

# WHAT'S NEW IN 2017?

**Healthy Rewards in 2017** – To be eligible for a \$250 Health Reimbursement Account (HRA) you must complete phase I of the Wellness Program, the 3 step health appraisal process (lab work, online health questionnaire and 30 minute coaching session). The Healthy Rewards Program runs from July 1, 2016 through June 30, 2017. Employees and spouses/partners earning 100 points through biometrics and various activity/programs will qualify for a \$250 HRA (\$500 if the spouse completes). These funds work similar to a FSA account except the funds carry over from year to year if unused. For more information, see pages 25- 27 or visit our website [www.milwaukee.gov/der/wycm](http://www.milwaukee.gov/der/wycm)

**Workplace Clinic** – In 2017, Workforce Health will continue to offer the services of an on-site Nurse Practitioner through the City's onsite Workplace Clinic. These services are **FREE** to employees and spouses/partners regardless of whether they take the City's insurance. The Clinic is located in the Zeidler Municipal Building (use Market Street entrance). **\*\*Free parking is now available to individuals coming to the clinic outside of the City Hall Complex.** For more information, see page 30 or visit our website [www.milwaukee.gov/der/wycm](http://www.milwaukee.gov/der/wycm)

**Early Intervention Physical Therapy Clinic** – Employees and spouses/partners can have preventive physical therapy care to address strains, pains, and musculoskeletal issues that occur at home or at work before they become a serious health claim or worker's compensation injury. This is a **FREE** service to employees and spouses/partners regardless of whether they take the City's insurance. The office is located in the Zeidler Municipal Building (use Market Street entrance). For more information, see page 32 or visit our website [www.milwaukee.gov/der/wycm](http://www.milwaukee.gov/der/wycm)

**Life Insurance** – Metlife will be the life insurance carrier for the City of Milwaukee effective January 1, 2017. Due to this change a **special one-time opportunity to enroll in any percentage of Voluntary Life Insurance without Evidence of Insurability (EOI) is being offered during the 2017 Open Enrollment** period. For future open enrollments, Evidence of Insurability may be required. New rates for Voluntary and Family Life Insurance will also go into effect on January 1, 2017. Age banded rates for Voluntary Life are decreasing and the price of Family Life is increasing. Additional information regarding the Life Insurance plan and EOI rules is available on our website [www.cmers.com](http://www.cmers.com). You may also contact Employees' Retirement System at (414) 286-6157.

**Affordable Care Act (ACA) Verification of Health Insurance Coverage** - Under the ACA all City employees need to show verification of health insurance coverage. The City will mail employees a tax form to submit with their annual taxes that shows proof of health insurance coverage. Employees who do not have coverage through the City or through a spouse/other family member will be subject to financial penalties under the ACA.

**Deferred Compensation Plan** – As of October 3<sup>rd</sup>, the Plan has a new recordkeeper, Voya, a revised investment line-up, new features, and a new enrollment process that runs October 3<sup>rd</sup> – 28<sup>th</sup>. Transition packets were mailed to employees in early September and informational sessions about these changes are on-going. All employees must complete the new enrollment process, even if already participating in the Plan. Importantly, if an employee or retiree does not make elections during the plan enrollment period, certain defaults may apply (**except that no defaults will apply to active unionized police and fire**). Log-on to [www.enrollmilwaukeedcp.com](http://www.enrollmilwaukeedcp.com) or call 844-360-MDCP (6327) to complete enrollment.