

NUTRITION ESSENTIALS
WELLNESS
ACTIVITIES
COMMERCE CITY



EMPLOYEE WELLNESS
TEAM



2023
EMPLOYEE
WELLNESS
PROGRAM

KNOWLEDGE

STRENGTH  

Fitness Series

EMPLOYEES

THE CITY UNDERSTANDS HOW EMPLOYEE PRODUCTIVITY IS AFFECTED BY WORKPLACE HEALTH BENEFITS.

The Employee Wellness Program advocates employee wellness by creating a community that promotes overall health and well-being. This program offers wellness challenges, educational lunch & learns, fitness series, and other wellness events throughout the year. Employees can earn points for their participation to redeem for prizes or gift cards.

This book lists Rally Rewards activities from the UnitedHealthcare wellness program for you to get the most rewards out of your wellness experience.

Mission Statement

Develop and maintain an employee wellness program that consists of various group and individual involvement opportunities that promote a positive and healthy work environment for city employees.

Vision Statement

Inspire productivity, physical and mental well-being, and promote a workplace culture that supports employees' desire to make healthy lifestyle choices.

Wellness Team

The Employee Wellness Team consists of employees representing different departments to develop, promote, facilitate, and manage the program. The team strives to engage employees in the program by offering diverse activities appealing to all types and interests.

Wellness Team Members

For a list of current Employee Wellness Program team members, please visit the c3gov.com/wellness.



WELLNESS PROGRAM OVERVIEW

Activities & Rewards at a Glance

ACTIVITY	REWARD	WHO IS ELIGIBLE	HOW TO EARN THE REWARD/DEADLINES	CONTACT
Wellness Activities	Up to 10,000 Work Tango points for full-time employees and \$100 for variable-hour employees per year AND entry into the year-end wellness celebration drawing for participation.	Full-time and variable-hour employees	Participate in wellness activities throughout the year. Rewards vary based on activity. Points are available through November 30, 2023.	Hr2@c3gov.com
Two Challenges & Online Health Assessment through Rally Rewards (or through another provider for employees not covered by a city health plan)	2024 Floating Holiday + Work Tango points (points vary)	Full-time employees	Meet the point qualifications of two challenges Complete the online health assessment by November 30, 2023.	Hr2@c3gov.com RallyHealth.com
Wellness Visit	\$200 added to your paycheck + 200 Work Tango points	Employees and spouses enrolled in a city health plan, provided by UnitedHealthcare	Visit c3gov.com/wellness to learn more. Complete these tasks by December 31, 2023. Incentives are processed at the end of each quarter.	Hr2@c3gov.com
Biometric Screening	\$75 added to your paycheck + 200 Work Tango points			MyUHC.com
Online Health Assessment through Rally Rewards	\$25 added to your paycheck + 300 Work Tango points			RallyHealth.com
Rally Wellness Activities	Up to \$200 in gift cards per person limit (plus Work Tango points): <ul style="list-style-type: none">• Complete One: Wellness Coaching, Real Appeal or Quit for Life Program - \$100• Complete Biometric Screening - \$75 (in addition to the \$75 provided by the city)• Physical Activity Check-In - \$20• Online Rally Health Survey and Video - \$25 (in addition to the \$25 provided by the city)• Virtual Visit - \$25	Employees and spouses enrolled in a city health plan, provided by UnitedHealthcare	Complete tasks by December 31, 2023.	RallyHealth.com

POINTS AND REWARDS

The Employee Wellness Team will release a quarterly schedule with various employee wellness activities. Please see the intranet calendar to sign up for activities.

This year, the Employee Wellness Program will follow a Work Tango point structure. Full-time employees will receive their points through Work Tango; some of the Work Tango points will be awarded to employees automatically at the end of the quarter, and others may need to be claimed by employees on Work Tango (see the Wellness Tracking Sheet at the end of this book for specifics). Variable-hour employees will receive a gift card at the end of the year and should use the Wellness Tracking Sheet located at the end of this book to track their points.

POINTS GUIDE:

- Full-time can earn up to 10,000 Work Tango points (or \$100 for variable-time employees) this year through the Employee Wellness Program
- 100 Work Tango points for full-time employees = \$1.00 for variable-time employees. Please contact HR in December 2023 at Hr2@c3gov.com to claim your reward.

Work Tango points allow employees to shop for awesome prizes from the following categories:

- | | | |
|---------------|----------------------|--|
| • Electronics | • Fashion | Full-time employees |
| • Home Goods | • Giftcards to many | can access their Work Tango |
| • Beauty | businesses and more! | account at |
| • Appliances | | c3gov. WorkTangohr.com/dashboard . |

2024 Floating Holiday (all full-time employees are eligible)

Full-time employees can earn the 2024 Floating Holiday (an eight-hour paid day) by completing at least two challenges and the online health assessment through Rally Rewards or their medical provider. The paid day is credited to the employees' 2024 leave bank effective Monday, December 18, 2023. Employees must use the Floating Holiday before the end of the 2024 payroll year, or the day will be forfeited. Similarly, unused floating holiday time is forfeited upon separation from the city.

Online Health Assessment (300 Work Tango points)

The health survey is available online and takes less than 30 minutes to complete. Employees covered by a city health plan provided by UnitedHealthcare (UHC) can complete the survey online through Rally (UHC's Wellness Program). Please submit verification of your completed health assessment to Human Resources at hr2@c3gov.com.

Employees not covered by a city health plan can complete a health survey through their insurance carrier website and provide HR a copy confirming completion by November 30, 2023, to count toward the Floating Holiday; HR does not need to see the results of the survey. Contact HR with any questions at hr2@c3gov.com.

Year-End Wellness Celebration Drawing

Employees who participate in wellness activities through November 30, 2023 will be entered in the drawing for prizes. Each point earned throughout the year provides an entry into the drawing. Prizes are TBA.



WELLNESS ACTIVITIES

WELLNESS CHALLENGES (FOUR TOTAL, POINTS VARY)

The Employee Wellness Program offers four challenges throughout the year.

Employees **must meet the minimum requirements of each challenge** to earn credit towards the 2024 Floating Holiday. All challenges are online and can also be accessed via a mobile app. The purpose of the wellness challenges is to support healthy decision-making in the workplace. Challenges include nutrition, physical activities, healthy behaviors, behavior awareness, and more.

March - Ola

Ola means life. Boost your physical activity by participating in this challenge and viewing various Hawaiian scenes.

May - Nourish

Make healthy eating a habit. Participants in this challenge will enjoy growing virtual veggies, fruits, nuts, seeds, and grains for logging healthy behaviors. You will also learn fun facts about each plant and get inspired by delicious recipes featuring bounty from their weekly gardens.

August - Work of Art

This challenge introduces emotional well-being activities, including mindfulness, optimism, gratitude, and connection. Participants will learn skills to build emotional fitness, including ways to foster resilience and boost happiness.

October – Walktober

Make walking a priority! Walking can improve health and reduce serious health risks such as heart disease, high blood pressure, and cancer.

LUNCH & LEARNS (EIGHT TOTAL, 300 WORK TANGO POINTS EACH)

Each month employees will have the opportunity to participate in a Lunch & Learn. These are one-hour presentations available during the lunch hour to all employees. The goal of these events is to provide educational information on unique topics from guest instructors. Please refer to the quarterly wellness calendar for more information and the intranet calendar to sign-up. Please note the trainings are tentative and subject to change.

FITNESS SERIES (CLASSES AND POINTS VARY)

The Wellness program will offer various fitness classes throughout the year. These will accommodate a variety of fitness levels. Information on these is posted in the quarterly wellness schedule.

ADDITIONAL OPPORTUNITIES

Race Reimbursement (500 Work Tango points)

Run a 5k or compete in an obstacle race! The city will reimburse employees one entry per employee up to \$50 for a race of their choice. Contact HR for more information on this activity at hr2@c3gov.com.

Personal Training (500 Work Tango points)

Take advantage of up to three free personal training sessions from a certified trainer through the city's recreation division. Employees must complete medical health history and goal forms before the start of the program. Contact Justin Layden x3762 or jlayden@c3gov.com for more information.

Nutrition Counseling (500 Work Tango points)

Enjoy one free nutrition counseling session with a nutrition therapist to discuss your diet and lifestyle and health hurdles. Contact HR for more information on this 50-minute phone session at hr2@c3gov.com.

Benefits, Wellness, and Safety Fair (200 Work Tango points)

Employees have a chance to learn more about their benefits, wellness, and safety programs at this event. Event information is TBA.

Earn More on Your Paycheck

Employees and spouses or domestic partners enrolled in a city health plan can earn additional money on their paychecks for completing the following events one time per year:

- Wellness Visit - \$200
(plus 200 Work Tango points)
- Biometric Screening - \$75
(plus 200 Work Tango points)
- Online Health Assessment through Rally - \$25
(plus 300 Work Tango points)

These are processed at the end of each quarter. Learn more about these opportunities at c3gov.com/wellness.

Rally Rewards

Employees and spouses enrolled in a city health plan can each earn up to \$200 each per year in gift cards by participating in Rally Rewards, the wellness program provided by UnitedHealthcare. Activities include:

- Complete One: Wellness Coaching, Real Appeal or Quit for Life Program - \$100
(plus Work Tango points)
- Complete Biometric Screening - \$75
(plus 200 Work Tango points and the \$75 provided by the city)
- Physical Activity Check-In - \$20
(plus 200 Work Tango points)
- Online Rally Health Survey and Video - \$25
(plus 300 Work Tango points and the \$25 provided by the city)
- Virtual Visit - \$25 (plus 200 Work Tango points)

To sign up for these activities, visit RallyHealth.com. Rally Rewards must be redeemed before the end of the 2023 calendar year.

UHC's Real Appeal

The UHC Real Appeal program offers information about nutrition and exercise while providing a personal transformation coach for a full 52 weeks. Coaches customize the program to individual needs and goals. Employees and spouses enrolled in a city health plan with a body mass index (BMI) of 23 or higher are eligible to participate at no cost. Learn more at myuhc.com.



WELLNESS POINTS TRACKING SHEET

Items marked with an asterisk (*) are only available to employees covered by a city health plan.

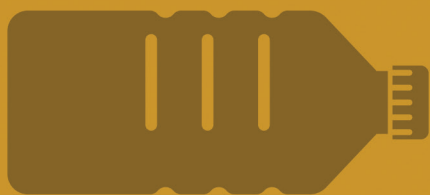
Challenges

Wellness Activity	Work Tango Points (provided at the end of each quarter)	Must claim points in Work Tango	Completed	Comments
Ola	Points Vary		<input type="checkbox"/>	
Nourish			<input type="checkbox"/>	
Work of Art			<input type="checkbox"/>	
Walktober			<input type="checkbox"/>	
Various wellness activities on Work Tango	Points Vary	✓	<input type="checkbox"/>	
Lunch & Learns	300 points each month	✓	<input type="checkbox"/>	
Fitness Series	Points Vary	✓	<input type="checkbox"/>	
Online Health Assessment	300		<input type="checkbox"/>	
Bike to Wherever Week	500	✓	<input type="checkbox"/>	
Race Reimbursement	500		<input type="checkbox"/>	
Personal Training	500		<input type="checkbox"/>	
Nutritional Counseling	500		<input type="checkbox"/>	
Flu Shot	100	✓	<input type="checkbox"/>	
Donate Blood	100	✓	<input type="checkbox"/>	
Benefits, Wellness, and Safety Fair	200	✓	<input type="checkbox"/>	
Assistance at Wellness Events (For Wellness Team Members)	500 each		<input type="checkbox"/>	
Attendance at Team Meetings (For Wellness Team Members)	200 each		<input type="checkbox"/>	
Wellness Visit	200		<input type="checkbox"/>	
Financial Consultation	500	✓	<input type="checkbox"/>	
Sustainability Activities	100	✓	<input type="checkbox"/>	
Behavioral Health Activity (can be used for meditation, counseling sessions, etc.)	200	✓	<input type="checkbox"/>	
Rally Rewards Program				
*Wellness Coaching	300		<input type="checkbox"/>	
*Real Appeal	200		<input type="checkbox"/>	
*Biometric Screening	200		<input type="checkbox"/>	
Physical Activity Check-In	100		<input type="checkbox"/>	
*Virtual Visit	200		<input type="checkbox"/>	
*Cost Estimator Tool			<input type="checkbox"/>	



LUNCH AND LEARNS
WALKTOBER

Thrive



LEARN MORE ABOUT THE EMPLOYEE WELLNESS PROGRAM
AT [C3GOV.COM/WELLNESS](https://c3gov.com/wellness).

Health



BIKE TO WORK

SAFETY FAIR

PRODUCTIVITY *LIFESTYLE*

Goal Setting

Retirement Basics