



Center for Health

HealthFlex Plan Sponsor Calls

January 13-14, 2015



General Board

Pension and Health Benefits

Caring For Those Who Serve

Agenda

- Strategy and Plan Updates
 - Health Care Reform
 - Plan Strategy for 2016
 - HealthFlex Exchange
- Operational Updates
 - Upcoming Dates
 - Businessolver Invoice Review
 - Other Updates
 - 2015 Wellness Program Review

Health Care Reform

- Information for local churches
 - §6056 reporting for applicable large employers
 - Employer payment plans limitations
- Summary of Benefits and Coverage changes for next plan year (2016)
- Still waiting for guidance on:
 - Cadillac Plan Tax
 - Nondiscrimination rules
 - Any amendments to the ACA* by Republican-led Congress

*ACA: Affordable Care Act (i.e., 2010 federal health care reform legislation)

2016 Plan Strategy— Same in and out of HF Exchange

- Medical Plans
 - Eliminate B750
 - Maintain B1000 and CDHP* (gold/C2000)
 - Addition of new CDHP (silver/C3000) and two new HDHPs* (gold/H1500; silver/H2000)
 - Combined OOP** max with pharmacy, behavioral health
- Pharmacy Plans
 - Maintain P1 and P2 with adjusted minimum/maximum
 - Addition of P3 and P4 (integrate with new medical plans)
 - Combined OOP max with pharmacy, medical
- Dental and Vision—excepted benefits

* CDHP: Consumer-driven health plan; HDHP: High-deductible health plan

** OOP: Out-of-pocket maximum

HF Exchange— Plan Sponsor Timeline

- January—Finalizing **possible** plan sponsors
- Early February—Brochure, FAQ, modeling tool
- February—Modeling tool overview and review
- January-March—General Board support for board meetings
- April—Firm intention required
- June—Final decision required
- March-April (?): Train the Trainer
- June-August (?): Second Train the Trainer

HealthFlex Exchange— Participant Timeline

- April-May—Pre-conference introductory meetings, if desired
- May-June—Annual conference announcements
- September—Participant workshops
- Late October-November—Annual Election period

*Note—Center for Health communications throughout time period; direct communications start July-August

Operational Updates

Recent and Upcoming Dates

- Q3 claims reporting—this week
- January invoices expected January 20
- 2016 rates—anticipated mid-February

Businessolver Invoice Review

- 10th business day
- Current premium vs. current total due
- “Other”
- Please pay in full by end of month

Other Administrative Updates

- Rollover vs. grace period reminder for 2015 flexible spending accounts (health FSA)
- Pension deduction opportunity

2015 Wellness Programs and Incentives



Wellness Incentives: 2015



Step 1—Blueprint for Wellness

\$100 for completion April 1-July 31



HQ

Step 2—Health Quotient (HQ)

Avoid \$250-\$500 higher deductible in 2016



Step 3—Take Action

Virgin Pulse HealthMiles: \$25 per quarterly target, \$50 bonus, Charitable “stretch” goal



Step 3—Take Action

\$150 HealthCash for earning 150 Wellness Points (WebMD)

- Coaching, EAP or Work/Life, My Health Assistant, success stories

WebMD Rewards Page Refresh

What you need to do to earn this reward

Your points:

BALANCE: **5**

EARNED: 5

USED: 0

Dollars



2015 Healthflex Wellness Points \$150 reward

Earn reward by 12/31/2015

150 points
needed to earn reward

BFW Health Health Measures: Waist Circumference

0 points earned

Do One of these BFW Health Health Measures: Waist Circumference activities and earn 20 points.

BFW Health Measures: Waist Circumference Improvement. [more](#)

BFW Health Measures: Waist Circumference 35 inches or less. FEMALE [more](#)

Coming Soon

BFW Health Measures: Blood Pressure

0 points earned

Do One of these BFW Health Measures: Blood Pressure activities and earn 20 points.

WebMD Rewards Page Refresh

Choose your activities to earn points

5 Select any goal in My Health Assistant. [more](#)

Do It

5 Progress toward a weekly plan in My Health Assistant. [more](#)

Do It

20 Submit success story via HealthFlex/WebMD site. [more](#)

Do It

15 Access the EAP for emotional counseling. [more](#)

I Did This

15 Access the EAP for Work/Life Services. [more](#)

I Did This

Rewardable Results



Blood Pressure



Fasting Glucose



HDL Cholesterol



Triglycerides



Waist Circumference



Body Mass Index

20 points for each measure
in “**healthy range**” in 2015

If out of range:
20 points for each measure
improved in 2015 over 2014 BFW

2015 Points Opportunities

Health Measures

Blood Pressure

Fasting Glucose

HDL Cholesterol

Triglycerides

Waist Circumference

Body Mass Index

Up to 120 points

Participation Activities

WebMD Coaching

Success Stories

My Health Assistant

EAP or Work/Life Services

Up to 295 points

150 Points = \$150

Virgin Pulse Website Refresh

WHAT I'M TRACKING TODAY

- + PHYSICAL ACTIVITY
- + SELF TRACKING CHALLENGES
- + ACTIVITY CHALLENGES
- + MEASUREMENTS

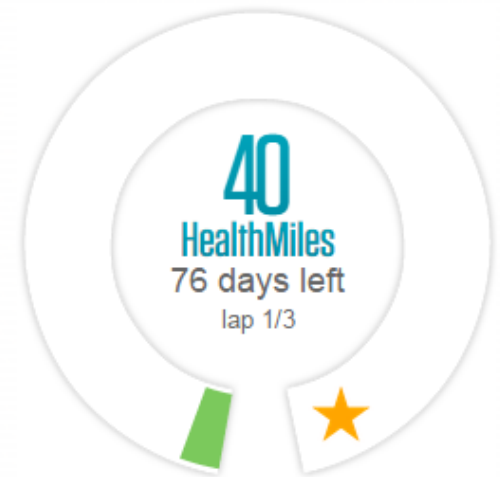
WHAT CAN YOU DO NEXT ?

\$150: Earn 150 HealthFlex Wellness Points

MY GAME



Q1 Activity Goal - 1,200



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Virgin Pulse Updates

- Additional opportunities for HealthMiles
 - Starting a challenge
 - Self-report activities
- Survey to inactive participants—**mid-January**
- Replacement Max (activity tracker) reduced to \$28.99 (plus tax)

Blueprint for Wellness

- Please complete event survey
- Continuing: use of Survey Monkey to obtain on-site event information
- Continuing: 15-minute screening model
- Optional refresher webinar for on-site coordinators—to be scheduled



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