



It's Time for Your Flu Shot

City Medical will be offering free flu shots to employees at a variety of locations (**see schedule below.**)

The CDC suggests the best time to get a flu vaccine is any time in the next four to six weeks. Getting your flu shot now can also help lessen the burden the health care system is facing as the pandemic continues.

Who can get a flu shot?

Flu shots are appropriate for most people.

- Different flu shots are approved for people of different ages. Everyone should get a vaccine that is appropriate for their age.
- There are standard-dose inactivated influenza vaccines that are approved for people as young as 6 months of age. Some vaccines are only approved for adults. For example, the recombinant influenza vaccine is approved for people aged 18 years and older, and the adjuvanted and high-dose inactivated vaccines are approved for people 65 years and older.
- Pregnant people and people with certain chronic health conditions can get a flu shot.

People who SHOULD NOT get a flu shot include:

- Children younger than 6 months of age are too young to get a flu shot.
- People with severe, life-threatening allergies to any ingredient in a flu vaccine. This might include gelatin, antibiotics, or other ingredients. See [Special Considerations Regarding Egg Allergy](#) for more information about egg allergies and flu vaccine.
- People who have had a severe allergic reaction to a dose of influenza vaccine should not get that flu vaccine again and might not be able to receive other influenza vaccines. If you have had a severe allergic reaction to an influenza vaccine in the past, it is important to talk with your healthcare provider to help determine whether vaccination is appropriate for you.

People who should talk to their health care provider before getting a flu shot:

If you have one of the following conditions, talk with your health care provider. They can help decide whether vaccination is right for you and select the best vaccine for your situation.

- If you have an allergy to eggs or any of the ingredients in the vaccine. Talk to your doctor about your allergy.
- If you ever had Guillain-Barré Syndrome (a severe paralyzing illness, also called GBS). Some people with a history of GBS should not get a flu vaccine. Talk to your doctor about your GBS history.



- If you had a severe allergic reaction to a previous dose of any other flu vaccine, talk to your healthcare provider.
- If you are not feeling well, talk to your doctor about your symptoms.

Schedule Your Free Flu Vaccination

City Medical will be offering flu immunizations to current City of Tulsa employees at several locations. Please bring your completed flu immunization consent form to expedite the process. Please make note of which days and times City Medical will offer immunizations at your location.

Flu Immunization Schedule			
Date	Time	Location	Address
Monday - Thursday	8 – 11 a.m. 1 – 3 p.m.	City Medical	1638 S. Main
Monday, Oct. 17	10 a.m. – Noon	City Hall (10 South)	175 E. 2 nd St.
Tuesday, Oct. 18	7 – 9 a.m.	Equipment Management (shop break room)	490 W. 23rd
Wednesday, Oct. 19	7 a.m. - 3 p.m.	Employee Health Fair (Cox Business Center)	100 Civic Center
Thursday, Oct. 20	2 – 4 p.m.	City Hall (10 South)	175 E. 2 nd St.
Wednesday, Oct. 26	7 – 9 a.m.	Sewer Operations and Maintenance (Upstairs Training Room)	9319 E. 42 nd St. North
Thursday, Nov. 1 (Drive-thru clinic)	1 – 3 p.m.	Stormwater Maintenance Facility	4502 S. Galveston
Wednesday, Nov. 2	7:30 a.m. – 8:30 a.m.	A.B. Jewell (Display Room)	18707 E. 21 st St.





City of Tulsa Benefits Enrollment for 2023

It is that time of year again when employees can review their benefit elections and make changes to their enrollment.

Open Enrollment will be Oct. 17-28. Empyrean will kick off enrollment with an email announcing you can log in to enroll on October 17.

All authorized changes made during Open Enrollment will be effective on January 1, 2023.

CHANGES FOR 2023

For the 2023 benefits year, there will be a minimal increase in premiums of approximately \$3 per pay period on the CommunityCare CareATC 2500 Plan and the CommunityCare Multi-Choice with CareATC Plan.

All other benefit offerings will remain the same with no increase to the premiums.

		COMMUNITYCARE 2500 (WITH CARE ATC ACCESS)	COMMUNITYCARE 2800 WITH HSA	COMMUNITYCARE MULTI-CHOICE (WITH CAREATC ACCESS)
BIWEEKLY CONTRIBUTIONS				
WITH PHA/BIOMETRIC SCREENING	EMPLOYEE ONLY	\$8.07	\$27.86	\$18.56
	EMPLOYEE & SPOUSE	\$52.38	\$73.72	\$75.56
	EMPLOYEE & CHILDREN	\$28.77	\$49.70	\$48.76
	EMPLOYEE & FAMILY	\$73.90	\$96.32	\$106.48
ADDITIONAL \$23.08 SURCHARGE INCLUDED				
WITHOUT PHA/BIOMETRIC SCREENING	EMPLOYEE ONLY	\$31.15	\$50.94	\$41.64
	EMPLOYEE & SPOUSE	\$75.46	\$96.80	\$98.64
	EMPLOYEE & CHILDREN	\$51.85	\$72.78	\$71.83
	EMPLOYEE & FAMILY	\$96.97	\$119.40	\$129.56

HOW TO ENROLL

1. Enroll online by going to <https://compass.empyreanbenefits.com/COT>.
2. An enrollment hotline, (888)490-0954, will be available Oct. 17 - 28, Monday – Friday, from 7 a.m. to 7 p.m. CST



3. Small computer lab at City Hall on the 14th floor

PASSIVE ENROLLMENT

Enrollment will be passive this year. This means if you do not log in and make changes to your benefits, your 2022 plan elections will roll forward to the 2023 plan year.

If you wish to change or add any new benefits you will need to log in to your account through our Empyrean/Compass enrollment system,

<https://compass.empyreanbenefits.com/COT>.

FSA, HSA, or DEPENDENT CARE PROGRAM

Based on IRS rules, those enrolled in an FSA, HSA, or Dependent Care Program, must re-enroll annually. These benefits require employees to enroll if they want this benefit for 2023. Your current election **WILL NOT** roll over.

COLLABORATIVE CARE

This year there will be a new “Collaborative Care” offering for those employees enrolled in one of the two CareATC Plans. Collaborative Care is a Health Management Program consisting of mental health counselors, registered dietitians, and physical therapists within the CareATC group. On-site and virtual visits will be available where you can receive customized care for chronic conditions at no additional cost.

CHOOSE THE BEST PLAN WITH THE “PLAN SELECT” TOOL

“Plan Select,” a medical plan decision tool will be available to assist you in the evaluation of and choosing the best-value, lowest-cost health plan option based on anticipated medical needs. To access the Plan Select tool, go to <https://myplansselect.com> and enter “tulsa” for the username and “benefits” for the password.

SCHEDULE YOUR PERSONAL HEALTH ASSESSMENT

The Personal Health Assessment (PHA) is a comprehensive health screening to identify your risk levels for certain preventable medical conditions. The PHA includes a check of your blood pressure, height, weight, waist measurement, and a blood draw.

Employees who complete a PHA/biometric screening by November 30, 2022, will receive the preferred pricing on premiums beginning the first pay cycle of 2023.

Dependents do not have to take part in a PHA to qualify for the preferred pricing, only the City of Tulsa employee. Those who do not receive the screening will incur a \$600 annual surcharge on medical premiums. This surcharge will be pro-rated over 26 pay periods in the amount of an additional \$23.08 per pay period added to their medical premium.

The City will offer PHA screening appointments at several on-site visits, at the health fair, or at a CareATC health center of your choice.

Two Easy Steps to Schedule your Appointment

1. **Schedule** by calling (800) 993-8244 or going to www.careatc.com/patients, or downloading the CareATC app on your smartphone.
2. **It's Recommended to Fast 8 Hours Before Your Appointment**
 - Avoid food. Including mints, gum and lozenges, drinks, and tobacco products.
 - Drink plenty of water. Black coffee is allowed.



- Take prescriptions that don't require food, including blood pressure medications.

PHA Results

If you opted for text notification, within 48 hours of your PHA draw you will receive a text message indicating your results are available by logging in to the CareATC app or visiting the online Patient Portal at www.careatc.com/patients. Be sure to watch your personalized PHA results videos.

If you opted for a paper booklet, your results should arrive by mail within two weeks.

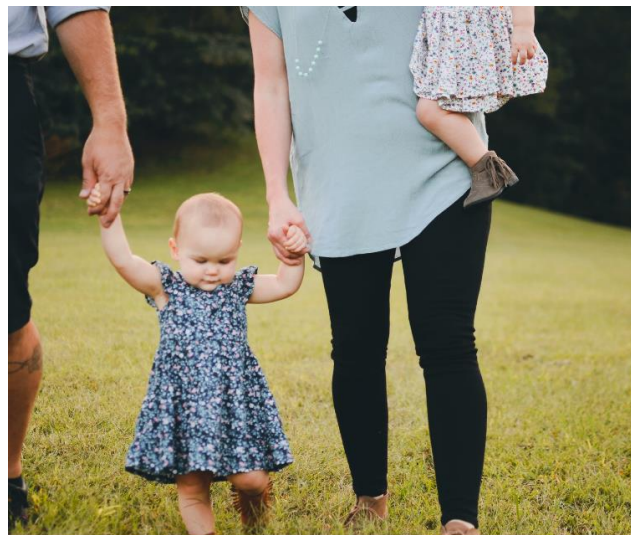
DEPENDENT DOCUMENTATION

If you are adding new dependents to your medical, dental, or vision coverage for 2023 you will need to upload their supporting documents.

Documents include:

- Birth certificates
- Marriage license
- Adoption papers
- Legal documents

These documents will need to be uploaded on the Empyrean/Compass enrollment site by November 30, 2022. If these documents are not provided by that date, your dependents will not be included in your benefits coverage for 2023.



CITY OF TULSA EMPLOYEE HEALTH FAIR

The City of Tulsa Employee Health Fair will be a one-day event, on Oct. 19, from 7 a.m. to 3 p.m., at the Cox Convention Center. Masks are optional and will be available for those who request one. Employees are allowed up to two hours of paid time to attend the Health Fair with supervisor approval.

This year's events and activities include:

- Free PHA/ Biometric Health Screenings. (By appointment only)
- Flu shot clinic
- Benefits Enrollment Lab
- Our benefits provider, CommunityCare, will be on-site to answer questions.
- Nationwide and the City of Tulsa Retirement group will be available to assist with retirement questions, preview the new Retirement Calculator, and select beneficiaries for your Deferred Comp and MERP plan.

In addition, multiple vendors will be onsite, along with a photo booth, a gaming truck, and a wellness walk with fun prizes. Food coupons will be available for you to use at the on-site café.

Information on Transportation to and from the Health Fair will be announced the week of the Health Fair in City Connections.

MEDICAL CARDS

Medical ID cards will be mailed only to employees who make changes to their primary care physician (PCP) or medical plan selection. If no changes are made to your medical plan your current card will remain active.

Additional information on the benefits being offered as well as the 2023 Benefits Guide can be found on the City of Tulsa Benefits web page at www.cityoftulsa.org/2023benefits

ADDITIONAL INFORMATION

Remember, if you do not receive a confirmation screen with a confirmation number you have not completed your Enrollment and your information will not be saved.

If you do not make changes to your elections by Friday, October 28, 2022, at 7 p.m. CST, your coverages for 2023 will default to the coverage you received in 2022 and any FSAs or HSAs will default to no contribution.

If you have questions, you may contact the City of Tulsa Telephonic Enrollment Line at **(888)490-0954** Monday - Friday from 7 a.m. to 7 p.m. CST, or you may email the Insurance Team at, Insurance@cityoftulsa.org.





Safety Guide for the Fall Season

Autumn offers a break from the heat and a sense of getting back to business after summer vacations, but it also ushers in seasonal exposure hazards.

It's a good time to remind employees about precautions they can take to protect the health and safety of co-workers, friends, and family members.

Weather Preparedness

Fall days can start pleasantly warm and turn chilly, damp, and windy. Rather than be caught off-guard and risk hypothermia, which occurs when the body cannot replace the heat it is losing, employees should have warm, dry clothing within reach, on-site, or in their vehicle. Dressing in layers, changing out of damp clothing - including socks, and wearing adequate footwear, a hat, and gloves, are among recommended protection measures. On cold days, it's also helpful to have a warm drink on hand, and a safe heated place to take a break. Checking the weather before traveling or starting work is another recommended prevention measure.

Ladder Safety

When using ladders on the job or at home, it's essential to always have both feet and one hand on the ladder. It's also important to use the right kind of ladder for the job. Ladders have specific weight and height limits, and the top rung or step should not be used. The ladder should be placed on level ground and, if needed, leaning against a stable surface. Falls from ladders often occur when reaching, carrying objects, cleaning roofs and gutters, hanging decorations, and when outdoor conditions are wet or icy.

Slips, Trips, and Falls

Slips, trips, and falls can be prevented when walkways and building entrances are cleared of leaves, water, ice, and snow, and warning signs are placed where trip hazards are hidden or cannot be removed. Lighting should be adjusted to illuminate dark or shadowy areas. Encourage employees to wear non-slip footwear and take their time when leaving their vehicles or carrying objects.

Staying Healthy in the Fall

Public health officials recommend that all adults and children over 6 months old get their annual flu vaccination to help prevent the spread of the flu virus unless they have a condition that precludes it.

In general, to help prevent the spread of contagious illnesses like the flu, encourage employees to practice social distancing, frequently wash their hands, cover coughs and sneezes, and clean communal surfaces. Paying close

attention to heating, cooling, and ventilation systems to ensure good indoor air quality can also help reduce the spread of disease.

On the Road

Prepare for hazardous fall and winter driving conditions by inspecting company vehicles and replacing fluids, worn tires, headlights and taillights, and windshield wipers. Vehicles should contain a well-supplied first aid kit. Remind employees to do the same with their personal vehicles and reduce their speed when driving in bad weather or darkness. Drivers should stay alert for school buses picking up and dropping off children, hazards such as deer, slow-moving farm and construction equipment, and when driving in stop-and-go traffic.

Fire Prevention

With the fall there is a higher likelihood of fires. Candles, heaters, over-burdened electrical outlets, and sparks from outdoor equipment are among the common causes of fires. Inspect equipment such as space heaters, chain saws and trimmers, smoke and carbon monoxide alarms, fire extinguishers, and AEDs. A small amount of effort now will ensure these are in good working order.

