



# Wellwaukee



Volume 1, Issue 1  
September 2016

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Welcome to Wellwaukee! A newsletter dedicated to the health and well-being of City of Milwaukee employees and their families. The City offers a comprehensive health and wellness program and we want to ensure that employees are aware of all the great resources available to them. We know that our employees have many competing demands and that sometimes an individual's health may take the backseat to more pressing life demands. The City is committed to establishing a workplace culture that enhances employee lives and offers all the tools necessary to meet employees wherever they're at on their road to good health. We want to make sure our employees are **well at work, well at home and well into retirement.**

We hope you find this quarterly newsletter helpful and informative!

## PHASE I: 3-Step Health Appraisal Process

The 3- Step Health Appraisal Process for the City's Wellness Program is currently underway. Your participation and engagement in the City's Wellness Programs have contributed to the City's ability to maintain flat health care premiums for 5 years when national trends reflect increases over 20 percent during the same time period.

**Employees and spouses/domestic partners do not need to be enrolled in the City's health insurance plan to participate in wellness programs and services.**

Complete the following Steps:

1. Lab Work: [www.pickatime.com/com/schedule](http://www.pickatime.com/com/schedule)
2. Comprehensive Wellness Questionnaire [www.workforcehealth.org/cityofmilwaukee](http://www.workforcehealth.org/cityofmilwaukee)
3. Meet with Health Coach for 30-minute education session  
[www.pickatime.com/com/schedule](http://www.pickatime.com/com/schedule)

Note: If your lab work indicates that you test positive for tobacco use and you are on the City's health insurance plan, then you must attend a 90-minute tobacco cessation class in order to avoid being charged a monthly health appraisal fee.

## PHASE II: Healthy Rewards

**Employees and spouses/domestic partners must complete Phase I: 3-Step Health Appraisal Process to be eligible to participate in Phase II: Healthy Rewards.**

- Completion of Phase I makes you automatically eligible for Healthy Rewards, the City's outcomes-based program where you complete 100 points total to earn \$250 in a health reimbursement account (\$500 if spouse completes program).
- The annual program begins July 1 of each year and runs through June 30.



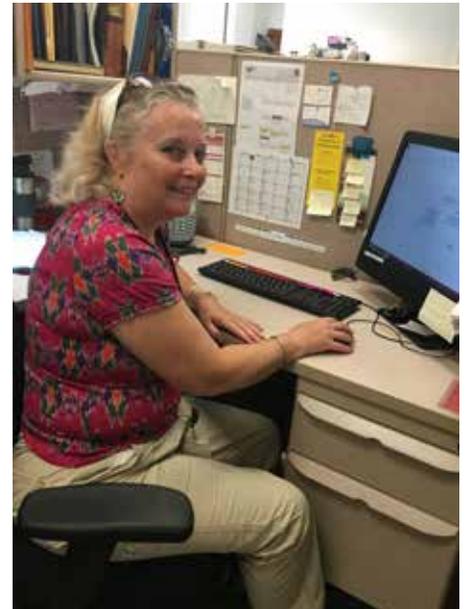
## WELLNESS CHAMPIONS IN THE CITY – NANCY BURNS

by Rachel Haas, MHD AHEC Intern

The City of Milwaukee Health Department Wellness Program began over 12 years ago with the goal of improving Milwaukee Health Department (MHD) employees’ overall well-being through various wellness activities and support systems. The implementation of this program faced many challenges initially, but has remained an important strategy in encouraging employee healthy behaviors throughout the years. MHD staff volunteer for the Department Wellness Committee and committee membership changes based on staff availability. However, it is a goal that as many MHD divisions and programs be represented on the Committee as possible.

Nancy Burns, RN, is a founding member of the City of Milwaukee Health Department Wellness Committee and has helped build the Wellness Program from the ground up and is a key player in its accomplishments.

“The City of Milwaukee Health Department is fortunate because the workplace environment of the Health Department has employees with an



Nancy Burns,  
Wellness Champion

“...the Health Department has employees with an innate passion for healthy outcomes...”  
- Nancy Burns, Wellness Champion

innate passion for healthy outcomes,” Burns stated. “This is a significant factor in the success of the City of Milwaukee Wellness Program because employees have a passionate background for health promotion and the benefit of participating in a wellness program is already understood.”

The City of Milwaukee Health Department Wellness Program provides opportunities for employees to participate in fun, educational activities and events to practice self-improvement and achieve positive health outcomes. At each location, employees have the opportunity to apply to be a wellness champion. Wellness champions act as a resource and support system for other staff and help recruit participants for Wellness Program events.

Burns expressed, “At work people get too focused and burnt out. Wellness Programs help mitigate this

through various opportunities to develop personal health awareness, which ultimately helps employees increase productivity and demonstrate optimal results in the workplace.”

The Milwaukee Health Department Wellness Committee strives to enhance the wellness of all employees by increasing employee participation in healthy activities and behaviors. With a strong partnership with Froedtert & the Medical College of Wisconsin Workforce Health, the Milwaukee Health Department has demonstrated success in the development and implementation of a Wellness Program that promotes positive health outcomes for its employees in both the professional and personal setting. Nancy is also a member of the City’s Wellness and Prevention Labor Management Committee which helped initiate and develop the City’s comprehensive Wellness Program.

## WELLNESS CHAMPIONS IN THE CITY – DEBBIE TAYLOR

by: *Sheldyn Himle*

Debbie Taylor, an administrator within the City of Milwaukee's Municipal Court, has truly earned the title of Wellness Champion.

When the City of Milwaukee launched its program for Healthy Rewards, the program was made available at City Hall. Debbie, whose office is on the west side of the river, began working to ensure that there would be additional sites. She did this for the hundreds of City employees who are on the west side of the river, knowing they may not have the time to visit City Hall.



*Debbie Taylor,  
Wellness Champion*

Having accomplished this, Debbie began sharing all of her ideas for specific programs with those who would listen. She began by rallying support from Court management not only for on-site programming but also to create an "Employee Resource Center." She accomplished all of this, including current regular lunchtime programs on-site, which are made available to any City staff (including personnel from the City Attorney's Office, Police, Fire and Library departments) and there is space for a Workforce Health staff person to meet one-on-one with City employees every week. The Municipal Court has been lucky enough to have a Workforce Health staff in this role for awhile (on-site Thursdays from 11:00 a.m.-1:30 p.m.) so there is consistency and a rapport that develops between the caregiver and clients.

Debbie also handles all the details which include suggesting and setting programs; mixed media communications with staff and key personnel in the other departments on all events; encouraging people to participate in all citywide events; and her most recent efforts made on-site flu shots available.

Debbie who likes "to help make good things happen here at Municipal Court, for the betterment of City employees' health" knows a healthy employee is a happier employee. She sits on the City's Wellness Promotion Committee to keep staff informed of overall wellness programming. Debbie is a real champion for wellness!

## CITY OF MILWAUKEE WELLNESS PROMOTION COMMITTEE

The City's Wellness Promotion Committee is a group of employees from various City departments who meet every other month to help plan, learn about and promote Wellness programs and services. Committee members are part of the City's network of Wellness Champions who help communicate the City's Wellness Program at the department level. If you are interested in becoming a Wellness Champion and joining the Wellness Promotion Committee please email [derbenefits@milwaukee.gov](mailto:derbenefits@milwaukee.gov).

## WELLNESS SUCCESS STORIES

Do you have or know a City employee that has a wellness success story and want to share? Send your stories to [cityofmke@froedtert.com](mailto:cityofmke@froedtert.com) to possibly be published in future newsletters.



## WORKPLACE CLINIC HOURS

**Monday, Tuesday, Thursday, Friday**  
7 a.m.-3 p.m.

**Wednesday**  
9 a.m.-5 p.m.

## EARLY INTERVENTION PHYSICAL THERAPY CLINIC HOURS

**Monday and Thursday**  
11:30 a.m. - 3:30 p.m.

## WELLNESS CENTER HOURS

**Monday**  
8-10:30 a.m.

**Tuesday**  
9:30 a.m.-1:30 p.m.  
(Dietitians on site)

**Wednesday**  
8 a.m.-3:30 p.m.

**Friday**  
8:00 a.m.-noon.

**Your three FREE wellness services are located at**

841 N. Broadway,  
Milwaukee, WI  
(Zeidler Municipal Building)

Enter through the Market St. entrance on the corner of Kilbourn Ave. and Market St.

To make an appointment at any of the services above, please call **414-777-3413**.

## WORKPLACE CLINIC

Convenient, on-site health care services at **no cost to you and your spouse/domestic partner**. The clinic is staffed by nurse practitioners who can also prescribe if needed.

Common treatment services offered, but not limited to:

- Ear infections
- Pink eye
- Flu/cold symptoms
- Urinary tract infections
- Sprains and strains
- Insect bites
- Rashes
- Smoking cessation
- Respiratory infections



To make an appointment, please call **414-777-3413**.

## WHAT IS THE EARLY INTERVENTION PHYSICAL THERAPY CLINIC?

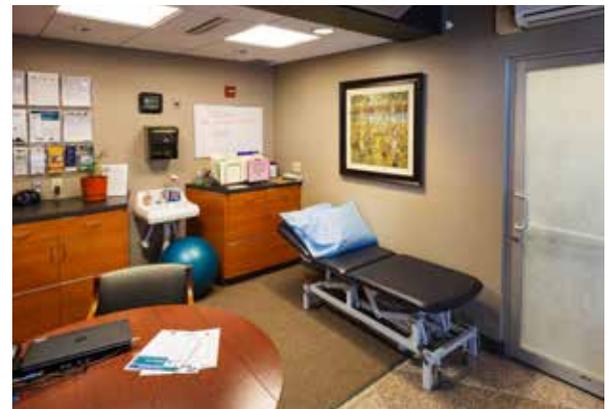
A **free service** that is meant for preventive measures and care to address strains and musculoskeletal issues before they become a more serious health claim or injury.

Important note: If you are currently being seen by a provider (physician, NP, chiropractor, APNP, etc.) for a condition, we cannot see you for the same condition.

What types of services are offered?

- Screening, consultation and education services to prevent and address potential musculoskeletal injuries that occur at work or home prior to them becoming a more serious health care claim or injury
- Interventions including stretching, strengthening and conditioning exercises
- Recommendations for self-management of symptoms including education in proper postures and body mechanics for performing tasks safely

Now open Monday and Thursday from 11:30 a.m.-3:30 p.m. and located in the Wellness Center inside the Zeidler Municipal Building.



To make an appointment, please call **414-777-3413**.

## FINANCIAL WELLNESS – CAN FINANCES AFFECT MY HEALTH?

When most people think of the term “wellness,” thoughts of physical health and fitness come to mind. However, financial wellness can be just as important — especially because it can affect one’s overall well-being. Financial stress is significant in the majority of people’s lives: 75 percent of those surveyed named money as their number one source of stress<sup>1</sup>. This is one of the main reasons why financial wellness is being incorporated into the City’s overall Wellness Program. The Healthy Rewards Program is giving participants up to 15 points for completing various financial educational activities.

As prevalent as financial stress is across different demographics and income levels, so is the desire to increase money management skills. According to a global study, 90 percent of consumers would like to improve their money management skills<sup>2</sup>. Further research shows that those employees who score highest with regard to financial wellness, specifically retirement readiness, are those who access web tools, education materials and guidance through the workplace and their retirement programs.<sup>3</sup>

The City of Milwaukee is committed to helping employees achieve both physical and financial wellness, which is one of the reasons why the Board for the Deferred Compensation Plan has elected to replace our current recordkeeper, Nationwide Retirement Services, with Voya Financial®. The Board reached this decision after a year-plus-long process that was executed in partnership with the Plan’s consultants. The Board believes this change will bring best-in-class services to all Plan participants, including state-of-the-art retirement readiness tools, targeted financial educational programs and lower fees.

In mid-August, detailed information will be mailed to your home and will be available online. It will explain:

- How the transition will take place, including important dates along the way.
- Information on your new investment lineup.
- How to access your new account with Voya.

<sup>1</sup>American Psychological Association. (2012, January 11). Stress in America: Our health at risk. Retrieved from: <http://www.apa.org/news/press/releases/stress/2011/final-2011.pdf>

<sup>2</sup>Metlife (2011), op. cit.

<sup>3</sup>The Voya Retire Ready Index, 2015



## TRAVELING WELLNESS CENTER

Keep your eye out for a traveling wellness center near you! Visit the DER website [city.milwaukee.gov/der/wycm](http://city.milwaukee.gov/der/wycm) for a list of locations.

Each traveling wellness center offers

- 1) Wellness Tip
- 2) A place to turn in healthy reward points
- 3) Blood Pressure Checks
- 4) Weight Checks



## OPEN ENROLLMENT

The City’s Annual Open Enrollment period is fast approaching and will run from October 17, 2016, through November 4, 2016. Health care premium rates will be determined in time for the City’s open enrollment period and will be posted on DER’s website. No changes are anticipated to the benefit design structure for the City’s health care plan and deductibles, co-pays, co-insurance and out-of-pocket maximums will remain at 2016 levels.

The City will hold 7 Open Enrollment Fairs that are open to all City employees and retirees.

- Tuesday, October 18th – 1-4 p.m., Fire and Police Academy, 6680 North Teutonia Avenue
- Thursday, October 20th - 9 a.m. -1 p.m., City Hall Rotunda, 200 East Wells Street
- Tuesday, October 25th - 1:30-4:30 p.m., DPW Field Headquarters, 3850 North 35th Street
- Wednesday, October 26th - 1:30-5:30 p.m., Wilson Park Senior Center, 2601 West Howard Avenue
- Thursday, October 27th – 2-5 p.m., Tippecanoe Public Library
- Tuesday, November 1st – 1-4 p.m., Hillside Family Resource Center, 1452 North 7th Street
- Thursday, November 3rd – 9 a.m.-1 p.m., City Hall Rotunda, 200 East Wells Street

## EMPLOYEE ASSISTANCE PROGRAM (EAP)

The Employee Assistance Program (EAP) is a benefit that is available for all City of Milwaukee employees and their family members who may be experiencing personal or workplace problems. Everyone has problems from time to time. Usually, we work them out; but sometimes problems persist, becoming serious enough to affect us both on and off the job. At such times, the EAP may be able to help. The EAP process begins with assessing the problem(s), identifying solutions and linking individuals to helpful resources when needed. The EAP is confidential (within the limits of the law) and free to use. It is often a good place to start when problems arise. In addition, supervisors/managers are able to consult with the EAP to address: 1) concern(s) about an employee, 2) trauma/critical incident management and 3) workgroup learning via topical workshops/presentations. For further information contact the EAP and Resource Coordinator, Cris Zamora, at **414-286-3145**. Be sure to visit the EAP webpage at City of Milwaukee EAP for on-demand information on a wide range of work-life topics.



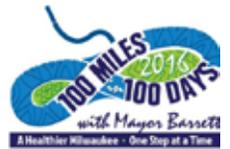
*Cris Zamora, Employee Assistance Program Coordinator*

Employee Assistance Program



## WALK 100 MILES IN 100 DAYS

This initiative encourages Milwaukee residents and families to lead a more active lifestyle.



Join Mayor Tom Barrett for the FINAL Walk on Friday, Sept. 9, starting at noon.

Meet at Pere Marquette Park  
900 N. Plankinton Ave.





## UNITED HEALTHCARE

### Employees Pay a LOWER Coinsurance with UHC Tier 1 Premium Providers

The UnitedHealth Premium Provider program can help employees find the best possible care. The program evaluates doctors in 27 different medical specialties (see the list below), using national standards for quality and local benchmarks for cost efficiency. UHC Premium Tier 1 includes physicians who have received the Premium designation for Quality & Cost Efficiency.



Employees with the City's health care plan coverage pay a lower co-insurance (10 percent instead of 30 percent) for services provided by UnitedHealth Premium Tier 1 Providers. Employees should look for the Blue Tier 1 symbol when searching for providers in [myuhc.com](http://myuhc.com). Not all specialties are evaluated for Tier 1 Premium Provider status. If your doctor's specialty is not evaluated, you will only pay the 10 percent coinsurance rate.

To make sure you get the most from your plan benefits, we recommend visiting [myuhc.com](http://myuhc.com) and checking your doctor's current designation before scheduling your next appointment. If you have any questions or need help finding a doctor, please visit [myuhc.com](http://myuhc.com) or call the toll-free number on your health plan ID card at **1-800-841-4901**.

### Evaluated Specialties

- Allergy
- Cardiology
- Cardiology – Electrophysiology
- Cardiology – Interventional
- Ear, Nose and Throat (ENT)
- Endocrinology
- Family Practice
- Gastroenterology
- General Surgery
- General Surgery – Colon/Rectal
- Internal Medicine
- Nephrology
- Neurology
- Neurosurgery – Spine
- Obstetrics and Gynecology
- Ophthalmology
- Orthopaedics - General
- Orthopaedics - Foot/Ankle
- Orthopaedics - Hand
- Orthopaedics - Hip/Knee
- Orthopaedics - Shoulder/Elbow
- Orthopaedics - Spine
- Orthopaedics - Sports Medicine
- Pediatrics
- Pulmonology
- Rheumatology
- Urology

## CITY OF MILWAUKEE DEPARTMENT OF EMPLOYEE RELATIONS (DER) BENEFITS DIVISION

City Hall  
200 E. Wells St., Rm. 706  
Milwaukee, WI 53202-3515

Phone: 414-286-3184  
Fax: 414-286-0203  
Email:  
[DERbenefits@milwaukee.gov](mailto:DERbenefits@milwaukee.gov)

*In partnership with*



Workforce Health

## REAL APPEAL WEIGHT LOSS PROGRAM

The City continues to offer the Real Appeal weight loss program FREE to employees, spouses and dependents 18 and older with the City's United Healthcare insurance and a BMI of 23 or greater. Real Appeal is a simple, step-by-step program designed to help anyone get on the fast track to lasting weight loss without turning his or her life upside down.



Real Appeal helps employees and spouses make small, manageable changes that lead to lasting weight loss. Everyone who joins the program is connected with a personal coach for step-by-step guidance through the program. \*Employees and spouses also receive a Real Appeal Success Kit filled with step-by-step guides, workout DVDs and gear, delicious recipes and all the tools needed for successful weight loss. The program requires participants to use a smart phone, tablet or a computer with a camera. Watch the Real Appeal video for more information: [realappeal.com/video/](http://realappeal.com/video/)

City employees/spouses who enroll in Real Appeal can also earn Healthy Rewards points.

How Points are Earned: (maximum of 20 points possible)

- Attend/Participate in the program for 10 weeks = 10 points
- Maintain your weight (within 2 lbs of baseline) during the program = 5 additional points OR
- Lose over 3 lbs from baseline weight during the program = 10 additional points

Because Real Appeal requires self-reported weight changes, participants must weigh in at the City Wellness Center or Traveling Wellness Center Sites before or at the start of the program and when the program is finished to verify maintaining or losing weight for Healthy Reward points.

Enroll now using a smartphone, tablet or personal computer at: [cityofmilwaukee.realappeal.com](http://cityofmilwaukee.realappeal.com)

*\*Personal coaching and group sessions must be done on employee's own time.*



Wellness Tip

### BASIC HIKING ESSENTIALS

#### Essentials Short Distance: 1.5 hours or less

- Apply sun block before you leave
- Hiking boots and quality socks to prevent blisters
  - Blisters come from friction. Poor socks, loose or old boots can quickly result in a blister.
- Water
- Consider:
  - Applying a bug spray that contains DEET
  - Hat to shade the sun
  - Mini-first aid kit with insect bite and sting supplies
  - Sunglasses

#### Essentials Medium Distance: 1.5 to 3 hours

Same as the short distance list plus:

- Look at the weather report before heading out, it may change your plans
  - Bring clothing appropriate for the weather
- Cell phone for emergencies (if the area has reception, consider turning your phone off to save the battery)
- Extra water
  - If hot or doing high-intensity hiking you may want to consider fluids with electrolytes
- Trail mix: your own or store bought in an amount appropriate for the distance
- Consider:
  - Blister pads
  - Bring sunblock to reapply
  - Bringing a friend
  - Clean pair of socks
  - Small sweat towel



**Are you interested in receiving a Wellness Tip each week?**

Sign up at [workforcehealth.org](http://workforcehealth.org). Topics vary from nutrition to exercise, safety, stress and many more!