



*Change your thoughts and you
change your world.*

Norman Vincent Peale

It's a New Plan Year!

October starts the new plan year for your benefits.

If you made any changes to your benefits during the Open Enrollment period, those changes will begin on October 1st.

Reminders:

Premium Changes

Group Health Plan & Tobacco User premiums will increase and Vision premiums will decrease beginning with the October 6th paycheck. Click [here](#) to view the updated Premium Rate Sheet.

Flexible Spending Accounts

If you currently have a healthcare or dependent care flexible spending account, you have upcoming deadlines for your funds. Login to your AIG account to view your FSA account balance.

- The last day to expense current year funds is September 30th.
- The last day to file outstanding claims is October 31st.
- If you have up to \$570 left in your current Healthcare FSA, those rollover funds will be available November 1st.
- Dependent Care FSA funds do not rollover. Any funds left in your current plan will be forfeited on September 30th.
- New FSA enrollments will start October 1st.

Health Risk Assessment

The last day to complete this year's HRA is September 30th. If you are on the City's Health Plan, and do not complete your HRA by this deadline, you will be charged an additional \$25/pay period for the health insurance. This charge will start January 2024 and will continue for one full year.

Farewell, Kim Neese!

We would like to thank everyone who donated and stopped by Kim's Retirement Celebration last month.

Kim will surely be missed and we wish her all the best!



Retirement Seminar

We are very pleased with the amount of participation we had at the Retirement Seminar in July.

Approximately 130 retirement-eligible employees received valuable information pertaining to their future retirement benefits.

If you missed the seminar, or would like to refresh your memory, you may view the recorded presentation by clicking the link below.

[2023 Retirement Seminar video](#)



Commercial Lawn Mower Safety

Commercial lawn mower safety is essential for City employees working in landscaping or maintenance roles. Here are some tips to ensure their safety while operating commercial lawn mowers:

1. Read the manual: Familiarize yourself with the specific operating instructions and safety guidelines provided by the manufacturer of the commercial lawn mower. Follow these guidelines carefully.

2. Wear appropriate safety gear: Always wear protective gear, including safety goggles, ear protection, sturdy work boots, and close-fitting clothing. Consider wearing gloves to protect your hands.

3. Conduct pre-operation checks: Before starting the mower, inspect it for any visible damage or loose parts. Ensure that the blades are in good condition, properly adjusted, and securely fastened.

4. Clear the area: Remove any debris, rocks, branches, or other objects from the mowing area that could potentially be thrown by the blades. Check for hidden obstacles, such as sprinkler heads or rocks, to avoid damaging the mower or causing accidents.

5. Maintain a safe distance: Keep a safe distance from by standing colleagues, and other workers. Ensure that no one is within the mowing area or nearby when operating the mower.

6. Be cautious on slopes: Exercise caution when mowing on slopes or uneven terrain. Follow the manufacturer's guidelines for safe operation on slopes and avoid mowing on excessively steep or slippery slopes.

7. Use the mower's safety features: Ensure that all safety features, such as dead-man switches, blade guards, and shields, are in place and functioning properly. Never disable or tamper with these safety features.

8. Refuel safely: Refuel the mower only when the engine is cool and turned off. Avoid spilling fuel on the engine or hot components. Store fuel in approved containers in a well-ventilated area.

9. Store and transport safely: When not in use, store the mower in a secure location away from children and unauthorized personnel. When transporting the mower, secure it properly to prevent it from shifting or falling.

10. Regular maintenance: Follow the manufacturer's recommended maintenance schedule for the commercial lawn mower. Regularly inspect and clean the mower, sharpen or replace blades when necessary, and keep it in good working condition.

Remember, safety should always be a top priority when operating commercial lawn mowers. Adhering to these safety guidelines will help protect city employees from accidents and injury while using these powerful machines.



September EAP Webinar

Involvement & Engagement

Learn how small acts of kindness and a state of flow can change your life. Do you ever ask yourself, “What can I do today to change my life for the better?” Thankfully, research supports that there is something we can do about it, and it’s actually quite easy. In this webinar, we will explore two actionable concepts, acts of kindness and flow, that you will enjoy adding to your daily/weekly routine and that will help you live a happier, positive, purposeful life.

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.

Tobacco Usage

The City of Montgomery requires all employees on the City Health Plan to sign a tobacco attestation form upon enrollment in the health plan. This form requires employees to attest to their tobacco use status. Employees who use tobacco products, including cigarettes, snuff, chewing or dipping products, cigars or pipes are charged an additional \$17.50/pay period for the health insurance beginning October 2023.

Beginning January 2024, tobacco attestation forms will need to be completed each year. Forms will be sent out with the annual Health Risk Assessment letter.

Tobacco users have the opportunity to enroll in the free Tobacco Cessation Program through Premise Health. Click to view the [flyer](#).

Flu Vaccines

Premise Health will administer free flu vaccines in October for employees and dependents on the City’s Health Plan.

Vaccines will be given on a walk-in basis during the dates and times listed below. Members must be registered with Premise Health to receive a vaccine.

Friday, October 6th, 7:30am - 12:30pm

Friday, October 13th, 7:30am - 12:30pm

Friday, October 20th, 7:30am - 12:30pm





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Risk Management Webpage

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