

# Employee Wellness Program

## **Vision Statement:**

To Empower a corporate culture of health that inspires individuals to live with high energy, good health and passion for life.

## **Mission Statement:**

To maximize business performance by helping employees and their families live healthier, more fulfilling lives and empowering them with knowledge, skills and opportunities to achieve their personal health and wellness goals.

## **Goal:**

To be recognized as an industry leader among community-owned health care systems in population health and productivity management.

# Our Team

## **HARRIS HEALTH SYSTEM**

**Michele Hunnicutt, MSHP, CHES, CWWPC**

Director of Employee Wellness & EAP

**Kelle Kampa, MPH, CHES**

Wellness Coordinator

**Ashley Smith, MPH, RD, LD, CHES**

Wellness Coordinator

## **CIGNA HEALTHCARE**

**Leah Garcia Campbell**

Sr. Client Engagement Manager

**Latecia Murphy, M Ed, RN, BSN, CHES**

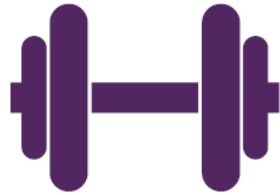
Cigna Onsite RN Health Coach

**Crystal Cunningham**

Onsite Client Service Partner

**Our passion is to help people improve their health, well-being and quality of life!**

# What is Wellness?



# Why choose wellness?

Employees lead by example in promoting wellness at Harris Health.

Well-being improves your health and energy so you can enjoy time with friends and family, doing things you love!

**HARRISHEALTH SYSTEM**



# Population Health Statistics-Biometrics Risks

		Sept 2015 – August 2016			Sept 2016 – August 2017			
Biometric	Biometric Description	% At risk	% High Risk	%Total (At Risk + High Risk)	% At risk	% High Risk	%Total (At Risk + High Risk)	Trends
BMI	At Risk: 25-29 High risk: >=30	33%	39%	<b>72%</b>	32%	46%	<b>79%</b>	↑ 7%
Waist Circumference	Women: >=35 inches Men: >=40 inches			<b>57%</b>	51%		<b>51%</b>	↓ 6%
Cholesterol	At Risk: 200-239 mg/dL High Risk: >=240 mg/dL	20%	5%	<b>25%</b>	20%	5%	<b>25%</b>	↔
HDL	Women: < 50 mg/dL Men: <40 mg/dL	45%		<b>45%</b>	44%		<b>44%</b>	↓ 1%
LDL	At Risk: >=100 mg/dL High Risk: >=160 mg/dL	49%	6%	<b>55%</b>	47%	5%	<b>52%</b>	↓ 3%
Triglycerides	At Risk: >=150 mg/dL High Risk: >=200 mg/dL	23%	12%	<b>35%</b>	26%	13%	<b>40%</b>	↑ 5%
Glucose	At-Risk: 100-125 mg/dL High-Risk: >=126mg/dL	24%	11%	<b>36%</b>	24%	11%	<b>34%</b>	↓ 2%
Blood Pressure	At-Risk: >=120/80 High-Risk: >=140/90	41%	6%	<b>47%</b>	42%	6%	<b>48%</b>	↑ 1%

Data sources:

IDAP, incurred September 2015 – August 2016, and incurred September 2016 – August 2017, paid through September 2017. Excluding post-65 retirees & COBRA  
 September 2016 Cigna Biometric Summary Report

# Population Health Statistics-Lifestyle Risks

		Sept 2015 – August 2016			Sept 2016 – August 2017			
Biometric	Biometric Description	% At risk	% High Risk	%Total (At Risk + High Risk)	% At risk	% High Risk	%Total (At Risk + High Risk)	Trends
Physical Activity	At Risk: 60 to 150 minutes/week High Risk: 0-60 minutes/week	55.9%	20.2%	<b>76.1%</b>	52.7%	20.4%	<b>73.1%</b>	↓ 3%
Tobacco Use	Current Tobacco user		4.3%	<b>4.3%</b>		3.6%	<b>3.6%</b>	↓ .7%
Nutrition	Less than 5 servings of fruit, vegetables and high fiber foods	85%	1.8%	<b>86.8%</b>	81%	1.6%	<b>82.6%</b>	↓ 4.2%
Stress	High Risk: (stress scale score >18)		15.6%	<b>15.6%</b>		12.5%	<b>12.5%</b>	↓ 3.1%

Increasing physical activity is effective in lowering the prevalence of cardiovascular disease, certain cancers, diabetes and certain mental and nervous disorders.

Poor Nutrition is one of the primary unhealthy lifestyle behaviors contributing to hypertension in working age adults

\*Data source: HRA Report 3/1/2016– 2/28/2017

\*\*Data source: HRA Report 3/1/2017 – 9/1/2017

Data source: IDAP, incurred September 2015 – August 2016, and incurred September 2016 – August 2017, paid through September 2017. Excluding post-65 retirees & COBRA



# FY21 Premium Rewards Program





# FY21 Premium Rewards Program

## 2018 – 2019 PREMIUM RATES

The top set of medical premium rates shown below have been established based on participation in our FY19 Premium Rewards program, which asked that all employees covered by our medical plans complete an annual physical, health assessment and other healthy activities throughout the year.

**Non Premium Incentive Rates:** Employees who failed to complete the Premium Rewards requirements.

Medical Premium Rates	Biweekly Premium Incentive Rates				
	Medical Plan	Employee Only	Employee and Spouse	Employee and Children	Employee and Family
	KelseyCare	\$17.58	\$186.79	\$81.08	\$243.19
	High Deductible	\$17.58	\$186.79	\$81.08	\$243.19
	Low Deductible	\$67.51	\$347.88	\$205.48	\$395.41
	Biweekly Rates: Non Premium Incentive Rates				
	KelseyCare	\$63.73	\$232.94	\$127.23	\$289.34
	High Deductible	\$63.73	\$232.94	\$127.23	\$289.34
	Low Deductible	\$113.67	\$394.03	\$251.64	\$441.56


Discounted Premium Rates

NON-Discounted Premium Rates

# Health Management Portal - MyCigna

[www.mycigna.com](http://www.mycigna.com)

[My Plans](#) | Healthy@Harris Premium Rewards Program | Hi | [Profile](#) | [Support Center](#) | [Forms](#) | [Español](#) | [Log Out](#)

 **Cigna** Caring for ourselves so we can care for others **HEALTHY@HARRIS**

[HEALTHY@HARRIS PREMIUM REWARDS PROGRAM](#) | [APPS & ACTIVITIES](#) | [HEALTH ENCYCLOPEDIA](#) | [HEALTH DASHBOARD](#) | [+ PROGRAMS & RESOURCES](#)

### MY WELLNESS SCORE

Hi [Name]! Here's your health assessment score from [Date] to [Date]:

93

100

[TAKE MY HEALTH ASSESSMENT](#)

### MY INCENTIVES

You haven't completed any incentives yet - it's not too late to start!

Points

0

021,930

[VIEW MY INCENTIVE DETAILS](#)

### HEALTH SNAPSHOT

You'll see your biometric numbers below when you complete your [health assessment](#) or get a health screening through a participating lab.

Needs Improvement

Healthy

- Body Mass Index
- ♥ Total Cholesterol
- ▲ Blood Pressure

[VIEW MY HEALTH DASHBOARD](#)

## Step 1 – Complete an Annual Physical with Lab Values

STEP 1– Complete an annual physical with lab values – Must Complete	Points
Complete an Annual Physical with Biometric Values (9/1/18 – 8/31/19)	250 Premium Points
Submit a Completed Wellness Screening Form to Cigna (Optional)	50 Premium Points
Your verified biometric values can help you achieve additional Premium Points (shown in Step 3) by using a Cigna preferred lab (LabCorp, Quest, Kelsey Facility and more) or by submitting a Wellness Screening Form with biometric values, available on myCigna.com.	

## Step 1 – Complete an Annual Physical with Lab Values



**250**  
POINTS

### **Complete an Annual Physical Exam with Biometric Values-Must Complete**

Available: 09/01/2017 - 08/31/2018

Complete an Annual Physical with lab values at your Primary Care Physician and earn 250 Premium Points. Your Annual Physical must be completed between September 1, 2018 and August 31, 2019 to be eligible for premium rewards as well as gift cards. A preventive exam is important to reinforce good health and to address potential and chronic problems.



Completed on [redacted]  
250 points awarded

# Step 1 – Complete an Annual Physical with Lab Values

## Healthy@Harris Premium Rewards Program

PROGRAM PERIOD: Current

If you think you might be unable to meet a standard for a reward under this wellness program, or if you have a disability that prevents you from doing so, you might qualify for an opportunity to earn the same reward by different means. For more info, contact us at 800-244-6224.

**OVERVIEW** **GOALS**

### Earn a minimum of 1,000 Premium Points to achieve Premium Rewards

Both employees and covered spouses must complete the following Step 1 goals in order to earn \$100 per month in premium rewards:

- 1. Complete an annual physical with lab values and the online Health Assessment (500 points) and
- 2. Earn an additional 500 premium points through participation in Healthy@Harris programs and activities.

The Healthy@Harris Premium Rewards Program is designed using specific goals that reward you for healthy actions you take. It is available to all employees and spouses enrolled in the Harris Health Medical Plan. Once you earn your premium rewards, you have the ability to earn additional Amazon eGift cards for being actively engaged in your health and well-being.

**My Maximum**

Motivate/Me Core Goals

**21,930**

Premium Points

[View all goals](#)

**My Awards Earned**

Motivate/Me Core Goals

**0**

Premium Points

0

21,930

No goals yet completed. [Start now](#)

**NEED HELP**

[Visit the Support Center](#)

For help finding something on the site please call 1-800-853-2713

For help with plan and coverage information please call 1-800-244-6224

[VIEW MORE](#)

**RELATED LINKS**

- [Submit Completed Form\(s\) Electronically](#)
- [Wellness Screening Form](#)
- [Outcome-Based Physician Recommended Alternative/Waiver Form](#)

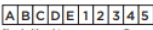
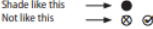
[VIEW MORE](#)

**Annual Physical Exam/Wellness Screening**

Print a copy of this form and bring it with you to the doctor's office.  
Fill out the Patient Information section. Answer every question. Form cannot be processed if incomplete.  
Your doctor, or other health care professional, should fill out the Wellness Screening Information section.  
Please be sure to write clearly, sign and date the form. Forms without a signature and date are incomplete.  
If you have any questions, call us using the phone number on the back of your Cigna ID card.

**Instructions for patients and health care professionals**

**Marking instructions**

Shade like this:  Not like this: 

**Forms may be sent by:**

**MAIL:** Cigna Customer Service  
PO Box 5201-5201  
Scranton, PA 18505

**FAX:** 1.877.916.5406  
Enter on the fax cover sheet: "CONFIDENTIAL"

**ONLINE:** Electronically upload your form at [myCigna.com](#)

**PATIENT INFORMATION**

Relationship: ☐ Subscriber ☐ Spouse/Domestic Partner Gender: ☐ Male ☐ Female

Patient's First Name  MI  Patient's Last Name

Street Address, Apt Number, PO Box

City  State  Zip

Patient Date of Birth  Preferred Telephone Number  Is this a home ☐ or cell ☐ number?

Social Security (SSN) Last 4 numbers  Note: Please use the last 4 digits of patient's SSN Patient's Cigna ID Number on ID card  Cigna Group Account Number on ID card

Customer Signature (required). My signature means that the information on this form is correct.  Today's Date

I understand the Cigna receives this information, and may use it for determining my eligibility for incentives when applicable.  
I understand that providing this authorization for Cigna and the employer-sponsored wellness program to collect my health information is voluntary under the employer wellness program.

**WELLNESS SCREENING INFORMATION**

Wellness Screening Date

BMI  Height/weight (required) Feet  Inches  Pounds

Fasting blood sugar mg/dl  Waist circumference Inches

Total cholesterol mg/dl  Blood pressure Systolic  Diastolic

LDL cholesterol mg/dl  HDL cholesterol mg/dl

Triglycerides mg/dl

**PHYSICIAN AND FACILITY INFORMATION AND CERTIFICATION OF PHYSICAL**

Health Care Professional/Doctor First Name  MI  Health Care Professional/Doctor Last Name

City  State  Zip

National Provider ID

Certification of Results:  
☐ I certify that I personally conducted this members annual physical and/or wellness screening. Date of physical

Signature of Health Care Professional/Doctor (required)  Today's Date

Your Privacy is Important: The privacy of your health information is important to you and to Cigna. We commit to protecting your personal health information. We ensure our practices comply with privacy laws, including the Health Insurance Portability and Accountability Act (HIPAA).

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## Step 2 – Complete the Online Health Assessment

STEP 2 – Complete online health assessment-Must Complete	Points
Complete the MyCigna Health Assessment (9/1/18 – 8/31/19)	250 Premium Points

# Step 2 – Complete the Online Health Assessment

## Healthy@Harris Premium Rewards Program

PROGRAM PERIOD: Current ▼

If you think you might be unable to meet a standard for a reward under this wellness program, or if you have a disability that prevents you from doing so, you might qualify for an opportunity to earn the same reward by different means. For more info, contact us at 800-244-6224.

OVERVIEW

GOALS

Core

Earn up to 21,930 points by completing a combination of these goals



**250**  
POINTS

### Complete the Health Assessment-Must Complete

Available: 09/01/2018 - 08/31/2019

Complete the Cigna online Health Assessment once you receive your biometric values and earn 250 Premium Points. The Health Assessment must be completed between September 1, 2018 and August 31, 2019 to be eligible for premium rewards as well as gift cards. The Health Assessment is a confidential questionnaire that asks you about your health and well-being and provides a personalized assessment of your current health.

[Complete my health assessment](#)



# Step 3 – Earn 500 Additional Points

STEP 3 – Complete Any Combination for 500 Total Additional Points	Points
<b>Achieve Health Goals (complete 9/1/18 – 8/31/19)</b> NOTE: Your self-reported biometric values in the Health Assessment will not earn you any Premium Points for the below goals.	
Achieve a healthy waist size of 35 in. (women) or 40 in. (men), or less	100 Premium Points - if Biometric is in Range
Achieve a healthy blood pressure level of $\leq 120/80$	100 Premium Points - if Biometric is In Range
* To earn points for the above biometric values you must submit the Wellness Screening Form located on myCigna.com	
Achieve a fasting blood glucose (blood sugar) level of $< 100$	100 Premium Points - if Biometric is in Range
Achieve a healthy LDL level of $\leq 100$	100 Premium Points - if Biometric is in Range
Achieve a healthy total cholesterol level of $\leq 200$	100 Premium Points - if Biometric is in Range
*To earn points for the above biometric values you may have lab done at an in-network lab such as LabCorp, Quest, Kelsey or submit the Wellness Screening Form located on myCigna.com.	
NOTE: Alternative activities are available if you are unable to meet the biometric values above.	

# How to Earn Points for Healthy Values

## Healthy@Harris Premium Rewards Program

PROGRAM PERIOD: Current ▾

If you think you might be unable to meet a standard for a reward under this wellness program, or if you have a disability that prevents you from doing so, you might qualify for an opportunity to earn the same reward by different means. For more info, contact us at 800-244-6224.

**OVERVIEW** **GOALS**

### Earn a minimum of 1,000 Premium Points to achieve Premium Rewards

Both employees and covered spouses must complete the following Step 1 goals in order to earn \$100 per month in premium rewards:

1. Complete an annual physical with lab values and the online Health Assessment (500 points) and
2. Earn an additional 500 premium points through participation in Healthy@Harris programs and activities.

The Healthy@Harris Premium Rewards Program is designed using specific goals that reward you for healthy actions you take. It is available to all employees and spouses enrolled in the Harris Health Medical Plan. Once you earn your premium rewards, you have the ability to earn additional Amazon eGift cards for being actively engaged in your health and well-being.

**My Maximum**

Motivate/Me Core Goals

**21,930**

Premium Points

[View all goals](#)

**My Awards Earned**

Motivate/Me Core Goals

**0**

Premium Points

0

21,930

No goals yet completed. [Start now](#)

**NEED HELP**

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For help with plan and coverage information please call 1-800-244-6224

[VIEW MORE ▾](#)

**RELATED LINKS**

- Submit Completed Form(s) Electronically [↗](#)
- Wellness Screening Form** [📄](#)
- Outcome-Based Physician Recommended Alternative/Waiver Form [📄](#)

[VIEW MORE ▾](#)

**Annual Physical Exam/Wellness Screening**

Print a copy of this form and bring it with you to the doctor's office.

Fill out the Patient Information section. Answer every question. Form cannot be processed if incomplete.

Your doctor, or other health care professional, should fill out the Wellness Screening Information section.

Please be sure to write clearly, sign and date the form. Forms without a signature and date are incomplete.

If you have any questions, call us using the phone number on the back of your Cigna ID card.

**Instructions for patients and health care professionals**

**Marking instructions**

Shade like this → ●

Not like this → ○

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**PATIENT INFORMATION**

Relationship: ☐ Subscriber ☐ Spouse/Domestic Partner ☐ Gender: Male ☐ Female ☐

Patient's First Name  MI  Patient's Last Name

Street Address, Apt Number, PO Box

City  State  Zip

Patient Date of Birth  MM  DD  YYYY  Preferred Telephone Number

Social Security (SSN) Last 4 numbers  Note: Please use the last 4 digits of patient's SSN Patient's Cigna ID Number on ID card  Is this a home ☐ or cell ☐ number? Cigna Group Account Number on ID card

Customer Signature (required). My signature means that the information on this form is correct.  Today's Date  MM  DD  YYYY

I understand that providing this authorization for Cigna and the employer-sponsored wellness program to collect my health information is voluntary under the employer wellness program.

**WELLNESS SCREENING INFORMATION**

Wellness Screening Date  MM  DD  YYYY

BMI  OR Height/weight (required) Feet  Inches  Pounds

Fasting blood sugar  mg/dl

Waist circumference  Inches

Blood pressure Systolic  Diastolic

Total cholesterol  mg/dl

LDL cholesterol  mg/dl

HDL cholesterol  mg/dl

Triglycerides  mg/dl

**PHYSICIAN AND FACILITY INFORMATION AND CERTIFICATION OF PHYSICAL**

Health Care Professional/Doctor First Name  MI  Health Care Professional/Doctor Last Name

City  State  Zip

National Provider ID

Certification of Results: ☐ I certify that I personally conducted this members annual physical and/or wellness screening. Date of physical  MM  DD  YYYY

Signature of Health Care Professional/Doctor (required)  Today's Date  MM  DD  YYYY

Your Privacy is Important: The privacy of your health information is important to you and to Cigna. We commit to protecting your personal health information. We ensure our practices comply with privacy laws, including the Health Insurance Portability and Accountability Act (HIPAA).

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# Step 3 – Earn 500 Additional Points

## Preventive Goals (complete 9/1/18 – 8/31/19)

Complete an Annual OB/GYN Exam (Females > 18) *	100 Premium Points
Complete a Cervical Cancer Screening (Females > 18) *	100 Premium Points
Complete a Mammogram (Recommended at ≥ Age 40)*	100 Premium Points
Complete a Colon Cancer Screening (Recommended at Age 50 to Age 75)*	100 Premium Points
Complete a Prostate Screening (Males >18)*	100 Premium Points
Complete a Dental Exam (self-reported goal)	100 Premium Points
Complete a Vision Exam (self-reported goal)	100 Premium Points
* Check with your doctor to see if you need the screenings and how often.	

Points for these exams are awarded based on the claim that your doctor sends to Cigna.

# Step 3 – Earn 500 Additional Points

Preventive Goals (complete 9/1/18 – 8/31/19)	
Complete an Annual OB/GYN Exam (Females > 18) *	100 Premium Points
Complete a Cervical Cancer Screening (Females > 18) *	100 Premium Points
Complete a Mammogram (Recommended at ≥ Age 40)*	100 Premium Points
Complete a Colon Cancer Screening (Recommended at Age 50 to Age 75)*	100 Premium Points
Complete a Prostate Screening (Males >18)*	100 Premium Points
Complete a Dental Exam (self-reported goal)	100 Premium Points
Complete a Vision Exam (self-reported goal)	100 Premium Points
* Check with your doctor to see if you need the screenings and how often.	

Points for these exams are awarded when you self-report the date of your exam.

# How to Earn Points for Dental and Vision



**100**  
POINTS

## **I received my annual dental exam (self-reported goal)**

Available: 09/01/2018 - 08/31/2019

Good oral health is an important part of good overall health. Regular dental visits are essential for the maintenance of healthy teeth and gums as well as prevention of chronic conditions such as diabetes and heart disease. Get your annual dental exam and earn 100 Premium Points.

[Report my goal activity](#)



**100**  
POINTS

## **I received my annual vision exam (self-reported goal)**

Available: 09/01/2018 - 08/31/2019

Healthy vision is an important part of your health and safety. To keep your eyes healthy, get a comprehensive eye exam to check for common vision problems and eye diseases. Get your annual vision exam and earn 100 Premium Points.

[Report my goal activity](#)

# POP QUIZ

## Name 5 Healthy Values from the Wellness Screening Form that qualify for Premium Points.

- Waist Circumference
- Blood Pressure
- Fasting Blood Glucose
- LDL
- Total Cholesterol



# Step 3 – Earn 500 Additional Points

Cigna Health Coaching by Phone (complete 9/1/18 – 8/31/19)	
Make progress toward a goal to overcome a health problem (Note: Chronic condition only)	200 Premium Points
Get help improving my lifestyle habits (Tobacco, Weight, or Stress)	200 Premium Points (per program)
Talk to a coach or visit the Ben Taub onsite coach to progress toward a health goal	200 Premium Points
Cigna Online Health Coaching (complete 9/1/18 – 8/31/19)	
Condition Management (Diabetes, Asthma, COPD, Heart Disease, Heart Failure)	100 Premium Points (per program)

# Cigna Onsite Health Coach



**Latecia Murphy**

- One-on-one health coaching (nutrition, physical activity, high blood pressure, high cholesterol, stress management)
- Wellness education seminars and stop-by booths
- Health screenings and campaigns
- Referrals and support
- **Located in the Human Resources office at Ben Taub Hospital.**

# Cigna Telephonic and Online Coaching

- Telephonic coaching (855-246-1873)
  - Managing chronic conditions
  - Achieving health goals
  - Managing stress
  - Losing weight
  - Quitting tobacco
  - More!
- Online coaching ([www.mycigna.com](http://www.mycigna.com))
  - Only chronic condition online coaching counts for Premium Points (Diabetes, Asthma, COPD, Heart Disease, Heart Failure)
  - Other online coaching programs available (do not award Premium Points): Eat Better, Enjoy Exercise, etc.

# Step 3 – Earn 500 Additional Points

Healthy Living Programs (complete 9/1/18 – 8/31/19)	
Livongo Diabetes Management Program - Enrollment and Activation (Must enroll and activate your meter)	200 Premium Points
Livongo Diabetes Management Program - Glucose Testing (Must test a minimum of four times per month)	50 Premium Points (per month)
Livongo Hypertension Management Program** (Must enroll and complete the Drive to Five (5 blood pressure checks within the first two weeks of receiving the device))	200 Premium Points
Livongo Hypertension Management Program - Monthly Monitoring** (Must check your blood pressure 4 times per month)	50 Premium Points (per month)
**New Program. Available to eligible participants already in Livongo Diabetes Management Program 9/1/18 and new eligible participants 11/1/18.	

# Livongo Diabetes & Hypertension Management

- Diabetes
  - Internet-Connected cellular glucose meter
  - Logs readings for you in Livongo smartphone app
  - Can connect with doctor's office and share readings with family
  - Comprehensive reporting for your physician
  - Provides trends and guidance to improve glucose levels
  - Free diabetes medication if you test at least 4x/month
- Hypertension
  - Internet-Connected blood pressure monitor (blue-tooth)
  - Logs readings for you in Livongo smartphone app
  - Comprehensive reporting for your physician
  - Provides trends and guidance to improve blood pressure

# Step 3 – Earn 500 Additional Points

Healthy Living Programs (complete 9/1/18 – 8/31/19)	
Naturally Slim Weight Management Program Class Completion* (Year-long program; 50 points awarded per each class completed)	50 Premium Points (per class)
Harris Health “Becoming a Mom” Program* (LBJ Hospital) (9 classes total; 50 points awarded per class)	50 Premium Points (per class)
Cigna Healthy Pregnancy, Healthy Baby Program Required to join in 1 <sup>st</sup> or 2 <sup>nd</sup> trimester, points awarded upon delivery Note: if delivery occurs after 8/31 points will apply toward the following year	400 Premium Points (1 <sup>st</sup> trimester enrolled) 200 Premium Points (2 <sup>nd</sup> trimester enrolled)
*Please note you can only receive credit for one wellness class per day.	

# Naturally Slim

- Online weight-loss program
- 23 online modules (1 per week)
- Must apply and be accepted (application periods 3x per year)
- Must meet eligibility requirements (please make sure you complete the Wellness Screening Form to ensure all data is available)
- Free to employees and spouses on the medical plan





# Growing Your Family

- Harris Health “Becoming a Mom” class at LBJ
- Cigna “Healthy Pregnancy, Healthy Baby” program
- Mother-Friendly Worksite
  - Lactation Rooms available at the following sites:
    - Holly Hall
    - Ben Taub
    - LBJ
    - Community Health Choice
    - 9250 Kirby
    - Quentin Mease

# Step 3 – Earn 500 Additional Points

Social Health and Wellness (complete 9/1/18 – 8/31/19)	
Get connected! Have fun and earn rewards on Apps & Activities. Earn points for tracking your steps, weight, nutrition, sleep, glucose and blood pressure. Device integration available. Earn 20 Cigna stars in order to earn 100 points.	20 Cigna Stars = 100 Premium Points

# Apps & Activities

The screenshot shows the top navigation bar of the Healthy@Harris Premium Rewards Program website. The bar includes a 'My Plans' button, the program name 'Healthy@Harris Premium Rewards Program', and user links for 'Hi', 'Profile', and 'Support Center'. Below this is a secondary navigation bar with the Cigna logo, the 'HEALTHY@HARRIS' tagline, and several menu items: 'HEALTHY@HARRIS PREMIUM REWARDS PROGRAM', 'APPS & ACTIVITIES' (highlighted with a yellow box), 'HEALTH ENCYCLOPEDIA', 'HEALTH DASHBOARD', and '+ PROGRAMS & RESOURCES'. A yellow arrow originates from the 'APPS & ACTIVITIES' box and points to the right, leading to the login page.

## LOGIN TO APPS & ACTIVITIES 2.0 WITH MYCIGNA

USER ID

PASSWORD

**LOGIN**

[FORGOT USER ID >](#)

[FORGOT PASSWORD >](#)

[REGISTER NOW >](#)

# Step 3 – Earn 500 Additional Points

Employee Wellness Programs, Events & Activities (complete 9/1/18 – 8/31/19)		
Complete the Well Powered Living Class Series* (4 classes total; 50 points awarded per class)		50 Premium Points (per class)
Complete the Prevent T2 Diabetes Program Class Series* (26 classes total, 50 points per class)		50 Premium Points (per class)
Complete an online wellness challenge		250 Premium Points (per challenge)
Complete a Healthy Knowledge Seminar		50 Premium Points (per seminar)
Attend a Healthy@Harris Special Event (will be announced)		100 Premium Points (per event)
Participate in an Explore & Learn Booth		5 Premium Points (per booth)
* You can only receive credit for one wellness class per day. Maximum of 4,000 points/year.		

# Wellness Classes, Challenges, Booths, Special Events

- Wellness Classes
  - Prevent T2, Well Powered Living, more
- Online wellness challenges
  - Held periodically throughout the year
- Healthy Knowledge Seminars
  - Kelsey-Seybold seminars, cooking classes, webinars
- Booths
  - Monthly, focused on different health topics throughout the year (stress, nutrition, knowing your numbers, exercise, etc.)
- Special Events
  - Field Day, Houston Corporate Run, Poker Walks, Relaxathons etc.

# Step 3 – Earn 500 Additional Points

## Employee Wellness Programs, Events & Activities (complete 9/1/18 – 8/31/19)

Participate in a group Exercise Class**	20 Premium Points (per class)
Participate in a Recreational Sports Program**	20 Premium Points (per game)
Achieve 10,000 steps a day**	20 Premium Points (per day)
Complete the annual Employee Wellness Survey	50 Premium Points
**Please note you can only receive credit for one exercise class, game or achieving 10,000 steps per day. Maximum of 5,200 points/year.	

# Getting Fit

## Fitbit Discount & Subsidy:

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.

Visit [www.fitbit.com/welcome/harrishealthsystem](http://www.fitbit.com/welcome/harrishealthsystem) to use the discount.

## Group Fitness Classes

Schedule available at [www.harrishealth.org/employee-wellness](http://www.harrishealth.org/employee-wellness)

FREE and open to employees, spouses, and children (over 18)

Everyone must sign a Liability Waiver before participating

## Sports

More info available at [www.harrishealth.org/employee-wellness](http://www.harrishealth.org/employee-wellness)

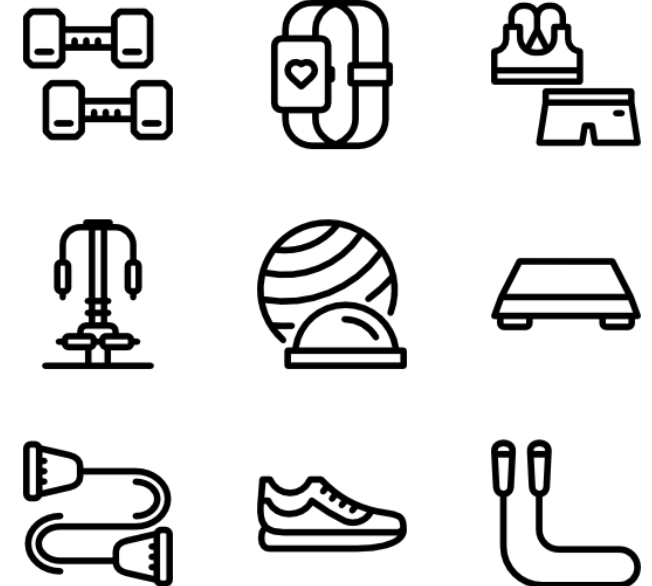
Co-ed leagues offered through Sportsmonkey: Basketball, Flag Football, Sand Volleyball, Softball

FREE and open to employees, spouses, and children (over 18)

Everyone must sign a Liability Waiver before participating

## Gym Discounts

Discount list available at [www.harrishealth.org/employee-wellness](http://www.harrishealth.org/employee-wellness)





# POP QUIZ

1. List the 3 steps for the Premium Rewards Program.
2. What is the program deadline?

# FY21 Premium Rewards Program



## FY21 Premium Rewards – Program Year and Paycheck Dates Affected

FY21: Complete the FULL FY21 Premium Rewards Program by August 31, 2019 to keep your discounted medical insurance premium. If you DO NOT complete the program by the deadline, your premium will increase by approximately \$50 PER PAYCHECK starting March 1, 2020, through February 2021.

Timeframe for FY21 Premium Rewards Program Completion				FY21 Premium Rewards Completion Paycheck Dates Affected			
2018		2019		2020		2021	
January	July	January	July	January	July	January	July
Feb	August	Feb	August	Feb	August	Feb	August
March	September	March	September	March	September	March	September
April	October	April	October	April	October	April	October
May	November	May	November	May	November	May	November
June	December	June	December	June	December	June	December

# FY21 Spouse Requirements

**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 incentives.**

If only one person completes the program, then the premium reward will be \$50 per month. Premium incentives are effective March 1, 2021.

# Earn Additional Rewards

## BRONZE

- Complete Annual physical, Health Assessment and earn 1,000 points
- Employees without spouse coverage = \$100/month premium discount. If both employee and covered spouse achieve = \$100/per month premium incentive. If only one achieves = \$50/month premium incentive.

# Earn Additional Rewards

## SILVER

- Complete Bronze level and earn a total of 2,000 premium points
- Earn Bronze level rewards plus a \$50 Amazon eGift Card net of taxes\*

\*Applicable federal, state, and local tax withholding will occur. A minimum tax rate of 32.65% is to be anticipated and may be adjusted accordingly as the law demands.

# Earn Additional Rewards

## **GOLD**

- Complete Bronze level and earn a total of 3,000 premium points
- Earn Bronze level reward, Silver level reward plus a \$100 Amazon eGift Card net of taxes\*

\*Applicable federal, state, and local tax withholding will occur. A minimum tax rate of 32.65% is to be anticipated and may be adjusted accordingly as the law demands.



# Earn Additional Rewards

## **PLATINUM**

- Complete Bronze level and earn a total of 4,000 premium points
- Earns Bronze, Silver and Gold level rewards plus a \$250 Amazon eGift Card net of taxes\* and special recognition

\*Applicable federal, state, and local tax withholding will occur. A minimum tax rate of 32.65% is to be anticipated and may be adjusted accordingly as the law demands.

# Engagement

# Communications

- Weekly Beat Brief emails –This Week in Wellness
- Monthly Emails – Healthy@Harris Happenings
- Quarterly Scorecard – Need Tableau Reader

**HEALTHY@HARRIS**  
Caring for ourselves so we can care for others

**HARRISHEALTH**  
SYSTEM



# Website

[www.harrishealth.org/employee-wellness](http://www.harrishealth.org/employee-wellness)

Accessible from any internet-connected device

The screenshot shows the Harris Health System homepage. The header includes the logo and navigation links: Home, Services, Patients, Access Care, Locations, Ways to Give, and About Us. A search bar is located on the right. The main content area features a large image of a lightbulb with the text "Innovation at Harris Health System" and a description of the innovation program. Below this is a "Learn more" button. The footer contains a "Search Facilities" section, a "Harris Health Nurses: Inspiring Research and Innovation" section, and a "Healthy@Harris - Employee Wellness" link highlighted with an orange box. An orange arrow points from this link to the right-hand screenshot.

The screenshot shows the "HEALTHY@HARRIS" page, which is part of the Employee Wellness program. The header includes the logo and navigation links: Home, Services, Patients, Access Care, Locations, Ways to Give, and About Us. A search bar is located on the right. The main content area features the title "HEALTHY@HARRIS" and the tagline "Caring for ourselves so we can care for others". Below this is a section titled "Employee Wellness" with a description of the program. The footer contains a "Contact Us" section with contact information for the Employee Wellness program.

# Executive Summary

- **Wellness Program Engagement:**

- 81.6% of Employees met the FY19 Premium Reward Requirements; increase of 4.6% greater than prior year

- **Population Health:**

- Decreased Prospective Risk Score by .21 for Employees and by .18 for Spouses; improving future health and cost forecast
- Decreased total population health risks by 7%
- Shifted risk stratification by 2.6% (decreased moderate risk by 1.6% and reduced high risk by 1%); Low risk increased by 2.6% (good increase)

- **Preventive Care Utilization:**

- Increased Preventive Care Utilization by 51.1%
  - Annual Physicals increased by 104.6%
  - Mammograms increased by 17.5%
  - Cervical Cancer Screenings increased by 36.9%
  - Colorectal Screenings increased by 23.2%

- **Culture and Environment:**

- 88.54% of employees believe that Harris Health System cares about their health and well-being, a 8.22% increase from 2017.
- 86.3% of employees believe there is a culture of health and wellness within Harris Health System, a 10.76% increase from 2017.
- 74.42% of employees report that their managers support their participation in the wellness program.

- **Wellness Program Satisfaction:**

- 82.19% of the employee population rated the wellness program as good or excellent, a 26.61% increase from 2017.
- 76.38% of employees reported that the wellness program has helped them improve their overall health, an increase of 19.34%.
- 77.59% of employees reported that the wellness program has helped them feel more confident about making decisions about their health, a 20.82% increase over 2017.
- 81% of employees reported that they have made at least one significant health behavior changes since participating in the wellness program, a 23.06% increase over 2017.
- 79.46% of participants reported that they have gained knowledge and/or skills from the wellness program that they use in everyday life.



# Executive Summary

- **Program Highlights**

- Naturally Slim:
  - 70% (1,121 people) completed Foundations™ in the current program year
  - 42% of participants lowered their diabetes risk
  - Participants lost more than 5,700 pounds
  - 53% of participants lost 5 or more pounds; 21% of participants lost more than 10 pounds
  - Prospective risk score for participants is .08 less than non-participants
  - Naturally Slim participant claims through September 2017 have decreased to \$365.47 PMPM. Claims for members that are eligible for Naturally Slim, but not participating, are 30.2% higher than members participating in the program.
- Livongo:
  - Achieved 59% participation in Livongo (1,092 people)
  - Reduced HbA1c of participants in Livongo by .9 per participant (HbA1c reductions are correlated to cost savings and reduced health risks)
  - 81% of members feel more empowered in their diabetes management
  - HHS Livongo participants have a Net Promoter Score (NPS) of 73 compared to NPS of 65 for Livongo's BOB and a NPS of 12 for health plans. Netflix NPS is 68. This demonstrates that HHS participants recommend Livongo and are satisfied with the program.
  - Diabetics Participating in Livongo cost 14% less than non participants thus far; \$168 PMPM
  - Livongo participant claims for June 17 – Sept 17 have decreased by \$142 PMPM; early indicators are positive
  - Livongo participants are achieving clinical compliance with HEDIS measures and Diabetes Standards of Care



# Your Role as a Manager

- Increase Engagement
- Promote Wellness
- Lead by Example in a visible and sincere way
- Communicate goals and activities to your teams
- Identify a Wellness Champion



# Employee Assistance Program



# Employee Assistance Program (EAP)

Benefit is administered by FEI.

- EAP is available to all employees and their household dependents at no cost.
- Confidential, private resources are available 24/7 to discuss personal problems concerning family, finances, health, emotional stress, and more.
- Up to three (3) free counseling sessions are available to the employee and to each household member per diagnosis per calendar year. Any additional recommended services would be subject to the Medical Plan benefit and eligibility rules.
- Individual and Management resources are available, including articles, infobooks, webinars/training, videos and more.

## **Contact Information:**

Company Code:

hhs

Phone:

1-800-638-3327

Website:

[www.feieap.com](http://www.feieap.com)



# Employee Assistance Program (EAP)

- Counseling Services
- Work-Life Services
  - Child care, elder care, adoption, schools, tutoring, summer camps, college, college scholarships and more
- Legal & Financial Services
- LifeCycle<sup>®</sup> Connect Professional Resources
- Webinars, Videos and Articles

# How the EAP Assists HR & Managers

- Addresses workplace issues
- Eliminates need to get “involved” in the personal problem of the employee
- Permits manager to focus on performance
- Offers consultation on job performance issues and consistent approach in addressing employee problems
- Provides a “Manager Resources” section of website

# How the EAP Assists HR & Managers

- Consultation for issues such as:
  - Work performance
  - Sexual harassment
  - Threats/violence in the workplace
  - Conflict resolution
  - Training/educational seminars
  - Drugs and alcohol in the workplace
  - Referring employees (suggested versus mandatory referral)
  - Crisis/risk management
  - Depressed or suicidal employees

Note: It's always best to contact your HR Business Partners first to understand Harris Health System policies and procedures.

# ACTIVITY



# Healthy@Harris Wellness Program





# WE ARE

# HEALTHY@HARRIS

Caring for ourselves so we can care for others

713-566-6686

[employeeewellness@harrishealth.org](mailto:employeeewellness@harrishealth.org)

[Visit our website!](#)

