City of Milwaukee Open Enrollment

The City’s Open Enrollment Period starts October 29 and ends November 16, 2018. This is the only time, outside of a qualifying event, that employees can newly enroll or make changes to their benefits for 2019. For more information, visit one of the five open enrollment fairs listed below, review the 2019 Employee Benefit Guide or visit the 2019 Benefits website: www.milwaukee.gov/Benefits2019

Important 2019 Benefit Information:

- Employees already enrolled in health or dental plans who do not want to make changes for 2019 do not have to re-enroll.
- The City will have a new Long Term Disability (LTD) provider, Sun Life Financial, in 2019. There will be no LTD rate changes and general city employees will remain in the buy-up options they previously selected.
- Employees must re-enroll annually in the Flexible Spending Account program (FSA Healthcare, Dependent Care and/or Parking) if they want this benefit in 2019.

Schedule of Open Enrollment Fairs

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
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</thead>
<tbody>
<tr>
<td>Tuesday, Oct. 30</td>
<td>1:00 p.m. to 4:30 p.m.</td>
<td>Wilson Park Senior Center, 2601 West Howard Ave.</td>
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<tr>
<td>Thursday, Nov. 1</td>
<td>1:30 p.m. to 4:30 p.m.</td>
<td>Fire and Police Academy, 6680 North Teutonia Ave.</td>
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<tr>
<td>Tuesday, Nov. 6</td>
<td>1:00 p.m. to 5:00 p.m.</td>
<td>DPW Field Headquarters, 3850 North 35th St.</td>
</tr>
<tr>
<td>Tuesday, Nov. 13</td>
<td>1:00 p.m. to 4:30 p.m.</td>
<td>DNS Lake Tower, 4001 South 6th St.</td>
</tr>
<tr>
<td>Thursday, Nov. 15</td>
<td>9:00 a.m. to 1:00 p.m.</td>
<td>City Hall Rotunda, 200 East Wells St.</td>
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</table>

Employees can start making changes to 2019 benefits using the self-service website beginning October 29, 2018 at www.milwaukee.gov/selfservice. To request or reset your self-service password go to www.milwaukee.gov/rits.

Please contact the Employee Benefits Division at 414-286-3184 or derbenefits@milwaukee.gov with questions.
2019 Healthcare and Dental Rates

Employee healthcare rates, which have remained flat since 2012, will have a small 5.2% increase in 2019 to account for medical inflation. Employee dental rates for all City plans (CarePlus and Delta Dental EPO/PPO) will remain the same in 2019. Rate charts can be found at: www.milwaukee.gov/Benefits2019. There are no healthcare benefit design changes for 2019 for the fourth year in a row. The City’s experience with employee healthcare premiums and expenditures since 2012 is very unique and significantly lower than trends experienced by similar employers over the same time period.

While the national medical cost trend has increased at a rate of 5-6% annually during the last eight years, active employee rates have remained flat despite the cost of medical care increasing year after year. This is not a fluke or an accident. The City’s experience is possible because of the culture shift that continues to occur with employees and their high engagement in the City’s comprehensive health and wellness program and onsite clinic services which has improved health awareness and encourages smarter healthcare utilization choices.

Day after day City employees take intentional actions/steps to improve or maintain their health, whether it’s through a year-long diabetes prevention class, a summer weight loss competition between 13 different departments and employees (resulting in 900+ pounds lost) or an employee, who through a simple blood pressure check, avoids having a catastrophic medical incident or condition. These are all examples of things that happen every day at the City, very much under the radar, that make a big difference in the quality of life of our employees and have direct and long lasting implications on their health, out-of-pocket medical spend and the City’s healthcare expenditures as well.

Despite the premium increase that will occur in 2019, the City continues to offer very generous health benefits to employees. During the last 8 years, employees’ premium share has remained at 12% while nationally employee premiums average 24-32% for large employers with similar plans and are at least 65% higher than City employee rates. The City’s deductibles and coinsurance also remain significantly lower than comparable organizations’ benefit design.

Health Appraisal Reminder

The last day to schedule health appraisal appointments is November 30, 2018. No exceptions will be made to this deadline. Your participation in the Health Appraisal process is not mandatory, but if you anticipate you and your spouse will take the City’s health insurance in 2019, you must complete the 2018 Health Appraisal to avoid a fee. Employees and spouses must also complete the Health Appraisal to be eligible to participate in Healthy Rewards. For more information, see the launch kit on www.milwaukee.gov/wycm and click on “Wellness Program Launch Kit.” For questions or help registering on the wellness portal, contact Workforce Health 414-777-3410.

Quick Guide to Scheduling an Appointment

<table>
<thead>
<tr>
<th>Returning Participants:</th>
<th>New Participants: (must register and create account)</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Log into the wellness portal with the username and password from last year</td>
<td>• Go to wellness portal</td>
</tr>
<tr>
<td>• If you cannot access your account, click “Forgot Username” link</td>
<td>• Locate “New Users” box and click “Register”</td>
</tr>
<tr>
<td>» Enter company code: 0007</td>
<td>• In “New User Registration” box, complete all fields</td>
</tr>
<tr>
<td>» Enter User ID: 6 digit Employee ID (PeopleSoft ID) and spouse use employee ID + 5P (example: 123456SP) and click send</td>
<td>» Company Code: 0007</td>
</tr>
<tr>
<td>• You will receive an e-mail with the username you created</td>
<td>» User ID = 6 digit Employee ID (PeopleSoft ID)</td>
</tr>
<tr>
<td>Note: The link expires after 30 minutes</td>
<td>Spouse use employee’s Employee ID + SP (Ex: 123456SP)</td>
</tr>
<tr>
<td>• Once you receive your username, go back to the portal, click “Forgot Password” link, and enter username to continue</td>
<td>• Create and record your username and password to return to the portal</td>
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<table>
<thead>
<tr>
<th>Schedule Your Health Appraisal:</th>
<th>Schedule Your Health Appraisal:</th>
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<tbody>
<tr>
<td>• While logged into the wellness portal, locate the “Health Appraisal” box and click “Schedule Your Health Appraisal.” A separate website will open.</td>
<td>• While logged into the wellness portal, locate the “Health Appraisal” box and click “Schedule Your Health Appraisal.” A separate website will open.</td>
</tr>
<tr>
<td>• Log in using your e-mail address and password from last year</td>
<td>• Click “Login/Create Account”</td>
</tr>
<tr>
<td></td>
<td>• Enter your 6 digit employee ID (PeopleSoft ID) and spouse use employee ID + SP (example: 123456SP)</td>
</tr>
<tr>
<td></td>
<td>• Fill out all required information and click “Update”</td>
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Starting July 1, 2018, the City began a pilot program to utilize Froedtert FastCare Clinics as part of the City’s Workplace Clinic expansion efforts. FastCare Clinics provide similar healthcare services as the City’s onsite Workplace Clinic, have expanded evening and weekend hours and provide care to older age dependents. This pilot program is available to employees, spouses and dependents 6 years and older covered under the City’s UnitedHealthcare (UHC) health insurance. Covered members can use five approved Froedtert FastCare Clinic locations around the Milwaukee area to receive care at no cost to the employee. Because of this change, new UHC insurance cards will be issued annually and employees must show their current City of Milwaukee UHC insurance card to receive free care. All employees enrolled in the City’s health insurance for 2019 will receive new insurance cards in December 2018. Visit www.milwaukee.gov/WYCM for more information.

Approved Froedtert FastCare Clinic Locations include (all with dedicated free parking).

- **McKinley FastCare**
  1271 N. 6th St., Milwaukee
  414-978-9037

- **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

- **McKinley FastCare Hours***:
  Monday – Friday: 10 a.m. - 7 p.m.
  Saturday and Sunday: 9 a.m. - 1 p.m.

- **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.

*Clinic hours vary on holidays.

**Holiday Maintain Don't Gain Program**

This 8-week holiday challenge starts Wednesday, November 21st! Learn how to enjoy the holidays without letting them increase your waistline and earn Healthy Rewards points. This program is free to all City employees and spouses. Weigh-in on Wednesdays from 11:45 a.m. -1:45 p.m. at City Hall on the 8th Floor, Room 802 (South End). Employees can also weigh-in at the wellness center and traveling wellness center locations. A flyer about the program is posted on the wellness website: www.city.milwaukee.gov/WYCM

**City Flu Clinics**

There is still time for employees to get their flu shot. Workforce Health flu clinics are scheduled in November 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 and go to the Health Appraisal tab, click on “schedule your health appraisal” and schedule your flu shot. Walk-ins at flu clinics will be accepted but scheduled appointments will take priority. The flyer is also available on the Wellness Website: www.city.milwaukee.gov/WYCM

<table>
<thead>
<tr>
<th>Remaining Dates</th>
<th>Time</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thursday, Nov. 1</td>
<td>1:30 p.m. - 4:30 p.m.</td>
<td>Fire &amp; Police Academy - Chapel Room</td>
</tr>
<tr>
<td>Tuesday, Nov. 13</td>
<td>1:30 p.m. - 4:30 p.m.</td>
<td>DNS Lake Tower - 1st Floor Office Lobby Area</td>
</tr>
<tr>
<td>Thursday, Nov. 15</td>
<td>9:00 a.m. - 1:00 p.m.</td>
<td>City Hall - Room 301C</td>
</tr>
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Wellwaukee

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

Wellness Story

MHD 1,000 Mile Summer Group Walk

The Milwaukee Health Department Laboratory organized a group 1,000 mile walk to get people motivated and inspire healthy habits. It started July 1st and the goal was met by September 6th. Of the 21 people in the lab department, 17 participated and walked an average of 57 miles. The top three walkers each walked over 100 miles. To celebrate the completed 1,000 miles, the team had a healthy Pita Pit lunch with “exotic fruit” for desert. One participant stated that she lost 6 pounds just by adding a little more conscientious walking to her daily routine. Everyone in the department is now asking when the Fall/Winter group walk will start as it was more engaging to watch their collective miles grow each week as a team.

Milwaukee Health Department Laboratory Team

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UHC Onsite Nurse Liaison—What a Year it Has Been!

As the end of 2018 approaches, it’s a perfect time to reflect on the first 12 months in my role as the City’s Onsite Nurse Liaison. While the months have gone by quickly, they have given me so many memorable moments. Navigating my new hometown of Milwaukee was my first challenge while I learned about the City, its different departments and where they’re located. Just when I got my routes down, I was given more locations, making it a total of 11 different worksite locations throughout the city to visit. However, with every challenge comes opportunity and I was happy for the chance to expand my office hours/locations and reach even more employees. Starting out, I looked forward to my new role and was aware of my job responsibilities, but what I didn’t anticipate was how much I would enjoy meeting so many wonderful City of Milwaukee employees. You have trusted me with your questions, your fears, your health struggles, your goals and even your successes. Over the months, we have shared lots of laughs and a few tears as we worked through things together.

I was fortunate to be able to start additional wellness programs like Healthy Living with Diabetes, a Diabetes Prevention Support Group, and Lunch and Learn education sessions. Part of what made this year so fulfilling was increasing health awareness, helping people make changes, teaching health topics and helping employees get good healthcare in place. In addition, seeing those familiar and friendly faces and getting to know you has made it a memorable first year. My goals for 2019 include offering more wellness programs at additional locations and continuing to help you along your personal health journey. I look forward to partnering with you!

UnitedHealthcare Provider Annual Evaluation for Premium Designation

Every year UnitedHealthcare (UHC) evaluates their network providers for the Premium Tier 1 designation. Providers that do not meet the premium quality and cost efficiency criteria can lose their Tier 1 designation. UHC publishes the annual evaluation results of the Premium designations at this time so members can verify their physician’s Premium status for 2019 before the year begins.

City employees with the City’s UHC health insurance coverage should confirm their physician(s) will be Tier 1 in 2019 by logging into www.myuhc.com website using their login and password, finding their physician(s) and looking for the Tier 1 symbol. For more information on finding Tier 1 providers, employees can visit www.milwaukee.gov/Benefits2019 go to “U” and select the “UHC Premium Providers (How to Find) flyer.

Physicians who no longer meet the premium quality and cost efficiency criteria will not show as Tier 1 providers in members myuhc.com accounts. Providers that continue to meet the premium quality and cost efficiency criteria will show as Tier 1.

Prospective members can see if a provider will be Tier 1 in 2019 before scheduling care, by going to www.myuhc.com:

• Select “Find medical and mental health providers and facilities” in the upper right corner of the site.
• Select Medical directory / All UnitedHealthcare Plans / Shopping around / and then “Choice” or “Choice Plus” as the plan selection.
• Select “change location” and enter their zip code, then select update location. Members can review their doctor’s status by enter the doctor’s name, or health care providers can be found by category.
• Prospective members should look for the two blue hearts symbol 💜.
Employee Assistance Program (EAP)

Face Time for Mental Health

Sorry to disappoint........but this article isn’t about the popular video call app. While we live in a social media world and these networks have their place in helping us connect with others, nothing beats stress the same way as spending quality in person time with people. In the electronic age, the individuals we decide to spend our time with matter.

In person face time is the most beneficial with good listeners. They don’t rush to judge or tell you how to think and feel. They don’t have preconceived notions and they don’t interrupt or overly criticize. If you don’t have someone to spend in person/face time with, start building new connections and friendships using the tips below.

• **Join a social, special interest or volunteer group.** Sometimes it’s easier to make connections with people that already share a common interest, goal or hobby. There are walking groups, groups that get together to try new restaurants, biking/running groups and plenty of volunteer opportunities in and around Milwaukee.

• **Schedule a date/time to catch-up.** Don’t wait for a chance run into a friend. Reach out and make it happen.

• **Talk to a stranger.** Smile, greet people and strike up a conversation. A 2014 study compared groups of commuters (trains & buses) that were either asked to strike up a conversation with a stranger or instructed to be silent for the duration of their trip. The group that was encouraged to connect with others reported a more pleasant and happy commute compared to the group that didn’t talk.—Epley, Nick & Schroeder, Juliana (2014) Mistakenly Seeking Solitude. Journal of Experimental Psychology: General.

The employee assistance program, or EAP, is a counseling service for City of Milwaukee employees and their families who may be experiencing personal or workplace 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.
Wellwaukee

Milwaukee Deferred Compensation Plan/Financial Wellness

Upcoming Deferred Compensation Annual Elections Period

The Annual Account Elections and Enrollment Period for the Milwaukee Deferred Compensation Plan (DCP) is October 15 – November 16, 2018. Employees subject to the Elections Period are those not enrolled in the Plan and/or saving less than 3% (Note: this election requirement excludes collectively bargained police and fire employees, less than half-time employees and employees hired since October 1, 2017). Those subject to the Annual Elections Period should visit www.enrollmilwaukeedcp.com to complete the elections process. Certain defaults will apply to employees that do not make an election during this period. Contact the Plan Information Line at 844-360-MDCP (6327) with questions or schedule a one-on-one meeting with a local representative (and earn 10 Healthy Rewards Points).

Financial Wellness Seminars

Learn more about DCP benefits by attending a Financial Wellness Session! Sign up for a comprehensive overview of the Plan (and earn 5 Healthy Rewards Points) titled "Understanding the Benefits of the City of Milwaukee Deferred Compensation Plan," which will be available on a variety of dates offered in October and November. Visit DER's Bulletin of Courses for more information: www.milwaukee.gov/der/training

Voya Cares®

One in five Americans—an estimated 65 million people—will be affected by a special need or disability in their lifetime, with another 105 million people serving as a parent, sibling or other caregiver—that’s half of the U.S. population. These individuals, and their caregivers, often face a tough and confusing journey, especially when it comes to planning for their retirement and the care of their loved ones.

Through the Voya Cares Program, Voya has begun to shine a light on the issues that people living with special needs and disabilities and their caregivers face. As experts in Retirement, Investment Management, Individual Life and Employee Benefits, Voya is uniquely positioned to make an impact in the lives of people with special needs and disabilities as well as their families and caregivers by helping them think differently and holistically about planning for a financial future.

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).

For more information about this program, visit www.voya.com/voyacares
Meet Samm Brovelli--Physical Therapist at the City’s Injury Prevention Clinic (Zeidler Municipal Building)

“I am passionate about helping people understand what is going on with them as well as educating them on proactive steps to alleviate their symptoms and prevent future injuries from occurring. I enjoy collectively working with my patients in order to accomplish a more active lifestyle that can be maintained.”

Services provided at the Injury Prevention Clinic:
• Musculoskeletal screens involving low back pain, neck pain, sprains, strains, etc.
• Injury prevention (education, form correction, etc.)
• Progression of gym routines
• Ergonomics and body mechanics education
• Interventions/education to address areas to improve (i.e strength, flexibility, etc.)

To learn more and schedule appointments, please call: 414-777-3413

Hours: Monday 8 a.m. - 12 p.m.; Wednesday 12:30 - 4:30 p.m.

Did You Know?
• FastCare Clinic visitors may have to wait to be seen and should be prepared for normal clinic wait times when visiting. While appointments cannot be made at FastCare Clinics, individuals can call the clinic and inquire about wait times prior to visiting.
• Flu shots at FastCare Clinic Meijer locations are provided through the Meijer Pharmacy in the same building.
• You can get Healthy Reward points for blood donations and formal volunteer activities. Visit the DER website for the required verification form that will need to be completed and sent to 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.

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

In partnership with

Froedtert & Medical College of Wisconsin

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 and managing stress.