

# SCOTT COUNTY

## 2021 ROADMAP TO WELLNESS



YOUR **HEALTH**

YOUR **MONEY**

YOUR **LIFE**

THE **PATH** TO LIVING WELL



### 2021 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, 2021.

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
<b>Only One of these Courses</b>	25
Naturally Slim	
Wellsteps Health Coaching	
Real Appeal	
Routine Annual Exam /Age Appropriate Screening	10
Routine Dental Exam	5
Routine Vision Exam	5
Flu Shot	5
Wellsteps Campaign #1– Overcome Overeating	10
Wellsteps Campaign #2– Take 5	10
Wellsteps Campaign #3– Posture Perfect	10
UHC Meeting/ICMA Meeting	5
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
	180 Total Available Points





## **SCOTT COUNTY'S 2021 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, 2020 and run through September 30, 2021.**

### **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 2020. Once your wellness screening is completed in the fall of 2020, 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 2020. Employees will then need to earn 100 points by completing any combination of wellness activities on the Wellsteps portal by **September 30, 2021.** 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 obtains the wellness program point requirements, will receive a **\$25 monthly premium reduction beginning in January 2022.** 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, Naturally Slim, or health coaching, we are here for you! Please feel free to contact one of your Health Promotion Coordinators.

<b>Health Promotion Coordinators</b>	
<p><b>Jo Nicholson</b> nicholsonj@genesishealth.com 563-421-0668</p>	<p><b>Whitney LaMar</b> lamarw@genesishealth.com 563-421-0667</p>

# WELLSTEPS FEATURES

## WELLNESS PORTAL:

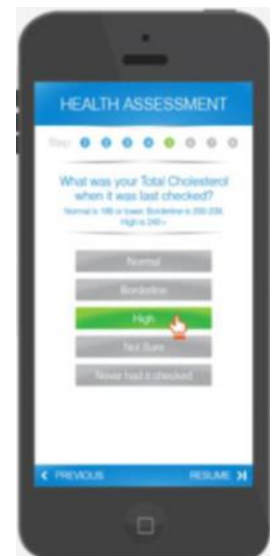
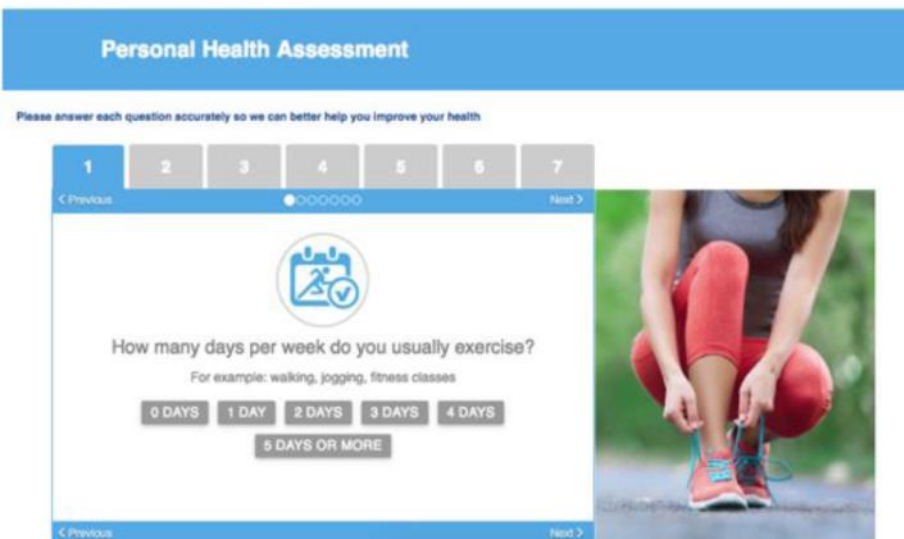
You will receive an email from Genesis at Work with information on how to register the week of **December 28th**. Once registered, you will be directed to your personal wellness program center. Every wellness program activity will be directed by the program center. You will have the opportunity to participate 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 TRACKER:

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.



### WELLSTEPS HEALTH COACHING:

#### **Program Runs from Monday, March 1st through Wednesday, May 12th**

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 1st and February 11th**. 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.**

### NATURALLY SLIM:

#### **Program Runs from Monday, March 1st through Wednesday, May 12th**

If you would like to participate in the NEW Naturally Slim program as a way to earn your wellness points, you will need to register with your Health Promotion Coordinators in between **February 1st and February 11th**. Please review the Naturally Slim informational materials found in this packet for details on the program.

**In order to receive your points for this activity, you must successfully complete all 10 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](http://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 18th-February 21st (5 weeks) - Overcome Overeating**

Helps participants recognize and overcome common cues to overeating. Participants get information from a national expert about how people overcome overeating. Participants will also view several brief videos about strategies that people have used to overcome overeating. They will be given a worksheet and ideas to help identify the foods, cues, and situations that influence their eating. **In order to receive your points for this activity, you must successfully complete all of the weekly sessions and tasks.**



#### **April 5th– May 16th (6 weeks) - Take 5**

Participants get an individual campaign with 5 simple tasks to help improve the whole person each week. Each task takes about 1 minute to complete! Participants will choose 5 tasks to complete from a list of healthy behaviors. This allows them to focus on the areas most applicable to them. By the time they complete the campaign, they will have 25 new ideas of how to improve health that they will have actually tried! **In order to receive your points for this activity, you must successfully complete all of the weekly sessions and tasks.**



#### **July 12th– August 22nd (6 weeks) - Posture Perfect**

Helps participants reduce back and neck pain caused by everyday activities. Participants get weekly educational messages and tips to put into action as they develop a healthy posture! Participants will also learn how to avoid injury and support their back and neck by: Taking inventory of their workspaces for stressors, Learning how to properly sit and stand, Mastering correct lifting techniques, and Learning everyday stretches. **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!

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, 2021
- Reduce a risk factor
- Set a monthly budget/spending plan for my family by the end of February and follow through September 30, 2021
- Participate in an Organized Event/or Race by September 30, 2021
- Participate/Coach/Referee in/for an Organized Sport by September 30, 2021
- Participate in an organized physical activity or class by September 30, 2021 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.

<b>INITIAL</b>	Write the goal you have in mind
<b>GOAL</b>	

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

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

<b>A</b>	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?
<b>ACHIEVABLE</b>	

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

<b>T</b>	What's the deadline and is it realistic?
<b>TIME-BOUND</b>	

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

**Submit this form for approval to one of the following Health Promotion Coordinators:**

<b>Jo Nicholson</b> nicholsonj@genesishhealth.com / 563-421-0668	<b>Whitney LaMar</b> lamarw@genesishhealth.com / 563-421-0667
---	--



# Ever wonder why



some people can eat whatever they want and not gain weight?

Finally... You don't have to give up the foods you love!

The Naturally Slim® program has the secret to lasting weight loss and it doesn't include starving, counting calories or eating diet food. This simple, online program helps you change how you eat instead of what you eat. Plus, it will help you reduce your chances of getting a serious disease, like diabetes or heart disease, and increase your chance at living a longer, healthier life.

Eat what you love AND improve your health! FINALLY!

Thousands of people have completed the Naturally Slim program and achieved their goals, and most importantly, kept the weight off. You can, too!

To learn more, visit [www.naturallyslim.com](http://www.naturallyslim.com)

natura)(y)slim®

# NATURALLY SLIM PROGRAM INFORMATION

## What is Naturally Slim?

Naturally Slim is an online program that helps you change how you eat instead of what you eat. It's not a diet. There are no points to count. No prepackaged meals. No calories to keep track of. And, definitely no fasting.

The program teaches you mindful eating techniques and you will learn it's possible to eat the foods you love while you lose weight and improve your health. Plus, you will reduce your chance of developing serious, chronic disease and increase your chances of living a longer, healthier life.

The Naturally Slim program includes:

- ☒ Self-paced, informative, online video sessions
- ☒ Frequent correspondence & guidance from the health counselor team
- ☒ An online community to connect with other participants for answers & inspiration
- ☒ A dashboard with tools to monitor your progress, learn new skills and get motivated

## Why is it important?

Naturally Slim is about more than just losing weight. It's about improving your overall health and reducing your chance of developing serious, chronic disease.

The development of many serious diseases isn't random. There are certain risk factors that are generally precursors to these problems. A combination of these risk factors, called Metabolic Syndrome, can significantly raise your risk for heart disease, diabetes, stroke and many cancers.

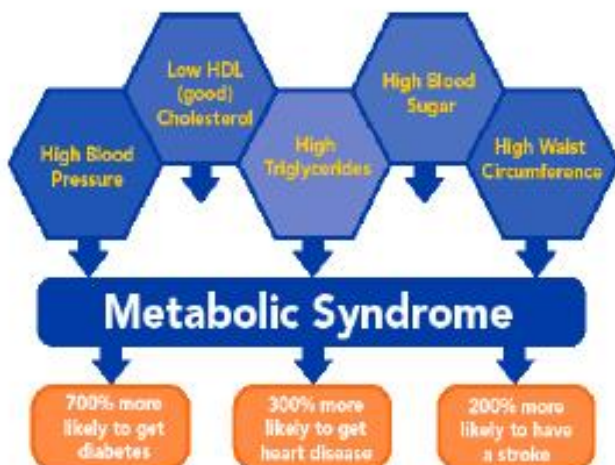


You can be diagnosed with Metabolic Syndrome if you have three or more of these risk factors.

- ☒ High Blood Pressure
- ☒ Low HDL (good) Cholesterol
- ☒ High Triglycerides
- ☒ High Blood Sugar
- ☒ High Waist Circumference

The good news is that you can help prevent Metabolic Syndrome through healthy lifestyle changes! That's where Naturally Slim comes in. By following the principles taught in Naturally Slim, you can improve your health, reduce the risks associated with Metabolic Syndrome and dramatically reduce your chance of developing serious medical conditions.

Participants average more than 10 pounds of weight loss during the first ten weeks of the program. And, most learn the skills to keep that weight off or keep losing more.



natura)(y)slim®

# NATURALLY SLIM PROGRAM INFORMATION

natura)(yslim\* | offered by **acap**health.

## THE NEW NATURALLY SLIM

The Naturally Slim program is the leading digital behavioral counseling program which has been offered to millions of employees nationwide. The program's unique curriculum has proven to be a game-changer in health improvement and disease prevention and now the program is leading the digital health revolution with an innovative new version.

### UPDATED CURRICULUM

The unique Naturally Slim curriculum generates impressive clinical results and even more impressive long-term behavior change. Based on user feedback and analysis of hundreds of thousands of participants, the curriculum has been revamped to build on that success. Some of the new features include:

Optimized curriculum with additional instructors and enhanced focus on skills

H<sub>2</sub>O



HUNGER LEVEL 3

Shorter lessons which equals less weekly time-commitment



Skill-reinforcement (NS4You) lessons personalized to each participant

Skill-maintenance (NS4Life) sessions customizable allowing each participant to choose their own path



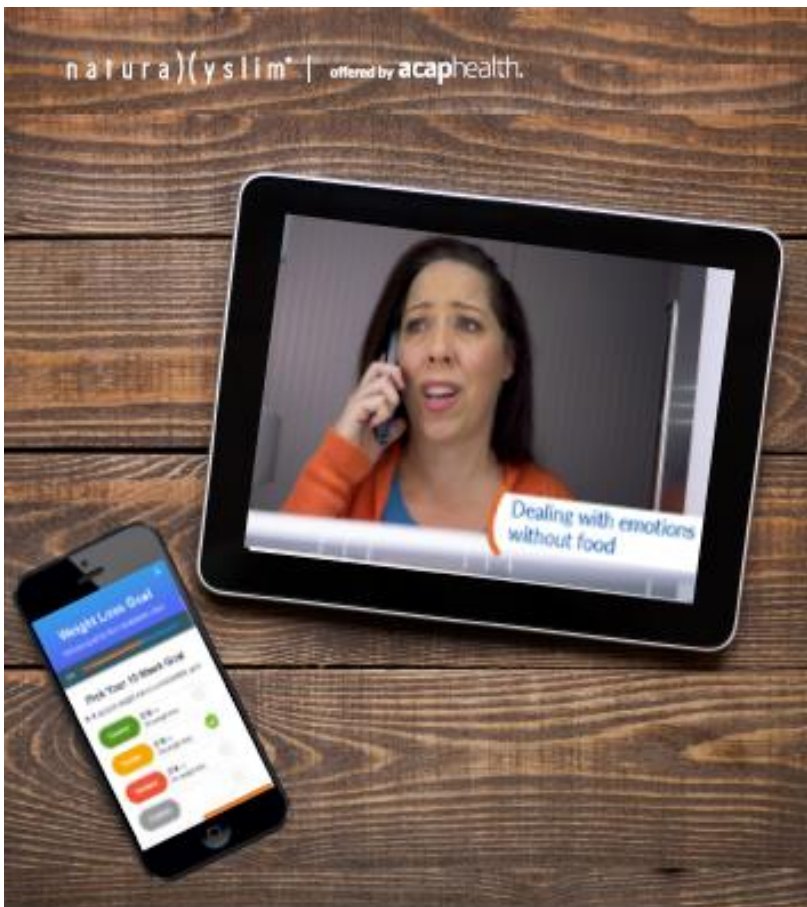
### MODERNIZED USER EXPERIENCE

Combining best practices in product design, user experience design, behavioral science and innovation, the Naturally Slim platform has been completely reimaged to create an experience that is intuitive, personalized and engaging.



- Personal dashboards have been added to provide participants with a concierge-type experience
- Weekly To Do lists increase the user's productivity, learning & accountability
- More tailored communications (email, text & mobile app notifications) ensure participants receive truly personal interactions
- Intelligent page automation allows real-time learning to provide the optimal experience to each participant

# NATURALLY SLIM PROGRAM INFORMATION



## FOCUS ON BEHAVIOR CHANGE

The science behind sustainable behavior change is clear and the newest version of Naturally Slim concentrates on adding interventions proven to facilitate long-term habit formation.

- Pledges affirm that participants are willing and committed to make behavior changes
- Redesigned goal-setting process inspires and motivates participants with increased accountability
- Behavior modeling via curriculum skits provides real-life demonstration of suggested behaviors and helps participants plan ahead for situations that might sabotage success
- Social rewards for both progress toward and achievement of goals inspire participants and motivate adherence

## MULTIFACETED SUPPORT

The proven Naturally Slim curriculum and experience has been augmented to provide each participant with the level of support they need for long-term behavior change. Whether professional health coach or peer-to-peer support, the program provides the accountability, coaching and engagement (ACE) for participant success.

- The NS Town online community is integrated into the daily learning experience to allow participants to get contextual support as they learn
- ACE Team coaches proactively interact with participants needing support
- Additional communication channels have been added for real-time access to coaches including chat and text messaging
- Live coaching sessions allow Q & A and drive increased engagement and skill development

## NS Town



# 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](https://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.  
© 2020 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@genesishealth.com

Whitney LaMar  
(563) 421-0667  
lamarw@genesishealth.com

## WELLNESS PROGRAM CONTACTS

### DO YOU HAVE QUESTIONS?

If you have questions about Wellsteps, Naturally Slim, 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><b>Jo Nicholson</b> nicholsonj@genesishhealth.com 563-421-0668</p>	<p><b>Whitney LaMar</b> lamarw@genesishhealth.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, 2022. 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 Naturally Slim 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 the Human Resources at 563-326-8767.



**2020-2021**

Created by Holmes Murphy & Associates for Scott County, IA