

GERMANTOWN SCHOOL DISTRICT

Notice of Insurance Committee Meeting

October 12, 2020

5:45 P.M.

To Be Held at Germantown School District Administration Building

N104 W13840 Donges Bay Rd
Germantown, WI 53022

AGENDA

I. Meeting Called to Order

II. Roll Call

III. Agenda Revisions and Approval

IV. Approve Minutes

A. October 28, 2019 Meeting Date

V. Unfinished Business – Discussion with Appropriate Action

A. Dental and Vision Insurance Renewal

B. Health Insurance Plan Renewal

C. Wellness Benefit and additional updates

VI. Adjourn

Note: School Board members who are not members of the Insurance Committee may be present at this Insurance Committee meeting.

Germantown School District
Germantown, Wisconsin 53022

Minutes of the Board of Education Insurance Committee Meeting

Amy Belle

October 28, 2019

The Insurance Committee Meeting was called to order by Committee Chair Tom Barney at 5:30 P.M. in the Amy Belle Gym.

Insurance Committee Members present: Tom Barney, Sarah Larson, and Lester Spies. Board member Ray Borden was also present.

Administrators present: Jeff Holmes, Ric Ericksen and Mike Nowak

Guests: Suzie Hoag from Associated Benefits and Risk Consulting

1. Motion by S. Larson, second by L. Spies to approve the agenda
2. Motion by L. Spies, second by S. Larson approve the October 14, 2019 minutes
3. Reports
 - A. General Updates - Mike Nowak reminded the committee that the Wellness Committee will be hosting the Poker Walk on Wednesday, October 30th for 2:00 to 5:00 at the GHS Field House
4. Unfinished Business - Discussion with Possible Action
 - A. 2020 Employee Benefits Renewal: Motion by L. Spies, second by S. Larson to forward to the Board with a positive recommendation renewal with WEA insurance at a 6.5% premium increase and elimination of the Low Deductible Plan Option. Additionally, current employees who have not met the Wellness Incentive will continue to contribute the higher premium rate and the Wellness Incentive will remain the same. Motion carried
 - B. Wellness Incentive Benefit: Motion by S. Larson, Second by L. Spies to forward to the Board with a positive recommendation transition to Vitality for the second half of the year (July to December) Motion carried
 - C. District Health Club Membership Subsidy: Tabled for possible revisit in 6 months
 - D. Cash-In-Lieu Benefit for In-District Family/Dependents - No motion to the Board
5. Motion to adjourn by L. Spies, 2nd motion by S. Larson at 6:22 PM.

Meeting was adjourned at 6:22 P.M.

GERMANTOWN SCHOOL DISTRICT

TO: Insurance Committee

TOPIC: Wellness Benefit

FROM: Michael Nowak

BOARD MEETING: October 12, 2020

DATE: October 6, 2020

AGENDA ITEM: V. C

Last spring The Board of Education committed to the transition from a July 1st deadline to an end of the calendar year deadline for fulfilling wellness expectations related to the wellness benefit incentive and a reduction in premium contribution for health insurance. As part of the transition, it was explained to employees that they would need to reach Gold Status in WEA's Vitality Program in order to receive this benefit during 2021. For administrative purposes it was explained to employees that the deadline to meet this expectation is Tuesday, December 1, 2020. At the present time, 63% of insured members have met this expectation. An overview sheet of the expectations for meeting Gold Status in Vitality for the Germantown School District is being provided.

Recommendation: For informational purposes.

Vitality Points and Status Guide



How to earn Vitality Points:

VITALITY ACTIVITIES

This chart shows the Vitality Points® value of many activities available. Points shown are for an individual member in a program year.

POINTS PLANNER

The Points Planner on the Vitality website displays these activities and the points available. You can also easily plan your activities with the Quick Points Planner. After you answer a few questions, Vitality provides you with instant feedback and presents you with specific activities from which to choose.

How to achieve Vitality Status:

VITALITY STATUS

Vitality Status is determined by the number of Vitality Points that you earn based on the activities in which you partake. There are four Vitality Status levels: Bronze, Silver, Gold and Platinum.

BRONZE	SILVER	GOLD	PLATINUM	
0 pts	2,000 pts	4,000 pts	7,000 pts	1 Adult

All you need to know about earning Vitality Points and achieving Vitality Status is available in the Guide to Vitality on PowerofVitality.com.

VITALITY REVIEWS

Activity	Points	Frequency
Vitality Health Review™ (VHR)	500	Once per year
VHR bonus: First 90 days	250	Once per year
Mental Well-being Review	75 per review	Three per year
Physical Activity Review	250	Once per year

PHYSICAL ACTIVITY

Activity	Points	Frequency
Self-reported Workout	5	Once per day
Light Workout	5	Once per day
Standard Workout	10	Once per day
Advanced Workout	15	Once per day
Sports league	350	Up to category max
Athletic event: level 1	250	Up to category max
Athletic event: level 2	350	Up to category max
Athletic event: level 3	500	Up to category max
Workout milestone bonus	varies	Up to category max

Category maximum: 7,000 points

Max one workout per day. We will award only the highest-level workout.

VITALITY CHECK®

Activity	Points	Frequency
Body Mass Index (BMI)	125	Once per year
Blood pressure	125	Once per year
Cholesterol	125	Once per year
Fasting glucose/HbA1c	125	Once per year

SCREENING

District Requirements for Incentive:

- ✓ *Biometric Screenings (Vitality Check)*
- ✓ *Health Risk Assessment (Vitality Health Review)*
- ✓ *Vitality Gold Status*

GOALS

Activity	Points	Frequency
Goals check-in	30 maximum	Once per week (up to 1,500 points per year)

ONLINE EDUCATION

Activity	Points	Frequency
Interactive tools	75/tool	Four per year
Online nutrition courses	300/course	Three per year
ActionSets/Decision Points	50 each	Six per year
Health FYI Webcasts	50/webcast	Twelve per year

WEIGHT MANAGEMENT

Activity	Points	Frequency
Shapa weigh-in	5/weigh-in	Once per day (up to 800 points per year)

OTHER ACTIVITIES

Activity	Points	Frequency
Vitality Squares™	varies	Once per month
Employer-sponsored activity		
Option 1	35	One per day
Option 2	50	One per day
Option 3	100	One per day
Option 4	150	One per day
Option 5	200	One per day
Option 6	250	One per day
Option 7	350	One per day
Option 8	500	One per day

Additional Employer Sponsored Activities (250 points each)

- *Financial Wellness*
- *Maintain No Gain*
- *Nutrition*
- *Yoga*
- *Fitness Classes*
- *Mindfulness*
- *Fall/Spring Poker Run/Walk*
- *January 24th Indoor walk*