

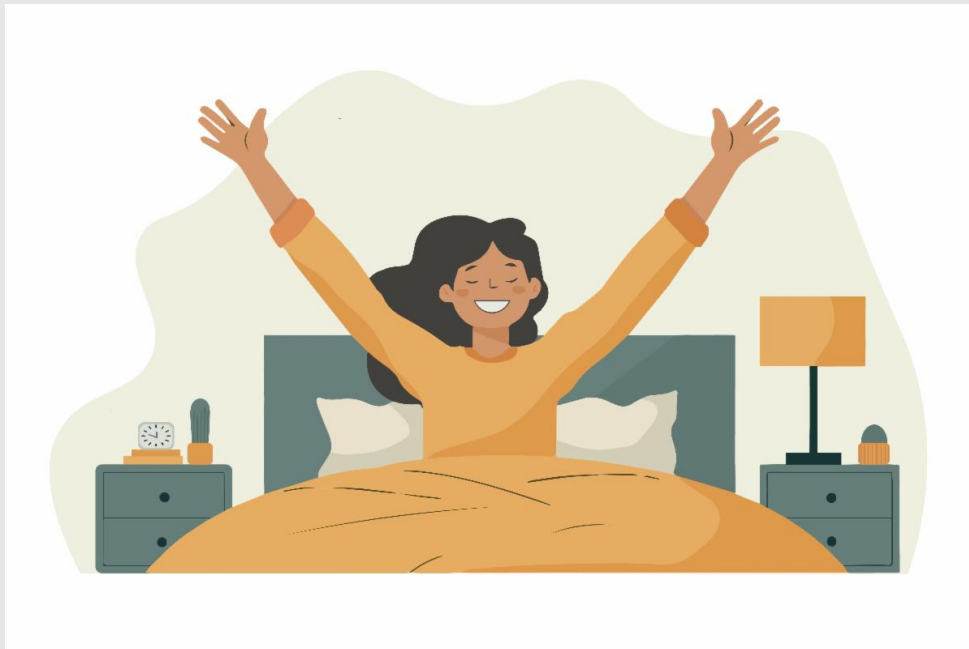


BE **WELL** BULLETIN

EMPLOYEE WELLNESS PROGRAM

August 14, 2024

Sleep Awareness Month



We are designating August as Sleep Awareness Month. Many employees are participating in the Better Sleep Challenge through Wellworks, where they are learning and practicing new habits to improve their sleep quality. Even if you are not participating in the challenge, here is some information about the importance of quality sleep and tips to start getting better sleep tonight. Click on the link below to learn more about this important topic.












Quality sleep is crucial for maintaining good health. During sleep, our bodies undergo essential processes such as tissue repair, muscle growth, and hormone regulation. Good sleep also enhances brain function, improving memory, focus, and problem-solving abilities, making it easier to learn new things. It strengthens the immune system, helping us fend off illnesses and recover more quickly when we get sick. Additionally, getting enough sleep can boost our mood and reduce stress, anxiety, and depression. Consistently getting quality sleep can lead to a healthier heart, better weight management, and overall improved physical and mental performance.

There are several simple ways to enhance sleep quality. One effective

strategy is to maintain a consistent sleep schedule by going to bed and waking up at the same time every day, which helps regulate the body's internal clock. Creating a comfortable and quiet bedroom environment, free from distractions like electronic devices, can also promote better sleep. It is suggested to avoid caffeine and heavy meals close to bedtime, as these can interfere with falling asleep. Engaging in relaxing activities before bed, such as reading or taking a warm bath, can signal to your body that it's time to wind down. Regular exercise can also improve sleep quality, but it's best to avoid vigorous workouts right before bed, as they can be too stimulating.

[Learn More](#)

Here are the top 5 participants in the Better Sleep Challenge. Participants have until 9/1/2024 to practice habits to improve their sleep quality. Keep up the great work!

 Leaderboard	
	 Anonymous 18
	 CHARLIE BOOTHE 18
	 KEVIN HUBBS 17
	 MELISSA SHERWOOD 17
	 Anonymous 16

****Serious Critical Shortage****
2024 Blood Drive - 8/16/2024



Sovita Blood Center supplies life-saving blood for patients at many local hospitals. Sovita is experiencing a seriously critical shortage of blood and needs our help. Please consider signing up for the blood drive scheduled for this Friday.

The next blood drive of 2024 will be hosted at the Kettering Recreation Center on 8/16/2024. Each employee who participates in all three of the 2024 blood drives will have a chance to win a fun prize. Each blood drive will take place at the Kettering Recreation Center in the Multi-purpose Room. Click on the links below to reserve your spots.

[Sign-up 8/16/2024](#)

[Sign-up 12/20/2024](#)

2024 Employee Wellness Program

Here are a few items to note about the 2024 Employee Wellness Program.

- If you complete a screening that is not required annually, you will still earn credit for that screening each year until it's time for the screening to be repeated. For instance, if a colonoscopy is recommended every five years, the points for your previous colonoscopy will continue to count until the year when your next colonoscopy is due.
- The health risk assessment has been removed for the 2024 Wellness Program.
- To complete the activity portion of the program, record 1.5 million steps or 5,000 activity minutes. You no longer need to track 30-minute exercises.

- You can skip the biometric screening in 2024 by completing the Physician Results Form during your annual physical. Have your doctor complete the Physician Results Form during your annual physical and receive 50 points in addition to the 25 points awarded for the annual physical. That is correct, you will earn 75 of the 100 non-activity points with a single visit to the doctor.
- Click [HERE](#) to review the 2024 Wellness Program Guide. You can use this guide to plan out your wellness year and earn your 2025 wellness incentive.
- Check out the "Put This on Your Calendar" section below to see screenings scheduled for 2024.



Open enrollment is only a few months away. Now is the time to begin thinking about the benefits of an HSA and FSA, and how these accounts could help pay for medical and dependent care expenses in 2025. These accounts are funded through pre-tax payroll deductions. Here is a brief explanation of each of these accounts. Click on the link below for information provided by Navia Benefits.

HSA

Eligibility: Employees enrolled in the Platinum or Bronze medical insurance plans.

Description: A Health Savings Account (HSA) is a special savings account that helps people save money for medical expenses. To have an HSA, you need to be enrolled in a high-deductible health plan (Platinum or Bronze plans). The money you put into an HSA is not taxed, which means it can lower your overall taxes. You can use the money to pay for things like doctor's visits, prescription medications, and some over-the-counter items. Unlike flex spending accounts, the money in an HSA doesn't go away at the end of the year; it stays in the account and can even be invested. HSAs are great because they offer three tax benefits: you don't pay taxes on the money you put in, on the interest it earns, or when you take it out to pay for medical

expenses.

2024 Annual Contribution Limits: Family-\$8,300 / Single-\$4,150

2025 Annual Contribution Limits: Family-\$8,550 / Single-\$4,300

Dependent Care FSA

Eligibility: All full-time employees

Description: A Dependent Care Flexible Spending Account (FSA) is a special account that helps you save money to pay for care expenses for your children or other dependents. You can put money into this account from your paycheck before taxes are taken out, which means you pay less in taxes overall. The money in a dependent care FSA can be used for things like daycare, after-school programs, summer camps, or care for a disabled family member. However, you have to use the money in the account by the end of the year, or you lose it.

2025 Annual Contribution Limit: \$5,000 for individuals and married couples filing jointly, and \$2,500 for married people filing separately

Limited Healthcare FSA

Eligibility: Employees enrolled in the Platinum or Bronze medical insurance plans.

Description: A Limited Purpose Healthcare Flexible Spending Account (FSA) is a special account that helps you save money for dental and vision costs. You can put money into this account from your paycheck before taxes are taken out, which means you end up paying less in taxes. A Limited Healthcare FSA is only for things like dentist visits, braces, eyeglasses, and contact lenses. This type of account is usually paired with a Health Savings Account (HSA) because it allows you to save even more on taxes while still covering specific medical costs. Just like with other FSAs, you need to use the money by the end of the year, or you lose it.

2025 Annual Contribution Limit: \$3,200

Healthcare FSA

Eligibility: Employees who waive medical insurance coverage or are enrolled in the Silver Medical Insurance Plan.

Description: A Healthcare Flexible Spending Account (FSA) is a special account that helps you save money to pay for medical expenses. You can put money into this account from your paycheck before taxes are taken out, which means you pay less in taxes overall. The money in a healthcare FSA can be used for a variety of medical expenses, such as doctor's visits, prescription medications, medical procedures, and even some over-the-counter items. This type of account is useful because it helps you set aside money to cover healthcare costs throughout the year. However, you need to use the money in the account by the end of the year, or you lose it.

2025 Annual Contribution Limit: \$3,200

Navia Benefits

The logo for Real Appeal features the words "real" and "appeal" in a lowercase, rounded, orange font. The letter "a" in "appeal" is stylized with a curved line underneath it, resembling a smile.

Turning a new page.

A new year can be full of goal-setting optimism. Do you have some resolutions in mind? If you're looking for a support system to help you stay focused, look no further. With Real Appeal®, you can establish healthy habits that actually stick.



Get Support to Build Healthier Habits

Now's a great time to start taking small steps for lasting change, with Real Appeal.® This online weight management program offered by our company can help you create a healthier lifestyle.

More Support for More Confidence

Real Appeal supports you every step of the way. It's available to you and eligible family members at no additional cost as part of your benefits.



Supportive Coaching and Sessions

Get personalized guidance from a coach, who leads collaborative weekly group sessions.

Making Behavior Change Possible

Together, we'll address topics like emotional eating, mindset and motivation, and more.

Resources to Stay Motivated

Your Success Kit gives you access to online fitness classes, scales, a portion plate and more.

Here's what you need to register:

Your calendar

Choose a weekly online session day and time that work for you.

Your shipping address

You'll receive your Success Kit after attending your first online session.

Your health insurance

Have your health insurance ID card handy when enrolling.



Get started now at enroll.realappeal.com or scan the QR code.

Not on our health plan yet? Sign up for Real Appeal once your benefits are active.

Have your health insurance ID card handy when enrolling.

Real Appeal is offered at no additional cost to members as part of their medical benefits plan, subject to eligibility requirements. The Real Appeal program is educational in nature and is not a substitute for medical advice.

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Kettering Recreation Center 100 Visit Club

Each employee listed here has visited the Kettering Recreation Center or KFWC more than 100 times since 1/1/2023. These employees have demonstrated consistency in their commitment to their health and fitness. Congratulations to Charlie Boothe for being the first to make the list in 2024.

Keep up the great work!

- **Charlie Boothe**



Start visiting the KRC or KFWC today to qualify for a chance to win a cash prize. Employees who visit either of these facilities 25 times or more in a quarter will be eligible to win. Don't miss out, plan your next visit today!

The winner for the second quarter of 2024 is **Molly Henderson**.

WELLNESS EMPLOYEE OF THE MONTH

Congratulations to Ryan Tirey from Public Service for being selected as the August Wellness Employee of the Month! Here is Ryan's nomination.



I recommend Ryan Tirey for the Wellness Committee Employee of the Month nomination. Ryan works for the City of Kettering as a Street Service Worker III. Since the beginning of the year, Ryan has been making a conscious effort to live a healthier lifestyle. He started going to the Kettering Recreation Complex to work out in the fitness center several days a week. He even joined some of his co-workers in attending group exercise classes. Since January, he has lost over 50lbs and when asked what's been his motivation for such a dedicated lifestyle change, he said, "His Family." He plans to continue being active both inside and outside of the gym and he feels his next focus will be on his nutrition. Ryan feels good about his progress as he believes it's made a huge difference in his health and mobility.

Do you know someone who deserves a Wellness Employee of The Month nomination and a \$50 award? Please submit your nomination to John Moore.

Wellworks For You

Do you have questions about the Employee Wellness Program? You are probably not the only person who has asked the same question. We have worked to update the FAQ page on our Wellness Program Website. You can check out this page the next time you have a question. If you don't find your answer on this FAQ page, reach out to your department's wellness representative.

[Employee Wellness FAQ's](#)

[Wellness Representatives](#)



- 8/5/2024 - 9/1/2024 - Better Sleep Challenge
- 8/16/2024 - Blood Drive
- 10/29/2024 - 11/01/2024 - Biometric Screening
- 11/11/2024 - 12/08/2024 - Stretch Break Challenge
- 12/15/2024 - 2024 Wellness Program Deadline
- 12/20/2024 - Blood Drive

KETTERING HEALTH'S WELLNOTES

This month's edition features:



Fruit & Feta Salad

Hungry for a sweet, refreshing and flavorful salad? Grab some watermelon and cantaloupe, plus a few other ingredients, and give this Fruit & Feta Salad recipe a try. Check out the fruit & feta salad recipe in the [August Wellnotes](#).

- Watermelon: A Delicious Way to Lower Blood Pressure
- Do THIS 30 Minutes a Day to Live Longer
- Calories in Restaurant Meals Might Surprise You
- HELP YOUR FAMILY MOVE MORE

[READ WELLNOTES](#)



[EMPLOYEE WELLNESS PAGE](#)

[ACCESS WELLWORKS](#)

We are committed to helping you achieve your best health. Rewards for participating in the wellness program are available to all eligible employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact Human Resources at (937) 296-2446 or KetteringHumanResources@ketteringoh.org.



The Healthy Business Council of Ohio recognizes the City of Kettering's Employee Wellness Program for operating a healthy workplace and prioritizing cancer screenings. These awards are provided to Ohio employers who demonstrate a commitment to employee wellness through comprehensive worksite health promotion, wellness programming, and cancer screening.



The City of Kettering invites people with disabilities to enjoy our programs, services, parks, and facilities.

For more information about accessibility or to request a modification, please call 937-296-2446.

City of Kettering, Ohio | 937.296.2446 | john.moore@ketteringoh.org | www.ketteringoh.org/wellness-program

City of Kettering | 3600 Shroyer Rd | Kettering, OH 45429 US

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