

2022



WELLNESS PROGRAM DESIGN

Program Year: Nov. 1, 2021 to Oct. 31, 2022
Available to all medically enrolled employees with a benefits-effective date before Nov. 1, 2021



Earn Your 2023 Healthy Measures Medical Premium Incentive: \$20/Paycheck

Step 1: Complete a biometric screening – options 1 to 3 listed below include the cotinine (tobacco) test. A biometric screening is required to earn the healthy measures medical premium incentive and the health reimbursement account (HRA) dollars. Biometrics completed from Nov. 1, 2021 to Oct. 31, 2022 will be accepted.

1. Visit a City of Frisco on-site biometric screening event (cotinine test included).
2. Visit Freedom Total Wellness in Frisco (cotinine test included):
 - o Uniformed Fire and Police complete this as part of their annual physical.
3. Visit your primary care physician and complete the Asset Health physician form:
 - o The cotinine test can be completed at Freedom Total Wellness or at one of the on-site biometric screening events that includes a separate cotinine event.

Step 2: Meet three out of five or improve by 5% in the below health measures to earn your healthy measures medical premium incentive AND \$100 dollars for your HRA for every measure you meet or improve by 5%, up to a \$500 maximum.

- You may submit up to two screenings per wellness program year (allowed one on-site). The second screening results will replace the first screening for all health measures.
- The 5% improvement is 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 Or A1c < 5.7% | 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 may complete a reasonable alternative standard (RAS) to earn the healthy measures medical premium incentive AND dollars for your HRA. 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 2023 Cotinine/Tobacco-Free Medical Premium Incentive: \$45/Paycheck

A cotinine test is performed as part of the annual Fire and Police physicals, and the free on-site biometric screenings, or at Freedom Total Wellness. If you complete your biometric screening with your physician, you can complete the cotinine test at one of the on-site screening events or by visiting Freedom Total Wellness.

You have two options for earning the tobacco free medical premium incentive:

1. Test negative for cotinine/tobacco use.
2. Complete the Asset Health *Tobacco-Free Me* program. The four-week program must be completed by Oct. 31, 2022.

Earn Your 2023 HRA Dollars: \$800 Maximum

You can earn \$100 for each health measure you meet or improve by 5%. Earn up to a \$500 maximum from your biometric results. Earn an additional \$300 by completing additional activities offered through the Asset Health portal until Oct. 31, 2022. In total, you can potentially earn a maximum of \$800 for your HRA, which is deposited into your Cigna HRA account on Jan. 1, 2023.

Tip: Connect your device and earn \$1 for every 7,500 steps up to the \$300 activity maximum.

Additional Activity Options

| Activity | Dollars per Activity | Max |
|--|----------------------|--------------|
| Health Assessment | \$25 | \$25 |
| Lifestyle Management Coaching (per call) | \$25 | \$100 |
| Physical Activity Reporting (per 7,500 steps or 30 active minutes) | \$1 | \$300 |
| City of Frisco Activities | \$25 | \$75 |
| Wellness Challenge Completion | \$25 | \$75 |
| Knowledge Management Course Completion | \$25 | \$50 |
| Daily Mini Challenges | \$1 | \$100 |
| Take 5 To Focus Videos (On resources menu of portal) | \$25 | \$25 |
| Maximum Dollars for Activity Group | | \$300 |

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

