

2015 Program Overview

Healthy Opportunities Wellness Program

In 2013, the State of Iowa launched the Healthy Opportunities Wellness Program. The program is an annual initiative to help you take control of your health. The Healthy Opportunities Wellness Program encourages you to participate by reducing your share of the health insurance premium.

Wellness Program Eligibility

State of Iowa employees eligible to participate in the 2015 Healthy Opportunities Wellness Program are:

- Executive branch non contract employees
- Education bargaining unit employees (AFSCME)
- SPOC-covered employees

Note: Statutory and appointed/elected officials are eligible for the Healthy Opportunities Wellness Program and the reduction in their health insurance premium.



New for the 2015 campaign is that the following employees in wellness program eligible positions, will be eligible to participate in the Healthy Opportunities

Wellness Program.

- New employees **hired** into a wellness program eligible position.
- Employees **promoted, demoted, transferred, or reclassified** into a wellness-eligible position which results in a change in bargaining status.

Health Insurance Premiums and Wellness

Employees in a wellness program eligible position share in the cost of health insurance by paying 20% of the total health insurance premium.

Incentive for participation

By participating in the Healthy Opportunities Wellness Program, you can reduce the amount of your health insurance premium contribution in 2015 by:

- **\$111 per month** for executive branch non contract employees
- **\$111 per month** for education bargaining unit employees (AFSCME)
- **\$62 per month** for SPOC-covered employees

The premium reduction will be reflective on the pay warrant issued December 26, 2014.

Wellness Provider

Wellmark partners with WebMD Health Services to deliver wellness services including the on-site biometric screening and online health assessment for the Healthy Opportunities Wellness Program.

Confidentiality

Protecting your privacy is very important to the State of Iowa and Wellmark. Wellmark has strict protections in place to ensure the security of your personal information. You can feel confident that any information you share with Wellmark will remain confidential.

Wellmark's policy is to carefully guard any personal information you share with us, in compliance with the Health Insurance Portability and Accountability Act (HIPAA) of 1996. HIPAA prohibits anyone from receiving your personal health information without your permission. All personal information you share with Wellmark through the Healthy Opportunities Wellness Program is:

- Not shared with the State of Iowa or your physician
- Not used to increase your premiums or deny coverage

Wellmark will combine your information with the records of others, so that it is not linked with any individual person. This aggregated information helps the State better understand the health of its employee population.

Healthy Opportunities Wellness Campaign

Participation in the Wellness Program

Participation in the 2015 Healthy Opportunities Wellness Program is voluntary. However if you choose to participate you must complete:

- Biometric screening and
- Online health assessment



If you were identified as a candidate for telephonic coaching from the 2014 Healthy Opportunities Wellness Program, an additional requirement is that you must complete a total of ten *coaching calls* with a WebMD health coach before September 30, 2014.

Biometric Screening

The first step in the Healthy Opportunities Wellness Program is the biometric screening. Your biometric values offer a view of your health and can suggest if you are at risk for developing certain conditions. If you have questions about your screening results, talk with your health care provider.

The biometric screening consists of:

- Finger stick blood test taken from your ring or middle finger
- Blood pressure reading (diastolic and systolic blood pressure)
- Documentation of simple body measurements like your height, weight, and waist size

DPS SPOC and Non-Contract Sworn Officers



All Department of Public Safety SPOC-covered and non-contract sworn officers are required to participate in their annual, mandatory physical fitness testing. The results of the mandatory physical fitness testing will be used for the biometric screening component of the Healthy Opportunities Wellness Program.

Options to Complete the Biometric Screening



Hy-Vee: You can complete your biometric screening at participating Hy-Vee pharmacies. Information about completing your biometric screening at participating Hy-Vee pharmacies is available at the DAS Healthy Opportunities (<http://employeeewellness.iowa.gov/>).

There is no cost to you for the biometric screenings at Hy-Vee.

Onsite biometric screening: Biometric screenings will be available in a number of state locations throughout Iowa. The onsite biometric screenings will again be provided by Summit Health, WebMD's preferred screening provider.

There is no cost to you for onsite biometric screenings.

Home test kit: You self-administer the biometric screening by placing blood on a specially treated paper and mail it to the processing lab in a preaddressed, prepaid mailing envelope.

Home test kits can be ordered at the DAS Healthy Opportunities site (<http://employeeewellness.iowa.gov/>).

There is no cost to you for the home test kit.

Physician Office Fax: You can visit your health care provider and have a lipid panel and glucose test. There will be a form that your health care provider completes and then faxes the results.

The fax form is available at the DAS Healthy Opportunities (<http://employeewellness.iowa.gov/>).



If you had the lipid panel and glucose test performed in 2014, will be able to use those test results for the 2015 campaign's biometric screening requirement. Test results with a service date between 1/1/14 and 7/31/14 will be accepted.

If you visit your physician, you will be responsible for your health insurance plan's required copay or coinsurance.

No matter which method you use for your biometric screening, you will receive a system generated email from WebMD when the tests results are uploaded into WebMD's system.



"In October, 2013, I participated in the wellness screening offered by the State of Iowa to enroll in the wellness plan. I am a physically active man, spending 8 or more hours a week exercising, who eats a healthy, vegetarian diet. Despite my healthy choices, my biometric screening results gave me a big surprise. My HDL (good cholesterol) was lower than recommended. As a result of the screening results, I scheduled an appointment with my family physician to discuss strategies to increase my HDL to a healthy level. He recommended two over the counter (supplement and dietary) options that might help. After 8 months of diligence, my HDL has improved to a healthy range and I know to keep an eye on it in the future. The simple and painless wellness screening armed me with valuable information to discuss with my physician and to ultimately improve my health."



Biometric Screening Completion

In order to proceed to the next step and receive the reduction in premiums for 2015, your biometric screening must be completed by the following dates.

Options	Completed by:	Mailed Faxed by:
Home Test Kit *	Aug. 1, 2014	Aug. 1, 2014
Physician Fax *	Jan 1 – July 31, 2014	Aug. 15, 2014
On-Site Location	Sept. 5, 2014	--
Participating Hy-Vee	Sept. 5, 2014	--

*The earlier time frame allows adequate time for mailing and processing.

Biometric Screening on Work Time

You can do the biometric screening on work time. You are authorized a reasonable amount of time away from work, up to two hours, to complete your biometric screening using a participating Hy-Vee, an onsite screening or physician office visit. If you believe you will require additional time due to special circumstances, please work directly with your supervisor to make arrangements. Work time will not be provided for those who choose to participate in the screenings through the home test kit.

Online Health Assessment

The next step is to complete a health assessment online. The health assessment is a tool that evaluates your current health and quality of life. The health assessment promotes health awareness by reviewing your personal lifestyle practices and revealing health issues that could be impacted by personal choices. Coupled with the biometric screening data, the health assessment is a great way to see a complete picture of your overall health and get feedback on how to maintain or improve your health.

In order to complete your online Health Assessment, you will need to register at the Wellmark website (www.wellmark.com). Instructions for registering with Wellmark, resetting your username and/or password and taking the health assessment are available at the DAS Healthy Opportunities website (<http://employeewellness.iowa.gov/>).

Upon completing the health assessment, you will receive immediate results. You will also be presented with personalized risk and condition reports that are based on the responses you provide in the health assessment. The results also include embedded links to resources.

Online Health Assessment Completion



The Online Health Assessment is available between **October 1** through **October 24, 2014**.

Online Health Assessment on Work Time

You can complete the health risk assessment on work time and via a State of Iowa issued computer. We estimate that it should take a maximum of 30 minutes.

Health Coaching

Based on the results of your biometric screening and health assessment, you may be a candidate for personalized telephonic assistance from a health coach.



Not everyone is required to have telephonic coaching calls; only **26%** of employees completing the program were identified for telephonic coaching in 2014.

Health coaching provides one-on-one assistance to those employees who need it most. Health coaches will be assigned to employees, who are identified through the biometric screening and health assessment as having a certain risk level. Health coaches will work with each of these individual employees to identify goals and barriers, providing education and support throughout the process. Health coaching is conducted by phone.

If you are a candidate for telephonic coaching, it is recommended that health coaching calls be done during non-work hours. Because these conversations

could be private in nature, it is in your best interest to schedule calls so that they can be conducted in a private location.

If you are identified to participate in telephonic health coaching in 2015, you are required to have **six (6) calls** with a WebMD Health Coach prior to September 30, 2015.

If you do not complete the required coaching calls by September 30, 2015, you will not be eligible for the health insurance premium reduction in 2016.



"I have been very impressed with the coaching experience through WebMD as part of the wellness program. At first, I thought it was going to be at least an annoyance, if not a waste of time. What could they tell me that I didn't already know? I needed to eat healthier, exercise more, and get some sleep, right? I've known that for a long time, but I wasn't always doing it. My coach helped me put it into action consistently by getting to the root of the issue. Even better, I chose the goals and the size of those goals. It felt great to have someone in my corner!"

The Healthy Opportunities Wellness Program is more than just completion of a biometric screening and health assessment. These tools are the starting points in helping employees maintain or improve their health.

FOR MORE INFORMATION

More information about the 2015 Healthy Opportunities Wellness Program is available at DAS-HRE Healthy Opportunities website: <http://employeewellness.iowa.gov/>.

Email your questions about the Healthy Opportunities Wellness Program to healthy.opportunities@iowa.gov