



Healthy Rewards Program 2016 FAQ

General Questions:

1. How is the Healthy Rewards Program different from the Wellness Your Choice Milwaukee 3-Step Health Appraisal Process?

The Healthy Rewards program is Phase II of the Wellness Your Choice Milwaukee Program. In order to participate you must complete (Phase I), the 3-Step Health Appraisal Process. For more information, see the Healthy Rewards [Program Description](#)

2. Why did the City of Milwaukee expand Wellness Your Choice Milwaukee?

The City's goal is to help support long, healthy and active lives of employees and their families. The City is enhancing and expanding the wellness program by offering ongoing engagement opportunities for employees and their spouses/registered domestic partner to promote health awareness through activities and addressing chronic diseases.

3. What is an Outcomes-Based Wellness Incentive Program?

A program that requires biometric measurements and participation in activities that help improve your overall biometrics.

4. Is this a voluntary program and what happens if I don't participate?

The Healthy Rewards Program is completely voluntary. You will not pay any fees for choosing not to participate. You will not earn the \$250 Health Reimbursement Account (HRA) reward if you don't earn 100 points in the program by June 30, 2016.

5. What's an HRA?

A **Health Reimbursement Account (HRA)** is an Internal Revenue Service (IRS)-sanctioned employer-funded, tax advantaged employer health benefit plan that reimburses employees for out-of-pocket medical expenses. Using a HRA yields "tax advantages to offset health care costs" for both employees and employers and is a tax free method of distributing the reward. The account is funded by the employer and unused money carries over to the next year. The funds can be used toward deductible and co-insurance payments for medical and/or dental bills, medical purchases, and pharmacy prescriptions. The money stays with the employee for three years after separation or retirement. The FSA administrator, eflex group, will administer the HRA account.

6. What will the City know about me regarding this program?

No individual health information is released to the City consistent with medical privacy laws. The City is provided aggregate data and informed of individuals who reach 100 points and earn the HRA.

7. What are the start and end times for the Healthy Rewards Program?

Healthy Rewards is annual, ongoing program that runs from July 1, 2015 until June 30, 2016.
Points for the program can be submitted starting February 1, 2016.



8. Can my spouse/partner and I both participate to earn the \$250 reward?

You are both eligible to participate and earn the reward. If you each earn 100 points, then you both qualify for the \$250 reward for a total of \$500. Your spouse can participate without you as well. Children are not eligible to participate. Only one HRA account will be set up per employee. If both the employee and their spouse complete the program, the money will be deposited into a single HRA account of the person carrying health insurance.

9. Do I need to enroll in the City's health insurance plan to participate in Healthy Rewards?

No, but you must complete Phase I, the 3-Step Health Appraisal process to participate.

10. When will the Healthy Rewards money be deposited into my HRA?

Point submissions start February 1, 2016. Once you earn 100 points, the funds will be deposited into your account within 30 days.

11. This program looks like it's designed only for "healthy" people. Is that true?

No, this program is for everyone. The City wants to encourage participants to make healthy changes in their life. There are many opportunities to earn points through biometrics and various programs and activities.

12. How can I check the status of my Healthy Rewards points?

Information on how to check points will be available prior to February 1, 2016.

13. How do I submit documents to earn points for Healthy Rewards?

Beginning February 1, 2016 you can submit documents electronically, in person, or via fax. You can also submit paperwork at the Wellness Center in the ZMB building or to Workforce Health Staff at the Electrical Services Building, the Canal Street Garage, and DPW Headquarters. Please save a copy of the documents you submit for your records. **Details will be available closer to the date with directions on submitting points.**

Biometric and Activity-Related Questions:

1. If I improve more than one risk category for a biometric measure, will I earn 10 points for each risk category?

The maximum for each biometric improvement is 10 points. Being in the optimal category or improving one or more categories will give you the maximum of 10 points. See the Healthy Rewards [Program Description](#) for more information. ***A minimum of 20 points total must come from the Biometrics Section.***

2. What biometric measures can I have rechecked?

A one-time re-check for blood pressure, waist circumference, fasting blood glucose, and LDL can be done after February 1, 2016 at the Wellness Center or Workplace Clinic.



3. What if I did not participate in the 3-Step Health Appraisal in 2014 and do not have any comparison labs?

If you did not participate in the 2014 3-Step Health Appraisal, your biometric points will be based solely off of your 2015 Health Appraisal values.

4. How can an employee participate if it is unreasonably difficult for an employee to achieve 100 points due to a medical condition?

The employee may work with WFH to develop an alternative way to qualify for the reward as long as enough notice is given prior to the June 30th end date.

Coaching-Related Questions:

1. When are the Healthy Rewards coaching meetings available?

You can arrange in person or telephonic coaching beginning February 1, 2016. Ongoing Nutrition Coaching through a Registered Dietician can be scheduled by calling 414-777-3410.

2. Does the 30-minute Health Appraisal session from Phase I count as one of the coaching sessions for Healthy Rewards?

No, that is a requirement of the Phase I, 3-Step process for the Wellness Program and a precursor to participate in Healthy Rewards.

3. Where can I find my lab results and Phase I Health Appraisal goals?

You can log into www.workforcehealth.org/cityofmilwaukee to check your labs. Lab results will be loaded within 10 business days of the lab draw date.

Miscellaneous Questions:

1. What happens when I complete the Primary Care Physician (PCP) release form?

You give Workforce Health permission to provide your lab results to your PCP and earn 10 points. The PCP form must be filled out correctly or the points will not be earned.

2. What are other ways I can earn points?

Getting a flu shot, completing an annual dental exam, having preventive health/wellness exams, participating in group or department programs, attending lunch and learns, and completing physical activities. See the [Program Description](#) for more information.

3. How do I sign up for MYUHC.com?

Through your computer: www.myuhc.com and have your UHC card available.

Through your phone: iPhone: Search "Health4Me" on the app store and download.

Android: Search "Health4Me" on the Google play store and download accordingly.

4. How long do I have to turn in my points?

All opportunities to earn points will end by June 30, 2016 and all points must be submitted by that date. Participants can start submitting points on February 1, 2016.