

# RUTHERFORD COUNTY INCENTIVE PROGRAM ENHANCEMENTS

2021 Program Recommendations

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# Current 2019-2020 MotivateMe Program

## Take simple steps to reach your \$300 plan discount for 2020.

All actions must be completed between 10/1/2018 - 9/30/2019

HEALTHY ACTION	DESCRIPTION	POINTS EARNED
Complete your annual physical	An annual exam can identify health concerns before they become more serious	2
Complete your health assessment at myCigna.com or through the myCigna app	A confidential online survey that provides a personalized assessment of your current health	1
Get a biometric screening	Check your blood pressure, cholesterol, blood sugar level, and your body mass index (BMI)	1
Get a mammogram	For early detection of breast cancers	1
Get your annual OB/GYN exam	Can identify early ovarian and cervical cancers, as well as HPV (human papillomavirus)	1
Get a colon cancer screening	Colon cancer can be treated when detected early	1
Get a cervical cancer screening	Pap and HPV tests can help detect changes that can lead to cervical cancer	1
Get a prostate screening	Can detect changes that may lead to prostate cancer	1
Get a flu shot	The flu can lead to more serious issues, help protect yourself and others	1

The maximum plan discount that can be earned per household is \$300. If you have a spouse, you and your spouse must each earn 3 points to qualify for the \$300 maximum reduction.



# 2021 Program Enhancement Recommendations

Maintain current program goals and structure with the addition of:

1. Omada Program to Incentive Goals
2. Lifestyle Management Health Coaching to Incentive Goals
3. Chronic Disease Management Coaching to Incentive Goals



# Recommendations for MotivateMe Program Enhancement

- **Recommendation:** Add Omada Goal  
**Complete 16 Weeks of the Omada Program**
- **Focus:** In combination with an education and promotion campaign, increased levels of engagement from pre-diabetic population.
- **Target Population:** All eligible pre-diabetic population

**Reasoning:** With proper promotion and education, the Omada program has the ability to improve outcomes for pre-diabetic population, improve treatment decisions, and reduce levels of population shift to chronic disease state.



# Recommendations for 2021 Program

- **Recommendation:** Add Lifestyle Management Health Coaching Goal:  
**Set and Achieve a Personal Health Goal with a Coach**
- **Focus:** Driving targeted promotion and engagement for lifestyle management health coaching programs for Rutherford County.
- **Target Population:** Total Population
- **Reasoning:** Provides an alternative for employees to take part in a coaching program with attached incentive who may not be eligible for the Omada/Chronic disease programs.

\*All Cigna incentive programs are eligible for Activity-Based Physician Recommended Alternative Waiver



# Recommendations for 2021 Program

- **Recommendation:** Add Chronic Disease Coaching Goal:  
**Set and Achieve a Personal Health Goal with a Coach**
- **Focus:** Driving targeted promotion and engagement for Your Health First Chronic Disease coaching programs for Rutherford County.
- **Target Population:** Chronic Population
- **Reasoning:** Provides an alternative for employees to take part in a coaching program with attached incentive who may not be eligible for Omada program or those in need of greater clinical focus coaching.

\*All Cigna incentive programs are eligible for Activity-Based Physician Recommended Alternative Waiver



# Health Coaching Focus Areas

- **The Your Health First Chronic disease coaching program key areas:**  
Heart Disease, Coronary Artery Disease, Angina, Congestive Heart Failure, Acute Myocardial Infarction ,Peripheral Arterial Disease, Asthma, Chronic Obstructive Pulmonary Disease (Emphysema and Chronic Bronchitis), Diabetes Type 1 and 2, Metabolic Syndrome/Weight Complications, Osteoarthritis, Low Back Pain, Anxiety, Bipolar Disorder, Depression
- **The Lifestyle Management coaching program focuses on three key areas:**  
**Stress Management, Smoking Cessation, and Weight Management.**  
Other areas of focus can include High cholesterol, High blood pressure, Exercise, Nutrition, Prediabetes.



# Proposed New 2021 Goal Structure

## Total Incentive Eligibility Goal

Continue- 3 Points per qualified individual on the medical Plan. Maximum \$300 Premium Incentive. Employee and Spouse only Dependents exempt.

## 2 Point Value Goals

A) Continue- Complete an annual physical

## 1 Point Value Goals

A) Continue- 8 current preventative screening incentive goals

B) Add- **Set and achieve a personal health goal – Coaching – Regular and Chronic**

C) Add **Complete 16 weeks of the Omada Program**





# Questions?



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