

SEPT
2021

NEWSLETTER OF THE
CITY OF TACOMA

HealthVine



There are 22 days remaining for you to earn your 2022 wellness incentive!

Deadline for your 2022 wellness incentive: Sept. 30, 2021

We have a new wellness platform through [Virgin Pulse](#). Although the requirements are very different, the timeframe to complete the requirements remains the same. You need to earn 25,000 points between **Oct. 1, 2020 and Sept. 30, 2021**. (Exception: [Local 6](#))

As of Sept. 2, 2021, the Employee Wellness Centers (EWCs) are temporarily closed.

Pierce County's reported case rate and hospitalization rate are at their highest since the pandemic began, and have been increasing since the start of July. We have also seen an increase in cases reported by employees. In response to these trends, we closed the EWCs as part of a concerted effort across departments to increase safety protocols, and avoid opportunities for exposure for City of Tacoma employees.

As always, the health and safety of our employees and community are top priorities and we encourage you to continue to find ways to exercise while practicing social distancing. Consider going for a walk or run outside, enjoy an urban hike or get fit in your living room with simple workouts. Please check Gnet and Unet for updates or contact wellness at wellness@cityoftacoma.org.

Employees will not be charged a \$5 fee during the closure.

	Do healthy things	Earn Points
Getting started	First log in to mobile app	250
	Complete Health Check survey	2,500
	Connect your activity device	200
Daily	Track steps (per 1,000 steps)	10
	Do your daily cards (2 per day)	20 each
	Track your healthy habits (3 per day)	10 each
Monthly	Win the promoted healthy habit challenge	200
	Complete 20 daily cards in a month	200
	Track Healthy Habits 20 days in a month	300
	Track calories 20 days in a month via MyFitnessPal	300
	20-day Triple Tracker: 7,000 steps/15 active minutes/15 workout minutes	400
Quarterly	Join the company challenge	100
	Choose your eating type	250
	Choose your sleep profile	250
	Complete a Journey (4 per quarter)	150 each
	Set your interests	100
Yearly	Set a wellbeing goal	200
	Complete the Nicotine-free agreement	100
	Invite a colleague to join	50
	Complete your annual physical	2,500
	Attend a City of Tacoma wellness webinar (12 per program year; 250 points each)	3,000

There are MANY more [ways to earn](#)! Look for **How to Earn** under the **Rewards** tab for a complete list. You may also want to consider watching the [Introduction to Virgin Pulse](#) or [Getting to the Finish Line](#) webinars for further assistance. Make sure that you submit a [smart form](#) for points!





2021 Puget Sound Heart and Stroke Walk Experience

It is a value of the City of Tacoma to be involved in the communities we live and work in. One of the ways we do this is by walking and raising funds for a healthier Puget Sound through the American Heart Association's (AHA) Heart and Stroke Walk. From increasing access to healthy, culturally relevant foods to helping community members prioritize mental wellbeing, the AHA is working hard to ensure that everyone has the opportunity to attain optimum overall health.

Additionally, those with heart disease or other underlying health conditions are at increased risk from COVID. [Here are highlights](#) of how the AHA is making an impact. No matter how you choose to "walk" this year, your virtual participation will help the AHA to continue its core programs.

Save the date for walk day: Saturday, Oct. 9, 2021

[Join or create a City of Tacoma Team!](#) The 2021 Heart and Stroke will be completely virtual on **Saturday, Oct. 9**, so choose any activity (cycling, walking, running, etc.) and participate from the comfort of your own home, neighborhood or local park!


We, at the City of Tacoma, are continuing our long legacy of supporting the fight against the No. 1 and No. 5 killers of Americans: cardiovascular diseases and stroke, by participating in the Puget Sound Heart and Stroke Walk.

Together, we are striving to raise \$20,000 in donations for the American Heart Association – dollars that will go to work right here in Tacoma, funding life-saving research and educational programs.

To get there, we are seeking [10 enthusiastic and competitive leaders](#) to help recruit others to participate and to fundraise as a Heart and Stroke Walk Coach!

A big THANK YOU to those of you who have already registered!

It is important that we lead by example and take steps together towards a healthier future for all.



Journey Recommendations

Reaching a personal health goal starts with a single step. Journeys® are daily, self-guided courses to help you build healthy habits. Take that first step by starting a Journey today.

Live Better with Coronary Artery Disease

This Journey takes 14 days to complete. Hearing that you have heart disease—or even that you're at risk—can be scary. But remember, you're in charge and there are simple steps you can take every day to live better and longer. From how you move your body to what you put in it (both medications and healthy foods), you're in control.

Live Healthy: Blood Pressure

This Journey takes 17 days to complete. Let's take the mystery out of blood pressure. If you have high blood pressure (also called hypertension) or are at a risk, this Journey is for you. Find the healthy eating, activity and stress-less strategies that will work best for you.

Live Healthy: Cholesterol

This Journey takes 18 days to complete. Every day you have many chances to make heart-healthy decisions—from what you eat to how you move. Learn strategies to add heart-healthy habits into your daily routine. You'll practice eating, shopping and living well. Most importantly, you'll learn how to stay on track.

Live Healthy: Diabetes

This Journey takes 19 days to complete. Don't be overwhelmed by diabetes. There's a lot you can do to keep your blood sugar in a healthy range. If you have type 2 diabetes (or are at risk), learn how to feel better and have more energy. If you're really good at it, you might be able to stay in control without medication.

Self-Care during COVID

This Journey takes 16 days to complete. The COVID-19 pandemic has upended our lives. We've had to change our routines. Learn about masks and social distancing. We see a global community sharing the same fears and anger. It's overwhelming. That's why self-care is more important than ever. Learn new ways to take care of yourself today.





City of Tacoma Mental Wellbeing Resources

We understand the challenges employees may be facing during this time. Our Benefits and Wellness team put together a mental health resources webinar that is available for all employees to watch (at their convenience). The webinar includes resources from the Employee Assistance Program, Kaiser Permanente of Washington, Regence BlueShield and our very own Tacoma Employee Wellness Program. The webinar can be viewed [here](#).

Understanding Burnout

Burnout is a unique type of work-related stress that approximately 76% of employees experience sometimes, yet eight out of 10 workers say that shame or stigma have prevented them from seeking support.

Whatever the cause, job burnout can affect your physical and mental health. Here are some symptoms to watch for:

- Have you become cynical or critical at work?
- Do you drag yourself to work and have trouble getting started?
- Have you become irritable or impatient with co-workers, customers or clients?
- Do you lack the energy to be consistently productive?
- Do you find it hard to concentrate?
- Do you lack satisfaction from your achievements?
- Are you using food, drugs, or alcohol to feel better or simply not feel?
- Have your sleep habits changed?
- Are you troubled by unexplained headaches, stomach or bowel problems, or other physical complaints?

If you answered YES to any of these questions, you might be experiencing job burnout. Consider talking to a doctor or a mental health provider because these symptoms can also be related to health conditions.

[Source: Mayo Clinic](#)

Feeling Stuck? Try to Get Unstuck.

The first step in addressing a 'blah' feeling is recognizing and acknowledging your situation. If these feelings of displeasure and indifference are enduring for a long time or you are constantly venting about past incidents, you might be experiencing burnout. If you think this may be the case, here are five ideas for getting yourself out of that rut.

Talk to your supervisor: Engage in an ongoing process of communication that results in genuine discussion. Rather than simply setup up a 1:1 meeting, try chatting with them about casual topics, exchanging project ideas, or providing feedback. This process of strengthening your relationship with your supervisor can open the door for new opportunities and new projects. Bringing something new to your daily schedule can increase motivation and energy.

Set some goals: Write down three short-term goals and three long-term goals for yourself, whether it's focused on

work, family, relationship(s), community, or anything that you feel would improve your overall happiness. Remember to keep the short-term goals to something you can achieve in under a month. It's important to find those small wins and celebrate them. This can help to integrate meaning into your daily life and can help with battling that feeling of aimlessness.

Make a list of your strengths: Look at your job description and pull from it all the goals and objectives of your position, writing them down as a list. Then, next to each item, write down the skills that you bring to your job in order to meet that objective. Matching up how your skills lead to meeting your company's goals will help you to articulate your value as an employee and identify where your greatest strengths lie.

Re-connect with the WHY at work: Do you have any skills or strengths that match up with a specific goal that you aren't using? Think about a new project or responsibility that will allow you to reconnect with your passions and organization. If you aren't feeling challenged in your position, your likelihood of feeling motivated, happy, and engaged goes down. Use the list you made about job goals and your associated strengths to propose something new to your supervisor or inject some change into your workday.

Make micro-actions a daily activity: Micro-habits are actions that require minimal motivation or effort to complete. Over time, these small changes will compound into remarkable results. Engaging in micro-habits will help you to build the momentum required to achieve desired life outcomes. Rather than overwhelm yourself with committing to grand, long-lasting changes, micro-habits remind you to take one step at a time, practice patience, and enjoy the success that comes with gradual change. Here are a few ideas of micro-habits that can improve your life:

- Every day, pick a small task that you don't want to complete and just do it.
- Choose one day a week to spend away from social media.
- While eating lunch each day, just focus on eating and don't engage in any other activities (like checking your phone).
- Make a goal to read for 10 minutes before bed.

[Source: FirstChoice Health EAP](#)

