

Healthy Rewards

July 1, 2019 through June 30, 2020



Healthy Rewards is the City's incentive-based wellness program where participants can earn 3 levels of points to earn a Health Reimbursement Account (HRA) up to \$700 if spouse completes the program. Participants do not need to be enrolled in the City's health insurance to participate.

Tiered Points and Awards System:

75 Points = \$150 (total) HRA | 100 Points = \$250 (total) HRA | 125 Points = \$350 (total) HRA



How the Program Works:

- Participants must complete the 2019 Health Appraisal to be eligible for Healthy Rewards.
- Employees and spouses who complete the 2019 Health Appraisal are automatically awarded biometric points.
- If biometric results are outside of the optimal range and points do not meet the minimum 20 point requirement, participants have two options to earn points:
 1. Complete appropriate health action plan(s) available through the wellness portal as soon as you receive your biometric results.
 2. Have your biometrics rechecked at the Wellness Center or Workplace Clinic located inside the Zeidler Municipal Building starting February 1, 2020.
- Additional point opportunities (see other side) are available throughout the year and can be submitted at your health appraisal appointment, Wellness Center, Traveling Wellness Center, wellness portal or Onsite Nurse Liaison.
- Allow up to 2 weeks for points to appear in the wellness portal. If points are not posted, refer back to the program details to ensure points meet program requirements.
- Wellness portal: www.workforcehealth.org/cityofmilwaukee View point balance, submit Healthy Rewards paperwork, review program requirements, schedule coaching appointments and register for fitness and wellness classes.

Contact Workforce Health with questions: **Email:** cityofmilwaukee@froedtert.com • **Phone** 414-777-3410

Qualifying Biometric Ranges for Healthy Rewards*

		Points
Blood Pressure	Optimal range: Systolic: Less than or equal to 120 Diastolic: Less than or equal to 80	10
Fasting Blood Glucose	Optimal range: Less than or equal to 110	10
LDL	Optimal range: Less than or equal to 130	10
Nicotine and Cotinine	Negative test earns 10 points	10
Waist Circumference	Optimal range Male: Less than or equal to 41 inches Optimal range Female: Less than or equal to 36 inches	10
Potential biometric points: (A minimum of 20 points required from this section)		50

*Qualifying optimal ranges for the Healthy Rewards program may be slightly different than those shown on the Health Appraisal results document. The values listed above will be used to award points for the Healthy Rewards program.

In partnership with



Workforce Health

If you think you might be unable to participate or meet a standard for a reward under this program, you may qualify for an opportunity to earn the same reward by different means. Contact the Department of Employee Relations at derwellness@milwaukee.gov and DER will work with Workforce Health to find a program with the same reward that is right for you in light of your health status.

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Additional Point Opportunities

Submit points year-round through the wellness portal: www.workforcehealth.org/cityofmilwaukee

Educational

Points

30-Minute Coaching Session (One session every two weeks allowed)	Meet with a Workforce Health coach to discuss your health goals. May be done in person or telephonically. One session required if you earn less than 30 biometric points.	10 points each, maximum 30
Action Plans	Complete a 6-8 week action plan through the wellness portal. Registration for action plans closes May 1, 2020.	10 points each, maximum 30
Group or Department Programs	Visit DER website* listed at the bottom of page for more info and the schedule of programs.	Varies, maximum 40
Presentations/Training Sessions/Lunch and Learns	By Workforce Health, EAP, Financial/Deferred Compensation, Onsite Nurse Liaison and non-mandatory City safety training. Visit DER website* for a schedule.	5 points each, maximum 30
Financial Wellness Consultations in Person	Attend in-person consultations with a local Voya or non-Voya financial representative/advisor. *Form required for non-Voya meetings/consultation.	10 points, maximum 20
Total Points	Potential maximum points can be earned = 150	

Preventive

Preventive Exam, Vision Exam, Behavioral Health Session	Show formal proof, clearly indicating type of preventive appointment (e.g. cervical screening, mammogram, annual wellness exam, prostate exam, etc.), vision, or behavioral health. Visit DER website* for list of approved preventive visits.	10 points, maximum 30
Annual Dental Visit	Show formal proof of your visits (example: formal letter from dentist, explanation of benefits, paid bill).	10 points, maximum 20
Annual Flu Shot	Show a copy of your explanation of benefits, paid bill or sign a release when Workforce Health provides flu shots in Fall 2019.	5 points, maximum 5
Blood Pressure Checks	Complete five blood pressure checks. (Workplace Clinic, Wellness Center, Traveling Wellness Center, Primary Care Provider or Nurse Liaison)	5 points, maximum 5
Total Points	Potential maximum points can be earned = 60	

Activity Earn all 50 activity points from one and/or all physical activity options.

200,000 Steps or 600 Minutes of Activity in a 28-Day Period	Report through an activity tracking device or trackable app.	5 points
Fitness Classes in Person or General Visits at an Athletic Club	Participate in 4 classes or 8 general visits at an athletic club during a 4-week period. (Provide a printout showing number of visits or attendance log)	5 points
Organized Athletic Events	Participate in an organized athletic event (walk, run, triathlon, etc.). Provide a copy of registration form or results printout that shows your name, date of birth, description and date. <i>Photos from event will not be accepted.</i>	5 points
Total Points	Potential maximum points can be earned = 50	

Community

Community Supported Agriculture membership	Provide proof of paid (CSA) membership.	5 points, maximum 5
Formal Volunteer Events (for at least one hour)	Submit City volunteer verification form* completed/signed at event.	5 points, maximum 10
Blood Donation	Submit City blood donation verification form* completed/signed at event.	5 points, maximum 10
Total Points	Potential maximum points can be earned = 25	

*For more information on financial wellness consultation and volunteer/blood donation verification forms, visit DER's wellness website: www.milwaukee.gov/wycm