



HCS Wellness Incentive Program

2020-2021 Guide

At Hampton City Schools our mission is to promote the health, well-being and quality of life of our employees and their family members through population health and wellness programming focused on the body, mind, and healthful habits.

As an employer, we have heavily invested in resources to support lifestyle and behavior change and improved access to affordable clinical care through our Employee Health & Wellness Center. Now it is your turn to take action so we may all mutually benefit. Our program can help you become more aware of the direct relationship between how you live and how that affects how you feel. Our wellness program is voluntary, but we encourage you to participate. The benefits will be tangible, lasting, and important to you and your family.

How it Works

Employees earn points through a variety of wellness related activities between July 1, 2020 and June 30, 2021. Employees who meet the minimum requirements earn a lower health insurance premium (or higher HSA contribution if enrolled in the Cigna CDHP medical plan) for the benefits plan year beginning October 1, 2021. Seven points are required. Two of the points must come from a biometric screening and the Health History & Risk Assessment through the Marathon Health portal (Marathon Health administers our Employee Health & Wellness Center). An employee who is covering their spouse under one of our Cigna medical plans will only earn the incentive if both they and their spouse meet the minimum requirements for the program.

Required Points: 7 total points (2 from required activities + 5 points from other activities or bonus points)

Required Activities: Biometric Screening **and** Health History & Risk Assessment/Annual HRA Update through Marathon Health portal. Employees earn one point for each of the two required activities.

Deadline: Points must be earned and logged between July 1, 2020 and June 30, 2021

Bonus Points: You will receive a bonus point for each of the five biometric screenings where your risk is moderate or normal based on Marathon Health guidelines. Employees will not earn bonus points for any biometric screening where the results are categorized as high risk. Employees who complete the required activities and earn the maximum number of bonus points will have completed the requirements for the wellness incentive program.

Logging Points: Our Health & Wellness Center staff will log points associated with the required activities, bonus points, comprehensive health review, health coaching, and virtual education sessions. Employees will self-report points for the remaining activities. All points will be tracked through the Marathon Health portal at <https://www.marathon-health.com/MyPhr/>. Employees automatically receive a welcome packet from Marathon Health with log in information once they are hired or moved into a full-time position.

More detailed information can be found on the following pages.

Eligibility & Wellness Premium Incentive

While part-time, job share, and full-time employees are eligible to participate in our wellness challenges through the Employee Health & Wellness Center (e.g., 'Winning at Losing', 'Maintain, Don't Gain'), our incentive program is currently only available to those employees eligible for one of our HCS Cigna plans. The incentive program will encourage you to take control of your health. The program operates on the accumulation of points based on voluntary participation in the activities described later in this document. Points are accumulated and self-reported throughout the program year toward your reward.

Those employees who log a minimum of seven points (including two points from the required activities) between July 1, 2020 and June 30, 2021 are eligible for a discount on their Cigna OAP medical premiums for the plan year beginning October 1, 2021. Employees enrolled in the CDHP will receive an additional contribution to their health savings account in lieu of a premium discount if they meet the minimum requirements during the year. Please note that your incentive is based on Cigna plan enrollment as of October 1, 2021. Incentive amounts will be determined by spring 2021.

Spouses who are covered under an HCS medical plan are also encouraged to participate in our wellness incentive program. An employee who is covering their spouse will only earn the premium discount or HSA incentive for the following school year if both they and their spouse each meet the minimum requirements during the current school year. If only the employee or only the spouse earns seven points, then the incentive has not been earned. In addition, we will not look at a total number of points for the couple. Each family member must earn their own points. Points can not be shared.

Activities

Please note that for the 20/21 school year, both a biometric screening AND the health history & risk assessment/annual HRA update is required. Each activity is worth one point. The health history & risk assessment/annual HRA update is available on the Marathon Health portal at <https://www.marathon-health.com/MyPhr/>. The biometric screening can be done at any facility, including our Health & Wellness Center. However, if the screenings are done elsewhere, the results will need to be brought in to the Employee Health & Wellness Center for the points to be entered into the portal.

A detailed description of each activity follows the chart.

Activity	Point Value	Maximum Allowable
Biometric Screening (Required) AND Health History & Risk Assessment or Annual HRA Update (Required)	1	1
Annual Physical Exam	1	1
Biometric Screening BONUS POINTS	1	5
Cancer Screening (Age & Gender Appropriate)	2	6
Comprehensive Health Review	1	1
Dental Exam	1	2
Flu Shot	1	1
HCS Fitness Activity Challenge	1	1
Health Coaching	2	6
Marathon Health Wellness Challenge	1	3
Pharmacy Education Review	1	1
Virtual Education Sessions	1	5

Activity

Biometric Screening - Evaluation intended to identify past, current, and potential medical problems. A biometric screening includes systolic blood pressure, diastolic blood pressure, fasting glucose level, total cholesterol (LDL, HDL, triglycerides) and height/weight measurements. Biometric screenings can either be performed at the Employee Health & Wellness Center or through your PCP. However, if screenings are done with your PCP, results must be shared with the Employee Health & Wellness Center. Our staff there will log your points for this activity within the portal.

Health History & Risk Assessment (HHRA) - The health history and risk assessment tool is an online questionnaire through the Marathon Health portal, which assists to engage employees and identify risk prevalence for cholesterol, blood pressure, glucose, nicotine use, obesity, inactivity, nutrition, seatbelt use, alcohol use, and sleep patterns. It includes a series of questions about family medical history and gathers more information about the participant's stress levels and lifestyle habits to help identify concerns and areas for improvement. The initial HHRA can only be completed once. After the HHRA is completed, employees will update their HRA in subsequent years. Staff at the Employee Health & Wellness Center will log this point automatically after you've completed the assessment.

OR

Annual HRA Update - This is used for those employees who had already completed the HHRA prior to July 1, 2020. As your HHRA (Health History Risk Assessment) is completed once, your HRA Update (Health Risk Assessment update) is used to be sure that each year your information is reviewed and updated, as needed. Using the HRA update questionnaire is an efficient way to review what has previously been entered in the HHRA and allow you to make changes. Staff at the Employee Health & Wellness Center will log this point automatically after you've completed the update.

Annual Physical Exam - Routine annual exam, covered under the medical plan, provided by your PCP or OB/GYN includes a review of your medical and family history, development or update of current providers and prescriptions, routine biometric measurements, detection of cognitive impairment, personalized health advice, risk factor analysis and associated treatment options, and screening schedule for appropriate preventive services. All annual physical exams must be self-reported in the Marathon Health portal.

Biometric Screening BONUS POINTS - You will receive a bonus point for each of the five biometric screenings where your risk is moderate or normal based on Marathon Health guidelines. Employees will not earn bonus points for any biometric screening where the results are categorized as high risk. Staff at the Employee Health & Wellness Center will log these points automatically after you've completed the biometric screenings at the Health & Wellness Center or after you've provided our staff there with your results. Bonus points will be awarded for meeting the following criteria.

- BMI: 29 or less OR Waist Circumference: less than 35.0 inches for women or less than 40.0 inches for men
- Total Cholesterol: Less than 240 mg/ dL
- Glucose: Less than 126 mg/ dL
- Blood Pressure: Both Systolic less than 140 and Diastolic less than 90
- Triglycerides: Less than 200 mg/ dL

Cancer Screening(s) - Guidelines based on U.S. Preventive Services Task Force

- Breast Cancer Screening: Women aged 40-49 - Individual decisions to begin according to patient history and values; Women aged 50-74 - Screen every two years.
- Cervical Cancer: Women ages 21-65 - Screen with Pap smear every 3 years
- Colo-rectal Cancer: Adults age 50-75 - Screen with high sensitivity fecal occult blood testing, sigmoidoscopy, or colonoscopy.

Comprehensive Health Review (CHR)- The CHR is a face-to face visit with a Marathon Health provider that can give you a complete picture of your health based on the results of the information you provide in the Health History and Risk Assessment (HHRA) questionnaire and the biometric screening. The HHRA and biometric screening are completed prior to the CHR visit. Staff at the Employee Health & Wellness Center will log this point automatically after you've completed the CHR.

Dental Exam - Per your dental benefit, your dentist will perform the following routine checks: Examine and assess gum health; check for gum disease; diagnose any existing tooth decay; when indicated, take and analyze x-rays, which may reveal decay, bone loss, abscesses, tumors, cysts, and other problems; screen for the presence of oral cancer; verify the stability of any existing fillings or other restorations; inform you of all findings and make treatment recommendations.

Flu Shot - A flu vaccine is a preventive screening needed every season for two reasons. First, the body's immune response from vaccination declines over time, so an annual vaccine is needed for optimal protection. Second, because flu viruses are constantly changing, the formulation of the flu vaccine is reviewed each year and sometimes updated to keep up with changing flu viruses. For the best protection, everyone 6 months and older should get vaccinated annually.

Hampton City Schools Fitness Activity Challenge - Employees use an excel spreadsheet to log their workout minutes during the course of the school year. Employees are eligible for a point once they've met the goal of 3,000 minutes.

Health Coaching Appointment – Health coaching is an innovative way to help you manage your health. This coaching method will help you discover and address behavior changes that will improve your overall health and well-being. Working with a health coach can help identify issues, beliefs, and concerns that may hinder lifestyle changes. This information, with the results from the biometric screening and Health History and Risk Assessment (HHRA) will form the foundation for prioritizing health concerns, setting healthy goals, and creating a plan to achieve your goals. Staff at the Employee Health & Wellness Center will log your point automatically after you've completed a health coaching appointment.

Health coaching is successfully used to help with weight loss, smoking cessation, stress management, fitness programs, illnesses and conditions of a chronic nature, and other lifestyle related issues that may negatively impact your health.

Marathon Health Wellness Challenge – The Employee Health & Wellness Center sponsors challenges over the course of each school year. The challenges can range from 1 – 12 weeks in duration. These provide employees with the means to overcome unhealthy habits and the assistance needed to develop and maintain a healthy lifestyle and/or better manage a chronic condition. Previous challenges have involved maintaining your weight around the holidays, setting weekly fitness goals, and losing weight. At least three challenges will be offered each school year.

Pharmacy Education Review - Whatever your situation, taking your medicines properly is an important part of maintaining your overall health. Set up your personalized appointment with Kristin Jennings, Pharm. D., by calling our Hampton City Schools Employee Pharmacy at (757) 224-9681. Many medications are metabolized through the same pathways in the body, and potentially have interactions that even your doctor doesn't know about. When not taken properly, many medicines can cause serious harm to your body that goes on silently until it becomes a medical emergency. Some people are taking different medications from different doctors – many times with two different drugs doing the same thing. Others are only on one or two medications, but can optimize their efficiency by taking them at the right time of day or with or without food. Please note that this is available only to those employees or spouses currently enrolled in one of our HCS Cigna medical plans.

Virtual Education Sessions – Employee Health & Wellness Center staff will host webinars during the school year on a number of different topics. These opportunities will be communicated via email throughout the year. Registration is required for these events. Employee Health & Wellness Center staff will log wellness points for participants.

Vision Exam – Per your vision benefit, a comprehensive adult eye and vision examination may include but not be limited to patient history, visual acuity, depth perception, color vision, eye muscle movements, peripheral vision, and how pupils respond to light and are an important part of preventive health care.

If you are unable to complete the activities associated with our wellness program, there may be a reasonable alternative available to you. You can call Nicole Samuelson at (757) 727-2326 to discuss.

How to Report Your Participation

All points will be tracked through the Marathon Health portal at <https://www.marathon-health.com/MyPhr/>. It is your responsibility to verify all program activities are met and reported by 6/30/21. Most activities will be self-reported with the exception of some of the activities completed through our Employee Health & Wellness Center.

You can call the Employee Health & Wellness Center at (757) 315-8100 to secure your username and password to log in to the portal.