

Health | 1265

CITY OF GREEN BAY

October 11, 2021

Health | 1265

IT PAYS TO PRACTICE WELLNESS

November 1, 2021 – October 31, 2022

METHODS TO IMPROVE WELL-BEING

The following categories will be the focus of *Health | 1265* in 2022:

Activity

Recognizing the need for movement and physical activity.

Awareness

Engaging employees in programs and challenges to improve their lifestyles.

Healthy Choices

Offering presentations and other dimensions of well-being to educate employees.

Prevention

Raising awareness of the prevention of chronic conditions and methods to assist with improving HA numbers.

The *Health | 1265* program will run from **November 1, 2021, through October 31, 2022.**

Health Assessment (HA) appointments are to be completed by **September 30, 2022.** If you are age 40 or older on January 1, 2022, you must also submit the completed MD sign off form by **October 31, 2022.**

Health | 1265 points need to be earned by **October 31, 2022.**

Premium discounts effective at beginning of the pay period in which **January 1, 2023,** occurs.

Moving the Meter: *Health | 1265* is currently impacting over 450 City employees and continues to encourage employees to engage in their own health and well-being. In 2020, almost 80% of *Health | 1265* participants earned 1265 points guaranteeing a lower insurance premium for this year. Moving into 2022, we have used employee feedback to provide you with a variety of activities, presentations, and other resources and incentives.

Goal to Engage Employees in Their Own Health and Well-Being: From January to September 2021, our employees averaged over 80 million steps per month! Together, we averaged 199 weekly active minutes, which is almost 50 more minutes than the national recommendation of 150 minutes per week. Continuing to engage employees in activity and all dimensions of well-being is our goal for 2022.

Health Insurance Premiums: *Health | 1265* gives employees on the City's health plan or the Family Savings Plan an opportunity to reduce their health insurance premium contribution to 11.5% by earning 1265 points through activity, awareness, healthy choices, and prevention. This is part of the City's ongoing efforts to provide a health insurance plan which offers a benefit that is affordable for you and your family with a key component of focusing on wellness.

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Health | 1265 and the Family Savings Plan: How does it work?

Coverage	Requirements	PBA/HSA Dollars
<p>Employee and Spouse are enrolled in the spouse's insurance plan</p> <p>*Enrolled in the Family Savings Plan</p>	<p>If the employee and spouse are participating in FSP, both will need to meet the HA/MD Alert requirements and the employee will need to earn 1265 points in 2022 to be eligible for the 11.5% premium incentive in 2023.</p>	<p>You are not eligible for PBA/HSA dollars for the HA or dental cleanings because the FSP plan does not meet the IRS definition of a high deductible health plan.</p>
<p>Employee on City Insurance AND Spouse/Dependents are enrolled in the spouse's insurance plan</p> <p>*Enrolled in the Family Savings Plan</p>	<p>If the employee is on the City's health insurance and their spouse is participating in FSP, both will need to meet the HA/MD Alert requirements and the employee will need to earn 1265 points in 2022 to be eligible for the 11.5% premium incentive in 2023.</p>	<p>If the employee is on the City's health insurance plan with single coverage, the employee is eligible for \$200 PBA/HSA dollars:</p> <p>\$100 for dental (\$50 each cleaning) \$100 for HRA/MD Alert requirements</p>
<p>Employee and Spouse enrolled in the City Insurance</p> <p>*Not enrolled in the Family Savings Plan</p>	<p>If the employee and spouse are on the City's health insurance, both will need to meet the HA/MD Alert requirements and the employee will need to earn 1265 points in 2022 to be eligible for the 11.5% premium incentive in 2023.</p>	<p>If the employee and spouse are on the City's health insurance plan, the employee is eligible for \$400 PBA/HSA dollars:</p> <p>\$200 for dental (\$50 each) \$200 for HA/MD Alert requirements (\$100 for employee and \$100 for spouse)</p>
<p>Employee and Children are enrolled in the City Insurance</p> <p>*Not enrolled in the Family Savings Plan</p>	<p>If the employee is on the City's health insurance, the employee will need to meet the HA/MD Alert requirements and earn 1265 points in 2022 to be eligible for the 11.5% premium incentive in 2023.</p>	<p>Employee & Children: If the employee and children are on the City's health insurance plan, the employee is eligible for \$400 PBA/HSA dollars:</p> <p>\$200 for dental (\$50 each) \$200 for HA/MD Alert requirements</p>

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PREVENTION

EVERYONE'S JOURNEY TO Health | 1265 STARTS WITH YOUR HA

As part of the 2022 *Health* | 1265 program the HA will be conducted by Bellin Health beginning in March 2022. The results of the HA will be used as part of the *Health* | 1265 program for participating employees and spouses in determining your 2023 premium. Here is how you earn points toward the 1265-point goal by taking the HA. Please note only the employee's HA score will be used to earn points in the health goals category. **To be eligible for the premium discount the employee must complete the HA and MD Alert (if over 40) in 2022 regardless of the number of points earned. If you have a spouse that is on the city health insurance or participating in the Family Savings Plan (FSP), the spouse must also complete the HA and MD Alert (if over 40) in 2022, as well as the employee, to receive the full premium discount.**

PREVENTION	
ACTION	POINTS
ASSESSMENT: Employee and Spouse (if applicable) must complete the HA and age appropriate and gender examinations by September 30, 2022 , to receive the full number of eligible points and to receive the full premium discount.	400
86–100 HRA Score (Employee Only)*	400
71–85 HRA Score (Employee Only)*	200
70 or less HRA Score (Employee Only)*	70
*HA must be complete through the City of GB to qualify for Health Goals points	
Employees earning a HA score of 85 or lower will be able to earn points by attending voluntary Health Coaching sessions.	50-100
Dental Cleaning/Exam (Employee Only) 2 x year	50/100

How the 400 Assessment Points are Applied

- A)** If employee is under age 40 on January 1, 2022, with single coverage (and no spouse on FSP) in 2022, upon completion of HA 400 points will be granted.
- B)** If employee and spouse are under age 40 on January 1, 2022, with spouse coverage or participating in FSP in 2022, upon employee's completion of HA 200 points will be awarded. Upon spouse's completion of HA the other 200 points will be granted.
- C)** If employee is over age 40 on January 1, 2022, with single coverage (and no spouse on FSP) in 2022, upon completion of HA 200 points will be granted. Upon completion and submission of the MD sign off form the other 200 points will be granted.
- D)** If employee and spouse are over age 40 on January 1, 2022, with spouse coverage or participating in FSP in 2022, upon employee's completion of HA 100 points will be awarded; and upon completion and submission of the MD sign off form 100 points will be granted. Upon spouse's completion of HA 100 points will be awarded and upon completion and submission of the MD sign off form 100 points will be granted.

MD Alert forms are available on the City's website under the Human Resources *Health* | 1265 tab, or you can download a copy of the form from your Motion Connected account.

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WELL-BEING ACTIVITIES

(Reasonable Alternative Standards)

YOU CAN CROSS THE Health | 1265 GOAL LINE WITH YOUR CHOICE OF ACTIVITIES

ACTIVITY, AWARENESS AND HEALTHY CHOICES: You don't need to get a perfect HA score to receive the health insurance discount (but you do need to take the HA). In fact, even if you receive a perfect score, you still should participate in other well-being activities to earn **1265** points.

*Please review your 2022 scorecard for up-to-date challenges, activities, and presentations.

ACTIVITY		
ACTION	Monthly/ Event Pts	Max. Points
Daily Activity Goal: Receive daily points based on steps or event time, employees can earn a max of 6 points per day		800
Self-Reported Workouts: At least 8 per month 11/2021 – 10/2022	25	300
Community Events 5k, 10k, Community Walk, etc.: 11/2021–10/2022 (Max of 3)	50	150
Wellness Challenges: see scorecard for details (50 pts per challenge)	50	250
National Walking Day: One walk held the first week in April 2022	25	25
AWARENESS		
Financial Presentation/Challenge: January 2022	50	50
Nutrition Presentation: February 2022	25	25
Nutrition Challenge: March 2022	50	50
Mental Health Presentation: May 2022	25	25
Mental Health Challenge: June 2022	50	50
Financial Presentation: June 2022-Retirement (Employee Trust Funds)	25	25
HEALTHY CHOICES		
Fitness Assessment: Complete a fitness assessment <u>and</u> attend a summary/goals appointment with Amber Van Allen, Wellness Administrator.	50	50
Community Volunteering: 11/2021-10/2022 (Up to 4 events)	25	100
Weight Challenge: Maintain Don't Gain 11/2021-1/2022	50	50
Self-Reported Monthly Weight Checks: 11/2021 – 10/2022	5	60
Flu Shot: November 2021 – October 2022 - Offered by the City	20	20
Completion of the Tobacco Free/Cessation Program only for those scoring positive for nicotine (through UMR and paid by the plan)	200	200
Health 1265 Participant Survey: July 2022	25	25

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INCENTIVES

WITH Health | 1265 YOU CAN SCORE THE FOLLOWING REWARDS

Personal Benefit Account (PBA)/Health Savings Account (HSA): Employees enrolled in the City's Health Insurance plan in 2022 (excludes the FSP) can earn PBA/HSA dollars as follows:

PERSONAL BENEFIT ACCOUNT (PBA)/HEALTH SAVINGS ACCOUNT (HSA)	
INCENTIVE	REQUIREMENT
\$100 for Employee	<ul style="list-style-type: none">Employee must complete HA and required age and gender appropriate examinations by September 30, 2022
\$100 for covered Spouse, if applicable	<ul style="list-style-type: none">Spouse must complete HA and required age and gender appropriate examinations by September 30, 2022
\$100 for Employee only \$100 for covered family member	<ul style="list-style-type: none">\$50 per dental cleaning\$50 per family member dental cleaning
\$55 for Employees new to <i>Health 1265</i> (Toward cost of fitness tracker)	<ul style="list-style-type: none">Eligible employees participating in <i>Health 1265</i> who enroll in Motion Connected will receive the money in their paycheck

Dental Cleaning forms are available on the City's website under the Human Resources *Health | 1265* tab, or you can download a copy of the form from your Motion Connected account. Once the form is uploaded you will receive credit under the *Health | 1265* program, if eligible, and corresponding PBA/HSA dollars will be deposited into your account. You also have the option of uploading a copy of your Explanation of Benefits (EOB) or a bill from your provider reflecting your visit. The EOB or bill must include the date of service and list the provider. Upload the documentation into your Motion Connected scorecard by taking a picture with your smartphone, tablet or by scanning the document into your computer by **October 31, 2022.**

ADDITIONAL INCENTIVES

Points	Incentive
1265	Reduced Insurance Premium
1500	Name Entered In Drawing for one of the sponsor prizes listed to the right
1800	Amazon Gift Card
2200	Name Entered Twice In Drawing for one of the sponsor prizes listed to the right

Information on additional prizes will be available in the future thanks to Bellin, Prevea, Aurora, M3, Motion Connected and UMR.

Items that have been given away in the past included: Packer Pro Shop gift cards, Packer autographed memorabilia, gift card towards a fitness device, local restaurants, Tiletown district, and more!

*To be eligible for the gift card and/or drawings, you must be a current employee at the time of distribution.

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HEALTH INSURANCE PREMIUMS

To be eligible for the Health Insurance premium discount the employee must complete the HA and age appropriate and gender specific examinations **by September 30, 2022**. If a spouse is on the health plan or participating in FSP in 2022, they must also complete the HA and age appropriate and gender specific examinations **by September 30, 2022**, to be eligible for the total premium discount. The total number of points an employee accumulates in all categories from **November 1, 2021, through October 31, 2022**, will be used to determine the employee's health insurance premium contribution for 2023.

Effective on the first day of the payroll in which January 1, 2023, occurs	
POINTS	PREMIUM
1265 +	11.5%
450-1264	12.5%
Did not complete HA and requirements	15.0%

***Please note that all items for scorecard points must be completed and submitted between November 1, 2021, and October 31, 2022.**

***All items submitted for PBA/HSA dollars must be completed and submitted in the year in which they occur. For example, a dental cleaning that occurs on December 12, 2021, must be submitted before December 31, 2021, to receive PBA/HSA dollars for 2021. Points for this dental cleaning will be applied to the November 1, 2021, through October 31, 2022, scorecard.**

The City's health plan is committed to helping you achieve your best health status. Rewards for participating in a well-being program are available to all eligible City of Green Bay employees. Those employees participating in the City's health plan or FSP are eligible to earn the health insurance premium discount. If you think you might be unable to meet a standard for a reward under this well-being program, you may qualify for an opportunity to earn the same reward by different means. Contact us at (920) 448-3147 and we will work with you (and, if you wish, with your doctor) to find a well-being program with the same reward that is right for you considering your health status.

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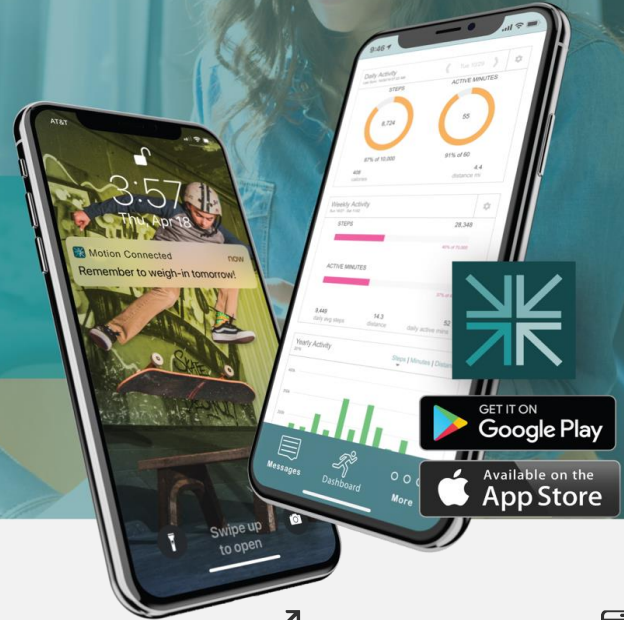
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INTRODUCING MOTION CONNECTED

Ready to build a healthier you?

- ✔ Sleep better
- ✔ Stress less
- ✔ Boost energy
- ✔ Lower risk factors



USE MOTION CONNECTED TO:

Get
active



Compete in
challenges



Monitor health
progress



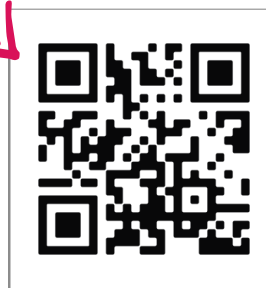
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THE CITY OF GREEN BAY INVITES YOU TO JOIN MOTION CONNECTED!

GET STARTED TODAY

- DOWNLOAD APP.** Go to www.motionconnected.com/app on your mobile phone or computer. Or scan this to download the app.
- CREATE YOUR ACCOUNT.** If you are new, tap "Create Account" & use activation code **60C-1524A-D3B**
Note: if you already have a Motion Connected account, skip this step & login.
- LINK YOUR DEVICE.** Go to the "Link Device" page to connect your compatible activity tracker.



Open your camera & scan
me to download the app!



Don't have a device? Not a problem. You can purchase a Garmin, Fitbit, or Apple fitness device to earn points each day on your scorecard. Other devices, as well as your phone, may be compatible and can be used to track steps if it is able to sync with Google Fit or Apple Health. Please reach out to Amber Van Allen at 920-448-3101 with questions.