2019 Need to Know: Coordinator Orientation
What is Healthy County?

Healthy County is a three-way partnership that includes:

1. Employers investing in employee health by providing benefits programs and supporting wellness at the county;

2. TAC HEBP providing access to the best programs and resources; and

3. Employees committing to a healthy lifestyle and making responsible health decisions.
Healthy County Strategies

1. Reduce costs and eliminate the barriers to caring for chronic illnesses;
2. Identify and reduce preventable health risks among the employee population; and
HEBP Wellness and Benefits Consultants

NORTHWEST
EMPLOYEE BENEFITS CONSULTANT
Kathy Davenport
WELLNESS CONSULTANT
Stacey Brungton

NORTHEAST
EMPLOYEE BENEFITS CONSULTANT
Santos Trejo
WELLNESS CONSULTANT
Shameria Davis

WEST
EMPLOYEE BENEFITS CONSULTANT
Ernesto Martinez
WELLNESS CONSULTANT
Mark Zollitsch

EAST
EMPLOYEE BENEFITS CONSULTANT
Lorie Floyd
WELLNESS CONSULTANT
Ashley Cureton

SOUTH
EMPLOYEE BENEFITS CONSULTANT
Clarissa Martinez
WELLNESS CONSULTANT
Biral Patel
A Lookback to 2018

<table>
<thead>
<tr>
<th>Wellness Activity</th>
<th>Participation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthy Lifestyle Rewards</td>
<td>1,857 employees earned a $50 Amazon Gift Card</td>
</tr>
<tr>
<td>Employer Rewards</td>
<td>$70,990.28 was distributed to 146 TAC HEBP Groups</td>
</tr>
<tr>
<td>Registered Portal Accounts</td>
<td>7,098</td>
</tr>
<tr>
<td>Naturally Slim</td>
<td>1,305 members participated with over 6,200 pounds lost</td>
</tr>
<tr>
<td>Weight Watchers</td>
<td>8 TAC HEBP Groups participated</td>
</tr>
</tbody>
</table>
2019 Program Highlights
• Is available to provide Onsite Injury Assessments and Workshops - AT NO COST TO THE MEMBER

• NEW - Can provide onsite patient Clinics when minimum participation requirements are met

• NEW - No more deductibles; you can go to Airrosti for your Office Visit Co-pay
• 30-40 minute comprehensive health evaluation includes finger stick blood test, biometrics, a personal health history, and screening for Clinical Depression.

• Screenings are covered for employees at 100% for all groups (no copay for non-grandfathered OR grandfathered groups).
MDLive- Telemedicine

• On 10/1/18, TAC HEBP introduced the MDLive telemedicine benefit.

General Health:
✓ Allergies
✓ Asthma
✓ Nausea
✓ Sinus Infections

Pediatric Care:
✓ Cold/Flu
✓ Ear Problems
✓ Pinkeye

Behavioral Health:
✓ Anxiety/Depression
✓ Child behavior/learning issues
✓ Relationship Problems
2019 Naturally Slim Classes:


Class 2: May 6, 2019. Enrollment will be open April 8-19.


To learn more, join the waitlist, and apply visit: www.naturallyslim.com/healthycounty
• Participants must attend 80% of the meetings (at their worksite) to receive reimbursement:
  • 14 out of 17 meetings OR 10 out of 12 meetings
  • Maximum Reimbursement: **Once** per calendar year.
• **Reminder:** WW Leader can no longer manage attendance log due to privacy concerns. Contact at the county must be responsible for attendance.
2019 Employer Rewards Changes
2019 Employer Rewards

There are now three opportunities to earn Employer Rewards funds:
1. Counties will earn ½ of the percentage of maximum eligible amount of Employer Rewards from employees who earn a Healthy Lifestyle Reward;
2. Counties with a County Specific Incentive (CSI) will earn 30% of eligible amount; and
2019 Employer Rewards (Cont.)

3. Counties that schedule at least 1 training in the calendar year 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
   * Counties will earn funds if one or more of the opportunities are met.
   * The total amount rewarded will be calculated based on the sum of the percentage earned per each opportunity met.
**Employer Rewards**

<table>
<thead>
<tr>
<th>Group Size</th>
<th>Maximum Available to Earn</th>
</tr>
</thead>
<tbody>
<tr>
<td>25 Lives or Less</td>
<td>$1,250</td>
</tr>
<tr>
<td>26-50 Lives</td>
<td>$3,000</td>
</tr>
<tr>
<td>51-99 Lives</td>
<td>$5,000</td>
</tr>
<tr>
<td>100-199 Lives</td>
<td>$7,000</td>
</tr>
<tr>
<td>200 Lives on More</td>
<td>$9,000</td>
</tr>
</tbody>
</table>

**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% of the maximum eligible amount of Employer Rewards 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.
County Specific Incentives (CSI)

• Increase participation in sponsored programs;
• Promote healthy behavior changes;
• Help control future costs; and
• Reward employees for making SMART CHOICES about their health with incentives.
## Example County Specific Incentive Design

<table>
<thead>
<tr>
<th>Activities</th>
<th>Outcome</th>
<th>Reasonable Alternative</th>
<th>Opt-Out</th>
<th>Wellness Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tobacco Affidavit</td>
<td>Tobacco Cessation Education</td>
<td>Enroll Tobacco Cessation Coaching with BCBSTX</td>
<td>$25/month towards health benefits</td>
<td>$0/month towards health benefit</td>
</tr>
<tr>
<td>Annual Physical</td>
<td>Preventive Care</td>
<td>Complete a Biometric Screening or an Annual Physical</td>
<td>$15/month towards health benefits</td>
<td>$0/month towards health benefit</td>
</tr>
</tbody>
</table>

Higher Amounts Drive Engagement
Iris Stagner Award Changes

• The Healthy County Team will nominate Coordinators and Sponsors and vote on Iris Stagner Award Winners

IRIS STAGNER

In honor and recognition of Iris Stagner’s contribution to the Healthy County Wellness Program, the Iris Stagner Award will be bestowed annually to an individual within the Texas Association of Counties (TAC) Health and Employee Benefits Pool who exemplifies health promotion excellence for their county.

What is the Iris Stagner Award?
The Iris Stagner Award recognizes outstanding leadership and innovation in a Healthy County wellness coordinator or sponsor. This award was created in honor of Iris Stagner, former Palo Pinto County wellness coordinator, to recognize a coordinator or sponsor who embodies the qualities and enthusiasm Iris possessed throughout her tenure.

Iris was Palo Pinto County’s enthusiastic wellness coordinator of four years, a member of the Bike Texas board of directors and a longtime promoter of bike safety and education. She was killed on Sept. 17, 2012, when hit by a pickup truck during a training ride on U.S. Route 180 outside of Mineral Wells, Texas.

The mission of the Iris Stagner Award is to honor the most enthusiastic and innovative among the best Healthy County wellness coordinators and sponsors.

The Awards Program:
• Highlights a county’s commitment to workforce wellness and its efforts to create a good health culture for its employees;
• Encourages recognition of and serves to inspire all county coordinators and sponsors;
• Helps counties recognize the value of their wellness programs and the volunteers who help make them successful.

Eligibility and Evaluation Criteria
To be eligible for the award, a nominee must be a current Healthy County wellness coordinator or sponsor. Each nominated person is evaluated individually based on their ability to meet the following criteria:
• Meet the vision of TAC’s Healthy County program, which is to optimize the health and well-being of its members;
• Motivate employees to participate in Healthy County wellness programs;
• Organize and plan health-related activities using various resources; and
• Gain leadership support for wellness programs throughout their county.

While nominations submitted by counties are considered for the Iris Stagner Award, the Healthy County team will only consider Wellness Coordinators or Sponsors who have not been nominated.

Award Nominations
To nominate someone for the Iris Stagner Award, please complete a nomination form and include a detailed narrative describing the nominee’s efforts as a Healthy County wellness coordinator or sponsor. Individuals can nominate others or themselves.

Nomination forms must be signed by either the county judge or a commissioner.

Award Ceremony
The winner will be recognized at the Healthy County Conference, Feb. 20-22, 2019.
NEW! County with Highest Participation Award

• **Starting in 2019**, the county in each Group Size with the highest percentage of employees who earn a Healthy Lifestyle Reward will be recognized at Healthy County Boot Camp and County Management & Risk Conference (CMRC).

<table>
<thead>
<tr>
<th>Group Size</th>
<th>2019 Highest Participation Award Winner</th>
</tr>
</thead>
<tbody>
<tr>
<td>25 Lives or Less</td>
<td>Burnet County Appraisal District</td>
</tr>
<tr>
<td>26-50 Lives</td>
<td>Comal County Appraisal District</td>
</tr>
<tr>
<td>51-99 Lives</td>
<td>Runnels County</td>
</tr>
<tr>
<td>100-199 Lives</td>
<td>Eastland County</td>
</tr>
<tr>
<td>200 Lives on More</td>
<td>Yoakum County</td>
</tr>
</tbody>
</table>
NEW! Most Improved in Engagement

• **Starting in 2020**, Healthy County will recognize the county in each Group Size with the **most improved** percentage of employees who earn a Healthy Lifestyle Reward from the previous year. These counties will be recognized at the Healthy County Boot Camp and County Management & Risk Conference.
NEW! Wellness Committee Award

• **Starting in 2020**, Healthy County will begin recognizing a Wellness Committee who has successfully promoted wellness in their county.
Communication is Key!

Monthly Program Update: sent to County’s Wellness Coordinator and Sponsor

Subscribe at: www.county.org/hcmontly
Boomer's here
and ready to play!
Sonic Boom is back!

1. Employees now have access to Leaderboards, Caught Ya’ Being Healthy, and can create their own Contests!
2. Employees will **NOT** have to register for each Contest—they will be auto-enrolled once account is registered.
3. Employees will be able to use the same physical activity device used with Provant. The device storefront is still available through the portal.
4. Employees who earn Healthy Lifestyle Rewards will have more redemption choices through Boomer Bucks.
5. Employees in County’s with County Specific Incentives (CSIs) will be able to view their county’s unique rewards on the Incentive Page.
<table>
<thead>
<tr>
<th>Contest</th>
<th>Dates</th>
</tr>
</thead>
<tbody>
<tr>
<td>6k a Day</td>
<td>Mar. 11- Apr. 21</td>
</tr>
<tr>
<td>County vs. County</td>
<td>May 13- Jun. 23</td>
</tr>
<tr>
<td>Keep Texas Active</td>
<td>Jul. 8- Sept. 1</td>
</tr>
<tr>
<td>Healthy for the Holidays</td>
<td>Oct. 21- Dec. 1</td>
</tr>
</tbody>
</table>
Healthy Lifestyle Rewards

• Employees who complete 3 out of the 4 challenges will earn $50 of Boomer Bucks
  • If an employee is unable to meet the minimum requirements due to medical or disability reasons, please have the employee contact Sonic Boom’s Customer Service team

• Employees whose benefits are effective on or after May 13, 2019 must complete 2 challenges to earn the incentive
What is my Role as a Coordinator?

1. Be a Wellness CHAMPION!
2. Promote and respond to Healthy County initiatives;
3. Set local program goals and priorities;
4. Distribute/email promotional fliers, stuffers and information;
What is my Role as Coordinator? (Cont.)

5. With the input of county representatives, develop an action plan for the use of Employer Reward funds;

6. Monitor implementation of the action plan and discuss recommendations for the use of funds with the individual or department responsible for budget, allocation, etc;
What is my Role as Coordinator? (Cont.)

7. Communicate with TAC Wellness Consultants and Specialist;

8. Attend TAC wellness trainings (expenses paid by TAC HEBP).
What is my Role as a Sponsor?

1. Deliver the message of the importance and value of worksite wellness programs to the county;

2. Encourage policies and practices that support healthy lifestyles;

3. Provide access to resources for the program administration;
What is my Role as a Sponsor? (Cont.)

4. Be a visible and vocal champion for the Healthy County program for employees, elected officials and the community; and

5. Attend annual TAC wellness training (expenses paid by TAC HEBP).
Massively engaging... socially contagious... culturally inspiring...

WORKPLACE WELLBEING
Why wellness?
To improve daily health habits ... together.
Why wellness at work?

- It’s where we spend the majority of our waking hours
- Most workplaces are mostly sedentary
- We’re busy, so we pick convenience over nutrition
- More than 80% of chronic disease is preventable (with healthier lifestyle choices!)
- We’re happier when we’re feeling healthy
small changes add up
...if you’re consistent

-100 calories
10 LBS. / YR

100

5 DAYS / YR
+20 min.

HEALTHY COUNTY
10 YEARS STRONG

energized by sonicboom
We’re fully mobile

Mobile-optimized portal

Native mobile app with special social features

energized by sonicboom™
Registration

For SSO, follow these steps:

1. Go to mybenefits.county.org
2. Log into your my benefits account
3. Select "Get Your Benefits Information"
4. Click on the "Healthy County energized by Sonic Boom" link
Registration

If you cannot access SSO, follow these steps:

1. Go to county.org/sonicboom
2. Select "Create Account"
3. Enter your date of birth and BCBSTX employee number, then follow the prompts to create your account!
Home

Smart cards
- Purchase activity tracker
- Link to Healthy Byte Wellness Newsletter
- Compatible devices list

Boomer Bucks
Unlimited (and fully custom) member-driven contests

- **Nutrition**
  Ex: Avoid alcohol this month

- **Physical Activity**
  Ex: Walk the dog the most days

- **Financial**
  Ex: Cut $50 from the weekly spending

- **Mental/Emotional**
  Ex: Most minutes of meditation

- **Relationship/Family**
  Ex: Fewest hours of screen time

- **Sleep**
  Ex: Get 7+ hours the most days

- **Custom**
  Ex: Create anything you want!
Track your ...
- Mood
- Weight
- Fruit & Veggies
- Hydration
- Food Journal

Choose which ones work best for YOU!
Get your smary pants on with these popular categories!

- Financial
- Nutrition
- Sleep
- Mental Wellbeing

- Financial
  - Getting Ready for Retirement
  - Ins and Outs of Investing
  - Family-Friendly Advice
  - Managing Mortgages & Debt
- Nutrition
- Sleep
- Mental Wellbeing

Healthy County • 10 Years Strong
Caught Ya Bein’ Healthy

- Employees reward each other
- Builds camaraderie
- Drives engagement
- Makes people feel good

Catch someone!

Mobile app

Busted

- ALLISON PINKSTON
- ALLISON POHL
- ALLISON MCCLELLAND
- ALLISON BUESS
- ALLISON STAFFORD
- ALLISON STRAUSS
- ALLISON HARBISON

energized by sonicboom™
Challenge-of-the-Day (COD)

- Nutrition
- Physical
- Mental
- Financial
Track your individual progress toward each contest goal

- Complete 3 out of 4 challenges to earn 10,000 Boomer Bucks
Ask away...

Sonic Boom Support
info@sbwell.com
1-877-766-4208