

## Morningside College Wellness Program

The Morningside Wellness “**Morningside Fit**” Program is designed to encourage healthy lifestyle habits and physical activity. Members from the Morningside community have come together as a committee to create wellness programs to improve overall health and lower rising health insurance costs. There is no cost to employees to join the Wellness Program.

There are many benefits for those who chose to participate, such as:

- A potential reduction in health insurance premiums
- Workshops and classes throughout the year such as mini workshops on meditation, nutrition, stress management and financial wellness
- 6 week sessions of Fitness Classes at HPER Center- Beginner Yoga and Circuit Training mini sessions (build your own program for weight bearing exercise and get familiarize with the HPER center weight room), Summer Walking program
- Reduced on site chair massages once a month- 15 minutes for \$10
- And most important...the chance to be HEALTHY!!!



## Morningside Wellness Program

### Wellness Message

Our goal is to design, develop, and offer services and information that are based on the interests of the Morningside faculty and staff. We are committed to providing activities

and services for all activity levels that will be valuable and rewarding to employees and promote healthy lifestyle habits. The committee encourages employees to provide us with their ideas and suggestions for any programs, topics etc. We look forward to providing you with awareness, education and support to help in your pursuit of a healthier lifestyle.

### **YOUR WELLNESS COMMITTEE STAFF:**

Cindy Welp, Human Resources  
Tami Burnett, Business Office  
Judi Neswick, RN Student Health  
Mark Nielsen, Business Department  
Susie Lubbers, English Department  
Jonathon Blum, Development  
Andre McWell, Student Services  
Shari Benson, Advising Services  
Andy Nelson, Chaplain  
Tom Maxon, Athletics

---

### **MORNINGSIDE COLLEGE WELLNESS INCENTIVE BENEFIT PROGRAM**

The Wellness Incentive Program is an opportunity to take a proactive look at your health. The goal of the program is to offer service and information that will be valuable and rewarding to you and encourage healthy lifestyle habits. If you have any questions after reviewing this material, please contact one of your wellness committee members.

#### **Goals of the Incentive Benefit Program**

Improve Employees Health and Quality of Life  
Increase Employees Job Productivity  
Improve Employee Morale  
Help Relieve Stress  
Reduce/Control Health Plan Claims

#### **Health Plan Reward Program**

Reward Results  
Healthy Individuals on Average Incur Fewer Claims  
Encourage Health Improvement  
Provide Programs to Help Employees Improve

#### **Reward Program Detail**

The health screen form requires employees to provide their numbers from their annual physical with their physician in the following areas:

- 1) Blood Pressure
- 2) Cholesterol Level
- 3) Smoking
- 4) Weight Level (BMI Index) and waist measurement

5) Blood Sugar Level

Points will be awarded for healthy target ranges

Health care Premiums will be reduced based on total points earned

**Award Points**

**Blood Pressure**

**Systolic**

Less than 120	20 points
120-139	10 points

**Diastolic**

Less than 80	20 points
80-89	10 points

**Cholesterol Level**

Less than 200	40 points
200-230	20 points

**Smoking**

Don't Smoke (At least for last 6 months)	40 points
---	-----------

Enrolled in stop smoking class or actively using smoking cessation medications	20 points
--	-----------

**Weight level (BMI Index)**

BMI	Male Waist < 40 Female Waist < 35	Male Waist >= 40 Female Waist >= 35
18.5 - 24.9	40 Points	40 Points
25.0-27.0	30 Points	20 Points

**Blood Sugar Level**

Less than 110	40 points
---------------	-----------

## **Annual Health Premium Reductions**

Total Points	140 – 155	\$400
Total Points	156 – 170	\$800
Total Points	Over 170	\$1200

---

## **MORNINGSIDE COLLEGE WELLNESS INCENTIVE BENEFIT PROGRAM/ HEALTH SCREEN INFORMATION Q & A.**

### **Morningside College**

#### **ANNUAL EMPLOYEE HEALTH SCREEN PROCESS**

The goal of the screening is to provide you with an increased awareness about your health. It also allows you to touch base with your provider each year.

#### **How do I enroll for the health screen?**

The enrollment period for existing employees is from 1/21/2020 to 2/29/2020. To enroll, come to the business office window and pay \$10 with cash or check, payable to Morningside College. (This is the fee for Unity Point to process your paperwork) This is not eligible for Flex Spending Account Reimbursement as it is not eligible to be submitted to your health insurance for payment. If you are a new employee hired between Jan -Oct, you will need to enroll within 30 days of employment. Anyone hired in Nov or Dec, will not be eligible until the following year's program. Each year a new program will be determined and communication will be sent out about that year's program.

#### **What is the next step after I pay the \$10 to enroll in the program?**

Decide when you would like to schedule your annual preventative exam with your personal physician between 1/1/2020 until 11/2020. There is no date given in the prior sentence as you will have to determine when the cut off can be for your appointment - Remember if you schedule your appointment in Nov, all labs numbers have to be on the form and faxed back to Unity Point by 11/30/2020 so discuss that with your physician before scheduling your appointment. The Lab Form is available in the email that was sent out on 1/21/2020 or it is also available on the Myside Website under Human Resources; Employee Benefits; Wellness.

#### **What should I discuss with my physician when I am making my appointment?**

Verify your provider can measure all required biometric screening measurements (height, weight, waist measurement, blood pressure, lipid panel, blood glucose, and A1C if diagnosed with diabetes) also discuss if the physician will fax the form for you or if you will be responsible to pick up the form and fax or mail to Unity Point. If you pick up the form, you may want to retain a copy for your records. If it is lost in the mail, you may have to have another form

completed and it will be easier if you retain a copy for your records. If your physician faxes the form, they may still have your completed form in your medical file and you could ask to have it re faxed. Also- discuss with your provider if they will charge you any additional fees. These fees will not be included in the Unity Point \$10 fee and will need to be paid separately and directly to your provider.

**How will I know Unity Point has received my form?**

Unity Point health professionals will mail a letter with your results to your home. These will be mailed once a month so you will need to follow up if you have not received your letter the end of the month following when the form was faxed to Unity Point.

What is the contact information for Unity Point? **FAX 712-224-4301 or Kelly Konz 712-224-4308, Kelly.Konz@unitypoint.org**

**I am concerned about confidentiality, who will see my results?**

The only individuals who see your results are the medical professionals at Unity Point. The results are mailed directly to the participant's home address. The results let you know how you fared on each test.

**Confidentiality Statement:**

All personal information is confidential and will require your written consent prior to any release of information. All individual information will be kept in the strictest confidence. The program will be constantly reviewed by the College Wellness Committee.

**Screening Components:**

- Weight, Height, Waist measurement
- Resting heart rate and blood pressure
- Full cholesterol panel
- Diabetes screen
- Blood Profile- lipids and glucose

**Screening Guidelines:**

(follow these to receive the most accurate results from your screening)

1. No food or beverages (except water) 12 hours prior to your appointment
2. No alcohol 24 hours prior to your screening appointment
3. Prescription medications should be taken a normal
4. **NO** smoking 30 minutes prior to the screening
5. Wear clothes that facilitates easy access to upper arm

**Will the health insurance incentive program change for 2020?**

No, the financial components of the program and the health targets will not change for 2020.

**If I am eligible to receive an Incentive when will that affect my payroll check?**

Any benefit you would receive would take effect on your January 2021 payroll check.