



# Team Chesapeake

## Employee Newsletter

November 2017

### A SPECIAL MESSAGE FROM THE CITY MANAGER

Teammates,

Can you believe there are fewer than 60 days left in 2017? It seems only a moment ago we were heralding a new year and now we will soon wish it farewell. 2017 has been exciting and productive for the City of Chesapeake, and I hope it's been a great year for you and your family, as well.



Before we get into the holiday rush and send 2017 to the history books, there's an important action you need to take, for yourself and for your family. As you will see elsewhere in this newsletter, Open Enrollment for benefits is upon us. Take time to look at your current selections for health and other benefits, along with the new offerings, then decide what works best for your individual situation.

I'm proud to say that Chesapeake continues to offer employees, families and retirees one of the best benefits packages around, despite continuing challenges from rising healthcare costs. We've been able to hold our healthcare costs to just under 6.7%, and we've actually lowered costs for vision insurance.

One of the ways we maintain those costs is by fostering a healthier workforce. But we'd want to do that anyway because it just makes good sense. Healthy team members perform better, with less absences, than those for whom personal health is not a priority. Again in 2018, the City is offering a \$300 Wellness Incentive, which this year is a 3-part process, requiring a physical, dental, and vision exam. Getting the full spectrum of check-ups, and making healthy eating and lifestyle choices, will bring you a myriad of benefits at work and at home.

As this will be my last message for 2017, I want to once again offer my thanks to each and every member of our team for your dedication, your energy, and your commitment to the people we serve. You continue to exemplify our CARE principals in your interactions with each other and with our citizen-customers. I look forward to a great 2018 and I wish you and your families a safe, joyous, peaceful holiday season.

**JAMES E. BAKER**

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### Know your evacuation zone!



Find your evacuation zone at [KnowYourZoneVa.org](http://KnowYourZoneVa.org)

## CITY STAFF SPOTLIGHT

*In each issue, Team Chesapeake highlights two of our fellow City employees. If you are interested in being "spotlighted" in our employee newsletter, email us at [pubcomm@cityofchesapeake.net](mailto:pubcomm@cityofchesapeake.net).*



**NAME:** Tammie White

**DEPARTMENT:** Circuit Court

**JOB TITLE:** Court Administrator

**How long have you worked for the City?** 26 years; Sheriff's Department 1991-1995; Circuit Court Clerk's office 1995 -1999; Circuit Court Judges (from 1999 to present).

**What is one interesting thing about your job?** Ironically, I participated in Mayor's Youth Day in 1991 as a high school senior and was assigned to a Deputy Clerk with the Chesapeake Circuit Court for the day. Four years later

I became employed as a Deputy Clerk and now serve as the City's first Court Administrator. Please don't dig up those old photos from 1991! LOL

**Name one thing that has been a highlight or something positive that has happened during your career with the City so far.** I participated in the coordination of the Lee Boyd Malvo trial back in 2003, alongside many law enforcement agencies and the Public Communications Department.

**What is one unique fun fact about YOU in general that others may not know?**

I love everything Halloween! Every other year we turn our garage into a haunted house filled with all kinds of surprises and have enjoyed entertaining the neighborhood for years.



**NAME:** Louise MacAlister

**DEPARTMENT:** Fire Department

**JOB TITLE:** Office Coordinator

**How long have you worked for the City?** 13<sup>1/2</sup> years

**What is one interesting thing about your job?** Every day is different! The Fire Prevention Division is responsible for fire safety code enforcement, fire investigations and public education. We conduct fire and life safety inspections of businesses throughout Chesapeake to ensure compliance with the Statewide Fire Prevention Code and ensure employee safety. We review plans for all

buildings and building alterations that involve fire protection systems, and we handle all investigations for suspicious fires and incidents of hazardous materials, explosive devices, bomb threats, threats to burn and other offenses.

**Name one thing that has been a highlight or positive event in your career with the City.** The love and support I have received from my FD family during recent health challenges. In 2013 I was diagnosed with Stage II breast cancer. I'm a single mother of two, and my family is in England. Within hours of my diagnosis, my FD family had stepped up and took complete care of my family and me. I was never alone for any appointments, chemo treatments. During my recuperation from several surgeries, my 450 strong family were there for my family, including teaching my teenage daughter to drive. In 2016, I received the news that my cancer has returned and is now Stage IV. Once again my FD family have been with me every step of the way as I work through this battle with cancer.

**What is one unique fun fact about YOU in general that others may not know?** I've been collecting elephants since childhood and I have over 60 from all over the world.

# AWARDS & RECOGNITIONS

## CITY ATTORNEY HONORED WITH DISTINGUISHED AWARD

The Local Government Attorneys of Virginia, Inc. (LGA), awarded its highest honor, the Edward J. Finnegan Award for Distinguished Service, to Jan L. Proctor, City Attorney for Chesapeake, at its recently concluded annual fall conference in Richmond.

The Finnegan Award recognizes Jan Proctor for her significant and sustained contributions to Virginia local government law and LGA. Ms. Proctor has served in the Office of the Chesapeake City Attorney for 29 years, including four as its chief counsel.

Ms. Proctor was president of LGA in 2008 and has served on several of its committees. As evidence of her career-long devotion of time and energy to LGA, Ms. Proctor has received both the Finnegan Award and LGA's Cherin Award, which she was given in 2006 for her outstanding service as an Assistant City Attorney.

Ms. Proctor's "high sense of purpose and commitment to excellence" as well as her "unshakeable integrity" have been recognized not just by LGA. In the past, she has also received the Chesapeake Mayor's Award for Environmental Stewardship and has served leadership roles with the Chesapeake Friends of the Arts and the Chesapeake Arboretum.

LGA promotes common interests and an exchange of information among members on legal issues that are particularly relevant to Virginia's counties, cities, and towns.

The LGA's member services include conferences, a legal handbook, a monthly newsletter, and other services intended to inform and enhance the practice of local government.



Jan Proctor, City Attorney



Members of the City Attorney's staff were on hand to congratulate Ms. Proctor on her award. (Front row, left to right) Ellen Bergren, Chanel Gray, Jan Proctor, Meredith Jacobi, (back row, left to right) Richard Hartwick, Susan Rowling, Catherine Lindley, Leonard Brown and Kelly Lackey.

## AWARDS & RECOGNITIONS

### EMERGING PROFESSIONAL AWARD PRESENTED

The International Association of Assessing Officers (IAAO) announced that Kevin Prine, RES, AAS, is one of two recipients of the 2017 Emerging Professional Award. Prine has been a member of IAAO since 2010 and is a Real Estate Appraiser IV for the City of Chesapeake Real Estate Assessor's Office.

The Emerging Professional Award recognizes an IAAO member who has, comparatively early in his or her career, made a significant contribution to the association by demonstrating leadership in the organization, participating in various IAAO activities, assisting other members, and working toward the realization of IAAO's mission.

Prine won this award due to his professional success at the local and national level. Since joining IAAO, he has earned two IAAO Professional Designations and now serves as a designation advisor. Earlier in 2017, he won an IAAO U40 Leadership Lab Innovation Grant for contributions he's made within his office as someone under age 40. Prine has risen to leadership roles in the Virginia Association of Assessing Officers (VAAO) through committee work and is now on the VAAO Board of Directors. He won the VAAO Outstanding Member Award in 2015.



Kevin Prine, Real Estate Appraiser IV.

The award was presented during the Awards and Recognition Ceremony at IAAO's 83<sup>rd</sup> Annual International Conference on Assessment Administration held September 24-27, in Las Vegas.

### VETERANS BRIDGE PROJECT RECEIVES AWARD

On Thursday, October 12, the Virginia Transportation Construction Alliance presented the Project of the Year Award for the Dominion Boulevard Veterans Bridge Project.

Earl Sorey, Assistant Director of Public Works with the City of Chesapeake, and Scott Lovell, Vice President of WSP, the City's design firm, accepted the award on behalf of the project team.

The Dominion Boulevard Veterans Bridge Project was selected because of its complex design, innovative financing, and completion under budget and ahead of schedule. This is the second Project of the Year award for Dominion Boulevard, the first being awarded by the American Public Works Association-Mid Atlantic Division earlier this year.



Earl Sorey, Assistant Director of Public Works, and Scott Lovell, Vice President of WSP USA.

## CARDIAC ARREST SURVIVOR MEETS RESCUERS

On October 4, Michael Lee was playing pickle ball at the Indian River Community Center when he suddenly felt dizzy and went into cardiac arrest.

Recreational Specialist Michelle Ellison; Lena Ingram, another staff member; along with other patrons immediately initiated cardiopulmonary resuscitation (CPR) and obtained an automatic external defibrillator from the community center. The defibrillator delivered a shock and CPR was resumed; shortly after Mr. Lee's defibrillation, he started to wake up. Even before the first Fire and EMS crews were being dispatched to the scene, Chesapeake Police Officer Brad Seery, a school resource officer from Indian River Middle School received an alert on his phone that someone needed CPR at Indian River Community Center through the lifesaving phone app called PulsePoint. Officer Seery responded to Mr. Lee's cardiac arrest along with crews from Fire Station #3 on Rokeby Avenue.



Michael Lee reunites with recreation staff and first responders.

In the United States, nearly 1,000 people per day will experience cardiac arrest, but very few of them will survive the event. Only about 8% will walk out of the hospital without brain damage. Mr. Lee is one of the few, and this is because he had a team of responders that were able to recognize sudden cardiac arrest and act appropriately to save his life.



Actual PulsePoint alert from Michael Lee's cardiac event.



Michael Lee and Recreational Specialist Michelle Ellison.

# NEWS OF NOTE

## WONDER OF WATER AT CENTRAL ELEMENTARY SCHOOL

**O**n October 5, the students at Deep Creek Central Elementary were introduced to the science behind the treatment of river or well water that reaches most of Chesapeake's faucets each day of the year.

The presentation was brought to the school by Water Laboratory Staff. The children learned about the challenges of water treatment and how the process works at both the Lake Gaston and the Northwest River Water Treatment Plants.



Chemists Adam Teufel and Sherry Longest with Chesapeake's Water Lab.

## AQUAPONICS GARDEN LAUNCHED IN CHESAPEAKE

**T**he Chesapeake Health Department and Healthy Chesapeake launched an aquaponics garden, built in partnership with Apostles Lutheran Church, with help from students from the Youth Advisory Board.

The aquaponics garden concept combines growing fish and vegetables together in an efficient, sustainable ecosystem. The fish waste provides organic food for the growing plants and the plants naturally filter the water in which the fish live, so there is very low resource waste, energy use, and maintenance, yet a high yield rate.

This is the first aquaponics garden in Chesapeake and is designed to be a handicap accessible, year-round teaching and harvesting site. Maintenance and on-going harvesting will be handled daily by intellectually disabled individuals from Chesapeake Integrated Behavioral Health and the Southeast Virginia Training Center, with a portion of the garden

also maintained by pre-school children. The product grown will be shared with food pantries and used for Healthy Chesapeake's free cooking schools offered in low-income communities.



# SAFETY CORNER

## LADDER SAFETY... CLIMB WITH CARE

In an attempt to reduce the 6,000 injuries/fatalities related to ladder falls during the holidays, let's make a Top 12 List for Ladder Safety. The below ladder safety items are applicable all year long!

1. Always select the correct ladder for the job. That's one that extends at least 3 feet over the gutter or working surface.
2. Always place your ladder on level and firm ground. Use leg levelers under the ladder to level uneven or soft ground. Leg levelers are devices that you can buy at a hardware or home improvement store.
3. Make sure the ladder can support both your weight and the load you are putting on it by checking the ladder's maximum load rating.
4. Make sure straight and adjustable extension ladders have both slip-resistant feet.
5. Set up extension ladders at about a 75° angle. Test the correct angle by standing up straight with your toes touching the feet of the ladder. Extend your arms in front of you. The proper angle is set when the palms of your hands rest on top of the rung that's at shoulder level.
6. **DON'T USE METAL LADDERS NEAR POWER LINES OR ELECTRICAL EQUIPMENT.** Use wood or fiberglass ladders in these situations. **NO** ladder should ever touch live electrical wire. Use caution.
7. Check all rung locks and spreader braces on your ladder to make sure they are set and undamaged.
8. Have a helper hold the bottom of the ladder and allow only one person on a ladder at a time.
9. Keep ladders away from a door that can be opened. Place caution signs and barriers as needed.
10. Center your body between the rails of the ladder at all times. Leaning too far to one side while working is a no-no and can cause you to fall. If you were to have a belt on, the buckle should never be outside of the right or left rail of the ladder.
11. Do not stand on the top three rungs of a straight or extension ladder. Stay off of a step ladder's top two steps. Don't try to climb/stand on the rear section of a stepladder.
12. **ALWAYS MAINTAIN THREE POINTS OF CONTACT ON THE LADDER**, and always climb and descend ladders while facing the ladder... **NEVER** backwards.



For additional information/materials, please contact Mark Butler, Safety Officer, at 382-6445.

# CHESAPEAKE CARES!

## TEAM MEMBERS RECEIVE KUDOS

**H**ead Softball Coach at Great Bridge High School, Kirk Clayton, recently wrote a letter to Mike Barber, Director of Parks-Recreation and Tourism, praising members of the athletic maintenance division. Coach Clayton expressed his gratitude to Jeff Warren and his assistants for their recommendations on how to improve the playing surface of the softball field. Mr. Warren gave advice on reseeding and watering the field, and he also programmed the irrigation system timer. Here's his letter!

*Mr. Barber,*

*As the Head Softball Coach at Great Bridge High School we take great pride in offering an excellent facility for girls to practice and play the game of fast pitch softball. We are proud to say we have had a successful program for many years.*

*Recently, Recreation Coordinator Andrew Rumsey and Jeff Warren with the athletic maintenance department of parks and recreation and tourism met me and my assistant coach at our field. Mr. Warren and Mr. Rumsey walked our field and made recommendations on how to improve the playing surface.*

*With Mr. Rumsey's supervision and Mr. Warren's expertise, and with the help of his assistants, new dirt and sod were added, sprinklers heads were updated, the playing surface was leveled and new bases installed. Mr. Warren gave us advice on reseeding and watering the field, he also programmed the irrigation system timer. Under Mr. Warren's guidance the field has never looked better.*

*The Great Bridge middle school softball team recently began playing games at the field. The moms and dads that came to the games were all very complimentary of Mr. Warren's hard work. His knowledge of how to build and prepare the ball field is excellent. I wanted to take this time to recognize Jeff Warren and his assistants on a job well done. I also wanted to let you know we appreciate the attention your department has given our facility, with your help young athletes of Chesapeake enjoy a quality place to play and compete.*

*Thanks again to Jeff Warren for his dedication to a job well done.*

*Respectfully,  
Kirk Clayton  
Head Softball Coach  
Great Bridge High School  
Chesapeake, Virginia*

**Achieve your career vision by finding the perfect job that showcases your talent.**

**CLICK** to view all of the exciting opportunities in the City of Chesapeake!

The City of Chesapeake is an Equal Opportunity Employer.

# OPEN ENROLLMENT – NOVEMBER 6 - NOVEMBER 21, 2017

**W**hile there is no change in medical insurance vendors, the City conducted a competitive procurement process for pharmacy, dental and vision benefits and, as a result of this process, new vendors were selected to be effective February 1, 2018. All plan designs will remain the same with the exception of a legally-required increase in the high deductible health plan (HDHP) deductible in accordance with IRS changes. The new HDHP in-network deductible will be \$2,700/individual or \$5,400/family (compared to 2017 - \$2,600/individual or \$5,200/family). Health Savings Account (HSA) contribution limits have increased as reflected in the chart below. Please be aware these limits include any City contributions, including disease management and wellness incentive monies earned for HSA holders.

Weekly deductions will begin on December 8, and semi-monthly deductions will begin December 15 for January 1, 2018, coverage. The 2017 rates will still be in effect for the deductions taken in December for your January 2018 benefits. The February-December 2018 rates will be deducted during January for your coverage effective February 1, 2018. There is an approximately 7% increase in medical premiums, 4% reduction in vision premiums, and dental premiums remain the same.

Benefit	Through January 31, 2018	Effective February 1, 2018	Employee Action
Medical and Pharmacy	Optima Health	Optima Health (medical) and Express Scripts (pharmacy)	No action is required unless an employee/ retiree wants to change medical plans, drop coverage or change coverage levels (e.g. from employee only to employee and spouse).
Dental	Delta Dental	Anthem Dental	
Vision	UniCare Vision	Davis Vision	
Legal	Legal Resources		No action is required unless an employee wants to add or drop coverage.
Health Savings Account (available for those in the HDHP only)	Health Equity		Annual enrollment/re-enrollment is required. Employees may elect to contribute up to \$2,950/individual* or \$5,900/family* in the HSA.  The City will contribute \$500 for individual or \$1,000 for family coverage.
Flexible Spending Accounts (FSA)	WageWorks		Annual enrollment/re-enrollment is required. Employees may set aside up to \$2,650 in 2018 for a medical FSA and \$5,000 for a dependent care FSA.
Long Term Disability (VRS Plan 1 & 2 employees)	The Standard		Subject to medical underwriting. Deductions will begin upon approval from the vendor.

**\*Employees who are age 55 or older may contribute an additional \$1,000 in their HSA. Please be aware, these limits include City contributions, Wellness Incentives and Disease Management monies earned by HSA members.**

Continued on next page.

# OPEN ENROLLMENT – NOVEMBER 6 - NOVEMBER 21, 2017

## 2018 Benefit Plan Year – City of Chesapeake Open Enrollment Meetings

Date	Location	Meeting Time
Monday, November 13	Public Works – Street Operations Building Large Bay at Back of the building 925 Executive Blvd., Chesapeake, VA 23320	7:15 a.m.
Tuesday, November 14	South Norfolk Library 801 Poindexter Street, Chesapeake, VA 23324	11:00 a.m. – 12:00 p.m.
Friday, November 17	City Hall – Fourth floor, Human Resources Training Room 306 Cedar Road, Chesapeake, VA 23322	10:00 – 11:00 a.m.
Monday, November 20	Central Library, First floor, meeting room 298 Cedar Road, Chesapeake, VA 23322	11:00 a.m. – 12:00 p.m.
Monday, November 20	City Hall – Fourth floor, Human Resources Training Room 306 Cedar Road, Chesapeake, VA 23322	2:00 – 3:00 p.m.
Tuesday, November 21	Sheriff's Department, Administrative Building Multi-purpose room 401 Albemarle Drive, Chesapeake, VA 23322	3:00 – 4:00 p.m.

**The Chesapeake Public Library  
offers free Notary Public services to Library customers.**

Customers must bring current, unexpired photo identification with a signature.  
For more information and to see when a notary is available, call 757-410-7100.

**City of Chesapeake Monthly Premiums - Effective February 1, 2018**

**Optima Health**

<b>PPO</b>	<b>Total Premium</b>	<b>Employer</b>	<b>Employee Monthly</b>
Employee Only	\$ 764.56	\$ 625.36	\$ 139.20
Employee & Spouse	\$ 1,758.48	\$ 1,153.80	\$ 604.68
Employee & Child	\$ 1,062.76	\$ 696.64	\$ 366.12
Employee & Children	\$ 1,636.16	\$ 1,072.66	\$ 563.50
Family	\$ 2,584.20	\$ 1,513.00	\$ 1,071.20

<b>POS</b>	<b>Total Premium</b>	<b>Employer</b>	<b>Employee Monthly</b>
Employee Only	\$ 650.48	\$ 579.24	\$ 71.24
Employee & Spouse	\$ 1,496.04	\$ 1,153.04	\$ 343.00
Employee & Child	\$ 904.16	\$ 699.16	\$ 205.00
Employee & Children	\$ 1,391.96	\$ 1,076.40	\$ 315.56
Family	\$ 2,198.48	\$ 1,511.04	\$ 687.44

<b>HMO</b>	<b>Total Premium</b>	<b>Employer</b>	<b>Employee Monthly</b>
Employee Only	\$ 534.52	\$ 486.44	\$ 48.08
Employee & Spouse	\$ 1,229.36	\$ 1,052.44	\$ 176.92
Employee & Child	\$ 743.00	\$ 632.92	\$ 110.08
Employee & Children	\$ 1,143.84	\$ 974.40	\$ 169.44
Family	\$ 1,806.64	\$ 1,389.12	\$ 417.52

<b>HDHP</b>	<b>Total Premium</b>	<b>Employer</b>	<b>Employee Monthly</b>
Employee Only	\$ 532.92	\$ 513.72	\$ 19.20
Employee & Spouse	\$ 1,225.72	\$ 1,154.92	\$ 70.80
Employee & Child	\$ 742.24	\$ 698.20	\$ 44.04
Employee & Children	\$ 1,142.28	\$ 1,074.56	\$ 67.72
Family	\$ 1,800.76	\$ 1,633.84	\$ 166.92

**Anthem Dental**

	<b>Total Premium</b>	<b>Employer</b>	<b>Employee Monthly</b>
Employee Only	\$ 23.76	\$ 10.52	\$ 13.24
Employee & Spouse	\$ 48.48	\$ 26.20	\$ 22.28
Employee & Child	\$ 61.84	\$ 37.64	\$ 24.20
Employee & Children	\$ 61.84	\$ 33.96	\$ 27.88
Family	\$ 91.48	\$ 52.56	\$ 38.92

**Davis Vision**

	<b>Employee Monthly</b>
Employee Only	\$ 4.36
Employee & Spouse	\$ 7.68
Employee & Child	\$ 7.68
Employee & Children	\$ 8.72
Family	\$ 12.68

## 2018 Wellness and Disease Management Incentives

<b>Wellness Incentive</b>	<b>\$300 for completing an annual physical, eye exam and dental exam. All exams must be completed in 2018. Must be covered by the City's health insurance to qualify. \$300 will be deposited onto a Visa debit card with WageWorks. For those enrolled in the HSA, the funds will be deposited into the employee's HSA.</b>
<b>Diabetic Disease Management Incentive</b>	<b>\$200 available for employees/retirees and their covered spouses/dependents who are diagnosed with diabetes for following the Diabetic Disease Management program requirements. Must be covered by the City's health insurance to qualify. For more information, visit <a href="http://www.optimahealth.com/ches">www.optimahealth.com/ches</a>.</b>

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## New Financial Wellness Program Coming for Members

VRS members have a new way to fine-tune their money management skills and make sense of credit, insurance, taxes and other financial decisions that arise in day-to-day life.

On the VRS website, members can access the myVRS Financial Wellness program, powered by Enrich. The offerings include articles, infographic and videos to help members make the most of their finances and manage their money effectively as they plan for retirement.

Later this year, VRS members who log into their myVRS accounts will have access to premium content. Calculators, educational games, budgeting tools, and a library of mini-courses will help members evaluate their current financial knowledge and improve the money skills most important to them.

VRS is providing these resources to help members grow their knowledge and confidence in making day-to-day financial decisions, which will, in turn, aid them in preparing for retirement.

Retirees also will have access to this information along with other financial wellness tips and tools to sustain them well into their retirement.

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## Upcoming City Holidays

### Veterans Day

All City of Chesapeake offices, courts, libraries and community centers will be closed on Friday, November 10 and Saturday, November 11.

The Visitors Center, located at 1224 Progressive Drive, will be open normal hours.

There will be no change to trash and recycling collection schedules.

### Thanksgiving

All City offices, courts, libraries and community centers will be closed:

November 22 at 12:00 p.m.

All Day - November 23.

All Day - November 24.

The Visitors Center, located at 1224 Progressive Drive, will be closed on November 23.

Thursday trash & recycling collection will be on Friday. Friday trash & recycling collection will be on Saturday.

# EMPLOYEE BENEFIT UPDATES

## November is National Diabetes Month



**P**ut care on your calendar and dedicate this month toward taking charge of your health. Learn about the impact of diabetes, different types of diabetes, in addition to risk factors.

### Why does this matter?

- 631,184 people in Virginia have diabetes. That is about 1 out of every 11 people. What is even scarier is that 1 out of 4 do not know they have diabetes.
- 2.1 million adults in Virginia have prediabetes. Without weight loss and moderate physical activity, 15-30% of people with prediabetes will develop type 2 diabetes within 5 years.
- Risk of death for adults with diabetes is 50% higher than for adults without diabetes. Additionally, medical costs for people with diabetes are twice as high as for people without diabetes.
- Serious complications with diabetes are blindness, kidney failure, heart disease, stroke and loss of toes, feet, or legs.

### Types of Diabetes

There are three types of diabetes, prediabetes, type 1 diabetes, and type 2 diabetes which are defined below.

- Prediabetes is a serious health condition where blood sugar levels are higher than normal, but not high enough to be diagnosed as type 2 diabetes. Prediabetes puts you at an increased risk of developing type 2 diabetes, heart disease, and stroke. The good news is that if diagnosed with prediabetes, you can make lifestyle changes to prevent or delay type 2 diabetes and other serious health problems.
- Type 1 diabetes is when the body does not make enough insulin. This can develop at any age, and there is no known way to prevent this condition. In adults, type 1 diabetes accounts for 5% of all diagnosed cases of diabetes.
- Type 2 diabetes is when the body cannot use insulin properly. This can develop at any age and most cases can be prevented through lifestyle changes.

Risk factors for prediabetes, type 1 diabetes and type 2 diabetes include being overweight, being 45 years of age or older, having a family history (having a parent, brother, or sister) with type 2 diabetes, being physically active less than 3 times per week, and having gestational diabetes during pregnancy.

Continued on next page.

# EMPLOYEE BENEFIT UPDATES

## Choose to take action

**Y**ou can prevent or delay type 2 diabetes by losing weight, eating healthy and being more active. If diagnosed, you can manage diabetes by working with a health professional, eating healthy and staying active. Make sure to talk with your doctor for other lifestyle recommendations and before incorporating any type of dietary changes or beginning a physical activity program.

Learn more at [cdc.gov/diabetes/prevention](http://cdc.gov/diabetes/prevention) or speak to a health professional. To take the diabetes risk test, visit [cdc.gov/diabetes](http://cdc.gov/diabetes).

## References

Virginia Department of Health. Behavioral Risk Factor Surveillance System: 2013. Compiled and extrapolated from national data by the Office of Family Health Services, Division of Policy and Evaluation.

Center for Disease Control and Prevention. National diabetes statistic report: estimates of diabetes and its burden in the United States, 2014. Atlanta, GA: U.S. Department of Health and Human Services, Centers for Disease Control and Prevention, 2014.

## Veterans Day Memorial Ceremony

**Saturday, November 11**

**11:00 a.m.**

**Chesapeake City Hall  
306 Cedar Road**

**Join Mayor Alan P. Krasnoff and the Mayor's Commission on Veterans Affairs for a poignant ceremony honoring the sacrifices made by the military's men and women and their families, in service to our country and protection of our freedoms.**

## Employee Alert Hotline

**(757) 382-6550**

When inclement weather or other conditions cause changes to City operating schedules, the Hotline has the news you need.