

October 2023 - September 2024



WELLNESS PROGRAM

Creating a Culture of Health and Wellness



The City is committed to your good health and overall wellness. The goal of *Living Well in PSL* is to create a culture of health and wellness within the City of Port St. Lucie by providing wellness initiative programs and activities throughout the year to engage and encourage employees to develop or maintain healthy lifestyles. The City is excited to provide you with resources that will allow you to maximize your overall health and well being.

This is a **voluntary** program that is offered to all employees who are enrolled in the City's medical plan. You will earn an incentive for each wellness target achieved or each management program completed. Incentives can total up to **\$500**, and the total incentive earned may be used through a pre-tax Health Reimbursement Arrangement (HRA) account, as a taxable reduction in your medical payroll deductions for fiscal year 2024-2025, or as a taxable one-time lump sum received in October 2024. Payout method must be provided to Human Resources by 9/30/24. Please note, all incentive payout options are subject to change.

PROGRAM DETAILS

The program begins on October 1, 2023, and you must have your wellness exam, target numbers or management programs, and wellness incentive activities completed by September 30, 2024. Employee Family Health Center physicians will have medical discretion for any testing completed immediately preceding this program start date. Below is an overview of the Measurement or Activity, Target, and Incentive for both the Wellness Initiatives (Table 1) and the Wellness Incentive Activities (Table 2):

Table 1: Wellness Initiative Program through the Employee Health Center (10/1/23 - 9/30/24)

Measurement	Target	Management Program	Incentive
Completion of a Health Risk Assessment (HRA) and Biometrics Screening (must be completed by 9/18/24)			\$75
Weight Measurement A. Body Mass Index (BMI) OR B. Waist Circumference	BMI: 25 or less OR A waist circumference Male <= 40 inches or Females <= 35 inches	If target not met, then enroll in one of these programs through the Clinic. Please note the length of programs on the following page to allow adequate time to complete prior to September 30, 2024.	Weight Management
Blood Sugar	100 mg/dL or less or HGB A1C 6.0 or less		Diabetes Management
Cholesterol	Total: 199mg/dL or less or HDL: 59mg/dL or above		Cholesterol Management
Blood Pressure	Systolic: 135 or less Diastolic: 85 or less		Hypertension Management
Nicotine Use	No use detected		Nicotine Cessation
			\$50
			\$50
			\$50
			\$50
			\$50

The Clinic does not provide the City with an employees' personal identifiable health information, only who qualifies for which incentive.

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Table 2: Wellness Incentive Activities offered by the City (10/1/23 - 9/30/24)

Activity	Target	Incentive	Total
Living Well in PSL Programs	Complete Up to 3 Programs	\$25 Each (Up to \$75 Maximum)	Total Maximum Equals Up to \$175
Exercise Participation	12 Days Per Month	\$25 Per Quarter (Up to \$100 Maximum)	
"Did You Know?" Seminars & Preventive Screenings	Complete Up to 4	\$25 Each (Up to \$100 Maximum)	

You may earn a total up to \$175 maximum from Table 2.

Employees may achieve any or all targets. The total incentive amount earned may be used through a pre-tax Health Reimbursement Arrangement (HRA) account, as a taxable reduction in your medical payroll deductions for fiscal year 2024-2025, or as a taxable one-time lump sum received in October 2024. Payout method must be provided to Human Resources by 9/30/24.

The City of Port St. Lucie is committed to helping you achieve your best health. If you are unable to meet a standard to qualify for a reward of the wellness program because it is unreasonably difficult due to a medical condition, or it is medically inadvisable for you to attempt, please contact Claudia McCaskill in Human Resources at CMcCaskill@cityofpsl.com or (772) 344-4081 and we will work with you (and your physician, if necessary) to develop a wellness program specific to your needs that will qualify for the reward. Please be advised that you should contact Human Resources *prior* to any ending periods or deadlines listed in order to be considered for an accommodation.

HOW IT WORKS:

To participate in Wellness Initiatives (refer to Table 1), schedule a *Living Well in PSL* wellness program appointment* with the Employee Family Health Center at (772) 807-4430 and complete a Health Risk Assessment (HRA) at <https://tcma.hra.net/>. You will automatically receive an incentive for completing the HRA and biometrics screening between October 1, 2023 and September 30, 2024. You can earn additional incentives by meeting target numbers or by participating in the corresponding wellness Management Program described below:

Weight Management Program: This program is coordinated through the Employee Family Health Center and will help you start implementing behaviors to lose weight and keep it off! The program incorporates diet, exercise and, for some participants, weight loss medication to reach weight loss goals that are tailored for each individual. Length of program: approximately 6 months.

Diabetes Management Program: Uncontrolled diabetes increases the risk of a number of complications that can affect nearly every organ inside the body, including the heart and blood vessels, eyes, kidneys, and nerves. This program is coordinated through the Employee Family Health Center and will review the importance of understanding your blood sugar numbers as well as diet and exercise strategies to control blood sugar. Length of program: approximately 6 months.

Cholesterol Management Program: Elevated cholesterol contributes to the risk of heart disease and stroke. This program is coordinated through the Employee Family Health Center and will provide nutrition and exercise strategies to lower and control cholesterol levels. Length of program: approximately 6 months.

Hypertension Management Program: Geared for those individuals with high blood pressure or elevated blood pressure. This program is coordinated through the Employee Family Health Center and will incorporate diet and exercise to help lower blood pressure. Medication will be utilized when necessary. Length of program: approximately 6 months.

Nicotine Cessation Program: This program is a varied program designed to find the best way to help you kick the habit and is coordinated through the Employee Family Health Center. Since tobacco and nicotine use is a risk factor for many cancers, heart disease, stroke, and other chronic illnesses, cessation is necessary to have a healthy lifestyle. Length of program: approximately 6 months.

**Living Well in PSL wellness program appointments are specifically wellness appointments only, and are not to be used for other medical issues such as prescription refills or illnesses.*

Living Well in PSL Wellness Hub is here! Review status and submit proof of participation for all wellness incentive activities earned from table 2 through the Bentek Wellness Hub, www.mybentek.com/cityofpsl.

To participate in Wellness Incentive Activities (refer to Table 2), you will decide which Wellness Incentives to engage in this year. You may earn a total up to \$175 maximum from Table 2. This year's Wellness Incentive Activities and completion criteria are described below:

Living Well in PSL Programs: These programs include outside organized fitness/wellness events, healthy eating, weight loss programs and Keep PSL Beautiful programs. Each activity you complete may earn \$25. You may complete a total of 3 between the options for a total up to \$75. Living Well in PSL Programs are not limited to, but could include activities such as:

- ✓ Training for and completing a 5k run/walk, triathlon, marathon, bicycle race, strength competition, etc. Proof of completion required.
- ✓ Participating in Weight Watchers (or equivalent) or nutrition counseling one time per month for at least 6 months. Proof of participation required.
- ✓ Donating Blood and/or Plasma. Proof of completion required.
- ✓ Participate in Keep PSL Beautiful Adopt-A-Street Program and/or Community Clean Up Day
- ✓ Attend Health/Benefits Fair (and sign-in)



Exercise Participation: To qualify for this incentive you must exercise 12 days per month for each quarter you wish to qualify. *You can only qualify by providing the following proof of participation documentation:*

For a paid exercise program membership, proof of participation in a written confirmation from the program instructor is required. The following local gyms (not all inclusive) have also agreed to provide reports to confirm your monthly workouts:

- ✓ Community Center & Humana Fitness & Wellness Center at the MIDLORIDA Event Center
- ✓ LA Fitness
- ✓ Anytime Fitness
- ✓ YMCA Treasure Coast



For personal exercise methods, proof of participation via tracking your daily exercise by completing a monthly workout log or using an App via smartphone/tablet. You may use the App of your choice and some examples are FitBit, MapMyRun, Endomondo, FitStar, Lose It!, etc.

'Did You Know?' Seminars & Preventive Screenings: The City will be providing educational seminars on a variety of Health, Fitness and EAP Topics. Levels will range from beginners level to advanced level. You may be asked to sign in for each seminar in order to receive credit for attendance. Each seminar and/or preventive screening you complete will earn \$25. You may complete a total of 4 between the options for a total up to \$100.

Employees may earn credit for completing Preventive Screening(s). The preventive screening form is available from Human Resources to be brought with you to your appointment and have the provider sign off for confirmation with only proof of visit, not detailing any results. Preventive Screenings that are eligible:

- ✓ Dental Visit
- ✓ Vision Exam
- ✓ Hearing Screening
- ✓ Skin Cancer Screening
- ✓ Bone Density Screening
- ✓ Colonoscopy
- ✓ Mammogram
- ✓ Pap Test/Pelvic Exam
- ✓ PSA Exam
- ✓ Lung Cancer Screening
- ✓ Flu Shot with Employee Health Center
(Please Note: Report will come from Clinic directly and no form will be needed)

Employees who are participating in the wellness program can log onto Bentek, www.mybentek.com/cityofpsl, click 'Wellness Hub' and click 'Wellness Programs' to view what incentives have been earned (*please note that the Clinic does not provide HR with information regarding Table 1 until after the wellness period has ended, so this section will not reflect current data until that time*) and what payout method you would like to choose.

All Living Well in PSL measurements, activities and targets must be completed between October 1, 2023 and September 30, 2024 to qualify for the incentive payment. You must be an active employee and on the City's medical plan at the time of payout.

Disclaimer: Please know that the City reserves the right to change this document as it feels necessary at anytime.