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The City of Milwaukee offers a comprehensive health and wellness program and 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. This publication is dedicated to keeping employees and their families informed on the resources available to be **well at work, well at home and well into retirement.** Visit: www.milwaukee.gov/wycm for more information.



Wellness Celebration--10 Years!

In November, Froedtert Workforce Health along with members of the City's Labor Management Committee, department wellness champions and health and wellness partners (UnitedHealthcare, Employee Assistance Coordinator, Onsite Clinics, Onsite Nurse Liaison, Deferred Compensation/Financial Wellness) celebrated ten years of the City's Wellness program. The City's wellness program has expanded from one component, the Health Appraisal, to over 30 programs, services and initiatives that employees and spouses engage in year round including onsite clinics. The City's wellness program is recognized as best in class and is designed by employees for employees which has contributed to its ongoing success. The November event celebrated the significant evolution of the program and honored the many wellness champions who volunteer their time and energy to ensure employees understand and utilize this comprehensive benefit. The Mayor and Common Council President also took time to recognize the Wellness Program and the Wellness Champions for their hard work and commitment to the health and wellbeing of their fellow employees. The wellness program would not be possible without the many employees and City partners who work on behalf of this program. There are many examples about how this program has positively impacted employees' health and improved their quality of life. Thank-you for an outstanding 10 years!



2019-2020 Healthy Rewards Program is Underway!

Healthy Rewards is the City's incentive-based wellness program where participants complete 3 levels of points to earn a Health Reimbursement Account (HRA) up to \$350 (\$700 if spouse completes the program). Employees and spouses who have earned enough points to qualify for a reward tier will receive HRA funds in February. Additional funds will be awarded monthly until the program ends on June 30, 2020.

How the Program Works:

- Employees/spouses who completed the 2019 Health Appraisal are automatically awarded biometric points.
- Participants with biometric results outside of the optimal range can get rechecks at the City's Wellness Center, Workplace Clinic or complete a health action plan through the wellness portal
- Employees/spouses earn healthy rewards points by completing a variety of other health and wellness activities
- See the Upcoming Presentations and Training Bulletin located on DER's Wellness Website for activities that qualify for Healthy Reward points.
- For more information and program details visit www.milwaukee.gov/wycm
- Participants that earn less than 30 biometric points must schedule telephonic coaching to complete the Healthy Rewards program.

Participants can submit points online through the wellness portal:

- Visit www.workforcehealth.org/cityofmilwaukee and go to the Healthy Rewards Points Submission section
- Click on 'Submit your proof of participation', choose your file and upload
- Documents can be uploaded as .jpg or .pdf files
- Within two weeks, participant submissions will be approved or denied. If participants do not see their points reflected on the website, the submission did not meet program requirements

Points can also be submitted at the Wellness Center and Traveling Wellness Center sites and through email cityofmke@froedtert.com. Participants with questions about point submissions should contact Workforce Health directly at 414-777-3410.

Upcoming Wellness Programming

Healthy Living with Diabetes

Healthy Living with Diabetes class starts January 21st at DPW Central Garage. This is an 8 week program that provides tools, information, and support to those living with Diabetes, helps participants maintain a healthy lifestyle and identifies resources to be successful with personal health goals. The class will meet bi-weekly from January 21st to April 21st from 12:00 – 1:00 p.m. This program is offered by the Onsite Nurse Liaison, Mari Cohn. To enroll, contact Mari at mari.cohn@uhc.com or 240-549-9879.

Real Appeal

Put your new year's resolution to lose weight and eat healthier into action! Real Appeal is an online weight loss and healthy living program that can help employees and eligible family members take small steps that lead to big results. Real Appeal includes a transformation coach who leads weekly online group sessions, online tools and support, and a success kit. Real Appeal is free to City of Milwaukee employees and retirees, spouses and dependents 18 and older with the City's UnitedHealthcare insurance subject to eligibility requirements. Learn more or enroll in Real Appeal by going to cityofmilwaukee.realappeal.com. City of Milwaukee participants who complete 10 Real Appeal weekly coaching sessions between July 1, 2019 and June 30, 2020 earn 10 Healthy Rewards points. Participants can earn 10 additional points for losing weight or 5 points for maintaining weight over the same time period.

Fitness Classes

Another round of fitness classes has started. Boot Camp classes are being offered at the Fire and Police Academy and DNS Lake Tower during January and February. A new Meditation and Stretch Break class is also being offered at the City Hall Complex 809 Broadway Building. The new class will highlight how breathing and daily gentle stretching can help manage stress while increasing energy and productivity for the rest of the work day. Employees and spouses can sign up for an entire series or attend classes on a walk-in basis.

Your Stress Is Showing - NEW

This is a NEW 4 week interactive class starting in March. An instructor will guide participants through a workbook and exercises to reduce stress. More information about this class and how to register will be available on the wellness website, www.milwaukee.gov/WYCM, closer to the program's start date.

Gotta Have Heart - NEW

Gotta Have Heart is a new program focusing on hypertension and blood pressure management. This program will launch in the spring. More information will be posted to the wellness website, www.milwaukee.gov/WYCM, closer to the program's start date.



UHC Onsite Nurse Liaison

The City's Onsite Nurse Liaison, Mari Cohn, provides non-treatment based support to City of Milwaukee employees and spouses to help manage chronic conditions, make better healthcare decisions, find providers, assist with pharmacy and medical claim issues and navigate the UHC and Optum Rx resources available to them. Mari has been with the City for two years and is a valuable resource for employees!

Mari is available for one-on-one consultations with employees and spouses at 15 sites around the City. All locations are open to City employees and spouses except the DPW Linwood Treatment and Howard plants and MPD District 3 Telecommunications. The Onsite Nurse Liaison schedule is subject to change. A monthly calendar is available on the City's wellness website:

www.milwaukee.gov/WYCM

Mari offers programs that allow employees and spouses to learn about and manage conditions like diabetes management and heart health. Mari will host her sixth Healthy Living with Diabetes class starting in January at DPW Central Garage. Over 50 people have successfully completed Healthy Living classes to date! Mari also offers diabetes support groups for individuals that have completed one of her Healthy Living classes as well as a Diabetes Prevention Support Group that is open to all employees. Mari is launching two new programs this year called Healthy Living with Diabetes 2 and Managing Multiple Conditions.

Mari hosts multiple lunch 'n learns including the popular Health Trivia and Jeopardy sessions, as well as topics on preventive care, heart health, making healthier vending machine choices, and being successful with lifestyle changes. Many of these sessions have been standing room only! Mari typically holds a city-wide lunch 'n learn once a month. Check the Onsite Nurse Liaison calendar available on the wellness website (www.milwaukee.gov/WYCM).

Onsite Nurse Liaison services are FREE to City employees and spouses regardless of enrollment in the City's health insurance. To schedule an appointment with Mari, call 240-549-9879 or email mari.cohn@uhc.com.



Mari Cohn, Nurse Liaison



Workplace Clinic Hours

Monday, Tuesday,

Thursday, Friday

7 a.m.-3 p.m.

Wednesday

9 a.m.-5 p.m.

Injury Prevention Clinic Hours

Monday

8 a.m. - 12 p.m.

Wednesday

12:30 - 4:30 p.m.

Wellness Center Hours

Monday

1 - 4 p.m. (closed every 3rd Monday of the month)

Wednesday

8 - 11:30 a.m.



The above FREE services are located at the **Zeidler Municipal Building:**
841 N. Broadway, Milwaukee

To schedule appointments, please call: 414-777-3413



Free parking while using the Workplace Clinic and Injury Prevention Clinic is available for employees and spouses who do not work at the City Hall Complex. Park at the 1000 N. Water St. parking structure and bring your parking ticket to your appointment in order to get a parking voucher.

In partnership with



Workforce Health



UHC & OptumRx Representatives Onsite to Meet with Employees

Once a month representatives from UnitedHealthcare (UHC) and OptumRx are at City Hall and DPW Headquarters to meet with employees. Below is a schedule of 2020 visits for January through June.

Employees can stop by either location at the designated times for a personal meeting with a UHC or OptumRx representative to answer questions regarding a member's claims, prescriptions, issues or general inquiries regarding benefits.

2020 Upcoming Meeting Locations/Times:

City Hall (200 E. Wells Street) 10:00am – noon

Tuesday, February 11 – Room 303

Tuesday, March 10 – Room 303

Tuesday, April 14 – Room 303

Tuesday, May 12 – Room 303

Tuesday, June 9 – Room 303

DPW (3850 N. 35th Street) 2:00pm – 4:00pm

Tuesday, February 11 – Room 168

Tuesday, March 10 – Room 168

Tuesday, April 14 – Room 168

Tuesday, May 12 – Room 168

Tuesday, June 9 – Room 168

Employees should bring their myuhc.com login and password (if they have one) to the meeting.

With UHC Virtual Visits, it's easy to video chat with a doctor 24/7 - whenever, wherever

Whether you're at work, home, traveling, you name it - a Virtual Visit lets you talk with a doctor by video 24/7. If needed, a Virtual Visit doctor can treat and prescribe medication for everyday illnesses like the flu, sinus infections, a cough and more. An estimated 25% of ER visits could be treated with a Virtual Visit bringing a \$1,700 cost down to \$50. Virtual Visits cost around \$50 or less for employees enrolled in the City's UnitedHealthcare insurance plan.

Use a Virtual Visit for everyday medical conditions:

- Allergies
- Bronchitis
- Eye infections
- Flu
- Headaches/migraines
- Rashes
- Sore throats
- Stomachaches
- And more

To get started, sign in at myuhc.com/virtualvisits or download the UnitedHealthcare app.

Community Supported Agriculture (CSA) Coming to City Hall Again This Year!

The City of Milwaukee Environmental Collaboration Office (ECO), the Health Department, DER and the Milwaukee Food Council are collaborating once again to bring Community Supported Agriculture (CSA) subscriptions to City employees. CSAs are more than a convenient way to get fresh, locally grown produce. Eating local, seasonal produce provides products at peak freshness maximizing their nutritional content. Struggling with what to make for dinner? Each box also comes with healthy recipes to help employees use the items in their box! In addition to the nutritional benefits, participating in a CSA is an investment in the community by supporting nearby farms and helping them thrive.

Employees will be able to choose one of the two farms the City is partnering with; Springdale Farm and Cream City Farms. Each of the farms will deliver fresh local produce weekly to City Hall. Small, medium, and large share sizes will be available with customization options available from week to week. More information on how to sign-up will be available in the coming months. Employees and spouses that subscribe to a CSA can earn 5 Healthy Rewards points when they provide proof of their paid CSA membership!

What is a CSA?

CSA stands for community supported agriculture and is a way to buy local food directly from a farmer. Employees that subscribe to one of the City's partner farms will be able to pick up their box from City Hall throughout the growing season (mid-June through November). Each box contains fresh seasonal produce and at times other things like eggs, fruit or meat along with a farm newsletter and recipes for the items in the box.

How does a CSA work?

With CSAs, members make a financial commitment (about \$200-\$500 depending on the size and frequency of your box) ahead of the season to purchase a share of that farm's products and receive a box of delicious food carefully grown for flavor and nutrition by farmers who care for the soil and ecosystem. Some farms require the full payment when signing up while others offer payment plans, assistance funds or opportunities to work on the farm in exchange for a subscription.

How do I sign up?

Watch email and the wellness website, www.milwaukee.gov/WYCM for signup information in the next couple months.



Froedtert & MEDICAL COLLEGE of WISCONSIN

FASTCARE®

City of Milwaukee employees, spouses and dependents (6 years and older) covered under the City's UnitedHealthcare (UHC) health insurance can visit Froedtert & MCW FastCare® Clinics at no cost.

McKinley FastCare®

1271 N. 6th St., Milwaukee
414-978-9037

Hours*:

Monday – Friday: 10 a.m. - 7 p.m.
Saturday and Sunday: 9 a.m. - 1 p.m.

FastCare® (Greenfield Meijer)

5800 W. Layton Ave.
262-532-3067

FastCare® (Sheboygan Meijer)

924 N. Taylor Drive
920-395-7210

FastCare® (Sussex Meijer)

N51W24953 Lisbon Road
262-532-8691

FastCare® (Waukesha Meijer)

801 E. Sunset Drive
262-532-3691

FastCare® (West Bend Meijer)

2180 S. Main St.
262-532-3127

Meijer FastCare® Hours*:

Monday – Friday: 9 a.m. - 8:30 p.m.
Saturday: 9 a.m. - 6 p.m.
Sunday: 10 a.m. - 5 p.m.

UHC members must show their most recently issued City of Milwaukee UHC insurance card to receive covered health care services at no cost.

More information about FastCare® Clinic services can be found at: www.milwaukee.gov/WYCM

*Visit froedtert.com/FastCare to view wait times, get in line and check holiday hours.

Employee Assistance Program (EAP)

The Story of the Chinese Farmer

Allan Watts was a British writer and philosopher born outside of London in 1913 who died in 1973. Earlier this year I came upon an audio file of Allen recounting a 2000 year old Eastern parable titled “*The Story of the Chinese Farmer*”. This story came back to me recently, as 2019 draws to a close and 2020 begins. Like all parable stories, it offers a lesson to the listener, a warning or advice.

For me this story serves as reminder to not be so quick to judge a situation because its consequences are nearly never immediately known. It reminds me that there will be fortune and misfortune, ups and downs but never always good or always bad. It’s best not to get too upset -- or attached -- to what happens. Even something that seems dark and confounding can turn out to be an opportunity when looked on in hindsight. As we take stock, reflect over and measure out 2019, what lesson(s) do you hear in this story?

Once upon a time there was a Chinese farmer whose horse ran away. That evening, all of his neighbors came around to commiserate. They said, “*We are so sorry to hear your horse has run away. This is most unfortunate.*” The farmer said, “*...Maybe.*” The next day the horse came back bringing seven wild horses with it, and in the evening everybody came back and said, “*Oh, isn’t that lucky! What a great turn of events. You now have eight horses!*” The farmer again said, “*...Maybe.*”

The following day his son tried to break one of the horses, and while riding it, he was thrown and broke his leg. The neighbors then said, “*Oh dear, that’s too bad,*” and the farmer responded, “*...Maybe.*” The next day the conscription officers came around to conscript people into the army, and they rejected his son because he had a broken leg. Again all the neighbors came around and said, “*Isn’t that great!*” Again, he said, “*...Maybe.*”

In the words of Allan Watts, “You never know what will be the consequence of the misfortune; or, you never know what will be the consequences of good fortune” – an interesting point to ponder as we enter the new year.

Employee Assistance Program



City of Milwaukee EAP



Cris Zamora
Employee Assistance
Program Coordinator

The employee assistance program, or EAP, is a counseling service for City of Milwaukee employees and their families who may be experiencing personal or work place problems. Everyone has problems from time to time. Usually, we work them out, but sometimes problems persist, becoming serious enough to affect us both off and on the job. At such times, an EAP may be able to help. Call Cris Zamora for a confidential consultation at **414-286-3145**.

Visit the EAP webpage at www.city.milwaukee.gov/der/EAP for more information on a wide range of work-life topics.



Financial independence. It starts today.

Meet with a Local Voya Representative and Earn Healthy Rewards Points!

Participants can schedule an appointment with a local Voya representative to learn more about:

- Benefits of the Deferred Compensation Plan
- Planning tools
- Investment options
- Additional resources

To schedule a Voya training specific for your Department, please contact the Deferred Compensation Office at 414-286-5541 to discuss options.

Voya Office Locations

Mon, Wed, Fri:

Zeidler Municipal Building
(DPW – 9th Floor East
Conference Room, Rm
#906--take a right when you
get off the elevator).

Tues and Thurs:

10700 West Research
Drive, Suite 160

To schedule a one-on-one meeting with a local Voya Representative via our Online Scheduler Tool, visit www.milwaukeeedcp.com or call 844-360-MDCP (6327).

Deferred Compensation

Changes to Target Date Funds

Effective January 1, 2020, the Deferred Compensation Plan implemented a new approach to the target date fund lineup, moving to a strategy that contains more passive investments and lowering the cost of investing in the Target Date Funds. As with the previous Target Date Funds, each Fund is a well-diversified, professionally managed automatic investment option designed to care for all of your assets within the retirement plan. Each fund has a date in its name—the fund’s target date—designed to be the approximate retirement year when withdrawals begin. For many people, that date is the year they turn 65. Keep in mind that the portfolios are designed for you to put your entire balance into one fund.

Please note: allocations to the Target Date Funds must be at least 75%. The principal value of an investment in a target date fund is not guaranteed at any time, including the time of the target date and/or withdrawal.

If you would like to learn more about this change, please [click here](#).

Simple steps to financial balance

No matter where you are in life or what comes your way, figuring out how to balance your family, future and your finances can be overwhelming. Here are some simple steps and considerations you can take as you create a healthier financial future for you and your family.

Know where your money goes

You can’t manage what you don’t measure. Knowing where your money goes can help you track and save. Track your regular monthly expenses and include periodic purchases like going to the vet, signing the kids up for soccer, or picking up medications for yourself and others.

Talk about your goals

There are many priorities competing for your money. Talking about money with your entire family will help establish and prioritize the “needs” from the “wants.” It is also a great chance to model positive money behaviors for kids and teach healthy habits early.

Make a realistic budgeting plan

Once you understand where your money goes, create a realistic budget that includes all things family and fun (you still have to live a little). Start with a list of expenses that includes your everyday needs, retirement savings, monthly bills and debts, and your family’s other savings goals and wants. Then, find ways to reduce spending and limit impulse purchases of things that are outside your budget.

Find a balance

Financial wellness is about balancing the freedom of living for today, while preparing financially for tomorrow. Knowing where your money is going and that you’ve got everything covered will help you find some balance and focus on what matters most – you and your family.

Making changes to your Deferred Compensation Plan account

Did you know that you can make changes, such as your contribution amount, investments and beneficiaries, at any time throughout the year? Just log in to your account at www.milwaukeeedcp.com and in a few clicks you’ll be on your way! If you need assistance, you can always schedule a one-on-one appointment with a local representative at www.milwaukeeedcp.com or you may call 844-360-6327 to speak to a representative.

Did You Know?

UHC Tier 1 Refresh

Every year UnitedHealthcare (UHC) evaluates their network providers for the Premium Tier 1 designation. Providers that do not meet the premium quality and cost efficiency criteria can lose their Tier 1 designation. City employees with the City's UHC health insurance coverage should confirm their physician(s) will be Tier 1 in 2020 by logging onto the myuhc.com website, find their physician(s) and looking for the Tier 1 symbol. For more information on finding Tier 1 providers, employees can visit www.milwaukee.gov/Benefits go to "U" and select the "UHC Premium Providers (How to Find) flyer or follow the instructions below.

- Select "Find A Doctor" icon
- Select Medical directory, then follow the prompts to choose the type of medical care and provider you're looking for
- Prospective members should look for the blue circle saying "Tier 1" on the right side next to the provider's name

Text Messaging

DER is launching a text messaging service to communicate benefits and wellness updates. Employees and spouses will be able to opt in to receive updates via text message. Information on how to sign up for text message updates will be distributed in late January/early February.

Healthy Rewards Points Submission Documentation

- Workforce Health is caught up on Healthy Rewards point submissions through the Wellness Portal and the first HRA distribution will be made in early February for individuals that have qualified for an award tier.
- Workforce Health manually reviews all documents submitted for Healthy Rewards points. Any submitted document for preventive visits needs to clearly state what the visit was for and where/when it occurred.
- EOBs and bills do not clearly provide this information and will not be accepted as proof for Healthy Rewards points.
- After visit summaries from your provider or a program like MyChart or a letter from your doctor on letterhead stating the purpose of the visit are acceptable forms of visit documentation. Members may cross out information they do not want to share with WFH.

The City of Milwaukee Department of Employee Relations (DER) provides human resource support services to City departments with a mission to recruit, develop, and retain a high performing and diverse workforce while delivering innovative human resource policies and programs that support the City's mission including services to maintain and improve employee health, safety and well-being.

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
E-mail: derbenefits@milwaukee.gov

Wellness Program Information:

www.milwaukee.gov/WYCM
Phone: 414-777-3410
E-mail: cityofmilwaukee@froedtert.com
E-mail: derwellness@milwaukee.gov

In partnership with



Workforce Health



Are you interested in receiving a Wellness Tip each month?

Sign up at www.froedtert.com/workforce-health/wellness-tip.

Topics include nutrition, exercise, safety and managing stress.