



Wellness Incentive Program 2017-2018

The Wellness Incentive Program is available to all employees with authorized hours of 20+ per week and their spouses who elect medical insurance with THH. Each participant must complete a mandatory yearly wellness screening to receive the bi-weekly wellness incentive on the paycheck. Rewards are available for participants completing any or all of the following three award levels:

1. Completing the required Wellness Activity Card, you are eligible for:
 - A Wellness Incentive of \$33.93/employee and \$11.30/spouse in each paycheck for the plan year 2017/2018 when you elect to participate in THH medical insurance plan.
2. Completing your required Wellness Activity Card and earning a minimum of 45 Points (50 or 55 points are needed if employee is a diabetic and/or tobacco user respectively) you are eligible for:
 - Heart Hospital logo gear (specific items to be determined.)
3. Earning the maximum number (53) of bonus activity points (58 or 63 if diabetic and/or tobacco risk factors) each employee is eligible to participate in:
 - A \$100 gift card drawing.

In the interest of wellness, all activities, classes, etc. are available for spouse and dependent participation but no points will be added to the employee's point total.

Wellness Screening

The annual wellness screening is not mandatory for employees and spouses to qualify for health insurance. However, to receive the wellness incentive, screening and participation in the Wellness program is required. You will be asked to fast for 10 hours prior to your scheduled time of screening. This will allow for more accurate results. If 10 hours is not feasible, a minimum of 4 hours will still be beneficial. Fasting means nothing with calories; water, unsweet tea and black coffee are OK. At the time of the screening, each participant will receive immediate results and counseling from a wellness professional. Should you be unable to make the onsite screening, you may turn in the results of your most recent visit and lab results from your primary care provider if it occurs after June 1, 2017.

Wellness Activity Card:

Because total body wellness encompasses more than just checking blood pressure and cholesterol, each employee will be given a 5x7 Wellness Activity Card. The activities noted on the card cover all aspects of wellness which include mind, body, financial, spiritual/stress, etc. This card will allow you to record activities that you do or participate in **beginning 9/1/17 through 8/31/18**. To be eligible for the activity card incentive, the card must be returned to the Healthcare Advocate (HCA) by **8/31/2018** either in person or by placing in designated Wellness locked ~~box~~ boxes located in THH breakrooms.

There is a list of required activities that each employee and spouse must complete in order to be eligible for the wellness incentive per pay period of \$33.93/employee and \$11.30/spouse. **It is the responsibility of the individuals to record their activities and gather the required documentation and turn in to the Healthcare Advocate. Participation is defined as signing up, attending and completing the class/activity/event, etc.

There are optional bonus activities that cover all the areas of wellness. Point values are given for each activity. It does not matter what activities are chosen and may be different for each individual. Note that there are two additional activities for anyone with diabetes and/or tobacco use. Eligibility for the designated gifts is earning a minimum number of points. Eligibility for the drawing for a Wellness prize is to earn the maximum number of activity points.

All gift cards will be awarded in October of 2018.

Healthcare Advocate Program:

To assist all employees, and interested spouses, in achieving their own ideal state of wellness, a licensed nurse will be onsite twice a month. During this time the nurse is available to discuss any medical issues you may have or that may affect you or your family. Examples of this would be blood pressure, weight loss, exercise, diabetes education, etc.

The nurse will be available the first Wednesday of each month from 10:30 am - 12:30 pm and the third Wednesday of each month from 1:30 pm - 3:30 pm. One Sunday a month she will be onsite from 6:00 pm - 7:30 pm - day to be announced ahead of time. If you'd like to schedule a specific time to meet during those hours, she may be contacted via e-mail: Debra.paxson@deaconess.com



2017/2018 New Wellness activity year begins

Wellness Program Timeline

2017 /2018

