



**Volume 3, Issue 3**  
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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](http://www.milwaukee.gov/wycm) for more information.

**2019 Health Appraisal**

It's time to start thinking about scheduling your health appraisal appointment. Participation in the Health Appraisal is not mandatory, but if you anticipate you and your spouse may take the City's 2020 health insurance you must complete the 2019 Health Appraisal to avoid a fee.

**Health Appraisal starts July 29, 2019 and ends December 7, 2019**

- All steps for the health appraisal are completed in one appointment including labs/biometrics, interest assessment and meeting with a health educator.
- An 8 hour fast is required prior to the Health Appraisal appointment.
- The Wellness Portal is used to schedule the Health Appraisal, review lab results and schedule tobacco education sessions: [www.workforcehealth.org/cityofmilwaukee](http://www.workforcehealth.org/cityofmilwaukee)
- No lab results are mailed and all results except for nicotine/cotinine are available at the appointment.
- Participants must check the wellness portal for nicotine/cotinine results.
- Due to the extended timeframe to complete the Health Appraisal, there are no exceptions to the deadline.
- Look for the wellness information packets in the mail!



## Healthy Rewards Update—New Cycle started July 1st!

Healthy Rewards is the City’s incentive based wellness program where participants can earn 3 levels of points to earn a Health Reimbursement Account (HRA) up to \$700 if a spouse completes the program. Participants do not need to be enrolled in the City’s health insurance to participate. The Healthy Rewards Program starts July 1, 2019 and ends June 30, 2020

### How the Program Works

- Participants must complete the Health Appraisal to be eligible for Healthy Rewards.
- Participants can earn 3 levels of points to earn a Health Reimbursement Account (HRA):
  - » 75 Points = \$150 HRA
  - » 100 Points = \$250 (total) HRA
  - » 125 Points = \$350 (total) HRA
- Participants who complete the Health Appraisal are automatically awarded biometric points.
- Biometric rechecks are available at the City’s Wellness Center and Workplace Clinic.
- Participants can also complete a health action plan for biometric points. Health Action Plans are interactive learning modules that usually take 6-8 weeks to complete, so participants should plan ahead if using this method.
- Participants earn points through a variety of other activities to qualify for an award tier.
- The Wellness Portal [www.workforcehealth.org/cityofmilwaukee](http://www.workforcehealth.org/cityofmilwaukee) allows participants to view point totals, submit points, schedule coaching appointments and other activities.

### New this Year!

All participants will be able to earn an additional 10 points for group programs and physical activities during the upcoming Healthy Rewards cycle. Employees who have a personal consultation meeting with a non-Voya financial representative must fill out a financial visit verification form.

## 2019 Open Enrollment Information

The City’s annual open enrollment period begins October 28, 2019 and ends November 15, 2019. This is an employee’s only opportunity (outside of a qualifying event/family status change) to make changes to health and dental plans as well as other 2020 benefits. The City will hold five open enrollment fairs on the dates and times listed below where employees can find out more about various City benefit programs and make enrollment changes.

Day	Time	Location
Tuesday, October 29, 2019	1:00 pm to 4:00 pm	Wilson Park Senior Center, 2601 West Howard Avenue
Thursday, October 31, 2019	9:00 am to 1:00 pm	City Hall Rotunda, 200 East Wells Street
Thursday, November 7, 2019	1:00 pm to 5:00 pm	DPW Field Headquarters, 3850 North 35th Street
Tuesday, November 12, 2019	2:00 pm to 5:30 pm	DNS Lake Tower, 4004 South 6th Street
Thursday, November 14, 2019	3:30 pm to 5:30 pm	Fire and Police Academy, 6680 North Teutonia Avenue

## Wellness Success Story

### Ernest Stubbs, DPW Employee

In Ernest's words, he was always "borderline" with his health. It started to get real when he became diabetic two years ago. He started taking medication, but the medication made him feel unwell. One of his goals was to stop taking medication for his diabetes and blood pressure, but he knew that he'd have to make changes to accomplish that.

Ernest's journey to wellness can be summed up in two words – "baby steps." He knew he had to be realistic with himself in order to be successful and he understood that change takes time and it's important to be patient with yourself. Ernest started by enrolling in a diabetes management program and participating in some of his department's wellness programs. Ernest joined his department's "Biggest Loser Competition" with his DPW colleagues and took second place losing 4% of his body weight. He kept his momentum going by joining a weight loss challenge with his friends and family. They used a prize pool to keep each other motivated. If they lost weight or didn't gain any, they didn't throw any money in the pool. If they gained weight, \$5 was added to the pool. Ernest celebrates the small wins, even if that means maintaining his weight. Ernest has lost 25 pounds to date with most of that coming through small steps of one pound a week.

Ernest stated, "You have to be realistic with yourself." For Ernest, this means thinking ahead and planning his day. If he wants to eat a burger at lunch he'll remove a part of the bun and balance it with something lighter for dinner. Ernest has learned that "it's not about saying no, it's about having balance." He believes that "education is the key to everything" and worked with the City's Onsite Nurse Liaison, Mari Cohn, and enrolled in her "Healthy Living with Diabetes" class. This 8 week class provides tools, information and support for employees and spouses with Diabetes Type 1 or 2 and helps them maintain a healthy lifestyle and identify resources to manage their health condition. Among other things, Mari taught the class how to read labels and recognize that sugar isn't always labelled as sugar. Ernest reads labels on everything now, so much that his wife doesn't want to go to the grocery store with him anymore! However, he finds reading the labels relaxing and key to his success.

Ernest's kids are his motivation. He doesn't stay active by going to the gym. Instead, he plays basketball with his son or they go on family bike rides, sometimes for 15 to 20 miles! Through baby steps, finding balance in eating and being realistic with himself, Ernest no longer needs his diabetes medication! He feels better and is keeping up with his kids while taking positive steps to improve his overall health.



*Ernest Stubbs, DPW, Driver Training Instructor*

## Employee Resource Groups

Employee Resource Groups (ERGs) are groups of employees formally recognized by the City that share a common background, focus area, and a set of interests and/or goals that support an environment of inclusion. Any City employee can create an ERG via an application process or be a member of an established ERG. The application to form an ERG can be found on DER's website: [www.milwaukee.gov/DER/Employee-Resource-Group.htm](http://www.milwaukee.gov/DER/Employee-Resource-Group.htm) and more information can be found regarding ERGs on DER's Benefits website: [www.milwaukee.gov/Benefits2019](http://www.milwaukee.gov/Benefits2019). ERGs support diversity, encourage sharing information, recognize achievements, and allow employees to interact on an informal basis. All employees are encouraged to participate.



## 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.

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Workforce Health

## Wellness Programming Updates

### Maintain, Don't Gain! Summer Series

Workforce Health is presenting a 6 week, FREE summer program for all City Employees and Spouses to help you take care of your health while still enjoying the fun activities summer has to offer. To join the challenge, participate in 4 of the 6 designated weigh-ins. No appointments are necessary, walk in during the weigh-in times shown below.

Weigh-in on the following Wednesdays from 12 -1:30pm at City Hall, Room 303 (200 E. Wells Street); July 24, July 31, August 7, August 14, and/or August 21. Your final weigh-in must be completed by 1:30pm on August 21 at City Hall, Room 303.

Participants are encouraged to weigh-in every week. During each weigh-in, participants will receive a weekly handout with tips on how to maintain weight while enjoying the summer. Earn 5 Healthy Rewards points by completing a minimum of 4 out of 6 weigh-ins at the Wellness Center. Earn 5 additional points for maintaining your weight within 2 pounds. Or earn 10 additional points if you lose more than 2 pounds during the program. A maximum of 15 Healthy Rewards points are available for this program.

### Fitness Classes

Group fitness classes (Fit & Flow and Boot Camp) run July-August. Participants can register online or walk-in on a first come, first served basis. Visit [www.milwaukee.gov/WYCM](http://www.milwaukee.gov/WYCM) for the Summer Group Fitness Class schedule.

### Journey to a Healthier You & Healthy Living with Diabetes

These programs will be offered starting in September. Look for information about these programs and start dates in August.

### Mayor's Walk 100 Miles in 100 Days

The Mayor's Walk 100 Miles in 100 Days is an initiative to encourage Milwaukee residents and families to lead a more active lifestyle. Walks continue throughout the summer and it's a great way to see different neighborhoods in the City and get some exercise. Visit [www.milwaukee.gov/Walk100](http://www.milwaukee.gov/Walk100) for more information and a schedule of upcoming walks or visit the Mayor's Facebook page.



## FastCare® Clinic Update

**NEW!** Employees can reserve a spot in line and view wait times at FastCare® Clinics by visiting [www.froedtert.com/fastcare](http://www.froedtert.com/fastcare) and selecting the clinic they plan to visit.

### A new location is now open in Sheboygan:

FastCare® Clinic at Sheboygan Meijer  
924 N. Taylor Drive  
Sheboygan, WI 53081  
920-395-7210



Greenfield FastCare®  
5800 W. Layton Ave  
Greenfield, WI 53220  
262-532-3067

Welcome to online check-in for Greenfield FastCare®.

Please enter your information below and we'll reserve your place in line, allowing you to wait comfortably at home – or wherever is convenient – until your estimated visit time.

For your convenience, you will receive text message updates about your place in line.

**\*\*This clinic does not treat patients younger than 18 months old.**

If at any point your symptoms worsen or you are experiencing a medical emergency, call 911 or proceed to the nearest emergency room.

Current estimated wait time is 20 - 35 minutes

Patient First Name  Patient Last Name

10:42 AM  Cell Phone Number

We'll send you a text message when it's time to show up.  
20  minutes before my visit

I have reviewed the information on when to call 911.

[Confirm me!](#)

Powered by  ClockwiseMD

## Sun Safety Tip

**Seek Shade.** Particularly between the hours of 10 a.m. and 4 p.m. when UV light is the strongest.

**Protect Your Skin with Clothing.** When you are in the sun, wear clothing to protect as much skin as possible. Dark colors generally provide more protection than light colors.

**Use Sunscreen.** Sunscreen does not provide total protection against all UV rays so additional forms of sun protection should also be used. Be sure to buy a sunscreen with broad spectrum protection (against UVA and UVB rays) and with a sun protection factor (SPF) of 30 or higher. Remember to reapply sunscreen every two hours and after swimming. Sunscreen should be worn and reapplied even on cloudy days.

**Sunglasses.** Protect your eyes from the sun's rays by wearing sunglasses whenever you are outside. Purchase sunglasses with a UVA/UVB rating of 100%.

**Wear a Hat.** A hat with a 2- to 3-inch wide brim is ideal because it protects areas such as the ears, eyes, forehead, nose and scalp.

**Avoid Tanning Beds and Sunlamps.** Tanning lamps give out UVA and usually UVB rays as well. Both rays cause long-term skin damage and can contribute to skin cancer. If you want a tan, try using a sunless tanning lotion.

**Get Vitamin D Safely.** The American Academy of Dermatology discourages obtaining vitamin D from unprotected exposure to sunlight, but instead should be obtained through a healthy diet with foods and beverages naturally rich in vitamin D or through vitamin D supplements.

**Protect Your Pets.** Don't forget about your furry friends. Never leave them in a hot vehicle and always make sure they have access to fresh drinking water when outside with you. Be cautious with them when walking on hot asphalt. This could burn their paws.

Sources: American Academy of Dermatology website [SpotSkinCancer.org](http://SpotSkinCancer.org)  
Centers for Disease Control and Prevention, Food and Drug Administration, ASPCA



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](http://www.milwaukee.gov/WYCM)

\*For holiday hours, visit [froedtert.com/FastCare](http://froedtert.com/FastCare).



# Employee Assistance Program (EAP)

## Mental Health Challenges During Summer

Summer in Milwaukee is full of festivals, outdoor concerts, back yard BBQ's, and outdoor activities. As the City awakens from hibernation to warmer weather, nearly every day offers countless activities to choose from. So, why are you depressed or anxious? Below are a few reasons why the summer months may be challenging your mental health.

First, we've come to accept and give a pass to feeling sad, grumpy and irritable during the cold months. Conversely, we expect summer to be the time for fun. It's harder for others to understand how someone can be depressed when the weather is nice outside. The pressure to be happy and seeing others having fun when we are not makes it feel worse.

Second, people with anxiety may have a harder time coping with the pressure to be social and engage in outdoor activities. They might be more isolated in the summer as their friends and family engage in activities without them, and it may be harder for individuals to engage in summer activities on their own. People with limited social supports and friends are less likely to venture out and attend that party or concert alone.

Third, summer clothes mean less to hide behind. For many, maintaining a healthy body image is particularly difficult during summer. The pressure to have that "summer body" and perceived short comings may challenge our self-esteem.

Fourth, contrary to popular belief, *Season Affective Disorder (SAD)*, sometimes referred to as the winter blues, does occur in the summer. SAD is a type of depression that is triggered by a change in sunlight, not simply the lack of it. As seasons change, so does daylight, which may trigger mood changes.

Effectively coping with these seasonal stressors involves keeping activities and life in balance. Try these suggestions below as possible coping mechanisms:

1. **Cognitive.** Set time aside for reading, doing crossword puzzles, trivia games, and other mind exercises.
2. **Physical.** Schedule time for exercise (indoor or outdoor), like walking, biking or swimming.
3. **Creative.** Build in time to use your imagination with a craft/art project or play an instrument
4. **Reflective.** Spend time being still/meditate, enjoy green space or journal.

Using some of these strategies to cope with seasonal stressors may help you enjoy the summer season more and balance some of the mood swings you're experiencing.



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](http://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.milwaukeedcp.com](http://www.milwaukeedcp.com) or call 844-360-MDCP (6327).

# Deferred Compensation

## Tips for Keeping Your Deferred Compensation Account Secure

Protecting your personal information can reduce your risk of identity theft. You are your best first line of defense against fraud. Here are some precautions you can take to help keep your online retirement account safe.

- **Register your account\***. This allows you to set up a unique username and password and use your email and phone number for correspondence and authentication purposes.
- **Change your password regularly**. Use a unique password that's a mix of upper and lower case letters, numbers and special characters.
- **Open statements and transaction confirmations immediately to verify all activity on your account, such as contributions, withdrawals and transactions**. To receive account information faster, sign up for electronic delivery of statements and other regulatory documents.
- **Update your computer and mobile devices**. Install the latest operating system, patches, antivirus and antispyware software.
- **Don't use an automatic login feature**; always log off when you're finished viewing your account.
- **When you access your account in a public place**, make sure you're using a secure wireless network so your information is protected.

Online security isn't just for your retirement account(s). Use these tips for any online account to reduce your identity theft risk.

### Beneficiary Checkup

Check the beneficiary designations for your account at least once a year. If there's been a change in your personal situation, such as a marriage, divorce, birth of a child or a death, you may need to change your beneficiaries. Your beneficiary is the person or individuals who would receive your account balance in the event of your death. You can review and make changes to your beneficiary information any time. Log into your account and select Personal Information, then select Add/Edit Beneficiary.

### Financial Wellness Seminars

Learn more about your DCP benefits by attending a Financial Wellness Session! Sign up for a variety seminars and earn Healthy Rewards points (5 points each; max 30). Visit DER's Training Bulletin of Courses for more information or the Wellness Website and select "Upcoming Presentations."

[www.milwaukee.gov/der/Training](http://www.milwaukee.gov/der/Training)

[www.milwaukee.gov/WYCM](http://www.milwaukee.gov/WYCM)

\* If you have not previously registered your City of Milwaukee Deferred Compensation Plan account, visit [www.milwaukeedcp.com](http://www.milwaukeedcp.com). When first logging in, click Register Now and follow the instructions. Your PIN is listed in the security mailer you received from Voya (if you need to request a new PIN, please call 844-360-MDCP (6327)). Alternatively, you can register with your date of birth. You will then set up your Username and Password for future website and Voya Retire mobile app access. Note, you will need your PIN when calling.

Continued on page 8

### Attend EVENING Financial Wellness Seminars

Evening Financial Wellness Seminars are now being offered on a monthly basis. This is a great opportunity to bring spouses who are welcomed and encouraged to attend. All evening meetings are held at the Voya office at 10700 W. Research Drive, Milwaukee, WI in the Garden Level Conference Room. To register, call the DCP office at 414-286-5541 (NOTE: Registration for evening Financial Wellness Seminars is ONLY available through the DCP office.)

- **August 22** – Estate Planning for Everyone
- **September 18** – Foundations of Financial Wellness
- **October 15** – Understanding the Benefits of Participating in the City of Milwaukee Deferred Compensation Plan
- **November 13** – Understanding the Benefits of Participating in the City of Milwaukee Deferred Compensation Plan
- **December 5** – Save for your Goals with Smart Budgeting

## 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 visits for August through December.

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.

### 2019 Meeting Locations/Times:

#### City Hall (200 E. Wells St.) 10:00 a.m. - Noon

- Tuesday, August 13 – Room 303
- Tuesday, September 10 – Room 303
- Tuesday, October 1 – Room 303
- Tuesday, December 10 – Room 303

#### DPW Headquarters (3850 N. 35th Street) 2:00 p.m. - 4:00 p.m.

- Tuesday, August 13 – Room 168
- Tuesday, September 10 – Room 168
- Tuesday, October 1 – Room 168
- Tuesday, December 10 – Room 168

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

## 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  
E-mail: DERbenefits@milwaukee.gov

### Wellness Program Information:

[www.milwaukee.gov/WYCM](http://www.milwaukee.gov/WYCM)  
414-777-3410

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**Workforce Health**

## What is DER?

The 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. The DER is comprised of the following service areas; employee and labor relations, compensation, recruitment and selection, worker's compensation/safety and employee benefits.



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

Sign up at [www.froedtert.com/workforce-health/wellness-tip](http://www.froedtert.com/workforce-health/wellness-tip).

Topics include nutrition, exercise, safety and managing stress.