

Healthy Rewards

July 1, 2023 through June 30, 2024



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 a 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 2023 Health Appraisal to be eligible for Healthy Rewards.
- Employees and spouses who complete the 2023 Health Appraisal are automatically awarded biometric points.
 - If biometric results are outside of the optimal range and points do not meet the minimum 10 point requirement, participants have three 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, 2024.
 3. Complete Biometric Coaching Appointment. Create appointment through the wellness portal as soon as you receive your biometric results.
- Additional point opportunities (see other side) are available throughout the year and can be submitted on the wellness portal, at your health appraisal appointment, Wellness Center, Traveling Wellness Center or Onsite Nurse Liaison.
- Allow at least 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. Scan the QR code for quick access to the portal.



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 119 Diastolic: Less than or equal to 79	10
Blood Glucose	Optimal range fasting: Less than or equal to 110 Optimal range non-fasting: Less than or equal to 140	10
LDL	Optimal range: Less than or equal to 129	10
Nicotine and Cotinine	Negative test earns 10 points	10
Potential biometric points: (A minimum of 10 points required from this section)		40

*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.

Participation in the wellness program is available to all employees and spouses. If you think you are 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 derwellness@milwaukee.gov and the Department of Employee Relations will work with Workforce Health to find a program that is right for you in light of your health status. Requests must be made as soon as possible during the Health Appraisal timeframe.



Workforce Health

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Continued

Additional Point Opportunities

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

Educational

Points

30-Minute Coaching Session (points awarded immediately)	Meet with a Workforce Health coach to discuss your health goals. One session every two weeks allowed.	10 points each, maximum 30
Action Plans (points awarded immediately)	Complete a 6-8 week action plan through the wellness portal. Registration for action plans closes May 1, 2023.	10 points each, maximum 40
Wellness Portal Challenges (points awarded immediately)	Complete a wellness portal challenge offered throughout the year.	Varies, maximum 30
Programs, Education, Presentations and Training Sessions (wellness partners report your attendance)	Visit DER wellness website for more information and the schedule of sessions by Workforce Health, EAP, Onsite Nurse Liaison, Financial Wellness and City's Safety Manager. Note: Only non-mandatory trainings and presentations are awarded points.	Varies, maximum 75
Financial Wellness Consultations (Voya reports your attendance)	Attend consultations with a local Voya or non-Voya financial representative/advisor. *Form required for non-Voya meetings/consultation.	10 points, maximum 30
Total Points	Potential maximum points that can be earned = 205	

Preventive**

Preventive Exam, Vision Exam	Show formal proof, clearly indicating the type of preventive appointment (e.g. cervical screenings, mammogram, annual wellness exam, prostate exam, etc.) or vision.	10 points, maximum 30
Behavioral Health Session	Show formal proof of behavioral health session.	10 points, maximum 20
Annual Dental Visit	Show formal proof of visits (e.g. letter from dentist, explanation of benefits, paid bill).	10 points, maximum 20
Annual Flu & COVID Vaccine	Show formal proof (e.g. vaccination card) or paid bill for flu and/or COVID vaccine/booster related items. Flu vaccine clinics with Workforce Health require signature for release and no submission for portal needed.	5 points, maximum 10
Blood Pressure Checks	Complete five blood pressure checks. (Workplace Clinic, Wellness Center, Traveling Wellness Center, Primary Care Provider or Nurse Liaison)	1 point each, maximum 5
Total Points	Potential maximum points that can be earned = 85	

Activity

200,000 Steps or 600 Minutes of Activity (including biking) in a Calendar Month	Report through activity tracking device or trackable app. Submit monthly total and not individual days/weeks of activities. NOTE: Syncing your fitness device to wellness portal steps challenge does not require submission.	5 points each, maximum of 55
Fitness Classes, General Visits at an Athletic Club	Provide proof of 5 gym visits or fitness classes (in-person or online membership) in a calendar month.	5 points each, maximum of 50
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 each, maximum of 25
Wellness Portal Fitness Classes	Complete 5 live or recorded fitness classes offered by Workforce Health in a calendar month.	1 point each, maximum 25
Total Points	Potential maximum points that can be earned = 155	

Community**

*Access formal verification form; www.milwaukee.gov/wycm

Community Supported Agriculture membership	Provide proof of paid (CSA) membership.	5 points, maximum 5
Formal Volunteer Events (minimum 1 hour of volunteer time)	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 that can be earned = 25	

**Participants can upload appropriate documentation by category on the wellness portal with points awarded upon successful completion of upload. Please follow documentation requirements for each category. Workforce Health will review all submissions.