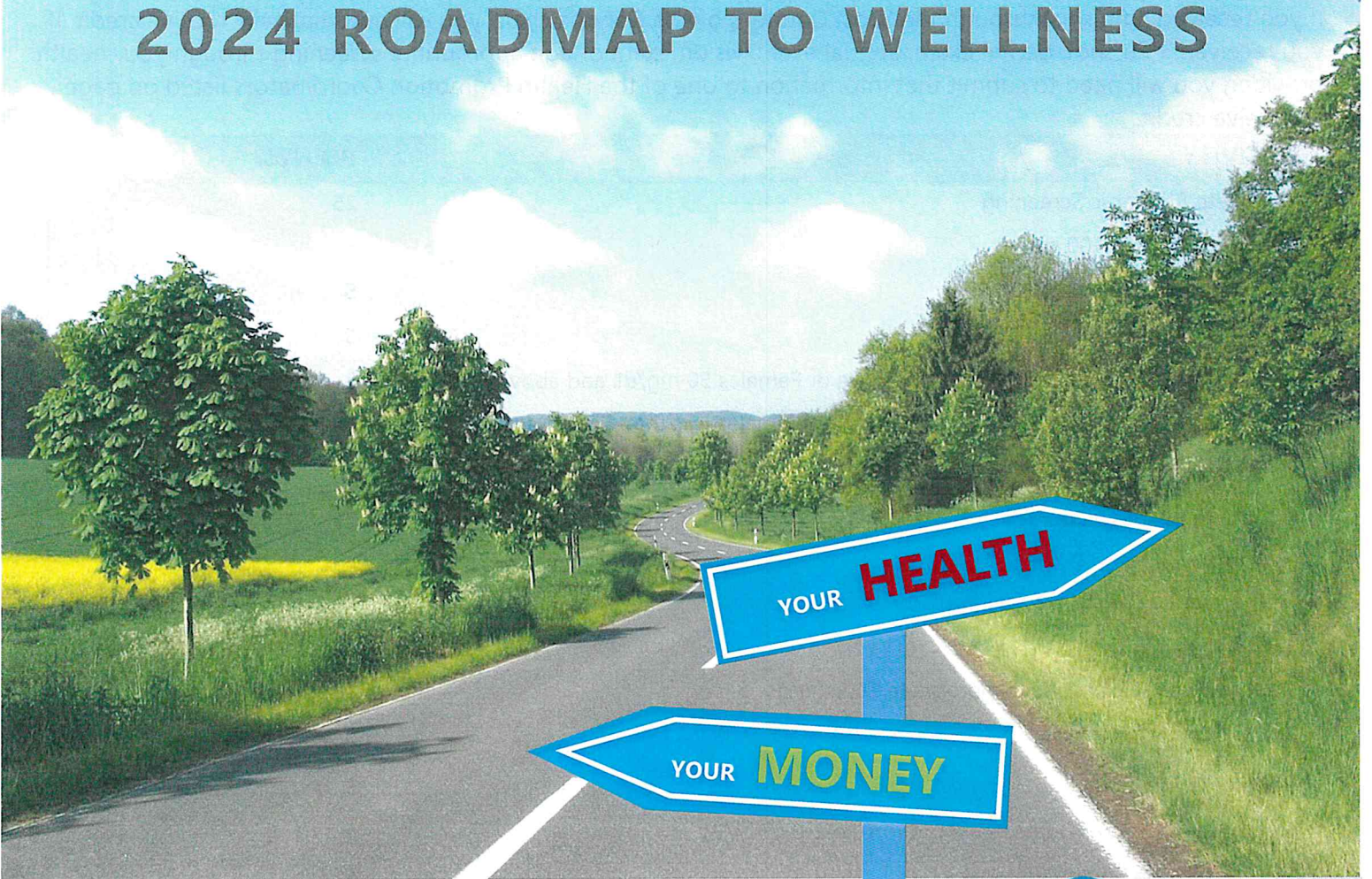


SCOTT COUNTY

2024 ROADMAP TO WELLNESS



YOUR **HEALTH**

YOUR **MONEY**

YOUR **LIFE**

THE PATH TO LIVING WELL



2024 Wellness Initiatives Complete Guide

Created by Holmes Murphy & Associates for Scott County, IA

WELLNESS PROGRAM ACTIVITIES THROUGH WELLSTEPS

PROGRAM ACTIVITIES:

To meet the wellness program requirements, you will need to earn 100 points by completing any combination of the following activities by September 30, 2024.

If you received a flu shot through the Scott County's onsite Genesis clinic, you will automatically receive credit. If you received a flu shot, dental exam, annual exam, vision exam or age appropriate screening through your health provider, you will need to submit that information to one of the Health Promotion Coordinators listed on page 2 to receive credit.

ACTIVITY	POINTS
Complete Biometric Screening	25
Glucose: less than 100 mg/dL	5
Blood Pressure: less than 130/85	5
Triglycerides: less than 150 mg/dL	5
HDL Cholesterol: Males 40mg/DL and above or Females 50 mg/dL and above	5
Waist Circumference: Males less than 40 inches, females less than 35 inches	5
Personal Health Assessment	10
Only One of these Courses	25
Wondr	
Wellsteps Health Coaching	
Real Appeal	
Routine Annual Exam /Age Appropriate Screening	10
Routine Dental Exam	5
Routine Vision Exam	5
Flu vaccine or a COVID Booster shot (10/01/22-09/30/23)	5
UHC or Mission Square Webinar	5
Wellsteps– Good Fat/ Bad Fat	10
Wellsteps– Good to the Bone	10
Wellsteps– Train your Brain	10
UHC Meeting/ICMA Meeting	5
Complete a bike race, Ragbrai, triathlon, organized walk/run, 5k, etc. (Documentation required)	15
Own-it Goal	15
Scott County Health Benefit Team Challenges– 5 points each with max of 10 points	5 (Max of 10 points)
Tobacco Cessation Program or Tobacco Free	10
	195 Total Available Points





SCOTT COUNTY'S 2024 WELLNESS INITIATIVES—HEALTHY LIFESTYLES

Start on Your OWN Road to Better Health...

Scott County is excited to offer our Healthy Lifestyles wellness program through **Wellsteps!** Wellsteps is a wellness website brought to you by Genesis at Work that allows employees to earn points by participating in a variety of activities such as completing a health risk questionnaire, age appropriate screenings, or even running a marathon! **The program will begin on October 1, 2023 and run through September 30, 2024.**

WHO CAN PARTICIPATE?

Scott County employees working 30+ hours per week who are enrolled in Scott County's medical plans and have completed their wellness screening in the fall of 2023. Once your wellness screening is completed in the fall of 2023, your biometric results will be loaded to the Wellsteps website so you can begin to track your points. **Spouse's covered on the family health plan can also participate.** They will also have to complete a wellness screening and have their own Wellsteps account to track and earn their points.

WHAT ARE THE PROGRAM REQUIREMENTS?

To meet Scott County's wellness program requirements, employees must complete a biometric screening in the fall of 2023. Employees will then need to earn 100 points by completing any combination of wellness activities on the Wellsteps portal by **September 30, 2024.** Please reference the "Wellness Program Activities" page for a full list of available activities.

WHY SHOULD I PARTICIPATE?

Employees who are enrolled in a Scott County medical plan, completes a biometric screening in the fall, and obtain the wellness program point requirements, will receive a **\$25 monthly premium reduction beginning in January 2025.** A spouse covered on the medical plan who completes a biometric screening in the fall, and obtains their wellness program point requirements, **will receive a \$25 monthly premium reduction.** If both employee and spouse complete the program they could receive a **\$50 monthly premium reduction.**

DO YOU HAVE QUESTIONS?

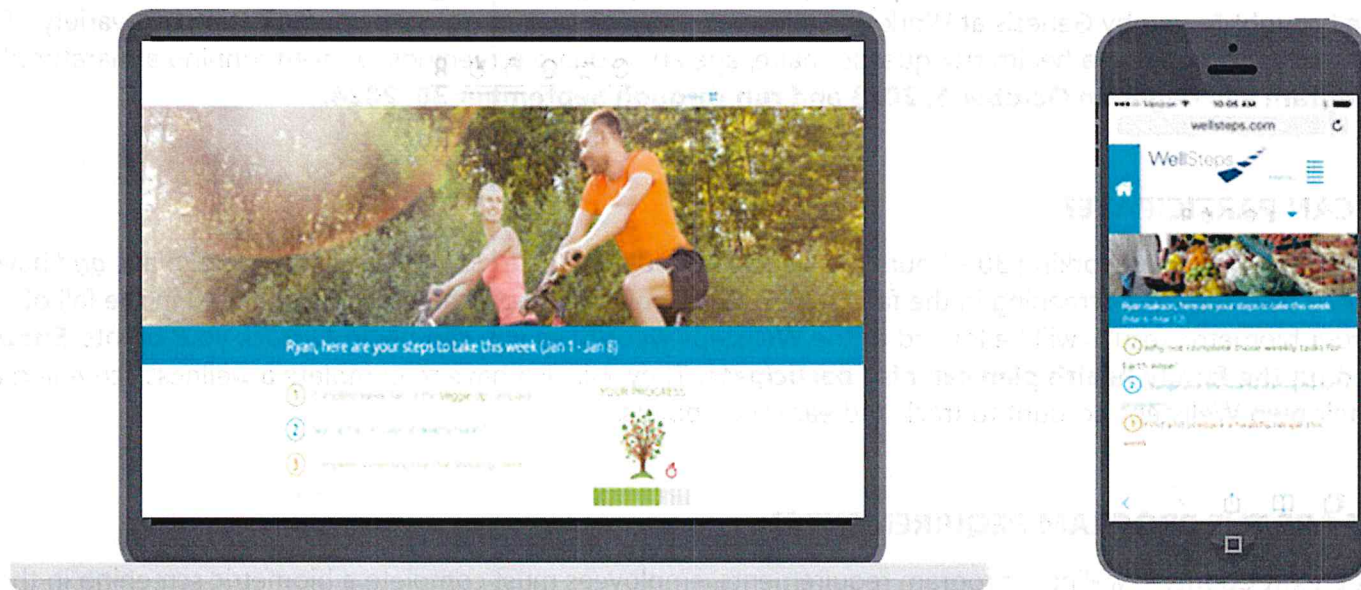
If you have questions about Wellsteps, Wondr, or health coaching, we are here for you! Please feel free to contact one of your Health Promotion Coordinators.

Health Promotion Coordinators	
<p>Jo Nicholson nicholsonj@genesishhealth.com 563-421-0668</p>	<p>Jeni Tackett tackettj@genesishhealth.com 563-421-0667</p>

WELLSTEPS FEATURES

WELLNESS PORTAL:

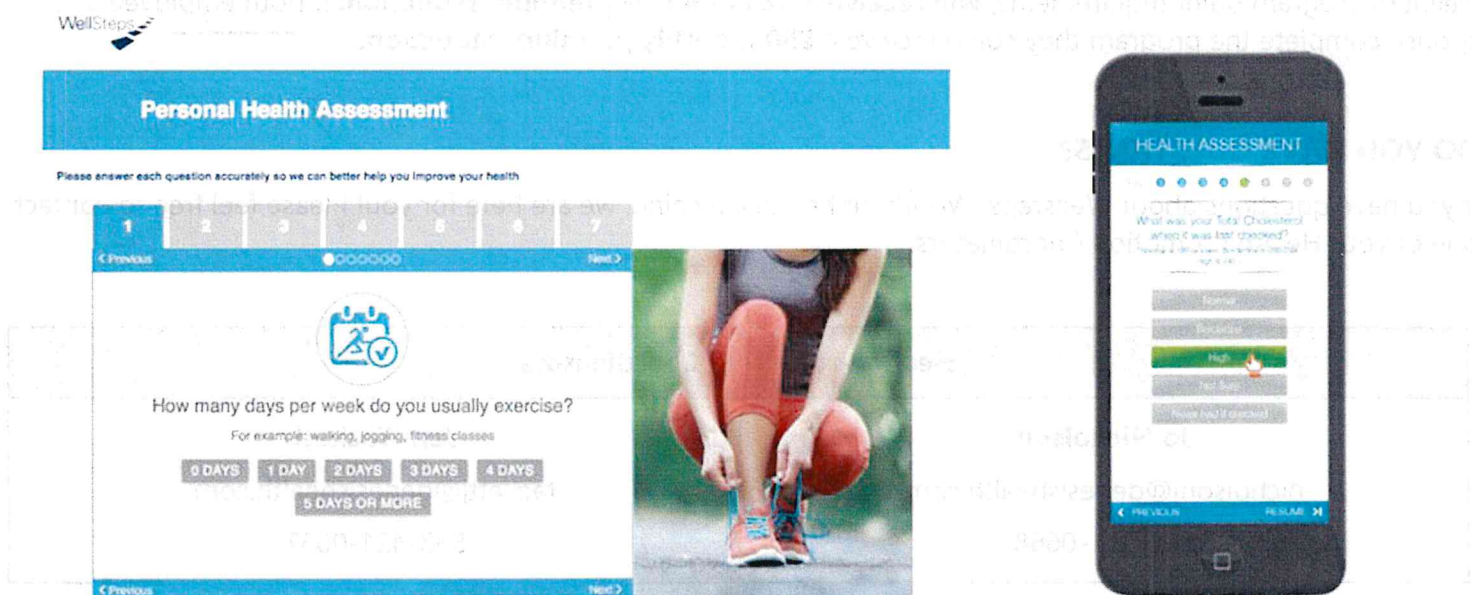
You will receive an email from Genesis at Work with information on how to register the week of **December 26th**. Once registered, you will be directed to your personal wellness program center. Every wellness program activity will be directed by the program center. You will have the opportunity to participate in simple behavior change tasks. You can track your wellness incentives, participate in challenges, campaigns, social media, even health coaching. You can also view the latest health news, videos, and recipes. The program center is available online or via the Wellsteps app.



PERSONAL HEALTH ASSESSMENT (PHA):

One way to earn wellness points is by completing a personal health assessment. The Wellsteps personal health assessment is simple, user friendly, and captures several different behavioral and biometric risk factors. You will complete the 34-question health assessment immediately after you register.

When you complete your assessment, you will receive immediate personalized feedback. With that feedback, you can set personal health goals or participate in behavior change activities tailored to your specific health needs, such as meeting with a health coach.



WELLNESS PROGRAM ACTIVITIES

BIOMETRIC SCREENING DASHBOARD AND ACTIVITY

Wellsteps allows you to view and track your activity progress. Your biometric screening data will be automatically loaded on the biometric screen dashboard.

Flu shots obtained through the Scott County onsite clinic with Genesis at Work will be automatically loaded on your behalf.

However, it is your responsibility to ensure that your information is accounted for. If you think you should receive credit for a particular wellness activity that is not showing on the portal, please contact one of your Health Promotion Coordinators.

Biometric Data for Jennifer

HOW DOES IT WORK?



WELLSTEPS HEALTH COACHING:

Program Runs from Monday, February 26th through Monday, May 13th

If you would like to participate in health coaching as a way to earn your wellness points, you will need to register with your Health Promotion Coordinators in between **February 5th and February 24th**. Also in order to participate in the health coaching, you will need to complete your Personal Health Assessment on the Wellsteps portal. You will receive up to 6 telephonic coaching sessions, with a certified Wellsteps coach and discuss the following: What is important to me, SMART goals, Action Plan, Review/Adjust Action Plan, & Overcoming Obstacles.

In order to receive your points for this activity, you must successfully complete all 6 telephonic coaching sessions.

WONDR:

You can choose start date but must join by June 3, 2024

Please review the Wondr informational materials found in this packet for details on the program.

In order to receive your points for this activity, you must successfully complete 11 of the 12 weekly sessions.

REAL APPEAL

Program can be enrolled in at any point between January 1st through July 1st

If you would like to participate in the Real Appeal program as a way to earn wellness points, you will need to enroll at www.enroll.realappeal.com. Please review the Real Appeal information material found in this packet for details on the program.

In order to receive your points for this activity, you must successfully complete 10 weekly sessions.

WELLNESS PROGRAM ACTIVITIES

ONLINE WELLNESS CAMPAIGNS:

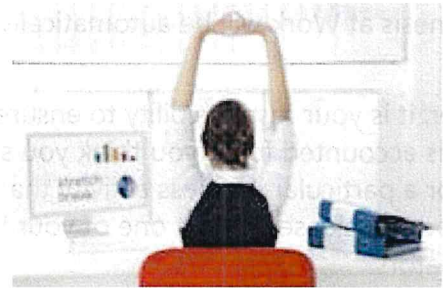
Online Wellness Campaigns are a fun and educational way to receive wellness points. You can register for any of the following campaigns through the Wellsteps website:

January 22nd– February 25th (5 weeks) Good Fat/Bad Fat

Helps participants replace the bad fats in their diet with more healthy fats.

Participants will get rid of the fats in their home that aren't healthy by learning about a different aspect of fats in food. Participants will be given healthy recipes to make meals and desserts using healthy fat substitutions. They will be challenged to make a few simple changes in their eating habits.

In order to receive your points for this activity, you must successfully complete all of the weekly sessions and tasks.



April 22nd– May 26th (5 weeks) - Good to the Bone

Helps participants adopt behaviors to strengthen muscles and bones.

Participants will complete behaviors that build and maintain bone strength and prevent osteoporosis. Through simple exercise and nutrition behaviors, participants can strengthen muscles, increase calcium and vitamin D intake and more.

In order to receive your points for this activity, you must successfully complete all of the weekly sessions and tasks.



August 12th—September 22nd (6 weeks) - Train your Brain

Promotes learning new skills, connecting with others, and cultivating new hobbies. Participants will receive messages and assignments to help increase brain function and focus. They will teach their brain to stay active and learn new skills to live a more successful life.

In order to receive your points for this activity, you must successfully complete all of the weekly sessions and tasks.



TOBACCO CESSATION PROGRAM

Do you currently use tobacco and would like to quit? Today is the day you start your tobacco –free life! If you are interested in enrolling in a tobacco cessation program to earn wellness points, please contact one of your Health Promotion coordinators for more detail.





Many of you have asked for the freedom to set your own wellness goals based on your individual needs. Well, here's your chance! Be the owner and create a wellness goal – one that's personal and challenging to you – in any area of wellness (physical, social, emotional, mental, educational, financial, or spiritual). Think about what you really want to achieve or what behavior(s) you're looking to develop and/or change in your life and accomplish it.

Please fill out the Own It goal sheet on the next page to outline your goal. Once completed please submit to one of the Health Coordinators for approval. All goals need prior authorization in order to receive points and must be submitted by **August 19, 2024**.

Write down your goal and make it SMART (specific, measurable, attainable, realistic, and timeframe). Keep it visible and enjoy your successes along the way.

Own It Goal Examples:

- Lose ___ pounds by September 30, 2023
- Reduce a risk factor
- Set a monthly budget/spending plan for my family by the end of February and follow through September 30, 2023
- Participate in an Organized Event/or Race by September 30
- Participate/Coach/Referee in/for an Organized Sport by September 30, 2023
- Participate in an organized physical activity or class by September 30, 2023 such as:
 - Yoga, Aerobics, Biking Class
 - Karate, Kickboxing, Tae Kwon Doe
 - Professional Dancing

Once you have achieved your goal, please provide proof of achieving your goal to one of your Health Promotion Coordinators.

OWN IT GOAL VERIFICATION FORM:

Complete this form and submit the form to one of your Health Promotion Coordinators to get your goal approved! Please note, you can only obtain a maximum of 15 points for this category. For example, you run a 5K and also regularly participate in Yoga classes. You can choose to submit either of those activities and receive your 15 points. Goal needs to be preapproved by your Health Promotion Counselors. If you submit both goals, no harm done, but you will only receive the maximum of 15 points. Feel free to attach additional sheets of paper.

INITIAL	Write the goal you have in mind
GOAL	

S	What do you want to accomplish? Who needs to be included? When do you want to do this? Why is this a goal?
SPECIFIC	

M	How can you measure progress and know if you've successfully met your goal?
MEASURABLE	

A	Do you have the skills required to achieve the goal? If not, can you obtain them? What is the motivation for this goal? Is the amount of effort required on par with what the goal will achieve?
ACHIEVABLE	

R	Why am I setting this goal now? Is it aligned with overall objectives?
RELEVANT	

T	What's the deadline and is it realistic?
TIME-BOUND	

SMART	Review what you have written, and craft a new goal statement based on what the answers to the questions above have revealed
GOAL	

Submit this form & required information to one of the following Health Promotion Coordinators:

Jo Nicholson

nicholsonj@genesishealth.com / 563-421-0668

Jeni Tackett

tackettj@genesishealth.com / 563-421-0667



Wondr is not a diet—it's a science

With Wondr, you don't have to eat kale salads 24/7 or become a gym rat—our digital weight loss program will teach you how to be in your best health as your true self. You'll learn science-based skills that help you lose weight, sleep better, stress less, and so much more.

Here's what you get:



A 100% digital on-the-go experience and Wondr app



Clinically-proven results that last



Expert team of instructors via our digital platform



Weekly master classes that are tailored to you



Personalized support through texts, daily nudges, and health coaches



Welcome kit complete with tools and encouragement



The WondrLink™ online community for social support

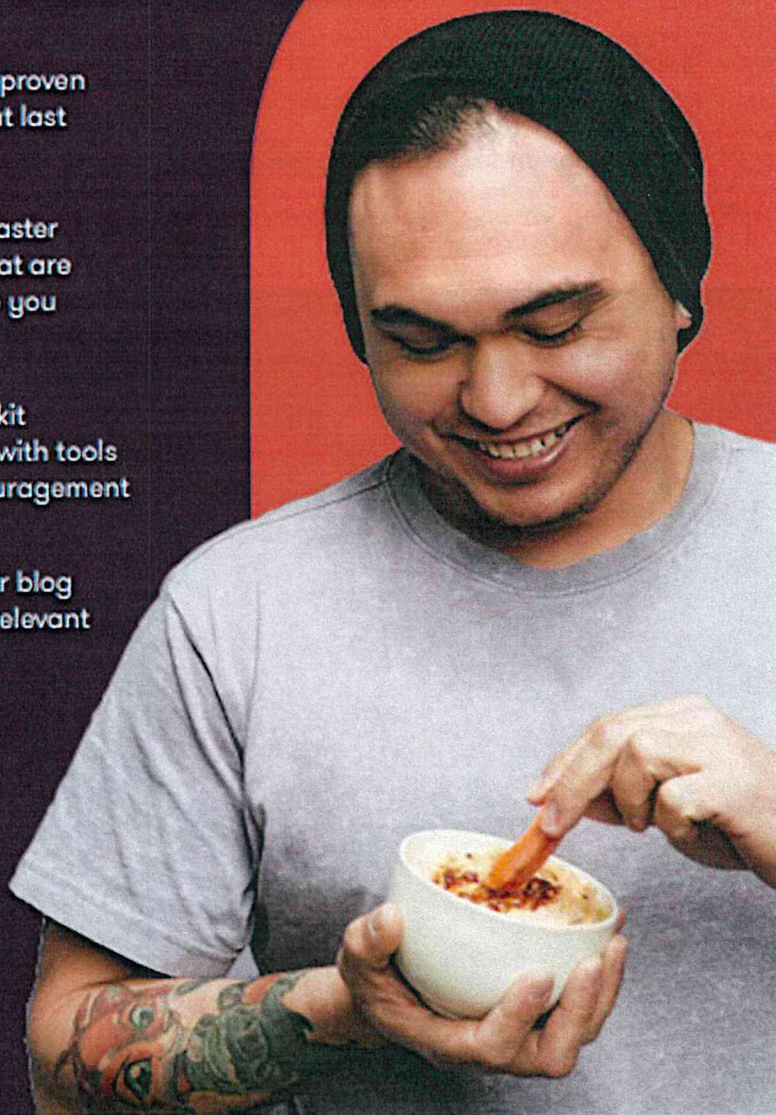


The Wondr blog for other relevant resources

“Once I saw the numbers actually drop on that scale, it gave me hope and more confidence.”

Brad M.

LOST 70 LBS GAINED CONFIDENCE

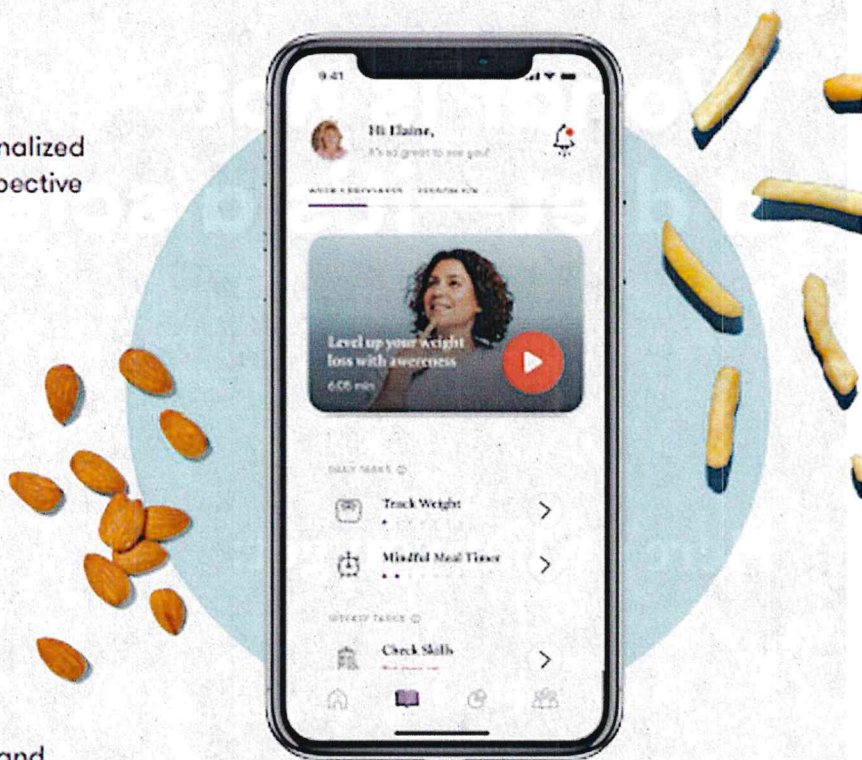


Wondr works wonders

From the welcome kit to our app to personalized master classes, Wondr gives a fresh perspective on your best health ever.

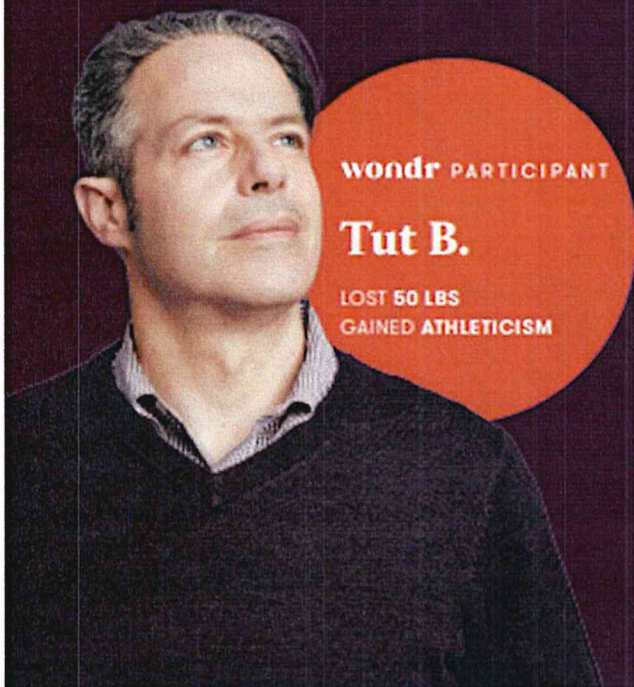
A “taste” of Wondr master classes

- ✓ The science of losing weight
- ✓ Mmmmindful eating
- ✓ How to catch the best zzzs
- ✓ Satisfy your brain
- ✓ When to eat to burn fat
- ✓ Hunger and hydration go hand-in-hand



Healthier and happier from head to toe

Wondr goes beyond the number on the scale to improve all aspects of your health.



wondr PARTICIPANT

Tut B.

LOST 50 LBS
GAINED ATHLETICISM



85%

FEEL MORE IN CONTROL OF THEIR WEIGHT*



10.6 lbs

AVERAGE WEIGHT LOSS PER PARTICIPANT



57%

IMPROVED THEIR MOOD*



61%

HAVE MORE ENERGY*

Visit wondrhealth.com

*based on participant results

Real Appeal

WEIGHT LOSS SUPPORT

Small Changes. Big Impact.

Now more than ever – making simple adjustments to your routine can help you feel happier and healthier. Meet Real Appeal®, a free* online weight loss program tailored to help you create healthy habits that fit into your life.

Stay Well. Stay Focused. Stay Connected.

Real Appeal is a program on Rally Coach™ available to you and eligible family members at no additional cost as part of your health benefits plan.



Stay Well with guidance from a coach who offers ongoing support to help you create lasting, healthy changes – when and how you need it.



Stay Focused on your nutrition, exercise, and weight loss goals using our 24/7 online resources and a Success Kit that's delivered to your door.



Stay Connected with 30-minute online sessions and a community of caring members to connect with and learn from.

Find Your Support at
enroll.realappeal.com

Have your health insurance ID card handy when enrolling.

A Real Appeal Success Story



Amanda
Greenville, SC

25
lbs. lost

"Real Appeal taught me how to balance food and exercise without going to extremes. I saw progress every single day."

Real Appeal members who attended four or more sessions during the program lost 10 pounds on average. Talk to your doctor before starting any weight loss program.

RALLY/COACH™

*Real Appeal is offered at no additional cost to members as part of their medical benefits plan, subject to eligibility requirements.
© 2010 Real Appeal, Inc. All rights reserved.

WellSteps Health Coaching

How Does The Program Work?

You will receive 6 telephonic coaching sessions with a certified WellSteps Health Coach. During your scheduled calls, you set and work on health-related goals. All WellSteps coaches have a minimum of a Bachelor's degree and are certified in health coaching based on Motivational Interviewing.



WEEKLY COACHING SESSIONS

Week 1:
What is important
to me?

Week 2:
SMART goals

Week 3:
Action plan

Week 4:
Review/Adjust
action plan

Week 5:
Overcoming
obstacles

Week 6:
Commitment

Contact Information

Jo Nicholson
(563) 421-0668
nicholsonj@genesishhealth.com

Jeni Tackett
(563) 421-0667
tackettj@genesishhealth.com

WELLNESS PROGRAM CONTACTS

DO YOU HAVE QUESTIONS?

If you have questions about Wellsteps, Wondr, or Health coaching, we are here for you! Please feel free to contact one of your Health Promotion Coordinators:

Your Scott County Health Promotion Coordinators	
<p>Jo Nicholson nicholsonj@genesishealth.com 563-421-0668</p>	<p>Jeni Tackett tackettj@genesishealth.com 563-421-0667</p>

NOTICE REGARDING WELLNESS

Scott County offers its employees a voluntary wellness program available to all employees. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the wellness program you will be asked to complete a biometric screening, which will include a blood test for Metabolic Syndrome (MetS). You are not required to participate in the blood test or other medical examinations.

However, employees and/or spouses who choose to participate in the wellness program will receive a monthly premium reduction of \$25 per person beginning January, 2025. Although you are not required to complete the biometric screening, only employees who do so will be eligible for the discount.

If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting, the Human Resources at 536-326-8767.

The information from your biometric screening will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the wellness program, such as Wondr and/or a tobacco cessation course. You also are encouraged to share your results or concerns with your own doctor.

Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and Scott County may use aggregate information it collects to design a program based on identified health risks in the workplace, **Wellsteps or any of the wellness vendors will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.**

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements. The only individuals who will receive your personally identifiable health information are the nurse performing the biometric screening, Wellsteps, Genesis Health Promotion Coordinators and Holmes Murphy representatives in order to provide you with services under the wellness program.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decisions. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate.

If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact Human Resources at 563-326-8767.



2023-2024

Created by Holmes Murphy & Associates for Scott County, IA