



*If everyone is moving forward
together, then success takes care of
itself.*

Henry Ford

New Plan Year!

October starts the new plan year for your benefits.

If you made any benefit changes during the Open Enrollment period, those changes will begin October 1st.

Reminders:

Premium Changes

Group Health Plan premiums will increase beginning with the October 4th paycheck. Click [here](#) to view the updated Premium Rate Sheet.

Flexible Spending Accounts

NueSynergy will be the administrator for flexible spending and health reimbursement accounts starting October 1st.

- AIG cards will be shut off on September 30th.
- The last day to file outstanding claims through AIG is October 30th.

- Up to \$610 left in your current Healthcare FSA will rollover and be available November 1st. Dependent Care FSA funds do not rollover.

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 2025 and will continue for one full year.

Premise Health Flu Vaccines

Premise Health will administer flu vaccines on the following dates and times. No appointment necessary.

Friday, Oct 4th: 7:30a - 12:30p

Friday, Oct 11th: 7:30a - 12:30p

Friday, Oct 18th: 7:30a - 12:30p

New Flexible Spending Account Vendor

NueSynergy will become the City's new FSA vendor beginning October 1, 2024.

This vendor will manage the Flexible Spending Accounts (Healthcare and Dependent Care) and the Health Reimbursement Account (members on the HMP Plan).

If enrolled in any of these accounts, you should have received an email from NueSynergy with links to the Welcome Kits. Your FSA/HRA cards should arrive by the first week of October.

Account Registration:

Visit www.NueSynergy.com and select "Participant" from the Log-in menu, then "Participant (HSA/HRA/FSA)" to begin the registration process.

Employer ID: NUEMONTGO

Employee ID: Your SSN



Welcome our New Administrative Assistant!

Ja'Bria Jordan



We are happy to introduce our new Administrative Assistant, Ja'Bria Jordan.

Ja'Bria will assist the director in various administrative functions of the Risk Management Department. She looks forward to working with you and helping to push the department forward.

Ja'Bria's contact info:

City Hall Office #112

Ph: 334.625.4322



September EAP Webinar

Putting Out the Fire: Preventing & Managing Burnout

Contemporary professional demands not only cause stress, but chronic stress. Stress contributes to the development of myriad physical and mental health conditions. Learn how to prevent and manage burnout.

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.

Guidelines During Inclement Weather

1. **Stay Informed About Weather Conditions**
2. **Communicate with Supervisors**
3. **Dress Appropriately for the Weather**
4. **Evaluate Work Conditions**
5. **Implement Safety Protocols**
6. **Know When to Halt Work**
7. **Be Prepared for Emergencies**
8. **Post-Weather Procedures**

City workers are essential to maintaining the functionality and safety of communities, even during inclement weather. By following these guidelines, they can ensure their safety and well-being while continuing to serve the public.

It is vital to prioritize safety, maintain communication, and be prepared to adapt to changing weather conditions to protect both workers and the community they serve.



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