

Colorado Mesa University 2019 Wellness Program

Colorado Mesa University (CMU) wants to reward you for taking an active interest in your health by giving you the opportunity to earn a **\$50** wellness incentive off your monthly health insurance premium. This voluntary program is designed to encourage you to make smart choices, fulfill preventive health services, and engage in healthy behaviors towards achieving your healthy best.

When does the program start and end?

The CMU wellness program is aligned with the benefit/calendar year, starting on January 1st and ending on December 31st, 2019.

How do I qualify for the \$50 incentive?

Step 1 – Sign-Up

- You must be enrolled in the health plan and sign up for the wellness incentive program to participate.
- Current employees must sign-up during open enrollment and prior to January 1, 2019.
 - Employees with a qualifying event allowing for late enrollment in the 2019 health plan must sign-up within 30 days of the qualifying event.
- New employees must sign-up 30 days within the date of hire.
- To sign up, complete the Wellness Program Enrollment Form.
- If this is not for you, it is okay. You will need to decline to participate on the Wellness Program Enrollment Form. If you decline to participate, you will not be eligible to receive any incentive dollars.

Step 2 – Biometric Health Screening and Health Assessment

After signing up, you must complete the biometric health screening **and** the health assessment (HA).

- Both the biometric screening and the health assessment must be completed either:
 - + during open enrollment for current employees,
 - + within the first 30 days of employment for new hires, or
 - + within 30 days of enrollment for late enrollees to the health plan following a qualifying event.
- **Biometric Health Screening** – A health screening that measures certain health factors (biometrics) including:

+ Blood Pressure	+ Total Cholesterol	+ Triglycerides	+ Glucose
+ HDL Cholesterol	+ LDL Cholesterol	+ Waist Circumference	+ BMI
+ Complete Blood Count (CBC)	+ Albumin (Globulin; ALB/Glob ratio)	+ Chloride	+ Uric Acid
+ Total Bilirubin	+ Calcium	+ Direct Bilirubin	+ Inorganic Phosphorus
+ LDH	+ Alkaline Phosphatase	+ Iron	+ Gamma-GT
+ Sodium	+ Urea Nitrogen (BUN)	+ Creatinine (BUN/ Creatinine ratio)	+ Potassium
+ Magnesium		+ Total Protein	+AST (SGOT)
+ ALT (SGPT)		+ Nicotine	

- **Health Assessment** – A 15 minute questionnaire that inquires as to an individual's self-assessment of various wellness factors such as physical and mental health, stress management, nutrition, and sleep. Participants will access Rally to complete the online health assessment.
 - + Current employees: The Health Assessment will be available beginning January 1, 2019.
 - + New Hires: Please complete the Health Assessment 30 days within the date of hire.

Step 3 – Complete 100% Participation

To qualify for the incentive, you must complete 100% participation:

- 1) You can earn 100% through your biometric results and completing your health assessment, or
- 2) You can earn partial progress from your biometric results and health assessment, then earn the remaining progress from wellness activities.

Wellness Program Criteria

For completing the health assessment, biometric screening, and for each biometric result that meets the guidelines in the table below, you will earn the associated participation progress:

Take-Action	Criteria	Value
Complete the Health Assessment and Biometric Screening	Rally Health Assessment Annual Biometric Screening	30%

Biometric Health Standards		
Biometric	Health Ranges	Value
Blood Pressure*	Result is less than or equal to 120/80	10%
Waist Circumference	Male waist is less than 40in Female waist is less than 35in	10%
HDL Cholesterol*	Result is greater than 40	10%
LDL Cholesterol*	Result is less than 100	10%
Triglycerides	Result is less than 150	10%
Glucose	Result is less than 100	10%
Nicotine	Result is Negative	10%
Biometric Screening Progress		70%
TOTAL		100%

*These health standards have been updated for the 2019 benefit year to match the Centers for Disease Control and Prevention (CDC) normal health ranges.



Additional Wellness Activities

Below are the activities that you can complete to fulfill the participation requirement in 2019. All activities will be available for tracking or self-reporting beginning January 1, 2019.

Reporting Method	Wellness Activity	Criteria	Value
Rally Automatic Reporting	Complete a Rally Personal Coaching Program	Complete an online coaching program on Rally	15%
	Complete a Physical Fitness Activity	Daily Dash - Wearable device via Rally App.	2% per month (Up to 24%)
	Complete a Rally Challenge	Choose up to 3 Rally Challenges to complete	10% each (Up to 30%)
Self-Report on Rally	Attend a Wellness Seminar	Lunch 'n Learn, Wellness Seminar	5%*
	Download the Doctor On Demand App and Create an Account	Doctor On Demand Mobile App – Download through the App Store and Google Play Store	5%*
	Stop Smoking/Stop Tobacco Use	Complete a Tobacco Cessation Program	10%
	Get a Flu Shot**	Annual Flu Shot during 2019	10%*
	Get first Shingles Shot	Shingles Shot (Adults ages 50 and older)	10%*
	Get Second Shingles Shot	Shingles Shot (Adults ages 50 and older)	10%*
	Complete First Dental Cleaning**	Get a Dental Cleaning	10%*
	Complete Second Dental Cleaning**	Get a Dental Cleaning	10%*
	Get an Annual Eye Exam**	Annual Eye Exam with your ophthalmologist	10%*
	Complete an Annual Physical**	Annual Physical with your primary care doctor	10%*
	Complete a Mammography**	Mammography with your doctor (women only)	10%*
	Complete a Prostate Screening**	Prostate screening with your doctor (men only)	10%*
	Complete a Colorectal Screening**	Colorectal screening with your doctor (Adults ages 50 – 75 years)	10%*

If your doctor says a particular activity is not for you, the starred () activities add up to meet your 100% criteria.

**These activities are no-cost benefits provided by the CMU benefits package.

Additional Details

- There is no cost to participate in this voluntary wellness program.
- Since CMU offers alternative activities to complete the participation requirements, physician waivers do not apply.

