



February 14, 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.

## The Mediterranean Diet



The Mediterranean diet is highly important for maintaining good health. Originating from countries like Greece and Italy, it involves more than just specific foods - it's a complete dietary pattern. Packed with fruits, vegetables, whole grains, and healthy fats such as olive oil, this diet plays a key role in promoting cardiovascular health. Embracing the Mediterranean way of eating has been linked to a decreased risk of diseases like heart disease, diabetes, and certain types of cancer. In essence, it provides a delicious and health-conscious approach to nutrition, contributing to an overall sense of well-being and vitality. You can learn more about the Mediterranean dietary pattern from this article published by the Harvard Medical School.

## Guide to the Mediterranean diet

## Financial Wellness Webinar Series

It's crucial to understand your money situation and how to prioritize your spending. This helps you prevent running out of money, make smart choices about how to use your money, and feel less stressed.

Some people feel stressed about handling money. Wellworks is giving a free Financial Wellness Webinar Series in 2024. There are six sessions every two months, and you

can join through the Wellworks app. Click the flyer for more information and to sign up!



**Wellworks**  
**FINANCIAL WELLNESS WEBINAR SERIES**  
FEBRUARY 2024 - DECEMBER 2024

JOIN US THE SECOND WEDNESDAY OF EVERY OTHER MONTH AT 11:00am ET / 8:00am PT

**1<sup>st</sup> HALF SESSIONS**

**Budgeting: Tips for Creating and Sticking to a Budget**  
February 21, 2024 | 11:00am - 11:30am ET

Yes, you know you have to spend less than you save, but do you have an actual budget? This session includes a simple budget you can start with and then tips to automate your tracking with technology options to make it easier to stick to a budget and track your spending each month.

**Managing Debt: Debt Reduction Techniques and Credit Score Basics**  
April 17, 2024 | 11:00am - 11:30am ET

Debt is a primary driver of financial stress. Understanding your debt and your credit score is the key to developing a debt reduction strategy you can use.

**Planning and Saving for Retirement: Calculators, Vehicles, and Investments**  
June 19, 2024 | 11:00am - 11:30am ET

It is never too early (or too late) to start saving for your retirement. Learn about retirement plan basics and ways to calculate how much you should be saving from the beginning of your career all the way through retirement. You can do this while managing all your other financial responsibilities too!

All live sessions will be hosted by:  
**CAROLE MCCABE**  
Managing Partner of Trinity Wellness Advisors

During the webinar, please remember to mute your microphone. There will be an opportunity for live questions and reflections with Carole in the chat box.

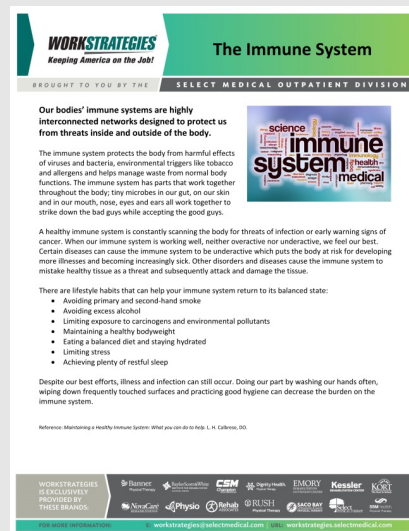
Includes presentations, webinar platform hosting, analytics and reporting with new, custom content creation based on:  
• Wellworks For You attendees' feedback  
• Topic requests in 2023  
• Current financial wellness research and data

Wellworks For You  
800.425.4657  
info@wellworksforyou.com  
www.wellworksforyou.com

70 E Lancaster Pike  
Frazer, PA 19355

## Build Your Defense Against Cold and Flu

Right now is when lots of people get colds and the flu. There are simple things you can do to make your immune system stronger and protect yourself from these viruses. Give your immune system what it needs to keep you safe. Read this article to find out more about your immune system and learn easy ways to make it stronger starting today.



**WORKSTRATEGIES**  
Keeping America on the Job!

**The Immune System**

BROUGHT TO YOU BY THE SELECT MEDICAL OUTPATIENT DIVISION

Our bodies' immune systems are highly interconnected networks designed to protect us from threats inside and outside of the body.

The immune system protects the body from harmful effects of viruses and bacteria, environmental triggers like tobacco and allergens and helps manage waste from normal body functions. The immune system has parts that work together throughout the body: tiny microbes in our gut, on our skin and in our mouth, nose, eyes and ears all work together to strike down the bad guys while accepting the good guys.

A healthy immune system is constantly scanning the body for threats of infection or early warning signs of cancer. When our immune system is working well, neither overactive nor underactive, we feel our best. Certain diseases can cause the immune system to be underactive which puts the body at risk for developing more illnesses and becoming increasingly sick. Other disorders and diseases cause the immune system to mistake healthy tissue as a threat and subsequently attack and damage the tissue.

There are lifestyle habits that can help your immune system return to its balanced state:

- Avoiding primary and second-hand smoke
- Avoiding excess alcohol
- Limiting exposure to carcinogens and environmental pollutants
- Maintaining a healthy bodyweight
- Eating a balanced diet and staying hydrated
- Limiting stress
- Achieving plenty of restful sleep

Despite our best efforts, illness and infection can still occur. Doing our part by washing our hands often, wiping down frequently touched surfaces and practicing good hygiene can decrease the burden on the immune system.

Reference: Maintaining a Healthy Immune System: What you can do to help. L. H. Edrino, MD.

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www.workstrategiesselectmedical.com

## RetireMed

Medical insurance coverage is often the most stressful part of retirement. Fortunately, we have a tool available to help through an often stressful season of unknowns. RetireMed is a division of McGohan Brabender that assists with Medicare, Medigap, Medicare Advantage, and other forms of retirement medical coverage. Follow the link below to access free educational resources provided by RetireMed.

[Learn More](#)

# real appeal

## 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.

**Real Appeal**

HELPING YOU CREATE LASTING CHANGE



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### New Year, Same You, Healthier Habits

Real Appeal is a healthy lifestyle and weight management program designed to meet you where you're at. Get personalized support to help you set realistic goals and stay on top of them.

Real Appeal is available to members at no additional cost as part of your benefits.



Visit [enroll.realappeal.com](https://enroll.realappeal.com) or scan the QR code to make your resolutions into realities.

Have your health insurance ID card handy when enrolling.

### Real Appeal helps you stay on track.



#### Personalized support.

Communicate 1:1 with an online coach to discuss your specific health goals and circumstances.



#### Motivational resources.

Engage with a community of inspiring members. Plus, receive a Success Kit complete with scales, a balanced portion plate, and more.



#### Fitness at your fingertips.

Set goals, track your meals and activity, stream expert-led workouts, and access hundreds of recipes, all from your online dashboard.

Real Appeal is offered at no additional cost to members as part of their benefits, 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

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!

Check back each month to see who visited the Kettering Recreation Center or KFWC more than 100 times in 2024.

## WELLNESS EMPLOYEES OF THE MONTH

Congratulations to Engineering Department's Marcus Cox for being selected as the February 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 award? Please submit your nomination to [John Moore](#).



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](#)



- 1/1/2024 - 2024 Wellness Program Begins
- 1/29/2024 - 2/26/2024 - Prompts For Positivity Challenge
- 4/15/2024 - 6/9/2024 - Tour of National Parks Walking Challenge
- 4/24/2024 - Vision Screening
- 4/26/2024 - Blood Drive
- 7/9/2024 - Mammogram Bus - Gov't Ctr. Parking Lot
- 8/5/2024 - 9/1/2024 - Better Sleep Challenge
- 8/16/2024 Blood Drive
- 8/14/2024 - Vascular Screening
- 10/28/2024 - 10/31/2024 - 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



### Strawberry Banana Parfait

Hungry for a sweet treat that's healthy and super easy to make? Check out the Strawberry Banana Parfait recipe in the [February Wellnotes](#).

### This month's edition features:

- Slip THIS Fruit Into Your Diet for Better Health
- The Surprising Truth About Soap: Antibacterial vs. Plain
- Eat Like a Winner with a Healthy Super Bowl Game Plan
- 7 Tips to Boost Motivation to Exercise

[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](mailto:KetteringHumanResources@ketteringoh.org).



The City of Kettering's Employee Wellness Program is recognized by the Healthy Business Council of Ohio in recognition of operating a healthy workplace. This award is provided to Ohio employers who demonstrate a commitment to employee wellness through comprehensive worksite health promotion and wellness programming.



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.

City of Kettering, Ohio | 937.296.2446 | [john.moore@ketteringoh.org](mailto:john.moore@ketteringoh.org) | [www.ketteringoh.org/wellness-program](http://www.ketteringoh.org/wellness-program)

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

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