Menasha

# MEMORANDUM

May 2, 2013

TO: ADMINISTRATION COMMITTEE
FROM: Pamela A. Captain, CA/HR Director
PAC

RE: CITY/EMPLOYEE SHARING of WEA HEALTH INSURANCE PREMIUM CREDIT for 2014

This week was the official kick-off of WEA and Menasha's collaborative effort to heighten our employees and spouses health awareness through a Personal Health Assessment program which includes a free personal health assessment. You may recall that WEA provides this program as part of its services and to the extent that we are able to get a certain percentage of participation of employees, retirees and spouses in the program, it will help to reduce our insurance premiums through a premium credit in 2014. Details of the program can be reviewed on the WEA document attached to this memo.

**REQUEST:** To recognize employees participating in the WEA Personal Health Assessment program by providing them with a portion of the premium savings that are achieved with their help. If the participation level of 60% is reached, then the 1% savings will be shared with the participating employees. If the participation level of 75% is reached, then the cost savings will be divided with the first 1% to the participating employees and the remaining 1% shared 50/50 between the participating employees and the City. If the participation level of 90% is reached, then the 3% cost savings will be divided with the first 1% to the participating employees and the remaining 2% shared 50/50 between the participating employees and the City.

If this request is approved, how the participating employees will share in the savings will be determined during the insurance renewal process.

**Introducing the City of Menasha**
**Employee Health and Wellness Program**

Date: 5/1/13
To: Health Insurance eligible employees
From: WELL Menasha!

The City of Menasha understands the value of healthy employees. Literature suggests that there is a relationship between healthy, happy employees and the associated effect on the productivity, absenteeism, turnover and health care costs. We believe that investing in the health of our employees is a win-win opportunity and it is the right thing to do for the health of our employees and the health of our organization.

The creation of a Health and Wellness Program means evolving the culture of our organization. The success and sustainability of the Health and Wellness Program will require the staff to turn their participation into a commitment to personal health and wellness.

With that being said, in an effort to heighten your health awareness, we will be offering a free Personal Health Assessment (PHA) to all City employees and spouses. This CONFIDENTIAL SCREENING conducted by ThedaCare At Work health professionals will provide you with valuable information about your health. You will receive a blood pressure screening, cholesterol measurement (total cholesterol, HDL, LDL, Triglycerides), blood sugar level, and body composition along with personalized recommendations to help you improve or maintain your overall health.

After completion of the PHA, if you have WEA Trust as your primary health insurance, you may be informed you meet the eligibility requirements to voluntarily participate in a life-changing health improvement program in your area. An invitation to participate will be sent confidentially via US Mail to your home from WEA Trust. Those that do not take WEA Trust insurance but all eligible to do so may participate in the screening also.

While participation in your Personal Health Assessment is voluntary, your completion of the PHA and participating in the health improvement program will provide the City with the opportunity to save on the health plan premium. We would like to reach 70% participation in the PHA.

While participation is voluntary, we highly encourage everyone to consider participating in these two great opportunities.

Please review the important information containing details about the upcoming Personal Health Assessments.

Thank you very much for your time and consideration.

THEDACARE AT WORK

Personal Health Assessment

# Frequently Asked Questions

## What is a Personal Health Assessment (PHA)?

The Personal Health Assessment is a tool that highlights how our lifestyle choices directly impact overall health. Two scores are provided:

1. Your **Lifestyle Rating** is based on your self-reported daily habits related to nutrition, physical activity, alcohol consumption, stress and depression, and tobacco use.
2. Your **Biometric Score** is based on tobacco use, Body Mass Index (BMI), blood pressure, cholesterol levels, and blood sugar.

The Personal Health Assessment Report provides personalized feedback, tips to improve your lifestyle habits, and resources for more information.

## How are the two scores calculated?

| LIFESTYLE HABITS *(Self-Reported)* | Points Achievable |
|---|---|
| Tobacco Use | 0* |
| * *Up to 30 points will be subtracted from your Lifestyle Score for Tobacco Use.* | |
| Nutrition | 30 |
| Physical Activity | 30 |
| Stress & Depression | 25 |
| Alcohol Consumption | 15 |
| Total Points | 100 |

| BIOMETRIC SCORE *(Measurements)* | Points Achievable |
|---|---|
| Tobacco Use | 30 |
| Body Mass Index (BMI) | 25 |
| Blood Pressure | 15 |
| Blood Sugar (glucose) | 15 |
| LDL *(7 points)*<br>HDL *(5 points)*<br>Triglycerides *(3 points)* | 15 |
| Total Points | 100 |

## Measurements not included in the Biometric Score:

- **Body Fat %:** There are no points assigned to Body Fat %. Body Mass Index (BMI) is the most accurate method for determining the effect of your weight on your health. However, some physically fit people may have a higher BMI due to increased muscle mass. Therefore, if your Body Fat % meets the criteria for "Fitness", then you will automatically receive the maximum points for BMI.
- **Total Cholesterol:** There are no points assigned to Total Cholesterol. Monitoring your Total Cholesterol is important; however, clinical guidelines indicate that LDL is the prime indicator of cardiovascular risk and the main target for cholesterol lowering therapy, followed by HDL, and Triglycerides.

## Why should I participate?

Understanding your complete picture of health and wellness is important. Your health is made up of many factors you can and can't control. Some of those factors you can't control include your age, gender, and family history. On the other hand, you can control your lifestyle habits. Making small, practical changes can improve your health tremendously!

THEDACARE AT WORK

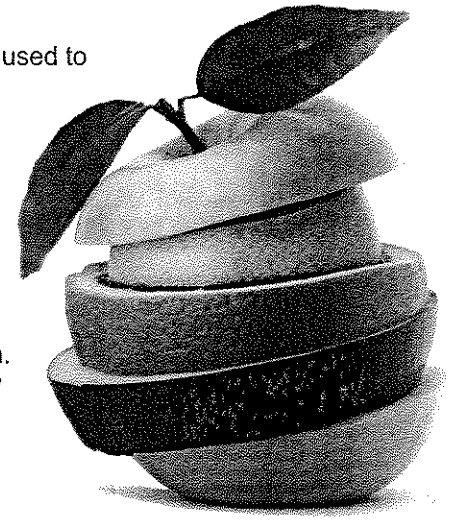
Personal Health Assessment

# Frequently Asked Questions

## Why is my company offering this?

The Personal Health Assessment is part of a larger initiative. The goal is to assist participants with improving their lifestyle habits and overall health. The information gathered through the PHA provides your employer:

- Summary information comparing your company's results against key health indicators found in The Healthy People 2020 Report. Visit **www.healthypeople.gov** for more information.
- An overall picture of the health risks of the participant population.
- When the PHA is repeated in subsequent years, aggregate data can be used to monitor trends and improvements.
- Feedback on which types of programs participants are interested in learning more about.
- Wellness Program recommendations to help improve the culture of your company.



## What should I do with the information I receive?

The information you receive should serve as a starting point to better health. It's time to **Take Charge and Live Well!** It is recommended that you review your report with your healthcare provider. The results can serve as a good reference point for past or future comparisons.

## What information is collected?

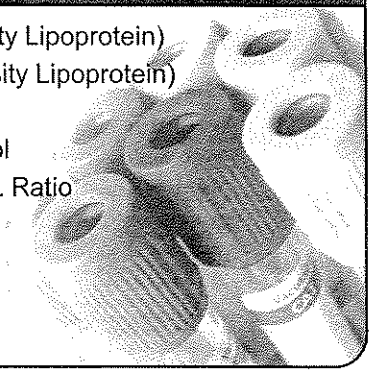
The self-reported questionnaire covers topics related to lifestyle habits, general health and safety, readiness to improve, and program interest.

**Measurements taken at the time of the blood draw include:**

- Weight (shoes off)
- Height (shoes off)
- Body Fat Percentage
- BMI (Body Mass Index)
- Blood Pressure

**Laboratory Analysis:**

- LDL (Low Density Lipoprotein)
- HDL (High Density Lipoprotein)
- Triglycerides
- Total Cholesterol
- Cholesterol/HDL Ratio
- Blood Sugar
- Nicotine
- GGT (optional)
- PSA (optional)



## Who will see my results?

Your results are confidential. Upon completion of the PHA, you will receive a personalized report to help you better understand how your lifestyle habits affect your overall health.

The PHA is administered by ThedaCare Workplace Solutions. Your lab results may become part of the ThedaCare EPICARE medical record. If you see ThedaCare providers, they would have access to these lab results.

No participant information is provided to your place of employment, human resources, or individual managers unless you consent to release this information if your employer offers a bonus related to your score, nicotine result, or other employer-specific program based on participation or results of the Personal Health Assessment.

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