

December
2016

NEWSLETTER OF THE
CITY OF TACOMA

HealthVine

IMPORTANT 2017 WELLNESS INCENTIVE UPDATE

Wellness Incentive letters were recently mailed to your home address.

This letter informs you whether you did or did not qualify for the 2017 Wellness Incentive, according to the RedBrick Health records. If you did not receive this letter or have questions about your qualification status, please contact Wellness Coordinator [Shannon Carmody](#) at (253) 591-2002.

Eligible members are entitled to submit an appeal form for their Wellness Incentive determination. This form must be received by Dec. 31, 2016.

Please complete and submit your [Appeals Form](#) per the instructions on the form. The more details you are able to provide, the better.



IT IS NEVER TOO LATE TO START!

Great health is its own reward. But, let's face it, getting rewarded/incentivized for your healthy activities can kick up your motivation. Whether you are already living a healthy lifestyle or are just beginning to make some changes, the RedBrick Health online portal can help empower you to reach your health and wellness goals!

Register for the Tacoma Employee Wellness Program at any time.

If you have not registered for the program yet, you are missing out. Luckily, the registration process is much simpler than you might think! All you need to do is contact [Shannon Carmody](#) at (253) 591-2002 and let her know that you are interested.

The 2018 Incentive Period is underway!

Please refer to Page 2 for more information about the exciting requirement changes and visit the [Wellness microsite](#) to learn more about the incentive.



02 What is Track?:
Learn more about the 2018 incentive requirements.

03 Tips to Survive the Holidays:
Also, Track presentation schedule.

04 Open Enrollment:
Your Benefits Open Enrollment is here!

Understanding the NEW Features and Incentive Requirements for the Tacoma Employee Wellness Program



How do I earn the Incentive?

The 2018 incentive period is underway (Oct. 1, 2016—Sept. 30, 2017):

City of Tacoma employees now have more ways to earn the monthly incentive/credit. You can earn points for the healthy, everyday habits that you already practice (Track) and/or by working on some of the habits that you'd like to improve (Journeys). Also, you can now take your [Health Compass](#) at ANY TIME.

There are 3 different ways you can earn the 1,000 points required for the 2018 Incentive between Oct. 1, 2016 and Sept. 20, 2017:

Option A:

- Complete the Compass Health Assessment (earn 600 points)
- Complete two Journeys (earn 200 points per Journey, 400 points total)

Option B:

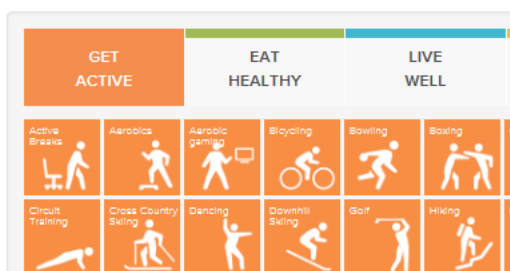
- Complete the Compass Health Assessment (earn 600 points)
- Complete Track for 50 days (earn 8 points/day, 400 points total)

Option C:

- Complete the Compass Health Assessment (earn 600 points)
- Complete one Journey (earn 200 points)
- Complete Track for 25 days (earn 8 points/day, 200 points total)

What is Track*?

Track is a healthy habits tracker, which allows you to track your exercise, healthy eating habits and well-being habits. In other words, it is a great way for you to earn points for what you already do or a way for you to get credit for trying something new!



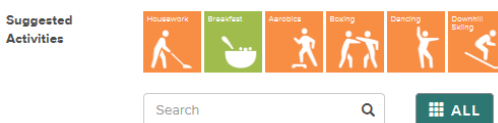
How do I Track?

Select the **TRACK IT** button and then choose your activity, record how much and select the date(s) you did it.

If you are unable to find the activity that you want to Track, don't worry!

Just start typing the name of the activity and then choose the option that best categorizes what you did (i.e., aerobics for kickboxing).

Track Your Activity

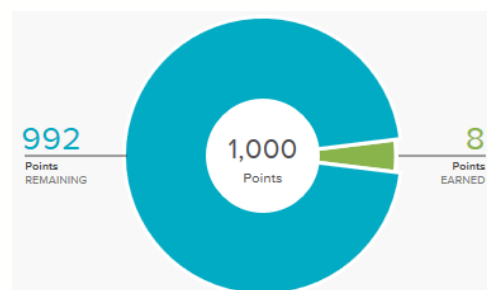


How many points can I earn with Track?

You can earn 8 points a day for 50 days of tracking (400 points total towards your incentive). You do NOT have to Track in consecutive days.

How do I earn 8 points a day?

For each day you score 300 on the **Daily Wellness Meter**, you earn 8 daily reward points.



What is the daily Wellness Meter?

Every activity in Track is assigned a different value, according to its difficulty and duration.

For each day you score 300 on the Wellness Meter, you will earn your 8 daily reward points. **You can earn this up to 50 times.**

Here are some examples:

- Walking 10 minutes (easy):** score 50 on the Daily Wellness Meter
- Yoga or Walking 30 minutes (Moderate):** score 300 on the Daily Wellness Meter
- Ate Breakfast:** score 110 on the Daily Wellness Meter
- Sleep (at least 7-9 hours):** score 110 on the Daily Wellness Meter

* Visit Page 3 for information about upcoming Track presentations!

Simple Life Instructions to Follow

- Strive for excellence, not perfection.
- Be the first to say, "Hello."
- Avoid negative people.
- Take responsibility for every area of your life.
- Leave everything a little better than you found it.
- Become the most positive and enthusiastic person you know.
- Be there when people need you.
- Don't be afraid to say, "I made a mistake." or "I don't know."
- Commit yourself to constant improvement.
- Keep your promises.
- Remember other people's birthdays.
- Never waste an opportunity to tell people how you feel.
- Be forgiving of yourself and others.
- Say "please" and "thank you" a lot.
- Compliment even small improvements.
- Return all things you borrow.
- Don't expect life to be fair.
- Learn three clean jokes.
- Have a firm handshake.
- Look people in the eye.
- Keep it simple.
- Count your blessings.

Source: Attributed to William Snell



Beat the Holiday BLUES

If you are feeling a little conflicted about the upcoming holidays, you're not alone.

Along with all the holly and the jolly comes a mixed bag of emotional issues for some—increased anxiety and stress, or a sense of loss and sadness, along with the feeling of isolation that occurs when everyone else seems to be having a great time. The good news is that this is a highly recognized problem, and there are several ways to make the holidays more bearable. Below are some tools to help you effectively work through this time of year.

- **Keep your expectations balanced.** You won't get everything you want, things will go wrong, and everything won't be perfect. Keep this in perspective, and let go of what you can't control.
- **Don't try to do too much.** Fatigue, overscheduling, and taking on too many tasks can dampen your spirits. Learn to say no when necessary.
- **Don't overspend.** It's easy to feel like you have to buy everything for everyone, but those after season bills can really kill the holiday spirit.
- **Don't be afraid to make your own traditions.** Give the season its own meaning, and give yourself something to look forward to next holiday season.
- **Eat healthy and exercise when you can.** Taking care of your body and avoiding too many sweets can go a long way in fighting the blues.

TRACK PRESENTATIONS

Date	Time	Location
1/5/17	7:30 – 8:30 a.m.	Mayfield/Cowlitz
1/10/17	11 --11:30 a.m. and 1 --1:30 p.m.	TMB Council Chambers
1/12/17	8 - 8:30 a.m., 11 --11:30 a.m. 1:30 --2 p.m., 4:30 -- 5 p.m.	TPU ABN Auditorium
1/18/17	8 – 9 a.m.	Cushman
1/25/17	7 – 7:30 a.m., 7:30 – 8:30 a.m. 8 – 8:30 a.m., 8:30 – 9 a.m.	Solid Waste Management

More dates will be added at different locations and the complete schedule will be communicated via email to all staff in late December or early January.

Open Enrollment is HERE!

Choosing your benefit plans is an important decision. Open Enrollment is available **Dec. 1 - 16, 2016**. This is your opportunity to make your benefit elections for 2017. Learn more about all the important facts pertaining to Open Enrollment by reviewing the Open Enrollment newsletter that was recently mailed to your home at the end of November and/or by attending an upcoming Open Enrollment presentation:

Dec. 7, 2016

TPU Auditorium

8 - 10 a.m.; 11 a.m. - 1 p.m.; 2 - 4 p.m.

Dec. 14, 2016

TMB Council Chambers

11 a.m. – 1 p.m.; 2 - 4 p.m.*

**For those unable to attend a presentation, the Dec. 14 presentation will be recorded and available online.*

**2017
Benefit
Open
Enrollment**

**December 1
Through
December 16**

OPEN ENROLLMENT AND THE WELLNESS INCENTIVE

The deadline has passed to qualify for the 2017 Wellness Incentive. If you met the requirements for the 2017 Wellness Incentive, see the chart below which explains the incentives you will be eligible for based on which health plan option you are enrolled in for 2017.

REQUIREMENT(S)	INCENTIVE		
In order to qualify for the 2017 Wellness Incentive/Credit, employees were required to earn 1,000 points between Oct. 1, 2015 and Sept. 30, 2016: 1. Completion of two (2) Journeys between Oct. 1, 2015 and Sept. 30, 2016 (500 points) 2. Completion of the annual Compass Health Assessment between Aug. 1 and Sept. 30, 2016 (500 points)	Employees who met the Wellness Program 2017 Incentive requirements will receive the following credit next year: • \$20 per month credit toward their premium contribution for medical insurance coverage under the Regence or Group Health Traditional Plans OR • \$40 per month credit toward their premium contribution for coverage under the Regence High Deductible/HSA Health Plan <u>Contributions to HSA Accounts</u> Employees who elect a High-Deductible/ HSA Health Plan option for 2017 will <u>additionally</u> receive contributions to an HSA from the City, which will be prorated per pay period throughout the plan year. Employees participating in Wellness will receive a higher contribution .		
	City HSA Contribution	WITH WELLNESS	WITHOUT WELLNESS
	Employee Coverage	\$1,250/year	\$500/year
	Family Coverage	\$2,500/year	\$1,000/year