

Wellwaukee



The City's Health and Wellness Newsletter

Volume 5, Issue 2 Summer 2021

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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.

2021 Health Appraisal Process

The 2021 Health Appraisal will be in-person this year with all steps completed in one 45 minute appointment. Participation in the Health Appraisal is not mandatory, but if you and your spouse anticipate taking the City's 2022 health insurance, you must complete the Health Appraisal to avoid a fee. Updates to the 2021 Health Appraisal include the option for participants to fast before their appointment, expanded appointment choices, and additional tobacco education options if nicotine/cotinine positive.

Health Appraisal starts August 2, 2021 and ends December 17, 2021

- One 45-minute, in-person appointment to complete the Health Appraisal process.
- Fasting is optional this year and participants can choose to fast or not fast before their appointment
- Expanded appointment options
- Individuals with elevated glucose levels have the option to complete an A1C test at the health appraisal
- Additional tobacco education options for individuals that test positive for nicotine/cotinine including a tobacco health coaching session, wellness portal action plan or attend a 60-minute virtual tobacco education class
- Complete the consent and schedule an appointment on the Wellness Portal: www.workforcehealth.org/cityofmilwaukee
- Increased safety protocols in place for COVID-19 including face masks must be worn at all appointments

During your 45-minute, in-person Health Appraisal appointment:

1. A simple fingerstick blood test will measure:
 - Total cholesterol, LDL, HDL, triglycerides, and glucose with immediate results
 - Nicotine/cotinine* with results available 10 days after your appointment
2. Your blood pressure will be checked and your weight, height and waist circumference will be recorded
3. Complete an online interest assessment
4. Review lab results and learn about available resources with a health educator

**If nicotine/cotinine positive, you have the option to complete a tobacco health coaching session, a wellness portal tobacco action plan or attend a 60-minute virtual tobacco education class to avoid a monthly fee.*



Healthy Rewards Update New Cycle Started July 1

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. Employees and spouses can participate in the program regardless of enrollment in the City's health insurance. The Healthy Rewards Program started July 1, 2021 and ends June 30, 2022.

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 allows participants to view point totals, submit points, schedule coaching appointments and other activities.



New this Year

Additional upload features through the wellness portal will allow participants to specify a category for the points they are uploading and allow for more efficient point reporting. In-person and online fitness classes will be eligible for Healthy Rewards points. Live and recorded fitness classes offered through Workforce Health will be available on the Wellness Portal. Participants will receive 1 Healthy Rewards point for each class or session completed. This year's Healthy Rewards program is expanding the number of wellness portal challenges including the first team-oriented challenge! Wellness portal challenges are an opportunity to learn more about a health and wellness topic while challenging participants to meet various health related milestones. Challenges focused on nutrition, sleep, mental health, fitness and hydration will be offered at various points during the year.

- Register through the Wellness Portal www.workforcehealth.org/cityofmilwaukee.
- Stay tuned throughout the year for other wellness challenges!
- Participants continue to be eligible to earn 5 points for receiving a COVID-19 vaccination.





Spotlight

Wellness Success Story



Demetrious Fitchpatrick

Health Department, Lead Risk Assessor

Demetrious Fitchpatrick started working for the City of Milwaukee over five years ago in DPW Sanitation where he had a very active job that helped keep his diabetes in check. After a couple years he took a new job with the Health Department where he was not as active during the day and found himself with easy access to unhealthy snacks leading to his diabetes becoming less well managed. He decided to participate in a Healthy Living with Diabetes program offered by the City's Wellness Program through Nurse Liaison, Mari Cohn. The program helped Demetrious learn tips for managing his diabetes including how being active impacts diabetes, how to read labels and tips for eating out. He started to notice how food made him feel and became more mindful of what he was eating and how that helped him better manage his diabetes.

During the COVID-19 pandemic, Demetrious experienced another transition when the pandemic moved many employees from working onsite at the office to working from home. Demetrious's dining room table became his workspace leading to back issues and so much pain that it was difficult for him to walk. He started physical therapy for his back and learned about "motion as lotion" for your joints. He took these lessons to heart and instead of letting the pandemic deter his health goals; he became even more committed to taking care of himself. He started walking 45 minutes a day, bought a bike and went on long bike rides to get out of the house. Demetrious also took advantage of working from home to improve his eating habits by incorporating more fruits and vegetables and eating smaller meals. In addition, Demetrious made time for hourly stretch breaks in between meetings and work. Three months into the pandemic, Demetrious lost 30 pounds!

The pandemic also took a toll on Demetrious's mental health particularly as he watched several relatives get COVID-19, including some that passed away. Demetrious was fearful of what getting COVID-19 could mean for him and started having physical symptoms that actually stemmed from anxiety he was experiencing due to the pandemic. He started working with a therapist to improve his mental health and learned techniques to calm himself including meditation and breathing. His doctor also reassured him that the steps he was taking to improve his health would only benefit him if he were to contract COVID-19.

While the knowledge Demetrious gained from the Healthy Living with Diabetes program gave him many tools to better manage his diabetes, one of the most important takeaways from the class were the personal relationships he made and the support from his peers also taking the class. Demetrious continues to connect with program participants and they recently met for a group bike ride and are working to plan a healthy barbecue for the group and their families.

Demetrious now makes his health a priority, stating, "if I don't make myself a priority, who will?" His goal is to lose 100 pounds with 70 pounds to go. Demetrious recognizes that his support system will be key to his success and he is grateful for all they do to motivate him and keep him on track.



Workplace Clinic

Provides free, convenient onsite and virtual health care services for employees and spouses regardless of enrollment in the City's health insurance. Located at the **Zeidler Municipal Building**: 841 N. Broadway, Milwaukee

HOURS: Call before visiting
Mon, Tue, Thur, Fri: 7 a.m.-3 p.m.
Wed: 9 a.m.-5 p.m.

Injury Prevention Clinic

Provides onsite and virtual visits for preventive measures to address new strains, muscle and joint issues before they become more serious. This is a **FREE** resource to City employees and spouses regardless of insurance coverage. Located at the **Zeidler Municipal Building**.

HOURS:
Mon: 8 a.m. - 12 p.m.
Wed: 12:30 - 4:30 p.m.

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

Free parking while using the Workplace 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.



City of Milwaukee employees, spouses and dependents (18 months and older) covered under the City's UnitedHealthcare (UHC) health insurance can visit Froedtert & MCW FastCare® Clinics at no cost.

For hours, locations and to schedule an appointment online, visit froedtert.com/fastcare or download the Froedtert & MCW app (available through the Apple and Google play stores). Or, snap the QR code for quick access:



New Workplace Clinic Services!

The City's Workplace Clinic offers free comprehensive care no matter where you and your family are located through virtual and onsite visit options. The clinic's expanded services include wellness and preventive care options and the clinic will work in conjunction with your primary care provider.

Employees and spouses may use the clinic free of charge regardless of enrollment in the City's health insurance. Dependents (18 months and older) enrolled in the City's health insurance are also eligible to use the clinic by showing their City of Milwaukee UHC insurance card.

For in-person, telephonic or virtual visit appointments and questions, call 414-777-3413.

Hours:

Monday, Tuesday, Thursday and Friday: 7 a.m. - 3 p.m.
Wednesday: 9 a.m. - 5 p.m.

Location & Parking:

Zeidler Municipal Building, 841 N. Broadway, Milwaukee
Enter through the Market St. entrance (corner of Kilbourn and Market St.)

Free parking is available at the 1000 N. Water St. parking structure for those who don't work at the City Hall Complex. Bring your parking ticket to the appointment.

Wellness and Preventive Care Services:

- Anxiety and depression screening
- Basic depression management
- Blood pressure screening and management
- Care coordination with primary care provider (regardless of health system affiliation)
- Contraceptive methods and counseling
- Diabetes screening, including glucose and hemoglobin A1C testing
- Domestic violence screening and counseling
- Hepatitis B and C screening
- HIV screening
- Lifestyle counseling (nutrition, weight, exercise)
- Referral for preventive screenings (i.e. mammogram, colonoscopy, bone density)
- Referral for prostate cancer screening
- Tobacco and alcohol cessation
- Wellness physicals (including camp, school and sports)

Other Services:

Care for minor illnesses and injuries, medication prescribing, select laboratory testing and vaccines/immunizations are also available.



More Services Returning Onsite

The Injury Prevention Clinic resumed onsite services in the Zeidler Municipal Building July 7th. In-person services will be available on Wednesdays between 12:30 p.m. and 4:30 p.m. Virtual appointments will also be available on Mondays between 8 a.m. and 12 p.m. Injury prevention services are for preventive measures to address new strains, muscle and joint issues before they become more serious. The clinic cannot see individuals for conditions currently or previously treated by a provider. Call 414-777-3413 to schedule an appointment. Services available include:

- Optimizing ergonomics for office and home workstations
- Pain management education
- Exercise instruction
- Injury prevention tips
- Recommendations for self-management of symptoms
- Education on correct posture and body mechanics to perform tasks safely

Traveling Wellness

Services Available:

- Blood Pressure Checks
- Turn in Healthy Rewards Points
- Weight Checks

Traveling wellness locations:

- MPD: District 1, 2, 3, 4 and 6
- Telecommunications
- DPW Forestry South
- DPW Headquarters

Note: Locations are only open to those who work at those locations. Check with your wellness champion or reach out to cityofmilwaukee@froedtert.com if you are interested in more information or would like your work location to be added to the traveling wellness rotation.

VIRTUAL

Well Together

Join Workforce Health every other Wednesday from 12-12:30 p.m. for an interactive discussion on wellbeing related topics. City of Milwaukee employees and spouses are welcome to participate in this free and unique opportunity to earn Healthy Rewards points. Earn 5 Healthy Reward points for each week attended. Visit the Wellness Portal at www.workforcehealth.org/cityofmilwaukee to view the schedule and register.

- Take a mid-day breather and tune into yourself
- Discover what is important to your health in the here and now
- Cultivate mindfulness by joining a short meditative practice
- Discuss a relevant health topic and practical behavior changes
- Build a supportive environment to get through uncertain times
- Learn about City of Milwaukee resources available to you



Update from Nurse Liaison, Mari Cohn

The pandemic has exacerbated many of the factors that increase risk for health problems, including increased stress levels, weight gain, sleep problems, inactivity, and delays in routine care and screenings.

Even if you are in the best shape of your life, a serious condition without signs or symptoms may put your health at risk. The National Cancer Institute predicts there will be 10,000 more breast and colorectal cancer deaths over the next decade due to delays in care related to COVID-19.

Preventive care can lead to early detection of diseases as well as provide up to date knowledge on any health risks you may have. Age appropriate preventive care is also covered at 100% through the City's health insurance plan. Preventive

care is more than a yearly check-up. It also includes mental health screenings and assessment of healthy behaviors like eating well, avoiding tobacco, staying active, and controlling weight. Preventive care and screenings, in addition to healthy lifestyle actions, significantly reduce risks for heart disease, Type 2 Diabetes, stroke, and cancer. The City's Workplace Clinic has expanded services to include preventive care, disease management, immunizations, certain lab tests, and referrals for recommended screenings.

If you have questions or need additional information about scheduling preventive care or finding a primary care provider, contact Nurse Mari at 240-549-9879 or the Workplace Clinic at 414-777-3413

The Nurse Liaison service is FREE to employees and spouses regardless of enrollment in the City's health insurance. To schedule an appointment with Mari or for additional information on her programs and support groups, call 240-549-9879 or email mari.cohn@uhc.com.



Meet virtually with a UnitedHealthcare or OptumRx Representative

Representatives from UHC and OptumRx are available to meet with employees and spouses virtually every month. The next monthly virtual meeting date is August 10th. Employees and spouses can schedule appointments for a virtual meeting or phone call starting August 2nd by calling 920-661-5480 and leaving a message. UHC/OptumRx representatives can help with questions on claims, prescriptions, issues and general inquiries regarding benefits. Information about monthly meeting dates and how to schedule is available at www.city.milwaukee.gov/DER/benefits.

Returning From Remote Working Anxiety

Returning to work after months of remote work may be a challenging adjustment. Feeling anxious about this transition is normal. After all, there is comfort in what is familiar and you have settled into a predictable remote work routine. The unfamiliar and unknowns can feel threatening and trigger a “fight or flight” stress response. This stress response is different for everyone but can be triggered by worries about safety or resuming social work interactions as staff returns either in part or full to the office. There may also be changes to child/adult caregiving responsibilities at home that may carry financial implications. Change is stressful and feeling anxious about it is normal. However, there are ways to cope with this anxiety and ease your transition back to working onsite.

One coping method is called Graduated Exposure and Response Prevention. This strategy has an intimidating name but is something you likely have already experienced. Imagine yourself coming to a swimming pool filled with cold water. You could “cannon ball” into the deep end or enter one step at a time, allowing yourself to slowly acclimate without the shock associated with jumping. Graduated Exposure and Response Prevention is about facing something anxiety provoking with a “one small step at a time” approach and avoiding that “freak out” response of being completely immersed and overwhelmed. So how does it work practically?

Make a list of everything associated with returning to work onsite. Rate your items from least to most anxiety provoking. Start at the bottom of your list (least upsetting) and begin to do them. These items may include driving near your workplace or going to your office during non-working hours (if appropriate). Keep yourself from becoming overwhelmed by practicing healthy self-soothing techniques like deep breathing, mindfulness or positive self-talk. The goal is to slowly acclimate while preventing/avoiding an overwhelming stress response. These “dry runs” can also be done in your imagination by picturing those graduated scenarios and using the same self-soothing techniques. Engaging in these real or imagined scenarios step by step allows us to mentally and emotionally prepare for and face anxiety provoking situations.

Meet return to work anxiety by preparing for it. Make changes to your sleep routine to accommodate return to work. Practice healthy sleep hygiene. Once at work, build-in and schedule time to de-stress by making use of your breaks to mentally detach from work. This could include scheduling time to walk, read, meditate, listen to music, socialize with co-workers or get outside (if working indoors) on a daily basis. Clean and reorganize your workspace. You may consider bringing in new photos or even a plant.

Become familiar with and review the City's COVID-19 policies and protocols related to return to work and safety found on the City of Milwaukee Department of Employee Relations website at www.milwaukee.gov/der. Visit the City Wellness page at www.city.milwaukee.gov/der/wycm for information on ongoing health and wellness programming to help support you and your family as you make this transition.

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.

Contact Cris Zamora, the Onsite EAP Coordinator at 414-286-3145 to address:

Anxiety, stress symptoms, parenting/family or marital problems, alcohol/substance misuse, and legal or debt/financial resources.

Needs assessment with appropriate referrals:

Ongoing counseling/treatment, City of Milwaukee benefits/programs, and community resources

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

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



Financial independence. It starts today.

Participants can schedule a telephonic or virtual 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 telephonic or virtual meeting with a local Voya Representative via our **Online Scheduler Tool**, visit www.milwaukeeedcp.com or call 844-360-MDCP (6327).

How Much Do You Have In Emergency Savings?

Prior to the COVID-19 pandemic, emergency savings for most Americans was not optimal and the pandemic worsened that situation for many individuals. Did you know up to 46 million people depleted whatever emergency savings account they had? That is just counting those who had emergency savings at all! The good news is, despite this, more Americans surveyed have learned from the pandemic and are seeking to get back on track. Over 66% of people agree that they are now better prepared for future emergencies and 62% are saving more in order to cover unexpected future expenses.

Savings Rates Are at an All-Time High

The biggest priority shift from this past year is that, regardless of cash flow circumstances, 69% of Americans agree that they have become more of a saver than a spender. Even saving the smallest amount consistently can add up over time. Starting with a \$500 or \$1,000 savings goal for emergencies is achievable if you set your mind to it—and set up a budget.



Where Can You Start?

The online Budget Calculator, available at www.voya.com/page/tools, can help you gain insight using the 50/30/20 approach. It budgets your spending and saving to 50% needs, 30% wants, and 20% savings. Grouping basic needs and wants can help you maximize your ability to save. A budget can also help you prioritize and personalize a new spending and savings plan based on your current situation.

Visit the Voya “Learn and Watch Spending and Savings Series: Establishing an Emergency Fund” which is a 2-minute video on how to build an emergency fund. Together, we can help you prepare for when life happens, unexpectedly.

Earn Healthy Rewards for Financial Wellness

Schedule a phone or virtual consultation with a Local Voya Rep and earn 10 Healthy Rewards points per meeting (max 30). Use the Milwaukee Deferred Compensation Plan’s (MDCP) convenient Online Scheduler (<https://bookvf15.timetap.com/>) or call 844-360-6327 and request help from a Voya Customer Service Representative to book an appointment. Online pre-recorded Financial Wellness Seminars are now available for 5 Healthy Rewards Points per Seminar! Access these presentations at any time when it conveniently works for you at <https://voyadelivers.com/mdcp/presentations/>. In addition, check out the recently added Seminar: “Plan For Your Someday,” specifically geared towards employees in their early and mid-careers.

Contact Us

As always, if you have questions or need assistance, please call toll free 844-360-MDCP (844-360-6327) or email us at DEFCOM@milwaukee.gov.

Did You Know?

Nursing Rooms: The City has dedicated spaces to support employees who are nursing mothers at various City worksite locations. Locations and details are available on the City's wellness page, www.milwaukee.gov/wycm, under the "Other Wellness Resources" section.



The City's **Onsite Nurse Liaison**, Mari Cohn, and the **Workforce Health Traveling Wellness Center** are gradually resuming onsite visits at various City work locations.

Contact Mari Cohn at 240-549-9879 or mari.cohn@uhc.com or Ali Ekman at alicia.ekman@froedtert.com to resume onsite services at a specific location. Increased safety precautions are in place and must be followed for onsite services to resume.

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 wellbeing.

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



Workforce Health

Employee Resource Group (ERG) Spotlight

Avanzando Hispanic/Latinx ERG

An Employee Resource Group (ERG) is an employee group that has been formally recognized by the City and shares a common background, focus area, and set of interests and/or goals that foster an environment of inclusion.

Watch your City email for a monthly ERG update or visit the City's ERG website www.milwaukee.gov/ERG for additional information on how to join or form an ERG.

Avanzando is a City of Milwaukee employee resource group that seeks to promote the advancement of the Hispanic/Latinx community working at the City by providing personal and professional development opportunities that attract, engage, and retain employees. Avanzando seeks to foster awareness, understanding, and inclusion of Hispanic/Latinx heritage within City services. The inception of this group during the summer of 2019 is integral to its mission and the work it seeks to accomplish. The group began as an idea from founding leader Gisela Ortega, an employee in the Department of City Development (DCD), who was looking for community in the workplace and struggled to find a structured space for it. Through advocacy and support from the Department of Employee Relations (DER) and after galvanizing the support

of a founding group of City employees, Avanzando was formed as the first City of Milwaukee employee resource group.

Two years later, it has transformed from a group of about 10 founding employees to a network of over 100 employees and counting! Past events have included fun membership meetings, informational webinars and volunteer events. During the COVID-19 pandemic, Avanzando held a membership listening session where employees discussed challenges and tips for transitioning from traditional office work to working remotely with Mayor Barrett and DER directors. The group also volunteered at Mexican Fiesta headquarters to assemble face masks to help keep the Latino community safe during the pandemic.

You can learn more about Avanzando and how this group can benefit you as a City employee [here](#).

If you want to become a member, fill out the membership survey [here](#). This will allow you to receive information about Avanzando and details about upcoming events.



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, stress management and more.