



Healthy Rewards Program 2016-2017 FAQ

General Questions:

1. How is Healthy Rewards 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. This is an incentive based program where employees earn a \$250 HRA (\$500 if spouse participates) for achieving 100 points. For more information, see the Healthy Rewards [Program Description](#)

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

No! Everyone is able to participate in the program regardless of insurance coverage. However, you must complete Phase I, the 3-Step Health Appraisal process to participate in Healthy Rewards.

3. Why did the City expand the Wellness Your Choice Milwaukee program?

The City's goal is to help support the healthy and active lives of employees and their families. The City expanded and enhanced the Wellness program to give employees and spouses/partners the opportunity to stay engaged in healthy activities year round, better promote health awareness and address chronic diseases.

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

A program that utilizes biometric measurements and participation in various activities to help you improve or maintain your overall health condition.

5. 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, 2017.

6. 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 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 from year to year. The funds can be used for medical and dental bills, certain medical purchases, and pharmacy prescriptions. The money stays with the employee for three years after separation or retirement. The City's Flexible Spending Vendor administers the HRA account.

7. 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 complete the program.



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

Healthy Rewards is annual, ongoing program that runs from July 1, 2016 until June 30, 2017.

9. 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. 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.

10. When is Healthy Rewards money deposited into my HRA?

Once you earn 100 points, the funds will be deposited into your account within 4-6 weeks beginning in March 2017.

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

No, this program is designed for everyone with many opportunities for people to earn points. The City's goal is to provide employees and spouses/partners with all the necessary programs, services, and tools to encourage participants to make healthy changes in their life.

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

Information on how to check points will be available prior to January 1, 2017

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

Beginning January 1, 2017 you can submit documents electronically, in person, or via fax. You can also submit paperwork at the Wellness Center, Traveling Wellness Center sites and the Workplace Clinic. **Details are forthcoming 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 is a maximum of 10 points. ***A minimum of 20 points total must come from the Biometrics Section.***

2. What biometric measures can be rechecked?

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

3. What if I did not participate in the 3-Step Health Appraisal in 2015?

If you did not participate in the 2015 3-Step Health Appraisal, your biometric points will be based solely on your 2016 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?

Employees can work with WFH to develop and complete an alternative plan to earn the reward.

Coaching-Related Questions:

1. When are the Healthy Rewards coaching meetings available?

You can arrange in person or telephonic coaching year round. Ongoing Nutrition Coaching is also available through a Registered Dietician. Coaching 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.

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

Log into www.workforcehealth.org/cityofmilwaukee to check your labs. Results are loaded within 10 business days of the lab draw date.

Miscellaneous Questions:

1. What's new this year with the Healthy Rewards Program?

Participants can earn points by completing various financial wellness activities, lunch and learn sessions are now 5 points each, and vision and mental screenings are included as preventive exams.

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

Workforce Health provides your lab results to your PCP and you earn 5 points.

3. What are other ways to 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.

4. 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.

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

Opportunities to earn and submit points end on June 30, 2017