



# 2020 WELLNESS PROGRAM DESIGN

**Program Year: Nov. 1, 2019 to Oct. 31, 2020**

Available to all medically enrolled employees with a benefit's effective date before Nov. 1 2019.

## Earn Your 2021 Healthy Measures Premium Incentive: \$20 per Paycheck

**Step 1.** Complete a biometric screening - three options available

- Visit a City of Frisco on-site biometric screening event.
  - *Uniformed Fire and Police complete at Freedom Total Wellness (annual physical)*
- Visit your primary care physician and complete the Asset Health physician form.
- Visit a LabCorp facility — request Asset Health LabCorp voucher and take the completed form to a LabCorp facility near you.

*\*Biometrics completed Nov. 1, 2019 to Oct. 31, 2020 will be accepted.*

**Step 2.** Meet three out of five or improve by 5% in the below health measures:

- You may submit up to two screenings per wellness program year (one on-site, second screening replaces the first screening entirely).
- 5% improvement based on a comparison of most recent program year screening compared to the previous program year.

### Health Measures

Waist Circumference	Blood Pressure	Fasting Glucose	HDL Cholesterol	Triglycerides
Male: < 40", Female: < 35" or BMI ≤ 25	< 130/85 mmHg	< 110 mg/dL	Male: ≥ 40 mg/dL Female: ≥ 50 mg/dL	< 150 mg/dL

### Health Measures Reasonable Alternative:

- If you are unable to meet or improve in three of the five health measures, you must complete a reasonable alternative standard (RAS). See the RAS program information on the Asset Health portal and follow the steps outlined in your Incentive Progress on the Asset Health homepage for completing the RAS.



## Earn Your 2021 Cotinine/Tobacco-free Incentive: \$25 per Paycheck

- If you tested negative for cotinine/tobacco as part of your biometric screening, then you earned the tobacco-free premium incentive. If you tested positive for tobacco, you can complete the Tobacco Free-Me program as a reasonable alternative to earn the incentive. The Tobacco-Free Me program requires four weeks to complete and must be completed by Oct. 31, 2020.

## Earn Your 2021 Health Reimbursement Account (HRA) dollars: \$800 maximum

- Earn \$100 for your health reimbursement account (HRA) for each health measure you meet, \$500 maximum for the healthy measures category. Earn an additional \$300 by completing additional activities offered through the Asset Health portal through Oct. 31, 2020.

### Additional Activity Options

Activity	Dollars per Activity	Max
Health Assessment	\$25	\$25
Lifestyle Coaching (per call)	\$25	\$75
Physical Activity Reporting (per 7,500 steps)	\$1	\$300
City of Frisco Activities	\$25	\$75
Wellness Challenge Completion	\$25	\$75
Knowledge Management Course Completion	\$25	\$50
Daily Mini Challenges	\$1	\$100
<b>Maximum Dollars for Activity Group</b>		<b>\$300</b>

**Note:** Employees only need to complete biometrics to be eligible to earn HRA \$ (no outcomes required).

