



Employee Wellness Program

OVERVIEW

The Wellness Program of Amarillo Independent School District was initiated in 2009 by the Administration and School Board in order to:

- Promote healthy lifestyles among the employees and family members of the District
- Prevent and reduce the rise of prevalent diseases among employees and family members
- Educate employees and family members through communications regarding the importance of proactive screenings, life style choice and physical activity in order to combat prevent various diseases
- Lower current and future cost to the District's "self-funded" medical plan and in order to provide a sustainable and affordable medical insurance program for the employees.

GOALS

Every year, goals and expectations are reviewed in order to obtain the best impact on the Employees with the available resources. The main goals of the Wellness Program are to Prevent, Discover and Reduce the exposure to Common Illnesses and Chronic Diseases such as:

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|----------------------------|-----------------|
| • Arthritis | • Hypertension |
| • Asthma | • Influenza |
| • Cancer | • Mental Health |
| • Common Cold | • Obesity |
| • Diabetes | • Renal Failure |
| • Heart Disease and Stroke | • Tobacco Use |

Steps taken to achieve these goals are:

- Provide wellness screening to employees in order to provide medical review and feedback in order to prevent/maintain a healthy lifestyle.
- Promote and increase participation in the wellness screenings.
- Enable medical professionals to review and assist employees/families in disease and wellness management.
- Provide effective educational and communication materials to employees/families.
- Provide technological resources to assist individual's track their health, learn more about chronic diseases and seek assistance in achieving their wellness objectives.

PROGRAMMING

A successful wellness program is the result of providing usable educational materials/events, preventative care and centralized wellness management. The District's Medical Plan Administrator provides resources and wellness management to employees while assisting the District in accomplishing its annual goals and initiatives. Programs/activities the District and Medical Plan Administrator provide are:

- Production and distribution of wellness education materials
- Direct outreach from medical professional with the Districts Medical Plan Administrator with employees who are at risk or currently facing a chronic condition
- Various wellness campaigns throughout the year
- Free on-site Flu Shots for all Employees and Dependents
- Scheduled on-site breast cancer screenings
- Discounts programs offered through the Medical Plan Administrator
- Measurement of employee participation and engagement
- Free Biometric Screenings provided to employees/spouse (current on the HDHP/PPO PLAN)

INCENTIVES

Participation is encouraged and rewards individuals who participate in the wellness activities provided through: online resources/media, onsite activities, preventative screenings and develop healthy lifestyle patterns. Rewards may vary from year to year, but they are reviewed in order to maintain compliance with EEO, DOL and HIPPA guidelines. The main incentives provided to those who participate in the wellness initiatives are:

- Wellness and Medical Care Management Programs
- Biometric Screenings
- Non-Tobacco Use

Wellness and Medical Care Management Programs

The Medical Plan Administrator provides online education and activities that promotes a healthy lifestyle. In addition to resources, the Medical Plan Administrator also provides resources for chronic diseases. The Medical Plan Administrator provides rewards (separate from the District) based upon their requirements and rules of participation in wellness/education activities which may result achieving certain levels to obtain gifts cards or savings towards wellness related items.

Biometric Screenings

The purpose of the Biometric Screenings is to allow employees an opportunity to reduce their premiums and deductible through a preventive screenings while providing information to the Medical Plan Administrator for effective Wellness Management.

A premium reduction is based upon simply participating in the Biometric Screening. The deductible is reduced by participants meeting certain wellness criteria captured by a 3rd party vendor. Failure to meet any of the Biometric Screening criteria for deductible credit does not affect enrollment or premiums regarding insurance benefits with the District. The deductible can be lowered up to \$500 for achieving the goals of each of the following criteria:

Measurement	National Institute of Health Level	AISD Plan Level	Credit for Meeting Criteria
Blood Pressure	120/80	Less than 140/90	\$100
Body Mass Index	Less than 25kg/m	Less than 30kg/m	\$100
LDL Cholesterol	Less than 100 mg/dL	Less than 130 mg/dL	\$100
Tobacco/Nicotine	None Detected	None Detected	\$100
Online HRA		Completed	\$100

Children who are covered on the medical plan will have their deductible reduced equal to the credits received by the subscribing parent. Spouses who are on the medical plan will have their deductible reduced based upon the credits received through their own personal Biometric Screening.

Maximum deductible credit on the High Deductible Health Plan is \$500 for individual coverage or \$1,000 for family. Maximum deductible credit for the PPO Plan is \$500 for individual or \$1500 for family coverage. The deductible credit is applied on the back-end of the deductible.

If it is unreasonably difficult due to a medical condition for you to achieve the standards for the reward under this program, or if it is medically inadvisable for you to attempt to achieve the standards for the reward under this program, call us at (806) 326-1403 and we will work with you to develop another way to qualify for the reward.

Non-Tobacco User Incentive

According to the CDC, “Tobacco use remains the leading preventable cause of disease, death, and disability in the United States. Of the 19.3% of American adults who smoke, about half will die prematurely from smoking-related causes”. Because of this, smokers are more likely to develop a chronic condition which increases absenteeism and health related expenses to the District and employees which can be avoided.

For those who are on the District’s medical insurance plan and meet the definition of a non-tobacco user, a premium reduction incentive will be awarded. A tobacco user is defined as, “A *person who has used a tobacco product five or more times in the past three consecutive months*”. A tobacco product is defined as, “*cigarettes, cigars, pipe tobacco, chewing tobacco, snuff, dip, or any other product containing tobacco*”. If a spouse is not on the medical plan and uses smokeless tobacco, the incentive can still be received by the employee.

Through the District’s Medical Plan Administrator and various outlets, tobacco cessation resources are offered in order to assist individuals to stop using tobacco. Before January 1st of the plan year, employees may complete an affidavit affirming they have stopped smoking and meet the definition of a non-tobacco user in order to receive the premium credit.

In some cases, tobacco use by an individual may be considered an addiction (a medical condition), or it may be medically inadvisable to attempt to quit using tobacco products. In that is the case, a physician may complete an affidavit stating an individual is being treated for such addition and the premium incentive will be applied to the individual. This affidavit will need to be completed annually by the physician.

Concerns?

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ADDITIONAL RESOURCES

American Cancer Society www.cancer.org

American Heart Association www.heart.org

American Lung Association www.lung.org

American Medical Association www.ama-assn.org

Centers for Disease Control www.cdc.gov

Let's Move www.letsmove.gov

Susan G. Komen www.komen.org

The National Cancer Institute's ("NCI") Tobacco Control Research Branch www.smokefree.gov

U.S. Department of Health & Human Services www.hhs.gov