



*Your* WELLNESS. *Your* WELLBEING



Code You Wellness Incentive Program  
REFERENCE GUIDE

INSPIRE HEALTH



Code You



## Who?

If you're a Centura Health **associate** or a **spouse on the Centura Health Medical Plan**, you'll want to hang on to this reference guide, which is also available in Spanish at [CafeWell.com/code/wellbeing](http://CafeWell.com/code/wellbeing). Here you will find answers to questions about the Wellness Incentive Program and directions for where to find additional information.

If you are a new hire, newly-benefited or on a leave of absence, please visit [CafeWell.com/code/wellbeing](http://CafeWell.com/code/wellbeing) for instructions on participating in the program.

## What?

This year, all incentive dollars will be outcome-based. That is, dollars will be earned for meeting biometric targets or beating your previous body mass index (BMI) measure by two points or more. While associates and spouses on the Medical Plan will still need to complete the gateway activities – a biometric screening and an online health assessment – dollars applied to medical plan premiums or cash payments will not be awarded for other activities.

This year's program should be easier than ever before. Based on your feedback, we have:

- Simplified the program so that incentives are based on outcomes and earned in dollars.
- Refined the CaféWell website to improve user experience and expanded the helpline.
- Removed the biometric outcome of total cholesterol and replaced it with HDL and triglycerides.
- Added the option for a waist circumference measurement as an alternative to BMI.

## How?

To earn incentives, visit [CafeWell.com/code/wellbeing](http://CafeWell.com/code/wellbeing) to:

- 1. Verify your account user name and password.** If you can't remember these, please contact the Centura Health Wellness Incentive Program Helpline at 1-888-280-6069. Do NOT create a new CaféWell account. Using your existing account will ensure that your completion and results are accurately recorded.
- 2. Review your biometric screening results from last year** and compare them to this year's targets (See "Earning Wellness Incentive Dollars Based on Biometric Outcomes" table on next page).
- 3. Set your goals** and make a plan for achieving them.
- 4. Select a biometric screening method** (health care provider, onsite event or Centura Laboratory Services). To earn the full \$1,000 incentive, participants will need to earn a \$50 incentive by completing their biometric screening with their health care provider and submitting the Health Screening Results Form by March 31, 2015.
- 5. Complete a biometric screening and submit all results by March 31, 2015.** Biometric results will be accepted if taken and submitted between April 1, 2014 and March 31, 2015. All results must be submitted to the vendor regardless of the screening method by March 31, 2015.
- 6. Complete the online health assessment by March 31, 2015.**
- 7. Verify that your wellness incentive dollars** are reflected accurately in the incentive-tracking tool by March 31, 2015.

**All Centura Health associates and spouses on the Medical Plan can earn up to \$1,000 between Oct. 1, 2014 and March 31, 2015.**



## EARNING WELLNESS INCENTIVE DOLLARS BASED ON BIOMETRIC OUTCOMES

Applied to FY16 (July 1, 2015-June 30, 2016) Medical Plan premiums

Complete a biometric screening		Gateway
Complete an online health assessment		Gateway
Biometric Outcome Measurements	Target Range	Dollars
BMI or Waist circumference	≥18.5-≤27.5 (or 2 points lower than last year) ≤40 men; ≤35 women	\$50
Blood pressure	≤140/90	\$50
Glucose or A1C	≤125 or ≤5.7%	\$50
HDL	≥40 for males; ≥50 for females	\$25
Triglycerides	≤200	\$25
Complete a biometric screening with your health care provider between April 1, 2014 and March 31, 2015 and submit your lab results by March 31, 2015		\$50
Bonus for meeting all biometric outcome target ranges		\$150
<b>Maximum incentive for biometric outcomes</b>		<b>\$400</b>
Tobacco free incentive	Negative	\$600
<b>Total Wellness Incentive</b>		<b>\$1,000</b>

EARNING POTENTIAL BY POPULATION	Associates on the Centura Health Medical Plan	Spouses on the Centura Health Medical Plan	Associates NOT on the Centura Health Medical Plan
Wellness Incentive Program Earning ranges	\$25-\$1,000	\$25-\$1,000	\$25-\$400
Earning ranges for meeting biometric targets	\$25-\$400	\$25-\$400	\$25-\$400
Tobacco free incentive	\$0 or \$600	\$0 or \$600	N/A
<b>Maximum Wellness Incentive</b>	<b>\$1,000</b>	<b>\$1,000</b>	<b>\$400</b>
Wellness Incentives earned by March 31, 2015 will be applied in FY16 (7/1/15-6/30/16)	Bi-weekly reduction in FY16 medical plan premiums		Bi-weekly cash payments starting in FY16



## Why?

Centura Health cares about the health and wellness of our community and the populations we serve. Through the Centura Health 2020 strategic plan, we are also dedicated to building a high-performing, high-value health care system that addresses population health management. The changes we have made to the Code You Wellness Incentive Program align with Centura Health 2020 and support our Mission. Our focus is on moving upstream to manage the health of our own associates and empower them to more actively participate in their own health.

Health care costs are inflationary – meaning that they increase every year. The Wellness Incentive Program helps Medical Plan members offset their portion of those increases by helping them maintain or improve their health.

One of Centura Health's priorities is to get better at managing the health of its associates. As the organization continues to shift toward a population health management model, it seeks to inspire associates to strive for individual health management. This is why the Code You Wellness Incentive Program has intentionally transitioned to an outcomes based model.

## Reasonable Alternatives

Rewards for participating in the Wellness Incentive Program are available to all participants who complete the two gateway activities – a biometric screening and an online health assessment – by March 31, 2015.

If your screening results are out of range and you are unable to meet the defined biometric outcome measurements for BMI, blood pressure, glucose/A1C, HDL and triglycerides,

you may complete wellness coaching or a Centura Health chronic disease management program as a reasonable alternative to earn the incentive for the out of range biometric measurement(s) and the \$150 bonus. Completion of the Centura Health Quitline coaching program is a reasonable alternative for the \$600 tobacco free incentive.

To get started in a reasonable alternative program, refer to the “Resources” page on the reverse side of this document or visit [CafeWell.com/code/wellbeing](http://CafeWell.com/code/wellbeing). All reasonable alternative programs must be completed by June 1, 2015.

Participants do **not** need to fill out reasonable alternative forms. Wellness coaching vendors will submit monthly completion reports to CaféWell.

Wellness coaching is subject to the availability of the vendors providing coaching services; therefore, participants should allow six months to complete coaching programs. Enrollment after Jan. 1, 2015 does not guarantee completion for this year's Wellness Incentive Program.

Associates and spouses on the Medical Plan who test positive for cotinine may complete the Centura Health Quitline program by June 1, 2015 as the reasonable alternative program. Participants should allow six months to complete Quitline counseling.

Exemptions may be granted for pregnancy, acute illness and other conditions. These requests will be evaluated on a case-by-case basis. All exemption requests must be faxed to 800-762-1851 no later than March 31, 2015. The Wellness Incentive Exemption Form is available at [CafeWell.com/code/wellbeing](http://CafeWell.com/code/wellbeing).



## Where?

CaféWell ([CafeWell.com/code/wellbeing](http://CafeWell.com/code/wellbeing)) is the platform that houses the Code You Wellness Incentive Program tools. Here you can schedule a biometric screening, complete the online health assessment and track your incentives. Your personal and confidential CaféWell account will help you plan and monitor wellness activities and provide you with opportunities to earn additional rewards, such as gift cards to your favorite retail outlets.

This year, we are offering a \$50 incentive to participants who complete biometric screenings with their health care providers. (Forms for this option are available at [CafeWell.com/code/wellbeing](http://CafeWell.com/code/wellbeing)). However, if you prefer to attend an onsite biometric screening and forego the \$50 incentive, you can schedule that on the CaféWell site.

## When?

This year's incentive program begins on Oct. 1, 2014 and runs through **March 31, 2015**. Like the previous program, the wellness incentive dollars you earn will be applied to medical plan premiums in your bi-weekly paychecks or paid as cash if you are not on the Medical Plan beginning July 1, 2015.

Biometric screening lab results **completed and submitted** between **April 1, 2014** and **March 31, 2015** will be accepted.

Reasonable alternative programs completed by June 1, 2015 will be accepted as long as the two gateway activities – a biometric screening and an online health assessment – are completed by March 31, 2015.

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*“When we take personal responsibility for our health, and make changes to our lifestyle behaviors, we not only improve our health and wellness, but we receive the additional benefit of reducing our health care costs.”*

*– Annmarie Castro, vice president of benefits, Centura Health*

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# RESOURCES

**UnitedHealthcare Wellness Coaching** – Specially trained to provide one-on-one support, UnitedHealthcare's wellness coaches offer professional advice to help you stay motivated. Your coach will help you create a personalized, achievable plan. Call 1-855-575-0290 (TTY callers, please dial 711) Mon.-Thurs., 6 a.m.-9 p.m.; Fri., 6 a.m.-6 p.m.; or Sat., 7 a.m.-3:30 p.m. (MT).



**Eligible population:** Associates and spouses on the Centura Health Medical Plan, with the exception of those employed at Penrose-St. Francis Health Services, St. Mary-Corwin Medical Center and St. Thomas More Hospital.

**South State Wellness Coaching** – Become your healthiest self by participating in this one-on-one, interactive process designed to empower you to commit to a healthier lifestyle. Your coach will help you set realistic goals and action steps to help you become successful. Call 719-776-7983 or visit [myvirtualworkplace.org/Reference/SouthStateWellness](http://myvirtualworkplace.org/Reference/SouthStateWellness). You may complete up to 12 coaching sessions.



**Eligible population:** Associates employed by Penrose-St. Francis Health Services, St. Mary-Corwin Medical Center and St. Thomas More Hospital and their spouses on the Medical Plan.

**Mercy Regional Medical Center (MRMC) Wellness Coaching** – MRMC personal trainers/wellness coaches help you identify your health and wellness status, provide guidance in creating a personal wellness plan, and support you in achieving and maintaining your goal. Personal wellness and fitness programs are designed to meet individuals where they are. Call 970-764-2701 or visit MRMC Wellness Ctr, Ste 144, or email [jolieensign@centura.org](mailto:jolieensign@centura.org) to get started.



**Eligible population:** Associates employed by Mercy Regional Medical Center and their spouses if they attend the same session as the associate.

**Centura Health Tobacco Quitline** – Start your journey to tobacco freedom today with professional telephone counseling, supportive educational materials and free nicotine replacement therapy. This service is available at no charge to all associates and their spouses and dependents ages 15 and older on the Centura Health Medical Plan by calling 1-855-891-9982, 6 a.m. – 11 p.m. (MT) daily.

## Centura Health Wellness Incentive Program Helpline

Call 1-888-280-6069 (Mon.-Thur. 7 a.m.-6 p.m. and Fri. 7 a.m.-5 p.m. (MT)  
for help navigating CaféWell or for questions about the Wellness Incentive Program.