward County Employees

The County offers numerous preventative healthcare services to employees through its benefits programs. Attached please find the following:

- The *Preventative Measures* pamphlet that is used to promote services to employees; and
- An overview of preventative care services provided by United Healthcare, including services offered at no additional charge to employees, the benefits of each service, and utilization.

Please note that the services listed do not include those covered through the dental or vision plans, nor do they include the multitude of wellness program initiatives offered at no additional cost to employees (biometric screenings, flu shots, Rally Rewards, wellness classes, tobacco cessation, etc.) that are also key in preventing serious health issues.

Should you have any questions, please do not hesitate to contact me.

### Attachments

c: Monica Cepero, Deputy County Administrator  
Kevin Kelleher, Assistant County Administrator  
George Tablack, Chief Financial Officer  
Robert Melton, County Auditor  
Andrew Meyers, County Attorney



# Preventive MEASURES



## WELLBEING PROGRAM AND PREVENTIVE CARE

The WellBeing Program engages and supports the health and welfare of Broward County employees with a comprehensive program that embraces prevention, inclusion, and engagement in physical and mental health, social responsibility, financial education, and personal accountability. Participation is voluntary and open to all County employees and their families. Services are offered to empower employees with the information, tools, and support they need to take charge and move toward overall optimal health and wellbeing through various programs and robust wellness activities.

The County has leveraged the WellBeing Program through the health plan carrier as an adjunct to the overall WellBeing Program providing additional incentives to encourage participation.

Recent incentives for receiving the COVID-19 vaccine, bringing mobile mammography, and socially-distanced Biometric Screens to County locations are an example of the wellbeing partnership that exists to empower employees with the information, tools, and support they need to take charge and move towards optimal health.

## PREVENTIVE CARE FOR A HEALTHY LIFE

Broward County is pleased to offer a comprehensive benefits program that provides for you and your family. It is an integral part of your overall wellbeing and is designed to encourage healthy lifestyles and engage employees in actively managing their health care. Managing chronic, long-term diseases by following medical protocols to keep diseases under control can help everyone live a more healthful and productive life.

Maintaining or improving your health with regular preventive care, along with following the advice of your doctor, can help you stay healthy! Routine checkups and screenings can help you avoid serious health problems, allowing you and your doctor to work as a team to manage your overall health, and help you reach your personal health and wellness goals.

### What is Preventive Care?

Preventive care focuses on evaluating your current health status when you are symptom-free and taking the necessary steps to maintain your health. Medical evidence indicates that appropriate preventive care, including counseling, education, immunizations, and screenings, can help prevent or minimize the effects of many severe health conditions.

Proper preventative care services will vary from person to person based on age, gender, and other risk factors, including family medical history. During your preventive visit, you should discuss with your doctor which tests or health screenings are right for you.

### How Do I Know What is a Preventive Service?

To help identify preventive services, UnitedHealthcare (UHC) has provided a preventive care screening guideline brochure attached to this packet. Services performed during a preventive screening will be considered preventive care when there are no known symptoms, illnesses, or history of prior symptoms or diseases. Coverage for these services is also subject to age and gender restrictions and may depend on your individual risk factors.



In this issue of **PreventiveMEASURES** we are focusing on a few of the many comprehensive WellBeing Program services offered to County employees. Review the website at [Broward.org/WellBeing](http://Broward.org/WellBeing) and select the Events page each month for activities and programs that provide opportunities to lead you to optimal health and wellbeing.



**Eye Exams Are Windows to Your Health**—Preventive eye exams can offer more than corrected vision. The eye exam is often the first glimpse to diagnose chronic diseases, including high cholesterol, hypertension, diabetes, and glaucoma.



**HIGI Blood Pressure Units**—Regularly checking your blood pressure is an essential step in your WellBeing. The Higi Health Station is not only a way to check your significant health numbers, like Blood pressure and weight, you can also learn about the **FREE** programs offered by UnitedHealthcare (UHC). These programs can help you save money on health care or provide access to someone to talk to about personal health matters.



**Dental Checks More than Teeth**— Good oral health plays a crucial role in overall wellbeing. Gum disease can cause bacteria and toxins to enter your blood which can cause issues with diabetes, heart disease, respiratory conditions, pregnancy complications, and Rheumatoid arthritis. A routine dental checkup is part of your preventive services on your health plan.



**Get Annual Checkups** —Preventive annual checkups are your first line of defense to prevent and improve your overall health. The services covered under your preventive care benefit may change from time to time as new medical evidence emerges and evidence-based recommendations change. It is important to listen and talk to your doctor.

Preventive services are provided according to the guidelines of the Affordable Care Act (ACA). Coverage for these services is also subject to age and gender restrictions and may depend on your individual risk factors. Some services your doctor performs during an annual physical may not be covered as part of a preventive code. Your doctor may need this information to help you maintain your optimum health, and although you may have a cost for this service, listen to your doctor. Prevention is always a better choice and a lower cost in more ways than one.



## Where To Find Information?

### ONSITE HEALTHCARE ADVOCATES

The UnitedHealthcare Onsite Healthcare Advocates are one of the many personal resource's County employees have to assist regarding all health care needs. Contact them for any information regarding preventive services offered.



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## RESOURCES

The many programs offered to County employees and their dependents can be accessed through multiple resources including:

- ◆ [Broward.org/Benefits](http://Broward.org/Benefits)
- ◆ [Broward.org/WellBeing](http://Broward.org/WellBeing)
- ◆ [MyUHC.com](http://MyUHC.com)
- ◆ [UHC.com/preventivecare](http://UHC.com/preventivecare)
- ◆ [whyUHC.com/Broward](http://whyUHC.com/Broward)
- ◆ [Health.gov](http://Health.gov)



For more information contact Employee Benefits at 954-357-6700 or email at [Benefits@broward.org](mailto:Benefits@broward.org) or [Wellness@broward.org](mailto:Wellness@broward.org).

## Preventive Care Services Overview 2020

| Service   | U.S. Preventive Services Task Force (USPSTF) Description  | Preventive Benefit Instructions   | Benefits of Service   | County Member 2020 Compliance % | National Average on Screenings | Part of County Rally Rewards |
|---|---|---|---|---------------------------------|--------------------------------|------------------------------|
| Annual Wellness Examinations                      | <p>UnitedHealthcare supports American Academy of Pediatrics (AAP) and American Academy of Family Physicians (AAFP) age and frequency guidelines.</p> <p>The Wellness Examinations codes include the following HRSA requirements for Women:</p> <ul style="list-style-type: none"> <li>- Breastfeeding support and counseling</li> <li>- Contraceptive methods counseling and followup care</li> <li>- Domestic violence screening</li> <li>- Annual HIV counseling</li> <li>- Sexually transmitted infections counseling</li> <li>- Well-woman visits</li> <li>- Screening for urinary incontinence</li> </ul>  | <p>Does not have diagnosis code requirements for the preventive benefit to apply.</p> <p>G0445 is limited to twice per year.</p> <p>G0296 is limited to age 55 to 80 years (ends on 81st birthday).</p>   | <p>Reduce your risk of getting sick.</p> <p>Detect potentially life-threatening health conditions or diseases early.</p> <p>Increase chances for treatment and cure.</p> <p>Limit risk of complications by closely monitoring existing conditions.</p> <p>Increase lifespan and improve health.</p> | 78%                             | 35%                            | Yes                          |
| Cervical Cancer Screening                         | <p>The USPSTF recommends screening for cervical cancer every 3 years with cervical cytology alone in women aged 21-29 years.</p> <p>For women aged 30 to 65 years, the USPSTF recommends:</p> <ul style="list-style-type: none"> <li>- Screening every 3 years with cervical cytology alone;</li> <li>- Every 5 years with high-risk human papillomavirus (hrHPV) testing alone; or</li> <li>- Every 5 years with hrHPV testing in combination with cytology (co-testing).</li> </ul> <p>At risk determination through normal biometric screening at any age.</p> <p>The USPSTF recommends that adults without a history of cardiovascular disease (CVD) (i.e., symptomatic coronary artery disease or ischemic stroke) use a low- to moderate-dose statin for the prevention of CVD events and mortality when all of the following criteria are met:</p> <ul style="list-style-type: none"> <li>- They are aged 40 to 75 years;</li> <li>- They have 1 or more CVD risk factors (i.e., dyslipidemia, diabetes, hypertension, or smoking); and</li> <li>- They have a calculated 10-year risk of a cardiovascular event of 10% or greater. Identification of dyslipidemia and calculation of 10-year CVD event risk requires universal lipids screening in</li> </ul> | <p>Human Papillomavirus DNA Testing (HPV)</p> <p>Age 30 years and up.</p> <p>Requires one of the diagnosis codes listed in this row. Cervical Cytology (Pap Test)</p> <p>Code Group 1:<br/>Limited to age 21-65 years (ends on 66th birthday).</p> <p>Does not have diagnosis code requirements for preventive benefits to apply.</p> | <p>Early detection is estimated to help decrease the number of cervical-cancer-related deaths by 8 out of 1,000 women who get screened.</p>   | 74%                             | 69%                            | Yes                          |
| Cholesterol Screening (Lipid Disorders Screening) | <p>At risk determination through normal biometric screening at any age.</p> <p>The USPSTF recommends that adults without a history of cardiovascular disease (CVD) (i.e., symptomatic coronary artery disease or ischemic stroke) use a low- to moderate-dose statin for the prevention of CVD events and mortality when all of the following criteria are met:</p> <ul style="list-style-type: none"> <li>- They are aged 40 to 75 years;</li> <li>- They have 1 or more CVD risk factors (i.e., dyslipidemia, diabetes, hypertension, or smoking); and</li> <li>- They have a calculated 10-year risk of a cardiovascular event of 10% or greater. Identification of dyslipidemia and calculation of 10-year CVD event risk requires universal lipids screening in</li> </ul>   | <p>Cholesterol Screening:<br/>Any age for at risk determination.<br/>Ages 40–75 years (ends on 76th birthday).</p> <p>Blood Draw:<br/>Ages 40-75 years (ends on 76th birthday): Requires one of the listed Cholesterol Screening procedure codes and one of the Diagnosis Codes.</p>  | <p>Early detection of possible heart conditions and if at risk for heart attack</p>   | 85%                             |                                | Yes                          |

| Service                                   | U.S. Preventive Services Task Force (USPSTF) Description  | Preventive Benefit Instructions  | Benefits of Service   | County Member 2020 Compliance % | National Average on Screenings | Part of County Rally Rewards |
|---|---|--|---|---------------------------------|--------------------------------|------------------------------|
| Colorectal Cancer Screening               | The USPSTF recommends screening for colorectal cancer starting at age 50 years and continuing until age 75 years. The risks and benefits of different screening methods vary.<br>Also see Utilization Review Guidelines: Outpatient Surgical Procedures - Site of Service; Screening Colonoscopy Site of Service; and Magnetic Resonance Imaging (MRI) and Computed Tomography (CT) Scan Site of Service.   | Age Limits for Colorectal Cancer Screenings: 50-75 years (ends on 76th birthday).<br>Fecal Occult Blood Testing (FOBT), Fecal Immunochemical Test (FIT), Fecal DNA, Sigmoidoscopy, or Colonoscopy<br>Computed Tomographic Colonography (Virtual Colonoscopy)<br>Does not have diagnosis code requirements for preventive benefit to apply.<br>Prior authorization requirements may apply, depending on plan. | Colorectal cancer (CRC) is one of the most frequent cancer entities worldwide and a leading cause of death. The disease is known to develop from potentially curable, premalignant lesions over several years and therefore is suitable for screening procedures and preventive measures. | 71%                             | 64%                            | Yes                          |
| Diabetes Screening                        | The USPSTF recommends screening for abnormal blood glucose as part of cardiovascular risk assessment in adults aged 40 to 70 years who are overweight or obese. Clinicians should offer or refer patients with abnormal blood glucose to intensive behavioral counseling interventions to promote a healthful diet and physical activity.<br>Normal glucose testing through a biometric screening can be performed at any age to determine risk factors.  | Any age  | Early detection of diabetes, pre-diabetes and high blood pressure with high cholesterol through biometric screening. Can help engage members in programs to slow or reverse progression. Easy finger stick testing allows for inexpensive, onsite screening.                              | 85%                             |                                | Yes                          |
| High Blood Pressure in Adults – Screening | The USPSTF recommends screening for high blood pressure in adults aged 18 years or older.<br>The USPSTF recommends obtaining measurements outside of the clinical setting for diagnostic confirmation before starting treatment.  | Blood Pressure Measurement in a Clinical Setting<br>This service is included in a preventive care wellness examination.<br>Ambulatory Blood Pressure Measurement (Outside of a Clinical Setting)<br>Age 18 years and older. Requires the diagnosis code listed in this row.  | Early detection of risk for hypertension (high blood pressure) which is an indicator of risk for heart health and stroke.   | 85%                             |                                | Yes                          |
| Osteoporosis Screening                    | Women 65 and older: The USPSTF recommends screening for osteoporosis with bone measurement testing to prevent osteoporotic fractures in women 65 years and older.<br>Postmenopausal women younger than 65 years at increased risk of osteoporosis: The USPSTF recommends screening for osteoporosis with bone measurement testing to prevent osteoporotic fractures in postmenopausal women younger than 65 years who are at increased risk of osteoporosis, as determined by a formal clinical risk assessment tool. | Requires one of the diagnosis codes related to Osteoporosis  | Identify decreases in bone density before you break a bone. Determine your risk of broken bones (fractures). Confirm a diagnosis of osteoporosis.   | 79%                             | 28%                            |                              |

| Service               | U.S. Preventive Services Task Force (USPSTF) Description   | Preventive Benefit Instructions  | Benefits of Service  | County Member 2020 Compliance % | National Average on Screenings | Part of County Rally Rewards |
|-----------------------|--|--|--|---------------------------------|--------------------------------|------------------------------|
| Screening Mammography | <p>The USPSTF recommends screening mammography, with or without clinical breast examination (CBE), every 1-2 years for women aged 40 and older.</p> <p>Also see the Medical Policy titled Breast Imaging for Screening and Diagnosing Cancer; the Breast Cancer Screening for Average-Risk Women recommendation in the Expanded Women's Preventive Health section.</p> | <p>No age limits.</p> <p>Does not have diagnosis code requirements for the preventive benefit to apply.</p> <p>Note: This benefit only applies to screening mammography.</p> | <p>Early detection of breast cancer, which if caught in beginning phases is in most cases easily treatable. Indications show that mammograms reduce cancer rates by 15%.</p> | 78%                             | 71%                            | Yes                          |