



City of High Point Wellness Program

The City of High Point has had wellness initiatives in place since January 2006. The primary focus of the programs is on improved nutrition, weight loss/management, increased physical activity, and prescription drug compliance. Participation in the programs is strictly voluntary. Programs that are currently being offered include:

- **Weight Watchers** - Participants can choose to attend At Work meetings onsite at the City of High Point or can join the Weight Watchers Online Program. See additional information on program specifics on the following page.
- **Body Mass Index (BMI) Program** – Height and weight measurements are taken and BMI is calculated at the Safety & Health Clinic each January and July for all interested participants. Employees who are already at a healthy weight can receive a \$25 incentive for maintaining a healthy BMI of 25 or below over a 6-month period. Participants who are not currently in the healthy BMI range can work on losing weight and lowering BMI to a healthier level. If a BMI greater than 25 is reduced by at least one point during the 6-months, then this will also qualify for the \$25 incentive.
- **Prescription Drug Co-Pay Reimbursement** - To encourage and assist employees and covered dependents with taking blood pressure, diabetes, and cholesterol medications regularly, the city reimburses prescription copay amounts for these categories of medications at the current generic co-pay amount of \$15. Employees are required to present prescription receipts to the HR Benefits staff for reimbursement on diabetes and cholesterol medications. For blood pressure medication, employees must also visit the Safety & Health Clinic for a blood pressure check each time a prescription receipt is turned in for reimbursement.

Additional Programs:

- Lunch-and-Learn seminars
- Physical activity challenge programs
- Mobile screening mammograms
- Chair massage sessions
- Wellness newsletter & education materials
- Self-care program
- Annual employee health fair (Spring Fling)
- Cholesterol and blood pressure testing in the Safety & Health Clinic
- Fitness center discounts offered by local health/fitness facilities
- Online and telephonic tobacco cessation programs available through Cigna for members
- Cigna online health risk assessment (HRA) and Lifestyle Management programs

Weight Watchers Program

Program Options: Attend At Work Meetings **OR** complete the Online program independently. Open to regular full-time and part-time City of High Point employees.

- **At Work Meetings – \$156.00 (for 12-week program)**
 - 12-weekly meetings (Tuesdays, 12:00-1:00pm) onsite with a WW Leader. Weekly weigh-ins; group support; handouts; different discussion topics each week; free eTools internet-based tool that offers recipes, meal ideas, weight tracking, food values, etc, as available from WW.
- **Weight Watchers Online - \$17.95/month (\$53.85 for 12-week program)**
 - Access the program online via computer or mobile device and use apps and tools for tracking, point values, meal ideas, finding recipes, etc. Tailored sites for the unique needs of men and women. Does not allow attendance at Community or At Work meetings.

Program Payment/Reimbursement:

- **At Work Meetings** – Register to join at the first meeting of a new session with the WW Leader. The City will pay program registration costs at the start of the session, and if all of the following requirements are successfully met upon completion of the 12-week program, no fee repayment will be required by the participant:
 - Attendance in at least 10 of 12 weekly meetings.
 - Loss of ten (10) pounds at the end of the 12-week program period.
 - Documentation of attendance and weight loss submitted to the Wellness Coordinator in order to verify compliance with these requirements.
 - ***The IRS considers payment of such expense to be a taxable fringe benefit, and as such, appropriate taxes will be withheld from your gross earnings, and the income and withholdings will be reported on your form W2.****
 - In the event the above requirements are not met successfully, you will be required to ***reimburse the City of High Point for the cost of the At Work Program via a one-time payroll deduction, and there will be no taxable income to report.***
- **WW Online** – Participants register online at a City-specific website and must enter credit card payment information to purchase the online program option. The City will reimburse the eligible program cost after confirmation that all of the following program requirements have been successfully met upon completion of the 12-week program:
 - Documentation of both a starting and final weigh-in at the Safety & Health Clinic.
 - Loss of ten (10) pounds at the end of the 12-week program period.
 - Completion of a Reimbursement Request Form to be submitted to the Safety & Health Clinic for approval and then to HR for processing of the appropriate reimbursement amount within 60 days after the designated end of the 12-week Program period.

- ***The IRS considers payment of such expense to be a taxable fringe benefit, and as such, appropriate taxes will be withheld from your gross earnings, and the income and withholdings will be reported on your form W2. ****

***Taxability of Wellness Benefits:**

Effective August 1, 2012, the Financial Services Department will withhold appropriate taxes from gross earnings, and report the income and withholdings on W2 forms for all city employees who are eligible for the following wellness benefit payments which have been determined to be a taxable fringe benefit by the IRS and must therefore be included as part of income for Federal, State, FICA, and Medicare purposes:

- Payments to Weight Watchers by the City of High Point for employee participation in the ***Weight Watchers At Work Program***; and
- Reimbursements paid to employees by the City of High Point for goal achievement in the ***Online Weight Watchers Program***; and
- Incentive payments by the City of High Point for goal achievement in the ***Body Mass Index (BMI) Wellness Program***.
- In the event that Weight Watchers At Work Program goals are not met successfully and the participant is required to reimburse the City of High Point for the cost of the At Work Program via a one-time payroll deduction, ***there will be no taxable income to report.***

Reasonable Alternative Standard:

If it is unreasonably difficult for you to achieve the standards for the rewards under this program, or if it is medically inadvisable for you to attempt to achieve the standards for the incentives under this program, please contact the Safety & Health Clinic and we will work with you to develop another way to qualify for the incentives.

Wellness Program Contact:

April Smith, Wellness Coordinator
Safety & Health Clinic
822-4785
april.smith@highpointnc.gov

