

Wellwaukee



The City's Health and Wellness Newsletter

Volume 5, Issue 1 Spring 2021

INSIDE THIS ISSUE

- 01** Employee Vaccination Update
- 02** Coach Time with Kim: Self-Care
Spotlight: One of the Many Benefits of the City's Wellness Program
- 03** Healthy Rewards Program Update
Employee Resource Group (ERG) - Military Service
- 04** Expanded Workplace Clinic Services
Virtual Injury Prevention Clinic
- 05** UnitedHealthcare: Onsite Nurse Liason
New Medical Consultation and Second Opinion Service – 2nd.MD
- 06** Employee Assistance Program: New Year, Same Stress
- 07** Deferred Compensation/ Voya Services
- 08** Did You Know?
DER Contact Information

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.

City of Milwaukee Vaccination Update

The Department of Employee Relations (DER) continues to work with the Milwaukee Health Department (MHD) to facilitate the vaccination process and communication to employees. The City's COVID-19 vaccination policy for employees strongly encourages employees to receive the COVID-19 vaccination as soon as possible based upon the availability of the vaccine and vaccination prioritization guidelines. Please see the City's Vaccination Policy for reference: www.milwaukee.gov/COVID-19VaccinationPolicy.

Employees who meet the current eligibility criteria defined by the Wisconsin Department of Health Services can schedule a COVID-19 vaccination appointment through the Milwaukee Health Department (MHD) online registration website www.milwaukee.gov/CovidVax. Employees and individuals currently eligible for vaccines include health care workers, fire/EMS, police, individuals 65+, public facing essential workers, employees and individuals 16 and older with certain medical conditions, and employees and residents 18 and older that live in specific Milwaukee zip codes. For more information about vaccination eligibility requirements visit www.milwaukee.gov/CovidVax or www.dhs.wisconsin.gov/covid-19/vaccine-about.htm. Eligible employees can also schedule a vaccination through other organizations like their healthcare provider, Walgreens, Pick 'N Save, etc. and we encourage them to take advantage of whatever source where they are able to find scheduling availability.

- As additional information and guidance is released from state and local health authorities regarding subsequent eligible phases, DER will notify employees of their opportunity to receive the vaccine
- General city employees can use Miscellaneous Unapplied Time (069) if scheduling their vaccination appointment during work time.
- Employees and Spouses participating in the Healthy Rewards Program receive 5 points for getting the COVID-19 vaccine. Participants need to upload proof of their vaccination to the Wellness Portal.

Additional information and resources about COVID-19 Vaccines can be found at the following websites including the CDC, Wisconsin Department of Health Services and Milwaukee Health Department:

www.milwaukee.gov/covidvax
www.dhs.wisconsin.gov/covid-19/vaccine.htm
www.cdc.gov/coronavirus/2019-ncov/vaccines/index.html



Coach Time With Kim



Self-care is a phrase we have heard quite a lot in the last few months. Why does everyone seem to keep talking about it and what makes it so important? Taking care of yourself brings increased energy, productivity and boosts overall mental health. Just like practicing an instrument, Self-care takes practice as well. Self-care does not take a large time commitment and can look different for everyone! Here are three ways you can practice Self-care in under 10 minutes per day:

Meditation
this can be done with a meditation app or simply just focusing on your breath for a few minutes at a time.

Showing Gratitude
Jot down 2-3 things in your life that you are grateful for at the beginning or end of the day. Send a coworker a note of "thanks" for something they have done for you in the past week.

Stretch & Movement Break
Do three stretches at your desk or walk around for a few minutes in your work space during your lunch or work break.

Join me virtually and learn how to put these self-care tips into practice!

Well Together

Wednesdays 12:00 -12:30 p.m. or 4:30 - 5:00 p.m.

Register on the wellness portal at www.workforcehealth.org/cityofmilwaukee under "Healthy Rewards Program" Select "Schedule Onsite Health and Wellness Programs"

Spotlight

One of the Many Benefits of the City's Wellness Program

As an employee of the City of Milwaukee, we are very fortunate to have access to wonderful programs that help keep us healthy. I have taken advantage of several of these programs and wanted to share one of my experiences.

I participated in the "Gotta Have Heart" wellness program about heart health in October 2020. I had a heart attack over 15 years ago and wanted to keep working on trying to stay heart healthy. One of the perks of completing this program was the ability to get a blood pressure monitor. I never believed that I had issues with my blood pressure, as my readings always seemed to be within normal range. It seemed that the medication I had taken for years was doing its job.

I went to the workplace clinic to pick up my blood pressure monitor and was taught how to use it properly, how to register my history of readings on the app and what to look for. Within a month of receiving the monitor, I started to have some uncomfortable feelings and decided to take my blood pressure to see if it was being affected. To my surprise, my

pressure was skyrocketing to over 200/100. Based on information from my monitor, I was in crisis mode. I was advised by an urgent care doctor to head right to the emergency room where my pressure continued to stay erratic. I was kept in the hospital overnight. The ER staff at Froedtert Hospital were quite impressed with the history that the blood pressure app tracked and asked where I got it. I was proud to say that it was a benefit of the health and wellness program sponsored by Froedtert and the City of Milwaukee.

New medication is helping my condition and the doctors are still trying to track down the root cause of my blood pressure spikes as my monitor has been able to detect 3 additional episodes – not as bad as the first, but still in need of constant attention.

So "Thank You" to the City of Milwaukee for these wonderful benefits. Without the monitor, I may not have gone to the emergency room when I did and the outcome could have been much more serious.



Patty Doll – Office of the Mayor



Patty, Tim & Caitlin – Grad Dinner



Healthy Rewards Program Update!

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). The program started July 1, 2020 and ends June 30, 2021. For more information and program details visit www.milwaukee.gov/wycm

How the Program Works:

- Employees/spouses who complete the Health Appraisal are automatically awarded points.
- Employees/spouses earn additional healthy rewards points by completing a variety of other health and wellness activities.
- Participants submit Healthy Rewards 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 and saved to your profile
 - Within two weeks participants submissions will be approved or denied. If participants do not see their points on the portal website, the submission did not meet program requirements
 - Points can also be submitted through email cityofmke@froedtert.com.
 - Participants with questions about point submissions should contact Workforce Health directly at 414-777-3410.

Earn Healthy Reward points for current programs.

All programs are offered in a virtual format.

Visit DER's Wellness Website and the Current Wellness Programming Section for current offerings: www.milwaukee.gov/wycm

Check the Wellness Website for updated programs.

- NEW - Wallet Watch portal challenge
- Journey to a Healthier You
- Your Stress is Showing
- Work Burnout
- Gotta Have Heart
- Fitness Classes – including Virtual Boot Camp and Virtual Yoga
- Workforce Health Kitchen: Live!
- Well Together – now offered on Wednesdays at 12:00pm and 4:30pm
- EAP Support Groups
- Financial Wellness Learning Modules
- Wellness Portal Action Plans

Employee Resource Group (ERG) – Military Service

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.

In November of 2019, the City of Milwaukee Common Council approved an ordinance # 190449, authored by Alderwoman Chantia Lewis, creating the Office of Veterans' Affairs. This set the City of Milwaukee as a nationwide leader as only one of 8 U.S. cities to launch an office specifically geared to support veterans of the Milwaukee community. These actions represent an acknowledgement of and investment in military service members and their allies. Our Military Service & Allies Employee Resource Group (MS&A ERG) furthers that investment.

Founded in 2019 as one of the first ERGs in the City, the MS&A ERG's ongoing mission is to foster a culture of inclusion in City of Milwaukee workplaces that

builds a community that is open to service members and their allies, creates awareness of issues relating to military service and recognizes service members and their allies as a diverse and impactful group in the City's workforce. To date, the MS&A ERG has hosted panels of ERG leaders, connected fellow City of Milwaukee employees with veterans-specific information, and hosted collaborative meeting with departments throughout the City of Milwaukee. Our MS&A ERG will continue this mission in 2021 by hosting regular membership meetings, facilitating discussions on topics that relate to civil and military services, and leading in collaboration with the other City sponsored ERGs.

Check your e-notify for more information on this and the other ERGs. If you are a veteran or military ally and wish to continue your service by joining this ERG, please contact Ricky Traner at rtraner@milwaukee.gov or (414) 286-8104.

Thank you for service,
Ricky Traner (MS&A ERG, Chair)



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

Call before visiting

Virtual Injury Prevention Clinic

Provides 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.

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:



Expanded Services at the Workplace Clinic

We are excited to announce that the City of Milwaukee's Workplace Clinic is expanding primary care services in two phases offered to employees and their families!

New (phase I) services at the clinic include:

- Blood pressure screening and management
- Contraception methods and counseling
- Tobacco and alcohol cessation
- Referrals for preventive screenings (i.e. mammogram, colonoscopy, cervical screening, bone density)
- Depression screening
- Prostate cancer screening
- Hepatitis B and Hepatitis C screening
- HIV screening

Additional primary care services will be implemented in May

Clinic services are FREE to employees and spouses regardless of enrollment in the City's UHC health insurance plan. Dependents (18 months and older on the City's UHC health plan) may also use the Workplace Clinic by presenting a UHC health insurance card at the time of the visit. The expanded services listed above are available to those 18 years and older.

Virtual Injury Prevention Clinic

What is the Injury Prevention Clinic?



Physical therapists are board certified movement experts who optimize quality of life through prescribed exercises, hands-on care, and patient education. PTs teach patients how to prevent and/or manage their condition so they can achieve long-term benefits (Loria, 2019). In the past, physical therapists used to be confined to clinic/hospital based settings only. In recent years, physical therapists and businesses have begun to partner to provide onsite services.

The Injury Prevention Clinic's role is to assist with preventive measures and care for various musculoskeletal injuries before they become more serious. The clinic

performs musculoskeletal screens of the "injured" area(s), and looks at strength, range of motion, and ways people move. The Clinic assists with triaging concerns whether through education, stretches, and/or strengthening exercises. If a client's concerns would be better managed by a doctor, the Clinic educates them on the next steps to ensure they get the most efficient and best care possible.

If you feel you can potentially benefit from injury prevention services, please schedule an appointment 414-777-3413. All appointments are completed virtually.

Virtual Services Available at the Injury Prevention Clinic Include:

Ergonomic assessments, pain management education, exercise instruction, injury prevention tips, recommendations for self-management of symptoms, education on correct posture and body mechanics for performing tasks safely.

Note: If you are currently being managed by a provider (Physician, Nurse Practitioner, Chiropractor, etc.) for a condition, the clinic cannot see you for that same condition.



Update from Nurse Liaison, Mari Cohn



The City's Nurse Liaison, Mari Cohn, continues to be available to City employees and spouses through telephonic or virtual appointments and offers a number of webinars and new programs.

Additional sessions of Mari's popular Healthy Living with Diabetes, a 4 week program providing tools, information and support to those living with diabetes, and Easing Your Chronic Dis-ease, a 4 week program offering practical guidance to individuals living with a chronic condition, will be offered in the future. Mari also continues to facilitate Diabetes Support Groups—contact Mari for information about how to join a support group.

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.

The City's Onsite Nurse Liaison offers virtual education sessions. Visit DER's Wellness Website to find upcoming presentations: www.milwaukee.gov/wycm

Mari is also offering a new virtual program focused on goal setting starting April 15th, **Setting Goals for Body and Soul**. This new 3 week program will help participants identify and achieve their own personal goals through action steps that move beyond thinking about change. Watch the City's wellness website (www.milwaukee.gov/wycm) for additional details and registration information.

New Medical Consultation and Second Opinion Service – 2nd.MD

The City of Milwaukee is offering a new second opinion service (2nd.MD) through the UnitedHealthcare (UHC) health plan. Offering expert medical consultation and navigation service to employees and family members enrolled in the City's UHC health plan, 2nd.MD connects members with a nationally recognized specialist for a medical consultation via phone or video to provide a second opinion at no cost regarding medical issues such as:

- Disease, cancer or chronic conditions
- Surgery or procedures
- Medications and treatment plans

Employees and family members enrolled in the City's UHC health plan can utilize 2nd.MD by calling 866-269-3534, visiting www.2nd.MD/cityofmilwaukee or download the 2nd.MD app. Additional information is available on the City's benefits website www.milwaukee.gov/benefits.

Meet virtually with a UnitedHealthcare or OptumRx Representative on April 13th

Representatives from UHC and OptumRx are available to meet with employees and spouses virtually every month. The next monthly virtual meeting date is Tuesday, April 13th. Employees and spouses can schedule appointments for a virtual meeting or phone call starting April 6th by calling 920-662-8352 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.

Quote from an employee who recently used 2nd.MD:

"This company has been an absolute blessing to work with. The nurses are so amazing, nice, kind... can I go on!? They have done all the heavy lifting and have made this process so incredibly easy for us. We have our consult appointment today with an amazing physician, who has a ton of experience... Thank you and the City for giving us this amazing opportunity. We are so so grateful."





New Year, Same Stress

Despite being a new year, 2021 includes some of the same carry over stressors, concerns and anxiety about the future from 2020. The City of Milwaukee Employee Assistance Program (EAP) is offering new resources to meet some of these ongoing challenges as well as relaunching previous programming.

New support programs include virtual EAP moderated **Self-Help Groups** for *parenting, elder care and remote/working from home*. Self-help groups are for employees and spouses to meet and share common problems and experiences associated with a particular problem, condition, illness, or personal circumstance.

Self-help groups assist people who are struggling with a problem or challenge to feel less alone and more understood. The groups collectively empower people to solve their own problems and offer a way to share information, keeping one another up to date on relevant resources. Participants act as role models for each other; seeing others who are contending with the same adversity and making progress in their lives. They provide a safe and confidential place for someone who needs to talk about intensely personal issues, experiences, struggles, and thoughts. Currently, these groups meet twice a month and participants earn 5 Healthy Rewards points for each session attended. Contact Cris Zamora, EAP Coordinator, to enroll or for additional questions.

Beginning in April 2021, the EAP will offer a series of **Leadership Virtual Presentations** for *managers and supervisors*. Managing through change and uncertainty is challenging and may leave one at a loss for how best to lead. This series will focus on emotional intelligence, managing emotions at work and addressing employee morale. Space is limited to allow for discussion and interaction and participants will earn 10 Healthy Rewards points for participating in two of the three sessions. Watch for an upcoming program flyer and registration links for each session.

The **Job Burnout** virtual presentation series will resume in April 2021. This series offers discussion and lecture on stress management, strategies for successfully working with your manager/supervisor and compassion fatigue. The Job Burnout series will have limited space to allow for discussion and attendee interaction. Registration instructions and series information will be emailed to employees and posted on the wellness website www.milwaukee.gov/wycm.

Lastly, **EAP Virtual Presentations** on a variety of work-life topics such as communication, time management, professionalism and stress management continue to be offered. For more information and how to register visit www.milwaukee.gov/wycm under Current Wellness Programs and Presentations for Healthy Rewards Points link.



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.milwaueedcp.com or call 844-360-MDCP (6327).

Lower Fees for Target Date Funds Are Now In Effect

Good news! Effective November 1, 2020, fees for each of the Target Date Funds have decreased from 0.35% to 0.25%. For more information about fees for all of the Plan's available investment options, see the most recent annual [fee brochure](#). Each Target Date 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. The portfolios are designed to put your entire balance into one fund and 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.

Spring is the perfect time for a financial checkup

Most of us have a vision of our best retirement. As priorities in life change, it's a good idea to check-in on your Deferred Compensation Plan account to see if you're on track. Here's a checklist of things you can do for a healthier retirement.

PLAN

Check if you can replace at least 70% of your current income in retirement
Log in to your account and use the myOrangeMoney® interactive educational online experience. It will show you how your current retirement savings may translate into future monthly income in retirement. Check back periodically to see if you are on track.

Measure your financial health

Log in to your account and click Financial Wellness to take a quick interactive financial wellness assessment to learn where to improve your money habits and take the next best steps to get well fast.

Get help with Financial Wellness Seminars

You (and your spouse!) can earn 5 Healthy Rewards points per each successfully completed Online-recorded Financial Wellness Seminar (max of 55 points/person). Visit [Financial Presentations](#) to view them at a time that is convenient to you.

Complete a Consultation with a local Voya Representative

You (and your spouse) can earn 10 Healthy Rewards points (max of 30 points/person) by attending a telephonic or virtual consultation with a local Voya representative. To schedule visit the [Online Scheduler](#) or call 844-360-6327 and request help to book an appointment.

INVEST

Manage your investments as you age

When is the last time you checked your asset allocation? Are your investments still aligned with your age and time horizon? Be sure to periodically review your investments, especially as you near retirement.

Catch-up if you can

If you are 50+ years, consider taking advantage of annual catch-up contributions that allow you to defer an additional \$6,500 for retirement savings into your 2021 Milwaukee Deferred Compensation Plan account. For more information visit [Catch-up Contributions](#).

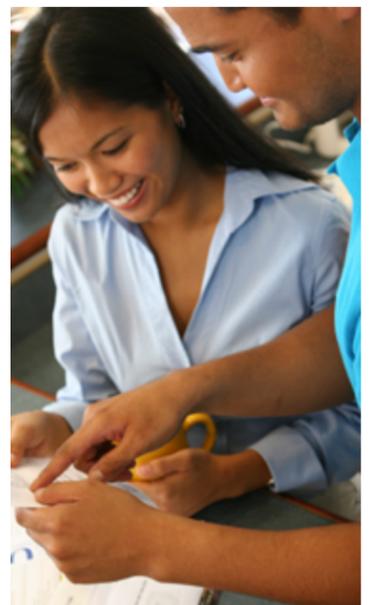
PROTECT

Keep your account secure

Practice safe cyber habits, register your account for online access, and log in regularly to review your account. This will protect your account under Voya's S.A.F.E. Guarantee program and enable Voya to restore the value of your account should any unauthorized activity warrant it.

Beneficiary Check-up

Do you have a beneficiary in place for your account or need to update this information? Secure the future of your hard-earned benefits by ensuring this information is correct. [Beneficiary Form](#).





Did You Know?

Employees and Spouses earn 5 Healthy Rewards points for receiving the COVID-19 Vaccine.

Participants need to submit proof of their completed vaccination to the wellness portal to receive points.

Dependents (18 months and older) enrolled in the City's UHC health plan may utilize FREE clinic services at the City's Onsite Workplace Clinic! A

current City of Milwaukee UHC health insurance card with the dependent's name listed on the card must be presented at the time of the appointment/visit to confirm eligibility. Employees and spouses can be seen at the Workplace Clinic regardless of insurance coverage with the City. Appointments are required for all visits. Call 414-777-3413 to schedule an in person or virtual appointment.

The City offers a virtual Injury Prevention Clinic that is available to optimize ergonomics for your office and/or home workstation. To schedule a virtual visit appointment, call 414-777-3413. Appointments are available Mondays 8 a.m. to 12 p.m. and Wednesdays 12:30 p.m. to 4:30 p.m.

The City offers a variety of presentations on health and wellness topics including financial planning, behavioral health and stress management, safety training and important information about the City's benefits. Visit the City's Wellness website (www.milwaukee.gov/wycm) and look for the "Presentations for Healthy Rewards Points" link to see the current list of programming.

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



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.