



# Wellwaukee

The City's Health and Wellness Newsletter



**Volume 3, Issue 4**  
**October - December 2019**

**INSIDE THIS ISSUE**

- Open Enrollment .....1
- 2020 Healthcare and Dental Rates .....2
- Health Appraisal Reminder...2
- City Flu Clinics .....3
- Locations for Nursing Mothers.....3
- Wellness Programming Updates.....4
- Wellness Success Story .....5
- Employee Assistance Program (EAP) .....6
- Milwaukee Deferred Compensation.....7/8
- Did You Know .....8
- Department of Employee Relations (DER) Contact Information.....8

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.

## City of Milwaukee Open Enrollment

The City's Open Enrollment Period starts October 28 and ends November 15, 2019. This is the only time, outside of a qualifying event or family status change, that employees can newly enroll or make changes to their benefits for 2020. For more information, visit one of the five open enrollment fairs listed below, review the 2020 Employee Benefit Guide or visit the Benefits website: [www.milwaukee.gov/Benefits](http://www.milwaukee.gov/Benefits)

**Important 2020 Benefit Information:**

- Healthcare and Dental Rate charts along with updated benefit guides are found on the Benefits website: [www.milwaukee.gov/Benefits](http://www.milwaukee.gov/Benefits)
- Employees already enrolled in health or dental plans who do not want to make changes in 2020 do not have to re-enroll.
- Employees must re-enroll annually in the Flexible Spending Account program (FSA Healthcare, Dependent Care and/or Parking) if they want this benefit in 2020.
- Employees can start making changes to 2020 benefits using the self-service website beginning October 28, 2019 at [www.milwaukee.gov/selfservice](http://www.milwaukee.gov/selfservice). To request or reset your self-service password go to [www.milwaukee.gov/rits](http://www.milwaukee.gov/rits).
- If you have any questions, please contact the Employee Benefits Division at 414-286-3184 or email [derbenefits@milwaukee.gov](mailto:derbenefits@milwaukee.gov)

**Schedule of Open Enrollment Fairs**

Date		Time	Location
Tuesday	October 29	1 - 4 p.m.	Wilson Park Senior Center, 2601 W. Howard Ave.
Thursday	October 31	9 a.m. - 1 p.m.	City Hall Rotunda, 200 E. Wells St.
Thursday	November 7	1 - 5 p.m.	DPW Field Headquarters, 3850 N. 35th St.
Tuesday	November 12	2 - 5:30 p.m.	DNS Lake Tower, 4001 S. 6th St.
Thursday	November 14	3:30 - 5:30 p.m.	Fire and Police Academy, 6680 N. Teutonia Ave.



## 2020 Healthcare and Dental Rates

Employee healthcare rates will have a 6.9% increase in 2020 to account for medical cost inflation. For Dental plans, the City’s Delta Dental EPO/PPO plans will have 6% increase and CarePlus dental rates will have no increase in 2020. Rate charts can be found at: [www.milwaukee.gov/Benefits](http://www.milwaukee.gov/Benefits). Although premiums are increasing slightly, there are no benefit design changes for active employees in 2020 for the fifth year in a row.

The City’s experience with active healthcare premiums and expenditures since 2012 is very unique and lower than premium trends experienced by similar employers over the same time period. Employees’ continual engagement and participation in the City’s comprehensive wellness program have significantly altered the premium increases the City was experiencing prior to 2012. Day after day City employees take intentional actions/steps to improve or maintain their health, whether through a year-long diabetes prevention program, a summer departmental weight loss competition or an employee, that through a simple blood pressure check, avoids having a catastrophic health event. These are all examples of things that happen every day, very much under the radar, that make a big difference in the health and quality of life of our employees and have direct and long lasting implications on their out-of-pocket medical spend and the City’s expenditures as well.

## Health Appraisal Reminder

The last day to schedule Health Appraisal appointments is November 27, 2019. Your participation in the Health Appraisal process is not mandatory, but if you anticipate you and your spouse may take the City’s health insurance in 2020, you must complete the health appraisal to avoid a fee. Employees and spouses must also complete the Health Appraisal in order to be eligible to participate in Healthy Rewards. For more information see the launch kit on [www.milwaukee.gov/wycm](http://www.milwaukee.gov/wycm) and select “Wellness Information Packet – Health Appraisal.”

### Returning Participants:

- Log into the wellness portal with the username and password from last year
- If you cannot access your account, click “Forgot Username” link
  - » Enter company code: 0007
  - » Enter User ID: 6 digit Employee ID (PeopleSoft ID) and spouse use employee ID + SP (example: 123456SP) and click send
  - » You will receive an email with the username you created  
Note: The link expires after 30 minutes
  - » Once you receive your username, go back to the portal, click “forgot password” link, and enter username to continue

### Schedule Your Health Appraisal:

- While logged into the wellness portal, locate the “Health Appraisal” box and click “Schedule Your Health Appraisal.” A separate website will open.
- Log in using your email address and password from last year

### New Participants: (must register and create account)

- Go to wellness portal
- Locate “New Users” box and click “Register”
- In “New User Registration” box, complete all fields
  - » Company Code: 0007
  - » User ID = 6 digit Employee ID (PeopleSoft ID)  
Spouse use employee’s Employee ID+SP (Ex. 123456SP)
- Create and record your username and password to return to the portal

### Schedule Your Health Appraisal:

- While logged into the wellness portal, locate the “Health Appraisal” box and click “Schedule Your Health Appraisal.” A separate website will open.
- Click “Login/Create Account”
- Enter your 6 digit employee ID (PeopleSoft ID) and spouse use employee ID + SP (example: 123456SP)
- Fill out all required information and click “Update”

For questions or help registering on the wellness portal, contact Workforce Health 414-777-3410.

## City Flu Clinics

Workforce Health is offering flu shots at locations around the City. Employees/spouses can get a free flu shot, regardless of enrollment in the City’s health insurance. To make an appointment, visit the wellness portal [www.workforcehealth.org/cityofmilwaukee](http://www.workforcehealth.org/cityofmilwaukee), go to the Health Appraisal tab, select “schedule your health appraisal” and schedule your flu shot. Walk-ins at flu clinics are welcome but scheduled appointments will be taken first.

According to the Centers for Disease Control (CDC), one of the best ways to prevent the flu is getting vaccinated each year. Annual flu shots are covered at 100% under your City of Milwaukee UHC health plan when you use a contracted network flu shot provider, your primary care physician, or one of the UHC contracted retail pharmacies including Walgreens, CVS, Target, Meijer, etc.

### Workforce Health Flu Clinic Schedule:

Date	Time	Location
Tuesday, October 22	8:30 a.m. - 1 p.m. 2 - 4 p.m.	City Hall – Room 303 200 E. Wells St.
Wednesday, October 30	8 - 11:45 a.m.	Fire & Police Academy – Chapel 6680 N. Teutonia Ave.
Thursday, November 7	1 p.m. - 4 p.m.	DPW Headquarters – Assembly Room 3850 N. 35th St.
Monday, November 11	7 a.m. - 12 p.m.	DNS – Lake Tower – 1st Floor 4001 S. 6th St.
Thursday, November 14	9 a.m. - 1 p.m.	Zeidler Municipal Building – Fishbowl, Room 102 841 N. Broadway

Employees and spouses who receive a flu shot earn 5 Healthy Rewards points!



Nursing Room at City Hall (Room 808)

## Locations for Nursing Mothers

To better support moms and babies, the City offers rooms at various City locations for nursing mothers. The rooms are private and available for use by employees.

A flyer with a list of locations and how to access or reserve a room, can be found on the wellness website ([www.milwaukee.gov/WYCM](http://www.milwaukee.gov/WYCM)) under the “Other Wellness Resources” section.

**Above and Beyond:** A huge shout-out to DNS employee Steph O’Connor who had the great idea to offer healthy options at the City’s Combined Giving Bake Sale in addition to all the delicious baked goods. Workforce Health donated fruit for the sale and it was a big hit with employees and provided healthy alternative options to support combined giving! Thanks Steph for the great idea and helping to make it happen!



## 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**

## Wellness Programming Updates

### Holiday Maintain Don't Gain

This 8-week holiday challenge starts Wednesday, November 13th! Learn how to enjoy the holidays without letting them increase your waistline and earn Healthy Rewards points. Weigh-in on Wednesdays from 12 - 1:30 p.m. at City Hall. No appointments are necessary. You can weigh in early on November 6 between 12 - 1:30 p.m. at City Hall. To join the challenge, you must do your first weigh-in within the first two weeks.

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, relieve stress and enjoy the holiday season. Earn 5 Healthy Rewards points for participating in the program and completing a minimum of 4 weigh-ins. 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.

### Upcoming Fitness Classes

Registration is now open! The next round of Boot Camp and Fit & Flow classes starts in October-November. Boot Camp classes will be at the Fire and Police Academy and Fit and Flow classes will be at the Fire and Police Academy and the Zeidler Municipal Building. A flyer about the program and how to register is located on the wellness website: [www.city.milwaukee.gov/WYCM](http://www.city.milwaukee.gov/WYCM)

### Journey to a Healthier You 2

A newer program for employees and spouses that builds on knowledge learned from the original Journey to a Healthier You program and supports participants' continued journey in weight management. The program focuses on metabolism and brain health to give participants the tools to help with meal planning, eating a whole food diet exercise and more. The class runs November 11 - February 3 on Monday evenings from 4:45 – 5:30 p.m. at DNS Lake Tower.

For more information and to register, log into the wellness portal [www.workforcehealth.org/cityofmilwaukee](http://www.workforcehealth.org/cityofmilwaukee), locate the "Healthy Rewards Program" heading and select "Schedule Onsite Health and Wellness Programs." Priority registration for Journey 2 will be given to Journey 1 participants. Contact Workforce Health with registration issues 414-777-3410.

### Diabetes Prevention Program

The City of Milwaukee and Workforce Health are offering a Diabetes Prevention Program starting in January. This is a year long program recognized by the CDC that is designed to significantly reduce the risk of Type 2 diabetes. City employees and spouses who have not already been diagnosed with diabetes and are at least 18 years old, have a diagnosis of prediabetes or gestational diabetes, or score a 9 or more on the Diabetes Risk Test are eligible to participate in this free program. Visit [www.milwaukee.gov/wycm](http://www.milwaukee.gov/wycm) to review the program flyer and take the Diabetes Risk Test.





## Employee Assistance Program (EAP)

### Partnering with Your Child's Teacher

As a parent, the single most important thing you can do to boost your child's academic success is active engagement with their teachers. Regardless of family income or background, students whose parents are involved in their schooling are more likely to have higher grades and test scores, attend school regularly, have better social skills, show improved behavior, and adapt well to school (Henderson, A.T., and K.L. Mapp. 2002. *A New Wave of Evidence: The Impact of School, Family, and Community Connections on Student Achievement*. National Center for Family and Community Connections with Schools, Southwest Educational Development Laboratory.)

Here are some easy ways to work and communicate with your child's teacher.

- **Starting productive communication.** Attend open houses, parent-teacher conferences, and orientations. Be sure to introduce yourself and provide teachers with the best way to reach you. State your desire to be involved and support your child's learning outside of the classroom. Teachers are often pressed for time and may not be able to answer all your questions in a casual hallway impromptu meeting. Request and schedule time to meet with teachers for specific or in-depth questions. Inquire about the preferred school-home communication method used by the teacher should you have questions or concerns in the future.
- **Work together.** Be careful not to blame the teacher for something you as a parent are not 110% sure of. Remember, there are usually two sides to a story. Your child's version may be just one side. The best way to deal with these conflicts is by talking directly with the teacher and being open to all information. Trust the teacher to make good professional judgments. Don't place unrealistic demands or request information that does not pertain to your child directly. There may be a meaningful and legitimate reason for the teacher's judgement call.
- **Changes at home.** Inform teachers early of changes in the home or family. This includes conflicts at home, changes to the family structure, change in residence, losses/deaths and other potential family challenges. This information may help explain behavioral or academic changes at school and inform teachers on how best to respond and support your child at school.

#### What are some important questions to ask teachers?

Ask about your child's:

- strengths
- areas of improvement
- current academic
- focus in the classroom
- emotional & social skills
- circle of friends
- relatedness to peers & adults
- attitude toward learning
- effort toward assignments
- what you can do to support your child's learning at home

Working together and keeping lines of communication open will greatly impact your child's overall academic success.

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

# Deferred Compensation

## Your Award-Winning Plan—Why Financial Wellness Matters!

Like many employers, the City of Milwaukee recognizes that Financial Wellness matters in the work environment. According to the 2017 PwC Employee Financial Wellness Survey, American workers reported the following statistics:

- Financial stress is real; 53% American workers report having financial stress
- Financial stress impacts productivity; 50% report personal finances distracted them an average of 3 or more hours a week while working
- Financial stress impacts retirement savings; 51% have saved less than \$50,000 for retirement
- Financial stress impacts retirement age; 54% plan to postpone retirement

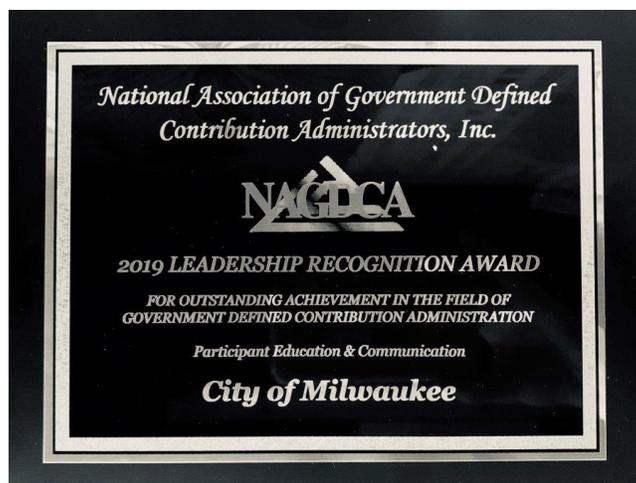
The more employees engage with our Financial Wellness programs (seminars and meeting one-on-one with local Voya educators), the more aware they become of their own financial situation and involved with preparing for their retirement. Employees who engaged in the Financial Wellness Healthy Rewards program participate in the Deferred Compensation Plan at a higher rate (93% v. 84%) and save at a higher rate (8.4% v. 6.8% average deferral rate) than those who do not participate in financial wellness programming. Participating in the Financial Wellness component of the City's Healthy Rewards program works.

The financial wellness component of the City's Healthy Rewards program was recently nationally recognized. Visit here for more information about the award: <https://www.nagdca.org/about/nagdca-awards/2019-award-winners/>.

### Financial Wellness Assessment Tool

Did you know that if you log into your account at [www.milwaukeeedcp.com](http://www.milwaukeeedcp.com), you have access to a Financial Wellness assessment tool? Click on "Financial Wellness" to find the assessment tool, which examines six important pillars of your Financial Wellness Plan:

- Protection (e.g., preparing for the unexpected through your insurance coverages)
- Spending & Saving (e.g., a look at your spending and saving habits)
- Emergency Fund (e.g., what kind of cushion do you have when things don't go as planned)
- Retirement
- Debt (e.g., credit card debt, information regarding your credit score, how to prioritize when you have debt)
- Other Goals (e.g., buying a home or car, traveling, saving for education goals).

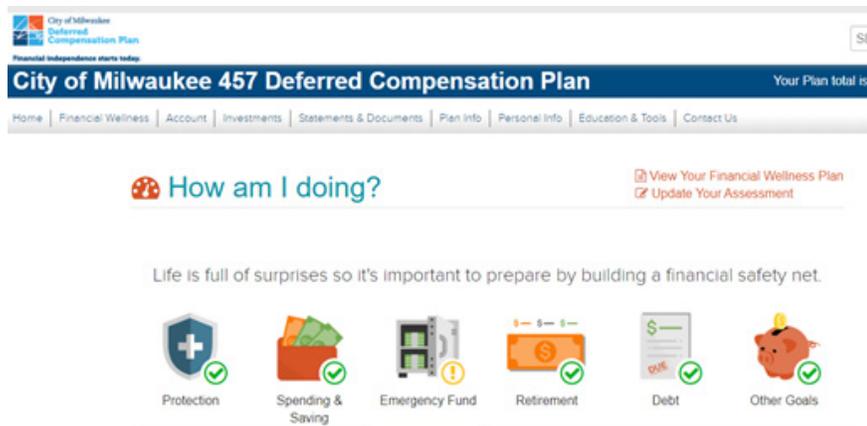


Continued on page 8



Deferred Compensation - Continued

In addition, there are informational articles and you can view your personal Financial Wellness Plan. If you'd like assistance logging into your account or walking through this tool, consider scheduling a one-on-one appointment with a local Voya Representative who would be happy to help!



Financial Wellness Seminars

Learn more about your DCP benefits by attending a Financial Wellness Session! Sign up for a variety of Financial Wellness 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)

EVENING Financial Wellness Seminars

You Asked, We Responded! Additional Financial Wellness Seminars are being offered in the evening 6-7pm at the Voya Office at 10700 W. Research Drive, Milwaukee. Employees and spouses earn 5 healthy rewards points for attending. Advanced registration is required by calling 414-286-5541.

- **November 13** – Understanding the Benefits of Participating in the City of Milwaukee Deferred Compensation Plan
- **December 5** – Save for your Goals with Smart Budgeting

# Did You Know?

**Access Care Anywhere, Anytime Through a Virtual Visit!**

UnitedHealthcare Virtual Visits are a quick, convenient way to access care for minor medical needs 24/7, no appointment needed for \$50 or less. You can talk to a doctor via a mobile device or computer and the doctor can give you a diagnosis and prescription if one is needed. To get started with a Virtual Visit, go to [uhc.com/virtualvisits](http://uhc.com/virtualvisits).

**New UHC Mobile App:** The Health4Me App is being replaced by the UnitedHealthcare App. Participants should download the new app to their mobile device because the Health4Me App will no longer be usable after December 31, 2019. Search for UnitedHealthcare and download from the App Store for iPhone or Google Play for Android.

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](mailto:derbenefits@milwaukee.gov)

## Wellness Program Information:

[www.milwaukee.gov/WYCM](http://www.milwaukee.gov/WYCM)  
Phone: 414-777-3410  
E-mail: [cityofmilwaukee@froedtert.com](mailto:cityofmilwaukee@froedtert.com)  
E-mail: [derwellness@milwaukee.gov](mailto: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](http://www.froedtert.com/workforce-health/wellness-tip).

Topics include nutrition, exercise, safety and managing stress.