



*A well-educated mind will always have more questions than answers.*

*Helen Keller*

# Open Enrollment is Almost Over

*Time is running out to make changes to your benefits*

If you have not viewed the Open Enrollment video presentation, please do so as soon as possible by clicking the following link:

[www.montgomeryal.gov/government/city-employees/benefits/how-to-enroll](http://www.montgomeryal.gov/government/city-employees/benefits/how-to-enroll)

If you missed your scheduled enrollment with your department, you will need to complete your enrollment during the following make-up sessions:

In-Person	Call-Center
Friday, July 21st City Hall Auditorium 9:00a - 2:00p	Monday, July 24th - Monday, July 31st Ph# 1-833-703-1967 / Code: 1845957 7:00a - 7:00p

## REMINDERS:

- Healthcare & Dependent Care Flexible Spending Accounts do not automatically renew and must be enrolled in each year.
- All benefits are enrolled with the Colonial Enrollers with the exception of the Group Health Plan and Voluntary Life Insurance. Employees must complete the forms below for changes to take effect October 1st:
  - [Group Health Plan](#)
  - [Voluntary Life Insurance](#)

Changes not made during this Open Enrollment period can only be made within 30 days of a **qualifying event**.

# Retirement Announcement

After nearly 28 years of service, Retirement Specialist, Kim Neese, has announced her retirement effective September 1, 2023.

We will have a retirement celebration for Kim on her last day in the office,  
**Friday, August 11th!**

Click to view the [invitation](#).

*Happy Retirement*

## Retirement Seminar

The Risk Management Department will host a retirement seminar on

**Thursday, July 27th**  
**9:00a - 12:00p**  
**City Hall Auditorium**

If you are eligible to retire, or thinking about retiring within five years, we encourage you to attend this seminar to help ease the transition.

Speakers from RSA and the Social Security Administration will also be in attendance.

Click [HERE](#) to register.

We look forward to seeing you.

# UV Safety Awareness Month

Spending time outside is a great way to be physically active, reduce stress, and get vitamin D. You can work and play outside without raising your skin cancer risk by protecting your skin from the sun.

Most skin cancers are caused by too much exposure to ultraviolet (UV) light. UV rays are an invisible kind of radiation that comes from the sun, tanning beds, and sunlamps. UV rays can damage skin cells.

July is UV Safety Awareness Month and in light of this topic, here are a few ways to protect your skin from the sun:

**Shade** You can reduce your risk of sun damage and skin cancer by staying in the shade under an umbrella, tree, or other shelter.

**Clothing** When possible, wear long-sleeved shirts and long pants and skirts, which can provide protection from UV rays.

**Hat** For the most protection, wear a hat that has a brim all the way around that shades your face, ears, and the back of your neck.

**Sunglasses** protect your eyes from UV rays and reduce the risk of cataracts. They also protect the tender skin around your eyes from sun exposure.

**Sunscreen** Put on broad spectrum sunscreen that filters out both UVA and UVB rays and has an SPF of 15 or higher before you go outside. Don't forget to put a thick layer on all exposed skin.

Source: [www.cdc.gov](http://www.cdc.gov)



# July EAP Webinar

## *Planning For Retirement: It's More Than Just the Numbers*

The advertising you see about retirement all seem to emphasize money. While money is very important, it's not the only thing. Join us for a broad look at what you can do now for a satisfying retirement. We'll explore the new world of semi-retirement, emotional issues around leaving work, the money of course, and more.

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

Visit [members.uprisehealth.com](https://members.uprisehealth.com), enter Access Code **CityOfMontgomery**, and click **Work-Life Sign In**.

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

## HRA Reminder

Thanks to all attendees at our June HRA Event! Remember to complete your Follow-Up to go over your results with the Premise provider.

The last day to complete your HRA is September 30th.

If you complete your HRA at Premise Health, you'll need to make sure your follow-up appointment is also completed before the September 30th deadline.

If you complete your HRA with your personal doctor, the **Private Physician form** must be turned in to the Benefits Office by September 30th.

## Aflac Special Enrollment

Aflac representatives will be available in August for a special enrollment period.

Employees will have the opportunity to enroll in these benefits with an October 1st effective date.

Click to view the —> [Aflac Flyer](#)

Visit the [Aflac Enrollment webpage](#) to view available products and to schedule an appointment with Aflac agent, Carol Jackson (334) 301-3818.



# Guidelines for Driving City-Owned Vehicles

## **Employees who drive city-owned vehicles:**

1. Always wear your seatbelt and make sure all passengers do the same.
2. Follow the speed limit and adjust your speed according to weather and road conditions.
3. Avoid distractions such as texting, eating, or using your phone while driving.
4. Keep a safe distance from other vehicles on the road.
5. Use turn signals when changing lanes or turning.
6. Check your mirrors and blind spots before changing lanes or merging.
7. Avoid aggressive driving behaviors such as tailgating or cutting off other drivers.
8. Always obey traffic signals and signs.
9. Never drive under the influence of drugs or alcohol.

## **Street Maintenance and Sanitation Workers, Police, and Fire/Rescue:**

1. Wear personal protective equipment (PPE) such as gloves, safety glasses, and hard hats to protect yourself from hazards.
2. Be aware of your surroundings and watch out for traffic. Always use caution when working near moving vehicles.
3. Use proper lifting techniques to avoid back injuries. Lift with your legs, not your back.
4. Be cautious when handling hazardous materials such as chemicals, sharp objects, and biohazardous waste.
5. Stay hydrated and take breaks when needed. Working in hot weather can lead to heat exhaustion and dehydration.
6. Follow proper sanitation procedures to prevent the spread of disease and infection.
7. Report any safety hazards or concerns to your supervisor immediately.



## Contact Us

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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