



Shared Strength · Trusted Care

PO Box 190477
Boise, ID 83719

III-A Staff

Amy Manning
Executive Director
AmyManning@iii-a.org

Lisa Fritz
Benefits Manager
LisaFritz@iii-a.org

Susan Lasuen
Operations Manager
SusanLasuen@iii-a.org

Megan Smith
Wellness Manager & Analyst
MeganSmith@iii-a.org

Nicole Tuttle
Benefits Specialist
NicoleTuttle@iii-a.org

Kandice Dickinson
Marketing Specialist
KandiceDickinson@iii-a.org

III-A Medical Telehealth:

(208) 203-0783 (Dustin Reno, NP)
(208) 271-4460 (Velma Seabolt, NP)
24/7 no-cost medical telehealth,
callback within 2 hours.

iii-a.org

Benefits Line: 208-938-8199



Shared Strength · Trusted Care

NOW SERVING
4,810
Members

Welcome New Agencies

(Joined On or After Oct 2020):

Bonnors Ferry
Declo

East Side Fire

Grangeville Highway Dist.

Greater Middleton Parks

Kootenai County EMS

Meadows Valley Fire

St. Maries Fire

Payette Gopher District

Hayden

Minidoka Co. Highway Dist.

Rupert

Spirit Lake Fire

GET READY!

Amy and Susan will be hittin' the road starting December 1st to do on-site annual reports.

WORTH MENTIONING

- 1,611 Employees
- 747 First Responders
- 13 New Agencies

WELLNESS SCREENING HIGHLIGHTS

- 1 early-stage Prostate Cancer caught.
- 1 early-stage Colon Cancer caught.
- Our providers referred 11 positive Cologuard's and 5 elevated PSA for further testing.
- Our providers identified several prediabetic and diabetic members as well as members with abnormal thyroid function to be further evaluated.
- Wellness screening providers are also our Telehealth providers ensuring better follow-up on elevated results and medical care.



Hello.

*We are now
on Instagram*

@IIA_Trust





Walktober Winners

Participants who met the goal of 50,000 steps per week for 3 weeks October 5 – 26 were automatically entered in the drawing for a gift card! Here are your winners:

- 1. Laura Abrahamson**
(City of Paul)
- 2. Deena Ostler**
(American Falls Library)
- 3. Marisa Rayborn**
(Nampa Police Dept.)

We had 32 total participants! Thank you! Stay tuned for the next Blue Cross of Idaho Wellness Challenge in 2022!

III-A First Responders Save Neighborhoods



On October 7th, our III-A Eagle & Star Fire crews responded to a fire that started in the Boise/Eagle Foothills area as a result of fireworks lit by several teenagers. The fire burned over 440 acres, jumped the road, and was furiously barreling towards several residential neighborhoods.

Thankfully, with the hard work of these first-responders, no homes were consumed by the fire.



Would you like to share a photo of your agency or team with us?

We would love to have them! Please email or text them to: KandiceDickinson@iii-a.org, 208-739-3946.



NEW III-A EMPLOYEE:

Kandice Dickinson, Marketing Specialist

Kandice joined the III-A team October 2021. Most recently, she worked in mergers and acquisitions for healthcare where she assisted in building the brand and marketing collateral for multiple agencies and was a part of their due diligence team.

Prior to that role she worked for 14 years in hospice where she did public relations, oversaw and executed branding and advertising strategies, managed their social media, and collaborated with the media for the agency's publicity.

She married her high school sweetheart, Jeff, and they have two beautiful children (Colt and Ava). "I love spending time with friends and family, traveling, cooking, skeet shooting, and doing all things outdoors. I am beyond excited to be a part of the III-A Team!"

III-A CARE MANAGEMENT
Because We Truly CARE About Our Members!

If you or your family member have been diagnosed with a severe illness or injury, we understand that this may be a very difficult time. Whether it's a prior authorization, prescription, provider, or claims issue, III-A Staff is here to help! We can provide valuable resources to help you navigate that journey. Please call the Benefits line 24/7 at: (208) 938-8199.

NEW BLUE CROSS OF IDAHO ID CARDS FOR ALL III-A MEMBERS

As part of a new federal requirement, Blue Cross of Idaho will issue and send out new ID cards to all members by end of December 2021. Your ID number and Group number will not change; however, there will be required additional information listed on these new cards. Stay tuned for more information!



Dustin Reno, NP-C

About COVID-19 & The Vaccine

By Dustin Reno, NP-C

In what way can we make a positive difference to reduce the spread of COVID-19 and minimize the strain on our healthcare personnel?

IgG antibodies for the virus that causes COVID-19 which will help provide protection from getting infected.

Per the CDC recommended guidelines:

- 1) Vaccinate against COVID-19.
- 2) Wash hands frequently.
- 3) Cover mouth when coughing and sneezing.
- 4) Stay home (isolate) if ill, after known exposure to COVID-19, or after positive COVID-19 test.

After consulting with your primary care provider, schedule your vaccination. Common side effects include injection site pain, injection site redness, and injection site swelling. It is also common to experience fatigue, headache, muscle pain, chills, fever, and/or nausea.

Currently, the majority of ICU patients are unvaccinated (per hospital staff report). Studies show that individuals who are not vaccinated are 29 times more likely to be hospitalized (Griffin, Haddix, Danza, et al.).

Boost your immune system by taking a daily multivitamin containing Zinc, Vitamin C (1000MG daily), Vitamin D; handwashing; getting adequate sleep (approx. 7-8 hours); adequate hydration; and the consumption of whole/nutritious food.

Which vaccine is best? My answer is simple, the vaccine you have access to. As my team and I have been conducting the 2021 III-A Annual Wellness Clinics, we have noted that every vaccinated member has had

Questions: Call our Medical Telehealth Providers!

III-A Medical Telehealth Providers:
(208) 203-0783 (Dustin Reno, NP)
(208) 271-4460 (Velma Seabolt, NP)

III-A Board of Trustees

- Rick Watkins, Chair, City of Fruitland
- Dan Hammond, Vice-Chair, City of American Falls
- Ruth Bailes, Secretary, Minidoka Irrigation District

- Gilbert Hofmeister, Power County Highway District
- Lisa Enourato, City of Ketchum
- Tyler Lewis, Eagle Fire Protection District

Public employees are eligible for their COVID booster (if it has been 6 months since fully vaccinated with the Pfizer or Moderna vaccines, or 2 months since Janssen/Johnson & Johnson vaccine).

Although Breast Cancer Awareness Month has passed, we want to remind everyone mammograms are covered 100 percent. Be sure to get yours as a preventative measure.



Lisa Fritz, III-A Benefits Manager and Nicole Tuttle, III-A Benefits Specialist traveled the state during August for Open Enrollment. Here we have the City of Parma gals rockin' their camo at their Open Enrollment Meeting. Looking good ladies! Pictured: Ramona Crosiar and Julie Faylor.



Low Carb Chili

INGREDIENTS:

3 lbs ground beef, drained
2/3 cups celery, finely diced
1/2 cup red bell pepper, finely diced
1/2 cup green bell pepper, finely diced
1 1/2 cups yellow onion, finely diced
1 cup tomatoes, finely chopped
1 1/2 cups tomato juice
15 oz can crushed

tomatoes in puree
1 1/2 teaspoons Worcestershire sauce
3 tablespoons chili powder
2 teaspoons monk fruit (sugar replacement)
1 teaspoon salt
1 teaspoon garlic powder
1 teaspoon cumin
1/2 teaspoon oregano
1/2 teaspoon black pepper

DIRECTIONS:

In a large pot, brown the ground beef until just done. Drain most of the fat, leaving about two tablespoons.

To the pot with beef, add the onions, celery, bell peppers, and tomatoes. Cook over medium-high heat for another five minutes. Now add the tomato juice, crushed tomatoes, Worcestershire sauce, and all the seasonings. Cover the pot and simmer for 1 to 1 1/2 hours, stirring occasionally. Optional: top with sour cream, shredded cheese, avocado, etc.

NUTRITION INFORMATION:

Yield: 8 servings, Serving Size: 1 bowl
Amount Per Serving: 482 Calories | 27.6g Fat | 11.8g Total Carbs | 3.6g Fiber | 5.5g Sugar | 1.3g Sugar Alcohol | 46.6g Protein | 6.8g Net Carbs

- Traci Malvich, City of McCall
- Suzanne McNeel, City of Blackfoot
- Danielle Painter, City of New Plymouth
- Patty Parkinson, City of St. Anthony

- Kyla Gardner, City of New Meadows
- Pat Riley, Northern Lakes Fire Protection District
- Lori Yarbrough, City of Athol

Creating a Cultural Shift for First Responder Agencies

By Stephen Odom, Ph.D., Founder & Chief Officer, First Responder Wellness and Shift Wellness

The data on law enforcement and firefighter/EMS suicide completion is devastating. There was an increase of 43% and 35% from 2018-2019, 2020 had the same or higher increases.

So ask yourself:

- How much do we invest in a single police officer or firefighter over the course of a career?
- How much of those resources go towards resilience, mental health, and peer support awareness and training?
- How many employees have we had to separate from the department due to avoidable circumstances (suicide, alcoholism, etc.)?

Departments spend significant training time and resources preparing for and then responding to calls that range from the catastrophic to the mundane. Yet, often missing from this success formula are the strategies and tactics needed to manage the cumulative effects of the relentless onslaught of exposure to traumatic and disturbing events witnessed and intervened upon daily. The cultural imperative that tells responders to 'tough it out, rub some dirt on it, and drink some beers' only perpetuates the myth that an iron will and drinking to forget works.

What are we to do?

- Obtain and have available the right resources. Whether it's counseling and EAP services or intensive treatment.
- Design and implement behavioral care systems into your departments.
- Behavioral care systems should include (*III-A provides all of these*):
 - Trusted peer support
 - Effective treatment options
 - A behavioral care helpline
 - Normalized health and wellness programs
 - Culturally competent employee assistance programs (EAP)
 - Clinicians and critical incident stress management workshops

... And last, but not least, utilize ALL the mental health benefits the III-A Health Trust has created especially for you!



Dr. Stephen Odom, PhD is a 30-year first responder and healthcare behavioral health expert. He is the CEO of First Responder Wellness and Shift Wellness and Shift is the behavioral care partner of the III-A.

Over the past few years, a symptom-management approach has begun, where prescriptions for Testosterone and Adderall have skyrocketed. The long-term effects of both are the opposite of the goals, along with an addiction to either or both. Something more fundamental and permanent needs to happen.

The adoption of behavioral support programming by departments is a vital and critical component in creating a shift in brain health and wellness.

65% or more of terminations/resignations are due to behavioral issues that early intervention and awareness may likely have corrected.

Citations: 1University of Phoenix, 2017; 2FBI, 2020; 3NFPA, 2019. This article is excerpted from presentations Dr. Odom gave for the Idaho Fire Chiefs Annual Conference.