



The Jefferson Health Plan

Member Organization Wellness Program Incentive Guide July 1, 2015 – June 30, 2016





Incentive Programs

Program Descriptions:

As a means to encourage member groups to enroll in the Alere Health wellness programs, the Consortium will provide incentive payments to member groups achieving participation thresholds.

\$50 Incentive

The Consortium will provide incentive payments to member groups achieving 30% participation by their employees in the Alere Health wellness programs. The incentive payment would be \$50 per employee paid at fiscal year end. The program start date and measurement period will be July 1, 2015 through June 30, 2016.

NEW – Spouse Incentive: If the employee’s spouse also achieves the minimum 15 wellness credits then that employee’s incentive will increase from \$50 to \$75.

\$100 Incentive

The Consortium will provide incentive payments to member groups achieving 50% participation by their employees in the Alere Health wellness programs. The incentive payment would be \$100 per employee paid at fiscal year end. The program start date and measurement period will be July 1, 2015 through June 30, 2016.

NEW – Spouse Incentive: If the employee’s spouse also achieves the minimum 15 wellness credits then that employee’s incentive will increase from \$100 to \$150.

Eligibility:

The employee must be covered by the medical and prescription drug plan at their location to be eligible to access the consortium’s wellness and condition management program with Alere Health. Covered spouses and older age dependents (above the age of 18) may also take advantage of the wellness and condition management programs.

Participation Goal:

To be eligible for either incentive payment, the member organization must have 30% or 50% of their covered employees participate in The Jefferson Health Plan Healthy Lifestyles program. The covered employee must earn 15 Wellness Credits, which includes the completion of a Health & Productivity Wellness Assessment. The “Wellness Program Design” table on page four details how covered employees can earn the 15 Wellness Credits. **Employees and their covered spouses have the opportunity to earn 65 total credits, but only have to obtain 15 credits, including the required Wellness Assessment, to qualify for either incentive program.** Participation will be tracked through the Alere Health website and reporting will be provided confirming the member organization(s) that reach the 30% or 50% participation level.

Online Access:

Plan participants can access the program portal online via The Jefferson Health Plan’s website address, www.jeffersonhealthplan.com, or on their smartphones via the Mya® app for iOS or Android devices. An email address is required to register and participate on www.jeffersonhealthplan.com.

Link available through the consortium’s website at www.jeffersonhealthplan.org

Updates are also available via Facebook and Twitter at the following links:

Facebook: <https://www.facebook.com/pages/TheJeffersonHealthPlan>

Twitter: <https://twitter.com/JHealthPlan>



Alere Telephone Numbers:

Alere Healthy Lifestyles Program: **1-866-766-8795**

Alere Health Technical Support Desk: **1-866-766-8795, Option 7**

Credits:

Credits are earned by completing the respective programs or activities. Biometrics screenings, if completed from a non-Alere vendor, can be self-reported by the participant on the Biometric Screening Affidavit located on the website. The Healthy Living Condition Management Program and Lifestyle Coaching Program have specific criteria to qualify for credits (i.e. participants must have a specific number of interactions within a set time frame). Credits for challenges are earned by meeting the challenge goal. Participants can track their credits on the Healthy Lifestyles website.

Member Group Measurement:

Alere Health will deliver wellness program reports after June 30, 2016 to determine member group eligibility for either Consortium incentive payment.

Incentive Payment:

The incentive amount will be wired to the member organization’s reserve account if they meet a participation goal. The incentive funds may be used to defray program costs, provide rewards to employees, etc., at the member organization’s discretion.

Member Organization Assistance:

The Jefferson Health Plan and Alere Health will provide participant communications to the member organizations that will assist in the explanation of some of the programs available through the consortium. Members should distribute communications to employees covered under the benefit plan.

The following is the calendar of Incentive program communications that will be distributed to member organizations on the various wellness activities and credits available for plan participants.

<u>FY16 Communications from The Jefferson Health Plan:</u>	<u>Month Distributed</u>
FY16 Incentive Program Guide	July 2015
Incentive Program Overview	August 2015
Community Event Forms	September 2015
Chill Out Challenge	October 2015
Choose Your Health Challenge	January 2016
Dump The Junk Challenge	March 2016

For additional information, members can contact the following JHP staff member:

Michelle Milliken

Email: michelle.milliken@omeresanet
Telephone: 740-283-3347 Ext. 200



WELLNESS ACTIVITIES & CREDIT DISTRIBUTION

The following is a list of the activities participants can complete in order to earn 15 total credits, and thus qualify in the member organization's 30% and/or 50% participation level. Please Note: The Health & Productivity Wellness Assessment is a required activity and must be completed in order to qualify for the 15 credits and 30% or 50% participation level.

Activities Available July 1, 2015 – June 30, 2016

Program Activity	Credit Value	Annual Max	Award Credits Process
Health & Productivity Wellness Assessment (required)	5	5	auto
Virtual Coaching Milestone (6 week virtual program)	4	8	auto
Lifestyle Coaching (6 month telephonic program)	5	5	auto
Healthy Living Condition Management	5	5	file feed
Biometric Screening	5	5	file feed
Online Monthly Seminars	1 each	5	auto
Healthwise Conversations	1 each	5	auto
Preventive Exam Forms (1 and 2)	3 each	6	auto
Community Event Form (1 and 2) NEW	2 each	4	auto
Online Satisfaction Survey	2	2	auto
Chill Out Challenge (Nov 9 - December 18, 2015)	5	5	auto
Choose Your Health Challenge (Feb 1 – Feb 29, 2015)	5	5	auto
Dump The Junk Challenge (April 4 - May 2, 2015)	5	5	auto
Total Opportunity		65	
Total Required		15	

**Participant Goal = Health & Productivity Wellness Assessment +
10 Credits
(Total Goal = 15 Credits)**



PROGRAM ACTIVITY DESCRIPTIONS

Health and Productivity Wellness Assessment – 5 Credits – REQUIRED

The assessment will measure 5 medical and 7 lifestyle risk factors. Medical risk factors include body mass index (BMI); blood pressure; cholesterol; triglycerides; and glucose. Participants should be encouraged to enter this data in the assessment if it is available and current. Entering biometric data is optional, although height and weight values to measure BMI are required. Lifestyle risk factors include physical activity; fruits and vegetables; dietary fat; stress; alcohol; smoking; and seat belt use.

Participants are required to answer all questions (except for the biometric measures) before advancing to the next set of questions. Immediately upon completion of the on-line Wellness Assessment, personal feedback is provided with customized recommendations for improvement, as needed. This report is accessible to participants at any time. Aggregate data is collected for interpretation of the population risk factors, and for future program design.

Emphasis is placed on promoting and encouraging the participants to take the assessment at the beginning of each new program cycle (*first 2-3 months*); however, the assessment will be available throughout the wellness program annual cycle.

Virtual Coaching – 4 Credits Each / Max 8 Credits

The Virtual Coaching program is a personalized, online tool designed to help participants take an active role in improving their health and quality of life. Start by picking a focus area such as healthy weight, taming stress or improving your nutrition. Then, set a goal, build a to-do list and get started toward reaching the first milestone. Participants will see recommended focus areas, goals and to-do's based on Wellness Assessment information, or they can choose to tailor the program to fit their needs. Weekly motivational email reminders and customized meal plans, personalized fitness tools, tips to reduce stress and a final scorecard will keep participants on track toward their milestone. To earn credit for a milestone, complete at least 1 to-do per week for six weeks and a check-in assessment. Although participants may complete as many milestones as they want, only two completed milestones will count toward the program goal. Participants can complete multiple to-do items in their action plan each week, but only one to-do per week counts toward completing a six-week milestone.

NEW! Community Event Form – 2 Credits Each / Max 4 Credits

You can receive 2 Credits for your participation in a community event which promotes your health and wellness. These can be programs, activities, or events available in your community, provided by local health and wellness providers, or sponsored by your employer. Examples of community/onsite events include: exercise events such as 5K Walks/Runs, cycling, swimming; blood drives; wellness lunch and learns; health seminars; safety training or other events or activities focused on health and wellness. To receive your credits, complete the Community Event Forms on the Healthy Lifestyles website by reporting the date of the community event/activity, the name of the event/activity, briefly describe the event/activity and type your name to certify that the information you provided is accurate and true.



Lifestyle Coaching – 5 Credits

Reach health goals, big and small, by working with an expert coach one-on-one by phone and email.

Alere Health's Lifestyle Coaching program is built around the concept of personalized coaching to help individuals make changes in their lives that will improve quality of life and reduce health risks. Working with a coach will help participants achieve results like:

- Improving diet/eating habits
- Feeling and looking better
- Managing stress
- Gaining confidence
- Having more energy
- Reaching a healthy weight

The Lifestyle Coaching program is easy to use and personalized to help participants set goals and reach them. Lifestyle Coaching is flexible and the coaches work with participants to meet their needs, even as goals and priorities change. It includes interactive tools, videos and integration with mobile trackers to help participants stay connected. Participants receive personal support from their own specialized health coach, to keep them motivated and even provide custom meal and fitness plans. The Lifestyle Coaches include social workers, behavior coaches, fitness professionals, registered dietitians and registered nurses with extensive clinical experience in behavioral health.

Wellness Credits will automatically be awarded upon completion of 6 monthly phone calls (one scheduled call per month) + a check-in assessment within the first 6 months.

Healthy Living Condition Management Program – 5 Credits

The Healthy Living Condition Management Program provides support if participants have one of the following conditions: Coronary Artery Disease, Congestive Heart Failure, Diabetes, Chronic Obstructive Pulmonary Disease, or Asthma. Alere's nurses provide the tools and resources participants need as well as timely follow-up to help you maintain or improve their condition. Participants may also be eligible for an at-home monitoring device to help track symptoms.

If participants successfully enroll into a Condition Management program, are identified as someone who receives more than two active phone calls in the program year, and successfully complete two calls with your Nurse, you will be awarded 5 Wellness Credits at the end of the program year.

Biometric Screening – 5 Credits

Biometric screenings can be recorded in the Health & Productivity Wellness Assessment including: blood pressure; glucose; triglycerides; total cholesterol, HDL, and LDL. It would benefit participants to have screening results to enter this data into the Health Productivity and Wellness Assessment if it is available.

Alere Health can provide screening services, which includes immediate results and counseling. Alere Health screening data will be uploaded to the Health & Productivity Wellness Assessment and credits will be awarded for participation in an Alere Health screening.

Fees charged for onsite biometric screenings are \$55 per participant. The member organization needs 50 participants for Alere Health to conduct an onsite biometric screening at your location. Cotinine (Tobacco Use) tests can be included at the screening for an additional \$38 per participant. The fee for the At-Home Kit option is \$45, which can be ordered from the website by the plan participant. Biometric Screening fees are funded by the member organization through their reserve account.

Participants that had a biometric screening from either a physician or a community provider may complete an affidavit to be awarded credits. Biometric screenings include blood pressure, glucose, triglycerides, total



Biometric Screening – 5 Credits (continued)

cholesterol, HDL, and LDL values. The biometrics screening affidavit is available on the Healthy Lifestyles website under the Your Resources link in the top menu.

For groups that do not use Alere Health screening services, participants can complete a Biometrics Affidavit to earn credits for completion of their screening. **Participants can only count 5 credits from biometric screenings (either from an Alere Health screening or from an affidavit) toward their total credits.**

To initiate an Alere Health Onsite Biometric Screening at your location, please contact Michelle Milliken:

Michelle Milliken

Email: michelle.milliken@omeres.net

Telephone: 740-283-3347 Ext. 200

Online Seminars – 1 Credit Each / Max 5 Credits

Online Seminars are provided on a monthly basis and will cover a variety of wellness topics. Computer speakers or headphones are required in order to hear the audio component. Credits are awarded automatically upon completion of each seminar.

Healthwise Conversations – 1 Credit Each / Max 5 Credits

Healthwise Conversations are engaging, interactive modules that help participants manage important health issues. Featuring user-friendly hosts, fun graphics and clinically backed content, Conversations “speak” directly to participants’ needs. At the end, you receive a printable summary page based on your input – including links to content within this Health & Wellness Portal. Credits are awarded automatically upon completion of each conversation.

Conversation Topics

About Healthy Living

- Healthy People Get Active
- Healthy Eating
- Healthy Thinking
- Healthy Weight
- Quitting Smoking Again
- Sleeping Well

About Diseases & Conditions

- Asthma & Controller Medications
- Beta Blockers & Your Heart
- Daily Aspirin to Prevent Heart Attacks
- Low Back Pain
- Diabetes & A1c Testing
- Statins for Diabetes or Heart Problems
- Medicines to Treat Depression

Preventive Exam Forms (1 and 2) – 3 Credits Each / Max 6 Credits

You are encouraged to have Preventive Exams appropriate for your age and gender with your doctor or other healthcare provider. You can earn 3 credits (for a max of 6 credits) for each medical, dental or vision preventive exam that you have between July 1, 2015 – June 30, 2016. To receive your credits, complete the Preventive Exam Forms on the Healthy Lifestyles website by reporting the date of your exam, the type of exam and the name of your provider.

Online Satisfaction Survey – 2 Credits

We value your feedback! Please take 10 minutes to complete the End of Year Survey between April 1 – June 30, 2016. You'll not only get the satisfaction of knowing your feedback is helping to improve the program, you'll also receive 2 Credits.



WELLNESS CHALLENGES – 5 Credits Each

Challenges are designed to give participants the opportunity to practice healthy behaviors. The challenges focus on behaviors that will help to lower the health risks of all participants. The key behaviors emphasize physical activity, nutrition, weight management, and stress management. There is abundant research data that show these behaviors to enhance the health and quality of life for individuals that include them in their daily lifestyle.

Tracking: Challenges require the participant to record daily behaviors to meet the criteria of the challenge. Upon reaching the challenge goal, credits are awarded automatically.

Chill Out Challenge

(November 9 - December 18, 2015)

Managing stress during the holiday season can be very difficult. This challenge will encourage healthy behaviors that support managing your stress and maintaining your weight too! Regular physical activity, healthy snacking, taking time to relax throughout the day, and getting plenty of sleep will help you ward off stress and weight gain to help you balance the holidays with your overall well-being.

Choose Your Health Challenge

(February 1 – February 29, 2016)

Make a big impact with small changes during the month of February! To take part, all you need to do is replace some not-so-healthy habits with health-promoting habits!

Dump The Junk Challenge

(April 4 - May 2, 2016)

Start passing on the junk food and replace it with healthy alternatives. This challenge will help you focus on healthy nutrition so you will feel better, have more energy and may even drop a few pounds!
