



*Don't judge each day by the harvest
 you reap but by the seeds that you
 plant.*

Robert Louis Stevenson

Open Enrollment

*The 2023 Open Enrollment period is June 5 - July 31.
 All changes will take effect October 1st.*

This is the only time you can make changes to your benefits unless you experience a **qualifying event**.

During this Open Enrollment period you can Enroll, Cancel, or Make Changes to the following benefits:

Core Benefits	Voluntary Benefits
Group Health Plan	Group Specified Disease
Vision Insurance	Whole/Term Life Insurance
Flexible Spending Accounts	Dental Insurance
Voluntary Life Insurance	Disability
Deferred Compensation	Accident
YMCA Membership	Cancer
	Hospital Confinement

Members enrolled in the Group Health Plan and Vision Insurance will see a rate change beginning with the 1st check in October. Premium changes were first announced in the **memo** from the Director of Risk Management. Additional details are forthcoming in the Open Enrollment video presentation.

Your Open Enrollment digital postcard can be viewed **HERE**.

All other details will be posted in the Open Enrollment section of the Benefits webpage:

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

Workplace Safety

City employees face a variety of hazards on the job, so it's important that they have the appropriate gear to keep them safe. Here are some examples of safety equipment that City employees may need:

1. **High-visibility clothing:** Workers should wear bright colored clothing that makes them easy to see, especially when working near traffic.
2. **Hard hats:** Workers should wear hard hats to protect their heads from falling objects.
3. **Safety glasses:** Workers should wear safety glasses to protect their eyes from flying objects.
4. **Gloves:** Workers should wear gloves to protect their hands from cuts, scrapes, and other injuries.
5. **Steel-toed boots** to protect their feet from heavy objects.
6. **Earplugs or earmuffs:** Workers may need to wear earplugs or ear muffs to protect their hearing from loud noises.

These are just a few examples of the safety equipment that City employees may need. It's important to assess the specific hazards of each job and provide the appropriate gear to keep workers safe.



Free Check in June

The month of June has three paychecks:

June 2nd, June 16th, & June 30th

On June 30th, most benefit premiums will not deduct; hence, some refer to it as a "free check".

The following benefits will not deduct:

Group Health Plan, Vision, Life Insurance, Colonial Life, Aflac, and Liberty National. Child support and Wellness Program deductions (HRA & Tobacco) also will not deduct on this check.

All mandatory federal/state taxes, retirement, garnishments, FSA, and Deferred Compensation will deduct as usual.

Are You a New Employee?

The New Employee Orientation video is available on the [City Employee Resources webpage](#) and should be viewed within 30 days of hire. Benefit packets are hand-mailed to your department after you have turned in the orientation forms.

Benefits enrollment forms are provided in the benefit packets for employees hired May through August. Benefits start the 1st of the month following enrollment.

Contact the Benefits Office with any new hire questions.



May is National Mental Health Awareness Month

More and more people are discussing their mental health in the open and understanding that it's just as important as physical health. There are ways everyone from all levels of the workplace can improve both their own and their coworkers' experiences while on the job.

This is also a good time to review the mental health benefits available to you as a City employee:

- The City of Montgomery offers a free EAP (Employee Assistance Program) to all employees and their families. The EAP provides confidential advice, support, and practical solutions to real-life issues including 6 free counseling sessions, financial help, and more.
- Employees and dependents, on the City's Health Plan, also have mental health and substance abuse coverage. This benefit provides covered inpatient and professional services as well as behavioral healthcare management.

The EAP and Mental Health benefits are provided by Uprise Health. Pre-authorization must be attained first by contacting Uprise Health 800-925-5327. More information is also available online at members.uprisehealth.com.



May EAP Webinar

The Science of Happiness

Learn how to bring more happiness to your personal and professional life. Research supports that happy people feel better, do better, and live better. While this is great news, it still begs the question, why? And more importantly, how? During this webinar, we will explore the history and research behind this concept of happiness, how it relates to the various facets of your life, and what intentional activities you can do to increase your life satisfaction and fulfillment. There are many pathways to happiness, so let's get your journey started!

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.

Hearing Benefits through VSP

Did you know members with VSP vision coverage have additional benefits for hearing?

Like vision loss, hearing loss can have a huge impact on your quality of life. However, the cost of a pair of quality hearing aids usually costs more than \$5,000, and few people have hearing aid insurance coverage.

Through TruHearing, members can save up to 60% on top-of-the-line hearing aids with access to a national network of more than 7,000 hearing healthcare providers.

Here's How It Works:

- ⇒ **Contact TruHearing.** Call **877-396-7194**. You and your family members must mention VSP.
- ⇒ **Schedule Exam.** TruHearing will answer your questions and schedule a hearing exam with a local provider.
- ⇒ **Attend Appointment.** The provider will perform a hearing exam, make a recommendation, order the hearing aids through TruHearing, and fit them for you.

Click [HERE](#) to view the flyer and visit truhearing.com/vsp for more information.



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Risk Management Webpage

**[www.montgomeryal.gov/
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- Benefit Plan Documents & Enrollment Forms
- Wellness Program Resources
- Workers' Comp Forms & Instructions
- City Driver Permit Application
- Archived Newsletters
- And more