

Everett Public School Employee Benefit Trust  
Employee Wellness Program

Wellness Challenge, HRA and Health Coaching Implementation January 2010  
Proposed Changes to Program Design

- **Program Period:** 9 month program beginning January 1<sup>st</sup> and ending September 30<sup>th</sup> (previously a 12 month program period with two program cycles January 1-December 31<sup>st</sup>)
- **Health Risk Assessment:** HRA will serve as the “gateway” into The Wellness Challenge®. (no change)
  - Employees must complete the HRA in order to participate in The Wellness Challenge and to receive any level of cash incentive.
  - HRA will remain open throughout the entire program cycle (previously only open from Jan 1-Feb 15<sup>th</sup>). This allows new employees a chance to complete the HRA and to perhaps achieve one of the incentive levels.
- **Incentive Structure:**
  - Levels of Incentives:**
    - Level 1 = meet 5 of 7 wellness criteria to receive \$200 cash incentive
    - Level 2 = meet 4 of 7 wellness criteria to receive \$150 cash incentive
    - Level 3 = meet 2 of 7 wellness criteria to receive \$100 cash incentive

\*Previously: \$100 cash for HRA, \$100 cash at the end of second program period (Jul-Dec). Premium differential for participation and/or non-participation-potentially a \$400 increase for non-participation.