



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

Healthy@Harris Employee Wellness Program

HARRISHEALTH SYSTEM

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!



Vision, Mission & Goal

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.

Employee Wellness Team



Michele Hunnicutt, MSHP, CHES, CWWPC
Admin Director, Employee Wellness & EAP



Courtney Karam, MPH, CHES
Sr. Employee Wellness Coordinator



Ellen Ogedegbe, M.Ed., CHES, CWC
Sr. Employee Wellness Coordinator



Lexi Williams, MS, CHES
Employee Wellness Coordinator



Latecia Murphy, M Ed, RN, BSN, CHES
Cigna Onsite RN Health Coach



Leah Garcia Campbell
Cigna Sr. Engagement Consultant



Crystal Cunningham
Cigna Onsite Client Service Partner

Our Strategy

- Keep healthy people healthy
 - Caring for ourselves so we can care for others
 - Help people live their best life
- Stop people from getting worse
 - Reduce risks and manage chronic conditions
- Improve organizational and individual health and well-being
 - Reduce medical trend
 - Attract and retain talent
 - Increase productivity and performance

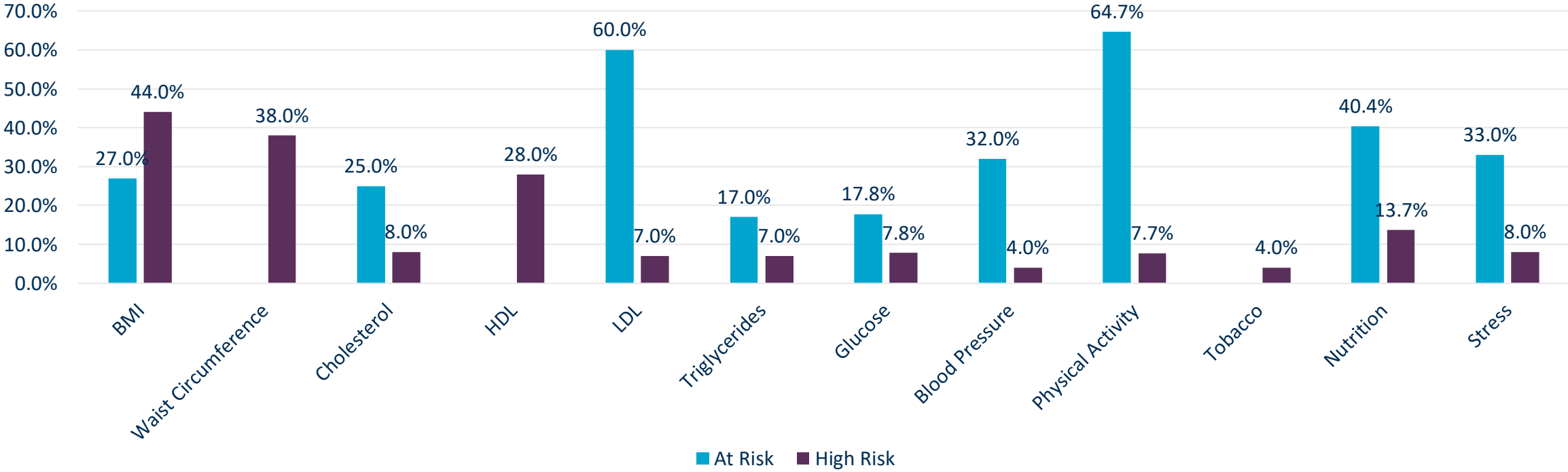
Programs & Resources

- ❑ **Get Fit**
 - Group Fitness Classes
 - Recreational Sports & Events
 - Gym Discounts
 - Cigna online, telephonic and in-person wellness coaching
 - Wellness Challenges
 - Cigna Apps and Activities
 - Fitbit Device Subsidy
 - Fitbit Dashboard
 - Special Events: Texas MS 150, American Heart Walk, HESS Houston Corporate 5k, Field Day, Texas Med Center Run, Poker Walks, Get Your Rear in Gear, March For Babies and many more
- ❑ **Staying Healthy**
 - Wellness Challenges
 - Wellness Classes, Healthy Knowledge Seminars and Wellness Workshops
 - Healthy cooking classes
 - Online health assessments
 - Cigna online, telephonic and in-person wellness coaching
 - Newsletters and outreach
 - Special events
 - Explore and Learn booths
 - MyCigna.com
 - Livongo Diabetes Prevention Program
- ❑ **Eat Well**
 - Wondr (formerly Naturally Slim)
 - Choose Healthier
 - Healthy Cooking Classes
 - Cigna Nutrition coaching
 - Eat Better Online Coaching Program
- ❑ **Losing Weight**
 - Wondr (formerly Naturally Slim)
 - Livongo for Prediabetes
 - Healthy Wage Team Challenge
 - Cigna weight management coaching
- ❑ **Quitting Tobacco**
 - Smoking Cessation Challenge
 - Cigna Tobacco Cessation Coaching (online & telephonic)
 - Great American Smokeout
- ❑ **Relieving Stress & Building Resiliency**
 - Employee Assistance Program (EAP)
 - Cigna online, telephonic and in-person wellness coaching
 - Wellness Classes, Healthy Knowledge Seminars and Wellness Workshops
 - Relaxathon
- ❑ **Managing Health Conditions**
 - Cigna online, telephonic and in-person chronic condition coaching
 - Diabetes, Asthma, COPD, Heart Disease, Heart Failure
 - Livongo Diabetes Management Program
 - Livongo Hypertension Management Program
 - Livongo Diabetes Prevention Program (DPP)
 - Wondr (formerly Naturally Slim)
 - Nutrition Counseling for participants with Diabetes and/or Hypertension
 - HbA1c testing for Diabetics
 - Free Diabetes and Hypertension medications for participants in Livongo who meet monthly testing requirements
- ❑ **Growing Your Family**
 - Cigna “Healthy Pregnancy, Healthy Baby”
 - Onsite Lactation Rooms
- ❑ **Rewards**
 - Healthy@Harris Rewards Program for medical and non-medical plan participants
 - Amazon eGift cards for status level achievement
 - Harris Health Rewards for Wellness Champions

A Glance at Harris Health System: A Health Perspective

Biometric & Lifestyle Risks

Biometric & Lifestyle Risks - At Risk & High Risk



	BMI	Waist Circumference	Cholesterol	HDL	LDL	Triglycerides	Glucose	Blood Pressure	Physical Activity	Tobacco	Nutrition	Stress
At Risk	25-29	≥ 35 inches	200-239 mg/dL	< 50 mg/dL	≥ 100 mg/dL	≥ 150 mg/dL	100-125 mg/dL	≥ 120/80	1-4 times/week	Current Tobacco user	1-2 servings of fruit, vegetables & high fiber foods/day	Sometimes stressed
High Risk	≥ 30	≥ 40 inches	≥ 240 mg/dL	< 40 mg/dL	≥ 160 mg/dL	≥ 200 mg/dL	≥ 126 mg/dL	≥ 140/90	None		Rarely or never eats fruit, vegetables & high fiber foods/day	High stress

Chronic Conditions: Active Population — Employees & Spouses

	Prevalence	Change From Prior Program Year
Hypertension	17.9%	↓ 1.1%
Diabetes	10.0 %	→ 0%
Hyperlipidemia	14.3%	↑ 2.1 %
Metabolic Syndrome	8%	↑ 0.49%
Pre-Diabetes	16.5%	↑ 58%

Wellness Program Summary: Engagement

<p style="text-align: center;">84%</p> <p style="text-align: center;">of Premium Reward-eligible participants completed a Health Assessment</p> <p style="text-align: center;">78.69% of all eligible participants completed a Health Assessment</p>	<p style="text-align: center;">87.2%</p> <p style="text-align: center;">of Premium Reward-eligible participants completed an Annual Physical</p> <p style="text-align: center;">81.89% of all eligible participants completed an Annual Physical</p>	<p style="text-align: center;">96%</p> <p style="text-align: center;">of all eligible medical plan participants (EEs & SPs) were engaged in the wellness program.</p> <p style="text-align: center;">78% of ALL employees and spouses were engaged in the wellness program</p>
<p style="text-align: center;">80.08% *</p> <p style="text-align: center;">of Employees earned Premium Rewards</p> <p style="text-align: center;">(77.63% earned full reward; 2.45% earned partial reward)</p>	<p style="text-align: center;">395,502</p> <p style="text-align: center;">Units of Service (touches) from 9/1/21 – 8/31/22</p>	<p style="text-align: center;">32</p> <p style="text-align: center;">Average number of wellness activities completed per engaged participant</p>

Wellness Program Summary: Culture

85%

of employees believe there is a culture of health & wellness within Harris Health System

88%

of employees believe that Harris Health System cares about their health and well-being

89%

of the employee population rated the wellness programs as good or excellent

73%

of employees report that their managers support their participation in the wellness program

76%

of employees report that the managers in their department care about the health and well-being of employees

79%

of employees agree that the wellness program has helped them improve my overall health.

Wellness Program Summary: Clinical

<p>85%</p> <p>preventive care utilization for employees and spouses</p>	<p>\$4,062,600 million</p> <p>Difference in the costs of Livongo Diabetes participants versus non-participants</p>	<p>1.4x</p> <p>ROI for Livongo Diabetes Management Program participants</p> <p>clinical improvements & high participant satisfaction</p>
<p>\$5,575,608</p> <p>Difference in the costs of Livongo Hypertension participants versus non-participants</p>	<p>2.2x</p> <p>ROI for Livongo Hypertension Program participants</p> <p>clinical improvements & high participant satisfaction</p>	<p>68%</p> <p>DPP participants lost greater than 3% of their body weight</p>

Healthy@Harris Rewards Program

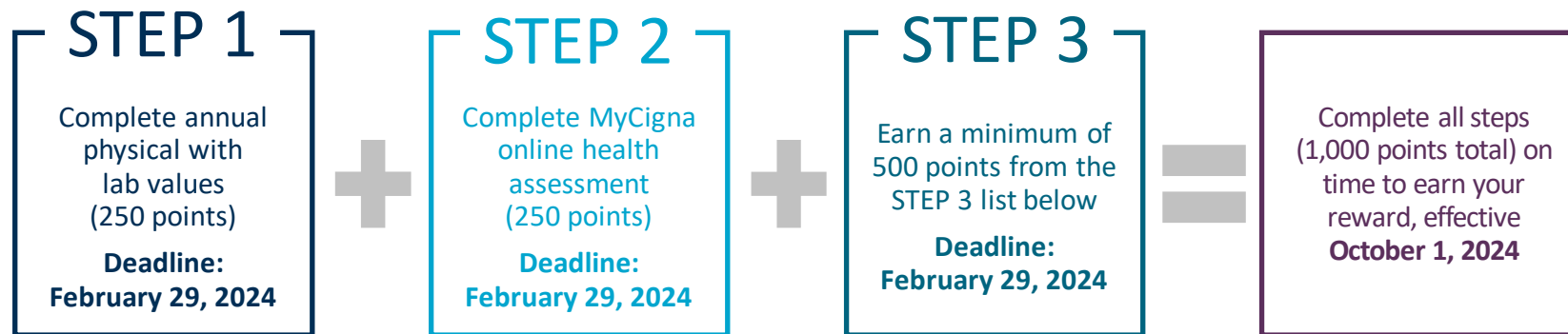
March 1, 2023 – February 29, 2024

2023 Healthy@Harris Rewards Program

Participate 3/1/2023 through 2/29/2024

For all active full-time and part-time employees, including supplemental

Follow the steps below to be eligible for rewards effective October 1, 2024!



Your Reward:

- Medical plan members earn a \$100-per-month discount on medical premiums.
 - **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 full premium rewards.
- If you're not enrolled on our medical plans, you earn a \$25 Amazon eGift Card!
- If you go above and beyond, you may be eligible for extra rewards!

Note: New hires and newly benefited employees from December 1, 2023 - February 29, 2024, do not need to complete the program by the deadline. Instead, they will begin at the start of the new program year on March 1, 2024.

Step 1 – Complete an Annual Physical with Lab Values (250 Wellness Points)

STEP 1– Complete an annual physical with lab values – Must Complete	Points
Complete an Annual Physical with Biometric Values	250 Wellness Points
Submit a Completed Wellness Screening Form to Cigna (Optional)	50 Wellness Points
<p>Your verified biometric values can help you achieve additional 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.</p>	

Step 2 – Complete the Online Health Assessment (250 Wellness Points)

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

Hi [REDACTED]

Home Claims Coverage Wellness


Welcome, [REDACTED]

Rewards

Points earned:
0
out of 25,030 Points

You haven't earned any incentives yet.
[Start earning](#)

Latest Updates



You currently don't have any updates

My Health

My Wellness Score
A healthier you awaits. Complete your health assessment to **unlock your score**.

[Take your health assessment](#)

Know Your Numbers
You'll see your biometric numbers here when you complete your health assessment or get a health screening through a participating lab.


Verify on www.mycigna.com before the deadline

Wellness & Rewards Program Page

Total Wellness

Let's work together to help you on your path to wellness.

Your Health Assessment Score



98/100

Last taken 3/5/2023

[View Report](#) | [Take Assessment](#)

Confirm the “Last taken” date is between 3/1/2023 and 2/29/2024 to count for the program year.

View All Rewards Page

Complete the Health Assessment-Must Complete

250 Points

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, 2020 and August 31, 2021 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.

Completed on March 5, 2023
You've successfully completed this goal.

You should see 250 points rewarded within a week of completing your health assessment.

Step 3 – Earn an additional 500 Points for a total of 1000 points

Complete any combination from the following list of categories for 500 additional points.

- Achieve health goals
- Preventive exams
- Cigna health coaching
- Healthy living programs
- Social health and wellness
- Employee Wellness programs, events & activities

Step 3:

Earn Wellness Points by having healthy biometric values

Achieve Health Goals (complete 3/1/23 – 2/29/24)	
NOTE: Your self-reported biometric values in the Health Assessment will not earn you any Wellness Points for the below goals.	
Achieve a healthy waist size of 35 in. (women) or 40 in. (men), or less*	100 Wellness Points - if Biometric is in Range
Achieve a healthy blood pressure level of \leq 120/80*	100 Wellness 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 Wellness Points - if Biometric is in Range
Achieve a healthy cholesterol ratio of 4.4 female/5.0 male	100 Wellness Points - if Biometric is in Range
To earn points for the above biometric values you may have labs done at an in-network lab such as LabCorp, Quest, Kelsey-Seybold 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.	

To earn points for the above biometric values you may have lab work done at an in-network lab such as LabCorp, Quest, Kelsey or submit the Wellness Screening Form located on [myCigna.com](https://mycigna.com).

Step 3:

Complete preventive goals

Preventive Goals (complete 3/1/23 – 2/29/24)	
★ Complete an Annual OB/GYN Exam (Females > 18) *	100 Wellness Points
★ Complete a Cervical Cancer Screening (Females > 18) *	100 Wellness Points
★ Complete a Mammogram (Recommended at ≥ Age 40)*	100 Wellness Points
★ Complete a Colonoscopy (Recommended at Age 50 to Age 75)*	100 Wellness Points
★ Complete a Prostate Screening (Males > 18)*	100 Wellness Points
Complete a Dental Exam (self-reported goal)	100 Wellness Points
Complete a Vision Exam	100 Wellness Points
* Check with your doctor to see if you need the screenings and how often.	

★ = Activities available for eligible medical plan participants ONLY

Step 3:

Cigna health coaching (by phone or online)

Cigna Health Coaching by Phone (complete 3/1/23 – 2/29/24)	
★	<p>Make progress towards a goal to overcome a health problem (Note: Chronic condition only)</p> <p>200 Wellness Points</p>
	<p>Get help improving my lifestyle habits (Tobacco, Weight, or Stress)</p> <p>200 Wellness Points (per program)</p>
	<p>Talk to a coach or visit the Ben Taub onsite coach to progress toward a health goal</p> <p>200 Wellness Points</p>
Cigna Online Health Coaching (complete 3/1/23 – 2/29/24)	
★	<p>Condition Management (Diabetes, Asthma, COPD, Heart Disease, Heart Failure)</p> <p>100 Wellness Points (per program)</p>

★ = Activities available for eligible medical plan participants ONLY

Cigna Onsite Health Coach

- 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.



Latecia Murphy, RN, BSN, M Ed, CHES

Step 3:

Healthy Living Programs

Healthy Living Programs (complete 3/1/23 – 2/29/24)		
★	Livongo - Diabetes Management Program Enrollment and Activation (Must enroll and activate your meter)	200 Wellness Points
★	Livongo - Diabetes Management Program Glucose Testing (Must test a minimum of four times per month)	50 Wellness 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 Wellness Points
★	Livongo Hypertension Management Program Monthly Monitoring (Must check your blood pressure 4 times per month)	50 Wellness Points (per month)
★	Livongo Diabetes Prevention Program Lesson Completion (Year-long program)	50 Wellness Points (per lesson/per day)
★	Livongo Diabetes Prevention Program- Monthly Monitoring (Must weigh-in 4 times per month)	50 Wellness Points (per month)
★	Wondr™ Weight Management Session Completion (Year-long program)	50 Wellness Points (per session/per day)
	Complete an HbA1c Screening with the Cigna Onsite Health Coach (Offered quarterly)	50 Wellness Points (per onsite HbA1c screening)
★	Cigna Healthy Pregnancy, Healthy Baby Program – Required to join in 1 st or 2 nd trimester, points awarded upon delivery Note: if delivery occurs after 2/29 points will apply toward the following year	400 Wellness Points (1 st trimester enrolled) 200 Wellness Points (2 nd trimester enrolled)

★ = Activities available for eligible medical plan participants ONLY

Managing Chronic Conditions Livongo Programs

Livongo Diabetes* & Hypertension** Management Programs

200 Wellness Points for enrolling & activating (once per lifetime)

50 Wellness Points for testing 4 times per month or more

Register: go.livongo.com/harrishealth or call 800-945-4355

Code: HARRISHEALTH

[Learn more](#)



Free Quarterly HbA1c Checks

All employees and spouses enrolled in Livongo for Diabetes can receive free quarterly HgA1c checks

- For more information: email Latecia.Murphy@cigna.com

Free Medications

- Participants enrolled in the Livongo Diabetes and/or Hypertension Management Program(s) who use their Livongo meter/monitor to log their glucose/blood pressure at least 4 times per month will be eligible to receive free diabetes and/or anti-hypertensive medications effective the 15th of every month.
- [Learn more!](#)

Lifestyle Programs

Livongo Diabetes Prevention Program

- Year-long program to lose weight and establish healthy lifestyle habits
- Includes smart scale, coaching, personal meals plans and much more
- No cost to active employees, covered spouses and retirees under the age of 65 who are enrolled in the Harris Health Medical Plan
- Submit an updated wellness screening form to Cigna to determine eligibility.

REGISTER:

go.livongo.com/harrishealth or 800-945-4355

Code: HARRISHEALTH

Wondr (formerly Naturally Slim)

- Year-long program
- As you lose weight, you'll experience increased energy and better mental and physical health.
- Wondr participation is based on health criteria. To ensure accuracy of eligibility, submit an updated Wellness Screening Form to Cigna.

REGISTER:

wondrhealth.com/harrishealth

Step 3:

Social Health and Wellness

Social Health and Wellness (complete 3/1/23 – 2/29/24)	
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 Wellness Points

Apps & Activities

The screenshot shows the Cigna Healthy@Harris website interface. At the top, there are logos for Cigna and Healthy@Harris, along with a user greeting 'Hi, [redacted]'. A navigation bar includes 'Home', 'Claims', 'Coverage', and 'Wellness'. The 'Wellness' dropdown menu is open, listing options such as 'Wellness & Rewards Program', 'Health Coaching', 'My Health Assessment', 'Food', 'Stress', 'Sleep', 'Exercise', 'Weight', 'Prevention', 'Apps & Activities' (circled in green), and 'Health Assistant'. A large green arrow points from the 'Apps & Activities' menu item to an illustration of a woman running. Below the menu, there are sections for 'Total Wellness Start', 'Rewards earned for Me' (showing 50 Points out of 25,030), and 'Rewards Spotlight*' with four challenge cards, each with a 'Let's Go' button. A 'Download and Submit Forms' button is also visible.

Step 3:

Employee Wellness Activities

Employee Wellness Programs, Events & Activities (complete 3/1/23 – 2/29/24)	
Complete an Employee Wellness Class (50 points awarded per class)	50 Wellness Points (per class/per day)
Complete a FitBit or other wellness challenge	50 Wellness Points (per challenge)
Complete a Healthy Knowledge Seminar	50 Wellness Points (per seminar/per day)
Complete an Employee Wellness Workshop	50 Wellness Points (per workshop/per day)
Attend a Healthy@Harris Special Event (will be announced)	100 Wellness Points (per event/per day)
Participate in an Explore & Learn Booth	5 Wellness Points (per booth or laser coaching session/per day)
Complete a Laser Coaching Session, Fidelity one-on-one consultation, Ask Fidelity session, ergonomic assessment or postural analysis **	25 Wellness Points (per session/per day)
Participate in a Group Exercise Class*	20 Wellness Points (per class/per day)
Participate in a Recreational Sports Program*	20 Wellness Points (per game/per day)
Achieve \geq 10,000 FitBit steps a day	20 Wellness Points
Complete the annual Employee Wellness Survey	50 Wellness Points
*You can only receive credit for one group exercise class or one recreational sports game per day. **You can only receive credit for one of the listed activities per day.	

Wellness Classes

You can receive credit for **one wellness class per day** (50 Wellness Points)

Well Powered
Living

(1.0, 2.0, 3.0, 4.0 & 5.0)

Ergonomics

Healthy
Telecommuting

Emotional
Intelligence

Healthy
Pregnancy &
Beyond

The How of
Happiness

Connecting
With Our Kids

Cooking Classes

Wellness Workshops

You can receive credit for **one Wellness Workshop per day** (50 Wellness Points)

- Wellness Workshops cover topics like motivation, grit, staying active, meditation and more
- Offered via several media of instruction:
 - Online (live)
 - In-person
 - Self-paced (previously recorded) via eLearning
- See the Employee Wellness Event Calendar on the Employee Wellness website for topics and offerings

Healthy Knowledge Seminars

You can receive credit for **one Healthy Knowledge Seminar per day** (50 Wellness Points)

EAP Webinars

Kelsey-
Seybold
Seminars

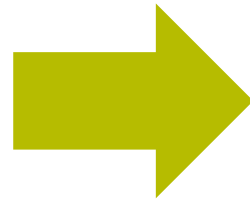
MD Anderson
Webinars

Fidelity
Webinars

Learn and Earn Wellness Points via Saba

For Employees

Login to Saba via the eLearning tile on the intranet homepage.



Or go to hhs.sabacloud.com

For Spouses

To ensure your covered spouse has access to all Healthy@Harris activities:

1. Add your spouse's email address in Peoplesoft.
2. Within 1 week, your spouse will receive an email with instructions for setting up their new Saba account.

Visit the eLearning page under Education on the Employee Wellness website for more details.

Growing Your Family

- Cigna “Healthy Pregnancy, Healthy Baby” program
 - 400 Wellness Points - Participants who enroll in their 1st trimester
 - 200 Wellness Points - Participants who enroll in their 2nd trimester
- Mother-Friendly Worksite
 - Lactation Rooms available at the following sites:
 - 4800 Fournace
 - Ben Taub
 - LBJ
 - Community Health Choice

Getting Fit

Fitbit Discount
& Subsidy

Group Fitness
Classes

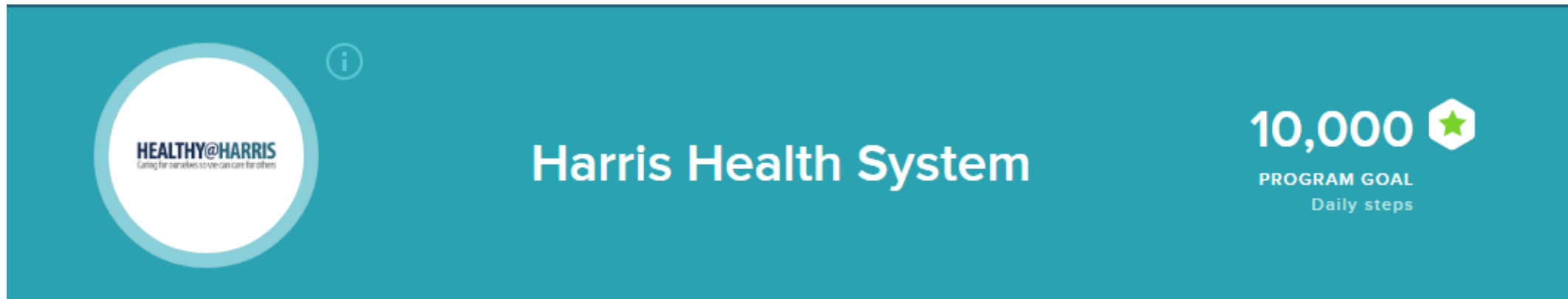
Recreational
Sports Teams

Gym
Discounts

Cigna Apps &
Activities


Join the Harris Health Fitbit Group

- If you have a Fitbit, join the Harris Health Fitbit Group to earn 20 points for the days you achieve 10,000+ steps!
- Visit the Employee Wellness Get Fit website page for the link.



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

Harris Health System

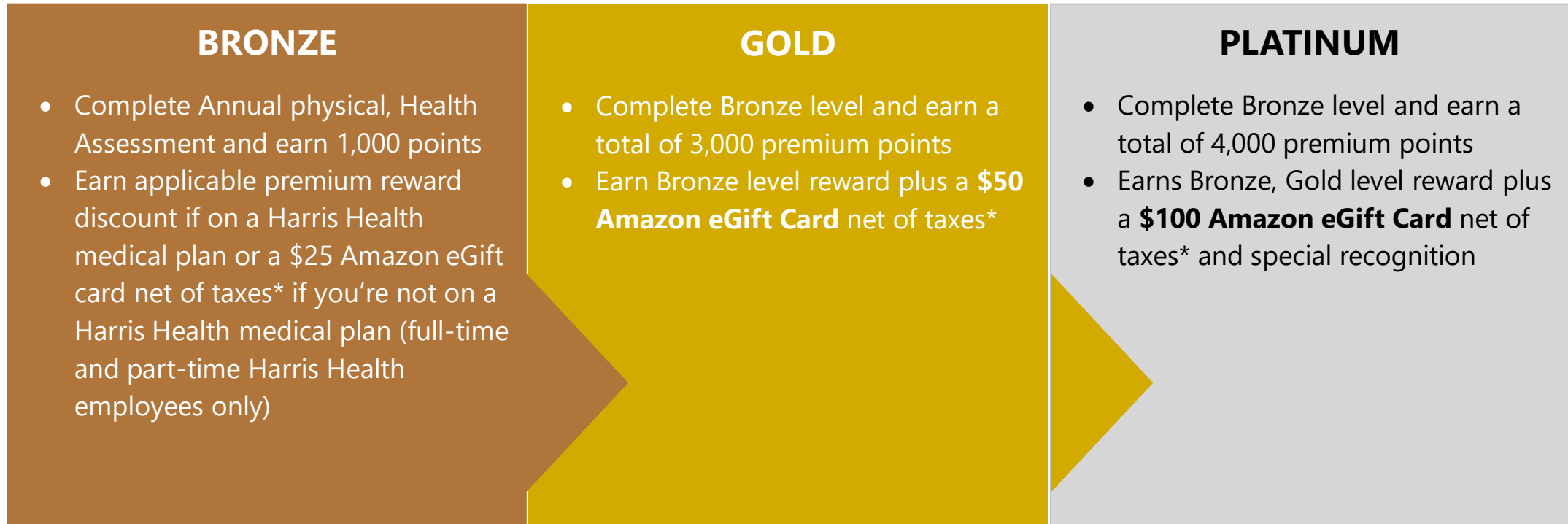
10,000 
PROGRAM GOAL
Daily steps

MyCigna - Health Management Portal

The screenshot shows the MyCigna Health Management Portal interface. At the top, there are logos for Cigna and HEALTHY@HARRIS, along with a user profile icon and the text "Hi, [redacted]". Below the logos is a navigation menu with "Home", "Claims", "Coverage", and "Wellness". The main content area features a "Welcome, [redacted]!" message. A "Rewards" section displays "Points earned: 50 out of 25,030 Points" and a "View my incentives" link. A "Latest Updates" section shows a bell icon and the message "You currently don't have any updates". A "My Health" section displays a "My Wellness Score" of 98/100, last taken on Sep 8, 2021, with a "Take your health assessment" link. Below this is a "Know Your Numbers" section with the text "You're almost there. Complete your health assessment to see your remaining biometric numbers."

www.mycigna.com

Go Platinum!



Amazon eGift Cards will only be rewarded on a monthly basis and distributed by our vendor partner to your Harris Health email address. eGift cards are sent from no-reply@hawkmarketplace.com.

*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.

Employee Assistance Program (EAP)

Benefit is administered by FEI, an AllOne Health Company

EAP is available to all employees and their household family members at no cost.

Confidential resources are available 24/7/365, including:

- Video, chat and telephonic access
- Articles, videos and tools
- Free webinars
- Discounts

Contact:

- 1-800-638-3327
- <https://myassistanceprogram.com/fei/>
- Company Code: hhsEAP

Short-term counseling

- Emotional Stress, Relationships, Substance use, Grief
- 3 sessions/incident/plan year

Legal

- Bankruptcy, Home sale/purchase, Separation or divorce
- 1 session/issue/plan year

Financial

- Debt, Budgeting, Taxes, Retirement planning
- 1 consultation/issue/plan year

Work-life

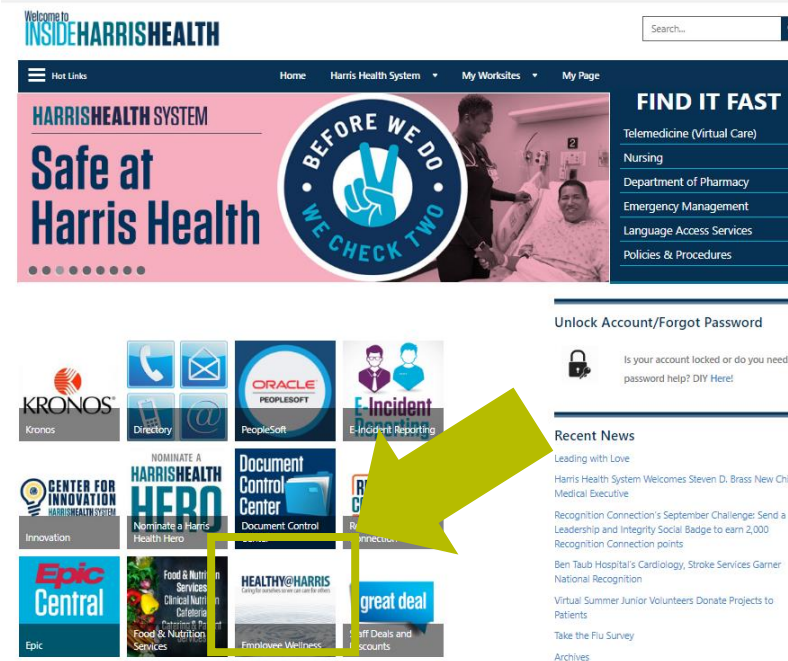
- Child and dependent care, Adoption, Life coaching
- Unlimited consultations and referrals

And more!

Employee Wellness Website

Access via harrishealth.org

Access via intranet



www.harrishealth.org/employee-wellness

Accessible from any internet-connected device

Communications

- Weekly Emails – Beat Briefs
- Weekly Newsletter – This Week in Wellness
- Monthly Newsletter – Healthy@Harris Happenings
- Employee Wellness Website
- Quarterly Scorecard (Need Tableau Reader)
- Program Year-End Report



HEALTHY@HARRIS

346-426-1597

employeehealth@harrishealth.org

www.harrishealth.org/employee-wellness



#1 in America

**HEALTHIEST
EMPLOYERS®**

#1 in Texas

