Be Well at TML IEBP

A Comprehensive Wellness Program for the Members of TML IEBP
Empowering the Membership

The Membership is the focus of TML IEBP’s health improvement and cost management model. TML IEBP assists Membership in making informed healthcare and lifestyle decisions by offering a variety of tools, incentives and resources to help meet the health goals of you, your employees and their dependents.

TML IEBP encourages our members to take action by getting involved and taking advantage of this value added program. Wellness has been shown to improve morale, reduce absenteeism, and increase the health and longevity of each covered individual. Wellness Programs are instrumental in keeping people on a healthy living path, especially in office environments where the employees are sedentary for significant portions of the day.

Introducing the Healthy Initiatives Program

The Healthy Initiatives Program provides a $150 incentive to TML IEBP covered individuals age 18 or over who complete a Health Power Assessment questionnaire and the Healthy Initiatives biometric screenings within the calendar year. Preventative screenings will be covered at 100% for in-network providers. Preventative screenings do not accumulate towards the additional $500 preventative/routine calendar year maximum.

Providing a financial incentive for covered individuals to get their annual check-ups will lead to early diagnosis and treatment of disease states that are identified. Upon successful completion of the Health Power Assessment and all of the Healthy Initiatives biometric screenings, a check will be mailed directly to the covered individual’s residence.

### 2012 Annual Preventive Screenings

<table>
<thead>
<tr>
<th></th>
<th>Female 18 - 35</th>
<th>Female 36 - 39</th>
<th>Female 40 - 50</th>
<th>Female 51+</th>
<th>Male 18 - 39</th>
<th>Male 40 - 50</th>
<th>Male 51+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health Power Assessment Questionnaire</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Preventive Office Visit</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Lipid Panel</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Comprehensive Metabolic Blood Panel</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>TSH</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>PSA</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Fecal Occult</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
</tr>
<tr>
<td>Bone Density Study</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>Mammogram</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>X</td>
<td></td>
</tr>
<tr>
<td>PAP</td>
<td></td>
<td>X</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**Health and Wellness Passport and Professional Health Record**

TML IEBP makes a Professional Health Record available to each covered individual. The Passport to Wellness allows individuals to track their weight, blood pressure, heart rate and essential lab values. Creating this picture of health is a very valuable tool in working towards a healthier lifestyle. It gives covered individuals the ability to participate in health care in new ways—by comparing the information annually and making certain that they are working with their physicians effectively.

**Health Power Assessment**

Motivating and sustaining health behavior change is the key to improving population health and controlling health care costs. The Health Power Assessment analyzes the covered individual’s responses to well being and lifestyle related questions. If done online, the covered individual is able to print a customized wellness action plan that is specific to their lifestyle and health-related goals. It is an effective tool for risk identification and essential for follow-up intervention with a Professional Health Coach. The Health Power Assessment can be completed online or via paper.
Healthy Living Guides

TML IEBP covered individuals can access Healthy Living Guides from the TML IEBP website at www.tmliebp.org. Healthy Living Guides offer treatment and care information on thirteen different topics including:

- Asthma
- Chronic Fatigue Syndrome
- Chronic Obstructive Pulmonary Disease (COPD)
- Coronary Artery Disease
- Depression
- Hyperlipidemia
- Hypertension
- Osteoarthritis (OA)
- Osteoporosis
- Type 2 Diabetes
- Smoking Cessation
- Healthy Pregnancy
- Weight Management

Introducing the Medical Care Management Program

The Medical Care Management Team reviews healthcare services provided to employees and their eligible dependents. Medical Care Management also monitors the care of the covered individual, offers emotional support to the family and coordinates communications among healthcare providers, patients and others. These objectives will be met through Plan Benefits to eligible covered individuals. The Medical Care Management Team is aware of the importance of the doctor/patient relationship.

Population Health Engagement

The Population Health Engagement Program empowers covered individuals to be personally health engaged. Professional Health Coaches are available to assess health habits, assist with goal setting, and provide coaching with educational materials. The Professional Health Coaches consist of licensed professional nurses, dietitians, certified diabetes educators, behavior therapists, and outreach specialists. A Professional Health Coach is available to discuss any health related issue. Covered Individuals can reach a Professional Health Coach directly by calling 1-888-818-2822 or by calling the number on their ID Card. The Professional Health Coaches are aware of the importance of the doctor/patient relationship. Health coaching is not a replacement or substitution for your provider’s care – it is an addition to your provider’s care.
The Role of a Professional Health Coach

Covered Individuals have the option of calling the TML IEBP Professional Health Coach Hotline as identified on the ID Card. Professional Health Coaches work with covered individuals over the phone, limiting phone calls to 15 minutes or less. The role of the Health Coach is to:

- Assess health habits, and to assist covered individuals in identifying and setting a health goal.
- Assess members’ readiness to change and provide necessary information, guidance, and support to move forward in meeting their health goal.
- Help members follow their physician’s plan of care such as to taking medications correctly, keeping follow-up appointments as scheduled, and being comfortable with asking questions.
- Provide members with educational materials.
- Assess health habits by completing the Health Power Assessment and/or the Wheel of Life, which are used to assist covered individuals in identifying and setting a health goal.

The Wheel of Life

The Wheel of Life helps covered individuals identify areas of their lives that may impact their health. The Wheel of Life is powerful because it gives a covered individual vivid visual representation of the way their life is currently, compared with the way they’d ideally like it to be.

It is called the "Wheel of Life" because each area of life is mapped on a circle, like the spoke of a wheel. The Wheel of Life can be completed online or with the assistance of a Professional Health Coach.

**Wheel of Life Sample**
Take Advantage of the TML IEBP’s Online Wellness Portal

**Members can access and submit online:**
A Health Power Assessment
The Wheel of Life
Personal Health Record

**Members can research and review information:**
Diabetes, Smoking Cessation, Hypertension, High Cholesterol, Dietary Guidelines, etc.

**Members can view:**
BeWell scorecard
Professional Incentive Plan
Professional Health Record
**Enjoy Lucrative Savings on Gym Memberships, Weight Management Programs, and More**

At [www.tmliebp.org](http://www.tmliebp.org), covered individuals can access an array of products and services and take advantage of negotiated savings on gym memberships, weight management programs, smoking cessation programs, LASIK surgery and more. Covered individuals can enjoy exclusive discounts through a number of partners throughout Texas that have agreed to work with TML IE BP.

---

**Participate in the Self-Track, Health Maintenance Scorecard**

Too often people mistake wellness as just exercising and dieting when there is much more. The health maintenance scorecard goes one step further and encourages covered individuals to manage stress, drink water, improve sleep, schedule daily quiet times, and take care of themselves from a “whole person” perspective. TML IE BP has put together a daily, weekly, and monthly program that identifies small “steps” that can be taken to improve an individual’s health and well being. Covered individuals earn points when they participate and complete the health maintenance scorecard. Points are self-reported and earned on participation, **NOT** outcome.

---

**Partial Sample of the Health Maintenance Scorecard**

<table>
<thead>
<tr>
<th>Activity</th>
<th>Weight Training</th>
<th>Liquid Consumption</th>
<th>Vegetable Consumption</th>
<th>Fruit Consumption</th>
<th>Sleep</th>
<th>Flossing</th>
<th>Limit 1.5 hrs TV/Non-Work Computer</th>
<th>Personal Quality Time (Reading/Meditation)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brisk Walk or Jog or Biking</td>
<td>30 minutes</td>
<td>48 ozs water/day &amp; &lt; 2 caffeine drinks/day</td>
<td>4 servings per day</td>
<td>2 servings per day</td>
<td>7 hours nightly</td>
<td>1 time/day</td>
<td>Daily</td>
<td>30 minutes</td>
</tr>
<tr>
<td>1 mile</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>2 miles</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>per mile</td>
<td>per 30 mins</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>unlimited</td>
<td>unlimited</td>
<td>limited to .5</td>
<td>limited to .5</td>
<td>limited to .5</td>
<td>limited to .5</td>
<td>limited to .5</td>
<td>limited to .5</td>
<td>limited to 1.0</td>
</tr>
</tbody>
</table>
Create a Culture of Health by Starting a Wellness Program

Wellness Programs have been shown to improve employee morale, reduce absenteeism, and increase health and longevity. Employees of political subdivisions often work at their jobs for many years and then become retirees. For these reasons, along with rising cost of providing healthcare, it is critical to make an investment in the health of your employees today. The following steps can be taken to implement and administer a successful Wellness Program.

Organize a Wellness Committee
Select a wellness liaison to assist in the launch and continued success of the Wellness Program (larger employers may elect to have a Wellness Committee with multiple members). Be sure to select the right liaison. Getting employees engaged and participating in a Wellness Program will be more productive if the person promoting the program is excited about wellness.

Establish a Mission Statement
Establish a worksite Mission Statement recognizing employee health and wellness as being important to the long-term success and well being of the organization. Put employee health and wellness issues at parity with other worksite issues including worksite safety.

Enlist Senior Management Support
A major priority of a Wellness Program is attracting employees to participate. It is important to give employees a letter from management briefly explaining the program signed by the Mayor, Superintendent, City Manager or Manager. Knowing that management is supporting and encouraging participation is very important.

Create a Press Release
Submitting a press release to the local newspaper can accomplish three very important objectives: encouraging employees to participate, generating wellness-related excitement and accountability within the community, and demonstrating to taxpayers that the employer is encouraging a healthier, more productive workforce and is mindful of the rising cost of healthcare.

Provide Ongoing Communication
Employees must be well educated about the Wellness Program if they are to participate. Provide ongoing communication through email, newsletters, posters, payroll stuffers, etc. In addition to program details, be sure to point out the value of the program, share motivating success stories, and spotlight group efforts.
Include Different Wellness Components
Consider the unique needs of your employee population through the use of before and after employee surveys, and/or a Wellness Suggestions & Comments Box. Customize the Wellness Program by including some or all of the following:

- Establish a physical activity program at the worksite (map and measure walking paths in and around the area surrounding the worksite)
- Encourage healthy foods at worksite meetings and in vending machines
- Create a wellness calendar that highlights organized activities for the month – events should be planned in advance and tie into community programs, physical activity sponsored by programs, and national programs (such as an organized 5K Walk/Run)
- Research and post local wellness initiatives that are occurring in the community
- Contests

Encourage Participation
Be sure the Wellness Program is convenient, emphasizes family fitness, and offers a variety of wellness options such as fitness center membership discounts, onsite stress management classes, smoking cessation programs, etc. Many of these are already available to TML IEBP members through www.tmliebp.org. TML IEBP can also help negotiate discounts through local gyms or weight loss programs.

Provide Incentives
Incentives are a powerful motivator for employees. Reward participation with enrollment awards, goal achievement awards, monetary awards, or benefit incentives. It is very important that each employer determine what incentive(s) they will offer to their employees. Research shows that it is difficult to convince people that they should take action on improving their health without offering them an incentive. Individuals start off with a great deal of enthusiasm, but unless there is continual reinforcement, they tend to fall out and participation drops. Possible employer incentives include:

- An employer set dollar amount per pay period for employees that participate
- An employer set dollar amount per month for employees that participate
- An employer set dollar amount per quarter for employees that participate
- An employer set number of additional hours off paid time-off per quarter for employees that participate
- Monthly/Quarterly reward (i.e., movie tickets, jackets, mugs, t-shirts, round of golf at municipal course, gift certificates, tickets to a theme park, hats, food, trophies, membership at gym, massage, etc) for employees that participate
- Recognition (i.e., certificates, newspaper, posters displayed in work areas, recognition at council/board meetings, etc.)
- Raffle for prizes and gift certificates to be determined by the employer
- Lunch with the Mayor, Superintendent or City Manager