



2018 Wellness Program

For Employees

By Employees

Changes To The Wellness Program

- Designed by employees from all 6 government agencies.
- There are no requirements for the program to address different needs of employees
- Easier and simpler to understand

Level 1	Earn 12 Points	\$240 Medical Discount
Level 2	Earn 12 More Points	\$120 Cash Reward
Total: Level 1 + Level 2	24 Total Points	\$360 Total Reward

Point Possibilities

Annual Medical Exam: 12 points

Get a check up every year with a medical provider.

Biometrics & Health Assessment: 8 points

This is a blood draw or a finger stick. Find out your cholesterol and triglycerides. Know your numbers!

Champions: 8 points

Serve on a wellness committee or volunteer to support wellness marketing & events. Contact your HR dept. for info.

Preventative Screenings: 4 points

Flu shot, teeth cleanings, vision exam, mammograms, colonoscopy, prostate exam, gynecology exam, skin cancer screening, disease management check ups

Volunteer: 4 points

Research suggest that when you volunteer your health improves!

Classes & Events: 1-6 points

Employer hosted classes and events, and community events (Healthy Living, Aerobic Winter Challenge, Ashline etc.)

Challenges: 4-6 points

Get your feet wet with challenges to slowly guide you toward the change you want to make.

Vera Health Coaching: 4-6 points

Coaching connection 15mins (4pts), 6 coaching sessions (6 pts)

Online Classes: 1-6 points

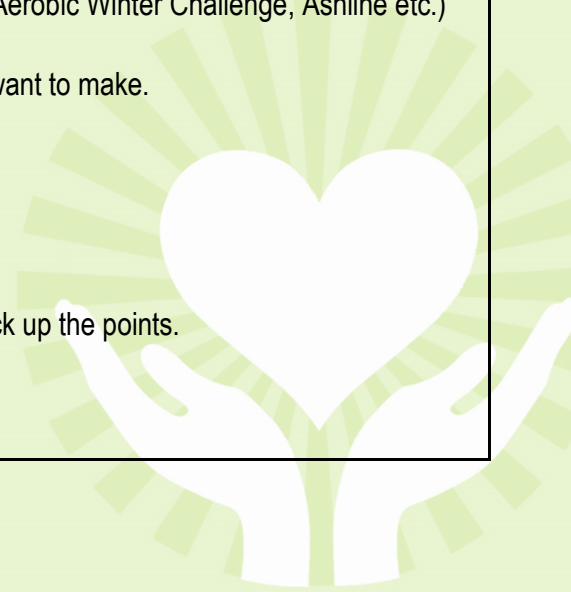
Topics vary and classes are 20mins -1 hour.

360 Minutes of Physical Activity: 1 point

Physical activity on your own or in group classes. Connect your device and rack up the points.

Health Buddies: 1 point

Connect with a health buddy online and support each other.





Wellness Program

2018 Incentive Structure

For Employees, By Employees

Our Mission: To provide a workplace that supports employees, families, and communities in health and wellness to optimize quality of life.

A group of employees from all of the NAPEBT agencies came together to redesign the wellness program? This simplified program is a result of those efforts. Now the wellness program truly is For Employees, By Employees! Enjoy!

Goals of Program Redesign

- **Simplify:** Create a positive promotion approach to Wellness Program by removing requirements and making the program flexible to employee needs.
- **Improve Medical Care:** By increasing annual exams incentives, we hope to engage employees in preventative care aimed at removing the perception that going to the doctor is only for when you are ill.
- **Maintain Data:** The Health Assessment are highly incentivized to maintain our need for data to measure value of the wellness program despite removing the requirement.

We use the PERMAH model to offer research based interventions in all the important areas of life.



Positive Emotion

Building resilience and optimism



Engagement

Using strengths for peak performance



Relationships

Creating energizing connections



Meaning

Connecting to what matters most



Achievement

Knowing what you want and how to get there



Health

Feeling great with nutrition, sleep, & exercise

Northern Arizona Public Employee Benefit Trust

City Of Flagstaff ~ Coconino Accommodation School District ~ Coconino Community College ~ Coconino County ~ Flagstaff Unified School District ~ Northern Arizona Intergovernmental Public Transportation Authority