Marathon County 2020
Employee Wellness Program
Marathon County is excited to offer our employees an opportunity to participate in our 2020 Wellness Program! This program is available to all employees in regular allocated positions. You are encouraged to take advantage of these services and, by completing all program steps, you will be eligible for great incentives! Employees covered by Marathon County’s Health Plan may be eligible for a 5% reduction of the employee contribution of 2021’s monthly health insurance premiums when meeting wellness program steps. If you’re not covered by the County’s health plan in 2020, you will still be eligible for a drawing in a great selection of prizes when meeting wellness program steps. Most importantly, employees can learn about and make improvements to your personal health and well-being!

**2020’s WELLNESS FOCUS**
In the 2019 Wellness Program, Aspirus Business Health reviewed the biometric and health assessment results to find that Marathon County’s top 3 risk factors for the population are weight management (78%), stress (51%), and nutrition (54%). This year’s wellness program will have wellness events, activities, and challenges that focus on those areas to help participants reduce their risk. Marathon County cares about the health of their employees and their families and will continue in 2020 to work with Group Health Trust and Aspirus Business Health to become the safest, healthiest and most prosperous in the state.

**WHAT DOES YOUR HEALTH COACH DO?**
Wellness Program participants will have personal access to a Health Coach. Our Health Coach is a wellness specialist and supportive mentor who provides encouragement to cultivate positive health choices. She is a resource to help educate and support employees in achieving their individual health goals through lifestyle and behavior changes. Your health coach is a confidential resource for all participants.

**YOUR ASPIRUS MANAGEWELL WELLNESS PORTAL**
In 2020, you will continue to have access to your own personal and confidential wellness portal. This is where most of the 2020 wellness program information and activities will be kept. All wellness program steps will be available and tracked on this system. This includes the ability to schedule appointments (biometric screenings and health coaching sessions), complete your health assessment, and register, track and submit information for wellness challenges/educational activities. You will also have access to your wellness results, goals, and achievements - all of which are confidential between you and Aspirus Business Health.

**HOW TO REGISTER FOR THE ASPIRUS WELLNESS PORTAL?**
If you participated in the 2019 Wellness Program, you are already registered in the Aspirus Wellness Portal. Those that did not will need to register by completing a few simple steps. Please keep an eye out for the Wellness Program registration emails to sign up. Feel free to contact your health coach with any questions on registering for the wellness portal.

**HOW TO QUALIFY FOR WELLNESS INCENTIVES**
Marathon County Health Plan Employees:
To qualify for the 5% premium reduction of the employee contribution of 2021’s health insurance premiums, complete all steps of the Wellness Qualifier Package by the identified program deadline dates, to earn 1,000 incentive points. To qualify for the Wellness Champion Package, complete the Wellness Qualifier Package activities plus a choice of additional activities held throughout the program to earn another 1000 bonus points to total 2000 points completed by October 31, 2020.

Marathon County Non-Health Plan Employees:
To qualify for prize drawings, complete all steps of the Wellness Qualifier Package by the identified program deadline dates, to earn 1,000 incentive points. To qualify for the Wellness Champion Package, complete the Wellness Qualifier Package activities plus a choice of additional activities held throughout the program for another 1000 points to total 2000 points completed by October 31, 2020.

See next page for details about the wellness packages.
2020 Employee Wellness Program
Marathon County Incentive Packages

HOW DO I PARTICIPATE AND EARN INCENTIVES?
Marathon County’s wellness program will start in January, 2020. The program is available to all employees in regular positions. There are two packages of participation; Wellness Qualifier and Wellness Champion for the 2020 program. Each package offers a different incentive available to participants.

2020 MARATHON COUNTY EMPLOYEE WELLNESS PROGRAM

Employee Wellness Qualifier Package:

**1000 points**

Steps to Earn Any Incentive:
- Biometrics .............................................. 100 points
- Health Assessment ................................ 100 points
- Health Coaching 1 ................................. 100 points
- Annual Medical Exam ............................. 100 points
- Additional Points ............................... 600 points needed

Incentives:
- **Health Plan:** 5% Insurance Premium Reduction in 2021
- **Non-Health Plan:** 1 Entry for prize drawings

OR

Employee Wellness Champion Package:

**2000 points**

Steps to Earn Champion Incentive:
- Biometrics .............................................. 100 points
- Health Assessment ................................ 100 points
- Health Coaching 1 ................................. 100 points
- Annual Medical Exam ............................. 100 points
- Additional Points ............................... 1600 points needed

Incentives:
- **Health Plan:** 5% Insurance Premium Reduction in 2021 and 2 entries in prize drawings
- **Non-Health Plan:** 2 Entries for prize drawings

Prize Drawing Examples

1 Month Employee Contribution of Premiums Paid*
- Wellness PTO Day Off
- $1,000 Gift Card

Other Wellness Prizes that may include the following:
- Kayak
- Fitbit Charge 3
- Apple Watch
- Mountain Bike
- Snowshoes
- Cross Country Skis
- Various Gift Cards

* For Health Plan Employees Only

*All prize incentives will be provided in January – February 2021. Employees must be in active employment status on 12/31/2020 to receive any prize wellness incentives. Gift cards are subject to taxation. Terminated employees who achieved the Wellness Qualifier or Champion Package and remain on Marathon County’s health insurance through Cobra election in 2021 are eligible for the 5% health insurance premium reduction in 2021.
How to Achieve Your Points

Wellness Rewards Package Activities

Biometric Screenings 100 Points
- Height, Weight, BMI, and Blood Pressure
- Fasting Blood Draw:
  - Total Cholesterol
  - HDL (High-Density Lipoprotein)
  - LDL (Low-Density Lipoprotein)
  - Triglycerides
  - Glucose
- Please do not eat or drink for 8-10 hours before your scheduled appointment—water and black decaf coffee is ok. Please take any medications as prescribed. Make sure to drink plenty of water because staying hydrated will make for an easier lab draw.
- If you have had all of the above measurements taken since 10/1/2019 with your primary care provider, you can submit those results to the Health Coach instead of fasting again.
- Biometric screenings must be completed or turned in between January 1st-March 22nd, 2020 to be eligible for incentives.
- Biometric screening vouchers may be given to participants in outlying areas and/or with special circumstances with approval from health coach.

Health Assessment 100 Points
- Filling out your health assessment online in your personal wellness portal.
- Please have your health assessment completed between April 1st-April 30th, 2020 to be eligible for incentives.

Health Coaching 100 Points
- Complete your first health coaching session to discuss your biometric screening results and wellness goals for the next 3-6 months between May 1st-August 31st, 2020.

Annual Medical Exam 100 Points
- Complete your annual medical exam and turn in proof of the exam to the health coach with the form on the wellness portal. Only one per year will be accepted. If you complete your annual medical exam at the Employee Health & Wellness Center, participants will earn an additional 100 points. October 1st, 2019 – October 31st, 2020.

*Your health assessment, biometric screens, and health coaching sessions are confidential and will only be accessible through your Aspirus Wellness Portal and Aspirus Business Health.

You may attend your biometric screening and your Health Coach meeting during your regular work schedule with supervisor approval. Comp time and overtime is not permitted for any meeting attendance outside of normal work hours. Telephonic health coaching sessions are available for spouses, outlying areas, and special circumstances.

Additional Points Activities

Pick any activity offered in this section to accumulate points to earn the Wellness Qualifier or Wellness Champion incentives. All activities must be a Marathon County or Group Health Trust (GHT) Sponsored Program.

100-300 Points Each

Healthy Living Activities: Complete one or more of the activities listed under this topic in the wellness portal to earn these points.

100 Points Each
- Annual Eye Exam: Complete your annual eye exam and turn in proof of the exam to the health coach with the preventative form on the wellness portal, an EOB statement, or visit summary. Only one per year will be accepted.
- Annual Dental Exam: Complete your annual dental exam and turn in proof of the exam to the health coach with the preventative form on the wellness portal, an EOB statement, or visit summary. Only one per year will be accepted.
- Non – Preventative Wellness Clinic Visit: Complete your wellness clinic visit and turn in proof of the exam to the health coach with the preventative form on the wellness portal, an EOB statement, or visit summary. Only one per year will be accepted.
- Wellness Challenges: Complete a 4-8 week wellness challenge sponsored by Marathon County or Group Health Trust.
- On-site WW Program: Participate in an on-site WW session and meet on-site WW program attendance requirements. Your completion will then be uploaded automatically into your wellness portal by the health coach. Must sign in at every class to qualify.
- Group Fitness Class Session: Complete 8 fitness classes in a 12 weeks period to earn points. (3 per year)
- Flu Shot: Complete your annual flu shot. Only one per year will be accepted.
- Community Supported Agriculture: Participate in any CSA to earn points. Points awarded once per year.
- Tracking Activities: Complete 6 weeks of self-tracking in the wellness portal for the current tracking activities.
- Cancer Screening Tests: Complete a colonoscopy, mammogram, or PSA screening to earn points. Points awarded for each screening once per year.
- Health Coaching Session 2: Complete a second health coaching and earn 100 points. Only one per year.

50 Points Each
- Wellness Lunch and Learns: Attend a wellness lunch and learn to learn about a wellness topic. Watch for upcoming dates for these activities
- Wellness Events: Attend a wellness event sponsored by Marathon County; sign in to receive points. These can be anything from hikes, group skiing, snowshoeing, etc. If you cannot make the county sponsored wellness event, you can do the same activity at a location of choice on that same day and receive 25 points.
- Physical Fitness Community Event: Self report this activity in the wellness portal for up to 8 events per year. This activity is audited.

25 Points Each
- Online Educational Activities: Read educational handouts for the wellness topic and take the online survey to receive points. Watch for upcoming dates for these activities.
- Health Coach Educational Check In: Visit with your health coach to check in on wellness goals, weigh in, get a blood pressure check, etc. These activities will be held during the various Marathon County on-site wellness hours.

*Participation of qualifying programs subject to meeting program qualifications and eligibility requirements to approved programs. All activities are subject to change. Points will only be awarded if the activity was successfully completed. Watch for upcoming dates of the activities above.
We are proud to offer this wellness initiative and will continue to build onto the wellness program to provide further opportunities for employees’ to incorporate wellness into their daily lives at home and at work! We hope that you will seriously consider participating in the 2020 Employee Wellness Program.

Note: Your personal Health Risk Assessment, biometric screening results, and personal health coaching conversations are confidential between you and Aspirus Business Health and will not be shared with Marathon County. Aggregate results of the entire program will be available to Marathon County and will be used to develop on-going health and wellness initiatives. Your participation of this Program will be reported to Marathon County by Aspirus Business Health for purposes of incentive distributions. Your personal health results will not be reported to Marathon County.

Your personal HRA, biometric results, and/or your choice to participate or not in this wellness program will not impact your future health insurance benefits.

YOUR HEALTH IS IMPORTANT!
Join your co-workers by learning about your health risks and how you can promote a healthy lifestyle. Contribute to making our County the safest, healthiest and most prosperous in the State!

Wellness Committee

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Wellness Portal: www.managewell.com