

## Wellness 2015 and Beyond

### Current Program

- You must make an improvement in at least one of your "high" risk factors in order to receive the \$43 premium incentive.
- Non-nicotine users receive a \$43 premium incentive
- You must visit the HealthAlliance NP according to the schedule which is determined by the number of high risk factors you currently have
- All of this is determined at the HRA each Spring.

## What is not changing

Screening Test Name
Systolic Blood Pressure
Diastolic Blood Pressure
Blood Glucose
Triglycerides
Total Cholesterol
HDL Cholesterol ("good cholesterol")
LDL Cholesterol ("bad cholesterol")
Waist Circumference
Body Mass Index

*You have one or more high risk factor scores in the categories to the left at the HRA and you have one year to make the needed improvement*

Improvement Needed or Percentage Decrease (if high risk)
10% decrease BP systolic
5% decrease BP diastolic
5% decrease Glucose
None for LDL
None Total Cholesterol
None for HDL
10% decrease Triglycerides
5% decrease or drop 1 BMI point
Medically certified achievable improvements

**If you lost your incentive after the 2015 HRA, per the Affordable Care Act, you may recertify once per quarter. If you make the needed improvement, you receive the incentive for the remainder of the year. The quarters are: October 1, January 1, April 1 and July 1.**

## Wellness Program 2015-16 What is changing

- Beginning July 2016, improvements must be made in **EACH** high risk category or you will lose the premium incentive
- Each category offers a \$20 premium incentive. The percent of improvement needed remains the same and has been reviewed by the Health Alliance medical director.
- More fair: Previously the person who had many risk factors lost the same amount of incentive as the person who has one.
- There is a greater association of high claims as the number of your risk factors increases.
- We are dropping cholesterol as a risk factor

BMI/Waist Circumference	Glucose
Blood Pressure (either one or both numbers high)	Triglycerides



### City of Hickory Wellness Program Resources

- Health Alliance On-Site Nurse Practitioner
- Six (6) free nutritional counseling visits on our plan
- Occupational Health Nurse
- On-site Wellness Classes
- Free Membership at Highland Recreation Center
- Corporate YMCA rate