

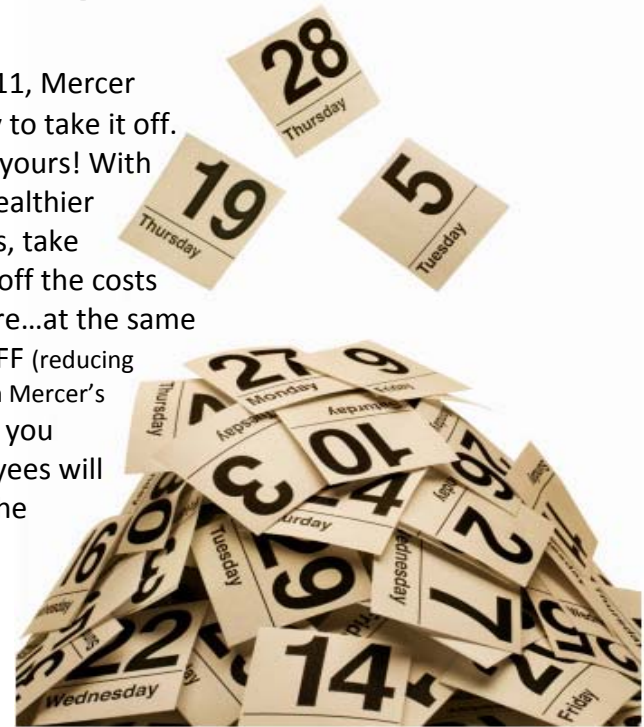
*Healthy "U"*

# Dollars or Days?



**You choose!** Beginning July 1, 2011, Mercer Employees will have a new way to take it off. Take off what? ...the choice is yours! With your commitment towards healthier living you can take off pounds, take off inches, take off stress, take off the costs of those smokes and what's more...at the same time you can TAKE DOLLARS OFF (reducing your maximum out of pocket limit on Mercer's Health Plan) or TAKE TIME OFF as you accumulate wellness points! Employees will

have the choice between two incentives tracks. You may choose the track that best suits your needs.



# “Well-Spent”

Employees will be awarded up to \$500 credit for accumulating 600-1000 points over the course of a year. Accumulated dollars in Well-Spent will reduce the maximum out of pocket in Mercer’s Health plan for the employee and will be applied to the calendar year in which the points were awarded. To be eligible for Well-Spent, employees must accumulate at least 50 points per month during the fiscal year. Employees earn maximum out of pocket reductions at a rate of \$.50 for every point.



# “Well-Off”

Employees may earn up to two full days of vacation for accumulating points over the fiscal year. Points will be converted to time off and added to vacation accrual for use during the following year. To be eligible for well-off, registered employees must accumulate at least 50 points per month for that month’s points to count towards the total qualified points. Employees may earn time off at the rate of one minute for every point.

See the following schedule for a sample translation of points:

Points	Vacation Accrued
960	2 days off
480	1 day off
240	½ Day (4 hours)



**Eligibility:** All regular full-time Mercer employees may participate in Employee Wellness programs and services at no charge.

**Registration and Participation:** Participation in the Well-Off incentive reward applies to all full-time employees on all campus locations. However the Well-Spent reward may be used to offset maximum out-of-pocket costs only in the Mercer University Health Plan. If you would like to participate in either of the incentive programs you will need to register first. Employees may choose to participate in either program but not both. Employees will be asked to designate a program at the time of registration. (Special rules may apply to positions supported with federal and state funds.)

**Accumulating Points:** Employees will receive points for participating in Employee Wellness programs, activities, and events. After registration, each individual will be responsible for maintaining their points throughout the year. Wellness will provide each registrant with a Wellness log. Only those points logged and verified by an authorized signature or stamp will be considered for reward. At the end of the fiscal year logs will be submitted to Wellness and the Well-Off minutes or Well-Spent dollars will apply accordingly. Points are awarded based on specific activities.

## Points

## Employee Wellness Activity

5	Individual Exercise Session in the Gym
7	Group Fitness Class
5	Newsletter Bonus Points
10	Bring a Buddy
10	Lunch & Learn
15	Wellness Coaching
50	Health Risk Assessment
30	Special Programs or Event

## Activity Descriptions:

**Individual Exercise Session:** Receive 5 points for exercising at least 30 minutes at the University Center Fitness Center, Memorial University Medical Center's Fitness One, Sheffield Gym in Atlanta, or even your local gym. Get your log stamped at the front desk of the Fitness Center when you swipe your Bear Card.

**Group Fitness Class:** Attend any group fitness class at a facility named above and receive 7 points.

**Newsletter Bonus Points:** Read the Employee Wellness Newsletter each month and you will find an opportunity to receive 5 bonus points. Instructions will be given each month to complete the fun, health-related activity.

**Bring a Buddy:** The more the merrier when it comes to Wellness! If you bring a co-worker to a Wellness event who has not previously attended that activity, you receive points. You can also receive 5 Buddy Points for bringing your spouse or dependent to a Wellness event for the first time. Get the whole family involved and rack-up those points (limit 30 per year).

**Lunch and Learn:** One Wednesday each month Wellness hosts a lunch time event with local speakers to keep you engaged and informed about relevant health topics, community service opportunities or actionable events to keep you and your family well. Join us for lunch and fellowship and receive 10 points. For employees with limited access to the Main Campus, community wellness events do apply. Simply submit this completed **form** to receive your points.

**Wellness Coaching:** Wellness provides individual coaching for employees who are seeking to reach health-related goals. From diet to exercise, smoking and stress, we can help you create an action plan for success. Complete a customized program to receive 15 points.

**Health Risk Assessment (HRA):** Knowing your numbers is key for good health. Your HRA includes body mass index (BMI)/body fat assessment, blood pressure, cholesterol and glucose screenings, health history questionnaire and a physical fitness evaluation (limit one per year). On campuses where HRA's are not available, employees may have their physician send in this **form** at the time of their routine annual exam in lieu of the Wellness HRA.

**Special Programs or Events:** Throughout the year Wellness offers special group programs and events. Programs typically last from 4-12 weeks and sometimes require a weekend commitment. Examples of programs include Fall Weight Loss Challenge, Rescue Walk, 5K Training, Dragon Boat Race and approved community service events. Earn from 10-30 points depending on the required commitment.

**Example: Maximum 2–day Incentive achieved for the year**

<u>Points</u>	<u>Activity</u>
672	Attended two fitness classes each week (48 weeks)
60	Exercised in UC Gym once a month.
20	Attended two lunch & learns during the year
50	Completed Annual Health Risk Assessment
30	Participated in Dragon Boat Racing Event
30	Brought a new buddy to work out class 3 times.
<u>45</u>	Earned 75% of newsletter Bonuses

907 Total Points

**Special Program Guidelines:** During months where at least 50 points were not earned, that month's points will not count towards incentive. Employees may not transfer points between incentive programs, retain carry-over points, or transfer points to other employees. Well-off time is not to be carried over from year to year and will not be paid out as regular vacation accrual in the event of separation from the university for any reason whether that be retirement, resignation, or any other termination. Employees are responsible for maintaining logs. Lost, stolen, or destroyed logs are lost points. Newly hired employees may begin the incentive program immediately with the same monthly minimums. Activities and events that qualify for incentive include only those sponsored through bona fide Employee Wellness Program like Mercer and certain hospital programs in our local areas. Please call x2224 and inquire about the special options for our remote campuses at Savannah Memorial, MERC, and Centers of Excellence. Please check with your Program Director to see if participation in the Well Off program is allowable under your grant or contract)

# Find Community Events

## **SAVANNAH**

[http://www.zvents.com/z/savannah-ga/outdoors\\_fitness](http://www.zvents.com/z/savannah-ga/outdoors_fitness)

[http://www.memorialhealth.com/about/classes\\_events\\_results.aspx](http://www.memorialhealth.com/about/classes_events_results.aspx)

**HENRY COUNTY** <http://www.henrymedical.com/classes/prevention>

## **MACON**

<http://www.mccg.org/community>

<http://coliseumhealthsystem.com/calendar/index.dot>

**NEWNAN** <http://www.piedmontnewnan.org/oth/Page.asp?PageID=OTH000022>

**WARNER ROBINS** [http://www.hhc.org/education/diabetes\\_exercise](http://www.hhc.org/education/diabetes_exercise)

## **ATLANTA**

[http://www.northside.com/classes\\_events/Northside\\_Hospital\\_Events.aspx](http://www.northside.com/classes_events/Northside_Hospital_Events.aspx)

<http://www.saintjosephsevents.org/tetons>



# Employee Wellness Incentive

## Point Redemption Request:

Name \_\_\_\_\_ CWID \_\_\_\_\_

Received Routine Annual Exam  
Including: Blood Pressure /Weight /Cholesterol/Blood Sugar Level  
Date of Exam: \_\_\_\_\_ Certifying Physician: \_\_\_\_\_

Attended Wellness Educational Seminar

Topic: \_\_\_\_\_  
Location: \_\_\_\_\_

Event Date: \_\_\_\_\_

Attended Community Fitness Event

Topic: \_\_\_\_\_  
Location: \_\_\_\_\_

Event Date: \_\_\_\_\_

Attended Self-Help Health-Related Class

Topic: \_\_\_\_\_  
Location: \_\_\_\_\_

Event Date: \_\_\_\_\_

\_\_\_\_\_  
Authorized by Employee Wellness

\_\_\_\_\_  
Date