

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

SUBJECT: Resolution that the City Manager be 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.

PRIOR COUNCIL ACTION: 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

*****REQUIRED AUTHORIZATION*****

DEPARTMENT HEAD:

Nancy Bartlett
Name


Signature


Date

2015

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.

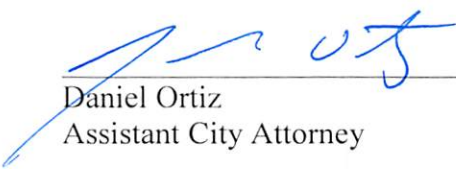
CITY OF EL PASO

Oscar Leeser, Mayor

ATTEST:

Richarda Duffy Momsen
City Clerk

APPROVED AS TO FORM:



Daniel Ortiz
Assistant City Attorney

STATE OF TEXAS

COUNTY OF TEXAS

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§
§
§

MEMORANDUM

OF

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 earn 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

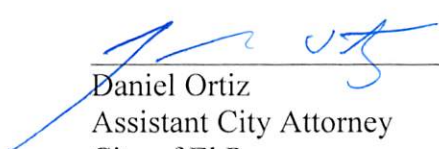
that all other terms in the November 11, 2014 Agreement remain unchanged.

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

EXHIBIT “A”

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 insuranceandbenefi@elpasotexas.gov.

UNDER IRS RULES, THIS INCENTIVE IS TAXABLE INCOME

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://www.elpasotexas.gov/benefits-and-risk-management/benefit-services/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. **UNDER IRS RULES, THIS INCENTIVE IS TAXABLE INCOME.** 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.

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

Section I: Employee 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 completed by Parks and Recreation or 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:

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>

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



Sit Ups Test

- Lie on your back, knees bent, feet flat on floor; hands behind ears
- Partner holds feet down while subject performs as many correct sit ups in one minute
- Up position: Subject should touch elbows to knees or upper legs and then return to the down position before starting next sit up
- Subject should not raise buttocks from ground
- Down position: touch lower part of shoulder blades to the ground
- A repetition is counted when the subject reaches the up position.
- You may only rest in the up position.



1.5 Mile Walk / Run Test

- Run 1 1/2 miles on designated course track.
- Cool down after run is recommended (walk slow for 3-5 minutes)
- Tip: Run in 2 minute intervals as fast as you can for best results, take some time to recover after each sprint before running again; this will help you get a better time score.



Physical Fitness Points (Score)	SIT UPS											
	Number of sit-ups completed under a minute without failure											
	Male						Female					
	< 20yrs	20-29yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs	< 20yrs	20-29yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs
9.9	>62	>55	>51	>47	>43	>39	>55	>51	>42	>38	>30	>28
9.5	62	55	51	47	43	39	55	51	42	38	30	28
9	55	52	48	43	39	35	54	49	40	34	29	26
8.5	53	49	45	40	36	31	49	45	38	32	25	20
8	51	47	43	39	35	30	46	44	35	29	24	17
7.5	50	46	42	37	33	28	40	42	33	28	22	15
7	48	45	41	36	31	26	38	41	32	27	22	12
6.5	48	44	40	35	30	24	37	39	30	25	21	12
6	47	42	39	34	28	22	36	38	29	24	20	11
5.5	46	41	37	32	27	21	35	37	28	23	19	10
5	45	40	36	31	26	20	34	35	27	22	17	8
4.5	42	39	36	30	25	19	34	34	26	21	16	8
4	41	38	35	29	24	19	32	32	25	20	14	6
3.5	39	37	33	28	22	18	30	31	24	19	12	5
3	38	35	32	27	21	17	29	30	22	17	12	4
2.5	37	35	31	26	20	16	29	28	21	16	11	4
2	36	33	30	24	19	15	28	24	20	14	10	3
1.5	34	32	28	22	17	13	27	23	18	13	7	2
1	33	30	26	22	16	10	25	21	16	10	6	1
0.5	27	27	23	17	12	7	25	18	11	7	5	0
0.1	<27	<27	<23	<17	<12	<7	<25	<18	<11	<7	<5	0

Physical Fitness Points (Score)	1.5 Mile Run											
	Completion time in minutes											
	Male						Female					
	< 30yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs	< 30yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs	< 30yrs	30-39yrs
9.9	8:29	8:49	9:10	9:34	10:09	9:30	9:58	10:09	11:20	12:24	9:30	9:58
9.5	9:17	9:33	9:51	10:37	11:26	10:28	11:00	11:33	12:53	14:05	10:28	11:00
9	9:34	10:01	10:28	11:10	12:20	11:10	11:33	12:11	13:40	14:53	11:10	11:33
8.5	10:00	10:24	10:48	11:45	12:53	11:33	11:58	12:53	14:24	15:45	11:33	11:58
8	10:09	10:46	11:15	12:08	13:23	11:58	12:24	13:23	14:34	15:33	11:58	12:24
7.5	10:43	11:06	11:40	12:36	13:52	12:24	12:53	13:45	15:13	16:46	12:24	12:53
7	10:59	11:22	11:58	12:53	14:16	12:51	13:24	13:58	15:43	17:30	12:51	13:24
6.5	11:10	11:33	12:11	13:20	14:34	12:53	13:47	14:34	16:13	17:38	12:53	13:47
6	11:29	11:54	12:24	13:35	15:04	13:24	14:08	14:53	16:35	18:27	13:24	14:08
5.5	11:41	11:58	12:53	13:58	15:23	13:48	14:28	15:13	16:46	18:37	13:48	14:28
5	11:58	12:24	13:12	14:23	15:56	14:04	14:34	15:34	17:19	19:04	14:04	14:34
4.5	12:20	12:50	13:24	14:34	16:21	14:34	15:14	15:58	17:38	19:35	14:34	15:14
4	12:38	12:58	13:50	15:06	16:46	14:50	15:43	16:31	18:18	20:16	14:50	15:43
3.5	12:53	13:24	14:11	15:26	17:11	15:14	15:58	16:46	18:37	20:52	15:14	15:58
3	13:15	13:44	14:34	15:58	17:41	15:46	16:42	17:29	19:10	21:36	15:46	16:42
2.5	13:36	14:05	14:53	16:28	18:33	16:21	16:56	18:05	19:43	22:21	16:21	16:56
2	14:00	14:34	15:24	16:58	19:10	16:46	17:38	18:37	20:44	22:52	16:46	17:38
1.5	14:34	15:13	15:58	17:38	20:19	17:38	18:37	19:35	21:38	23:37	17:38	18:37
1	15:30	15:57	16:46	18:37	21:51	18:33	19:43	20:52	22:52	24:48	18:33	19:43
0.5	17:04	17:25	18:48	20:38	24:03	20:03	21:34	22:22	24:46	26:19	20:03	21:34
0.1	20:58	20:58	22:22	25:00	29:47	26:58	24:56	25:49	29:09	30:12	26:58	24:56



Bench Press Test

- Lie spine on the bench of a bench press rack
- Grasp the bar with the desired fashion, dismount it from the rack and with arms extended, hold it above your chest
- Lower the weight in a straight line down to your chest while forearms travel perpendicular to torso, looking from the side.



Tip: Pushups exercises are great in helping you prepare for this test



Push-up Test:

- Subject starts in the plank position with hands approximately shoulder width apart, feet 0-12 inches apart
- Starting in the up position, subject lowers body to the floor until arms are at least 90 degrees or less at elbow
- Back must be kept straight throughout the exercise
- Subject can rest in the up position only
- If a knee is placed on the ground, the exercise will be terminated
- A repetition is counted when the subject returns to each up position
- Total number of correct push-ups in 1 minute or when the exercise is terminated



Tip: Triceps Exercises are great for this test...

Physical Fitness Points (Score)	BENCH PRESS											
	Body percentage calculation: Weight lifted ÷ body weight											
	Male						Female					
	< 20yrs	20-29yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs	< 20yrs	20-29yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs
9.9	>1.76	>1.63	>1.35	>1.20	>1.05	>.94	>.88	>1.01	>.82	>.77	>.68	>.72
9.5	1.76	1.63	1.35	1.2	1.05	0.94	0.88	1.01	0.82	0.77	0.68	0.72
9	1.46	1.48	1.24	1.1	0.97	0.89	0.83	0.9	0.76	0.71	0.61	0.64
8.5	1.38	1.37	1.17	1.04	0.93	0.84	0.81	0.83	0.72	0.66	0.57	0.59
8	1.34	1.32	1.12	1	0.9	0.82	0.77	0.8	0.7	0.62	0.55	0.54
7.5	1.29	1.26	1.08	0.96	0.87	0.79	0.76	0.77	0.65	0.6	0.53	0.53
7	1.24	1.22	1.04	0.93	0.84	0.77	0.74	0.74	0.63	0.57	0.52	0.51
6.5	1.23	1.18	1.01	0.9	0.81	0.74	0.7	0.72	0.62	0.55	0.5	0.48
6	1.19	1.14	0.98	0.88	0.79	0.72	0.65	0.7	0.6	0.54	0.48	0.47
5.5	1.16	1.1	0.96	0.86	0.77	0.7	0.64	0.68	0.58	0.53	0.47	0.46
5	1.13	1.06	0.93	0.84	0.75	0.68	0.63	0.65	0.57	0.52	0.46	0.45
4.5	1.1	1.03	0.9	0.82	0.73	0.67	0.6	0.63	0.55	0.51	0.45	0.44
4	1.06	0.99	0.88	0.8	0.71	0.65	0.58	0.59	0.53	0.5	0.44	0.43
3.5	1.01	0.96	0.86	0.78	0.7	0.65	0.57	0.58	0.52	0.48	0.43	0.41
3	0.96	0.93	0.83	0.76	0.68	0.63	0.56	0.56	0.51	0.47	0.42	0.4
2.5	0.93	0.9	0.81	0.74	0.66	0.6	0.55	0.53	0.49	0.45	0.41	0.39
2	0.89	0.88	0.78	0.72	0.63	0.57	0.53	0.51	0.47	0.43	0.39	0.38
1.5	0.86	0.84	0.75	0.69	0.6	0.56	0.52	0.5	0.45	0.42	0.38	0.36
1	0.81	0.8	0.71	0.65	0.57	0.53	0.5	0.48	0.42	0.38	0.37	0.33
0.5	0.76	0.72	0.65	0.59	0.53	0.49	0.41	0.44	0.39	0.35	0.31	0.26
0.1	<.76	<.72	<.65	<.59	<.53	<.49	<.41	<.44	<.39	<.35	<.31	<.26

terminated												
Physical Fitness Points (Score)	PUSH UPS											
	Number of push ups completed under a minute without failure											
	Male						Female					
	< 30yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs	< 30yrs	30-39yrs	40-49yrs	50-59yrs	60-69yrs		
9.9	100	86	64	51	39	53	48	23	23	23		
9.5	62	52	40	39	28	42	39.5	20	20	20		
9	57	46	36	30	26	37	33	18	18	18		
8.5	51	41	34	28	24	33	26	17	17	17		
8	47	39	30	25	23	28	23	15	15	15		
7.5	44	36	29	24	22	27	19	15	15	15		
7	41	34	26	21	21	24	18	14	14	14		
6.5	39	31	25	20	20	23	16	13	13	13		
6	37	30	24	19	18	21	15	13	13	13		
5.5	35	29	22	17	16	19	14	11	11	11		
5	33	27	21	15	15	18	14	11	11	11		
4.5	31	25	19	14	12	17	13	10	10	10		
4	29	24	18	13	10	15	11	9	9	9		
3.5	27	21	16	11	9	14	10	8	8	8		
3	26	20	15	10	8	13	9	7	7	7		
2.5	24	19	13	9.5	7	11	9	7	7	7		
2	22	17	11	9	6	10	8	6	6	6		
1.5	19	15	10	7	5	9	6.5	5	5	5		
1	18	13	9	6	4	8	6	4	4	4		
0.5	13	9	5	3	2	5	4	1	1	1		
0.1	0	0	0	0	0	3	1	0	0	0		



Vertical Jump Test:

- Jump and reach as high as possible using a measuring device
- Score is the inches to the nearest 1/8 inch.
- There is a maximum of three (3) attempts.

Tip: Squats are great in helping you prepare for this test



Physical Fitness Points	Vertical Jump							
	Results in inches							
	Male				Female			
	<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

- Run 300 meters on designated course or track
- No lane changes during run
- Cool down after this run is recommended (walk slow for 3-5 minutes)



Physical Fitness Points (score)	300 meter dash							
	Completion time in seconds							
	Male				Female			
	<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”

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:

- Level 1 for \$50 monthly = pass 6 Health Value Factors
- Level 2 for \$100 monthly = pass 7 Health Value Factors
- 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

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

- Take your log to events, appointments, or fitness facilities to be stamped or verified
- Wellness Activities completed 12 months back from date of submission will be reviewed
- Proof of activity will be subject for review and approval by HR~Benefit Services
- Wellness Point Log posted at City's HR Wellness Program website or picked up at HR-Benefits Office
 - <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. UNDER IRS RULES, THIS INCENTIVE IS TAXABLE INCOME.

Submission of this 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
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Section I: Employee 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:

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.

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 3 points 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