

SARPY WELLNESS PROGRAM

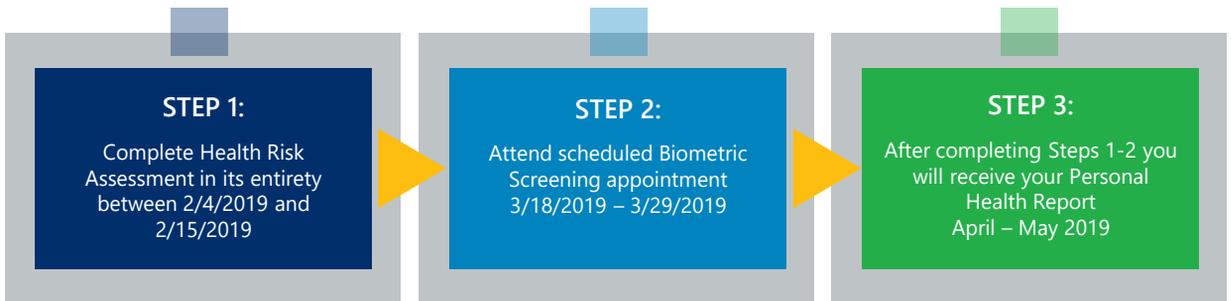
Frequently Asked Questions (FAQs)

I've heard a couple of different names of vendors; who are they?

Lockton Companies and their Health Risk Solutions division is the primary company the County will use to support its Wellness efforts. The County will also be utilizing an organization called Wellness Partners to conduct the Biometric Screenings, who will be partnering with Lockton to provide Personal Health Reports. Williams-Deras, the County's benefits broker, will continue to provide consultation services and program support as well.

What is involved in the Personal Health Assessment?

This will include completion of a questionnaire called a Health Risk Assessment (HRA), and an onsite Biometric Screening. You will be issued a Personal Health Report, which summarizes the results from the Biometric Screening and your HRA answers. It describes your overall health; it provides explanation about your measurements and results. It summarizes what you are doing well and also provides insight about behaviors and strategies that you may want to incorporate to improve your overall health.



How often will Personal Health Assessments be conducted?

Screenings will typically be held once a year. So, if you decide not to participate the first time, you will have another opportunity to do so in the future.

What is a Health Risk Assessment Questionnaire?

The Health Risk Assessment (HRA) is a questionnaire that asks questions regarding lifestyle choices, medical history, safety, nutrition, physical activity, stress levels, and readiness to improve overall health habits. It can either be completed online via Lockton's website or by paper for those who do not have computer access. You can complete the questionnaire during work hours or from the privacy of your own home. If you need to complete the paper version, you can send it directly to Lockton.

How is the Health Risk Assessment Questionnaire information used?

The information from the HRA provides the data for one element of your Personal Health Report provided by Lockton. You will be able to review it with the nurse advocate if you choose to do so.



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Does my Personal Health Report score matter? Is Sarpy County keeping track of it?

No. It is just for your reference. No one sees this except for you. It can be used to help you gauge your progress (or your spouse's progress) over time.

What is involved in the Health Screening?

We will have onsite Biometric Screening events which involve a blood pressure reading as well as height, weight, and body mass index (BMI) measurements along with pulse rate. It also entails a blood draw and a take-home colon cancer screening (for those 35 years and older). The Biometric Screening provides you with testing and measurements which are important to understanding your overall health. A comprehensive list of lab tests and blood analysis is completed including:

- CBC: Complete Blood Count
- CMP: Comprehensive Metabolic Panel
- Iron
- Lipids
- PSA: Prostate-Specific Antigen (Men 40+)
- T4: Free Thyroxine Test for Thyroid Function
- HbA1c: Hemoglobin A1c Test for Diabetes
- And more...

What happens after the Health Screening?

The laboratory results and measurements will be mailed to your home address from Wellness Partners. If you have results that Wellness Partners deems critical, they will contact you as soon as possible to alert you and encourage you to follow up with your healthcare provider.

The biometric measurements and laboratory results will be sent from Wellness Partners to Lockton Companies in order to compile the screening results with your HRA answers to create your Personal Health Report. It will be available online, and you will be sent notification and access via email. If you do not have email, we can make arrangements to mail it to your home address.

What happens after I receive my Personal Health Report from Lockton?

You may choose to participate in the Nurse Advocate program. You will have an opportunity to meet or speak with the Sarpy County dedicated Nurse Advocate. The Nurse Advocate will be able to sit down with you, explain your Personal Health Report, and answer any questions you may have. They can assist you in establishing self-management strategies to improve your health or that of your spouse. The Nurse Advocate can help you find a physician if you do not have one. The Nurse Advocate will provide information and coaching consultation on a one-on-one basis at the worksite or by phone, whichever is more convenient for you.



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What are some other things that the Nurse Advocate can assist me with?

The Nurse Advocate can discuss your condition(s) and work with you to determine the best course of action for improving your health. The Nurse Advocate can work with you to create an individualized plan. The Nurse Advocate is available to answer your questions, suggest activities and exercise, provide nutrition information, etc. The Nurse Advocate can guide you with suggestions on how to improve your self-care and medical care practices as well as direct you to other sources of health information; basically be a champion for your efforts throughout the year. This support extends beyond what is delivered by your healthcare provider and it is at no additional cost to you.

What information does the Nurse Advocate have access to?

In order to best advise you about your healthcare decisions, and opportunities for improving your health, the Nurse Advocate will access information from your Personal Health Report, as well as medical and pharmacy claims information received from the County's insurance carrier.

If I participate in the Personal Health Assessment who will see my health information?

Your personal health information is kept confidential and private. The information that you share as part of the Wellness Program's (including access to the Nurse Advocate) is not shared with anyone at Sarpy County, nor is it shared with the County's insurance carrier.

The information collected is only seen as needed to process and interact with you by Wellness Partners and Lockton. Sarpy County, Wellness Partners, as well as Lockton and their Nurse Advocate Program strictly adhere to HIPAA, the federal privacy law regarding protection of your personal health information.

Will this information be sent to my doctor?

No, this information will not be sent directly to your doctor. Once you receive your results, we encourage you to share them with your doctor.

If the County and insurance carrier do not receive my Personal Health Report, what do they receive?

The County will receive a summary report that provides an overall "snapshot" of the health of the entire group of participants, as a whole group. It describes how many within the group have high blood pressure, how many have diabetes, etc. It is used to help assess the risk and needs of the group. The group information helps the County to structure its health insurance plan design better, anticipate health education, wellness activities, and programming. Be assured, no individual medical information will be provided.

Will the County be providing incentives to employees who participate in the Wellness Program?

Yes. Please visit sarpy.com/wellness/incentive.html for program information.

