CITY OF EL PASO, TEXAS AGENDA ITEM DEPARTMENT HEAD'S SUMMARY FORM

DEPARTMENT:	City Manager
AGENDA DATE:	June 16, 2015
CONTACT PERSON/PHONE:	Nancy Bartlett, Chief Performance Officer, 915-212-1061
DISTRICT (S) AFFECTED:	All

<u>SUBJECT</u>: Resolution that the City Manager by authorized to sign a Memorandum of Understanding between the City of El Paso and the El Paso Municipal Police Officers' Association, to offer a Fitness Incentive Program and Biometric Incentive Program for all police officers during the contract period agreed to on November 11, 2014.

BACKGROUND / DISCUSSION: The City and the El Paso Municipal Police Officers' Association are proposing an MOU to expand the health benefits to the police officers in harmony with the Articles of Agreement (also known as the collective bargaining agreement) which were agreed to on November 11, 2014. The Association is welcoming of expanded optional benefits and this MOU is now submitted to the City Council for formal approval.

Police officers are invited to enroll in one of two optional health incentive programs that offer financial incentives for either successfully completing a physical fitness test or meeting biometric criteria.

<u>PRIOR COUNCIL ACTION</u>: The collective bargaining agreement between the City and the Municipal Police Officers' Association was approved by the City Council on November 11, 2014.

AMOUNT AND SOURCE OF FUNDING: General Fund - City's Wellness Program budget.

BOARD / COMMISSION ACTION: N/A

DEPARTMENT HEAD:

Nancy Bartlett Name

2015 Date

15-1026-6282/417383

RESOLUTION

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF EL PASO:

That the City Manager be authorized to sign a Memorandum of Understanding between the City of El Paso and the El Paso Municipal Officers' Association to expand the availability of the City's Employee Wellness Program, in harmony with the Articles of Agreement agreed to on November 11, 2014, by offering a Fitness Incentive Program and Biometric Incentive Program, to all sworn police officers within the El Paso Police Department.

Dated this 16th day of June 2015.

CITY OF EL PASO

Oscar Leeser, Mayor

ATTEST:

Richarda Duffy Momsen City Clerk

APPROVED AS TO FORM:

Daniel Ortiz Assistant City Attorney

15-1026-6282/417386

STATE OF TEXAS	§	MEMORANDUM
	§	
	\$ 8	OF
COUNTY OF TEXAS	s §	UNDERSTANDING

This Memorandum of Understanding is entered into by and between the City of El Paso, hereinafter refer to as "City" and the El Paso Municipal Police Officers Association, hereinafter referred to as "Association", (jointly referred to as "Parties") on this the _____ day of June 2015.

WITNESSETH:

WHEREAS, on November 11, 2014, the Articles of Agreement between the City and the El Paso Municipal Police Officer's Association ("Agreement") were approved; and

WHEREAS, the City and the Association desire to come together to memorialize in writing the City's Agreement to make the City's Wellness Program available to members of the El Paso Municipal Police Officer's Association; and

WHEREAS, the City and the Association find that entering into this Memorandum of Understanding is for the mutual benefit of the parties;

NOW THEREFORE the City and the Association hereby mutually agree as follows:

- 1. The City agrees to make the Employee Wellness Program, including the Fitness Incentive and Biometric Incentive Programs, available to all sworn police officers within the El Paso Police Department effective September 1, 2015. Officers who participate in the program beginning September 1, 2015 will be eligible to carn either the Fitness Incentive or Biometric Incentive but not both.
- 2. The City and the Association further agree that officers will be eligible to enroll in the City of El Paso's Health Plan which offers financial incentives for successfully completing the Physical Fitness Tests, administered as part of the Fitness Incentive program, or by meeting the criteria identified in the Biometric Incentive Program. See Attached Exhibit "A" and Exhibit "B."
- 3. Except as provided by this Memorandum of Understanding, all other provisions of the Articles of Agreement, as agreed on November 11, 2014 remain in full force and effect. The Parties intend that this agreement is applicable only to the additional benefits provided through the Fitness Incentive Program and Biometric Incentive Programs and

Memorandum of Agreement – Wellness Program 15-1026-6282/417384 3024.3/437582 that all other terms in the November 11, 2014 Agreement remain unchanged.

SIGNED AND AGREED:

Tomás González City Manager City of El Paso Ron Martin President El Paso Municipal Police Officers' Association

APPROVAL AS TO FORM:

Daniel Ortiz Assistant City Attorney City of El Paso

Jim K. Jopling Staff Attorney CLEAT

Memorandum of Agreement – Wellness Program 3024.3/437582

EXHIBIT "A"

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Memorandum of Agreement – Wellness Program 15-1026-6282/417384 3024.3/437582

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Fitness Incentive Application~ Instruction Page

Shape It UP! El Paso CoEP Employee Wellness Program



Please submit your applications and supporting documentation to HR ~ Benefit Services. Office is located at 300 N. Campbell, First Floor, Monday through Thursday from 7a-6p or via email at <u>insuranceandbenefi@elpasotexas.gov</u>. <u>UNDER IRS RULES, THIS INCENTIVE IS TAXABLE INCOME</u>

How it works: Employees may earn either the Fitness Incentive or the Biometric Incentive but not both.

The Fitness Incentive Program is available to all non-uniformed and uniformed police employees eligible to enroll in City of El Paso's Health Plan. The City of El Paso will pay up to \$150 monthly based on the overall Average Fitness Score of six (6) Physical Fitness Tests. Scores are age and gender appropriate based on the Cooper Institute norms. Biometric screening and review through H2U City Wellness Clinics (dating back six months) and annual preventive medical exam (dating back 12 months) are recommended before fitness incentive is administered.

Submission of the Fitness Incentive Application is required:

Section I: Complete form with your information

Section II: *Parks and Recreation or Police Department designee completes Fitness Tests information *Parks and Recreation or Police Department designee will document only average fitness score on this data sheet and provide original to employee to submit to HR ~ Benefit Services

Physical Fitness Tests Administered

- 1.5 Mile Walk/Run cardiovascular; measures for max oxygen uptake
- Bench Press upper body strength
- Sit Ups core strength
- Push Ups upper body strength
- Vertical Jump Test lower body strength
- 300 Meter Dash anaerobic capacity

Passing Criteria

Level 1 = Average fitness score 4 - 5.9 for a monthly \$50 incentive Level 2 = Average fitness score 6 - 7.9 for a monthly \$100 incentive

Level 3 = Average fitness score 8 or higher for a monthly \$150 incentive

Additional information:

Monthly incentives will be split into bi-weekly payments and processed through your payroll check beginning on next available pay-period from date submitted for the following 24 pay-periods. The pay-period that starts the fitness incentive will become the incentive begin date for the 24 pay-period. Employees will be able to retest once every three months only if no incentive level was earned. Notification for approved applications will be sent to employees to their City of El Paso employee email address. Please contact HR ~ Benefit Services Office if you have any questions regarding this wellness program at (915) 212-1275 or visit us at http://wellness-program.

Fitness Incentive Application

Shape it UP! El Paso CoEP Employee Wellness Program



NOTICE: Must be a non-uniformed or uniformed police employee eligible to enroll in City of El Paso Health Plan to receive monthly incentive. The City of El Paso will pay up to \$150 monthly based on passing scores of six (6) Physical Fitness Tests. Monthly incentives will be split into bi-weekly payments and processed through your payroll check beginning on next available pay-period from date submitted for the following 24 pay-periods. <u>UNDER IRS RULES, THIS INCENTIVE IS TAXABLE INCOME.</u> Employees may earn the Fitness Incentive or the Biometric Incentive but not both. Biometric screening and review through H2U City Wellness Clinics (dating back six months) and annual preventive medical exam (dating back 12 months) are recommended before fitness incentive is administered.

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Section I: Employe	e Information			
Employee Name:			KRONOS ID:	
Daytime Phone #:		City Email address:		

Passing Criteria

Level 1 = Average fitness score 4 – 5.9 for a monthly \$50 incentive Level 2 = Average fitness score 6 – 7.9 for a monthly \$100 incentive Level 3 = Average fitness score 8 or higher for a monthly \$150 incentive

Section II: Fitness Tests Information compl	eted by Parks and Recreation o	r Police Department Designee
	Fitness Tests	
1.5 Mile Walk/Run	Bench Press	Sit up
Push Up	Vertical Jump	300 Meter Dash
Average Fitness Score	Stamp:	
Parks and Rec/PD Designee Signature		Date:
Employee Signature		Date:
		For HR use only Date Received: Level processed: Payroll Schedule:

Please contact HR ~ Benefit Services Office if you have any questions regarding this wellness program (915) 212-1275 or visit us http://www.elpasotexas.gov/benefits-and-risk-management/benefit-services/wellness-program

Processed by:

Fitness Incentive Application

Level 1	Fitness score average of 4 - 5.9 for a monthly \$50 incentive
Level 2	Fitness score average of 6 – 7.9 for a monthly \$100 incentive
Level 3	Fitness score average of eight (8) or higher for a monthly \$150 incentive

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	33 27 <27 DE IT U O O S S S S S S S S S S S S S S S S S	30 27 <27 20-29/r5 21.53 1.63 1.48 1.37 1.32 1.26 1.22	23 <23 Case of the rack a Grasp the the rack a Lower the for earns to Ma 30-39yrs >1.35 1.35 1.24 1.17 1.12 1.08 1.04	17 <17 c17 c17 c17 c17 c17 c17 c17 c	12 <12 Bench Pr of a bench p desired fashi e attended, as thr sight line d ndicular to to B centage co 50-59yrs >1.05 1.05 0.97 0.93 0.9 0.87 0.84	7 <7 ess Test ess Test heid a baid abade ess test ess tess test ess tess test ess test ess test ess test ess test ess test	25 <25 <10 cm chest while rom the side. PRESS Weight lift <20yrs >.88 0.83 0.83 0.83 0.77 0.76 0.74	18 <18 Tip: Push helping y ed ÷ body v 0-29 yrs 30 >1.01 1.01 0.9 0.83 0.8 0.77 0.74	11 <11 <11 sps exercise so prepare re	7 <7 <7 es are great for this test 0-49yrs 50 >.77 0.71 0.65 0.62 0.62	5 <5 <5 -59yrs 60 -59yrs 60 -58 0.68 0.68 0.68 0.68 0.68 0.68 0.65 0.63 0.63	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.5 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1	 30yrs 100 57 51 47 44 41 	17:25 20:58 Subject starts in Starting in the L Back must be k Subject can resi if a knee is plac A repetition is of Total number o terminated 30-39yrs 86 52 46 41 39 36 36 34	22:22 the plank pos- up position, sub- position, sub- position, sub- position, sub- position, sub- ef correct push- Number of Male 40-49yrs 64 40-49yrs 64 40 36 34 30 29 26	20:38 25:00 P tion with hand ject lowers bo oughout the exercise tion only d, the exercise tion	24:03 29:47 is approximate dy to the floor serrise e or when the completed 60-69yrs 39 28 26 24 23 22 21	20:03 26:58 Fest: y shoulder wid until er ms are u sated position exercise is UPS UPS UPS 42 37 33 28 27 24	24:34 24:56 th spart, feet tt least 90 dep Tip: Trice 30-39yrs 48 39.5 33 26 23 19 18	22:22 25:49 0-12 inches apress or less et ps Execurise t failure Female 40-49yrs 23 20 18 17 15 15 14	24:46 29:09 sart s are groat fo 50-59yrs 23 20 18 17 15 14	26 30 or this to 22 1 1 1
AS	33 27 <27 26 20yrs >1.76 1.76 1.38 1.29 1.24 1.23	30 27 <27 20-29/r5 1.63 1.48 1.37 1.22 1.22 1.22	23 <23 Grasp the the rack a Lower the forearms 30-39yrs >1.35 1.35 1.35 1.24 1.17 1.12 1.04 1.01	17 <17 on the bencl bar with the and with arm weight in a Body perform 120 1.2 1.1 1.2 1.2 1.2 0.96 0.53 0.9	12 <12 Bench Pr of a bench p desired fushi extended, as traight line d dicular to to B contage co 50-59yrs >1.05 1	7 <7 ess Test eres rack eres rack eres rack eres rack for divide rab for	25 <25 (if from ove your cheet chest while rom the side. PRESS Weight lift < 20yrs 2 ,88 0.88 0.83 0.81 0.77 0.76 0.74 0.7	18 <18 Tip: Push helping y co-29yrs 30 >1.01 1.01 0.9 0.83 0.8 0.77 0.72	11. 11.	7 <7	5 <5 <5 -59yrs 6/ -58 0.68 0.68 0.65 0.65 0.65 0.63 0.62 0.6	0 0 0-69yrs >.72 0.72 0.64 0.59 0.54 0.53 0.51 0.48	0.5 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1	< 30yrs 17:04 20:58 17 UP 	17:25 20:58 Subject starts in Starting in the L Back most be k Subject can rest a knee is plack A repetition is of Total number o terminated 30-39yrs 86 52 46 41 39 36 34 31	22:22 the plank position, sub- position, sub- per straight the term of correct push- Number of Male 40-49yrs 64 40 36 36 34 30 29 26 25	20:38 25:00 <u>P</u> tion with hand- ject lowers bo oughout the ci- tion only d, the exercised ton only d, the exercised ton only of push ups 50-59yrs 51 39 30 28 25 24 21 20	24:03 29:47 Is approximate dy to the floor netroise e will be terminous to are when the or orms to each up to the completed 60-69yrs 39 26 24 23 22 21 20	20:03 26:58 Fest: y shoulder wid until arms are i seted iposition cercise is UPS UPS 00yrs 63 42 37 33 28 27 24 23	24:34 24:565	22:22 25:49 0-12 inches as rees or less at ps Execurcise 40-49yrs 23 20 18 17 15 15 14 13	24:46 29:09 sart elbow 50-59yrs 23 20 18 17 15 15 15 14 13	26 30 or this to 2 1 1 1 1 1 1 1
AS	33 27 <27 PE IT U 0 20175 1.76 1.46 1.38 1.34 1.29 1.24 1.23 1.19 1.16	30 27 <27 20-29/rts 1.63 1.63 1.48 1.37 1.22 1.28 1.22 1.14 1.14 1.14	23 <23 • Grap the beracks to care the forearms 00-39yrs >1.35 1.24 1.35 1.24 1.17 1.12 1.08 1.04 0.98 0.98	17 <17 on the bench bar with the bench bar with the bar e weight in a a e weight in a a e weight in a far 1.2 1.2 1.2 1.2 1.2 1.2 1.2 1.2	12 <12 <12 Bench Pr of a bench p deared flawing blief deared flawing blief deared flawing blief deared flawing blief scenarge co 50-59yrs >1.05 1.05 1.05 1.05 1.05 1.05 1.05 1.05	7 7	25 <25 <25 veryour cheit chest while chest chest chest while chest ches	18 <18 Tip: Push helping y ed ÷ body v 20-29yrs 30 >1.01 1.01 0.9 0.83 0.77 0.74 0.72 0.7 0.68	11. <11 <11 1 </td ups eventis Fema: 39yrs 4 >.82 0.82 0.76 0.72 0.70 0.65 0.65 0.62 0.62 0.62 0.62 0.62 0.62 0.62	7 <7 <7 es aie great for this test 0.49yrs 50 0.49yrs 50 0.77 0.77 0.77 0.77 0.77 0.65 0.65 0.62 0.65 0.65 0.65	5 <5 5 5 5 5 5 5 5 5 5 5 5 5 5	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.5 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1	 30yrs 100 57 51 47 44 41 	17:25 20:58 Subject starts in Starting in the L Back must be k Subject can resi if a knee is plac A repetition is of Total number o terminated 30-39yrs 86 52 46 41 39 36 36 34	22:22 the plank pos- up position, sub- position, sub- position, sub- position, sub- position, sub- ed on the grou- ounded when it f correct push- Number of Male 40-49yrs 64 40-49yrs 64 40 36 34 30 29 26	20:38 25:00 P tion with hand ject lowers bo outpout the exercise tion only d, the exercise tion	24:03 29:47 is approximate dy to the floor serrise e or when the completed 60-69yrs 39 28 26 24 23 22 21	20:03 26:58 Fest: y shoulder wid until er ms are u sated position exercise is UPS UPS UPS 42 37 33 28 27 24	24:34 24:56 th spart, feet tt least 50 dep Tip: Trice 30-39yrs 48 39.5 33 26 23 19 18 16 15 14	22:22 25:49 0-12 inches apress or less at ps Execurcise t failure Fernale 40-49yrs 23 20 18 17 15 15 14 13 13 11	24:45 29:09 sart cloor s are great fo 50-59yrs 23 20 18 17 15 15 15 15 14 13 31 11	26 30 or this to 22 2 1 1 1 1 1 1 1 1 1 1 1
	33 27 <27 20 20 20 20 20 20 20 20 20 20 20 20 20	30 27 <27 JP 20-29yrs >1.63 1.63 1.63 1.63 1.63 1.63 1.48 1.37 1.12 1.18 1.14 1.11 1.06	23 <23 • Grap the forearms Max 30-39yrs >1,35 1,24 1,17 1,12 1,12 1,18 1,04 1,04 1,04 1,05 8 0,95 0,93	17 <17 c17 bar with the daw that we weight in a travel perperior 12 1.2 1.2 1.2 1.2 1.2 1.2 1.2	12 <12 <12 Bench Pr of a bench p deared flab. B deared flab. B dea	7 <7 ress Test ress rack on, dismound ress rack on, dismound ress rack on, dismound ress rack ENCH (cullability) S0-59yrs > 94 0.84 0.89 0.84 0.82 0.77 0.72 0.72 0.72 0.72	25 <25 <25 <25 <25 <26 <26 <27 <28 <27 <28 <28 <28 <28 <28 <28 <28 <28 <28 <28	18 <18 Tip: Push helping y 0-29yrs 30 >1.01 0.9 0.33 0.8 0.77 0.74 0.72 0.75 0.65 0.65	11 <11 <11 veight Femal 39yrs 40 -882 0.82 0.82 0.82 0.72 0.72 0.65 0.63 0.62 0.66 0.68 0.62	7 <7 <7 es are great for this test for this	5 <5 <5 <5 5 5 5 5 5 5 5 5 5 5	0 0.59yrs >.72 0.54 0.53 0.51 0.48 0.47 0.46 0.45	0.5 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1	 30yrs 100 62 57 61 47 44 41 39 37 35 33 	17:25 20:58 Subject starts in Starting in the L Back most be k Subject can rest if a knee is plac A repetition is of Total number o terminated 30-39yrs 86 52 46 41 39 36 36 34 31 30 29 27	22:22 athe plank position, sub- position, sub- position, sub- position, sub- position, sub- eff correct push- Male 40-49yrs 64 40-49yrs 64 40 40 36 34 30 29 26 25 24 22 21	20:38 25:00 P tion with hand ject lowers bo outpout the case tion only nd, the exercisit he subject treat subject return 50-59yrs 51 39 30 28 25 24 21 20 19 17 15	24:03 29:47 is approximate dy to the floor serrise or will be terminic orms to each up or when the c PUSH completed 60-69yrs 39 28 26 24 23 22 21 20 18 16 15	20:03 26:58 Fest: y shoulder wid until ar ms are u varted position xerrise is UPS under a min < 30yrs 53 42 37 33 28 27 24 23 21 19 18	24:34 24:56 24:56 24:56 30-39yrs 48 39.5 33 26 23 33 26 23 19 18 16 15 14 14	22:22 25:49 0-12 inches # prees or less et prees or less et trailure Female 40-49yrs 23 20 18 17 15 14 13 13 13 11 11	24:45 29:09 sart sare groat fo 50-59yrs 23 20 18 17 15 14 13 13 11 11	26 30 or this to 22 22 1 1 1 1 1 1 1 1 1 1 1 1 1 1
	33 27 <27 PE IT U 0 20175 1.76 1.46 1.38 1.34 1.29 1.24 1.23 1.19 1.16	30 27 <27 20-29/rts 1.63 1.63 1.48 1.37 1.22 1.28 1.22 1.14 1.14 1.14	23 <23 • Grap the beracks to care the forearms 00-39yrs >1.35 1.24 1.35 1.24 1.17 1.12 1.08 1.04 0.98 0.98	17 <17 on the bench bar with the bench bar with the bar e weight in a a e weight in a a e weight in a far 1.2 1.2 1.2 1.2 1.2 1.2 1.2 1.2	12 <12 <12 Bench Pr of a bench p deared flawing blief deared flawing blief deared flawing blief deared flawing blief scenarge co 50-59yrs >1.05 1.05 1.05 1.05 1.05 1.05 1.05 1.05	7 7	25 <25 <25 veryour cheit chest while chest chest chest while chest while chest while chest while chest while chest while chest while chest ches	18 <18 Tip: Push helping y 0-29yrs 30 >1.01 1.01 0.9 0.33 0.8 0.77 0.7 0.55 0.63	11 <11 <11 veight Femal 39yrs 40 -882 0.82 0.82 0.82 0.72 0.72 0.65 0.63 0.62 0.66 0.68 0.62	7 <7 <7 es are great for this test 0-49yrs 50 0-49yrs 50 0.77 0.65 0.55 0.	5 <5 <5 59yrs 60 0.55 0.55 0.55 0.55 0.55 0.53 0.05 0.53 0.043 0.43 0.47 0.45	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.5 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1	 30yrs 30yrs 30yrs 100 62 57 51 44 41 39 37 35 	17:25 20:58 20:58 20:58 20:58 20:58 20:00	22:22 the plank position, sub- ic position, sub- ept straight that in the up posi- ed on the grou- counted when the grou- counted when the Male 40-49yrs 64 40 36 36 34 30 29 26 25 24 22	20:38 25:00 P tion with hand jet lowers bo outplout the cu tion only the subject return the subject return the subject return 50-59yrs 51 39 30 28 24 21 20 19 17	24:03 29:47 Is approximate dy to the floor exercise or when the completed 60-59yrs 39 28 26 24 23 22 21 20 18 16	20:03 26:58 Fest: y shoulder wid until ar ms are un verde position verdis is UPS under a min < 30yrs 53 42 37 33 28 27 24 23 21 19	24:34 24:56 th spart, feet tt least 50 dep Tip: Trice 30-39yrs 48 39.5 33 26 23 19 18 16 15 14	22:22 25:49 0-12 inches apress or less at ps Execurcise t failure Fernale 40-49yrs 23 20 18 17 15 15 14 13 13 11	24:45 29:09 sart cloor s are great fo 50-59yrs 23 20 18 17 15 15 15 15 14 13 31 11	26 30 or this te 22 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
	33 27 <27 >E [[] [] > 20yrs > 1.76 1.76 1.38 1.34 1.29 1.14 1.13 1.1 1.19 1.16 1.01	30 27 <27 20-29/r5 1.63 1.63 1.64 1.63 1.64 1.63 1.63 1.63 1.63 1.63 1.63 1.63 1.63	23 <23 • Grap the be racks to care the forearms 00-39yrs >1.35 1.24 1.07 1.12 1.08 1.04 1.01 1.02 0.98 0.98 0.98 0.98 0.88 0.88	17 <17 c17 c17 c17 c17 c17 c17 c17 c	12 <12 <12 Bench Pr of a bench p deared fluke signification of a bench p deared fluke signification of a bench signification of a bench significat	7 <7 ress Test ress rack an, diarmouth ress rack an, diarmouth ress rack and rank ress rack and and and and rack and and and rack and and and and and and and and and and and and and and and and and and and	25 <25 <25 veryour cheet chest while chest while chest chest while chest while chest chest while chest chest while chest chest while chest chest while chest ches	18 <18 Tip: Push helping y co-29yrs 30 >1.01 1.01 0.9 0.83 0.77 0.74 0.72 0.74 0.72 0.74 0.55 0.55 0.59 0.58	11 <11 <11 <pre>sps cwartik pu prepare sps cwartik Fermal </pre>	7 <7 es aie great for this test 0.49yrs 50 0.49yrs 50 0.77 0.77 0.77 0.77 0.77 0.77 0.77 0.75 0.65 0.62 0.65 0.62 0.65 0.62 0.65 0.64 0.53 0.55 0.48	5 <5 <5	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.5 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1	 < 30yrs IT UP 	17:25 20:58 Subject starts in Starting in the L Back most be k Subject can rest if a knee is place A repetition is c Total number o terminated 30-39yrs 86 52 46 41 33 36 36 34 31 30 29 27 25 52 24 21	22:22 athe plank pos position, sub-	20:38 25:00 P tion with hand jet lowers bo outpout the car toon only outpout the car toon only outpout the car toon only outpout the car toon only outpout the car outpout the car	24:03 29:47 Is approximate dy to the floor exercise or when the e PUSH completed 60-59yrs 39 28 26 24 23 22 21 20 18 16 15 12 10 9	20:03 26:58 Fest: y shoulder wid until ar mo are un arerdise is UPS under o min < 30yrs 53 42 37 33 28 27 24 23 21 19 18 17 15 14	24:34 24:56 th spart, feet tt least 50 dep Tip: Trice 30-39yrs 48 39.5 33 26 23 33 26 23 31 9 18 16 15 14 14 14 11 10	22:22 25:49 0-12 inches apress or less at ps Execurcise 40-49yrs 23 20 18 17 15 15 15 14 13 11 11 10 9 8	24:46 29:09 sart 29:09 same groat fo 50-59yrs 23 20 18 17 15 15 14 13 11 11 10 9 9 8	26:530 30: or this te 60:63 22 11 11 11 11 11 11 11 11 11 11 11 11
	33 27 <27 ≥E [T [] 20 20 20 20 20 20 20 20 20 20	30 27 <27 20-229yrs >1.63 1.63 1.63 1.63 1.63 1.63 1.22 1.18 1.14 1.12 1.18 1.12 1.18 1.12 1.18 1.10 0.99 0.956 0.93	23 <23 • Lit spine • • Grap the rack at the rack at 00-39/rs >1.35 1.35 1.34 1.34 1.34 1.34 1.34 1.34 1.34 1.34	17 <17 so the benck bar with the dwith arm weight in a travel perpendic ×1.20 1.2 1.2 1.1 1.04 1 0.96 0.83 0.95 0.88 0.88 0.88 0.88 0.78 0.78	12 <12 <12 Bench Pr of a bench p desired fabric standed, as standed, as sta	7 <7 ess Test ress rack own to your on the state own to your own own own own own own 50-59yrs 50-59	25 <25 <25 veryour cheft veryour cheft very	18 <18 Tip: Push helping y co-29 yrs 30 >1.01 1.01 0.83 0.83 0.83 0.74 0.72 0.77 0.55 0.55 0.55 0.55	11 <11 <11 veight Fernal -39yrs 4 -82 0.82 0.72 0.72 0.72 0.65 0.63 0.65 0.63 0.65 0.63 0.65 0.58 0.57 0.55 0.65 0.058 0.057 0.055 0.058 0.057 0.055 0.058 0.057 0.055 0.058 0.057 0.055 0.058 0.057 0.055 0.058 0.057 0.055 0.058 0.057 0.055 0.058 0.057 0.055 0.058 0.057 0.055 0.058 0.057 0.055 0.058 0.058 0.057 0.055 0.058 0.057 0.055 0.058 0.057 0.055 0.058 0.058 0.057 0.058	7 -7 -7 -7 -7 -7 -6 -6 -7 -7 -7 -7 0.77 -7 0.77 -7 0.77 -7 0.65 -0.62 0.65 -0.53 0.55 -0.54 0.53 -0.52 0.49 -0.47	5 <59yrs 60 >,58 0.68 0.65 0.65 0.65 0.65 0.65 0.65 0.65 0.65	0 0.529/rs >.72 0.72 0.64 0.53 0.64 0.53 0.64 0.53 0.64 0.51 0.48 0.45 0.44 0.43	0.5 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1	 30yrs IT UP 1000 57 61 47 44 41 39 37 35 33 31 29 27 25 	17:25 20:58 Subject starts in Starting in the L Back most be k Subject can reside if a knee is place A foreettoon is of Total number o terminated 30-39yrrs 86 52 46 41 39 36 36 36 36 34 31 30 30 229 27 25 24 21 20	22:22 the plank position, subposition, subposition for events and subposition fo	20:38 25:00 P tion with hand ject lowers bo outpout the action tion only d, the exercise tion only d, the exercise tion only only the subject trees 50-59yrs 51 39 30 28 25 26 27 39 30 28 25 24 21 20 19 17 15 14 13 11 10	24:03 29:47 is approximate when the floor serrise or when the completed 60-69yrs 39 28 26 24 23 22 21 20 18 16 15 12 10 9 8	20:03 26:58 Fest: y shoulder wid until er ms are u sated position cercise is UPS UPS UPS 42 37 33 28 27 24 23 21 19 18 17 15 14 13	24:34 24:56 24:56 24:56 24:56 30-39 25 30-39 25 33 26 23 33 26 23 33 26 23 33 26 23 31 26 23 31 26 23 19 19 18 16 15 14 14 14 19 9	22:22 25:49 0-12 inches as prees or less at ps Execurise 40-49yrs 23 20 18 17 15 14 13 13 13 11 11 10 9 8 8 7	24:46 29:09 sart sare groat fo 50-59yrs 23 23 23 20 18 17 15 14 13 13 11 11 10 9 8 8 7	26:30: 30: or this te 22: 22: 11: 11: 11: 11: 11: 11: 11: 11:
	33 27 <27 >E [[] [] > 20yrs > 1.76 1.76 1.38 1.34 1.29 1.14 1.13 1.1 1.19 1.16 1.01	30 27 <27 20-29/r5 1.63 1.63 1.64 1.63 1.64 1.63 1.63 1.63 1.63 1.63 1.63 1.63 1.63	23 <23 • Grap the be racks to care the forearms 00-39yrs >1.35 1.24 1.07 1.12 1.08 1.04 1.01 1.02 0.98 0.98 0.98 0.98 0.88 0.88	17 <17 c17 c17 c17 c17 c17 c17 c17 c	12 <12 <12 Bench Pr of a bench p deared fluke signification of a bench p deared fluke signification of a bench signification of a bench significat	7 <7 ress Test ress rack an, diarmouth ress rack an, diarmouth ress rack and rank ress rack and and and and rack and and and rack and and and and and and and and and and and and and and and and and and and	25 <25 <25 veryour cheet chest while chest while chest chest while chest while chest chest while chest chest while chest chest while chest chest while chest ches	18 <18 Tip: Push helping y co-29yrs 30 >1.01 1.01 1.01 0.9 0.83 0.77 0.74 0.72 0.74 0.77 0.58 0.55 0.55 0.55 0.55 0.55 0.55 0.55	11 <11 <11 <pre>sps coerchi sup prepare sup prepare</pre>	7 <7 es are great for this test 0-49yrs 50 0-49yrs 50 0-77 0.77 0.77 0.77 0.77 0.77 0.77 0.77 0.77 0.75 0.55 0.65 0.65 0.65 0.65 0.65 0.65 0.65 0.65 0.65 0.65 0.65 0.65 0.64 0.65 0.64 0.65 0.64 0.65 0.64 0.65 0.64 0.65 0.64 0.65 0.64 0.65 0.64 0.65 0.64 0.65 0.64 0.65 0.64 0.65 0.45 0	5 <5 <5 -59yrs 67 -58 0.68 0.65 0.65 0.65 0.65 0.65 0.45 0.44 0.44 0.44 0.44 0.43 0.44 0.39	0 0-69yrs >.72 0.54 0.54 0.54 0.54 0.54 0.54 0.54 0.54	0.5 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1	 < 30yrs IT UP 	17:25 20:58 Subject starts in Starting in the L Back most be k Subject can rest if a knee is place A repetition is c Total number o terminated 30-39yrs 86 52 46 41 33 36 36 34 31 30 29 27 25 52 24 21	22:22 athe plank pos position, sub-	20:38 25:00 P tion with hand jet lowers bo outpout the car toon only outpout the car toon only outpout the car toon only outpout the car toon only outpout the car outpout the car	24:03 29:47 Is approximate dy to the floor exercise or when the e PUSH completed 60-59yrs 39 28 26 24 23 22 21 20 18 16 15 12 10 9	20:03 26:58 Fest: y shoulder wid until ar mo are un arerdise is UPS under o min < 30yrs 53 42 37 33 28 27 24 23 21 19 18 17 15 14	24:34 24:56 th spart, feet tt least 50 dep Tip: Trice 30-39yrs 48 39.5 33 26 23 33 26 23 19 18 16 15 14 14 14 11 10	22:22 25:49 0-12 inches apress or less at ps Execurcise 40-49yrs 23 20 18 17 15 15 15 14 13 11 11 10 9 8	24:46 29:09 sart 29:09 same groat fo 50-59yrs 23 20 18 17 15 15 14 13 11 11 10 9 9 8	26:-30 30: or this te 22 22 11 11 1 1 1 1 1 1 1 1 1 1 1 1 1
	33 27 <27 20 20 20 20 20 20 20 20 20 20 20 20 20	30 27 <27 20-29yrs >1.63 1.63 1.63 1.63 1.63 1.63 1.63 1.63	23 <23 Grap the berack 30-39yrs >1.35 1.24 1.35 1.24 1.08 1.42 1.08 1.42 1.08 0.95 0.95 0.95 0.95 0.88 0.88 0.88 0.88 0.88 0.75	17 <17 c17 c17 c17 c17 c17 c17 c17 c	12 <12 <12 Bench Pr of a bench p deared flavit spectra flavit spec	7 <7 ess Test ess rack en, diarmout ess rack ess r	25 <25 <25 veryour cheet chest while chest chest chest chest chest while chest ches	18 <18 Tip: Push helping y 20-29yrs 30 >1.01 1.01 0.9 0.83 0.77 0.74 0.72 0.74 0.75 0.65 0.55 0.55 0.55 0.55 0.55 0.55	11 <11 sps coertis Femal 339yrs 4 0.82 0.72 0.82 0.76 0.72 0.65 0.63 0.65 0.65 0.65 0.63 0.62 0.63 0.62 0.63 0.62 0.63 0.62 0.43 0.49 0.47 0.45	7 <7 es aie great for this test 5 or this test 0-49yrs 50 0-49yrs 50 0.77 0.77 0.77 0.77 0.77 0.77 0.77 0.77 0.77 0.65 0.65 0.62 0.65 0.62 0.65 0.55 0.48 0.43 0.42 0.45 0.	5 <5 <5 -59yrs 60 -58 0.68 0.68 0.65 0.65 0.65 0.65 0.65 0.48 0.47 0.45 0.44 0.44 0.44 0.44 0.43 0.44 0.39 0.38	0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0.5 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1	 30yrs IT UP 100 62 57 61 47 44 41 39 37 35 33 31 29 27 26 24 19 	17:25 20:58 Subject starts in Starting in the L Back most be k Subject can rest if a here is jold A repetition is c Total number o terminated 30-39yrs 86 52 46 41 41 39 36 36 34 31 30 30 29 27 25 24 21 20 19 17 15	22:22 at the plank position, studies of the provided on the ground of th	20:38 25:00 P tion with hand jet lowers bo outpout the case toon only outpout too toon only outpout too toon only outpout too toon only outpout too toon only outpout too toon only outpout too toon only outpout too too too too too too too too	24:03 29:47 Is sporeximate dy to the floor serrise e will be termine to each up or when the e e will be termine to each up or when the e e will be termine to each up or when the e e will be termine to each up or a set of the floor solution 28 26 24 23 22 21 20 18 16 15 12 10 9 8 8 7 7 6 5	20:03 26:58 Fest: y shoulder wid until ar ms are u- neted position xerribe is UPS under a min < 30yrs 53 42 37 33 28 42 37 33 28 53 42 27 24 23 21 19 18 17 15 14 13 11 10 9	24:34 24:56 th spart, feet tt least 90 deg 30-39yrs 48 39.5 33 26 23 39.5 33 26 23 19 18 16 15 14 14 14 13 11 10 9 9 9 9 8 8 6.5	22:22 25:49 0-12 inches # prees or less et tfailure Female 40-49yrs 23 20 18 17 15 14 13 13 11 11 11 10 9 8 8 7 7 6 5	24:45 29:09 sart 23 20 18 17 15 14 13 13 13 11 11 11 10 9 8 8 7 7 6 5	26:-60-64 30: 7 Uhis te 60-64 2 2 2 2 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
	33 27 <27 28 20 20 20 20 20 20 20 20 20 20 20 20 20	30 27 <27 20-29/r5 >1.63 1.63 1.63 1.63 1.63 1.63 1.63 1.63	23 <23 • Graph the spine - the rack a 50-359/rs >1.35 1.35 1.35 1.35 1.35 1.35 1.35 1.35	17 <17 c17 c17 c17 c17 c17 c17 c17 c	12 <12 <12 Bench Pr of a bench p deared that again the deared that again the deared that again the set of the set of the set of the	7 <7 ess Test ess rack end diamound ess rack ess r	25 <25 <25 26 </p	18 <18 Tip: Push helping y 20-29yrs 30 >1.01 1.01 0.9 >1.01 1.01 0.9 0.83 0.83 0.77 0.75 0.55 0.55 0.55 0.55 0.55 0.48	11 <11 <11 sps events so prepare veight Ferma -39yrs 4 >-82 0.82 0.82 0.78 0.78 0.77 0.65 0.65 0.63 0.65 0.63 0.65 0.63 0.65 0.45 0.4	7 -7	5 <59yrs 60 59yrs 60 0.55 0.55 0.55 0.55 0.55 0.55 0.55 0.	0 0-69yrs >.72 0.54 0.54 0.54 0.54 0.54 0.54 0.54 0.54	0.5 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1 0.1	 < 30yrs IT UP 	17:25 20:58 20:58 20:58 20:58 20:58 20:000	22:22 athe plank pos position, sub-	20:38 25:00 P tion with hand jet lowers bo outpout the cu ton only d, the exercise ton only d	24:03 29:47 is approximate dy to the floor exercise or when the completed 60-69yrs 39 28 26 24 23 22 21 20 18 16 15 12 10 9 8 8 7 6	20:03 26:58 Fest: y shoulder wid until ar ms are un wited position exercise is UPS under a min < 30yrs 53 42 37 33 42 27 24 23 27 24 23 21 19 16 17 15 14 13 11 10	24:34 24:56 th spart, feet tt least 90 dep Tip: Trice 30-39yrs 48 39.5 33 26 23 19 18 16 15 14 11 11 10 9 9 8	22:22 25:49 0-12 inches ag rees or less at failure Fernale 40-49yrs 23 20 18 17 15 15 14 13 11 11 11 9 8 8 7 7 6	24:45 29:09 sart clove s are great fo 50-59yrts 23 20 18 17 15 15 15 15 15 14 13 11 11 10 9 9 8 8 7 7 6	26:30: 30: or this te 60-65 22: 111 11: 11: 11: 11: 11: 11: 11: 11:

Vertical Jump Test:



 Jump and reach as high as possible using a measuring device
 Score is the inches to the nearest % inch.
 There is a maximum of three (3)
 attempts.
 If provide the provided of the provided Tip: Squats are great in help ing you prepare for this test



Phoneland	18 23 0			Vertical	Jump				
Physical Fitness				Results in	n inches				
Points		Mi	ale	Martin and State	Female				
, canto	<30yrs	30-39yrs	40-49yrs	50-69yrs	<30yrs	30-39yrs	40-49yrs	50-69yrs	
9.9	30.3	28.4	25.1	22	19	18	13.5	13.5	
9.5	26.5	25	22	21	18.8	16.9	13.5	13.5	
9	25	24	20.3	19.5	18.1	16	13.3	13.3	
8.5	25	23	19.5	18	18	15.5	13	13	
8	24	22	19	17	17.7	15	13	13	
7.5	23	21	18	16.5	17	15	12.7	12.7	
7	22.5	21	18	16	16.3	14.9	12.3	12.3	
6.5	22	20	17	15.5	16	14.3	11.6	11.6	
6	21.5	20	17	15	15.9	13.2	11.5	11.5	
5.5	21	20	16.5	14.5	15.5	13	11.1	11.1	
5	20.5	19.5	16	14	15.2	12.5	10	10	
4.5	20	19	16	14	14.3	12.4	10	10	
4	20	18.6	15.5	13.5	14	12	9.6	9.6	
3.5	19	18.5	15	13.5	13.9	12	9	9	
3	18	18	14.5	13	13.5	11.1	9	9	
2.5	18	17	14	12.2	13	11	8.5	8.5	
2	17.5	16.5	14	11.9	12.6	11	7.8	7.8	
1.5	17	16	13	11	12	10.9	7.1	7.1	
1	16	15.5	12.1	10	12	10.2	7	7	
0.5	13.6	14.5	11	9.3	11.4	9.1	7	7	
0.1	10.3	12.1	6.9	6.5	11	6	7	7	



300 Meter Dash Test



No lane changes during run

Run 300 meters on designated course or track

Cool down after this run is recommended (walk slow for 3-5 minutes)

Physical				300 mete	er dash		Statistics.			
Fitness	Completion time in seconds									
Points (score)		M	ale	And Andrews	Female					
(Score)	<30yrs	30-39yrs	40-49yrs	50-69yrs	<30yrs	30-39yrs	40-49yrs	50-69yrs		
9.9	42.6	42	47	52	54	55	65	65		
9.5	46	46.1	52	58	54.3	56.5	65	65		
9	48	49	55	61	56	60	66	66		
8.5	49	50	56	63	58	63.5	68.2	68.2		
8	50.3	51	57	66.4	58.3	66	72	72		
7.5	51	52	60	68	59.7	66.5	72	72		
7	52	53	61	70	60	68	75.3	75.3		
6.5	53.5	54	62	72	61	69.9	78.7	78.7		
6	54	55	64	74	61	71	79	79		
5.5	55	56	66	77.4	62.7	72	80.5	80.5		
5	56	57	67.6	80	64	74	86	86		
4.5	57.5	58	70	82.6	68.5	75.5	91.7	91.7		
4	59	58.9	72	83.2	71	79	94	94		
3.5	60	61	74.8	85	74.5	80.5	101.8	101.8		
3	62.1	63	77	87	75	82	106.7	106.7		
2.5	64	65	81	89	76	85.5	109.3	109.3		
2	66	68	83	95	78	86	110	110		
1.5	69	70	86	99	88	93.5	116	116		
1	73.4	74.9	90	101.6	97	100	121.5	121.5		
0.5	81.3	80.9	104	112	106.7	114	125	125		
0.1	95.1	113.9	143	184	120	210	125	125		

EXHIBIT "B"

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Biometric Incentive Application Instruction Page- Alternative to Fitness Incentive Program

Shape It Up! El Paso

CoEP Employee Wellness Program

Please submit your applications and supporting documentation to HR ~ Benefit Services Office located at 300 N. Campbell, City Hall 1, First Floor, Monday through Thursday from 7a-6p or via email at insuranceandbenefi@elpasotexas.gov. UNDER IRS RULES, THIS INCENTIVE IS TAXABLE INCOME.

How it works: Employees may earn either the Biometric Incentive or Fitness Incentive but not both. The Biometric Incentive Program is an alternative to the Fitness Incentive Program. This Biometric Incentive Program is available to all employees eligible to enroll in City of El Paso's Health Plan. The City of El Paso will pay up to \$150 monthly based on the health factors from the employee's biometrics screening through the City's H2U Wellness Clinics. If employee passes 6, 7 or 8 of the Health Value criteria, accumulates 200 wellness points AND is not a tobacco user, they will receive an additional \$50, \$100, or \$150 in their paycheck monthly for 12 months. Employees earn Wellness Points by utilizing their preventative care services and participating in various wellness activities offered throughout the year. A Shape It Up! El Paso Wellness Points log will be posted in the City's Benefits website for tracking convenience.

Criteria for Incentive Levels:

HEALTH VALUE	REIMBURSEMENT CRITERIA	
Tobacco Use	Not a tobacco user	
Body fat %	< or = 34% for women < or = 22% for men	
Systolic BP	< or = 130	
Diastolic BP	< or = 85	
Waist Measurement	<35 in for women < 40 in (men)	
Cholesterol/HDL Ratio	< or = 4.5 for women < or = 5.0 for men	
LDL(Bad Cholesterol)	< or = 130	
Triglycerides	< 150 mg/dl	
Fasting Glucose	<110 mg/dl	

1. Level Criteria:

- a. Level 1 for \$50 monthly = pass 6 Health Value Factors
- b. Level 2 for \$100 monthly = pass 7 Health Value Factors
- c. Level 3 for \$150 monthly = pass 8 Health Value Factors
- 2. Not a tobacco user
- 3. Accumulate 200 Wellness Points

Submission of the Biometric Application and documentation is required in order to begin incentives. Step 1: Biometric Incentive Application

- a. Section I: Complete form with your information
- b. Section II: City's H2U Wellness Clinic completes Biometric Screening Date information
 - 1. Clinic staff will provide number of factors in healthy range but not the actual results

2. Biometric screening must be within six (6) months from date of submission

Step 2: Wellness Points Log with proof of Wellness Activities verifying 200 points accumulated

- a. Take your log to events, appointments, or fitness facilities to be stamped or verified
- b. Wellness Activities completed 12 months back from date of submission will be reviewed
- c. Proof of activity will be subject for review and approval by HR~Benefit Services
- d. Wellness Point Log posted at City's HR Wellness Program website or picked up at HR-Benefits Office 1.http://www.elpasotexas.gov/benefits-and-risk-management/benefit-services/wellness-program

Additional information:

Monthly incentives will be split into bi-weekly payments and processed through your payroll check beginning on next available pay-period and continue for 24 pay-periods from date application is submitted. Notification for approved applications will be sent to employees to their City of El Paso employee email address. Please contact HR ~ Benefit Services Office if you have any questions regarding this wellness program at (915) 212-1275 or visit us at http://www.elpasotexas.gov/benefits-and-risk-management/benefit-services/wellness-program.



Biometric Incentive Application Alternative to Fitness Incentive Program

Shape it Up! El Paso CoEP Employee Wellness Program



NOTICE: Must be an active employee eligible to enroll in City of El Paso Health Plan and not participating in the Fitness Incentive Program. The City of El Paso will pay up to \$150 monthly based on the completion and submission of all required criteria. Monthly incentives will be split into bi-weekly payments and processed through your payroll check beginning on next available pay-period from date submitted and continue for 24 pay-periods. <u>UNDER IRS RULES, THIS INCENTIVE IS TAXABLE INCOME.</u>

Submission of this Biometric Application and documentation is required in order to begin incentives. Step 1: <u>Biometric Incentive Application</u>

- a. Section I: Complete form with your information
- b. Section II: City's H2U Wellness Clinic completes Biometric Screening Date information
 - 1. Clinic staff will provide number of factors in healthy range but not the actual results
 - 2. Biometric screening must be within six (6) months from date of submission

Step 2: Wellness Points Log with proof of Wellness Activities verifying 200 points accumulated

- a. Take your log to events, appointments, or fitness facilities to be stamped or verified
- b. Wellness Activities completed 12 months back from date of submission will be reviewed
- c. Proof of activity will be subject for review and approval by HR~Benefit Services
- d. Wellness Point Log posted at City's HR Wellness Program website or picked up at HR-Benefits Office
 <u>http://www.elpasotexas.gov/benefits-and-risk-management/benefit-services/wellness-program</u>

Section I: Employe	e Information		
Employee Name:		KRONOS ID:	
- Daytime Phone #:	City Email address:		

Section II: Biometric Screening Information	
Wellness Clinic Location:	Date of Screening:
Stamp:	Number of Factors Met:
Clinic Staff Signature:	

Employee Signature____

Date:

For HR use only Date Received: Level processed: Payroll Schedule: Processed by:

Please contact HR ~ Benefit Services Office if you have any questions regarding this wellness program (915) 212-1275 or visit us http://www.elpasotexas.gov/benefits-and-risk-management/benefit-services/wellness-program

Shape It Up El Paso! GOAL SHEET

Name: _____



Kronos: _____ Date: _____

*Please take this sheet to your biometric screening so that City H2U Wellness Clinic Staff may evaluate criteria with you directly. This form is for the employees.

HEALTH VALUE	REIMBURSEMENT CRITERIA	MET CRITERIA
Tobacco Use	Not a tobacco user	
Body fat %	< or = 34% (women) < or = 22% (men)	
Systolic BP	< or = 130	
Diastolic BP	< or = 85	
Waist Measurement	< 35in (women) < 40in (men)	
Cholesterol/HDL Ratio	< or = 4.5 (women) < or = 5.0 (men)	
LDL(Bad Cholesterol)	< or = 130	
Triglycerides	< 150 mg/dl	
Fasting Glucose	<110 mg/dl	
	Number of Criteria Met:	

Based on the Shape It Up! Goal Sheet, if you achieve 6, 7 or 8 of the Health Value criteria, accumulate 200 wellness points AND you are not a tobacco user, you will receive an additional monthly \$50, \$100, or \$150 in your paycheck for the Biometric Incentive.

Please contact HR ~ Benefit Services Office if you have any questions regarding this wellness program (915) 212-1275 or visit us http://www.elpasotexas.gov/benefits-and-risk-management/benefit-services/wellness-program

200 Wellness Point Accumulation based on Shape It Up El Paso Goal Sheet Examples Log may be picked up at HR-Benefits Office or posted at:

http://www.elpasotexas.gov/benefits-and-risk-management/benefit-services/wellness-program

Preventive Healthcare: There is a maximum of 75 points available from preventive healthcare.

Flu Shot – 10 pts	Annual Physical Exam – 10 pts	Colonoscopy or other cancer screenings – 10 pts
Dental Exam – 5 pts	Biometric Screening: 10 pts	Successful Biometric Screening – 10 pts
Health Fairs – 10 pts	Safety Fairs – 10 pts	Aetna HRA completed or updated – 5 pts

City Wellness Education Dates, safety courses, and Parks and Recreation Activities: 3-10 points per class with a max of 72 pts.

Fun Walk / Run: 5 points per event with a max of 35 points

Trail leader Events / **Get Active Challenges:** 10 points per event with a max of 60 points and additional 3points on Get Active Challenges for top three teams

Weight Loss / Maintenance programs: 3 points per lbs. lost with a max of 100 points and 20 points for maintaining weight

El Paso Community Projects: 7 points per project with a max of 56 points

Please contact HR ~ Benefit Services Office if you have any questions regarding this wellness program (915) 212-1275 or visit us http://www.elpasotexas.gov/benefits-and-risk-management/benefit-services/wellness-program