

**To: All District Employees & Retirees participating in  
WEA Health Insurance Plan**

**From: Shawn Yde, Director of Business  
Cindi Maier, Human Resources Manager**

**Re: WEA Population Health Program/Wellness**

**Date: December 12, 2014**

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The Whitefish Bay School District



An Exceptional Place To Learn

The School District understands the value of healthy employees. We believe that our employees are our most valuable asset. Literature suggests that there is a relationship between healthy, happy employees and the associated effect on productivity, absenteeism, turnover and health care costs. We believe that investing in the health of our employees is a win-win opportunity and it is the right thing to do for the health of our employees and the health of the organization. Initially we believed that we would not be able to participate for a third year in the WEA Population Health Program, but recently learned that we are able to participate again this year.

The WEA Population Health Program has two goals:

- to empower our employees/retirees to achieve and maintain optimal health, and
- to maintain our current health insurance plan provider and benefits to the highest degree possible

Last year the WEA Population Health Program reduced health insurance costs by \$156,600 for the District and participants, which allowed the District to absorb the cost of plan increases during the 2014-15 school year.

The WEA Population Health Program requires two (2) steps to be completed. The two steps are:

- 1) InHealth Bioscreen
- 2) InHealthRisk Assessment Questionnaire

### **Confidential Biometric Screening and Online Health Risk Assessment**

*\*NEW THIS YEAR....The completion of these steps can occur in any order!*

#### **1) InHealth Bioscreen:**

Attend a FREE onsite InHealth Bioscreen (*see Wellness Program Summary handout with dates/times listed*) conducted by Interra Health's health care professionals. Onsite health screenings will be offered at each of the District locations starting at the end of December.

If you are unable to schedule an appointment at one of the onsite screenings, you may choose to have your personal physician complete the enclosed *Bioscreen (Lab) Results* handout.

#### **2) InHealth Risk Assessment:**

Follow the directions on the *Wellness Program Summary* handout to complete the online health risk assessment. The questionnaire has 74 questions and **does not** require that you input data from your biometric health screening.

If you are pregnant or breastfeeding, you will be exempt from participating in the InHealth Bioscreen and InHealth Risk Assessment. You must contact Chris Ceniti by email at [cceniti@weatrust.com](mailto:cceniti@weatrust.com) if you want to qualify for this exemption.

## Living Well!

By participating in the WEA Population Health Program, you may be eligible to participate in an effective health and lifestyle modification called Living Well. The usual cost of this program is \$625. If you have WEA Trust as primary health insurance and meet the eligibility requirements, WEA and Aurora Health are offering it to you for a \$25 enrollment fee. If you complete the program, the \$25 fee is refunded to you.

## Health Plan Deductibles for Participants and Non-participants

While participation in your WEA Population Health Program is **voluntary**, completion of the two steps (both health screening and online risk assessment) will reduce your deductible amount starting in July 2015.

The following is an *example* of the health plan deductibles for participants and non-participants in the WEA Population Health Program. Actual deductibles will be dependent on the 2015-16 health plan renewal and benefits budget.

Type of Plan	Current Employee Deductible Amount	Proposed Employee Deductible Amount w/out Assessment	Proposed Employee Deductible Amount with Assessment
Family Health	500 (N)/1000 (NN)	1000 (N)/2000 (NN)	500 (N)/1000 (NN)
Single Health	250 (N)/500 (NN)	500 (N)/1000 (NN)	250 (N)/500 (NN)

(N) = Network

(NN) = Non Network

**Those who take family health insurance (including retirees) will need their spouse (not dependents) to participate as well in order to be eligible for the reduction in deductible.**

As an additional incentive, completion of both the health screen and the online risk assessment before the end of **January 2015** will result in both subscriber (employee/retiree) and spouse receiving a \$25 dollar prepaid gift card from WEA.

If you have immediate questions, please call Shawn Yde at (414) 963-3903 or Cindi Maier at (414) 963-3881. Thank you all for your participation and we look forward to creating a culture of wellness at the School District of Whitefish Bay.

Sincerely,

Shawn M. Yde  
Director of Business

Cindi Maier  
Human Resources Manager