

April  
2018

NEWSLETTER OF THE  
CITY OF TACOMA

HealthVine



## STRESS LESS JOURNEYS

**Beat the Blues (2 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. You deserve more.

**Choose a New Attitude (2 Stages):** Discover small steps that help you coach yourself into a whole new frame of mind. View challenges from a different angle and find ways to solve everyday problems. Handle stress better by shifting your attitude.

**Dial Back the Drinking (3 Stages):** Drinking can be costly—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.

**Make Time for Play (3 Stages):** Play is powerful. Devote time to leisure and you'll likely be healthier, happier, less depressed and less stressed. And when you *have* more fun, you *are* more fun. Everyone around you benefits. In this Journey, get rid of your buzz kills and find your fun.

**Peak Performance Mind (3 Stages):** Work smarter by growing your brainpower. Learn how to improve your attention span and what to do when you're getting distracted. Try out the kinds of breaks that can feed your energy and focus.

**Stress to Energy Sampler (3 Stages):** Learn how to prompt your body to deliver more energy regardless of what life throws your way. Start with some better sleep habits, then move on to eating for energy, and discover how even a little bit of movement can go a long way toward boosting your energy.



## STRESS AWARENESS MONTH

In the spirit of Stress Awareness Month, we are offering a stress management seminar presented by Joe Piscatella. Joe is one of the nation's foremost experts on how to live a healthy lifestyle. He is the founder and CEO of the Institute for Fitness and Health, an organization dedicated to helping people initiate and sustain healthy lifestyle habits. *TIME* magazine calls him "a positive force" for healthy changes.

### Managing Stress in a Multitasking World

**When:** April 24 (TPU Auditorium) and April 25 (TMB Council Chambers) from noon to 1 p.m.

**Description:** In this era of too little time and too much to do, of increased career and family commitments, of crawling traffic and neverending emails, Americans are living with chronic stress. Indeed, 89 percent of us say that the stress in our lives is overwhelming. The result is often high levels of frustration, anxiety and anger.

Says one manager, "I'm dropping kids off to school at 7 a.m., racing to work at 8 a.m., in a grocery store at 5:15 p.m., answering emails at 9 p.m., and doing laundry till midnight. I'm always behind and never have enough time to do my best. Weekends used to be for kicking back, and now they're for catching up."

In this presentation, Joe examines the impact of chronic stress on health, productivity and quality of life. He helps audiences understand that the secret to a balanced life is not to avoid stress, but to manage it; not to react to stress, but to respond to it. His program not only examines the sources of stress in modern life (including having a Type A personality), but it provides audiences with a variety of mental and physical tools to successfully manage stress every day.

In this seminar, participants will learn:

- How chronic stress impacts wellbeing, particularly cardiac health
- The most common sources of chronic stress
- The best physical and mental methods of managing stress successfully

# WORK-LIFE BALANCE AND STRESS

Work-life balance can seem like an impossible feat. Technology allows workers to be accessible around the clock and the competitive work environment incentivizes longer hours. In fact, a Harvard Business School survey reported that 94 percent of professionals worked more than 50 hours per week and nearly half said they worked more than 65 hours per week. Experts agree that the compounding stress from a never-ending workday is damaging; it can hurt relationships, health and overall happiness.

When it comes to stress and your health in particular, you may be experiencing symptoms and not even know it. These symptoms can affect your body, feelings, and behavior. Being able to recognize common stress symptoms is key when it comes to managing stress and its associated disease risk factors, including high blood pressure, heart disease, obesity, and diabetes.

## Common effects of stress on your body:

- Headache
- Muscle tension or pain
- Chest pain
- Fatigue
- Stomach upset
- Sleep problems

## Common effects of stress on your mood:

- Anxiety
- Restlessness
- Lack of motivation or focus
- Feeling overwhelmed
- Irritability or anger
- Sadness or depression

## Common effects of stress on your behavior:

- Overeating or undereating
- Angry outbursts
- Drug or alcohol abuse
- Tobacco use
- Social withdrawal
- Exercising less often

# SIX WAYS TO BE MORE RESILIENT

## Let go of perfectionism.

Most overachievers develop perfectionist tendencies as a kid.

But, as an adult, life gets much more complicated. As your responsibilities at work and life grow (e.g., family responsibilities),

perfectionism becomes more difficult to reach. If left unchecked, this habit can become very destructive and lead to burnout. So, aim for excellence and let go of perfection.

**Unplug.** Technology has helped our lives and careers in many ways, but it has also created expectations of constant accessibility. Robert Brooks is a professor of psychology at Harvard Medical School and co-author of *The Power of Resilience: Achieving Balance, Confidence and Personal Strength in Your life*. He says that phone notifications interrupt your off-time and cause underlying stress in your system. So try not to text at your kid's soccer game or send work emails when you are with your family.

**Exercise and/or meditate.** Although we all know the importance of exercise, it is one of the first things to go when our lives become busy. We should all aim to get some sort of exercise, yoga or meditation in throughout the week, even if it is just a small deep breathing exercise while you are driving. Breathe in for a count of 5, hold for 5, and exhale for 5. Repeat 10 times or until you start feeling more calm, grounded and focused.

**Limit time-wasting activities and people.** Make a list of what is more important in your life and draw boundaries so that you can devote quality time to these high-priority activities or people. This should make it easier to determine what could be trimmed or eliminated from the schedule. For example, if you spend a lot of time on email, Facebook or surfing the internet when you are home, establish rules to keep you on task so that it does not lead into a time-wasting spiral. Additionally, if there are less constructive people in your life (work or play), find ways to politely limit these interactions.

**Change the structure of your life.** We all tend to fall into a rut now and then. So, try and take a birds-eye view of your life and ask yourself, "What are simple changes that could make my life better or easier?" Instead of trying to do it all, focus on activities you specialize in and value most. Delegate or outsource everything else, if possible. By doing so, you could be benefiting other people by giving them opportunities to grow.

**Start small.** We have all been there at one point or another: crash diets that fizzle out or New Year's resolutions we forget in a month or two. The same is true for work-life balance. If your goal is to have more sit-down meals with your family, start with one day per week and then go up from there once you've been able to tackle that goal consistently.

Source: Deborah Jian Lee, Contributor at [FORBES.com](https://www.forbes.com)



# FINANCIAL WELLNESS: PRE-RETIREMENT SEMINARS

**It is never too early to start planning for retirement!**

City of Tacoma employees, their family members and friends are invited to attend any of our retirement planning seminars.

**All sessions will be held in the Tacoma Public Utilities Auditorium (3628 S. 35th St. in Tacoma).**

## 10 Key Retirement Questions/ Estate Planning

**When:** Thursday, April 5 from 6 to 7:30 p.m.

**Jim Reinke from ICMA-RC** will explain how transitioning into and through retirement can be rewarding and challenging. Having a plan is important. He'll focus on 10 key questions you should ask, from saving, to Social Security and Medicare, to managing your investments, withdrawals and taxes. He will also explain how to build an effective estate plan around some key documents.

## Medicare 101

**When:** Thursday, April 12 from 6 to 7:30 p.m.

**Shannon Fuhrman from Regence** will help you gain the knowledge needed to make informed decisions and pick a plan that works best for you when the time comes. You'll learn about:

- Basics of Social Security
- When you should enroll into Original Medicare Parts A and B
- How to avoid Part B and Part D penalties
- The difference between Medicare Advantage and Medicare Supplement plans
- The Part D prescription coverage gap (otherwise known as the "donut hole")
- What you should know if you're still working and participating in an employer-sponsored plan when you turn 65
- What you need to know if you're currently participating in a Health Savings Account (HSA) and are, or soon will be, eligible for Medicare

## Retiree Panel

**When:** Thursday, April 19 from 6 to 7:30 p.m.

Are you really ready for retirement? Hear from retired City of Tacoma employees who will discuss what they should have thought about before they retired.



## LEOFF II Resources Seminar (Police and Fire)

**When:** Thursday, April 26 from 4 to 6 p.m.

**Jim Mendoza from the Washington State Department of Retirement Systems** will cover your LEOFF pension plan and benefit options.

**Human Resources Specialist Shannon Hoffman** will provide an overview of the post-retirement medical and COBRA options and eligibility requirements. **Human Resources Specialist Diane Peterson** will cover the 457 deferred compensation plans\*.

*\*Representatives from ICMA and Nationwide will be available with marketing materials and to answer more in-depth questions.*

**VEBA Consultant Brian Riehs from Gallagher** will cover the general rules and benefit options of the post-separation account-based health plan for eligible employees.

**Becky Whalen from Benefit Solutions, Inc.** will cover the Medical Expense Reimbursement Plan (MERP) for eligible employees in the Tacoma Fire Department.

# REALIZE RETIREMENT ADVENTURE® (ICMA-RC)

The 2018 RealizeRetirement® Adventure will visit **two City of Tacoma locations on April 24**. This event (open to all City of Tacoma employees) is a fully immersive escape game with a mix of financial retirement education. It offers fun ways to think about your future: find clues, solve puzzles, work as a team, and escape the game!

**There will be a prize raffle for those that attend!**

**Location 1:** [Central Treatment Plant](#) (2201 Portland Ave. near Building L) from 8 to 11 a.m. [Directions and parking information.](#)

**Location 2:** [Solid Waste Management](#) (3510 S. Mullen St. upper parking lot) from 1 to 4 p.m. [Directions and parking information.](#)

**Questions?** Contact [Diane Peterson](#) at (253) 591-5440.

