

Health | 1265

CITY OF GREEN BAY

October 16, 2020

Health | 1265

IT PAYS TO PRACTICE WELLNESS

December 1, 2020 – October 31, 2021

METHODS TO IMPROVE WELL-BEING

The following categories will be the focus of Health | 1265 in 2021:

Activity

Recognizing the need for movement and physical activity.

Awareness

Engaging employees in programs and challenges to improve their lifestyles.

Healthy Choices

Offering presentations and other dimensions of well-being to educate employees.

Prevention

Raising awareness of the prevention of chronic conditions and methods to assist with improving HRA numbers.

The Health | 1265 program will run from **December 1, 2020 through October 31, 2021**.

HRA appointments are to be completed by **September 24, 2021**. If you are age 40 or older on January 1, 2021 you must also submit the completed MD sign off form by **September 24, 2021**.

Health | 1265 points need to be earned by **October 31, 2021**.

Premium discounts effective at beginning of the pay period in which **January 1, 2022** occurs.

Moving the Meter: Health | 1265 is currently impacting over 460 City employees and continues to encourage employees to engage in their own health and well-being. In 2019, about 80% of Health | 1265 participants earned 1265 points guaranteeing a lower insurance premium for this year. Moving into 2021, we have used employee feedback to provide you with a variety of activities, presentations, and other resources and incentives.

Goal to Engage Employees in Their Own Health and Well-Being: From January to October 2020, our employees averaged about 85 million steps per month! Together, we averaged 198 weekly active minutes, which is almost 50 more minutes than the national recommendation of 150 minutes per week. Continuing to engage employees in activity and all dimensions of well-being is our goal for 2021.

Health Insurance Premiums: Health | 1265 gives employees on the City's health plan or the Family Savings Plan an opportunity to reduce their health insurance premium contribution to 11.5% by earning 1265 points through activity, awareness, healthy choices and prevention. This is part of the City's ongoing efforts to provide a health insurance plan which offers a benefit that is affordable for you and your family with a key component of focusing on wellness.

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Health | 1265 and the Family Savings Plan: How does it work?

Coverage	Requirements	PBA Dollars
<p>Employee and Spouse Leave City Insurance</p> <p>*Enrolled in the Family Savings Plan</p>	<p>If the employee and spouse were on the City's health insurance in 2020, both will need to meet the HRA/MD Alert requirements and the employee will need to earn 1265 points in 2021 to be eligible for the 11.5% premium incentive in 2022.</p>	<p>You are not eligible for PBA dollars for the HRA or dental cleanings because the FSP plan does not meet the IRS definition of a high deductible health plan.</p>
<p>Employee on City Insurance AND Spouse/Dependents move to the spouse's insurance plan</p> <p>*Enrolled in the Family Savings Plan</p>	<p>If the employee and spouse were on the City's health insurance in 2020, both will need to meet the HRA/MD Alert requirements and the employee will need to earn 1265 points in 2021 to be eligible for the 11.5% premium incentive in 2022.</p>	<p>If the employee remains on the City's health insurance plan with single coverage, the employee is eligible for \$200 PBA dollars:</p> <p>\$100 for dental (\$50 each cleaning) \$100 for HRA/MD Alert requirements</p>
<p>Employee and Spouse Stay on City Insurance</p> <p>*Not enrolled in the Family Savings Plan</p>	<p>If the employee and spouse are on the City's health insurance in 2021, both will need to meet the HRA/MD Alert requirements and the employee will need to earn 1265 points in 2021 to be eligible for the 11.5% premium incentive in 2022.</p>	<p>If the employee and spouse remain on the City's health insurance plan, the employee is eligible for \$400 PBA dollars:</p> <p>\$200 for dental (\$50 each) \$200 for HRA/MD Alert requirements (\$100 for employee and \$100 for spouse)</p>
<p>Employee and Children Stay on City Insurance</p> <p>*Not enrolled in the Family Savings Plan</p>	<p>If the employee is on the City's health insurance in 2021, they will need to meet the HRA/MD Alert requirements and the employee will need to earn 1265 points in 2021 to be eligible for the 11.5% premium incentive in 2022.</p>	<p>Employee & Children: If the employee and children remain on the City's health insurance plan, the employee is eligible for \$400 PBA dollars:</p> <p>\$200 for dental (\$50 each) \$200 for HRA/MD Alert requirements</p>

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PREVENTION

EVERYONE'S JOURNEY TO Health | 1265 STARTS WITH YOUR HRA

As part of the 2021 Health | 1265 program the HRA will be conducted by Bellin Health beginning March, 2021. The results of the HRA will be used as part of the Health | 1265 program for participating employees and spouses in determining your 2022 premium. Here is how you earn points toward the 1265 point goal by taking the HRA. Please note only the employee's HRA score will be used to earn points in the health goals category. **To be eligible for the premium discount the employee must complete the HRA and MD Alert (if over 40) in 2021 regardless of the number of points earned. If you had family health insurance coverage with a spouse in 2020, the spouse must also complete the HRA and MD Alert (if over 40) in 2021, as well as the employee, to receive the full premium discount.**

PREVENTION	
ACTION	POINTS
ASSESSMENT: Employee and Spouse (if applicable) must complete the HRA and age appropriate and gender examinations by September 24, 2021 to receive the full number of eligible points and to receive the full premium discount.	400
86–100 HRA Score (Employee Only)*	400
71–85 HRA Score (Employee Only)*	200
70 or less HRA Score (Employee Only)*	70
*HRA must be complete through the City of GB to qualify for Health Goals points	
Employees earning a HRA score of 85 or lower will be able to earn points by attending voluntary Health Coaching sessions.	50-100
Dental Cleaning/Exam (Employee Only) 2 x year	50/100

How the 400 Assessment Points are Applied

- A)** If employee is under age 40 on January 1, 2021 with single coverage in 2021, upon completion of HRA 400 points will be granted.
- B)** If employee and spouse are under age 40 on January 1, 2021 with family coverage in 2020, upon employee's completion of HRA 200 points will be awarded. Upon spouse's completion of HRA the other 200 points will be granted.
- C)** If employee is over age 40 on January 1, 2021 with single coverage in 2021, upon completion of HRA 200 points will be granted. Upon completion and submission of the MD sign off form the other 200 points will be granted.
- D)** If employee and spouse are over age 40 on January 1, 2021 with family coverage in 2020, upon employee's completion of HRA 100 points will be awarded; and upon completion and submission of the MD sign off form 100 points will be granted. Upon spouse's completion of HRA 100 points will be awarded and upon completion and submission of the MD sign off form 100 points will be granted.

MD Alert forms are available on the City's website under the Human Resources Health | 1265 tab, or you can download a copy of the form from your Motion Connected account.

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WELLNESS ACTIVITIES

(Reasonable Alternative Standards)

YOU CAN CROSS THE Health | 1265 GOAL LINE WITH YOUR CHOICE OF ACTIVITIES

ACTIVITY, AWARENESS AND HEALTHY CHOICES: You don't need to get a perfect HRA score to receive the health insurance discount (but you do need to take the HRA). In fact, even if you receive a perfect score you still should participate in other wellness activities to earn **1265** points. You must participate in the City's Health Insurance program to be eligible.

ACTIVITY		
ACTION	Monthly/ Event Pts	Max. Points
Daily Activity Goal: Receive daily points based on steps or event time, employees can earn a max of 6 points per day		800
Self-Reported Workouts: At least 8 per month 12/2020 – 10/2021	25	225
Community Events 5k, 10k, Community Walk, etc.: 12/2020–10/2021 (Max of 3)	50	150
Wellness Challenges – TBA (50 pts per challenge, 5 events)	50	250
AWARENESS		
Mental Health Presentation: Staying Connected – January 2021	25	25
Mental Health Challenge: Staying Connected – February 2021	50	50
Screen Time Challenge: March 2021	50	50
Mental Health Presentation: How Do We Stay Balanced – May 2021	25	25
Stress Presentation: June 2021	25	25
Stress Challenge: July 2021	50	50
Nutrition Presentation: Healthy Eating On the Go – August 2021	25	25
Nutrition Challenge: September 2021	50	50
Financial Presentation: Employee Trust Funds-Retirement – October 2021	25	25
HEALTHY CHOICES		
Fitness Assessment: Complete a fitness assessment <u>and</u> attend a summary/goals appointment with Amber Van Allen, Wellness Administrator.	50	50
Community Volunteering: 12/2020-10/2021 (Up to 4 events)	25	100
Weight Challenge: Maintain Don't Gain 11/2020-1/2021	50	50
Self-Reported Monthly Weight Checks: 12/2020 – 10/2021	5	55
Flu Shot: December 2020 – October 2021 - Offered by the City	20	20
Completion of the Tobacco Free/Cessation Program only for those scoring positive for nicotine (through UMR and paid by the plan)	200	200

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INCENTIVES

WITH Health | 1265 YOU CAN SCORE THE FOLLOWING REWARDS

Personal Benefit Account (PBA): Employees enrolled in the City's Health Insurance plan in 2021 (excludes the FSP) can earn PBA dollars as follows:

PERSONAL BENEFIT ACCOUNT (PBA)	
INCENTIVE	REQUIREMENT
\$100 for Employee	<ul style="list-style-type: none"> Employee must complete HRA and required age and gender appropriate examinations by September 24, 2021
\$100 for covered Spouse, if applicable	<ul style="list-style-type: none"> Spouse must complete HRA and required age and gender appropriate examinations by September 24, 2021
\$100 for Employee only \$100 for covered family member	<ul style="list-style-type: none"> \$50 per dental cleaning \$50 per family member dental cleaning
\$55 for Employees new to Health 1265 (Toward cost of fitness tracker)	<ul style="list-style-type: none"> Eligible employees participating in Health 1265 who enroll in Motion Connected will receive the money in their paycheck

Dental Cleaning forms are available on the City's website under the Human Resources Health | 1265 tab, or you can download a copy of the form from your Motion Connected account. Once the form is uploaded you will receive credit under the Health | 1265 program, if eligible, and corresponding PBA dollars will be deposited into your account. You also have the option of uploading a copy of your Explanation of Benefits (EOB) or a bill from your provider reflecting your visit. The EOB or bill must include the date of service and list the provider. Upload the documentation into your Motion Connected scorecard by taking a picture with your smartphone, tablet or by scanning the document into your computer by **October 31, 2021.**



ADDITIONAL INCENTIVES

Points	Incentive
1265	Reduced Insurance Premium
1500	Name Entered In Drawing for one of the sponsor prizes listed to the right
1800	Amazon Gift Card
2200	Name Entered Twice In Drawing for one of the sponsor prizes listed to the right

Information on additional prizes will be available in the future thanks to Bellin, Prevea, Aurora, M3, Motion Connected and UMR.

Items that have been given away in the past included: Packer game tickets, Packer Pro Shop gift cards, Packer autographed memorabilia, gift card towards a fitness device, gift baskets and more!

*To be eligible for the gift card and/or drawings, you must be a current employee at the time of distribution.

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HEALTH INSURANCE PREMIUMS

To be eligible for the Health Insurance premium discount the employee must complete the HRA and age appropriate and gender specific examinations **by September 24, 2021**. If a spouse is on the health plan or was in 2020, they must also complete the HRA and age appropriate and gender specific examinations **by September 24, 2021** to be eligible for the total premium discount. The total number of points an employee accumulates in all categories from **December 1, 2020 through October 31, 2021** will be used to determine the employee's health insurance premium contribution for 2022.

Effective on the first day of the payroll in which January 1, 2022 occurs	
POINTS	PREMIUM
1265 +	11.5%
450-1264	12.5%
Did not complete HRA and requirements	15.0%

***Please note that all items for scorecard points must be completed and submitted between December 1, 2020 and October 31, 2021.**

***All items submitted for PBA dollars must be completed and submitted in the year in which they occur. For example, a dental cleaning that occurs on December 12, 2020 must be submitted before December 31, 2020 to receive PBA dollars for 2020. Points for this dental cleaning will be applied to the December 1, 2020 through October 31, 2021 scorecard.**

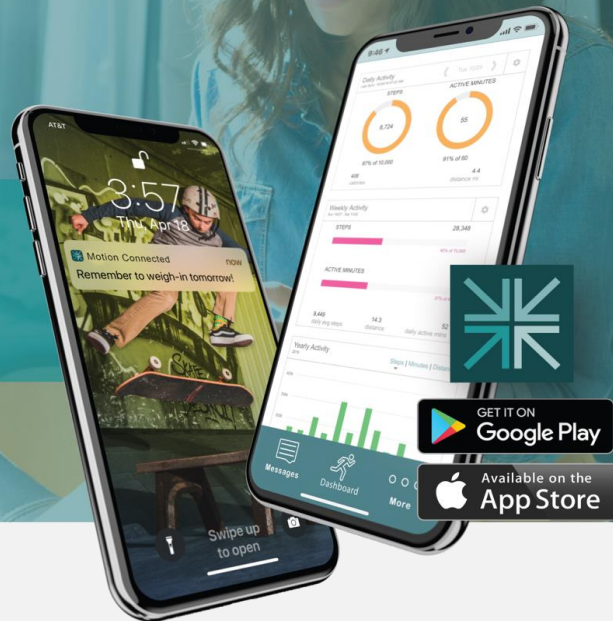
The City's health plan is committed to helping you achieve your best health status. Rewards for participating in a wellness program are available to eligible employees in the City's health plan. If you think you might be unable to meet a standard for a reward under this wellness program, you may qualify for an opportunity to earn the same reward by different means. Contact us at (920) 448-3147 and we will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.

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connected

INTRODUCING MOTION CONNECTED


Ready to build a healthier you?


- ✔ Sleep better
- ✔ Stress less
- ✔ Boost energy
- ✔ Lower risk factors




USE MOTION CONNECTED TO:

Get active 

Compete in challenges 

Monitor health progress 

Get the latest messages 

THE CITY OF GREEN BAY INVITES YOU TO JOIN MOTION CONNECTED!

GET STARTED TODAY

1. **DOWNLOAD APP.** Go to www.motionconnected.com/app on your mobile phone or computer. Or scan this to download the app.
2. **CREATE YOUR ACCOUNT.** If you are new, tap "Create Account" & use activation code **60C-1524A-D3B**
Note: if you already have a Motion Connected account, skip this step & login.
3. **LINK YOUR DEVICE.** Go to the "Link Device" page to connect your compatible activity tracker.



Available on the
App Store

GET IT ON
Google Play

Open your camera & scan
me to download the app!



Don't have a device? Not a problem. You can purchase a Garmin, Fitbit, or Apple fitness device to earn points each day on your scorecard. Other devices, as well as your phone, may be compatible and can be used to track steps if it is able to sync with Google Fit or Apple Health. Please reach out to Amber Van Allen at 920-448-3101 with questions.