



The City of De Pere values your health and well-being, and we are pleased to support your wellness goals through this program.

Wellness programs can benefit you in many ways by helping you improve your health and fitness and reduce your health care costs. In addition to improving your health, wellness programs have been shown to help individuals lower their stress levels and improve well-being. This program is designed to support and reward your fitness efforts with gift card incentives, up to \$150!

The Wellness Incentive Program runs from January 1st until December 31st.

Who can participate?

Benefit eligible full-time and part-time employees and their spouses can participate in the City's Wellness Incentive Program. Employees and/or spouses do not need to be enrolled on the medical plan to participate.

How does the program work?

You get to pick and choose what types of wellness activities you are interested in and earn gift cards.

Participants will receive points for things such as participating in a run/walk, getting an annual physical each year, exercising, and completing preventative screenings. A small gift card incentive is built into the program to reward you for achieving points, with benchmarks along the way. Due to the logistics of some of the City-led wellness challenges, these challenges may be offered to employees only to earn points.

Where can I find the activities to earn points?

Wellness Incentive Program information can be found on the Wellness webpage at www.deperewi.gov/wellness and the City's Friday Memo Drive (Q Drive) in the Wellness Folder. At the MSC, Wellness Forms can be found near the main copier with the other blank employee forms.

The Wellness Incentive Program Flyer provides a list of all the activities you can choose from, their point value, and gift card milestone.

Do I have to reach a Gift Certificate Milestone before submitting documentation for points?

No. You can submit points as you earn them throughout the year, once you reach a milestone, or all at once. Please note, some activities need to be submitted at the end of the activity (i.e. Wellness Challenges, Recipe). See Qualification Criteria for more information. If required, proof of participation and forms should be uploaded to your IH21 account at www.IH21wellness.com, unless otherwise specified. All points and documentation, if required, must be logged in the participant's IH21 account by January 15th of the following year (i.e. 2025 documentation must be submitted by January 15, 2026); gift certificates will be distributed shortly after.

When can I start uploading documents, joining challenges, or self-reporting activities in the new year?

Since participants have until January 15 of the following year to complete their wellness submissions, tracking and document uploads for the current year's program can begin on January 16.

A few Wellness Incentive Program highlights:

- Employees and spouses can earn points for participating in virtual wellness coaching visits with Nurse Julie Johnson. Visit www.bellin.org/cc for scheduling information.
- Employees and spouses can earn up to a \$150 gift card!
 - 1,000 point benchmark \$25 gift card**
 - 2,000 point benchmark \$75 gift card**
 - 3,000 point benchmark \$150 gift card**
- Nutrition/Wellness Classes are worth 400 points. Attend and participate in classes regarding smoking cessation, weight loss and others. This includes the live virtual classes offered through the Coaching + Culture program. Employees enrolled on the medical plan can participate in RealAppeal, an online weight loss program, at no additional cost.
- You and your immediate family members (spouse and children) will receive 25% off De Pere Park and Recreation exercise and movement-based programs. To receive the discount you will have to register either over the phone or in person at the Community Center. If you have questions on which classes may be included, please call the Community Center at 920-339-4097.
- Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all benefit eligible employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. If you have questions or concerns, please contact the City's Human Resources Director, Shannon Metzler at 920-339-4045, and we will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.
- The City of De Pere has two onsite exercise facilities that employees can access 24/7. Facilities are available during non-work/non-paid hours.
 - **Municipal Service Center (MSC):** The exercise room is located in the basement of the MSC and has a variety of equipment, hand weights, squat rack, benches, and much more.
 - **City Hall:** The exercise room is located in the basement of City Hall and has hand weights, yoga mats, exercise balls, an elliptical, an exercise bike, and an arc trainer.
 - Spouses are also able to access the exercise facility while the employee is using it. Please be sure you, and your spouse if applicable, have a signed waiver on file with Human Resources prior to using the facilities. Waiver forms are available at www.deperewi.gov/hrforms.

If you have questions about the Wellness Incentive Program, please reach out to your department's Wellness Team member or Tracy Hood in Human Resources.

MSC: Carrie Glime and Alli Hummel

Community Center: Cindy Lee and Sue Planert

City Hall 1st Floor: Danielle Jauquet and Jessie Paque

City Hall 2nd Floor: Kevin Clark

Police Department: Corey Rodewald

Fire Department: Lea Taylor and Jesse Belleau

All: Tracy Hood