

Health | 1265

CITY OF GREEN BAY

September 13, 2019

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IT PAYS TO PRACTICE WELLNESS

November 1, 2019 – October 31, 2020

METHODS TO IMPROVE WELL-BEING

The following categories will be the focus of *Health | 1265* in 2020:

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 HRA numbers.

The *Health | 1265* program will run from **November 1, 2019 through October 31, 2020.**

HRA appointments are to be completed by **September 25, 2020.** If you are age 40 or older on January 1, 2020 you must also submit the completed MD sign off form by **September 25, 2020.**

Health | 1265 points need to be earned by **October 31, 2020.**

Premium discounts effective at beginning of the pay period in which **January 1, 2021** occurs.

Moving the Meter: *Health | 1265* is currently impacting over 470 City employees and has continued to grow every year since the program began in 2016 by encouraging employees to engage in their own health and well-being. In 2018, over 80% of *Health | 1265* participants earned 1265 points guaranteeing a lower insurance premium for this year. Moving into 2020, 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: Together, our employees average 190 minutes of activity per week, which is 40 minutes more than the national recommendation of 150 minutes per week! And, as a City we have walked over 3.3 million steps each of the last two years. Continuing to engage employees in activity and all dimensions of well-being is our goal for 2020.

Health Insurance Premiums: *Health | 1265* gives employees on the City's health plan an opportunity to reduce their health insurance premium contribution to 11.5% by reaching **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.

PREVENTION

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

As part of the 2019 *Health* | 1265 program the HRA will be conducted by Bellin Health beginning March, 2020. The results of the HRA will be used as part of the *Health* | 1265 program for participating employees and spouses in determining your 2021 premium. Here is how you earn points toward the 1265 point goal by taking the HRA. Please note only the employee's HRA score will be used to earn points in the health goals category. **To be eligible for the premium discount the employee must complete the HRA and required age appropriate and gender examinations regardless of the number of points earned. If you carry family coverage then the spouse must also complete the HRA and required age appropriate and gender examinations as well as the employee to receive the full premium discount.**

PREVENTION	
ACTION	POINTS
ASSESSMENT: Employee and Spouse (if applicable) must complete the HRA and age appropriate and gender examinations by September 25, 2020 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
Employees earning a HRA 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, 2020 with single coverage, upon completion of HRA 400 points will be granted.
- B)** If employee and spouse are under age 40 on January 1, 2020 with family coverage, upon employee's completion of HRA 200 points will be awarded. Upon spouse's completion of HRA the other 200 points will be granted.
- C)** If employee is over age 40 on January 1, 2020 with single coverage, upon completion of HRA 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, 2020 with family coverage, upon employee's completion of HRA 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 HRA 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 myInertia account.

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WELLNESS 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 HRA score to receive the health insurance discount (but you do need to take the HRA). In fact, even if you receive a perfect score you still should participate in other wellness activities to earn **1265** points. You must participate in the City's Health Insurance program to be eligible.

ACTIVITY		
ACTION	Monthly/ Event Pts	Maximum 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 11/2019 – 10/2020	25	250
Community Events 5k, 10k, Community Walk, etc.: 11/2019–10/2020 (Up to 3 events)	50	150
Wellness Challenges – TBA (50 pts per challenge, 4 events)	50	200
AWARENESS		
Nutrition Presentation: Fat – June 2020	25	25
Nutrition Challenge: March Madness 2020	50	50
Sleep Presentation: TBD	25	25
Sleep Challenge: TBD	50	50
Stress/Inflammation Presentation: November-December 2019	25	25
Cancer Prevention Presentation: April 2020	25	25
Headache Presentation: February 2020	25	25
Financial Presentation: TBD	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: 11/2019-10/2020 (Up to 4 events)	25	100
Weight Challenge: Maintain Don't Gain 11/2019-1/2020	50	50
Self-Reported Monthly Weight Checks: 11/2019 – 10/2020	5	60
Flu Shot: November 2019 – October 2020 - 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

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INCENTIVES

WITH *Health* | 1265 YOU CAN SCORE THE FOLLOWING REWARDS

Personal Benefit Account: Employees participating in the City's Health Insurance program can earn \$200-single and \$400-family in their Personal Benefit Account (PBA) as follows:

PERSONAL BENEFIT ACCOUNT (PBA)	
INCENTIVE	REQUIREMENT
\$100 for Employee	<ul style="list-style-type: none"> Employee must complete HRA and required age and gender appropriate examinations by September 25, 2020
\$100 for covered Spouse, if applicable	<ul style="list-style-type: none"> Spouse must complete HRA and required age and gender appropriate examinations by September 25, 2020
\$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</i> 1265 (Toward cost of fitness tracker)	<ul style="list-style-type: none"> Eligible employees participating in <i>Health</i> 1265 who enroll in myInertia 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 myInertia account. Once the form is uploaded you will receive credit under the *Health* | 1265 program, if eligible, and corresponding PBA 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 myInertia scorecard by taking a picture with your smartphone, tablet or by scanning the document into your computer by **October 31, 2020.**

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

- Home Packer Game Tickets
-Provided by UMR
- Gift Card towards a Fitness Device
-Provided by myInertia/Motion Connected
- Prize to be determined
-Provided by M3
- Prize to be determined
-Provided by Bellin

Information on additional prizes will be available in the future!

*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 HRA and age appropriate and gender specific examinations **by September 25, 2020**. If a spouse is on the health plan they must also complete the HRA and age appropriate and gender specific examinations **by September 25, 2020** to be eligible for the total premium discount. The total number of points an employee accumulates in all categories from **November 1, 2019 through October 31, 2020** will be used to determine the employee's health insurance premium contribution for 2021.

Effective on the first day of the payroll in which January 1, 2021 occurs	
POINTS	PREMIUM
1265 +	11.5%
450-1264	12.5%
Did not complete HRA and requirements	15.0%

***Please note that all items for scorecard points must be completed and submitted between November 1, 2019 and October 31, 2020.**

***All items submitted for PBA dollars must be completed and submitted in the year in which they occur. For example, a dental cleaning that occurs on November 12, 2019 must be submitted before December 31, 2019 to receive PBA dollars for 2019. Points for this dental cleaning will be applied to the November 1, 2019 through October 31, 2020 scorecard.**

The City's health plan is committed to helping you achieve your best health status. Rewards for participating in a wellness program are available to eligible employees in the City's health plan. If you think you might be unable to meet a standard for a reward under this wellness 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 wellness program with the same reward that is right for you in light of your health status.



ACTIVATE YOUR MYINERTIA ACCOUNT

- Go to www.myinertia.com
- Register an account using the following activation code: **GBAY-10285-10115**
- Fill out the remaining information & click submit
- Once you create an account online, you can also utilize the **MC Hub app** which is available in the Google Play store for Android and the App Store on iOS. Through the app you can access your account dashboards, challenges, scorecard and more making it easier to stay up to date.
- To order a Discounted Fitness Device, [Click Here](#) or use the URL address at www.thewellnessoutlet.com. Click on **Create an Account**. Use the following group code: **greenbay16two** and complete the remaining information. **Login** to gain access to the discounted Fitbit and Garmin devices. **Employees must create an account to see and gain access to the discounts.**

Link your Device



All Fitbit devices integrate with myInertia.

- If you haven't already, create your account with Fitbit. (Follow the instructions provided with your device.)
- Once your Fitbit account is active, login to your myInertia account at myinertia.motionconnected.com
- Choose "Activity Device" and click the "Link to Fitbit" button. This will take you to a screen to *input* your Fitbit account username and password and finalize the linking of the two accounts.
- Your data will automatically post in your myInertia account anytime you offload to your Fitbit account.



- Download MC Link from the Apple App Store.
- Open the app and sign into it with your myInertia account credentials.
- Sign into your myInertia account and click on the "Activity Device" page.
- Click the "Use MC Link" button.
- **(Recommended)** Turn on automatic data sending in the app settings.
- The app will only work with data from the last 30 days. Open the app at least monthly to avoid data loss.
- Individual days can be manually sent to your Motion Connected account by touching that day's summary.



All "vivo" series Garmin devices integrate as do any of the devices that include cadence/pace/step counters.

- If you haven't already, create your account with Garmin. (Follow the instructions provided with your device.)
- Once your Garmin account is active, login to your myInertia account at myinertia.motionconnected.com
- Choose "Activity Device" and click the "Link to Garmin" button. This will take you to a screen to input your Garmin account username and password and finalize the linking of the two accounts.
- Your data will automatically post in your myInertia account once you have synced with Garmin's app or vivoHub.

Have a smart phone but don't have a device?

Contact us at (920)448-3101 for information on how you may be able to use your phone to track activity.