

JAN
2019

NEWSLETTER OF THE
CITY OF TACOMA

HealthVine



Rolling With Change

January is often a month of self-imposed change. We resolve to quit smoking, get into smaller-sized pants, or finish the projects we've carried into the new year. But, year-round, life is also full of changes that we don't see coming and can't control. Health crises, sudden financial hardship, and natural disasters can leave lasting scars in the long-term, and anxiety in the short term. Knowing these critical changes can be life-altering, we expect recovery to be difficult and tend to give ourselves a break while we adjust. But what can surprisingly knock us off kilter are less dramatic changes, because we don't expect them to be difficult: your department has a new manager; the dentist you've seen for years is retiring; the last of your single friends gets married; or familiar buildings in your city are replaced by a landscape of new construction.

Part of what is difficult about change is holding the perception that things "should" remain the same. This view can threaten our sense of security in unfamiliar situations and show us that we are not always in control. Change can force us to re-examine our expectations and modify our habits and attitudes, which requires work. And counter-intuitively, it is actually by *leaning into change*, like a skier leaning into a turn, that we can keep on balance more through it. This doesn't mean we will always accept the outcome of a change, and may decide to move, quit a job, or end a relationship. Rather, in facing the change, leaning into it, we can begin to adapt.



This is easy to say, but hard to do and it does take time. Reacting to change follows a path much like the stages of grief. Knowing it will be a process may reassure you that over time you will adjust, and that your reactions will likely change along the way.

There are many views on change, but *changing one's self* seems to be a universal strategy for surviving shifting circumstances. With that in mind, here are some tools that can help:

Look at the big picture. Ask yourself: will this still impact me in 5 minutes, 5 days, 5 months, or 5 years? Perspective can help you relax a little as you realize the change probably won't impact you indefinitely.

Avoid avoidance. Don't let change happen to you while you're looking the other way. Engage and be a part of the process in creating something new.

Keep moving forward. Maintaining regular routines can provide some stability, self-care and distraction from non-stop thinking about the changes.

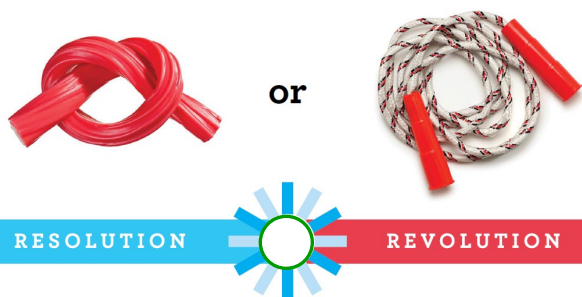
Have realistic expectations. Don't expect that there won't be "growing pains", or that you or someone else will perform "perfectly" in a new situation until you figure it out. Be patient with yourself and others while you're processing the change.

Be optimistic. Challenge yourself to envision something good that could come of a change.

Use humor. Remember those things that bring you joy and seek them out. Many medical studies point to humor as having a significant impact on health and well-being. Use humor to ease your mind and take a break from the seriousness that change can impose. You can still attend to serious matters, but a humor break will help boost your capacity to cope.

Change is inevitable, but you can cope, adjust, and even thrive through reflection, patience, courage, support, and time. Remember, you can count on your EAP 24/7 to help you navigate change and other events in your life. Simply dial (800) 777-4114.

NEW YEAR CHALLENGE



Tap into team spirit by joining **Resolution Revolution**. You'll bond (and compete) with coworkers as everyone turns their healthy wish list into reality. Track your healthy habits to vie for points, prizes and bragging rights.

Registration: Jan. 14 - Feb. 11, 2019

Team(s): Employees create their own teams, which can have anywhere between two and six members.

Challenge Duration: Jan. 21 - Feb. 25, 2019

Rules: You can earn points on a daily basis (up to a maximum of 1,500) as you begin to move more, eat better and live well. Please refer to the activity points table on the right to learn more about how your activities can add up.

Weekly Prize Draws: There will be weekly drawings for employees who earn at least 300 points each day throughout the week:

- ✓ Jan. 29 (for tracking Jan. 21 - 27)
- ✓ Feb. 5 (for tracking Jan. 28 - Feb. 3)
- ✓ Feb. 12 (for tracking Feb. 4 - 10)
- ✓ Feb. 19 (for tracking Feb. 11 - 17)
- ✓ Feb. 28 (for tracking Feb. 18 - 24)

The weekly drawing winners will receive a **Fitbit Charge 3**, which is a heart rate and fitness wristband that tracks activity, exercise and sleep.

Did you know? Fitbits are one of several wearable devices that you can sync directly with RedBrick to simplify your experience. Once synced, your steps and physical activity minutes will automatically upload to accumulate towards your incentive requirements.

Get Active	Eat Healthy	Points	Live Well	Points
<p>Time-based activities credit 10 points per minute for moderate activity. For example, 45 minutes of exercise would count for 450 points.</p> <div> <div>Cardio Machine</div> <div>Walking</div> <div>Yardwork</div> <div>Golf</div> </div> <p>Low-intensity activities are worth 50 percent of moderate activities.</p> <p>High intensity activities are worth 200 percent of moderate activities.</p> <div> <div>Downhill Skiing</div> <div>Racquet Sports</div> </div> <p>Step-based activities credit 0.10 points per step. For example, if you get 7,153 steps in for the day, you will earn 716 points.</p> <div>Steps</div>	Breakfast	110	Belonging	90
	Fruit: 950g	80	Focused Relaxation	100
	Half Whole Grains	80	Friends and Family	80
	Healthy Fats	90	Goal Tracking	90
	Healthy Snacks	90	Involvement	90
	Lean Protein	90	Leisure	80
	No Sweets	110	Less TV	70
	Real Food	90	Learning	90
	Slower Meals	80	Priority Setting	110
	Veggies 2 1/2 Cups	110	Sleep	110
	Water	70	Time Outside	90

Grand Prize Winners (Two Teams)

We will award the winning team with the **highest average points** and the team with the **highest cumulative points**. The winning team members from each team will each be awarded a **\$100 gift card**.

What if there is a tie? If there is a tie in either category, RedBrick will conduct a random drawing to select the winning team.



EMPLOYEE SPOTLIGHT

GARY GLIDDEN

ENVIRONMENTAL SERVICES CHIEF SURVEYOR

In February 2018 I went to Disneyland with my wife, son-in-law, daughter and my two granddaughters, ages one and three. My son-in-law and daughter also took us to Pasadena where they used to live. For two days, they took us to every restaurant they love in Pasadena for breakfast, lunch and dinner, plus dessert places. I ate everything! I was way overstuffed.

When I saw pictures of myself, I knew I was way overweight and had to do something about it. I purchased the Mayo Clinic Diet book and the Mayo Clinic Diet Journal and started analyzing my habits. At first, in March, I just noticed what I was eating and thought about eating less. I started to move more. I put a walk-tracking app on my phone. I bought wireless headphones to listen to music or audiobooks as I walked. I began journaling all of my activities.

At the end of March, I still weighed 227 pounds, exactly what I weighed to begin with! So, I got serious and bought new walking gear, small food containers for portion control, and I measured out the serving sizes with the calories for the foods I was eating. I ate four servings of vegetables, four servings of fruit, an ounce or so of nuts, cut way down on sweets, ate smaller portions of meat and stuck to my new routine. I no longer went out for lunch, and when I went to restaurants occasionally for dinner I ate half of the meal and saved the other half for the next day's portions.

I started to lose two or three pounds a week and began gaining confidence that this was working. I tracked my weight daily but did not judge myself too harshly. I noticed a daily fluctuation as my weight went up and down but each month I averaged eight to 12 pounds of weight loss. I cut up my fruits and vegetables the night before and put them in small containers to stick to my healthy portions. This helps me in the morning, as I can just grab my items from the refrigerator to keep me on track. My wife and I premeasure our meat and fish portions and package them separately in the freezer for easy healthy portion control.

As I got more into my lifestyle change, I began changing up my activities. Instead of walking, I would do gardening or bike riding. I split my activities into two 30 to 45 minute (or more) sessions a day. I also bought the Mayo Clinic DVD course. It is a series of 12-hour long lectures on the various aspects of healthy living. This helped me consider various options for a holistic approach to my lifestyle change.

In August, I reached my target weight of 173 pounds and have maintained my weight around this target ever since. I went to my general physician in August, and he said I no longer needed my blood pressure medication or my cholesterol medication.

If I can pick out one thing that helped me the most on this journey, I believe it is the act of journaling. At first I thought this was stupid, writing down everything I ate, the portion size, my activities, goals and general notes on how I was feeling, but this turned out to be the most important part for me. It created a record of my ups and downs and what held me accountable or provided inspiration. In the end, it is a permanent record of what I can and have accomplished. My goal is to stay healthy and active throughout the course of my life as I plan for my retirement, which is still several years from now.

When people ask me how I lost 55 pounds in six months, I tell them eat less, eat better and move more.

— Gary Glidden



TACOMA
EMPLOYEE WELLNESS
Growing with Better Health

Upcoming Wellness Trainings

Making Change (Webinar): A dietician will guide you through how to make successful behavior changes. **Jan. 17 from 11:30 a.m. to 12 p.m.** [Register today.](#)

Wellness Program Updates: Shannon Carmody will explain the new options and provide a brief overview of Track and the Wellness incentive. **Jan. 15 from 11 to 11:30 a.m. and 2 to 2:30 p.m. in the TPU Auditorium and Jan. 23 from 11 to 11:30 a.m. and 2 to 2:30 p.m. in TMB Council Chambers.**

Critical Ages for Retirement Planning/Know Your Options at ICMA-RC (Webinar): A quick review of significant events based upon your age as you approach and move through your retirement years, and a review of the options you have available to you as a participant in your retirement plan through ICMA-RC as your retirement plan provider. [Register for the 9 a.m. session.](#) [Register for the noon session.](#)

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.

City of Tacoma Resources Seminar

When: Thursday, Jan. 17 from 6 to 7:30 p.m.

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

Human Resources 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. Diane will also discuss post-retirement health care options and eligibility requirements.

Social Security 101

When: Thursday, Jan. 24 from 4:30 to 6 p.m.

Kirk Larson is a Washington public affairs representative for the Social Security Administration. He will answer all of your Social Security questions, including (but not limited to):

- When you are eligible to receive retirement benefits
- How early retirement affects your benefits
- How to get the most from your benefit
- What the future of Social Security looks like

We recommend that you familiarize yourself with the “my Social Security” online services prior to this presentation. To do so, go to ssa.gov/myaccount to create an account and print out your Social Security statement **before** attending this seminar and bring it **to** the seminar.

Medicare 101

When: Thursday, Jan. 31 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:

Medicare 101, Cont.

- Basics of Social Security
- When you should enroll into original Parts A and B
- How to avoid Part B and Part D penalties
- The difference between Medicare Advantage and Medicare Supplement plans
- What is 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

10 Key Retirement Questions/ Healthcare Costs in Retirement

When: Thursday, Feb. 7 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. He will also help you understand the potential healthcare costs in retirement and how to take meaningful steps to be prepared.

LEOFF II Resources Seminar (Police and Fire)

When: Thursday, February 28 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.

HR Specialist Diane Peterson will provide an overview of the post-retirement medical and COBRA options and eligibility requirements. Diane will **also** 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.

Ashton Alvarez and Suzan Kolb from Benefits Solutions, Inc. will cover the Medical Expense Reimbursement Plan (MERP).

