



If you don't see a clear path for what you want, sometimes you have to make it yourself.

Mindy Kaling

Thanks for Attending our HRA Event!

We would like to send a special thanks to all attendees at our HRA Event last month. Our expectations were exceeded with the amount of participation we had.

If you attended this event, remember to complete your Follow-Up to go over your results with the Premise Health provider. This follow-up is mandatory to receive credit for completing your HRA.



The Health Risk Assessment (HRA) should be completed between January 1st - September 30th

Schedule your “Biometric Screening” appointment with **Premise Health** today!

If you prefer to use your own personal doctor, don't forget to turn your completed **Private Physician form** in to the Benefits Office.

Not completing your HRA by the deadline will result in an additional charge of \$25/pay period for your health insurance in 2024.

Open Enrollment Is Coming Up!

This year's Open Enrollment period will be held June 5th - July 31st. All benefit changes made during this time will take effect October 1st.

This is a good time to review your benefits and learn about other available benefit offerings.

The City provides the following Core Benefits:

- ◇ Group Health Plan
- ◇ Vision
- ◇ Flexible Spending Accounts
- ◇ Voluntary Life Insurance
- ◇ Deferred Compensation
- ◇ Discounted YMCA Membership

Colonial Life provides the following Voluntary Benefits:

- ◇ Group Specified Disease
- ◇ Whole/Term Life Insurance
- ◇ Dental Insurance
- ◇ Disability
- ◇ Accident
- ◇ Cancer
- ◇ Hospital Confinement

The Open Enrollment period is the only time you can make benefit changes unless you experience a **qualifying event**.

Stay tuned to your email and the benefits webpage for more information:

www.montgomeryal.gov/government/city-employees/benefits/how-to-enroll

Welcome our New Safety & Claims Administrator!

Renardo Gadie



We are happy to announce our new Safety & Claims Administrator, Renardo Gadie.

Renardo comes to the City with 33 years of liability insurance claim and loss prevention management experience. He looks forward to collaborating with all departments to facilitate a safe working environment.

Renardo's contact info:

City Hall Office #108

Ph: 334.625.2298

rgadie@montgomeryal.gov



March EAP Webinar

The Sandwich Generation - Multi-Generational Caregiving

Are you taking care of your children and your parents? This webinar will review the phenomenon of the sandwich generation and how we can better manage the needs of our changing families. We'll discuss ways to have productive conversations with aging parents about their needs, ways to troubleshoot burnout as a caregiver and how to keep your own family running smoothly.

The webinar is available all month long on the Uprise Health Work-Life Portal.

Visit members.uprisehealth.com, enter Access Code **CityOfMontgomery**, and click **Work-Life Sign In**.

View the [2023 Monthly Webinar Calendar](#) for upcoming webinars.

Update Your Beneficiaries

If you've lost a loved one, you understand the importance of having your beneficiary designations up-to-date. A beneficiary is a person or organization (non-profit or charity) you name in legal documents - like a will or a life insurance policy - to receive all or some of your assets (money and other stuff you own) when you pass away. You can list more than one beneficiary, and you don't have to choose a relative. The primary beneficiary (or beneficiaries) inherit first. If they are no longer living, your assets go to any secondary (or contingent) beneficiaries you have designated.

There are four (4) City-related benefits that require beneficiaries: Voluntary Employee/Dependent Life Insurance, RSA Preretirement Death Benefit, Basic Life Insurance (Non-RSA), and Accrued Payroll Benefits.

- The Voluntary Employee/Dependent Life Insurance is only available for employees enrolled in this benefit.
- The RSA Preretirement Death Benefit is available to all City employees who participate in the RSA.
- The Basic Life Insurance(Non-RSA) is available to elected City officials and former State of Alabama employees who don't qualify for the RSA Preretirement Death Benefit.
- The Accrued Payroll Benefit is available for all City employees.

These beneficiary forms are found on the City's Benefit Resources page under Forms & Documents and can be updated anytime during the year.



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Risk Management Webpage

**[www.montgomeryal.gov/
government/city-employees/
risk-management](http://www.montgomeryal.gov/government/city-employees/risk-management)**

- Benefit Plan Documents & Enrollment Forms
- Wellness Program Resources
- Workers' Comp Forms & Instructions
- City Driver Permit Application
- Archived Newsletters
- And more