

2022



WELLNESS PROGRAM DESIGN

Program Year: Nov. 1, 2021 to Oct. 31, 2022
Available to all medically enrolled employees



Employees hired between Sept. 2, 2021 and Sept. 1, 2022 are considered new hires. New hire City benefits are effective between Nov. 1, 2021 and Oct. 1, 2022.

2022 (Current Year) Incentives for New Hires Only

- You are grandfathered for the 2022 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 could still earn the tobacco-free incentive by completing the *Tobacco-Free Me program*; the deadline applies.
- You can earn 2022 health reimbursement account (HRA) dollars by completing a biometric screening before Oct. 31, 2022.

Note: *The biometric screening you complete will count toward earning the 2023 healthy measures premium incentive and 2023 HRA dollars. You must meet the 2023 program requirements to earn the 2023 incentives.*

2022 HRA Dollars

Benefits effective between Nov. 1, 2021 and March 1, 2022	\$500 for your 2022 HRA account
Benefits effective between April 1, 2022 and Oct. 1, 2022	\$300 for your 2022 HRA account

Earn Your 2023 Healthy Measures Premium Incentive: \$20/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 found in the Forms section of your Asset Health portal.
- Visit Freedom Total Wellness in Frisco. Call to request an appointment to complete your biometric screening for the City's wellness program. Contact 972-294-5886.

**Biometrics completed Nov. 1, 2021 to Oct. 31, 2022 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 (allowed one on-site). The second screening results will replace the first screening for all health measures.

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

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: \$45/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 2023 HRA Dollars: \$800 Maximum

- Earn \$100 for your HRA for each health measure you meet, up to a \$500 maximum from your biometric results. Earn an additional \$300 by completing additional activities offered through the Asset Health portal through 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.

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).

