

HealthFlex Incentive Program – Executive Summary Alaska Conference updated 1/26/2016

All active participants in HealthFlex Exchange have the opportunity to receive up to \$410 in HealthCash rewards in 2016. The enrolled full-time clergy and spouses will each have \$750 added to their health reimbursement account in the following year if complete the three wellness incentives. Participants must enroll in Virgin Pulse HealthMiles (VPHM) program to earn HealthCash rewards.

Eligible Population for Determining the HealthCash Incentive Payouts

For the walking program and related activities, the eligible population includes all participants and spouses – but not other dependents – enrolled in HealthFlex Exchange.

Virgin Pulse HealthMiles

Walking (walking, running, swimming, biking and others activities) is measured by VPHM and the Max activity tracker. Each quarter there will be HealthCash awarded depending on how many HealthMiles are achieved in the quarter per the chart below;



A maximum of \$40 HealthCash can be earned in a quarter for a grand total of \$160 in a year.

Virgin Pulse HealthMiles customer service phone number is 1-800-830-4312. The activity tracker has a one year warranty. After that to replace the activity tracker will cost \$25. You can use HealthCash to do this through your account on the Virgin Pulse website. You can also purchase replacement batteries (2) at \$2; much cheaper than can be found at a retail shop.

Other compatible tracking devices are Polar, Fitbit and Misfit. The specifics for compatible devices are provided on the Virgin Pulse HealthMiles website. On the website you can also manually enter activities and receive 10 HealthMiles per each but no steps.

If you have a physical condition that makes it unreasonably difficult (or medically inadvisable to attempt) to meet a standard in the HealthMiles program per American with Disabilities Act (ADA) the HealthMiles program provides an alternative by self report the activities that one can complete. To qualify one must take the *Physician Verification Form* to physician to verify inability to meet activity standards of the HealthMiles program and fax back to Virgin Pulse HealthMiles. To request this form please contact Bruce Galvin in the conference office at 206-870-6819. Self reporting will allow one to participate in the benefits of the HealthMiles program and quarterly incentives.

Blueprint for Wellness Biometric Screening

Active HealthFlex Exchange participants and spouses will be provided \$100 in HealthCash if take

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Blueprint for wellness screening (includes blood draw) completed by Quest Diagnostics' phlebotomists between April 1st – July 31st. This screening can be completed by appointment during annual conference session or at a local Quest service center. Individuals must pre-register through the Blueprint for Wellness process (start on the HealthFlex/WebMD website) in order to receive this benefit and earn the incentive. If one cannot attend annual conference or there is not a local Quest service center a physician's form can be requested to give incentive credit.

The information from the screening will automatically be uploaded when one takes the WebMD HealthQuotient (see information below). This is the reason why the date of taking the HQ is after the screening is completed.

The Blueprint for wellness screening has replaced the annual physical requirement as one of the three incentives. Individuals are still encouraged to visit their doctor each year for the physical and to share the results of the Blueprint for Wellness screening.

WebMD HealthQuotient (HQ)

This approach encourages participants and spouses to complete the HQ health risk assessment online. Active HealthFlex Exchange plan participants and spouses who complete the HQ between August 1st and September 30th will avoid having an extra \$250 individual or \$500 family cost added to their next year medical deductible (2017). Note: if take the HQ, before August 1st or after September 30th it will not count towards the HQ incentive/disincentive.

For Married participants;

- Both the participant and the covered spouse must take the HQ to avoid the higher deductible.
- If only the participant or only covered spouse takes the HQ, the household's next year's coverage will be subject to the an additional \$250 on their individual deductible or an additional \$500 on their family deductible.
- Participants with family coverage who do not have a spouse covered by HealthFlex are only subject to the additional \$250 added to the individual or family deductible if they do not take the HQ between August 1st and September 30th.

Participants and covered spouses must each log into the HealthFlex/WebMD website using their own unique IDs and password so save it from one year to the next.

Wellness Points on WebMD Website

All HealthFlex Exchange participants and spouses will have the opportunity to earn up to \$150 additional HealthCash in 2016 by accumulating wellness points on the HealthFlex/WebMD site. If 150 points are earned, \$150 HealthCash is awarded; there is no HealthCash awarded for any amount less than 150 wellness points. The deadline for earning points and instructions for what activities are eligible for points is posted on the HealthFlex/WebMD website. Points will be earned for activities such as Health Assistant goal selection/achievement, view/write success story, access EAP emotional/work life services, WebMD health coaching and healthy/improved level of specific health measurements.

One can receive 120 wellness points in 2016 for achieving healthy or improved results on six key health measures: blood pressure, fasting glucose, triglycerides, HDL cholesterol, waist circumference and body mass index (BMI). Rewards are based on your Blueprint for Wellness

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screening (2016 vs 2015 for improved results or 2016 results that meet American Heart Association healthy guidelines).

\$750 to health reimbursement account for each active HealthFlex Exchange participants and spouses

During the 2016 calendar year active clergy and spouse will be required to do the following to receive an additional \$750 each in their HRA distributed in early 2017;

- Blueprint for Wellness from April 1 – July 31st.
- WebMD HealthQuotient health risk assessment in August or September
- Earn at least 150 wellness points found on the HealthFlex/WebMD website by end of year.

Potential \$410 annually available to clergy and spouses in HealthFlex Exchange

- \$160 HealthCash for achieving level 4 each quarter
- \$100 HealthCash for completing Blueprint for Wellness Biometric screening
- \$150 HealthCash if earn 150 wellness points