CITY OF KETTERING **EMPLOYEE** Wellness

BE **WELL** BULLETIN

EMPLOYEE WELLNESS PROGRAM

October 12, 2022

Open Enrollment
One-on-One Benefit Analysis

Open Enrollment for the 2023 benefits plan year will begin on Monday, November 7, and end at 5:00 pm on Friday, November 18. Human Resources is working to provide employees with opportunities to learn about each available benefit. On Friday, October 21, an informative video will explain all available benefits with updates for the 2023 plan year. After this video is released, Human Resources will offer employees the opportunity to receive a personalized one-on-one benefit analysis. Below is a timeline of Open Enrollment events and a list of items to consider before choosing your 2023 elections.

Open Enrollment Timeline:
- 10/21/2022 - Open enrollment video released through Inside Kettering.
- 10/31/2022 - 11/04/2022 - One-on-one benefit analysis appointments.
- 11/07/2022 - 11/10/2022 - Annual Bio-metric Screening at Rec. Center.
- 11/07/2022 - 11/18/2022 - Open Enrollment through BenXpress.

Questions to ask before open enrollment:
- Do I expect to have child/dependent care expenses in 2023?
- Do I expect any significant dental or vision expenses in 2023?
- What are my (family's) estimated HSA eligible expenses in 2023?
- Has my (family's) need for personal, spouse, or child life insurance changed?
- Has my (family's) need for dental or vision coverage changed?

Benefit Analysis Sign-

Bio-Metric Screening

The annual biometric screenings will be offered to all full-time employees from Monday, November 7 through Thursday, November 10 from 7:00 am to 11:00 am. Screenings will be held at the Kettering Recreation Center in the Multi-purpose Room. Click below or dial 937-558-3917 to schedule your annual screening. Employees who complete this annual screening will receive a complimentary fitness pass and 10 non-activity points toward the 2023 wellness cycle. Computers will be available at these screenings to make your annual enrollment elections and complete your health risk assessment for an additional 10 non-activity points for the 2023 wellness cycle.

KNOW YOUR NUMBERS!

EMPLOYEE HEALTH SCREENINGS

We are committed to the health of our employees, and we are teaming with Kettering Health Community Outreach to provide heart healthy screenings. These screenings are offered to you at no charge.

Heart Healthy screenings include:

Blood Lipid and Diabetes Screening This screening measures a total lipid profile including total cholesterol, HDL, LDL, triglycerides, and blood glucose. A 12-hour fast is recommended and this test is performed with a finger stick. Results are immediate.

Body Mass Index Body Mass Index (BMI) is a number calculated from a person's weight and height. BMI provides a reliable indicator of body fatness for most people and is used to screen for weight categories that may lead to health problems.

Waist Circumference According to the National Institute of health, a high Waist Circumference (WC) is associated with an increased risk for type 2 diabetes, dyslipidemia, hypertension, and cardiovascular disease. Increased abdominal fat is associated with an increased risk of heart disease. At this station, your waist circumference will be measured and compared to norms.

Blood Pressure Blood pressure screening will be provided as one component of the wellness screenings. Blood pressure is an important part of knowing your numbers.

Results Review A health care professional will review your results and provide you with educational materials.

A 12 hour fast is recommended for this screening. For the 12 hour fast, water, black coffee, and medications are allowed but no other foods or beverages.

Location/Date:
Kettering Rec Center
Mulit-Purpose Room

November 7-10

Appointment Required
Click on the below link

https://bit.ly/COKwellness

Questions?
Call 937-558-3917

Kettering HEALTH
ketteringhealth.org

Wellness Program Changes

WellVibe has informed the City that it will be discontinuing the WellVibe product as of 12/31/2022. After receiving this news, the Human Resource Department and the Wellness Committee began reviewing the Wellness Program. This review started with an employee survey to gather feedback on the current status of the program. More than 100 employees completed the survey and the feedback provided information that is serving as a roadmap through this evaluation. Department wellness representatives and the Be Well Bulletin will provide updates as changes are made. Below are a few important updates to keep in mind as the program is being built for next year.

- The last day of the current wellness cycle has been extended from

10/31/2022 to 12/31/2022. That is correct, everyone has two extra months to earn and record the activity minutes and non-activity points needed to earn the wellness incentive for the current wellness year.

- The new wellness cycle will begin on 1/1/2023 and end on 12/31/2023. Wellness points earned through the 2022 bio-metric screening and health risk assessment will count toward this 2023 wellness cycle.

National Take-a-Hike Day
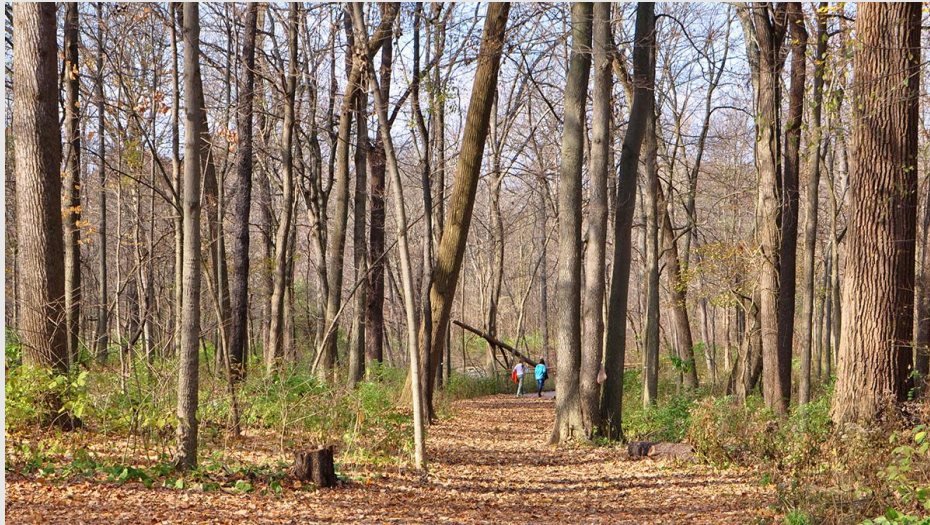
Kettering Police Sgt. Jeff Perkins will share his experience and love for hiking with city staff by hosting a "National Take-a-Hike Day" event. This event will take place at Hills and Dales Metro Park on 11/17/2022 and will offer city employees an introduction to hiking while exploring the beautiful and historical Hills and Dales Metro Park. Employees can choose to participate during their lunch break beginning at noon or after work beginning at 5:15 pm. Employees will meet at Paw Paw Pavillian at Hills and Dales Metro Park on 11/17/2022 at noon and 5:15 pm.

Hills and Dales - Paw Paw Pavilion

Kettering Health Healthcare Navigator

Kettering Health has recently launched a FREE Healthcare Navigator program for the greater Dayton community. This program aims to help individuals, families, and employees navigate the complicated healthcare maze. This confidential service is customized for each individual, based upon their

particular situation, from finding primary care, specialty care, and mental health resources to assisting with transportation and other social needs.

You may reach the Healthcare Navigators Monday through Friday during the hours of 8:00 am-4:30 pm via phone (937-558-3925) or email (ketteringhealthnavigator@ketteringhealth.org). A message left after hours will be checked the next business day.

107 Kettering employees have experienced a combined weight loss of more than 1,000 pounds using the Real Appeal program. This weight loss was achieved through personalized one-on-one weight loss and nutrition education provided by Real Appeal coaches. Real Appeal is available at no additional cost to employees and their spouses who are enrolled in our medical insurance plan. **Eligibility for Real Appeal has changed.** Below are the two eligibility requirement for Real Appeal participation.

- **Anyone 18 years old or older; and**
- **enrolled in the City of Kettering Employee Medical Plan (employees, spouses, and dependants).**

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Sign-up Today

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Pet Insurance
You Can Now Cover ALL of Your Dependants

The City has partnered with MetLife to provide access to Pet Insurance at a discounted group rate. Whether clumsy or able to defy gravity, our furry family members make life more interesting. However, when the unexpected happens to them, you need coverage that can help ease the burden of veterinary expenses. **MetLife Pet Insurance** can help.

Help protect your dogs and cats while enjoying benefits like flexible coverage with up to 100% reimbursement and freedom to visit any U.S. licensed vet, optional Preventive Care coverage, 24/7 access to Telehealth Concierge Services, and discounts and offers on pet care.

Request a Quote

WELLNESS EMPLOYEE OF THE MONTH

Congratulations to Jeri Evenden from the Tax Division for being nominated and selected as the October Wellness Employee of the Month!
Read the nomination **here**.

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

WELLNESS EDUCATION LECTURE WINNER

Did you know that when you watch a Wellness Education Lecture, not only do you get 10 Non-Activity Points, but you also get entered in a $50 drawing?

Make sure you watch the latest wellness video when it is released, for your chance to WIN!

Click on the fifty to see who won the drawing for the third quarter!

KETTERING HEALTH'S WELLNOTES

This month's edition features:

- 5 Sweet Ways to Make Halloween Healthier

- Make It Fun: The 'Ultimate' Way to Be More Active

- 4 Better Ways Than Boiling to Prepare Broccoli

- The Truth About Drinking Alcohol

READ WELLNOTES

Pumpkin Pancakes
Celebrate the fall harvest or Halloween by making your own pumpkin pancakes. Check out the easy and healthy recipe, that only takes a few minutes to prepare, in the October Wellnotes.

EMPLOYEE WELLNESS PAGE   **ACCESS WELLVIBE**   **WELLVIBE INSTRUCTIONS**

Non-Activity Points Step-By-Step

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 (937) 296-2446 or KetteringHumanResources@ketteringoh.org.

employee wellness through comprehensive worksite health promotion and wellness programming.

KETTERING
is home

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 937-296-2412.

STAY CONNECTED