



Your thoughts are seeds, and the harvest you reap will depend on the seeds you plant.

Rhonda Byrne

Thanks for Attending our HRA Event!

We would like to thank all attendees at our HRA Event this month.

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 2025.

Our Next Event Is May 8th on the City Lot

[View Flyer](#)

Prioritizing Collaborative Safety in the Workplace

As we continue to strive for excellence in our work, it is essential that we prioritize the safety and well-being of all employees in our workplace. Our collective commitment to creating a safe and secure environment not only protects each one of us but also fosters a positive and productive work culture.

The following key points reinforce our dedication to collaborative safety:

1. Communication

Open and transparent communication is crucial in maintaining a safe work environment. Encourage team members to speak up about any safety concerns, hazards, or near misses they may encounter. By sharing information and working together, we can address potential risks proactively.

2. Teamwork

Safety is a team effort, and we all play a role in ensuring a secure workplace. Look out for one another, offer assistance when needed, and collaborate to implement safety protocols effectively. Together, we can create a culture where safety is a top priority for everyone.

3. Reporting Incidents

If you observe any safety hazards, incidents, or potential risks, please report them promptly to your supervisor. Your vigilance and willingness to speak up can prevent accidents and contribute to a safer work environment for all.

4. Continuous Improvement

Safety is an ongoing process that requires constant evaluation and improvement. Let's work together to identify areas where safety measures can be enhanced, implement necessary changes, and monitor the effectiveness of our safety initiatives.

Remember, safety is not just a priority - it's a value that we uphold every day. By collaborating and supporting one another in our commitment to safety, we can create a workplace where everyone feels protected, valued, and empowered to do their best work.

Thank you for your dedication to safety, and let's continue to work together to ensure a safe and secure environment for all.

Open Enrollment Is On The Horizon

This year's Open Enrollment period will be held June 3rd - 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.

Available benefits include:

Group Health Plan, Vision, Flexible Spending Accounts, Voluntary Life Insurance, Deferred Compensation, Discounted YMCA Membership, and voluntary benefits provided by Colonial Life such as Group Specified Disease, Whole/Term Life Insurance, Disability, Accident, and more.

Open Enrollment is the only time you can make benefit changes unless you experience a qualifying event. Stay tuned for more information.

Retirement Seminars

Understanding the details of your retirement is a wise choice at any stage in your career. Retirement Systems of Alabama (RSA) provides free Retirement Preparation Seminars throughout the year in various locations in Alabama.

RSA has two seminars available:

- Retirement Preparation Seminar - full day event for members within 5 years of retirement eligibility.
- Early to Mid-Career Seminar - a half-day event for members who have 1 to 19 years of service.

Click the links above for registration details.

Furthermore, employees looking to retire should contact RSA to receive an estimate first. Once an estimate is received, please contact the Benefits Office for an appointment to go over the estimate and/or submit the retirement application.

Applications must be submitted 30-90 days in advance.

Reminder: Employees on the City's 20-Year and 25-Year Retirement Plans are able to elect the RSA Retirement Plan at any time before retirement.



March EAP Webinar

Bullying: Awareness & Effective Response

This training will cover three key areas: Bring awareness of bullying in both the workplace and schools through identifying the signs and behavior; discuss the negative impact and effects; introduce strategies & steps to combat and prevent bullying.

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 [2024 Monthly Webinar Calendar](#) for upcoming webinars.

Update Your Beneficiaries

Don't let another year pass without updating your beneficiaries. The City has four benefits that require beneficiaries:

Voluntary Life Insurance is only available for employees enrolled in this benefit

RSA Preretirement Death Benefit is available to all City employees who participate in the RSA

Basic Life Insurance (Non-RSA) is available to elected City officials and former State of Alabama employees who do not qualify for the RSA Preretirement Death Benefit

Accrued Payroll Benefits 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 at anytime.



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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