



The City's Wellness Program is designed to improve employee health, physical condition, & mental wellness through education, screening, & outreach.

## Wellness Incentive Program 2018

### How the Incentive Program Works....

Participate in the Employee Wellness Program by earning and tracking Activity and Non-Activity Points.

Between November 1, 2017 and October 31, 2018, earn at least 420 Activity and 80 Non-Activity Points through exercise, screenings, lectures, etc. Track and submit your points by the deadlines outlined on page two. Meet the point requirements and earn your applicable incentive.

See your Department Wellness Representative for information on the points system (values, submission, etc.) or visit The Barn and/or City website under Human Resources.

There's no better time than now to get healthy, improve your physical condition, feel better, and earn some money!

### Who is eligible?

Full-Time Employees who are enrolled in any of the three medical plans offered by the City – Platinum, Silver, or Bronze – are eligible for an “EarnBack”. Full-Time Employees who waive City offered coverage and Part-Time Firefighters are eligible for a “Cash Incentive”.

We are committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all eligible 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 Lindsey Patrick via email at [lindsey.patrick@ketteringoh.org](mailto:lindsey.patrick@ketteringoh.org) or call (937) 296-2446.

### How the Incentives are paid...

Employees who meet the Employee Wellness Program requirements and are enrolled in the **Platinum** Medical Plan will EarnBack the following amounts of money into a Health Savings or Health Reimbursement Account:

***\$350 for Single Coverage***

***\$700 for Family Coverage***

If the employee has met the Wellness Program requirements and is enrolled in either the Silver or Bronze Medical Plan, he or she will receive the amount indicated above as a taxable cash incentive.

Employees who waive the City's medical insurance, as well as, Part-Time Firefighters who meet the Employee Wellness Program requirements will be eligible for the following cash incentive:

***\$250 Cash Incentive for Waivers & Part-Time Firefighters***

The EarnBack and Cash Incentive deposits will be made in February 2019. Eligibility and incentive amounts are determined by the employee's medical plan enrollment or waiver as of February 2019.

**[Continue For More on Wellness...](#)**

## **New Hire Guidelines for Point Requirements and EarnBack/Cash Incentive:**

There is no waiting period for new Full-Time employees and Part-Time Firefighters to participate in the Wellness Program. New employees hired between November 1 and April 30 must satisfy the 420 Activity and 80 Non-Activity Point thresholds in order to qualify for the full EarnBack or Cash Incentive.

Employees hired after May 1 must obtain a pro-rated amount of 210 Activity and 40 Non-Activity Points in order to qualify for a pro-rated EarnBack or Cash Incentive. The pro-rated EarnBack will be equal to \$175 for Single Coverage or \$350 for Family Coverage; or \$125 for Waivers and Part-Time Firefighters. These pro-rated amounts will be paid as indicated previously.

## **Wellness Point Submission:**

The Wellness Year for 2018 will be **November 1, 2017 through October 31, 2018**. To qualify for the EarnBack or Cash Incentive, participants need to earn **420 Activity and 80 Non-Activity Points** by October 31, 2018. Points must be submitted by the following quarterly deadlines!

<b>Point Period:</b>	<b>Submission Deadline:</b>
November 2017 – January 2018	February 10, 2018
February 2018 – April 2018	May 10, 2018
May 2018 – July 2018	August 10, 2018
August 2018 – October 2018	November 10, 2018

Activity Points are submitted online or via paper forms. To access the online form from anywhere, go to <https://www.ketteringoh.org/wellness-online-points-submission/>. Non-Activity Points must be submitted on a paper form with any necessary support information (i.e. signatures, attendance slips). Keep copies of your submissions so you can check your point totals.

## **Point Structure**

There are a variety of ways participants can earn Activity Points. Walking, lifting weights, Zumba, running, basketball... the list goes on and on. Participants could quickly earn 420 Activity Points during the Wellness Year just by walking 30 minutes per day for 5 days a week.

Likewise, there are many ways to earn 80 Non-Activity Points. The Wellness Program sponsors many FREE screenings throughout the year. Just by participating in the FREE Annual Screening and Health Risk Assessment, participants earn 15 points—and actually a FREE fitness pass too! If a participant follows up with a dental exam and watches a short and informative Wellness Lecture every other month, they will quickly reach the 80 Non-Activity Points.

As with any new or change to your routine, it takes a while to get into a groove. Keep steady and don't give up. The Employee Wellness Program is rewarding and can easily become part of your routine. Pace yourself, pay attention to deadlines, participate in challenges, lectures, and screenings, talk to your Department Representative, and stay involved throughout the year.

Be well.

Be sure to visit <https://www.ketteringoh.org/wellness-program/> for important wellness information including forms, point values, department representatives, and much more!