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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.

Healthy Rewards Program Ends June 30, 2019!

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).

How the Program Works:

- Employees/spouses who complete the Health Appraisal are automatically awarded biometric points.
- Participants with biometric results outside of the optimal range can get rechecks at the City's Wellness Center, Workplace Clinic or complete a health action plan through the wellness portal
- Employees/spouses earn healthy rewards points by completing a variety of other health and wellness activities
- See the Upcoming Presentations for Healthy Rewards points and Training Bulletin located on [DER's Wellness Website](#) for activities that qualify for Healthy Reward points.
- For more information and program details visit www.milwaukee.gov/WYCM
- Participants that earn less than 40 biometric points must schedule telephonic coaching to complete the Healthy Rewards program.
 - Complete the telephonic coaching consent form which can be found on [DER's Wellness Website](#) and email to cityofmke@froedtert.com.
 - Schedule your telephonic appointment early as space is limited and appointments are filling up quickly. Call 414-777-3410 today!

Continued



-Continued from Healthy Rewards Program Ends June 30, 2019!

Participants can 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 reflected on the website, the submission did not meet program requirements

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

City of Milwaukee Onsite Workplace Clinic and Froedtert & MCW FastCare® Clinic Reminders

The City's onsite Workplace Clinic and the Froedtert FastCare® Clinics are a valuable resource for employees and their families providing convenient and timely access to high quality medical care focused on prevention, wellness, early intervention and chronic condition management. The Workplace and FastCare® Clinics comply with the standards, regulations and requirements applicable to other healthcare providers and medical groups. Advanced Practice Providers use their best clinical judgment, including a patient's current symptoms and past medical history, to determine the need for work restrictions or absence on a case by case basis.

The City of Milwaukee and the Workplace and FastCare® Clinics are committed to ensuring and protecting the patient's right to privacy in compliance with all applicable federal and state laws and regulations. Work excuses, when provided, will follow a standardized format indicating the patient was seen at the clinic and documenting a work excuse or restriction(s).

Work excuses will only be provided if and when the patient is actively exhibiting symptoms of illness or injury while under the care of Advanced Practice Providers at the City's onsite Workplace Clinic or Froedtert FastCare® clinics.

Generally a work excuse will only be provided when:

- The patient has a high fever;
- The patient has a contagious bacterial illness (pink eye, strep, etc.);
- An illness or injury is diagnosed at the clinic or a medication is prescribed to treat that illness or injury that interferes with the patient's ability to perform job functions.

A work excuse will not be provided on the basis of the patient's request or preference. Furthermore, a work excuse will not be provided when:

- The patient is not seen at the clinic;
- The patient requests an excuse for a past illness or injury that has caused the patient to miss work;
- A patient is acutely ill (viral or bacterial) but is without fever and does not pose any risk of transmission of illness.

Forms or documentation required by an employee for purposes of "fitness for duty" certifications, requests for accommodations under the Americans with Disabilities Act, the Americans with Disabilities Amendment Act, and the Wisconsin Fair Employment Act, and medical certification forms for leave under the Family and Medical Leave Act will not be completed at the Workplace or FastCare® Clinics.

2019 Upcoming Health Appraisal Information

The 2019 Health Appraisal process is right around the corner. This is the 10th year anniversary of the City's wellness program which has increased from one program, the Health Appraisal, to over 20 programs and initiatives including onsite clinics that employees and spouses engage in year round. The City's wellness program is designed by employees for employees which has significantly contributed to the programs continual growth and success.

There are no changes to the Health Appraisal process this year and participants will follow the same steps as last year. Two new south side locations have been added to the Health Appraisal calendar and we are grateful to the Port of Milwaukee and the Election Commission for helping supply additional and convenient locations for our employees and spouses. Participation in the Health Appraisal is not mandatory, but if you anticipate you and your spouse may take the City's health insurance in 2020, you must complete the 2019 Health Appraisal to avoid a fee.

Wellness Champion Highlight: Dyan LaBelle in DPW Infrastructure

When I was hired at the City of Milwaukee in 2018, never in my wildest dreams did I think I would become a Wellness Champion. The first Wellness Champion at the Department of Public Works Headquarters was Cheryl Sowatzke and the position was offered to her because she was communicating regularly with Workforce Health about wellness programs. Cheryl recruited Christina Miko to join her and appreciated sharing the tasks. When Christina encouraged me to become a Wellness Champion, I asked her why she became one, and she summed it up in four words, "I like helping people." Little did I know that by taking this position, I would soon discover that her altruistic sentence would be infused with many profound layers of team-building, brainstorming, cooperating, personal wellness and transformation. There have been a myriad of gifts by becoming involved as a department Wellness Champion.

I have never worked in an environment before where there was such a focus on health. Honestly, I have never in my life gotten on a scale at a job, but with different weight management programs and biggest loser challenges, it is a normal part of work now. Talk about holding ourselves accountable and having good encouragement to stay healthy. Like anything in life, change requires some adjustments. When we weighed in last summer for the Maintain Don't Gain program, I DID NOT like the number I saw! Sitting at a desk for the prior 7 months did not help my health whatsoever. A group of employees decided to start walking at lunch and on breaks and continue the habit to this day. During these walks, friendships are growing through a lot of interesting conversations and laughter. It is truly energizing to get away from your desk and move and to work for an organization where that is supported.

The accountability part also helps. People here are shocked and think something is wrong if I am not out walking at lunch or on a break. If my boss sees me at my desk at lunch, he will say in a surprised tone, "You aren't walking today?" When you are a Wellness Champion—people watch your wellness—in a good way! By encouraging others, and trying to improve our lifestyles, it really helps keep us on our toes! Cheryl has been bringing in fruit for people to purchase as a healthy alternative to junk food, and they are selling like hot cake (no syrup please!) We've got one healthy bunch out here because healthiness is infectious!

When we led a Biggest Loser Weight Loss Challenge, I realized how absolutely rewarding it was to have 23 participants SO engaged! We all shared advice and kept each other strong. We felt some people's pain and discouragement on weigh-in days as well as the triumph of somebody's weight loss! It was a life changing experience to do this as a group. We were like a team helping one another to "win" by becoming our best selves, cheering each other on and picking up a teammate when down. We just started our second challenge and are very excited about it!

Health Appraisal starts July 29, 2019 and ends December 6, 2019

- All steps for the health appraisal are completed in one appointment including labs/biometrics, electronic 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.
- No lab results are mailed and participants must check the wellness portal for lab results including nicotine/cotinine.
- There are no exceptions to the Health Appraisal deadline.
- Participants must complete the Health Appraisal to be eligible for the Healthy Rewards program and the opportunity to earn up to \$350 in a Health Reimbursement Account.
- To celebrate the 10 year anniversary of our program, there will be additional prizes and giveaways offered to participants this year! Stay tuned for more information!



DPW Infrastructure, Biggest Losers



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

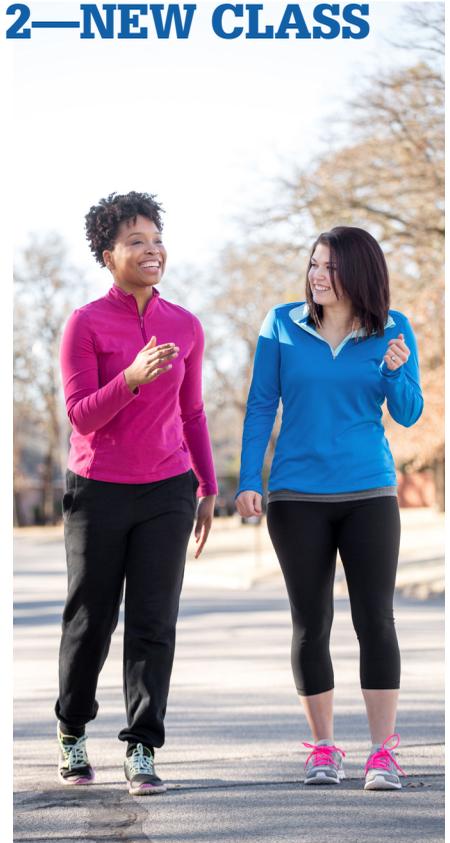
Journey to a Healthier You 2—NEW CLASS

This NEW 8 week program builds on knowledge learned from the original “Journey to a Healthier You” program and supports participants’ continued journey in weight maintenance and management. The program focuses on metabolism and brain health to give participants tools to help with meal planning, eating a whole food diet, exercise and more. To register, log into the wellness portal, www.workforcehealth.org/cityofmilwaukee, locate the “Healthy Rewards Program” heading and select “Schedule Onsite Health and Wellness Programs.” Contact Workforce Health with registration issues 414-777-3410.

Meeting Dates: Monday Evenings starting April 29th

Time: 4:45-5:30 pm

Location: Fishbowl Room, Zeidler Municipal Building, 841 N. Broadway, Milwaukee



Spring Group Fitness Classes—Starting in May

Another round of group fitness classes is starting in May and registration is open. To register visit www.workforcehealth.org/cityofmilwaukee and locate the “Healthy Rewards program” heading. Click on “schedule onsite health & wellness program.”

Visit www.milwaukee.gov/WYCM for the latest fitness class flyer.

Mondays 7:00-7:45 am

Fit and Flow – Fishbowl Room 102, Zeidler Municipal Building
841 N. Broadway

- May 6th
- May 13th
- May 20th
- June 3rd
- June 10th
- June 17th

Wednesdays 12:05-12:50 pm

Fit and Flow- Fishbowl Room 102, Zeidler Municipal Building
841 N. Broadway

Wednesdays 5:30-6:15 pm

Boot Camp- Fire & Police Academy, Thunderdome, 6680 N. Teutonia

- May 1st
- May 8th
- May 15th
- May 22nd
- May 29th
- June 5th





Community Supported Agriculture (CSA)

Pick-up Farm Fresh Produce at City Hall this Summer!

The City of Milwaukee Environmental Collaboration Office (ECO), MHD, DER and the MKE Food Council are promoting CSA (Community Supported Agriculture) subscriptions to encourage City employees to eat healthier. Subscribe to a CSA membership and earn Healthy Reward Points!

Employees can choose from two different farmers, Springdale Farm or Cream City Farms, which will deliver fresh local produce weekly to City Hall. See below for sign-up information. Flyers for each farm can be found on DER's wellness website: www.milwaukee.gov/WYCM

What is a CSA? CSA stands for community supported agriculture and is a way to buy local food directly from a farmer. Employees that subscribe to one of the City's partner farms enjoy convenient, healthy, local food while supporting a nearby small farm. Food is packaged by the farmer and delivered to City Hall throughout the growing season (mid-June through November). Each box contains fresh seasonal produce and other things like eggs or meat. Subscribers also get a farm newsletter, recipes and other perks like visiting the farm where the food is grown!

How does a CSA work? Subscribers make a financial commitment (\$250-\$500) ahead of the season to purchase a share of that farm's products and receive a box of delicious food carefully grown for flavor and nutrition by farmers who care for the soil and ecosystem. Some farms ask for full payment up front while others offer payment plans, assistance funds or opportunities to work on the farm in exchange for a subscription. Joining a CSA is economical with subscriptions as low as \$17/week.

New this Year: Employees can purchase different size shares and can customize their weekly delivery.

How to Sign-Up: Employees choose from two different farmers, Springdale Farm or Cream City Farms, which will deliver fresh local produce weekly to City Hall.

- Cream City Farms: www.creamcityfarms.com or email David Johnson djaewi@yahoo.com
- Springdale Farm: www.springdalefarm.com or info@springdalefarm.com

Mayor's Walk 100 Miles in 100 Days

With summer fast approaching, it's time to get outside, get some exercise and enjoy the warm weather! A perfect way to start increasing physical activity is by participating in the Mayor's Walk 100 in 100 days challenge. The Mayor's Walk 100 initiative encourages Milwaukee residents and families to lead a more active lifestyle and enjoy walks with the Mayor throughout many different Milwaukee neighborhoods. This is the sixth year the Mayor will host the Walk 100 Challenge. The Walk kick-off will be held at the beginning of June with food and prizes followed by a walk. An e-notify will be sent to all employees in the near future with more information about the kick-off event and Walk 100 challenge.



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® (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

*For holiday hours, visit froedtert.com/FastCare.



Employee Assistance Program (EAP)

Trauma and our Brain's Amygdala

The Amygdala is an almond-shaped mass of nuclei (mass of cells) located deep within the temporal lobes of the brain. We have two amygdalae, one situated in each brain hemisphere. The Amygdala is a limbic system structure involved in many of our emotions and motivations. It is also involved in learning and fear conditioning.

If we experience something threatening, our Amygdala releases hormones activating the sympathetic nervous system, which is responsible for our “fight or flight” response. Our Amygdala stores information about this threatening experience as a memory. In Post-Traumatic Stress Disorder (PTSD), past memories trigger a “fight or flight” response in the present. Sounds, images, and tastes associated with the original traumatic event are remembered by the Amygdala and signal danger similar to the original traumatic event.

A pairing occurs between stimuli and response. Think back to what we learned about Classical Conditioning in our high school science class and the example of Pavlov's Dog. A dog was shown food and began to salivate. Ivan Pavlov then began to ring a bell right before showing the dog its food. After some repetition, the dog salivated at the sound of the bell, even when there was no food in sight. Pavlov was able to produce a conditioned or learned response to stimuli (e.g. sound of a bell). How is this 1890's research still relevant today?

In order to address trauma, we need to **calm and retrain the Amygdala** by practicing activities that tap into our calming parasympathetic (rest and digest) nervous system. Some of these practices include meditation, restful sleep (sleep hygiene), deep breathing, progressive muscle relaxation, autogenic (relaxation) training and yoga. These activities are only useful when done at least 15-20 minutes a day, five days a week (repetition).

In addition to practicing calming activities, the Amygdala needs to be retrained. The Amygdala is not connected to our brain's verbal learning center and learns through experience and repetition just as illustrated in Pavlov's Dog. The outcome (dog salivating) was reached through pairing and repetition. Diagramming is a pen and paper technique to chart out triggers, pairings and reactions. Once mapped out, individuals work on exposing themselves to triggers a little at a time while working through the original fear response, to ultimately pair the stimuli to calming reactions. Therapists trained in interventions like *EMDR* (Eye Movement Desensitization and Reprocessing) and Exposure Therapy focus on helping patients pair and create new responses to past stressful stimuli. These therapies can help tap the Amygdala to bring distress, anxiety and fear to the surface so those feelings can be retrained with new pairings and healthier experiences and reactions. Therapy offers a safe, consistent and reliable place for this to happen.

Employee Assistance Program



City of Milwaukee EAP



Cris Zamora

*Employee Assistance
Program Coordinator*

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

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



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

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

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

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

Voya Office Locations

Mon, Wed, Fri:

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

Tues and Thurs:

10700 West Research Drive, Suite 160

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

Deferred Compensation

Investment Ups and Downs: The Importance of a Long-term Investment Strategy

All investing involves risk, including the risk of losing money. Markets can be volatile and 2018 was no exception. Last year was definitely volatile for the stock market. You may have received your 4th quarter 2018 statement and asked “what happened?” While it can be unpleasant to experience market downturns, it is important to not react emotionally when it comes to your investments. Most participants made up their 4th quarter losses in the 1st quarter of 2019.

Here are three tips to help keep your emotions in check during market downturns:

1. A good strategy is a good strategy, regardless of market conditions. If you have a good financial plan in place, stick with it.
2. Saving and investing for your retirement should have a long-game approach. It's important to not make investment decisions based on short-term gains or losses. Instead, figure out your risk tolerance (which should correlate to how many years you anticipate having prior to taking distributions from your account), and evaluate how an investment fits into your overall financial strategy.
3. Schedule a one-on-one appointment with your local Voya representatives (and earn Healthy Rewards points!) to better understand your investment options, as well as the Plan features and benefits.

Three Ways to Save and Invest Your Tax Refund

You may be one of the people who will receive a federal income tax refund in 2019. Think about what you did with the last tax refund you received. Did you splurge and have nothing to show for it later?

With this year's refund, instead of spending it, you could:

- Establish or add to an emergency fund to cover unexpected expenses
- Pay down credit card debt or student loans
- Divide it up to accomplish several objectives at the same time

While getting a refund is good, it still means that the IRS had your money all year. Wouldn't it be better to have that money working for you the whole time instead? Consider putting more of your pre-tax pay into your Milwaukee Deferred Compensation Plan account this year. It was money you didn't miss when it was with the IRS anyway.

If you aren't getting a refund this year, saving more to your retirement account could help change that. Every dollar you contribute on a pretax basis can reduce your current taxable income by a dollar. As your contributions increase, the income you report to the IRS goes down. That helps you owe less at tax time and maybe even get something back from Uncle Sam. Saving more from your paycheck for retirement is a convenient, automatic way to pay yourself first and lower your tax bill. Log into your Deferred Compensation account today and review your current savings rate.

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Beneficiary Checkup

Check the beneficiary designations for your Deferred Compensation 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 beneficiary to reflect your current wishes. Your beneficiary is the person or individuals who 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 www.milwaukeeedcp.com 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 of Financial Wellness Seminars and earn Healthy Rewards points (5 points, each; max 30). For more information visit DER’s Training Bulletin of Courses or the Wellness Website and select “Upcoming Presentations.” www.milwaukee.gov/WYCM

<https://city.milwaukee.gov/ImageLibrary/User/jkamme/TrainingBulletins/TrainingBulletin.pdf>

Meet Angie Ogan, the City’s New Risk Manager and Safety Officer



The Department of Employee Relations welcomes Angie Ogan as the City’s new Risk Manager and Safety Officer. Angie is from Milwaukee and brings 20 years of insurance and risk management experience from both the private and public sector. Angie is excited about her new position with the Department of Employee Relations and looks forward to working with City departments and employees on safety programs and initiatives to address and resolve safety issues and concerns.

Did You Know?

- If City employees or wellness champions are interested in making healthy vending changes at their work site, they can call Workforce Health at 414-777-3410 for help getting started.
- If employees have questions about their health insurance claims, prescriptions or general benefit inquiries, they can contact the City’s onsite nurse liaison Mari Cohn at 240-549-9879 or mari.cohn@uhc.com

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
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.

Topics include nutrition, exercise, safety and managing stress.