

March/
April
2016

NEWSLETTER OF THE
CITY OF TACOMA

HealthVine

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WELLNESS MICROSITE

wellness.cityoftacoma.org

The Tacoma Employee Wellness Microsite is designed to be your go-to resource for our Wellness program. On this microsite you will find the following:

- Gym/Fitness Membership Discounts
- Archived HealthVine Newsletters
- Direct Link to RedBrick Health
- Information for New Employees
- Wellness Incentive Descriptions and Guidelines for 2016 and 2017
- Important Contact Information
- Blogs and Educational Information
- Introductory Program Videos

You are encouraged to save the microsite in your "Favorites" and to visit it frequently so that you stay up-to-date on the latest information and campaigns!



TACOMA
EMPLOYEE WELLNESS
Growing with Better Health



EMPLOYEE WELLNESS SURVEY RESULTS

THANK YOU TO THE 1,047 EMPLOYEES WHO COMPLETED THE SURVEY

We truly appreciate everyone who took the time to complete the City of Tacoma Employee Wellness Survey. We intend to use your feedback to improve and grow the Tacoma Employee Wellness Program by offering new tools and resources that complement the healthy lifestyle habits that employees currently practice and also motivate/assist employees who want to adopt healthier behaviors.

What's next? Your Wellness Committee is reviewing the feedback provided to determine common themes and interests. This will allow us to prioritize and budget for additions and enhancements to the Tacoma Employee Wellness Program.

BEGIN NOW TO SAVE AT LEAST \$240 IN 2017

As of Oct. 1, 2015, the 2017 Incentive Period has been underway. If you want to earn or continue to receive a monthly Wellness Incentive in 2017, you should start working on the requirements TODAY.

Where should you start? Journeys should be your main focus at this time. **You do not need to take the Health Compass before working on Journeys.** The Health Compass requirement will take place between Aug. 1 – Sept. 30, 2016.

Requirement reminder:

1. **Complete two Wellness Journeys between Oct. 1, 2015 and Sept. 30, 2016**
 - See Page 2 for more Journey and RedBrick FAQs.
2. **Complete the Annual Health Compass between Aug. 1 and Sept. 30, 2016**
 - You can take the Health Compass at any time — BUT you will ONLY get credit for the Health Compass if you take it during the specified timeframe of Aug. 1 and Sept. 30, 2016.

JOURNEY FAQs

What is a Journey?

A Journey takes a big goal like eating healthier and breaks it down into tiny achievable steps. Each Journey starts with a few questions to personalize the experience for you. A Journey is made up of several stages and each stage has many steps for you to choose from. When you have earned enough experience points in one stage, you will be offered a challenge step. When you complete a challenge step, you may proceed to the next stage in your Journey.

How long does a Journey take?

Journeys are focused on behavior change, which takes time and intentional practice. Each journey can take anywhere between two and six weeks. Allow the process to happen as intended, and give yourself at least four weeks to complete one Journey.

How many stages are in a Journey?

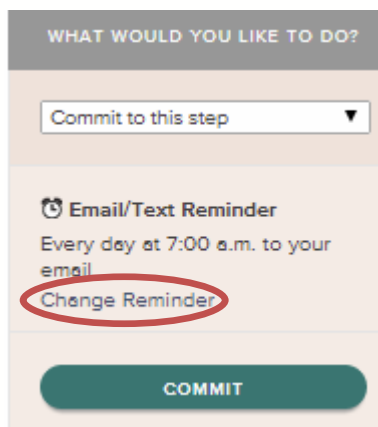
Each Journey has between two and seven, depending on the type of Journey and how experienced you are in that health area when you begin. Most Journeys have three stages.

What are Experience Points (XP)?

As you progress through our Journey, you'll earn XP for completing steps. Some steps are worth fewer XP than harder steps. Your goal is to earn enough XP to unlock your challenge step in a stage.

How do I personalize or turn off a reminder?

When you commit to an action step in a Journey, you can specify if you want to: get a reminder, customize a reminder (email/text) or choose no reminder. To see these options, click on "Change Reminder".



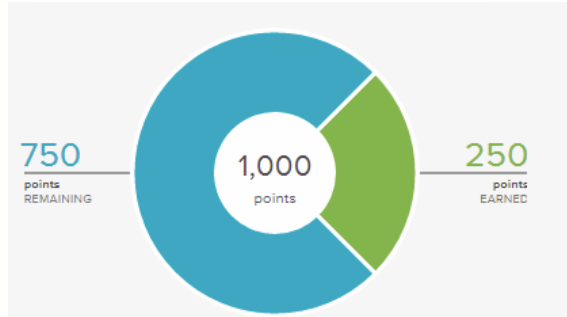
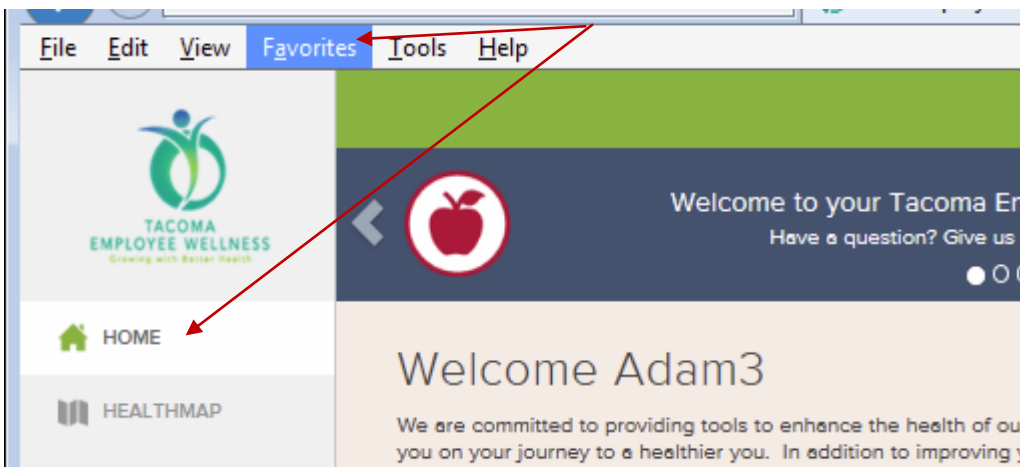
You can update your reminders at any time by going back into the action step you committed to and choosing "Update Reminder".

GENERAL FAQs

How do I favorite or bookmark the login page?

There are two options. The first is that you can bookmark the login page (tew.redbrickhealth.com). **The issue that was preventing you from doing this last year has been resolved!**

The second way is to bookmark your home page (once you are logged in to the website). *See the picture below.*



How do I know if I've earned my incentive?

You can check if you've earned the incentive by visiting the rewards page. Anything GREEN represents points earned and anything BLUE represents points remaining.

If you have earned the incentive, your rewards wheel will be all green and say EARNED instead of REMAINING.

The maximum amount of points you can earn at this time is 500 points (250 points per Journey, two Journeys). The remaining 500 points can be earned during the Annual Health Compass campaign, which is Aug. 1 through Sept. 30, 2016.

How do I update my contact information (address, phone number, email address)?

RedBrick uses some of this information to double check your identity when you call them with questions. So, you want to make sure you have it as up-to-date as possible.

Click the arrow next to your name in the upper right corner of the RedBrick site and select "Profile". Then select the section that you'd like to edit.

PREVENTIVE CARE



**Information in this section was adapted from cdc.gov.*

Chronic diseases such as heart disease, cancer and diabetes account for seven out of every 10 deaths, and are responsible for approximately 75 percent of the nation's healthcare costs.

The good news is that these chronic diseases can be largely preventable through healthy lifestyle choices and regular preventive care checkups.

Unfortunately, most Americans underuse preventive services (nearly 50 percent). Some of this may be due to the mindset of our society. Why get a check-up if we "feel healthy" (i.e. are not experiencing any pain or symptoms)? Don't let that be you! Opportunities for prevention of chronic diseases impacts all of us.

So, make an appointment to get your preventive annual screenings and other services with no out-of-pocket costs (no deductibles, coinsurance or copays).

These key services and screenings include, but are not limited to, annual physicals, non-diagnostic screenings for breast, prostate or colon cancers.

For a more detailed list of covered preventive services, visit regence.com or member.ghc.org.

JOURNEY RECOMMENDATIONS

Beat the Blues (Two Stages): If you can devote 10 minutes a day to yourself, you can find your way back to a happier outlook. These proven strategies can improve your energy and your mood. Give it a try—because you deserve more.

Dial Back the Drinking (Three Stages): Drinking: It can be costly. In money, calories, sleep quality and relationships—and of course, the risk of dependence. This Journey can help you cut down or quit. Test new drinks that satisfy. Relax and energize in new ways. Start new habits.

Run Your First 5K* (Seven Stages): If you can walk briskly for 30 minutes straight, you can run a 5K! You'll complete three workouts per week in this seven-week Journey. Along the way you'll learn more about stretching, strengthening, avoiding injuries and preparing for your big 5K day.

Stash Some Cash* (Three Stages): Does the thought of a surprising major expense make you panic? You're not alone—many people aren't quite ready for life's what-ifs. This Journey will help you find ways to spend less and get you started on saving for unexpected expenses. Get confident about your future, so you can relax a little more today.

Strengthen Your Core (Two Stages): Core strength means more than six-pack abs. Strong muscles in the center of your body can help you avoid back pain throughout your day from tasks at work to picking up your kids to moving that sofa. Practice and put together simple moves that will help you look better, feel better and avoid back pain.

**These Journeys correlate with upcoming City of Tacoma events (see Page 4).*

GYM/FITNESS MEMBERSHIP DISCOUNTS

UPDATED LIST

We are happy to announce that we have a list of gym/fitness facilities that want to offer a discount to City of Tacoma employees. There are 27 facilities on the list (some are the same organization, just different city locations). **There have been NEW discounts added since the initial launch of this flyer, including Armstrong Fitness, Anytime Fitness (Federal Way, Gig Harbor, Issaquah, Lakewood & Orting) and Fitness 19.**

The continuously updated list of discounts will be kept on our Wellness Microsite: wellness.cityoftacoma.org. This list is a great start for the City of Tacoma, and it will continue to grow based on the interest/willingness of local facilities to participate and employee recommendations.

Potential Additions

Thanks to employee feedback, we have reached out to additional facilities and are waiting for a response. This list includes: Anytime Fitness (Buckley, Chehalis, Shelton, Snoqualmie) and Tacoma Strength.

We additionally plan to reach out to the following facilities in the next few weeks: Climb Tacoma, Edgeworks Climbing Gym, Expand Yoga, Figures, Gateway Fitness, Graham Fitness, Prime Fitness, Northwest Fitness Zone, Peak Performance Training & Conditioning, Shelton Athletic Club, The Valley Athletic Club, Thorbeckes Fitlife Centers, Trident Athletics and Union Square Fitness.

Suggestions

You are welcome to contact a facility of your choice and share Wellness Coordinator Shannon Carmody's contact information with that facility. She can be reached at scarmody@cityoftacoma.org or (253) 591-2002.

UPCOMING CITY EVENTS



FINANCIAL WELLNESS: PRE-RETIREMENT SEMINARS

City of Tacoma employees, their family members and friends are invited to attend any of our three-part retirement planning seminars. All sessions will be held in the Tacoma Public Utilities Auditorium.

CITY OF TACOMA RESOURCES PRESENTATIONS

When: Thursday, April 7, 6 to 7:30 PM

City of Tacoma Retirement Director Tim Allen will give an overview of retirement system benefits and options. We will look at the online retirement benefits calculator tool, explore various options and show you how to better estimate your future benefit.

HR Benefits Specialist Diane Peterson will provide an overview of the 457 deferred compensation and HRA VEBA plans. Employees can save and invest in their futures with tax advantages when participating in deferred compensation. The HRA VEBA is a post-separation account-based health plan. The overview will cover general rules and benefit options for eligible employees.

HR Benefits Specialist Shannon Hoffman will discuss post-retirement health care options and eligibility requirements.

10 KEY RETIREMENT QUESTIONS

Presented By: Jim Reinke—ICMA

When: Thursday, April 14, 6 to 7:30 PM

Transitioning into and through retirement can be rewarding and challenging. So having a plan is important. We'll focus on 10 key questions you should ask, from saving, to Social Security and Medicare, and managing your investments, withdrawals and taxes. Other topics include a more in-depth look at Social Security and retirement income withdrawal strategies.

ESTATE PLANNING

Presented By: Bob Pentimonti, Harlowe & Falk

When: Thursday, April 21, 6 to 7:30 PM

Estate planning is the process of creating a master plan to preserve and finally "give out" your assets – both during your lifetime and after your death. Attorney Bob Pentimonti will discuss basic estate planning concepts to help ensure that your assets are disbursed according to your wishes.

UTILITIES PEOPLE 5K

REGISTRATION ENDS APRIL 1, 2016

Join Utilities People for its first 5K event – the Spring Runoff!



When: Saturday, April 16, 9 AM

Where: Chambers Bay, 9850 64th St. W, University Place, WA 98467

What: Participants are welcome to run or walk the 3.1 miles. The event includes family fun, raffle prizes, a commemorative t-shirt and a catered post-race breakfast.

Registration: The cost is \$25 for Utilities People members, \$32 for non-members. Contact Judd Johnson at JJJohnson@cityoftacoma.org or (253) 441-4102, or Joe Gilbert at jgilbert@cityoftacoma.org or (253) 502-8914.

TACOMA'S AMAZING PRESERVATION RACE

When: Saturday, May 14, 11 AM

Where: The race starts and ends at the University of Washington Tacoma campus stairs.

What: Learn about Tacoma's unique cultural and historic resources as you race around the city completing family-friendly challenges throughout Downtown Tacoma! The three teams that complete the most challenges in the shortest amount of time will win the grand prizes. Each team will receive a mystery goodie bag with items from sponsors and partners.

Registration: Registration is for teams of up to four people, of any age. No discount for teams of less than four. Each team member will receive an Amazing Preservation Race t-shirt on which they can write their team name. [Register TODAY!](#) Contact Lauren Hoogkamer with questions at lhoogkamer@cityoftacoma.org or (253) 591-5254.