

Proposed 2020 Wellness Incentive Program

Brown County

Type of Reward: Paid day off and Gift card raffle

Amount of Reward/penalty: 1 paid day PTO, 7 x \$200 gift cards

Earning period: Jan 1, 2020 – Oct 31, 2020

Activity Requirements: Employees must complete Annual Physical to earn Paid Day Off; Receive 1 raffle entry for completing 2 of the activities in the 2nd box, for 7 x \$200 gift cards

Complete Activities by Oct. 31, 2020	Reward for Completion
<p>1) Annual Physical or Well-woman Exam, with age and gender appropriate screenings as determined by physician, OR worksite wellness exam provided by Catapult. Submit signed Physician Form to HR office in case the doctor's coding does not specify annual physical.</p>	<p>1 extra Paid Day Off</p>
<p>2) Complete 2 of the following activities (you may mix and match)</p> <ul style="list-style-type: none"> • Physical Activity Challenges– Complete at least 2 of the 4 annual fitness challenges using the Healthy County/Sonic Boom platform and wearable devices • Attend 2 wellness Lunch and Learns offered by Brown county; or • Complete 2 online self-guided courses at Blue Access for Members Well On Target at BCBSTX.com 	<p>1 Entry to win one of the 7 x \$200 gift card for each item completed to the left.</p>

***Reasonable Alternative Standard:**

Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all employees. If it is unreasonably difficult for you to complete any of the health activities due to a medical condition, or if it is medically inadvisable for you to complete such requirements, contact Sonic Boom Mission Control Support as soon as possible at (877) 766-4208 or support@sbwell.com. We will work with you to identify additional opportunities for you to qualify for the incentive.

October 21, 2019
(Exhibit # 11)



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TEXAS ASSOCIATION *of* COUNTIES

Proposed 2019/20 Wellness Incentive



Brown County

Sept. 2019

County Specific Wellness Incentive – Why?

- **Bottom line impact?** Long term cost control strategy (Health costs double every 10 years at 7.2% increase);
- Reward employees for making SMART CHOICES about their health;
- Key to success is high employee engagement; when people stand to gain or lose something of value it increases engagement; and
- Average wellness incentive nationally in 2018 was \$784/year per employee.



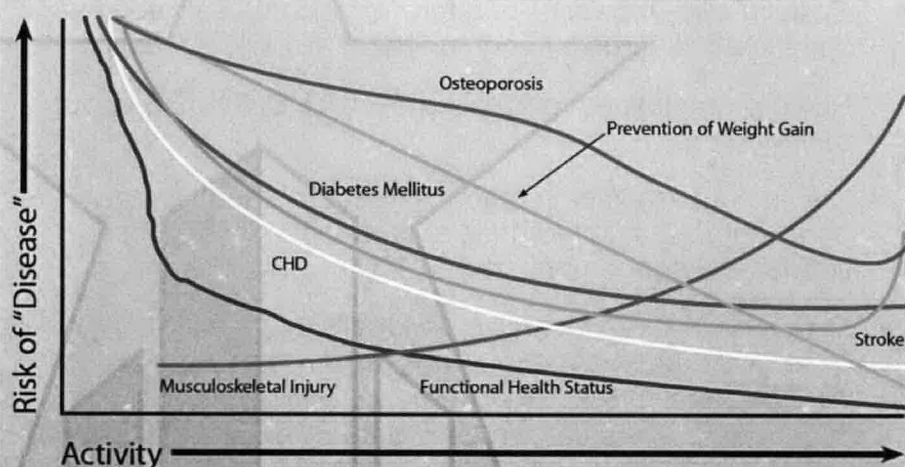
Why Annual Physical?



- TAC HEBP Pool members with Annual Physical Cost 22% Less in 2016
 - Finding issues earlier **Saves Lives**
 - Finding issues earlier **costs less** to treat
 - Awareness of biometric numbers inspires **more lifestyle change and medication adherence** than “blissful ignorance”



Why Fitness?



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Employer Rewards

Group Size	Maximum Available to Earn
25 Lives or Less	\$1,250
26-50 Lives	\$3,000
51-99 Lives	\$5,000
100-199 Lives	\$7,000
200 Lives or more	\$9,000

Example: County A has 100 employees. 20% of employees earn the \$50 incentive, they implement a county specific incentive (CSI), and had a training where 30% of employees attended. The county will earn 10% for participation, 30% for the CSI, and 14% for the training, which will be 54% of \$7,000. The county will receive a check for \$3,780 for 2019 participation.



Additional Benefit of CSI - Employer Rewards

There are now **three** ways to earn Employer Rewards funds:

1. ½ of the percentage of employees who earn a Healthy Lifestyle Reward;
2. Counties with a County Specific Incentive (CSI) will earn 30%; and
3. Counties that schedule at least 1 training will earn 10% and can earn up to an additional 10% based on employee attendance.
 - Employee attendance percentage bonus:
 - 10% Attendance = 2% Bonus
 - 30% Attendance = 4% Bonus
 - 50% Attendance = 6% Bonus
 - 70% Attendance = 8% Bonus
 - 90% Attendance = 10% Bonus



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Incentive Raffle Breakdown

7 x \$200 Gift Cards = \$1,400 total

Brown County will get a minimum of \$2,800 from TAC Healthy County in December of 2020 for having wellness incentive program and hosting a training





Thank You

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www.county.org/healthycounty

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