

MSD Wayne Wellness Plan Summary

Your Wellness Program

Your well-being is important to you, your family and to MSD Wayne Township. The goal of the program is to help you stay healthy by providing you with resources, tools and incentives to encourage you to use them. The wellness program is available to you if you are enrolled in a MSD Wayne Township medical plan and to your spouse if covered in the medical plan.

How Does It Work

At the exam, a biometric screening will collect your health data which you can monitor every year for changes in your risks for a serious health issue. In fact, tracking your biometric data every year may help you detect if you have a health condition early enough to give you a chance for successful preventive measures or treatment. If you have a chronic health condition, annual biometric screenings can help you in managing it.

- For 2017, biometric screenings will be offered to collect the health data.
- For 2018, an annual physical exam with your doctor will be required to collect the health data. Your health plan covers an annual physical at 100%.

How to Earn Incentives

All employees and their covered spouses on the medical plan are eligible to earn incentives. By simply participating in our annual biometric screenings, you and your covered spouse earn contributions that will be added to your Health Savings Account (HSA). By meeting additional metrics and standards, you and your covered spouse can earn additional HSA dollars. This year, up to \$500 for employees and \$500 for spouses can be added to your HSA. This is money you can use to help cover qualifying medical expenses or to save and accumulate for future expenses. Biometric screening goals are determined by guidelines set forth by medical governing bodies such as the CDC, American Heart Association and NIDDK.

The biometric screening, Health Assessment and Health Webinars must be completed within 90-days of your hire date. If you qualify for a reasonable alternative or health coaching, all coaching sessions must be completed within six months of your hire date, or by then end of the calendar year/benefit year period.

2018 Wellness Program Requirements for Earning Incentives*	HSA Contribution
Employee and spouse complete biometric screening in the fall of 2017	\$150
If your biometric screening results meet these Healthy Standards, you will earn additional HSA contributions: <ol style="list-style-type: none"> 1. Body Mass Index (BMI) is less than 25 or your waist circumference is <ul style="list-style-type: none"> • Less than 40" for men • Less than 35" for women 2. Blood Pressure less than or equal to 120/80 3. Hgb A1c less than or equal to 5.7 4. Triglycerides less than or equal to 150 Meeting all four biometrics	\$50 each (total \$200)
Employee and spouse complete a Health Assessment questionnaire	\$50
Employee and spouse complete one health webinar (nutrition or stress management via Safe Schools Programs) https://wayne-in.safeschools.com/login (employee and spouse may not complete the same webinar)	\$50
Total HSA Dollars Available	\$500 each employee and spouse

*Reasonable Alternatives for Wellness Program

Rewards for participating in a wellness program are available to all employees and spouses on the medical plan. If you believe you or your spouse may be unable to meet a standard for earning an incentive, you can qualify to earn the same rewards by performing a reasonable alternative standard.

Frequently Asked Questions

Are the biometric screenings and health assessment required?

No. The MSD Wayne Township Wellness Program is a voluntary program that uses financial incentives to recognize employees willing to engage in the program. Those who chose to participate will be eligible to earn tax-free HSA contributions deposited directly into your Health Savings Account.

If I recently completed a physical exam with my doctor or at the Wayne Wellness Clinic, do I need to complete the biometric screening this fall?

If you or your eligible spouse completed an annual exam since July 1, 2017 where the biometrics have been completed, you can have your doctor submit a physical verification form with the results to Healthy Results. You are not required to sign-up for a biometric screening. You can access the form here <https://www.benefitsolver.com/benefits/BenefitSolverView> . All physician forms must be submitted within 90 days of hire.

Is fasting required before the biometric screening?

Yes. Please fast for 10 hours before the screening. If you are pregnant, diabetic, or taking medication that requires food, please consult your doctor about fasting.

Does MSD Wayne Township receive a copy of my results, too?

No, your private health information will not be shared with the school district. Wayne Township only receives an aggregate report of the populations' health. Incentives earned are reported in total dollar amounts, not what metrics an individual met.

How can I earn my incentives if I don't meet the biometric standards?

Health coaching is offered as a reasonable alternative for participants who do not meet the biometric standards. In order to earn the incentive, participants will complete a medical review with a health coach and complete a minimum four (4) additional coaching sessions by November 1, 2018. Coaching can be in-person or telephonic and completed at the Wellness Center or with a Healthy Results coach. Please contact the Wayne Wellness Clinic for in-person coaching at 317-536-2200 or 317-617-1071. To schedule a telephonic coaching appointment, please call *Healthy Results* at 317-963-5200 or healthyresults@iuhealth.org

When will I receive my HSA contributions?

Incentive earnings from the screenings, Health Assessment and Health Webinars will be deposited on a quarterly basis. If you do not earn the maximum of \$250 per adult member for biometrics, you will have up to six months to complete your necessary health coaching programs to earn your additional HSA dollars. HSA contributions can only be made if you are enrolled in a District BMO Harris account. Additional deposits will be made on a quarterly basis. If you do not have a HSA account, please contact shandy.brickler@wayne.k12.in.us or amy.eaton@wayne.k12.in.us to establish an account with BMO through the school system.

Why are spouses required to participate?

As Wayne Township continues to evolve its wellness program and develop a healthy workforce, we recognize that not just employees can benefit from our wellness program. Allowing spouses to participate in the same activities helps to build healthy homes and in turn, healthy communities. Affording our spouses the same education and opportunities to improve health, benefits all of us.

Will I continue to receive my premium discount for participating in the wellness program?

No, all incentives earned through the wellness program will be in the form of HSA contributions. Premium reductions will no longer be issued.

What is different from the 2017 Wellness Program?

The 2018 wellness program focuses on a HSA contribution model rather than premium discounts. Those electing to participate will be rewarded not only for completing a biometric screening, but also for meeting certain biometric standards, completion of a Health Assessment and completion of health webinars. In 2018, spouses on the medical plan are also eligible to earn the same incentive dollars as employees.

For additional questions regarding the Wellness Program, please contact Shandy Brickler at shandy.brickler@wayne.k12.in.us or Amy Eaton at amy.eaton@wayne.k12.in.us