



BE **WELL** BULLETIN

EMPLOYEE WELLNESS PROGRAM

September 11, 2024

Flu-shot Clinics Sign Up Today!!

The Employee Wellness Program has partnered with Premier Health to offer FREE Flu Vaccines to **ALL** City of Kettering employees. NEXT MONTH, Premier Health will administer flu shots at various locations throughout the City. Appointments are required to ensure technicians have the appropriate number of flu shots available. Click the flyer below to reserve the date, time, and location that will work best for your schedule.

Government Center - Virginia Room

10/02/24 9:30 a.m. - 12:00 p.m.

10/08/24 12:00 p.m. - 3:00 p.m.

Kettering Fire Headquarters

10/03/24 7:30 a.m. - 9:00 a.m.

10/08/24 7:30 a.m. - 9:00 a.m.

10/10/24 7:30 a.m. - 9:00 a.m.

Public Service/VMC/Facilities (Public Service Lunchroom)

10/15/24 7:30 a.m. - 9:30 a.m.

Parks Maintenance (Valleywood Lunchroom)

10/02/24 7:30 a.m. - 9:00 a.m.

Kettering Recreation Center (Conference Room 4)

10/10/24 11:00 a.m. - 1:00 p.m.

Municipal Court (Judge's Library)

10/18/24 2:30 p.m. - 4:30 p.m.



Onsite Flu Vaccination Clinic



Wednesday, October 2nd to
Friday, October 18th

Times Vary Based on Date & Location -
See Registration for More Details



Multiple Locations

See Registration for More Details



Looking Ahead:

- ☐ Wear a shirt with easy access to your upper arm!
- ☐ Drink plenty of water before and after your flu shot!
- ☐ No insurance card needed!

Registration

[Click Here](#) or scan the QR
code to register for your flu
vaccination:



To learn more about the flu and the
vaccine visit:

www.cdc.gov/flu/prevent/keyfacts.htm



in partnership with



Premier Community Health

Biometric Screening Sign Up Today!!

Biometric screenings will be offered to all full-time employees from Tuesday, October 29 through Friday, November 1 from 7:00 a.m. to 11:00 a.m. Screenings will be held at the Kettering Recreation Center in the Multi-purpose Room.

Employees who complete the biometric screening or "2024 Physician Results Form" will receive a complimentary combination pass to the Kettering Recreation Center for 2025 and 50 non-activity points toward the 2024 wellness program. If you have already completed the "2024 Physician Results

Form", you have earned 50 points for this activity and do not need to participate in the biometric screening.

Click the flyer below to schedule your annual screening.

Know your numbers!

Employee Health Screenings

We are committed to the health of our employees and are partnering with Kettering Health Corporate Outreach to provide on-site biometric screenings.

Biometric screenings include measurement of the following:

- Blood lipids and glucose (finger stick) *
- Height and weight
- Waist circumference
- Blood pressure



All screenings are conducted in private. Results are immediate, and values will be reviewed with participants at the time of the screening.

*A 12-hour fast is recommended, but not required. During fasting, black coffee, water, and medications are permitted, but no other foods or beverages.



Appointment Required: Click below or scan QR Code

<https://bit.ly/COKBiometric2024>

Location/Date: City of Kettering Biometric Screenings, Oct. 29- Nov. 1

REGISTRATION TIPS

- Once demographic information is entered, you must choose a specific appointment date and time.
- **Only one appointment will be scheduled per email address.** Each participant **MUST** use separate email address, as duplicates will result in one appointment being canceled.
- A confirmation email will be sent after registration is completed. Keep this email, as it also contains details about screening location and requirements.
- A reminder email will be sent 48 hours prior to your appointment. At this time, if you are unable to keep your appointment, you will receive an option to cancel or reschedule.



Questions? Call (937) 558-3917

2024 Blood Drive - 12/20/2024



The next blood drive of 2024 will be hosted at the Kettering Recreation Center in the Multi-purpose Room on Friday, December 20, 2024. Each employee who participates in all three of the 2024 blood drives will have a chance to win a fun prize. Click on the links below to reserve your spots.

Sign-up 12/20/2024



Annual enrollment for the 2025 benefit plan year will begin on Monday, October 28, and close at 5:00 pm on Friday, November 8. Computers will be available during the biometric screenings to help you complete your benefit elections for the 2025 plan year. Even if you are not participating in the biometric screenings, you are still welcome to come and complete your annual enrollment elections during that time.

Below are a few things to think about before Annual Enrollment begins.

HSA (Health Savings Account) Contribution Amount

It's important to plan your HSA contributions. You can begin preparing by

reviewing your healthcare expenses from 2024 to estimate what you might need in 2025. For 2025, the IRS limits for HSA contributions are \$4,300 for individuals and \$8,550 for families, so consider adjusting your contributions accordingly. If you are over 55 years old, you can contribute an additional \$1,000. Maximizing your contribution can help you save on taxes and build a reserve for future medical expenses.

Dependent Care and Limited Medical FSA:

As you prepare for Annual Enrollment, it's important to consider the benefits of a Dependent Care FSA and a Limited Medical FSA. For the Dependent Care FSA, start by estimating your childcare or dependent care expenses, such as daycare, after/before-school programs, or elder care. The IRS allows up to \$5,000 per household to be contributed pre-tax, so plan carefully to maximize your tax savings. Remember, these accounts operate on a "use-it-or-lose-it" basis with limited rollover.

The Limited Medical FSA covers eligible dental and vision expenses. Take a moment to estimate costs like routine checkups, dental procedures, or prescription eyewear. You can contribute up to \$3,050 pre-tax for 2025. As with the Dependent Care FSA, unused funds may be forfeited since limited rollover is available.

Kettering Recreation Center 125 Visit Club

Each employee listed here has visited the Kettering Recreation Center or KFWC more than 125 times since 1/1/2024. 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 Jason Sullivan from Parks Maintenance for being selected as the September Wellness Employee of the Month! Here is Jason's nomination.



I would like to nominate Jason Sullivan for the September Wellness Employee of the Month Award. Jason works for the City of Kettering's PRCA Parks Dept. as a Parks Crew Leader. Jason's motivation for living an active lifestyle is in the feeling of physical well-being and mental clarity he receives. It makes him happy to be able to run and explore, especially when he trail runs. His goals are to be more consistent with his running and he is currently training for the Germantown 50k trail race on September 14. He recently ran the Wingman 10k and finished 2nd in his age group. He feels like he is making good progress. After recovering from Covid, his running hasn't been the same but he feels like he is gradually getting his speed back. Staying in good health and exercising has also helped him become more efficient at his job. He said it can be a physically demanding job so having good cardio and strength has its benefits.

Do you know someone deserving of a Wellness Employee of The Month nomination and a \$50 award?

Please submit your nomination to John Moore.



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.

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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](#)



- 10/02/2024 - 10/18/2024 - Flu-shot Clinics
- 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



Baked Zucchini Chips

Not sure what to do with all that end-of-summer zucchini? You can turn it into some healthy and tasty chips. Check out the Baked Zucchini Chips recipe in the [September Wellnotes](#).

This month's edition features:

- Traffic Light Labels: Your Shortcut to Healthier Choices
- 5 Surprising Reasons You Need a Regular Bedtime
- Stop the Puff: Vaping Linked to 19% Increase in Heart Failure
- 7 Healthy-cooking Methods

[READ WELLNOTES](#)

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.



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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