

# Healthy Rewards

July 1, 2018 through June 30, 2019



**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 2018 Health Appraisal to be eligible for Healthy Rewards.
- Employees and spouses who complete the 2018 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 building starting February 1, 2019.
- 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](http://www.workforcehealth.org/cityofmilwaukee) View point balance, submit Healthy Reward paperwork, review program requirements, schedule coaching appointments and register for fitness and wellness classes.

Contact Workforce Health with questions: **E-mail:** [cityofmilwaukee@froedtert.com](mailto:cityofmilwaukee@froedtert.com) • **Phone** 414-777-3410

## Qualifying Biometric Ranges for Healthy Rewards\*

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

In partnership with



**Workforce Health**

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Continued

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](mailto: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.

# Additional Point Opportunities

Submit points year-round through the wellness portal: [www.workforcehealth.org/cityofmilwaukee](http://www.workforcehealth.org/cityofmilwaukee)

## Educational

## Points

<b>30-Minute Coaching Session</b> (One session every two weeks allowed)	Meet with a Workforce Health coach to discuss your health goals. May be done in person or telephonically. <b>One session required if you earn less than 30 biometric points.</b>	10 points each, maximum 30
<b>Action Plans</b>	Complete a 6-8 week action plan through the wellness portal.	10 points each, maximum 30
<b>Group or Department Programs</b>	Visit <a href="#">DER website*</a> listed at the bottom of page for more info and the schedule of programs.	Varies, maximum 30
<b>Presentations/Training Sessions/Lunch and Learns</b>	Presented by Workforce Health, EAP, Financial/Deferred Compensation, Onsite Nurse Liaison. Look for the Healthy Reward logo for approved presentations. Visit <a href="#">DER website*</a> for a schedule.	5 points each, maximum 30
<b>Financial Wellness Consultations in Person</b>	Attend one-on-one in person consultations with a personal financial representative or advisor (Voya or non-Voya rep).	10 points, maximum 20
<b>Total Points</b>	<b>Potential maximum points can be earned = 140</b>	

## Preventive

<b>Preventive Exam, Vision Exam, Behavioral Health Session</b>	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 <a href="#">DER website*</a> for list of approved preventive visits.	10 points, maximum 30
<b>Annual Dental Visit</b>	Show formal proof of your visits (example: formal letter from dentist, explanation of benefits, paid bill).	10 points, maximum 20
<b>Annual Flu Shot</b>	Show a copy of your explanation of benefits, paid bill or sign a release when Workforce Health provides flu shots in Fall 2018.	5 points, maximum 5
<b>Blood Pressure Checks</b>	Complete five blood pressure checks. (Workplace Clinic, Wellness Center, Traveling Wellness Center, Primary Care Provider or Nurse Liaison)	5 points, maximum 5
<b>Total Points</b>	<b>Potential maximum points can be earned = 60</b>	

## Activity

Earn all 40 activity points from one and/or all physical activity options.

<b>200,000 Steps or 600 Minutes of Activity in a 28-Day Period</b>	Report through an activity tracking device or trackable app.	5 points
<b>Fitness Classes in Person or General Visits at an Athletic Club</b>	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
<b>Organized Athletic Events</b>	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
<b>Total Points</b>	<b>Potential maximum points can be earned = 40</b>	

## Community (NEW!)

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

\*For more information and volunteer/blood donation verification forms, visit DER's Healthy Rewards website:

[www.milwaukee.gov/healthyrewards](http://www.milwaukee.gov/healthyrewards)