

the City to deduct their payroll check or bank draft.

If an employee or retiree refuses to sign the affidavit, they and family members, will not have access to the Clinic, which could prohibit employees from being able to qualify for the HIP premium differential.

Frequently Asked Questions (FAQs) and additional information on the Employee Health Center (Clinic) is available in the Benefits Summaries section.

HEALTHY INCENTIVES PROGRAM (HIP)

The City of Denton will continue with the voluntary Healthy Incentives Program (HIP) for employees to promote wellness and healthy lifestyles, with no changes to the program requirements for the 2022/2023 period. The 2022/2023 HIP requirements will have only two requirements to qualify for the 2024 premium differential:

1. The employee must complete a Biometric (Fasting Lab Draw) and Health Risk Assessment (HRA) at the clinic; and
2. Complete a Comprehensive Health Review at the clinic to review biometric and HRA.

Biometrics can be completed as early as 11 months from the 2021/2022 lab draws. The Biometric should be completed no later than Monday, July 24, 2023, and the Comprehensive Health Review must be completed no later than Monday, July 31, 2023.

If a benchmark is not met, Clinic providers may require additional health coaching for support.

Health Indicator	Benchmark
Body Mass Index (BMI)	30 or Less (or a waist circumference within normal limits: Male <= 40" or Females <= 35")
Blood Pressure (BP)	140/90 or Less (may be repeated once 15 minutes past original elevated BP. If BP is 140/90 or greater, it does not meet the benchmark)
Cholesterol Level	220 or Less (or Total Cholesterol/HDL ratio is within normal limits)
Blood Glucose Level	Below 100 mg and A1C < 5.7
Tobacco (all types, including E-Cigs)	Patient is Tobacco and E-Cig free for past 12 months.

Benchmark guidelines are determined by the Marathon Health Director, Client Operations and follow national standards.

Marathon Health will provide a final report to the City of Denton in November 2023 outlining the employees that completed the HRA blood draw and questionnaire as well as the follow up visit to qualify for the 2024 premium differential.

Marathon Health Disclaimer

The City of Denton Employee Health Center ("Clinic") is managed by Marathon Health, LLC. All Clinic staff members are employed by Marathon Health and are not employees or agents of the City of Denton. Even though you have access to the City of Denton Employee Health Center (Clinic) through your City health benefits, the Clinic operates as a separate entity and is not a part of the City of Denton. All personal health information (PHI) that is acquired by the Clinic staff during your Clinic visits is protected by the Health Insurance Portability and Accountability Act (HIPAA) and will not be disclosed to the City of Denton without your written consent or unless expressly permitted by applicable law.

If you have any concerns, please reach out to the Human Resources Department at (940) 349-8340.





The Health Center is located at the Medical City Denton Professional Office Building, 3537 Interstate 35, Suite 317.

The City of Denton will continue with the voluntary “Healthy Incentives Program” (HIP) for employees to promote wellness and healthy lifestyles, with no changes to the HIP requirements for the 2022/2023 period at this time. The 2022/2023 HIP requirements will have only two requirements to qualify for the 2024 premium differential:

1. **The employee MUST complete a Biometric (Fasting Lab Draw) and Health Risk Assessment or "HRA" at the City of Denton Employee Health Center (also called the "Clinic"); and**
2. **Complete a Comprehensive Health Review at the Clinic to review biometric and HRA results.**

Biometrics can be completed as early as 11 months from 2021/2022 lab draws. The Biometric should be completed no later than Monday July 24, 2023, and the Compressive Health Review must be completed no later than Monday July 31, 2023

**New hires in the 2021/2022 HIP period who completed the HIP requirements in the last quarter of the 2021/2022 HIP period, are required to complete both requirements between June 1 and July 31, following the deadline dates.*

If a benchmark is not met, Clinic providers may require additional health coaching for support.

Health Indicator	Benchmark
Body Mass Index (BMI)	30 or less (or a waist circumference within normal limits - Male <= 40 inches or Females <= 35 inches)
Blood Pressure	140/90 or less (May be repeated once 15 minutes past original elevated BP. If BP is still 140/90 or greater, it does not meet benchmark.)
Cholesterol Level	220 or less (or Total Cholesterol/HDL ratio is within normal limits)
Blood Glucose Level	Below 100mg/and A1C <5.7
Tobacco (all types, including E-Cigs)	Patient is Tobacco Free for past 12 months

Marathon Health will provide a final report to the City of Denton in November 2023, outlining the employees who completed the HRA blood draw and follow up visit, to qualify for the 2024 premium differential.

The 2024 premium differential is \$20 per pay period/\$480 annual.

The City of Denton will consider the applicable provisions of the ADA when implementing our wellness program. First, the City will act upon any reasonable accommodation requirement. Second, the City will not make any disability-related inquiries. Our program will comply with the ADA’s reasonable accommodation requirement, and the City will engage in an interactive process with the disabled employee to develop a reasonable alternative that satisfies the goals of the wellness program and the individual’s need for a reasonable accommodation. See 42 U.S.C. § 12102(1); C.F.R. 1630.2.