Wellness Incentive Program

Frequently Asked Questions (FAQs)

Who can participate in the Wellness Incentive Program?

All DU employees who are benefitted and eligible for a DU sponsored health plan and any covered spouse/partner can participate. To earn the incentive you will need to achieve Gold level (5,000 points). First you will need to achieve Bronze (1,000 points) by completing two components: the WellBeing Assessment and the Health Provider Screening Form. If your spouse/partner is covered with your plan, you MUST BOTH complete the assessment and form to receive the incentive.

What if I completed a physical or screenings and am up to date?

If your doctor has determined you are up to date with all of your age and gender biometric screenings, you do not need to have any tests performed. You will need your doctor to sign the Health Care Provider Form (located on the portal in the Recommended Preventative Care Exam tile). Once they have completed the form, you will submit the form to Aduro and receive 500 points.

Is the Wellness Incentive Program required of all employees?

No. Participation in the Wellness Incentive Program is strictly voluntary. Financial incentives are available for participants who complete all program components by May 15, 2017.

Why should I participate in the Wellness Incentive Program?

The University of Denver and Kaiser Permanente want you to thrive and live your healthiest life. The program is designed to help you know your health risk and numbers—preventing and detecting disease helps save lives. Improved health starts with every person taking an active role in his or her own health. The University of Denver supports you in taking initiative to improve your health by providing a significant insurance premium incentive for completing the program.

What is the incentive for completing the Wellness Incentive Program?

If you (and any covered spouse/partner) both achieve Gold status (5,000 points) by May 15, 2017, you will receive a premium credit (depending on your coverage) for the plan year beginning July 1, 2017. The dollar amount of the premium credit will be established by March. The incentive will be divided among your pay checks from July
1, 2017 through June 30, 2018. Please share the Wellness Incentive Program information with your spouse/partner covered on your insurance, as they must also complete the WellBeing Assessment and the Health Care Provider Form to earn your insurance premium incentive.

**How do I participate in the Wellness Incentive Program?**

To earn the incentive you (and your spouse/partner if covered under your plan) will need to log on to the wellmetrics portal and achieve Gold status (5,000 points). To get started you will complete two components:

**COMPONENT 1: HEALTH CARE PROVIDER FORM**

Submit the Health Care Provider Form to your doctor to fill out. You will need to be up to date on the following

- Blood pressure
- Total Cholesterol
- Blood sugar (glucose)
- Body Mass Index

The easiest method for completing your form is to email your Primary Care Physician, who can either sign off on your Health Care Provider Form, or can put in a lab order for your blood draw. Let your physician know that you are participating in a wellness program with your employer (DU) and are required to have an up to date lipid profile, fasting blood sugar, blood pressure and BMI. Let your physician know that you will need his or her signature on a confirmation form stating that your screenings are complete, and ask as to the best method for getting that form to your physician (by fax, mail or in person at an appointment) for his or her signature.

Your 500 points will be awarded within 72 hours of Aduro’s receipt of your form.

**COMPONENT 2: WELL BEING ASSESSMENT**

Sign-in to the wellmetrics portal. Go to the Home screen and select the Wellbeing Assessment tile. The assessment will take approximately 20 minutes

Your results will be confidential. Your 500 points will automatically total on the portal.

**COMPONENT 3: ACCRUE GOLD STATUS (5,000 POINTS)**
Once you have completed or while you are working on components 1 & 2 you will accrue points by participating in activities and challenges on the portal. All activities and challenges are worth points. You must achieve Gold status (5,000 points) by May 15, 2017 to receive the premium discount.

What if I recently completed the WELL BEING ASSESSMENT?

Your portal points reset to zero on August 2, 2016. Complete the assessment after this date to ensure you receive the 500 points you need towards your 5000 point goal of premium discount.

¿Puedo tomar la evaluación completa de salud en español?

Para una versión impresa de la evaluación en español, por favor comuníquese con Julie Casper por teléfono a 303-871-4932 o por correo electrónico a Julie.casper@du.edu.

How will I know I have received points for the assessment, form and other challenges?

The portal will update as you complete each metric. You will see your points and status level on the top right hand corner of your home screen.

What tests do I need to be up to date on?

- **Blood pressure**: Blood pressure is the force of blood against your artery walls as it circulates through your body. Blood pressure normally rises and falls throughout the day, but it can cause health problems if it stays high for a long time. Having high blood pressure raises your risk for heart disease and stroke. Measuring your blood pressure is quick and painless. The nurse will wrap an inflatable cuff with a pressure gauge around your arm to squeeze the blood vessels. Then he or she will listen to your pulse with a stethoscope while releasing air from the cuff and watching the gauge.

- **Cholesterol**: High Density Lipoprotein (HDL), i.e. "good cholesterol," Low Density Lipoprotein (LDL), i.e. "bad cholesterol," total cholesterol, and triglycerides: Cholesterol is a waxy, fat-like substance that your body needs; however, when you have too much in your blood, it can build up on the walls of your arteries. This can lead to heart disease and stroke. Cholesterol levels will be checked by gathering a small blood sample through a finger prick.

- **Blood Glucose**: Blood glucose is a type of sugar in your blood. Normally, your blood glucose levels increase slightly after you eat. This increase causes your pancreas to release insulin so that your blood glucose levels do not get too high. Blood glucose levels that remain high over time can damage your eyes, kidneys, nerves, and blood
vessels. Blood glucose tests are done to check for diabetes, monitor treatment of diabetes, and determine if an abnormally low blood sugar level (hypoglycemia) is present. Glucose levels are checked by gathering a small blood sample through a finger prick.

- **Body Mass Index:** Body Mass Index (BMI) is a number calculated from your height and weight. BMI provides a reliable indicator of body fatness for most people and is used to screen for weight categories that may lead to health problems.

**What if I am up to date on all of my screenings?**

That’s great! Simply have your KP doctor sign off on your Health Care Provider Form found in the Recommended Preventative Care Exam tile in the wellmetrics portal and submit to Aduro.

**Will my employer know the results of my screenings or assessment?**

No. DU will not know the specific results of your (or your covered spouse/partner’s) screenings. Aduro will only release your name and level status to DU in order to provide you with your premium incentive.

**Will my insurance rates increase if I receive abnormal screening results?**

No. Your specific screening results are confidential. No screening results are shared with the insurance underwriters who create the rates.

**What do I do if my doctor wants to do more tests beyond the screenings in this program?**

Your doctor may request that you complete additional screenings. Any discussion regarding additional screenings is a personal conversation between you and your doctor.

**My doctor does not recommend that I receive the screenings listed because of my current health condition. Can I still participate? Will I still be eligible for the incentive?**

Yes. If a current health condition prevents you from receiving all screenings, please have your doctor provide a signed note stating that he or she does not recommend these screenings. You will still be eligible for the incentive if you complete the steps that your doctor agrees to. Contact Julie.casper@du.edu for an exemption form.
What if I am not currently enrolled in the DU health insurance plan but intend to sign-up for a plan during open enrollment (May 1-15, 2017)?

If you (or a spouse/partner) are not currently covered through DU, but you will be electing coverage during open enrollment, you will may qualify to receive the discount for the 2017-2018 plan year. Please contact Julie at well@du.edu.

Can I complete the assessment and enter portal points during work time?

Please check with your supervisor and department. However, you should be able to log these activities during your regularly scheduled work time.

Employees who wish to complete screenings at a KP clinic during their normal work hours will need to utilize sick time as they would for any such appointments.

Who can I contact with questions or concerns about the Wellness Incentive Program?

Please contact Julie Casper at 303-871-4932 or email Julie.casper@du.edu.