



Free Biometric Screening Events for <u>ALL</u> City of Hamilton Employees and Spouses

January 1, 2021

Dear City of Hamilton employee and spouse,

The City of Hamilton has teamed up with Kettering Health Network to provide biometric screening events for ALL City of Hamilton employees and spouses. These screenings are offered to you at no charge!

As a reminder, 2021 HSA/HRA contributions are tied entirely to the Living Well Program. For employees enrolled in the City's 2021 health benefits plan, both the employee and the employee's spouse, if also covered by the City's 2021 health benefits plan, must complete the Living Well Program steps outlined on the attached documents and submit the appropriate forms to Kettering Health Network by June 30, 2021, in order to receive HSA or HRA funding.

Participation in a biometric screening event offered by Kettering Health Network can be used to fulfill part of the requirements of the Living Well Program.

Contributions will be distributed to qualifying employees in a single payment. Employees will receive their HSA/HRA contribution when all program requirements have been completed according to the schedule below.

For those City of Hamilton employees and spouses not covered by the City's 2021 health benefits plan, we hope you will still take advantage of this great opportunity for a free biometric screening.

Please see specific dates, times, and locations of the remaining biometric screening events included in this packet, and schedule your appointment today!

To a healthy 2021,

City of Hamilton Wellness Committee



All Requirements Completed By	HSA/HRA Funds Distributed
January 31	February
March 31	April
May 31	June
June 30	July



2021 Living Well Program Overview and Incentives



The City of Hamilton continues to partner with Kettering Health Network to promote the health and wellness of employees and their families. Employees enrolled in the City of Hamilton's health benefit plan are eligible to receive a contribution to their HSA (or HRA, when applicable) account by participating in the Living Well Program!

Health Plan Coverage	Employee Only	Employee + One	Family
Potential Account Funding Available	\$800	\$1,525	\$1,525

Living Well Program Requirements for EMPLOYEE & COVERED SPOUSE:

- Complete a Tobacco/Nicotine Affidavit. See page 2 for additional details.
 40% (\$320 Employee Only / \$610 Employee + One / \$610 Family) of the HSA/HRA contribution is contingent on being tobacco/nicotine-free. If you or your spouse are not tobacco/nicotine-free, you have the option of completing a Reasonable Alternative to receive this portion of the funding. Living Well Program participants who are not tobacco/nicotine-free and have not completed the Reasonable Alternative will forfeit 40% of the account funding.
- Complete an Annual Preventive Physical with a Primary Care Physician between July 1, 2020, and June 30, 2021, and ask your provider to complete their portion of the Exam Reporting Form. See page 3 for additional details.
- 3. Complete a Biometric Screening or Lab Test Blood Draw between July 1, 2020, and June 30, 2021, and ask your provider to complete their portion of the Exam Reporting Form. Based on the results of your Biometric Screening or Lab Test Blood Draw, completion of a Reasonable Alternative is required if you are found to have Metabolic Syndrome (MetS). See pages 3 and 4 for additional details.
- 4. Complete the Living Well 2021 **Registration Form**.
- 5. Complete the **Health Risk Assessment** online through Kettering Health Network. See page 6 for additional details.
 - ** This requirement is only applicable for the Employee and NOT the covered spouse.
- 6. Return all completed forms to Kettering Health Network by June 30, 2021. This includes the **Tobacco/Nicotine**Affidavit, the **Registration Form**, the **Exam Reporting Form**, proof of completion of the **MetS Reasonable**Alternative (when applicable) and proof of completion of the **Tobacco Reasonable Alternative** (if desired).

2021 Account Funding:

The City will provide employees who **COMPLETE** the Living Well Program requirements with the HSA/HRA funding according to the schedule outlined in the table to the right. Completion includes all requirements being completed by the covered employee and the employee's spouse (if applicable).

*** Contributions will be distributed to qualifying employees in a single payment. Employees will receive their HSA/HRA contribution when **ALL** program requirements have been completed according to the schedule at the right. You will NOT be eligible for any contribution if **ALL** program requirements are not met. ***

HSA/HRA Funds Distributed
February
April
June
July

2021 Living Well Program Tobacco/Nicotine Definition

1. Complete a Tobacco/Nicotine Affidavit.

40% (\$320 Employee Only / \$610 Employee + One / \$610 Family) of the HSA/HRA contribution is contingent on being tobacco/nicotine-free. If you or your spouse are not tobacco/nicotine-free, you have the option of completing a **Reasonable Alternative** to receive this portion of the funding.

<u>Living Well Program participants who are not tobacco/nicotine-free and have not completed the Reasonable Alternative will forfeit 40% of the account funding.</u>

"Tobacco/nicotine use" means all uses of tobacco/nicotine, including: inhaling, exhaling, burning, or vaping; carrying any lighted cigar, cigarette, pipe, alternative nicotine product, other lighted smoking device, or papers for burning tobacco or any other plant; or carrying chewing tobacco, snuff, or any other substance that contains tobacco/nicotine within the last twelve (12) months.

"Alternative nicotine product" means an electronic cigarette or any other product or device that consists of or contains nicotine that can be ingested into the body by any other means, including, but not limited to, chewing, smoking, absorbing, dissolving, or inhaling. Nicotine gum, nicotine patches, or any other nicotine replacement therapy aids are excluded.

To be considered a non-tobacco/nicotine user and be eligible for 40% of the 2021 Living Well Program contribution:

 Covered employees (and eligible spouses) have not used any tobacco/nicotine product for the last twelve (12) months and are considered tobacco/nicotine-free.

<u>OR</u>

Covered employees (and/or eligible spouses) have used tobacco/nicotine in the last twelve (12) months, but have provided proof of completion of the Reasonable Alternative.

City of Hamilton employees and spouses covered by the City's 2021 health benefit plan who are not tobacco/nicotine-free are required to complete the following Reasonable Alternative in order to qualify for the HSA/HRA funds contingent on this factor.

QUIT FOR LIFE

Tobacco/Nicotine Cessation Program

(available through UnitedHealthcare)

- Call (866) QUIT-4-LIFE or visit www.quitnow.net to enroll in the program.
- At least five (5) telephone sessions with a Quit Coach must be completed.
- Participants should request a certificate of completion from their Quit Coach upon completing five (5) coaching sessions.
- To complete the Reasonable Alternative by the deadline, we recommend starting no later than April 1, 2021.
- Completion certificates should be returned to Kettering Health Network with the rest of the 2021 Living Well Program materials.
- Call Kettering Health Network with questions: (800) 888-8362.



2021 Living Well Program Annual Preventive Physical and Biometric Screening

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2. Complete an **Annual Preventive Physical** with a Primary Care Physician between July 1, 2020, and June 30, 2021, and ask your provider to complete their portion of the **Exam Reporting Form**. See page 4 for additional details.

AND

3. Complete a **Biometric Screening or Lab Test Blood Draw** between July 1, 2020, and June 30, 2021, and ask your provider to complete their portion of the **Exam Reporting Form**. Based on the results of your Biometric Screening or Lab Test Blood Draw, completion of a **Reasonable Alternative** is required if you are found to have Metabolic Syndrome (MetS).

About your Annual Preventive Physical:

- This should NOT be completed at a clinic (such as The Little Clinic), but at a Primary Care Physician.
- If you do not have a primary healthcare provider, you can find a healthcare provider in the UnitedHealthcare network by visiting **www.uhc.com** or by calling (844) 254-6742.
- If you already had a physical after July 1, 2020, you do not need to schedule another visit. Request that your healthcare provider complete the Exam Reporting Form for submission.
- When scheduling your physical, you may want to check if you can complete your biometric screening or lab
 work prior to your physical. Your healthcare provider can then address your results at your appointment, and
 this could save you from needing to return to your healthcare provider's office a second time.

Biometrics on the Exam Reporting Form may be completed by:

- Attending an onsite biometric screening event offered by Kettering Health Network. See the full schedule of onsite biometric screenings on page 4.
- Completing a lab test blood draw with an order from your healthcare provider.

Helpful Program Information:

- Under the City of Hamilton's UnitedHealthcare health benefit plan, if coded as preventive, an annual physical
 and biometric screening/lab work can be obtained at zero cost to plan members. To be billed as preventive,
 the correct billing code needs to be used by the healthcare provider's office. Employees and covered
 spouses may be charged if they already have a diagnosis.
- To ensure a claim is filed as preventive and thus covered at no cost, it MUST meet the standards set by UnitedHealthcare. Review qualifying preventive services by visiting www.uhcpreventivecare.com.
- In order to receive UnitedHealthcare coverage, preventive physicals and lab work must be completed by a
 healthcare provider and laboratory that are part of the UnitedHealthcare health benefit plan network. To find
 healthcare providers and/or labs that are in network, visit www.mvuhc.com.

UnitedHealthcare Network Lab Facilities:

For the most up-to-date listing of in-network lab locations, visit www.mvuhc.com.

To complete the Exam Reporting Form, you may complete a lab test blood draw with an order from your healthcare provider at an in-network lab, or you may attend an onsite biometric screening event offered by Kettering Health Network. See the full schedule of onsite biometric screenings on page 4.



2021 Living Well Program Biometric Screening Schedule

2020-2021 City of Hamilton Onsite Biometric Screening Dates

To schedule an appointment, go online and enter the following URL. (If this is an email, just click the URL below.)

http://bit.ly/HAM2021

Questions? Contact KHN Community Outreach at **(800) 888-8362** or via email at **healthyhamilton@ketteringhealth.org**

Location	Day	Date	Screening Time
	2021		
Hamilton Health Center	Saturday	1/16/2021	8:30-11:30 am
Police	Tuesday	1/12/2021	6:30-9:30 am
Police	Wednesday	1/20/2021	6:30-9:30 am
Police	Thursday	1/28/2021	6:30-9:30 am
Fire	Tuesday	2/2/2021	8-11 am
Fire	Wednesday	2/3/2021	8-11 am
Fire	Thursday	2/4/2021	8-11 am
Garage	Tuesday	1/19/2021	7-10am
Garage	Tuesday	2/16/2021	7-10 am
Water	Wednesday	2/17/2021	7-9:30 am
City Building	Tuesday	1/26/2021	8-11 am
City Building	Wednesday	2/24/2121	8-11 am
Hamilton Health Center	Saturday	5/1/2021	8:30-11:30 am

2021 Living Well Program Metabolic Syndrome

Metabolic Syndrome (MetS)

Metabolic Syndrome is a group of metabolic risk factors that exist in one person. Some underlying causes of this syndrome that give rise to the metabolic risk factors include being overweight or obese, having insulin resistance, being physically inactive, and/or genetic factors. Individuals with Metabolic Syndrome have a higher risk of diseases related to fatty buildups in artery walls, such as coronary heart disease, and are more likely to develop type 2 diabetes.

The presence of three (3) or more of the following risk factors is used as criteria to identify the presence of Metabolic Syndrome in individuals:

- Central obesity, measured by waist circumference > 40 inches for men, > 35 inches for women
- Fasting blood triglycerides ≥ 150 mg/dL
- HDL cholesterol levels < 40 mg/dL for men, < 50 mg/dL for women
- Blood pressure ≥ 130/85 mm Hg
- Fasting glucose ≥ 100 mg/dL

City of Hamilton employees and spouses covered by the City's 2021 health benefit plan who have three (3) or more Metabolic Syndrome risk factors are considered MetS. These participants are required to complete one (1) of the following alternatives in order to receive the portion of the HSA/HRA funds contingent on this factor.

- ► Engage with your primary care physician on a personal health plan.
 - Individuals who choose this option must submit the **Physician Release Form** to Kettering Health Network with a signature from their primary care physician no later than June 30, 2021.

<u>OR</u>

- ► Complete Naturally Slim, a 10-week online weight loss program.
 - This program involves one (1) online session per week for ten (10) weeks and is a clinically proven solution to help individuals reduce Metabolic Syndrome risk through weight loss. Individuals who choose this option must contact Kettering Health Network to receive program enrollment information. Kettering Health Network can be contacted by calling Jennifer Aufderheide at 1-800-888-8362 or by emailing jennifer.aufderheide@ketteringhealth.org.
 - Individuals must also submit a **certificate of completion** (provided at the end of the 10th session) to Kettering Health Network no later than June 30, 2021.
 - To complete the Reasonable Alternative by the deadline, we recommend starting no later than April 1, 2021.



2021 Living Well Program Health Risk Assessment

- 5. Complete the Health Risk Assessment online through Kettering Health Network. Below are instructions and the link to the assessment.
 - ▶ Go online and enter the following URL. (If this is an email, just click the URL below.)

http://bit.ly/HRA2021

- ▶ If you are new to the Living Well Program and/or did not take the HRA in 2020, please click on "I want to register". You will then type in your email and create a password and click "Register". Write down your password information for future usage.
- ► For returning users, please click on "I have an account" and log in.
- ▶ After registering or logging in, please go through each page of questions and click "Next" at the bottom of each page.
- ► After completing all questions, please click "Finish Registration". A note saying you have completed will appear.

2021 Online Health Risk Assessment Instructions

One requirement of your 2021 Living Well Program is to complete an online Health Risk Assessment. **This is** the only requirement that applies only to the employee and not the covered spouse.

As a reminder, all Living Well Program requirements must be completed to earn your 2021 HSA/HRA contribution. Please reference the 2021 Living Well Program packet to review complete guidelines for the program. This packet can be found on the City's website (**hamilton-city.org**) by navigating to Government > Employee Portal > Benefits > Health Benefits, and then scrolling down to the Living Well section.

The online assessment consists of approximately 60 questions regarding health and wellness habits. This survey will provide a more comprehensive wellness picture by combining both biometric information and health habits. Kettering Health Network will use this information to better shape future wellness initiatives for City employees.

As with all components of your wellness program, the individual data collected by Kettering Health Network is confidential.

Questions?

Contact KHN Community Outreach at (800) 888-8362 or via email at healthynamilton@ketteringhealth.org.





2021 Living Well Program Tobacco/Nicotine Affidavit



Employer: City of Hamilton Select one: [☐ Male Female	PLEASE PRINT CLEARLY
First Name:	Last Name:	
Are you: ☐ City Employee ☐ Covered Spous	se City Work Location (or Departr	ment):
Plan Coverage: Single Employee + O	ne Family Social Securit	ty Number (last 4):
If Employee + One or Family Plan, list your spo	ouse's first and last name:	
Date of Birth: / /	Member Number (from Insurance C	Card):
Home Address:	City:	State:ZIP:
Daytime Phone:	Email:	
Preferred Means of Contact: Phone	Email	
	ing device, or papers for burning tobacco	rning, or vaping; carrying any lighted cigar, cigarette, or any other plant; or carrying chewing tobacco, snuff,
"Alternative nicotine product" means an electronic ingested into the body by any other means, including patches, or any other nicotine replacement therapy a	g, but not limited to, chewing, smoking, ab	that consists of or contains nicotine that can be sorbing, dissolving, or inhaling. Nicotine gum, nicotine
To be considered a non-tobacco/nicotine user and e	ligible for 40% of the 2021 Living Well Pro	ogram contribution:
Covered employees (and eligible spouses) h	nave not used any tobacco/nicotine produ	ct for the last twelve (12) months.
 Covered employees (and eligible spouses) v of the Reasonable Alternative. 	who have used tobacco/nicotine in the last	t twelve (12) months have provided proof of completion
Please mark your designation below: I have read and understand what constitutes tobacco	o/nicotine use. I hereby confirm:	
YES - I am tobacco/nicotine-free. If applicable, m		e-free.
☐ YES - I am not tobacco/nicotine-free, but will come certificate to Kettering Health Network by the pro	•	
☐ YES - I am tobacco/nicotine-free. My covered speny responsibility to return a completion certificate.		complete the Reasonable Alternative. I understand it is ram deadline.
☐ YES - I and my covered spouse are not tobacco/ return a completion certificate to Kettering Health	·	onable Alternative. I understand it is my responsibility to
		ete the Reasonable Alternative. I understand that 40% n I do not qualify for 40% of the HSA/HRA contribution.
I certify that this information is true and correct. I und my employer's standards of conduct as falsification of employment as determined by The City of Hamilton.		
Signature of Participant:		Date:

Submit completed form:

Scan and email to healthyhamilton@ketteringhealth.org
OR send via secure fax: (513) 867-6900





2021 Living Well Program Registration Form

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Employer: City of Hamilton Select one:	:	PLEAS	SE PRINT CLEARLY
First Name:	Last Name:		
Are you: ☐ City Employee ☐ Covered S	pouse City Work Location (or Depa	rtment):	
Plan Coverage: Single Employee	+ One Family Social Secu	ırity Number (last 4):	
If Employee + One or Family Plan, list your	r spouse's first and last name:		
Date of Birth: / /	Member Number (from Insurance	e Card):	
Home Address:	City:	_State:	ZIP:
Daytime Phone:	Email:		
Preferred Means of Contact: Phone	☐ Email		
My participation in Kettering Health Network's (KHN) confirm results of any physical screening and obtaining			
My employer and/or health plan will have access to an participants in the Program that does not personally it described in the prior sentence. I further consent to re receive nor have access to my individually identifiable biometric data/report by Kettering Health Network to timy eligibility for medical insurance premium discounts. I understand that should I participate in the biometric I understand that the information derived from this scr program, it is important that I follow up with my physic that no abnormalities are present. I understand that mat the KHN screening lies with me as the responsible contractors, and volunteers from all claims, liabilities, screening results or recommendations. I understand the should the health-screening test(s) or service(s) show with KHN departments responsible for tracking programs, seminars, and/or screenings. Additional incentives may be available for employees	dentify me) to assess population trends. I conserve cept of such aggregate data by my health plan/e medical information as part of the Program. I further third party data analytic vendor specified by residual analytic analytic vendor specified by resening, it is not a substitute for a thorough clip reening is meant to provide preliminary informatic and or other healthcare practitioner. I understand health is my responsibility. The responsibility of person, not with the participating organization. I damages, costs, and expenses related to the soft that my personal results will also be shared with a that any high-risk abnormalities are present. I dam outcomes. I give permission for KHN employed.	nt to my health plan/employer's recomployer/wellness advisor. My health plan/employer in order for my health plan/employer in order for in this form. nical examination and/or consultation only and that in order to obtain did that a screening that is read as not initiating any follow-up examination thereby release KHN, its employees recening process and from any inact my primary care physician for confoling give my permission for my screet ees to use my contact information	ceipt of aggregate data as alth plan/employer will not my personally identifiable or such vendor to determine ion with my physician. the full benefit from the ormal is still not a guarantee ion for abnormalities identified as, officers, directors, agents, couracies or errors in the tinuum of care purposes, ening results to be shared to promote future educational
to participate in any of the health-related activities or a accommodation or an alternative standard. I may requaren.gersbach@hamilton-oh.gov or 513-785-7278.	achieve any of the health outcomes required to e	earn an incentive, I may be entitled	l to a reasonable
I may not be discriminated against in employment becaubjected to retaliation if I choose not to participate.	cause of the medical information I provide as par	rt of participating in the wellness pr	rogram, nor may I be
I affirm that I have read, understand, and agree to the	e terms set forth above, and I wish to participate	in the Living Well Program on the t	terms specified.
Signature of Participant:		Date:	
Kettering Health Network Release of Med As a participant of the Kettering Health Network Living	dical Information g Well Program, I,	VOLID ELLI I NAME	hereby consent to the
disclosure of my biometric screening results by my pri	mary healthcare provider,		

Questions? Contact KHN Community Outreach at (800) 888-8362 or via email at health.org.

Scan and email to healthyhamilton@ketteringhealth.org
OR send via secure fax: (513) 867-6900



2021 Living Well Program Exam Reporting Form

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	viale Female	PLEASE PRINT CLEARLY
First Name:	Last Name:	
Are you: ☐ City Employee ☐ Covered Spouse	City Work Location (or Depar	tment):
Plan Coverage: Single Employee + One	Family Social Secur	rity Number (last 4):
If Employee + One or Family Plan, list your spouse	e's first and last name:	
Date of Birth: / / M	ember Number (from Insurance	Card):
Home Address:	City:	State:ZIP:
Daytime Phone:	Email:	
Preferred Means of Contact: Phone E	Email	
BIOMETRIC MEASURES	VALUE	TEST DATE (Month/Day/Year)
Waist Circumference (inches)		
HDL Cholesterol		
LDL Cholesterol		
Triglyceride Level		
Total Cholesterol		
Glucose – Fasting		
Hemoglobin A1C (if physician recommended)		
Type of Service Provided: COMPLETE ANNU	JAL PHYSICAL Date of Servi	ce://
BIOMETRIC MEASURES	VALUE	TEST DATE (Month/Day/Year)
Height (feet, inches)		
Weight (pounds)		
Systolic Blood Pressure		
Diastolic Blood Pressure		
On blood pressure medicine?	NO	
Healthcare Provider (print name & location):		
Signature of Healthcare Provider:		Date:

Submit the Registration Form and this Exam Reporting Form together:

Scan and email to healthyhamilton@ketteringhealth.org
OR send via secure fax: (513) 867-6900





2021 Living Well Program Physician Release Form

Employer: City of H	Hamilton Select one:	Male Fer	male	PLEAS	E PRINT CLEARLY
First Name:		Last	Name:		
Are vou: ☐ City E	mployee	City Work Lo	ocation (or Depa	rtment):	
Plan Coverage:		☐ Family		,	
riali Coverage.	Siligle Employee + One	i aiiiiiy	Social Secu	rity Number (last 4):	
If Employee + One	or Family Plan, list your spous	e's first and las	t name:		
Date of Birth:	/	lember Number	r (from Insurance	e Card):	
Home Address:			City:	State:	ZIP:
Daytime Phone:			Email:		
Preferred Means of	f Contact: Phone I	Email			
Metabolic Syr					
Individuals with Meta and are more likely t	factors include being overweight abolic Syndrome have a higher rise to develop type 2 diabetes. ee (3) or more of the following risk	sk of diseases re	elated to fatty build	dups in artery walls, such as co	ronary heart disease,
	WAIST CIRCUMFERENCE	Ξ	> 40 inches	for men, > 35 inches for w	omen
	FASTING BLOOD TRIGLY	CERIDES	≥ 150 mg/dl	_	
	HDL CHOLESTEROL		< 40 mg/dL	for men, < 50 mg/dL for wo	omen
	BLOOD PRESSURE		≥ 130/85 mi	m Hg	
	FASTING GLUCOSE		≥ 100 mg/dl	_	
(3) or more Metareceive the 202	n employees and spouses abolic Syndrome risk fact 1 HSA/HRA disbursement epted as a reasonable alto	tors are requ t. Engaging v	ired to compl	ete a reasonable alterna	tive in order to
Instructions fo	r Primary Care Physiciar	า			
By signing below, I,_	PRINT NAME OF PRIMA	ADVIOLED DOUBLE	, (confirm that based on the biome	etrics included aspart
of the City of Hamilto defined above. I am	on's Living Well Program Exam R working with my patient on a plar ent will suffice as a reasonable alto	Reporting Form, r	my patient has thr ir out-of-range risk	ee (3) or more Metabolic Syndrates factors and thus improve their	ome risk factors, as
Signature of Healtho	are Provider:			Date:	

Submit this form and this Exam Reporting Form together:

Scan and email to healthyhamilton@ketteringhealth.org
OR send via secure fax: (513) 867-6900





2021 Living Well Program Your Personal Checklist

Submit Your Forms:

All program components must be completed and submitted to Kettering Health Network by June 30, 2021.

It is preferred that you send the entire completed packet at one time. By providing your email address on the forms, we can confirm receipt of your packet.

Please keep a copy of all forms for your files.

Submit all completed paperwork together to Kettering Health Network via one of these methods:

Via email: healthyhamilton@ketteringhealth.org

Via secure fax: (513) 867-6900

Via mail: KHN Community Outreach

Attn: Jennifer Aufderheide 2145-A N. Fairfield Rd. Beavercreek, OH 45431

Questions about the Living Well Program?

Please contact Jennifer Aufderheide at 1-800-888-8362.

1.	Tobacco/Nicotine Affidavit and proof of Reasonable Alternative completion (if desired)
2.	Annual Preventive Physical
3.	Biometric Screening or Lab Test Blood Draw and proof of Reasonable Alternative completion (if applicable)
4.	Program Registration Form and Exam Reporting Form*
5.	Health Risk Assessment (online after Jan. 1, 2021)

If you receive your physical separately from your biometrics, then two Exam Reporting Forms will need to be submitted (one for the Annual Preventive Physical and one for the biometrics).



^{*}If your physician completed your biometric measures in addition to the annual physical, these two forms may be on one combined form.