

# City of Milwaukee Healthy Rewards

July 1, 2024 through June 30, 2025

All employees and spouses are invited to participate in the City's incentive-based wellness program and **do not** need to be enrolled in the City's health insurance.



## How the Program Works

- Employees and spouses must complete the **2024 health appraisal** and earn a **minimum of 10 biometric points** to be eligible for Healthy Rewards.
- Biometric points are automatically awarded upon completion of the health appraisal for results in the qualifying biometric ranges.
- Additional point opportunities are available year-round (see next page).
- Use the wellness portal [www.workforcehealth.org/cityofmilwaukee](http://www.workforcehealth.org/cityofmilwaukee) to track all components of the program, view point balance and submit proof of participation/completion of activities. Scan the QR code for quick access to the portal.
- Allow at least 2 weeks for points to appear in the wellness portal.



## Tiered Points and Awards System:

Participants can earn up to \$700 in a Health Reimbursement Account (HRA) when a spouse completes the program.

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

Contact Workforce Health with program and wellness portal questions.

Email [cityofmilwaukee@froedtert.com](mailto:cityofmilwaukee@froedtert.com) or call **414-777-3410**, Monday-Friday: 7:30 a.m.-4:30 p.m.

## Qualifying Biometric Ranges for Healthy Rewards\*

(A minimum of 10 points required from this section)

		Points
Blood Pressure	Optimal range: <b>Systolic: Less than or equal to 119</b> <b>Diastolic: Less than or equal to 79</b>	10
Blood Glucose	Optimal range fasting: <b>Less than 111</b> Optimal range non-fasting: <b>Less than 140</b>	10
LDL	Optimal range: <b>Less than or equal to 129</b>	10
Nicotine and Cotinine	Negative test earns 10 points	10
<b>Potential biometric points:</b>		<b>40</b>

\*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.

**Tip:** If you did not receive a minimum of 10 biometric points or you would like to earn points for biometric results that did not meet the qualifying range, you can earn those points by following the below:

1. Have your biometrics rechecked at the Workplace Clinic located inside the Zeidler Municipal Building starting February 1, 2025.
2. Schedule and complete coaching appointment(s) for blood pressure, blood glucose and/or LDL.
3. Complete recommended health action plan(s) on the wellness portal.
  - Missed blood pressure points = Healthy Eating Action Plan
  - Missed glucose points = Diabetes Prevention Action Plan
  - Missed LDL points = Heart Disease Management Action Plan

*Continued*

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](mailto: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**

# Healthy Rewards Additional Point Opportunities



- It is your responsibility to submit appropriate documentation and monitor points rewarded on the wellness portal [www.workforcehealth.org/cityofmilwaukee](http://www.workforcehealth.org/cityofmilwaukee).
- Workforce Health will review submissions to ensure program requirements are met.

## Educational

## Points

<b>30-Minute Coaching Session</b> (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
<b>Action Plans</b> (points awarded immediately)	Complete a 6-8 week action plan through the wellness portal. Enroll in an action plan by <b>May 1, 2025</b> .	10 points each, maximum 20
<b>Wellness Portal Challenges</b> (points awarded immediately)	Complete a wellness portal challenge offered throughout the year.	Varies, maximum 20
<b>Programs, Education, Presentations and Training Sessions</b> (wellness partners report your attendance)	Visit DER wellness website for information and schedule of sessions by Workforce Health, EAP, Onsite Nurse Liaison, Financial Wellness and City's Safety Manager. <b>Note: Only non-mandatory trainings and presentations are awarded points.</b>	Varies, maximum 55
<b>Financial Wellness Consultations</b> (Voya reports your attendance)	Attend consultations with a local Voya or non-Voya financial representative/advisor. Form required for non-Voya meetings/consultation available on DER website*	10 points, maximum 20
<b>Total Points</b>	<b>Potential maximum points that can be earned = 145</b>	

## Preventive

<b>Preventive Exam, Vision Exam</b>	Submit proof, clearly indicating the type of preventive appointment (e.g., cervical screenings, mammogram, annual wellness exam, prostate exam, etc.) or vision.	10 points, maximum 40
<b>Behavioral Health Session</b>	Submit proof of behavioral health session.	10 points, maximum 40
<b>Biannual Dental Visit</b>	Submit proof of visits (e.g., letter from dentist, explanation of benefits, paid bill).	10 points, maximum 20
<b>Annual Flu &amp; COVID Vaccine</b>	Submit 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 to portal needed.	5 points, maximum 10
<b>Blood Pressure (BP) Checks</b>	Submit proof of up to five BP checks. (The Workplace Clinic, Traveling Wellness and Nurse Liaison will submit proof on your behalf.)	1 point each, maximum 5
<b>Total Points</b>	<b>Potential maximum points that can be earned = 115</b>	

## Activity

<b>200,000 Steps or 600 Minutes of Physical Activity in a Calendar Month</b>	Submit <b>monthly total</b> from your fitness device or tracking app. (No submission required when your fitness device is synced to the monthly wellness portal 200,000 Steps Challenge. Check the wellness portal regularly to ensure your device is syncing.)	5 points each, maximum of 55
<b>Fitness Classes, General Visits at an Athletic Club</b>	Submit proof of 5 gym visits or fitness classes (in-person or online membership) in a calendar month.	5 points each, maximum of 55
<b>Organized Athletic Events</b>	Participate in an organized athletic event (walk, run, triathlon, etc.). Submit 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
<b>Wellness Portal Fitness Classes</b>	Complete 5 live or recorded fitness classes offered by Workforce Health in a calendar month. Points will be awarded automatically.	1 point each, maximum 25
<b>Total Points</b>	<b>Potential maximum points that can be earned = 160</b>	

## Community

<b>Community Supported Agriculture (CSA) Membership</b>	Submit proof of paid (CSA) membership.	5 points, maximum 5
<b>Formal Volunteer Events</b> (minimum 1 hour of volunteer time)	Submit City volunteer verification form* completed/signed at event. Form available on DER website.	5 points, maximum 10
<b>Blood Donation</b>	Submit City blood donation verification form* completed/signed at event. Form available on DER website.	5 points, maximum 10
<b>Total Points</b>	<b>Potential maximum points that can be earned = 25</b>	

\*Forms and information can be found on DER website [www.milwaukee.gov/wycm](http://www.milwaukee.gov/wycm) under Miscellaneous Healthy Rewards Resources.