



Biometrics

Why Should I Get a PHA?

CareATC has offered Personal Health Assessments (PHAs) for a number of weeks now at various City of Tulsa worksite locations. However, as of the day I write this, *less than 300 City of Tulsa employees have chosen to utilize this free valuable service.* There are many reasons why we should all participate.

First of all, PHAs are a snapshot of your health status on the day it was performed. It's basically a reflection of your efforts in regards to health and wellness over the recent past. Your PHA gives you and your health care provider an idea if you have some active, yet undiagnosed medical issues that could become serious rather quickly.

Secondly, many medical conditions don't always have any signs or symptoms at first. By the time there are warning signs these conditions are much harder to control.

The other very important information the PHA provides is your risk for developing chronic medical conditions in the months and years to come.

How can you or your health care provider come up with a game plan on what you need to do to be healthier if your current measure of "healthy or unhealthiness" is not known? If you've had your PHA and the results are less than great, I encourage you to sit down with your health care provider and come up with a game plan going forward.

Some of you would argue, "But I haven't put any effort into being healthy and I just don't want to know". My response to that mindset is given all the discussion we've had about how our healthcare costs mirror how healthy or unhealthy we are and therefore higher or lower insurance rates, *why would we choose to bury our heads in the sand and ignore medical issues that can be addressed with lifestyle, diet, and/or medication?* Doing so can have dire health consequences for some of us and certainly continue to cost us more than we should be paying for quality health care.

My question to all of you is **what will it take to get us all to make some serious efforts to be healthier?** It's not too late to schedule a PSA at one of the CareATC locations. Remember, you can have a PSA regardless of whether you signed up for CareATC or the HSA option. Please know a healthier life begins with awareness! – *Dr. Phillip Berry*

(Please see the next page for HR's newest staff addition and who to contact for topics you'd like covered each month.)

Getting to Know You

Human Resources (HR) is pleased to introduce Kathleen Underwood as the newest addition to our staff.

Meet Kathleen Underwood: On April 16, 2018, Kathleen joined the City of Tulsa and is serving employees as HR's new Insurance Coordinator. She is from Panama, Oklahoma, holds a Bachelor of Science from the University of Arkansas and was formerly with the OKC Public School System.



Kathleen greatly enjoys working with the public. In her new position with the City, she will administer various group insurance programs, as well as coordinate and supervise open enrollment and wellness programs.

Outside of work, Kathleen is busy raising two rough and tumble boys and loves to watch OKC Thunder basketball.

Kathleen's contact information is: kunderwood@cityoftulsa.org or (918) 596-7445

If you're in City Hall, or happen to visit HR in the near future, please stop by the 14th floor and give Kathleen a big welcome to the City!

What topics would you like to see us address in upcoming issues of My Foundation?

Please email the My Foundation newsletter editor at: plistar@cityoftulsa.org



Tulsa Spirit

Ambassadors Serving Employees

Did you know there's a special committee called Tulsa Spirit that's dedicated to keeping you informed about important information coming from the Mayor's Office, Human Resources and Communications? Our Tulsa Spirit Committee meets monthly to report on and plan for Spirit fund-raising activities that help make employee events possible throughout the year. Spirit Ambassadors also serve on the following sub-committees: Compassion/Recognition/Rewards and Special Events for families such as the Summer Picnic, Fall Festival and Holiday Party, as well as the City of Tulsa Health and Wellness Fair. Ambassadors also assist employees during HR's Insurance Benefits and Open Enrollment. See what's going on in 2018:

Tulsa Spirit Committee 2018 Schedule of Activities/Events	
January – April: Employee Soccer/Softball	July: Root Beer Floats
March – December: Ongoing Snack Sales	August: Back to School Supplies Drive (<i>Partnering with Police/Fire</i>)
April 24: Flowers/Chocolate Bars Employee Appreciation	September: <i>TBD</i>
April 25 – 26: Police Health Fair Booth	October: <i>TBD</i>
May 4: Tulsa Police Memorial 9 a.m. – Memorial / 6 p.m. – Candlelight Vigil 6666 E. 66 th St. N.	November: Non-Sworn Health Fair Veterans Recognition Benefits/Open Enrollment Tulsa Firefighter Memorial – 18 th Street
June 30: Employee Appreciation Day at the Zoo <i>More details coming soon!</i>	December: Salvation Army Toys for Tots Toy Drive Winter Gala (<i>Holiday Party</i>)
<i>(Ongoing – Pinot's Palette and T-Shirts/Snack Sales)</i>	

Tulsa Spirit Spotlight:

“I love working with our Spirit team and get excited when I think about the possibilities for us to positively affect employees’ morale. Our goal is to make a positive impact here.”

Tulsa Spirit is also about employees connecting with employees and making a difference in our daily work. If you're interested in working with Tulsa Spirit, being a volunteer or need information on an upcoming event, please email me at jpaxman@cityoftulsa.org. I'm always happy to answer questions about how Spirit can work for you! Also, remember to save the date – June 30 – for our upcoming Zoo Day! – *Jeannie Paxman, Tulsa Spirit Chair*

(See the next page for a list of 2018 Tulsa Spirit Ambassadors as well as their contact information.)

2018 Tulsa Spirit Ambassadors*			
Name	Department	Phone	Email
Mayo Baugher	City Council	596-1961	mayorbaugher@tulsacouncil.org
Jennifer Betancourt	Mayor's Office	596-7700	jbetancourt@cityoftulsa.org
Lisa Brannin	Human Resources	576-5595	lbrannin@cityoftulsa.org
Natassia Comma	Mayor's Office	596-7411	ncomma@cityoftulsa.org
Marlowe Dean	Fire	596-9441	mdean@cityoftulsa.org
Christina Ebahotoubbi	Legal	576-5422	cebahotubbi@cityoftulsa.org
Beverly Evans	Streets and Stormwater	596-9731	bevans@cityoftulsa.org
Jon Galchik	Information Technology	596-7243	jgalchik@cityoftulsa.org
Monica Galchik	Engineering Services	596-9508	mgalchik@cityoftulsa.org
Lennie Gray	Water and Sewer	596-9484	lgray@cityoftulsa.org
Demita Kinard	Police	596-9191	dkinard@cityoftulsa.org
Pam Listar	Communications	596-2689	plistar@cityoftulsa.org
Betty Loney	Fire	596-1735	bloney@cityoftulsa.org
Kim Meloy	Communications	596-7271	kmeloy@cityoftulsa.org
Anna Moore	Information Technology	596-1358	amoore@cityoftulsa.org
Erica Moore	Internal Auditing	596-7841	emoore@cityoftulsa.org
Jhoanna Murray	Water and Sewer	596-7639	jmurray@cityoftulsa.org
Jeannie Paxman	Finance	596-7232	jpaxman@cityoftulsa.org
Dianna Phillips	Customer Care Center	596-9750	diannaphillips@cityoftulsa.org
Kim Pitton	Municipal Courts	596-7745	kpitton@cityoftulsa.org
Alana Reed	Performing Arts Center	596-7129	areed@cityoftulsa.org
Margarita Spear	Water and Sewer	596-1841	mspear@cityoftulsa.org
Rachel Strassberger	Human Rights	596-7819	rstrassberger@cityoftulsa.org
Kim Watson	Human Resources	596-1214	kimberleywatson@cityoftulsa.org
Chloe Williams	Police	596-9377	chloewilliams@cityoftulsa.org
Lee Anne Zeigler	Parks	596-2440	lzeigler@cityoftulsa.org

*Vacancies: Asset Management, Economic Development, Planning and Development and Streets and Stormwater

Upcoming Fidelity Consultations

A representative with Fidelity will be available for one-on-one consultations to help answer your questions and discuss your concerns about your financial plan benefits. See below for dates, times and locations.

Mark Your Calendar for the Next Valuable Fidelity Consultation		
Date	Time	Location
Wednesday, May 16	9 a.m. – 5 p.m.	Reed Community Center 4233 S. Yukon Ave.

To reserve your time for a one-on-one consultation with Daniel Grauwiler, call 1 (800) 642-7131, Monday through Friday, 7 a.m. to 11 p.m., Central Time or enroll online at: <http://fort.fidelity.com>



What Did You Say?

Loud Noises Can Damage Hearing

Hearing loss is the third most common chronic health condition in the U.S. Noise exposure away from your job can damage your hearing just as much as working in a noisy place. Being around too much loud noise—like using a leaf blower or going to loud concerts—can cause permanent hearing loss. **And once it's gone, you can't get it back!**

You can have hearing loss before you even notice you're having problems. Noise is measured in what are called decibels (dB). Over time, listening to loud sounds at high dB levels can cause hearing loss—or other hearing problems like a ringing sound in your ear that won't go away. The louder a sound is, and the longer you're exposed to it, the more likely it will damage your hearing. The more often you're exposed to loud sounds over time, the more damage occurs.

Did You Know?

- About 40 million U.S. adults aged 20 – 69 years have noise-induced hearing loss
- More than 1 in 2 U.S. adults with hearing damage from noise do not have noisy jobs
- Nearly 1 in 4 U.S. adults who report excellent to good hearing already have hearing damage

Hearing Gets Worse Over Time...

The More Often People are Exposed To Loud Sounds.

About 53 percent of people ages 20 – 69 who have hearing damage from noise report no on-the-job exposure.

About 24 percent of people ages 20 – 69 who report having excellent hearing have measurable hearing damage. About 20 percent of adults with no job exposure to loud sounds have hearing damage.

Hearing Loss Often Gets Worse...

For Years Before Anyone Notices or Diagnoses It.

People may not know that activities away from work can damage hearing just as much as noise on the job. They delay reporting hearing loss because they don't know or won't admit they have a problem.

Less than half – 46 percent – of adults who reported trouble hearing had seen a healthcare provider for their hearing in the past five years.

(See the next page for more about hearing loss, questions healthcare providers ask patients, and how you can protect your hearing.)

Hearing Loss Causes Many Problems

Continual exposure to noise can cause *stress, anxiety, depression, high blood pressure, heart disease, and many other health problems.*

Some people are at higher risk for hearing loss, including those who...

- Are exposed to loud sounds at home and in the community
- Work in noisy environments (*especially noise of 85 dB or more, for eight hours or longer*)
- Take medicines that increase their risk
- Are male and
- Are age 40 or older



The cost for the first year of hearing loss treatment in older adults is projected to increase more than 500 percent from \$8 billion in 2002 to an **estimated \$51 billion in 2030.**

SOURCE: *Journal of the American Geriatrics Society, 2010*

Questions Healthcare Providers Can Ask Patients	
Do you find it difficult to follow a conversation if there is background noise?	Do you feel frustrated with your hearing when talking to family or friends?
Can you usually hear and understand what someone says in a normal tone of voice when you can't see that person's face?	Are you often exposed to loud sounds, either at work or away from work?

Do What You Can to Protect Your Hearing...

- Avoid noisy places whenever possible
- Use earplugs, protective earmuffs and noise-canceling headphones when near loud noises
- Keep the volume down when watching TV, listening to music and using earbuds or headphones
- Ask your doctor for a hearing checkup and how to protect your hearing from noise

Learn more at: www.cdc.gov/vitalsigns/HearingLoss

Take action now to protect your hearing from further damage!

