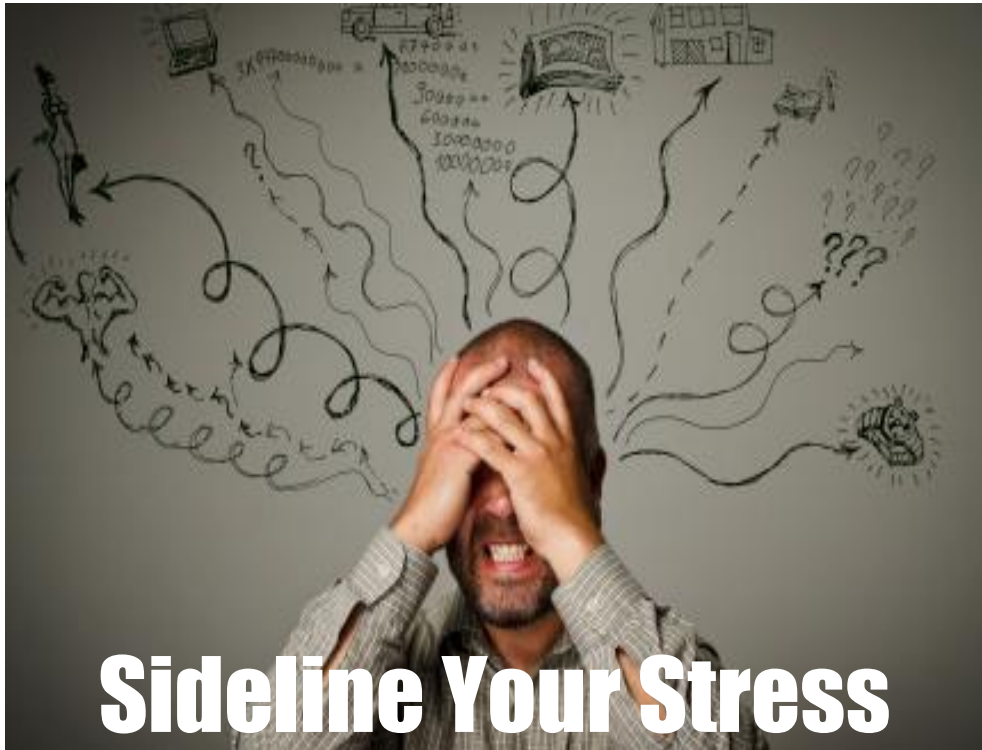


September 2019

Sideline Your Stress



Sideline Your Stress

Welcome to this month's edition of *Live Well, Work Well*. In this issue we will be focusing on the importance of *Sideline Your Stress*.

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Switch to the Slow Lane With Success

Overtime at work, calendars filled with kids' activities, cancelled self-care appointments. Is it any wonder that life in the fast lane is leaving many of us running on empty? Now is a good time to take a turn for the better by learning how to slow down.

If you think life is moving too fast, try these hints to help you go from flurried to unhurried — while jump-starting your career and personal life:

- Gauge your risk
- Fuel your interests
- Build in down time
- Live in the present

Sources: *The Forté Foundation*



Understand How You Experience Stress

Everyone experiences stress differently. How do you know when you are under extreme stress? You may think or behave differently from times when you do not feel stressed. What events or situations trigger stressful feelings? Are they related to your children, family, health, finances, work, relationships or something else?

Source: American Psychological Association

Put the Brakes on Stress

After creeping through the morning traffic jam, you're late for work only to find that your computer has crashed and you have a presentation within the hour. The pounding pulse, sweaty hands and throbbing head begin. Left unchecked, stress can:

- Raise blood pressure, cholesterol and triglycerides
- Make you more susceptible to depression and anxiety
- Worsen skin conditions
- Trigger asthma attacks
- Affect memory function



Source: Mayo Foundation for Medical Education and Research

Sideline Your Stress



Address Your Stress

Apply these goal-setting tips to help you choose the kind of goals that will lead you toward stress management success.

- Define specific goals. Identify specific long and short-term goals that will help you reduce stress in your daily life. People who set specific goals are more likely to succeed.
- Keep it simple and realistic. Goals should be simple and realistic to reach. For example: “I will go to bed 30 minutes earlier than my normal bedtime each night.” When you set your goals, try not to expect to make a lot of big change at once.
- Put it in writing. Write down what you want to achieve and post it in a place where you will see it each day. Use positive terms when writing your goals. For example, change “I will stop going to bed late every night.” To “I will go to bed earlier tonight.” Every day, claim that goal again.
- Develop an action plan. Create a timeline and list the steps that will help you achieve your goal. Set deadlines for each step. Start with goals that can be accomplished in a short amount of time. As you complete the steps, cross them off your list for an immediate sense of accomplishment.
- Ask for help. Let your family and friends know what you are trying to achieve and ask for their support. A little encouragement can give you the boost you need to succeed.
- Stay positive. More than likely, success won't happen overnight. You may have a setback and experience difficulty accomplishing a goal. Try not to fall into the trap of discouragement – that just leads to giving up. Set a simpler and more realistic goal and try again.
- Reward yourself. Acknowledge your accomplishments and do something nice for yourself. No matter how small or great the accomplishment, celebrate your hard work and be proud of your achievement.

Managing the Pressures of Stress

Stress is a normal part of life, and it affects everyone in one way or another. Low to moderate levels of stress can actually be good for you when managed properly. But extreme levels of stress can take a physical and mental toll on your health and contribute to severe problems such as heart attack, stroke and depression.



Source: American Psychological Association

Go From Feeling Taxed To Relaxed



The demands of career and personal life are challenging every day. Even more challenging is finding ways to reduce stress and maintain balance in these key areas. Whether you focus on work too little or too much — either way, your mental and physical health can suffer.

Consider these reasons why the boundaries between work and personal life have blurred:

- Pressure packed
- Internationally speaking
- The technology leash
- Family affair

Did You Know?

There will now be two Plan Options for the 2019-2020 Fiscal Year:

Here's a quick summary of the key changes. You may request a copy of the Summary of Benefits and Coverage at Human Resources.

Medical Benefits



Effective October 1, 2019

Here is a snapshot of the medical coverage offered through the 2019-2020 medical plan(s). For a complete summary of benefits, please refer to the plans provided or visit www.missiontexas.us.

PPO Plans	Base Plan		Buy-Up Plan	
	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible	\$1,000 Individual \$2,000 Family	\$2,500 Individual \$5,000 Family	\$500 Individual \$1,000 Family	\$2,500 Individual \$5,000 Family
Out-of-Pocket Maximum	\$3,000 Individual \$5,000 Family	\$6,000 Individual \$10,000 Family	\$2,000 Individual \$4,000 Family	\$6,000 Individual \$10,000 Family
Co-Insurance	70%	50%	80%	50%
Lifetime Maximum	Unlimited		Unlimited	
Office Visit	PCP - \$30 Copay Specialist - \$45 Copay	50% Coinsurance	PCP - \$20 Copay Specialist - \$35 Copay	50% Coinsurance
Wellness Visit	Plan Pays 100%	50% Coinsurance	Plan Pays 100%	50% Coinsurance
In-Patient & Out-Patient Hospital	Inpatient - 30% Coinsurance Outpatient - \$30 Copay	50% Coinsurance	Inpatient - 20% Coinsurance Outpatient - \$20 Copay	50% Coinsurance
Urgent Care	\$45 Copay	50% Coinsurance	\$45 Copay	50% Coinsurance
Emergency Room	\$250 Copay + 30% Coinsurance Copay Waived if Admitted		\$125 Copay + 20% Coinsurance Copay Waived if Admitted	
Rx Drug Out-of-Pocket	\$4,600 Individual \$9,200 Family		\$4,600 Individual \$9,200 Family	
Retail – 30 Day Supply				
Generic / Preferred Brand / Non-Preferred Brand / Specialty	\$10 / \$35 / \$60 / \$200		\$10 / \$25 / \$40 / \$75	
Mail Order – 90 Day Supply				
Generic / Preferred Brand / Non-Preferred Brand	\$20 / \$50 / \$80		\$20 / \$50 / \$80	
Network Website	www.bcbstx.com		www.bcbstx.com	

- CVS Pharmacy will no longer be in the Network
- Bariatric surgery will only be available on the Buy-Up Plan
- There will be a MANDATORY Annual Physical required. Employees must submit proof of completion, to the Human Resources office, no later than March 31, 2020. Effective April 1, 2020, a deduction of \$25.00 semi-monthly will be made, if such proof is not provided by the deadline.

Let's Get Moving!

Move of the Month



SEPTEMBER SHRED <i>Workout Calendar</i>						
Intervals! 1 min on 1 min off 20-30 min	OFF grill something new and delicious	Sweaty Circuit + cardio	Steady state + core work	OFF Treat yourself to a spa appt	HIIT + Steady	Sweat + Burn circuit
OFF Plan a fitness event w/ a friend	Long steady state or run	Arm burner + 15 min HIIT	OFF Make a new healthy sweet treat	Leg burner + 30 min steady state	Ball blitz + ab burner	Jump rope HIIT
OFF Sign up for a fall race or fitness event	Tempo OREO 10-20-10	The quiet workout	Yoga day	OFF Plan a date night	Killer Cardio Circuit	Steady state (30 min)
15 cardio 15 strength 15 core	OFF Assess fall fitness progress and goals	2,4,6,8,10 Workout	Yoga day	OFF New workout gear	HIIT + Steady	BOOTY circuit

Last Month's Events:

Thursday, August 22, 2019

Lunch and Learn
"Bullying Awareness"
Door Prize Winners:
Dalia Quintero – Lunch Bag
Paula Banda - Mug

Upcoming Events:

Tuesday and Wednesday, September 10-11, 2019

Mandatory Stress Management Seminar
Time: 8:00AM – 9:00AM / 9:30AM – 10:30AM / 1:30PM – 2:30PM
Location: Mission Event Center

Wednesday, September 18, 2019

Health Seminar
Topic: "Medication Assistance Program"
Time: 2:30PM – 3:30PM
Location: Council Chambers

Wednesday, September 25, 2019

Medication Assistance Applications
Time: 9:00AM – 12:00PM
Location: City Hall Community Room

Thursday, September 26, 2019

Lunch and Learn
Topic: "Airrosti Back Pain & Spine Surgery Prevention"
Time: 12:00PM – 1:00PM
Location: City Hall Community Room

Friday, September 27, 2019

Airrosti Injury Assessments
Date: Friday, September 27, 2019
Time: 8:00AM – 12:00PM
Location: City Hall Community Room