



The New 2014 Wellness Scorecard in Five Simple Steps For City of Fond du Lac Employees

The City of Fond du Lac Wellness Program is moving toward a biometric scorecard. Why? Because a biometric scorecard has a greater impact on improving employee health. The biometric scorecard will be used beginning in 2014 and will affect 2015 employee health insurance contributions.

Step 1: Employees complete their 2013 Health Risk Assessment (HRA) by September 20, 2013 onsite or at Agnesian Work & Wellness. Employees complete the online Agnesian Know & Go by October 7, 2013. (Your 2013 HRA will be used as the baseline for the 10% improvements made in 2014.)

Step 2: In October, 2013, employees will receive a sample scorecard showing what your 2014 scorecard would look like if we had used your 2013 biometric information (BP, BMI, Cholesterol, tobacco use). Keep in mind, that we will begin using the biometric scorecard in 2014 for 2015 employee health insurance contributions.

Step 3: From October 8, 2013 through July 31, 2014, employees can schedule health coaching appointments with Agnesian at no cost. By participating in three 15 minute sessions (in person or by telephone) employees can earn 15 additional points for the 2014 scorecard!

Step 4: In addition to health coaching, employees can take advantage of Know & Go online resources, Agnesian Corporate Care Clinic nurse practitioners (if enrolled in the City health plan), and the added wellness programming throughout the year.

Step 5: In August 2014, employees again complete the HRA process. The results of the 2014 HRA will determine the employee health insurance contribution tier for 2015. (Your 2014 HRA will be used as the baseline for the 10% improvements made in 2015.)

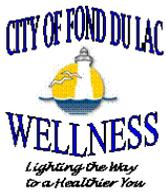
More questions?

Check out the Wellness information on the City of Fond du Lac website. At the top of the home page, click on Department and choose Human Resources. On the left of the Human Resources home page, click on Employee Login and then click on Wellness.

Or, feel free to contact Jackie Braatz at jbrazatz@fdl.wi.gov or 322-3624, or a member of the wellness team:

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Your health plan is committed to helping you achieve your best health status. Rewards for participating in a wellness program are available to all employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact us at jbrazatz@fdl.wi.gov or 322-3624 and we will work with you to find a wellness program with the same reward that is right for you in light of your health status.



City of Fond du Lac Employees 2014 New Biometric Scorecard

The City of Fond du Lac Wellness Program is moving toward a biometric scorecard. Why? Because a biometric scorecard has a greater impact on improving employee health. The biometric scorecard will be used beginning in 2014 and will affect 2015 employee health insurance contributions.

Your 2013 HRA will be used as the baseline for the 10% improvements made in 2014. For this reason, **it is highly recommended that you participate in the upcoming 2013 HRAs.***

What is a biometric scorecard?

Instead of earning points for participating in and self-reporting various wellness activities, the HRA results make up the scorecard.

How will points be earned in 2014?

Biometric	HRA Result	Points Earned
Systolic blood pressure (top number)	Less than 140	25 points
Diastolic blood pressure (bottom number)	Less than 90	20 points
Tobacco use (cotinine test)	No use of tobacco	15 points
Body Mass Index (BMI)	Less than 27.5 or 10% improvement over BMI Score from 2013 HRA*	15 points
LDL Cholesterol	Less than 160 or 10% improvement over LDL Cholesterol from 2013 HRA*	13 points
HDL Cholesterol	Greater than 35 or 10% improvement over HDL Cholesterol from 2013 HRA*	12 points
Health Coaching – Optional (Available Oct. 8, 2013 through July 31, 2014)	At least 3 health appointments with Agnesian health coach	Optional 15 points
Total Points Available		115
Points Needed for Highest Wellness Reward		84

How will my earned points affect my health insurance contributions for 2015?

We currently reward employees who participate in the HRA by lowering the employee portion of the premium. In 2015 there will be two levels of rewards: one for participating in the HRA (as we do now) and a second reward for reaching or exceeding the goal points.

No HRA	2015 Health Insurance Employee Contribution
HRA Participant	2015 Reduced Health Insurance Employee Contribution
HRA Participant earning 84 or more points	2015 Further Reduced Health Insurance Employee Contribution

Are there alternative ways to earn the highest reward?

Yes! Employees are able to work with an Agnesian Corporate Care Clinic nurse practitioner or an Agnesian health coach to seek alternative achievement criteria if necessary.

(Over)

What is health coaching?

We have contracted with Agnesian to provide health coaching to interested employees. A health coach provides encouragement to utilize personal strengths and values to create change. Health coaching sessions are 15-20 minutes in length and will be available in person or by telephone. These are collaborative sessions discussing personal needs and wellness goals. Employees who participate in at least three sessions with an Agnesian health coach between October 8, 2013 and July 31, 2014 will earn an additional 15 points for their 2014 scorecard.

How do I achieve and document a 10% improvement in BMI, LDL, or HDL?

Agnesian will compare your 2013 HRA results in these areas with your 2014 results and assign any earned points accordingly. This is why participating in the 2013 HRAs could be significant for you. Using the health coaching services paid for by the City of Fond du Lac will be a resource for you and you can earn additional scorecard points by participating in at least three sessions. In addition, your health care provider will be another important resource for you.

Does the City of Fond du Lac receive the details of my scorecard information?

No! Agnesian will only provide Human Resources with a summary list of employees and points earned. (This is not the same as the Wellness Score you will see on Know & Go.) No one at the City of Fond du Lac will have access to employee HRA information. The summary report will be used to assign employees to the appropriate health insurance contributions.

Will more detailed information be provided?

Yes! Keep in mind that the 2013 HRAs will be handled similar to 2012. Employees who participate in the 2013 HRA and the online Know & Go questionnaire are eligible for the lower employee health insurance contribution rates for 2014. The 2014 biometric scorecard will affect 2015 employee health insurance contributions. More detailed information will be provided in late fall, 2013.

More questions?

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