

New Year, New You

BREAKFAST AND LEARN OPPORTUNITIES		
DATES	TIMES	LOCATIONS
Wednesday, November 29	6:30 a.m. – 7:30 a.m.	Irrigation: Training Room Building 4B 220 SW 14th Avenue
Friday, December 1	9:30 a.m. – 10:30 a.m.	FXE: Red Tails Conference Room 6000 NW 21st Avenue
Monday, December 11	9:30 a.m. – 10:30 a.m.	South Side Cultural Arts Center: Performing Arts Room 701 S Andrews Avenue
Tuesday, December 12	7:00 a.m. – 8:00 a.m.	Parks & Recreation: Break Room Building 3 220 SW 14th Avenue

LUNCH AND LEARN OPPORTUNITIES		
DATES	TIMES	LOCATIONS
Thursday, November 30	11:30 a.m. – 12:30 p.m.	GTL Wastewater Plant: Conference Room 1765 SE 18th Street
Tuesday, December 5	12:00 p.m. – 1:00 p.m.	Virtual: Zoom* ftlcity.info/newyou125
Friday, December 8	12:00 p.m. – 1:00 p.m.	DSD: Code Enforcement Room 700 NW 19th Avenue

hosted by Wendy Petusevksy, RD, Jessica Law, MPH, CHES the City's Cigna Well-Being Coordinator, and Shane Meehan, HR Assistant in Benefits



Benefits Office Temporary Location

- 290 NE 3rd Avenue – Transportation and Mobility Building
- Appointments are preferred. Contact a benefits representative today to schedule yours.
- 954-828-5160



Biometric Screenings

- As it has been several years since the biometric surcharge has been implemented, we have decided to extend the deadline for biometric screenings until the end of the year (December 31st, 2023). This extension applies to all employees, retirees and their spouses/domestic partners who participate in any of the City's three Cigna health plans.
- We hope that this extension will allow you the opportunity to complete your biometric screening in order to avoid a \$25 per person, post-tax bi-weekly surcharge in 2024. In order to provide processing time of any biometric screening related health insurance claims incurred in 2023, the biometric surcharge will not appear until the second paycheck of February for those who failed to complete the biometric screening by the December 31st deadline.



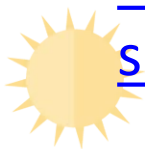
Biometric Screenings

- Where can biometric screenings be completed?
 - City of Fort Lauderdale Health and Wellness Center – make an appt today call (754)206-2420
 - Your Primary Care Physician’s Office – A Health Screening verification form must be completed if at an out-of-network provider
 - Other in-network providers such as Quest Diagnostics (use Registration Key: CFL2023, Unique ID: SSN & DOB)



2023 Aflac Wellness Benefit Reminder

- **Aflac Group Accident:** Employees that are currently enrolled in the Aflac Group Accident Plan are eligible for a \$50 wellness benefit payable twice per calendar year, per insured.
- **Aflac Group Critical Illness:** Employees that are currently enrolled in the Aflac Group Critical Illness Plan are eligible for one \$50 annual health screening benefit for covered employees and covered spouses (not payable for dependent children).
- Wellness Claim Form can be found on the City website here: https://www.aflacgroupinsurance.com/docs/customer-service/additional-forms/wellness_claim_form.pdf



Mental Health Resources

Cigna EAP

10 visits per issue for you or anyone living in your home. Anyone in your household is eligible for EAP even if they are not on your Cigna medical plan.

(877) 622-4327

24 hours a day / 7 days a week

Or Log in to www.myCigna.com

Employer ID: cofl

WE CAN HELP

YOU WITH THAT

Explore the programs and services available to you.



Benefits Calendar

- Go to Laudershare
- Click on the drop-down menu under “Resources” and click on “Training & Wellness Opportunities”

The screenshot shows a SharePoint site header with the text "OUR VALUES MATTER" and icons for various values. Below the header are navigation tabs for "Community", "Resources", and "Collaborate". A dropdown menu is open under "Resources", listing various site pages and documents. A blue arrow points from the "Resources" tab to the dropdown menu, and another blue arrow points from the "Edit" link in the left-hand navigation pane to the "Training & Wellness Opportunities" item in the dropdown menu.

Navigation Item	Dropdown Item
Home	2019 Agenda Deadlines
Notebook	Benefits
Documents	City Logos
Pages	City Org Chart
Site contents	City Share
Calendar	Commission Annual Action Plan
Recycle bin	FIRST ERP Project
Edit	Greening Our Routine
	ISO 9001
	Labor Contracts
	LauderShare Liaison List
	Orientation
	Personnel Rules
	Policy & Standards Manual
	Training & Wellness Opportunities



Benefits Calendar





Click on “Benefits-Human Resources Calendar”



Calendars

-  Benefits-Human Resources Calendar
-  Information Technology Calendar
-  Organizational Development & Learning Calendar
-  Safety & Training Calendar

Online Registration

-  Benefits Human Resources
-  Information Technology
-  Organizational Development and Learning



Benefits Calendar



Working Well in FTL!



Benefits-Human Resources Calendar

See all the upcoming events!

NOV 30

Lunch & Learn at GTL | New Year, New You
Thu, Nov 30, 11:30 AM

DEC 1

Breakfast & Learn at FXE | New Year, New You
Fri, Dec 1, 9:30 AM

DEC 5

Virtual Lunch & Learn | New Year, New You
Tue, Dec 5, 12:00 PM

DEC 6

MissionSquare: Maximizing Your Investments | Ensuring
Wed, Dec 6, 1:00 PM

DEC 8

Lunch & Learn at DSD | New Year, New You
Fri, Dec 8, 11:00 AM

DEC 11

Breakfast & Learn at South Side | New Year, New You
Mon, Dec 11, 9:30 AM

DEC 12

Breakfast & Learn at Parks and Recreation | New Year, New
Tue, Dec 12, 7:00 AM

DEC 13

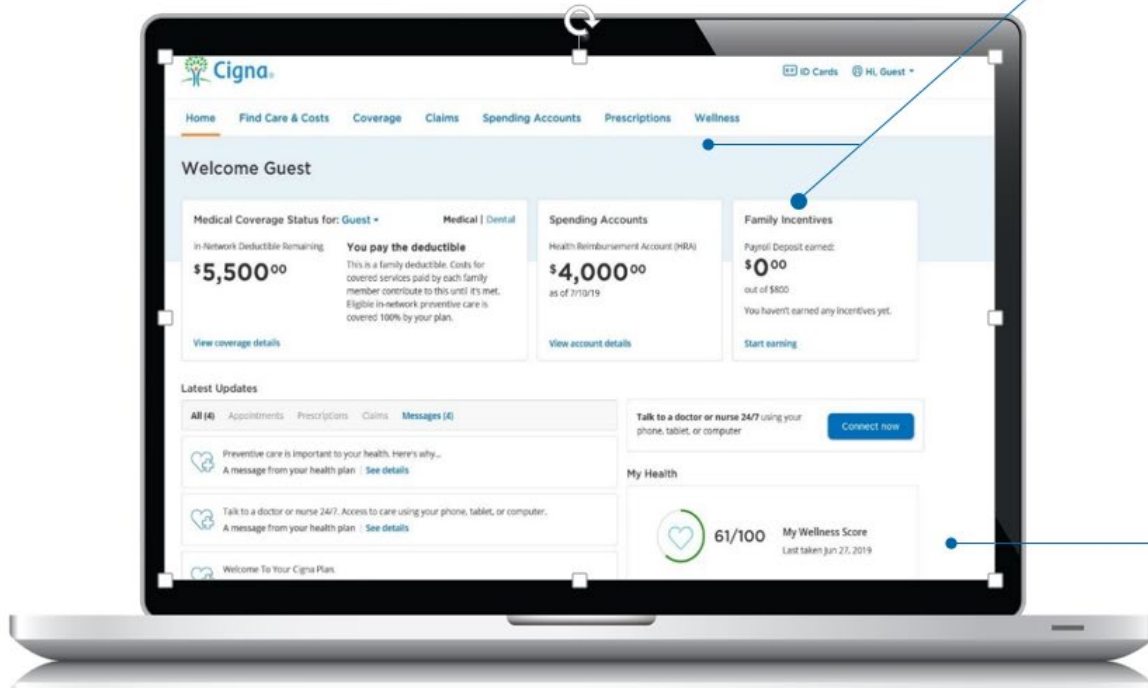
MissionSquare: The Medicare Puzzle | Understanding Your
Wed, Dec 13, 1:00 PM



Wellness Incentive Reminders

Motivate Me[®]

Get all your health and wellness information in one place



Wellness & Incentives

Health Coaching

My Health Assessment

Food

Stress

Sleep

Exercise

Weight

Prevention

Apps & Activities

Health Assistant

REQUIRED GOAL

COMPLETE MY ASSESSMENT



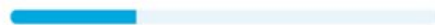
View all Incentives

Total Wellness Starts Here

Incentives earned for My family

Points [?](#)

250 Points out of 850



Incentives Spotlight*

It may take up to 30 days for incentives to show as completed.

Recommended Most popular Recently completed

100 Points

Required - Get a personalized health assessment

Let's Go

50 Points

Get a flu shot

Let's Go

50 Points

Get a prostate cancer screening (preventive exam)

Let's Go

50 Points

Talk to a coach and make progress toward a health goal

Let's Go

Download and Submit Forms



Total Wellness

Incentives, Healthy Rewards*, and Additional Resources

Focus your wellness journey on the basics of healthy living.

Food



Exercise



Stress



Weight



Sleep



Prevention

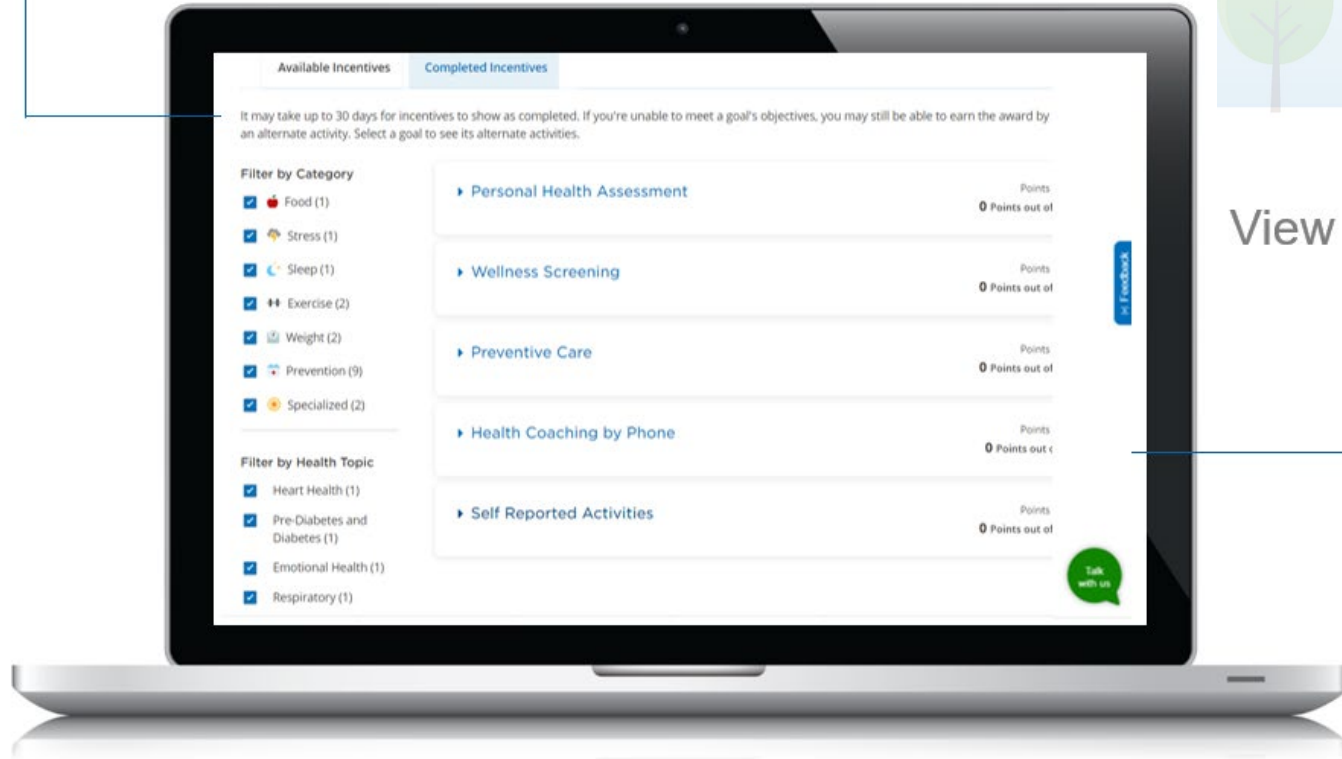


[View all incentives](#)



Achieve goals

Check individual incentive status



View goal details



3 Required goals + earn 200 additional points

▼ **Personal Health Assessment** Points Earned
0 Points out of 100

Required - Get a personalized health assessment **100** Points

A confidential questionnaire that asks you about your health and well-being and provides a personalized assessment of your current health. As a reminder and to protect your privacy, anyone taking the health assessment needs to register on myCigna, and then log in with their own user ID and password.

Available 01/01/21 - 12/31/21

Prevention

[Start Now](#)

▼ **Wellness Screening** Points Earned
0 Points out of 100

Required - Get a personalized biometric health screening **100** Points

Know your numbers. Complete blood pressure, cholesterol, blood sugar and body mass index (BMI) screening.

Available 01/01/21 - 12/31/21

Prevention

[Download the Form](#)

▼ **Preventive Care** Points Earned
0 Points out of 350

Required - Complete my annual physical (preventive exam) **100** Points

A preventive exam that's used to reinforce good health, address potential and chronic problems.

Available 01/01/21 - 12/31/21

Prevention

Get your physical. You will be credited when your claim is processed.

Preventive Screenings or Health Coaching

<i>Get a Flu Shot</i>	<i>50 points</i>
<i>Complete Annual OB/GYN Exam</i>	<i>50 points</i>
<i>Get a Mammogram*</i>	<i>50 points</i>
<i>Get a Colon Cancer Screening*</i>	<i>50 points</i>
<i>Get a Cervical Cancer Screening</i>	<i>50 points</i>
<i>Get a Prostate Cancer Screening</i>	<i>50 points</i>
<i>Talk to a Coach and Make Progress Toward a Health Goal (1 time per year)</i>	<i>50 points</i>

No cost if the Affordable Care Act (ACA) guidelines are met and services are provided in-network.

** These services are not performed at the City's Health and Wellness Center.*



Add your points in before 12/31

Self Reported Activities

Points Earned
0 Points out of 350

I completed an Onsite Event (e.g Lunch and Learns, EAP Webinar etc.) **25** Points
Available 01/01/21 - 12/31/21
4 out of 4 remaining

I completed a Physical Activity (e.g gym workouts, walking etc.) **25** Points
It's good for your body, mind *and* soul. Tell us what you did today that put your body in motion.
Exercise Bone, Joint, Muscle
Available 01/01/21 - 12/31/21
4 out of 4 remaining

I completed a Weight Management Activity (e.g Weight Watchers, Jenny Craig etc.) **25** Points
Share the action you took today that shows your commitment to losing or maintaining a "feel good" weight, even if it was difficult for you to do.
Weight Bone, Joint, Muscle
Available 01/01/21 - 12/31/21
4 out of 4 remaining

COVID-19 vaccine- Received complete COVID 19 Vaccine (1 or 2 doses based on manufacturer). **50** Points
This goal is offered by your plan administrator. To learn more about the award requirements, refer to your plan information or call Cigna Customer Service at the toll free number printed on the back of your Cigna ID card.
Available 01/01/21 - 12/31/21

Complete Goal

Tell us more about your completed goal
To self-report completion of a goal, choose the date of the activity, check the certification box, and complete the goal.

I completed this goal on:
Month Day Year

I certify that I've completed this goal on the date provided.

NOTE: Please allow up to 24 hours for this goal to show as completed.

Complete Goal

- > Complete the 3 Required Goals and earn at least 200 points through preventive screenings, health coaching, or self-reported activities.
- > Earn a (taxable) \$500 incentive award for completing the voluntary program.



Cigna One-Guide

Questions about your health plan? One Guide is here with answers.

One Guide is our highest level of personalized customer service support to help you get the most out of your health plan benefits.



UNDERSTAND YOUR PLAN

- Learn how your coverage works
- Get answers to your health care or plan questions
- Navigate the health care system



GET CARE

- Find an in-network health care provider, lab or urgent care center
- Connect with health coaches, pharmacists* and more
- Receive dedicated, one-on-one support for complex health situations



SAVE AND EARN

- Understand your bills and maximize cost savings
- Earn incentives (if provided by your employer)
- Get cost estimates in advance to avoid surprises



Multiple Options

Human connection. Digital convenience.

Now you don't have to choose between the power of personal guidance and the ease of digital access. With One Guide, they work together to help you get the most from your benefits.



THE ONE GUIDE TEAM

- Uses a holistic view of your health information to see how different elements of your care work together
- Provides guidance on ways to save
- Coordinates referrals for clinical programs
- Connects via phone or live chat through myCigna.com** or the myCigna® app**



MYCIGNA.COM OR MYCIGNA APP

- Sends personal messages, notifications and reminders
- Builds a personalized list of your doctors and care facilities
- Locates in-network doctors, labs and hospitals
- Estimates service and procedure costs
- Manages and tracks claims easily
- Provides live chat with the One Guide team



Connect today

Connect with a One Guide personal guide.

You'll automatically be connected with a One Guide representative who will guide you to the information you need, when you need it most.



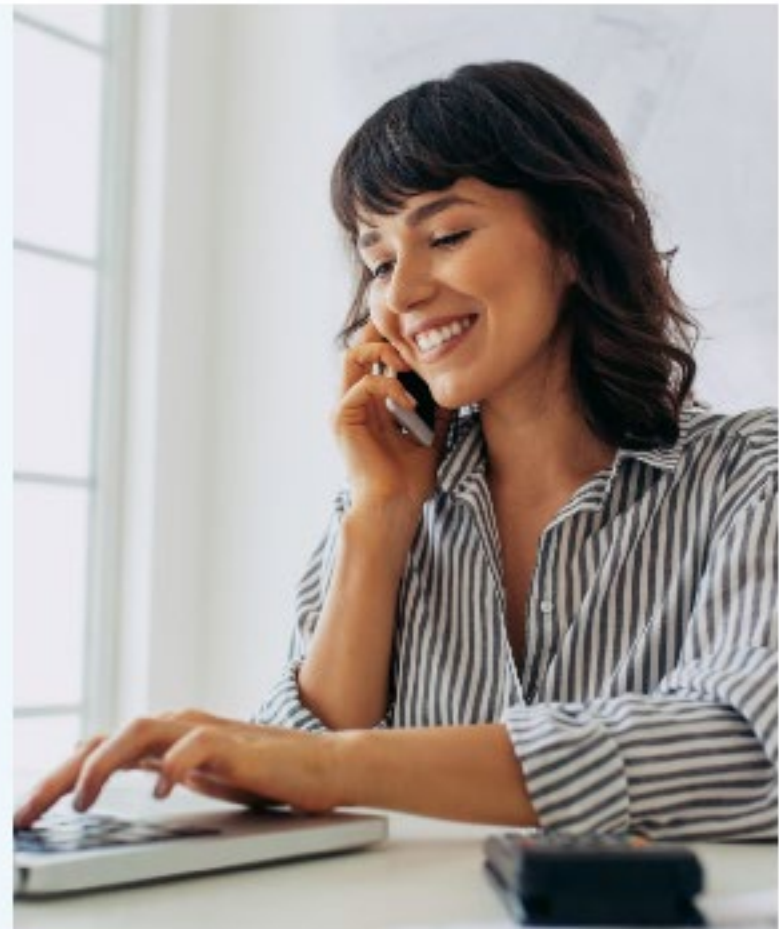
CALL
800.Cigna24



CHAT
myCigna.com*



CLICK
myCigna® app



New Year, New You

Wendy Petusevsky, RD

Today's Session:

- Understanding Who You Are
- Readiness to Change
- Creating a Wellness Vision
- Implementing Effective Change through SMART Goals
- Living in Wellness

The content of this presentation, including any handouts, is for educational and/or informational purposes only and is not intended to be a substitute for professional advice, diagnosis or treatment. Always seek the advice of a qualified professional with any questions or concerns you may have.

Who Are You?

What is the Unique Story of You?

Strengths

You have strengths. How have you accomplished other important goals in your life? What makes you successful in other ways?

Weaknesses

Being honest with yourself about what you are not good at is not a negative behavior, it is the starting point for change



Passion

What excites you? What makes you forget about other things in it's presence?

Values

Living outside one's personal values creates dissonance. Aligning behaviors with values is important to feel authentic.

What if...

You Could Make Things Clearer in Your Mind?

Seeing it in writing can be powerful

The First Step is to Evaluate



Key Considerations to Change

- **Readiness to Change**
 - Rate on 0-10 Scale
 - What would it take to be more ready?
 - Sustained motivation is tricky but not impossible
- **Needed Support**
 - Who can you rely on to support your efforts
 - Who might hinder your efforts?
 - Ask for what you need
- **Growth Mindset**
 - Best laid plans often go awry
 - Change how you think
 - Commit to the effort not just the outcome

Creating Your Personal Wellness Vision

Creating a Wellness Vision

- The purpose of creating a wellness vision is to create a foundation for goal setting and planning. Take the time to identify what your ideal future self is.
- What does your health look like?
- What are you doing differently?
- Who's around you?
- What activities are you doing?
- What changes have you noticed in your life?
- What did you do to get there?
- What would be possible if your wellness vision (i.e. ideal healthy/well self) is achieved?

Make it Precise and Personal

Use "I am" statements
instead of "I Will"
statements

Post it where you can
see it every day.

Write out an inspiring
personal Mantra

Think about What IS,
not What IF

Putting it in writing makes it more likely to happen

The Key to Success is Setting Clear Goals

87%

Do Not Set Goals

14%

Have a plan in mind but
don't write it out

3%

Have goals in writing

Source: Harvard Business Review

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11

Writing Down a Goal Matters



The 14% group is 10X more successful than those who don't have goals



The 3% group (written goals) are 3X more successful than the 14% with unwritten goals



Goals that are vague in your mind are vague when it comes time to implement them



Creating Sustainable Habits

Creating a healthy lifestyle is the desired outcome. Sustaining it over the long-term is the challenge.

This can be managed by building foundational habits that you can rely on every day.

Start Small

- Make small changes that don't require much motivation
 - Skim milk instead of 2%
 - 1 tsp sugar instead of 2
 - 5-10 minutes on treadmill instead of 30
 - Go to bed 30 minutes earlier

Ongoing Plan

- Make your plan a priority
- Make time in your day
- Be intentional and mindful every day
- Find a wellness buddy
- Track your progress!
- Re-evaluate goals often

Do it every day until you feel comfortable with the habit

How We Measure Success

There are many ways to define success.

TRACKING PROGRESS

is a great way to motivate, inspire and see results.

Provides a realistic and visual picture of the progress you are making

Is your **Health Improving?**

Weight loss, blood sugar, blood pressure, days of exercise, less stress

Allows you to see areas that might be challenging so you can adjust goals accordingly

Some goals don't have a quantitative measure such as confidence.
Rate these type of goals on a number scale (1-5) and then track this number

Key Takeaways

- Take some time to know who you are and what you want
- Create a written wellness vision and goals and post it where you can see them every day
- Make goals SMART and meaningful
- Find a “Wellness Buddy” to support your efforts
- Track Progress and adjust goals as needed
- Celebrate progress, no matter how small!



Take Home

- HANDOUTS – SMART goal setting



Call, email, or visit us online

Call:

[\(754\) 206-2420](tel:(754)206-2420)

Email:

wpetusevsky@marathon-health.com

[*marathon-health.com*](https://marathon-health.com)

References:

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