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and Wheeler counties

WORKPLACE WELLNESS

Long periods of sitting, stress-related eating and workplace weariness are among the factors workers say have contributed to their personal weight gain, according to the results of a recent survey conducted by Harris Poll on behalf of job-search website CareerBuilder.

A sample of 3,420 full-time workers from various industries and company sizes were surveyed about what they believe contributes to weight gain at work. Forty-five percent of participants reported having gained weight in their current job. Of those, 51 percent cited "sitting at a desk most of the day" as a contributing factor, 45 percent identified being "too tired from work to exercise" as a cause and 38 percent believe stress-related eating played a role. Other findings:

- 73 percent of respondents said they snack on office food during the workday.
- 41 percent do not work out regularly.
- 38 percent reported they do not have enough time to work out before or after work.
- 24 percent eat out for lunch at least three times per week.

- 19 percent skip meals because of time constraints.
- 18 percent blame workplace celebrations.
- 12 percent visit office vending machines at least once a week.

More than 86% of the American workforce has a sedentary job that entails sitting pretty much all day long and sometimes for upward of 10 hours at a time. While our ancestors had to walk everywhere to do anything, we've become a nation glued to our chairs.



If you have a sedentary job, try to get up and walk at least every hour. Try standing while you work rather than sitting. Increase energy, brainpower, and overall wellness by breathing. Take 20 deep breaths in and out while focusing on something that lifts your mood. Stand up and stretch. Stretching increases circulation and is good for your arteries. Wear a pedometer to keep track of your daily steps. This often motivates you to move more.

Employee health is an incredibly important issue, as suboptimal health can negatively impact workplace productivity, efficiency and morale.

Human Resources Development (HRD)

Toby Wallace, Director of Human Resources

Human Resources Development (HRD) is the training function of Human Resources at Texas Panhandle Centers. The department consists of two (2) staff, Jacqueline Briggs, Training Coordinator, who has been employed with TPC for 25 years, and Carmen Nichols, Training Assistant, who has been with the Agency for 16 years.

The primary function of the department is to provide training to employees, contractors, volunteers, interns, and others who provide services to TPC clients. The primary goal is to strive to continuously improve the quality of training and meet the challenges of the changing needs of TPC clients. HRD provides New Employee Orientation (NEO), which consists of a mix of computer-based and face-to-face training. Face-to-face training includes First Aid, CPR, Prevention and Management of Aggressive Behavior, Defensive Driving, and Vehicle Driver Training.



Left: Jacqueline Briggs, Carmen Nichols

HRD also keeps and maintains all staff training documentation, job descriptions, on-the-job training checklists, and performance evaluations.

**In observance of Independence Day, TPC Offices will
be closed on Tuesday, July 4th.**

**Wishing everyone a safe
and happy 4th!**



Some Dad-isms in honor of Father's Day:

- I'm not just talking to hear my own voice!
 - Don't forget to check your oil.
 - You're only young once.
 - You're gonna like it, whether you like it or not!
 - The early bird gets the worm. Rise and shine!
 - If your friend jumped off a bridge would you?
 - You have things so easy!
 - Don't look at me in that tone of voice!
 - What do you think this is, your birthday?
 - What part of NO don't you understand?
 - I don't care what other people are doing! I'm not everybody else's father!
 - Didn't your teacher learn you anything?!
- 
- Two wrongs do not make a right.
 - Am I talking to a brick wall?
 - Don't make me stop the car!
 - What did I just get finished telling you?
 - My father used to tell me...
 - Go ask your mother!
 - Who said life was supposed to be fair?
 - Always say please and thank you. That way, you get more.
 - If you forget, you'll be grounded till the end of the world.
 - Shake it off. It's only pain.
 - A little pain never hurt anybody.
 - Don't take yourself so seriously, take what you do seriously!
 - You're always a winner if you lose with a smile.

Happy Father's Day!



Congratulations!

Congratulations to the TPC Stars for bringing home the Silver Metal at the state games in Arlington. They were just two points away from the Gold!

Good Sportsmanship was also awarded!

Thank you to everyone who paid to wear jeans last month so that the team was able to participate in the games!

Loan Repayment Program for Mental Health Professionals

The 84th Texas Legislature authorized the Loan Repayment Program for Mental Health Professionals to encourage certain mental health professionals to provide services in designated Mental Health Professional Shortage Areas (MHPSAs). A total of \$2.125 million was appropriated for the program for the FY 2016-2017 biennium. This amount is sufficient to allow for financial commitments to approximately 100 providers for two years of loan repayment.

Eligible Practice Specialties

As defined in applicable sections of the Texas Occupations Code, the following mental health professionals may apply for enrollment in the program:

- Psychiatrists
- Psychologists
- Advanced practice nurses who are board certified in psychiatric or mental health nursing
- Licensed professional counselors
- Licensed clinical social workers

NOTE: Licenses for interns are not considered unrestricted.

All providers, with the exception of those serving in the secure correctional facilities noted below, must serve persons enrolled in Medicaid or Children's Health Insurance Program (CHIP) or both. To meet the employment hours requirements for awards based on full-time service or prorated awards, no more than 25 percent of a provider's total employment hours per week may include hours providing mental health services via telemedicine. Both the provider's practice site and the site where the client is receiving telemedicine services must be located in MHPSAs.

Applicants must agree to provide five consecutive years of service in an eligible area, with the understanding that they will be released from the agreement if funding for continued loan repayment is not appropriated.

Application and Selection Process

The application deadline is **Friday, June 30, 2017 at 5:00 PM CST**. To complete an application, go to [Loan Repayment Program for Mental Health Professionals application for enrollment](#).

For information on the priorities for ranking applications, please view [Adopted Rules](#).

IMPORTANT

We estimate that the review and ranking process will require a minimum of three months after the application deadline. **We will be unable to provide information on the standing of individual applications until the ranking process has occurred.** We recommend that you refer to this web page for updates on the anticipated timetable for sending notifications to all applicants, in addition to any other program updates.

Loan Repayment Award Amounts

The following maximum aggregate award amounts are applicable over a period of five years if funds are available:

- \$160,000 for psychiatrists
- \$80,000 for psychologists and licensed clinical social workers and licensed professional counselors who hold doctoral degrees
- \$60,000 for advanced practice nurses
- \$40,000 for licensed clinical social workers and licensed professional counselors who do not hold doctoral degrees

The following percentages apply to each aggregate award amount for each year of service:

- 10% in year one
- 15% in year two
- 20% in year three
- 25% in year four
- 30% in year five

Therefore, maximum award amounts for the first year of service will be as follows:

- \$16,000 for psychiatrists
- \$8,000 for psychologists and licensed clinical social workers and licensed professional counselors who hold doctoral degrees
- \$6,000 for advanced practice nurses
- \$4,000 for licensed clinical social workers and licensed professional counselors

Interested mental health professionals may determine if a particular practice site is currently designated as a Mental HPSA by entering the address using the following federal search tool: [Health Resources and Services Administration Shortage Areas](#).

THE MINI SKIN CANCER PREVENTION HANDBOOK

The Facts About Skin Cancer



1 in 5 Americans will develop skin cancer in the course of a lifetime.



Your risk for developing melanoma doubles if you have had more than five sunburns.



1 person dies of melanoma every hour.



Regular daily use of SPF 15 or higher sunscreen reduces risk of melanoma by 50%.



Nearly 50% of Americans who live to age 65 will have skin cancer at least once.



People who first use a tanning bed before age 35 increase their risk for melanoma by 75%.

How to Protect Your Skin



1. Seek the shade, especially between 10 AM and 4 PM.

2. Do not burn.

3. Avoid tanning and UV tanning booths.



4. Cover up with clothing, including a broad-brimmed hat and UV-blocking sunglasses.

5. Use a broad spectrum (UVA/UVB) sunscreen with an SPF of 15 or higher every day. For extended outdoor activity, use a water-resistant, broad-spectrum (UVA/UVB) sunscreen with an SPF of 30 or higher.

6. Apply 1 ounce (2 tablespoons) of sunscreen to your entire body 30 minutes before going outside. Reapply every two hours or immediately after swimming or excessive sweating.



7. Keep newborns out of the sun. Sunscreens should be used on babies over the age of six months.

8. Examine your skin head-to-toe every month.

9. See your physician every year for a professional skin exam.



SkinCancer.org



WELLNESS
WORKS

P.O. Box 15688 • Amarillo, TX 79105

Welcome these New Employees...

Maria Armijo	Children's Behavioral Health
Terry Barley	IDD Nursing
Jonathan Cardenas	Adult Behavioral Health
Jana Campbell	Quality Management
Debra Hill	Browning Group Home
Sylvia Garza Taft	Systems of Care
Nathaniel McAlister	Adult Behavioral Health
Sandy Mojica	Autism Spectrum Disorder



Walk Across Texas is in its final weeks. A wrap-up event is forthcoming. Team standings and certificates will be issued at that time.



Congratulations!

The following employee was recognized through the Performance Enhancement Program for one or more of the following: Core Competencies, Safety, Critical Thinking, Communication, Client Rights, Continuous Quality Improvement, Professional Behavior, Customer Service:

Tonya McMasters, Specialized Services

Reminder to supervisors: If you would like employees recognized through PEP in the newsletter, submit the PEP (or a copy) to the respective executive manager for approval.



Tracie Ratliff, ASCI, answered last month's questions correctly and was randomly selected to win a \$25 gift card from Amarillo National Bank.

To claim your card, contact Joyce Lopez-Enevoldsen at 806.351.3308 or email: joyce.lopez@txpan.org.

Walk Across Texas Midway Event

Lizabeth Gresham, Potter County Extension Agent, presented a midway event for Walk Across Texas participants. Lizabeth provided information on health and wellness as well as provided a smoothie presentation and samples. The program was held Friday, June 2nd from 10:30am—11:30am in the HRD Training Room of the Wallace location.



Employee Recognition

On Thursday, May 25th the Board of Trustees Recognized two long term employees for their service. Judge Willis Smith recognized Phyllis Rockhold, Accounts Payable Director, for 30 years of service and Carl Kettler, Maintenance Department, for 20 years of service. They were awarded a plaque, gift card and a day off.

congratulations



White Hat Award



The IDD Service Coordination department would like to give this month's White Award to **Marie Farbrow, Provider Case Manager for IDD**. Marie is on top of things for her clients and is always willing to stop what she's doing to help our clients. Marie is always happy to share any information a service coordinator needs and is very patient and helpful. Marie goes above and beyond her job duties and from all of us at the IDD Service Coordination Department, we thank you and appreciate all that you do.

Breanna Deakin for IDD Service Coordination Department

Answer's to last months questions:

1) Children's MH Awareness 2) 21 3) 80%

Answer the questions correctly and your name will be entered in a random drawing to be eligible to win a \$25 gift card.

1. The primary function of the HRD Department is to provide _____ to employees.
2. One in _____ Americans will develop skin cancer in the course of a lifetime.
3. 86% of the American workforce has a _____ that entails sitting much of the day.



[Submit your answers to joyce.lopez@txpan.org](mailto:joyce.lopez@txpan.org). Deadline for responses is the 5th of the following month. You must type "Monthly Drawing" in the email subject line to be eligible. For those that do not have a computer, entries may be submitted via interoffice mail. The same requirements apply for hard copy submissions.

Articles or suggestions for this publication may be submitted by the 1st of each month to:

Joyce Lopez-Enevoldsen • 901 Wallace Blvd., • Amarillo, Texas 79106
Phone: (806) 351-3308 Fax: (806) 351-3345 Email: joyce.lopez@txpan.org

Life Insurance—when is the right time?

Life insurance can be a tricky subject depending on what stage of life a person finds themselves in. Variables such as term limits, whole life policies, benefit amounts, and riders can all create a complicated mess capable of scaring someone away from getting coverage.

Because of this complexity and cost, U.S. News reports that about 30 percent of American households have no life insurance coverage at all. Even more worrisome is the fact that there are 11 million households without coverage that include children under the age of 18.

The purpose of life insurance in simplest terms: Life insurance provides a financial benefit at the time of death. A family's breadwinner might want to provide for the family. A spouse might want to be sure the mortgage is paid off if he or she dies. Parents might want to be sure kids could go to college if one of the parents dies.

Life's different stages can determine need and people should look at life insurance through the perspective of what their current and future needs are and allow those circumstances to govern when and how much life insurance is required.

Single people without children, are usually better off investing their money rather than

buying life insurance. But some life insurance is probably necessary. For example, everyone will need burial expenses at the end of life and leaving that burden to family is irresponsible. Of course, single people with children should carry enough life insurance to provide for their children and/or pay

off the house. Married couples without children, should have life insurance to pay off a mortgage or debts that could burden the surviving partner.

Families with one income and young children are the classic

high-need situation for life insurance. In this case, the financial payout would be vital for covering lost income if the breadwinner died prematurely. Special considerations should be paid to how much income would be necessary to cover the family for many years as well as expenses such as college tuition down the road. Retirement once the kids are grown up, the mortgage is paid off, and the breadwinner is in the twilight of his/her career, life insurance could become less important. In this case, the financial benefit could be used to cover estate taxes to protect heirs.

Visit with a professional if you have questions about what coverage is right for you and your family.



First Day of Summer June 20th



BABY NEWS!

Congratulations to Carol Cobb, Financial Services, on the birth of a grandbaby. Benjamin Thomas Cobb was born on May 8th in Denver, Colorado. He weighed 8lbs and was 21 inches long.



 Congratulations to Leslie Sheets, PASRR Service Coordination, on the birth of a baby boy. Drake Montgomery Keltgen was born on May 12. He weighed 7lbs 12oz and was 19.5 inches long. Baby Drake, Leslie and daddy are all doing great.



Congratulations to Debra Cooksey, Dumas BH Clinic, on the birth of a grandbaby. Samantha Sue Childers was born on May 23rd at 2:26pm. Samantha weighed 6lbs. 12oz and was 19.25 inches long. All are doing great!



Congratulations to Elvire Sanders-Blakemore, Sharon Guinn and the entire IDD Service Coordination Department for successfully reducing the amount of unused Type B Medicaid Services from 3,000 to just 127 over the past 12 months!

Great Job!