



Healthy Team Healthy U Program Modification

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Summary

Since fall 2013 PEBB has offered Healthy Team Healthy U (HTHU), a team-based wellness program that provides members with tools, resources and support to improve overall health.

Currently PEBB offers three levels of the program and members may participate in one level each plan year at no out of pocket cost. Each level provides participants with twelve sessions that cover topics such as physical activity, nutrition, fad diets, lowering high blood pressure, sleep, and injury prevention, among others.

Staff recommends making an adjustment to program administration to allow members to enroll in more than one level of HTHU each plan year, provided the member tracks their program participation online via the program web portal for at least nine of the twelve sessions. This will allow members who are actively engaged in the program to maintain momentum, encourage members to track their participation online enabling better data capture, and improve consistency with how eligibility for other PEBB wellness programs is administered

HTHU Participation & Engagement

Total annual enrollments in HTHU are summarized in the table below. 2014-2016 cumulative program costs were approximately \$4 million.¹

Year	Total Enrollments
2014	9,496
2015	15,871
2016	14,286
2017 (thru Q2)	7,862

Approximately 65% of program participants use the program web portal to track their progress online, averaging two or more visits to the portal each month. Allowing engaged members to participate in a second program level after they have successfully logged information in at least nine of twelve sessions maintains momentum among members who are engaged. It also provides an incentive for increased engagement among members who may be less consistently tracking their progress or relying solely on hard copy program materials.

¹ PEBB pays \$84 for each program enrollment. Additional program costs are: \$10 for each hard copy program workbook, \$15 for the program pedometer (Level 1), \$13.50 for resistance bands (Level 2), and \$15 for home blood pressure monitor (Level 3). PEBB members may request each of these items once per lifetime when they enroll in the corresponding program level.

Post program surveys have shown that HTHU participants report increases in their physical activity levels, increases in their fruit and vegetable intake and reductions in their stress levels. Respondents have also indicated that the program has helped them manage their weight and has helped them become better able to manage high blood pressure.

Board Action

Staff requests Board action to allow PEBB members to enroll in more than one level of Healthy Team Healthy U each plan year, provided the member tracks their participation via the program web portal for at least nine of twelve sessions.