

# Healthy@Harris Happenings

Physical • Social • Financial • Career • Community

December 2017



## Wellness Events and Programs

### NEW Healthy@Harris FY20 Premium Rewards Program

Participate 9/1/17 through 8/31/18  
Rewards Effective: 3/1/19 (FY20)

[Click here](#) to view the FY20 Premium Rewards Program roadmap.

**NEW for FY20: If you have a covered spouse on the Harris Health medical plan, both you and your spouse must each complete the program to be eligible for the \$100 per month in premium rewards.** If only one person completes the program, then the premium reward will be \$50 per month. Rewards are effective March 1, 2019.

Step 1: Complete an annual physical exam with lab values by 8/31/18. (250 points)

Step 2: Complete the online health assessment by 8/31/18 (250 points)

Step 3: Earn at least 1,000 points by 8/31/18 (note 500 points are earned from step 1 & 2)

This year we have increased our commitment to you by consolidating all programs and resources into one rewards program. In addition to the \$1,200 in premium rewards, you have the ability to earn an additional \$400 in Amazon eGift cards by being actively engaged in your health and well-being.

[Click here for more details.](#)  
[Click here for the FY20 FAQs](#)  
[Click here to view the electronic presentation.](#)

### Healthy Knowledge Seminar: Raising Healthy Kids

Raising healthy children sounds pretty simple: Good nutrition and 60 minutes of physical activity a day protects kids from obesity, diabetes, and a host of chronic diseases later in life.

These days though, health-conscious parents have to compete against a number of unhealthy temptations. As a parent, you play a key role in your children's choices and behaviors.

Join us for this Healthy Knowledge Seminar and learn how you can foster healthy habits in your children and help them be the best they can be!

All participants will receive 50 Premium Points for the FY20 Healthy@Harris Premium Rewards Program.

[Click here to view the Schedule.](#)

### Explore & Learn Booths

The theme for December is Holiday Drinks. Come test your knowledge about holiday drinks and receive a free giveaway (while supplies last).

Everyone who completes the activity will earn 5 Premium Points and can enter their name into a raffle for a cooking apron!

[View the Explore & Learn Booth schedule here.](#)

### NEW Livongo Diabetes Management Program (No Cost to You!)

#### Who can join [Livongo](#):

Harris Health System employees and covered spouses who have diabetes and coverage on the Harris Health Medical plan.

What you get:

- **Connected Meter:** Automatically uploads your blood glucose readings to your secure online account and provides real-time personalized tips.
- **Support from Coaches When You Need It:** Communicate with a coach anytime about diabetes questions, nutrition or lifestyle changes.
- **Unlimited Strips at No Cost:** When you are about to run out, Livongo ships more supplies, right to your door.

Click here to Register:  
[register.livongo.com/HARRISHEALTH](https://register.livongo.com/HARRISHEALTH)

**Registration Code: HARRISHEALTH**

For new participants, enroll and activate your meter by 8/31/18 and earn 200 premium points.

**NEW:** All participants who test their glucose a minimum of once per week for the entire month will earn 50 premium points for that month.

### Prevent T2-Diabetes Prevention Program Ongoing Classes

9250 Kirby, Ben Taub, LBJ & Smith Clinic

The Type 2 Diabetes Prevention Class Series is being offered at 9250 Kirby, Ben Taub, LBJ, and Smith Clinic. In this class series, you will gain the knowledge and skills to make healthy and sustainable lifestyle changes. This is a year-long class that meets weekly for the first 6 months, and then bi-weekly and monthly during the second 6 months.

[Click here](#) for more details on the Prevent T2 class.

[Click here](#) to view the class schedule.


All participants will receive 50 Premium Points per class completion.


### Cigna Onsite Healthy Knowledge Seminar: Holiday Survival

Wednesday, December 20, 2017  
Times: 12pm, 12:30pm, 1pm and 1:30pm  
Ben Taub Tower 4<sup>th</sup> Floor Conference Room

Too much to see, too much to do, too much to eat. The holidays are just too much fun – and they bring with them temptations to over-commit, overeat, overspend and often, as a result, to stress out. We'll help you get your plan in place to ensure that "the most wonderful time of the year" really is. It's time to put a stressbusting plan in motion.


All participants will receive 50 Premium Points.

<p><b>Online Wellness Challenge: Oh What Fun: Healthy Holiday Challenge</b> November 13<sup>th</sup> through January 7, 2018</p> <p>Tis the time of year when demands on your time and energy can be limited. Challenge yourself to stay active and enjoy a virtual journey from the first Thanksgiving Day football game to famous holiday homes, like the Griswold's and Home Alone. This eight-week challenge runs from November 13<sup>th</sup> – January 7, 2018. Everyone who achieves 448,000 steps (average of 8,000 steps per day) will earn 250 Premium Reward Points.</p> <p>Click here to <a href="#">register</a> for the challenge. <a href="#">Click here</a> to view the challenge flyer and <a href="#">here</a> for the instructions.</p>	<p><b>Healthy Wage Weight Loss Challenge</b> January 5, 2018 and ends March 30, 2018</p> <p>Gather your coworkers, friends, and family together to create a team of 5. Don't has a team? No problem – HealthyWage will match you up with one! Cost: \$70 or \$23.33/month for 3 months.</p> <p>Prizes: Participants who submit a verified starting AND ending weight will receive 250 Premium Points.</p> <p><b>WIN \$10,000 for 1<sup>st</sup> place</b>, \$5,000 for 2<sup>nd</sup> place, and \$3,000 for 3<sup>rd</sup> place. <b>Plus MORE cash prizes!</b></p> <p>Please note: this is a national competition. Harris Health teams will also be competing against other teams across the country for all cash prizes</p> <p><a href="#">Click here to register</a> for the challenge, view the FAQs and challenge rules. <a href="#">Click here to view the challenge flyer.</a></p>
<p><b>Nutrition Consultations</b> Eligible Population: Participants Enrolled in Livongo</p> <p>We are now offering free one-on-one nutrition counseling to all employees and eligible spouses with a diabetes diagnosis who are also enrolled in Livongo. The program is designed using the American Association of Diabetes Educators 7 Self-Care Behaviors. Our Registered Dietitian will help you fill in any education gaps about food and nutrition as well as provide support and guidance to help you manage your diabetes. You will also receive tips to help you prevent future complications.</p> <p>Click here to view our <a href="#">flyer</a></p> <p>If you are interested, please review the <a href="#">program agreement</a> and return the completed form to Ashley Smith at <a href="#">Employee Wellness</a>.</p> <p>For more information contact Ashley at 713-566-6686 or <a href="mailto:EmployeeWellness@harrishealth.org">EmployeeWellness@harrishealth.org</a>.</p>	<p><b>Fitbit Marketplace</b> Discounted Fitbit Devices</p> <div>  <p>As an investment in your well-being, Employee Wellness is providing you preferred pricing on one (1) Fitbit Tracker of your choice between December 1, 2017 and December 31, 2018.</p> <p>To get started, enter your Employee ID plus HHS as the unique promo code below to access the store. For example: 123456HHS. For spouses enrolled in the Harris Health Medical Plan, please use the Employee's ID, plus SP, followed by HHS. For example, 123456SPHHS.</p> <p><a href="#">Click here to visit the Harris Health System Fitbit Marketplace.</a></p> <p>Being physically active is important in improving health, reducing risk for chronic diseases, increasing energy and controlling weight. The Department of Health and Human Services and the Center for Disease Control recommend that each person achieves a minimum of 150 minutes of moderate aerobic exercise, or 75 minutes of vigorous aerobic exercise, each week.</p> </div>
<p><b>BP MS150 Bike Ride</b> April 28<sup>th</sup> and 29<sup>th</sup> Houston-to-Austin Fundraising Minimum: \$400</p> <p>The BP MS150, it is a two-day fundraising bike ride (from Houston to Austin, TX) benefitting those affected by Multiple Sclerosis. Registration fee is \$110 (25% discount available if you use the code BikeVIP). The team password is HHSforall2018.</p> <p>If you're interested in joining the Harris Health System BP MS150 Team, please complete the <a href="#">Rider Information Sheet</a> and return it to Employee Wellness by January 12, 2018</p> <p>Click here for the <a href="#">Harris Health System Rider Information Sheet</a>. It must be turned into Employee Wellness by 1/12/18.</p> <p>Click here for the <a href="#">Harris Health System MS 150 FAQs</a>.</p> <p>Please contact <a href="#">Employee Wellness</a> or <a href="#">Bill Howard</a>, our team captain, if interested in participating. Training rides will begin immediately.</p>	
<p><b>Houston Healthy For Good Celebration and Heart Walk</b> December 9, 2017 Texas Medical Center</p> <p>Join us for a family friendly, free, community festival! Spend the day with us and enjoy a variety of activities around the four pillars of Healthy for Good including a 5k walk, kid's obstacle course, yoga, cycling, farmer's market, hands-only CPR training and more.</p> <p><a href="#">Click here to Register!</a> <a href="#">Click here</a> for more information.</p>	<p><b>EAP</b> The Employee Assistance Program (EAP) offers professional counseling, telephonic support and online resources 24 hours a day, 7 days a week, all at no cost to you.</p> <p>You and your eligible family members are entitled to up to 3 confidential, in-person EAP counseling sessions per incident.</p> <p>Phone: 800-638-3327 Online: <a href="http://www.feieap.com">www.feieap.com</a> username: hhs</p> <p><a href="#">View the Employee Assistance Program flyer</a></p>



## Benefits for Your Life

**The Holidays Are Right Around The Corner: How Can Telehealth Help?**



1. You can get in touch with a Physician 24/7.
2. Faster—Less wait time in the waiting room and less waiting on the exam room.
3. Convenient— contacting a physician is as close as your cell phone.
4. Comfortable—You can contact a Physician from the comfort of your own bed.
5. Reduced Risk—Telehealth reduces the risk of transmitting contagious diseases.

To learn more about the Telehealth program, click [here](#).

**2018 Benefits Pre-Annual Enrollment Meetings**

**FOCUS ON  
WELL-BEING**

**Are you enrolled in the right medical plan option?**

Join us for a 20 minute presentation where we will review your annual costs by plan option and provide FY19 benefit changes.

**View the presentation schedule [here](#).**



**Focus on Retirement**

**IRS Announces 2018 Contribution/Benefits Limits**

**The contribution limit for employees who participate in 401(k), 403(b), most 457 plans, and the federal government’s Thrift Savings Plan is increased from \$18,000 to \$18,500.**

The Internal Revenue Service (IRS) has issued Notice 2017-64 announcing cost of living adjustments affecting dollar limitations for pension plans and other retirement-related items for tax year 2018.

The contribution limit for employees who participate in 401(k), 403(b), most 457 plans, and the federal government’s Thrift Savings Plan is increased from \$18,000 to \$18,500. The catch-up contribution limit for employees aged 50 and over who participate in 401(k), 403(b), most 457 plans and the federal government’s Thrift Savings Plan remains unchanged at \$6,000.

Effective January 1, 2018, the limitation on the annual benefit under a defined benefit plan under Section 415(b)(1)(A) is increased from \$215,000 to \$220,000. For a participant who separated from service before January 1, 2018, the limitation for defined benefit plans under Section 415(b)(1)(B) is computed by multiplying the participant’s compensation limitation, as adjusted through 2017, by 1.0196. The limitation for defined contribution plans under Section 415(c)(1)(A) is increased in 2018 from \$54,000 to \$55,000.

The limitation under Section 402(g)(1) on the exclusion for elective deferrals described in Section 402(g)(3) is increased from \$18,000 to \$18,500.

**To enroll in 401K or 457(b) or to increase your deferral percentage, log on to [www.fidelity.com/atwork](http://www.fidelity.com/atwork) or call 1-800-343-0860.**

Harris Health is committed to helping you achieve your best health. Incentives for participating in a wellness program are available to all eligible employees. If you think you might be unable to meet a standard for incentives under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact Morgan Simmons at 713.566.4391 (office); 346-302-4248 (Mobile) or via email at [Morgan.SweetonSimmons@harrishealth.org](mailto:Morgan.SweetonSimmons@harrishealth.org) or [Morgan.SweetonSimmons@Cigna.com](mailto:Morgan.SweetonSimmons@Cigna.com) 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.