



2020 WELLNESS PROGRAM DESIGN

Program Year: Nov. 1, 2019 to Oct. 31, 2020
Available to all medically enrolled employees

New employees with benefits effective between Nov. 1, 2019 and Oct. 1, 2020

2019 Incentives for New Hires Only

- You are grandfathered for the 2020 healthy measures premium incentive, which means you pay \$20 less for medical premiums.
- If you tested cotinine-free during your pre-employment screening, you earned the \$25 tobacco-free premium Incentive. If you tested positive for cotinine, you can still earn the tobacco-free incentive by completing the Tobacco-Free Me program; the deadline applies.
- You can earn 2020 health reimbursement account (HRA) dollars by completing a biometric screening before Oct. 31, 2020.

Note: *The biometric screening you complete will count towards earning the 2021 Healthy Measures Premium Incentive and 2021 HRA dollars. You must meet the 2021 program requirements to earn the 2021 incentives.*

2020 Health Reimbursement Dollars (HRA)

Benefits effective between Nov. 1, 2019 to March 1, 2020	\$500 for your 2020 HRA account
Benefits effective between April 1, 2020 to Oct. 1, 2020	\$300 for your 2020 HRA account

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 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 of 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).

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

Healthy Measures Reasonable Alternative:

- If you are unable to meet 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 Cotinine/Tobacco-Free Incentive: \$25 Per Paycheck

- If you tested negative for cotinine /tobacco as part of your pre-employment screening, 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; deadlines apply.

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
Maximum Dollars for Activity Group		\$300

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

