



Workplace Wellness

CalPERS Health Benefits Program

Helping You Take Care of Your Most Valuable Resource

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Dear Employer,

Regardless of whether you get your health care from CalPERS or another organization, advocating for improving the health of your employees is a key to improving health outcomes.

At CalPERS we are dedicated to helping our employers and their employees manage health, not disease. That's why we offer Basic health plan members free preventive care office visits, including screening tests, well-baby visits, and immunizations.

In addition, we require our health plans to offer health management and disease prevention programs. These programs directly benefit your employees by encouraging them to make wise decisions about their health. The programs also help you manage costs by identifying and addressing many of your employees' clinical risk factors, such as high blood pressure, high cholesterol, and obesity.

As one of the nation's two largest public purchasers of health care (second only to the federal government), we ask you to join with us to implement effective, meaningful wellness strategies at your workplace — strategies that improve the health and well-being of your employees, and positively impact your bottom line.

Taking care of your most important resource — your employees — provides for a healthier, happier, and more productive workplace. Plus, healthy employees help contain rising health care costs. A fundamental issue regarding the business value of better health is that health costs affect work and work impacts health. Employers are therefore looking for ways to decrease total health-related costs. One strategy is to invest in evidence-based, well-designed, and comprehensive workplace wellness programs.

In this booklet you will find a sampling of the tools, resources, and programs our health plans offer that you can use to advocate for your employees' good health.



Wellness strategies improve the health and well-being of your employees, and positively impact your bottom line.

You will also find examples of CalPERS' own experience with keeping our employees healthy through wellness programs.

We look forward to helping you educate and support your employees so they make choices that lead to healthier and more balanced lives, and ultimately reduce the cost of health care for everyone.

Doug McKeever
Deputy Executive Officer
Benefit Programs Policy and Planning

What Is Wellness?

The *Random House Unabridged Dictionary* defines wellness as:

- The quality or state of being healthy in body and mind, especially as the result of deliberate effort.
- An approach to health care that emphasizes preventing illness and prolonging life, as opposed to emphasizing treatment of diseases.

Wellness involves being aware and making decisions to be well and stay well. It involves making disease prevention a priority, and setting healthy lifestyle goals. These goals may focus on diet and nutrition, being physically active, maintaining emotional well-being, or all of the above.



An effective wellness program advocates for an individual's health and supports them in becoming aware of and participating in choices to create a healthy lifestyle. CalPERS invites employers to take an active role in managing employee health. We invite you to partner with us and our health plans to promote wellness and improve health outcomes at your workplace.

Why Advocate for Your Employees' Health?

Advocating for the health of your employees is a wise decision. In addition to increasing employee morale, reducing absenteeism, and improving health outcomes, it also benefits your organization by keeping productivity up and costs down.

Business leaders are realizing that the health status of their workforce is related to their bottom line. For example, a study published in 2013 is the first to track the stock market performance of publicly traded companies that had documented strong health, safety, and environmental programs. The research found that companies previously recognized for their outstanding approaches to health and safety by the American College of Occupational Medicine's Corporate Health Achievement Award significantly outperformed the Standard & Poor's 500 between 1997 and 2012, with excess annual returns ranging from 3.03 to 5.27 percent.

Although correlation is not the same as causation, the results of studies consistently suggest that companies focusing on the health and safety of their workforce can yield greater value for their investors, including competitive advantage in the market.

We recognize that individuals are ultimately responsible for their own health. The workplace provides an excellent opportunity to educate and support employees' efforts toward healthy choices and positive lifestyle changes:

- It is easy to reach employees with targeted communications.
- Coworkers in social networks can provide vital support for learning, adopting healthier lifestyles, and maintaining motivation.
- More informed and educated coworkers can share wellness information that reinforces positive behavior.

The Cornerstones of Wellness

Encouraging employees to engage in healthy behaviors and to take advantage of health management and wellness programs offered through their health plans will improve their quality of life. A meaningful workplace wellness program supports employees efforts toward making wise choices that maximize health and minimize illness and disease.

When you consider a wellness program at your workplace, you might want to think about these three cornerstones of wellness:

- Nutrition
- Physical activity
- Emotional well-being

Nutrition

Proper nutrition is essential for good health — both now and in the future. Eating a nutritious diet is also important for reducing the risk of many chronic diseases, such as heart disease, stroke, diabetes, osteoporosis, and certain types of cancers.

Fast Facts:

- Poor nutrition and inactivity are major causes of obesity.
- More than one-third or 78.6 million U.S. adults are obese.
- On average, medical costs increase by \$1,429 per person for those who are obese.

Sources: Ogden et al., JAMA 2014; Finkelstein et al., Health Affairs 2009

Physical Activity

The U.S. Centers for Disease Control and Prevention (CDC) state that regular physical activity can help control weight; reduce the risk of cardiovascular disease, type 2 diabetes, metabolic syndrome, and some cancers; strengthen bones and muscles; improve mental health and mood; increase a person's chances of living longer; and, for older adults, improve the ability to perform daily activities and prevent falls.

Fast Facts:

- About one in five adults or 21 percent meet the 2008 Physical Activity Guidelines
- Physical activity can improve health, lengthen life, help maintain a healthy weight, improve academic performance, and lower risk for heart disease, stroke, type 2 diabetes, depression, and some cancers.

Source: Facts About Physical Activity. 2014
<https://www.cdc.gov/physicalactivity/data/facts.htm>

Emotional Well-Being

Learning to deal with stress is critical to one's emotional well-being. The American Psychological Association offers some healthy behaviors for dealing with stress and building emotional resilience. These include connecting with others for support, setting realistic goals for tasks, keeping things in perspective, and addressing the underlying cause of the stress.

Fast Facts:

- One in five American adults has experienced a mental health issue.
- One in 10 young people has experienced a period of major depression and one in 25 Americans lives with a serious mental illness, such as schizophrenia, bipolar disorder, or major depression.

Source: Mental Health Myths and Facts. 2014
<https://www.mentalhealth.gov/basics/myths-facts/>

Ideas for Getting Started

There are many resources available on the internet that can provide you with information on developing a workplace wellness program. It may not even cost anything to get started. All you need is some motivation, determination, and a little innovation.

The U.S. Chamber of Commerce has steps in designing a workplace wellness program, including some basic steps to plan and create a “culture of health”:

- ☑ Assess an appetite for wellness
- ☑ Develop a multilayer strategic plan
- ☑ Develop a communication campaign
- ☑ Establish measurement methods
- ☑ Provide education programs
- ☑ Initiate interventions
- ☑ Engage and integrate
- ☑ Conduct financial analysis

Source: *Winning With Wellness*. 2014
https://www.uschamber.com/sites/default/files/022436_labr_wellness_report_opt.pdf

To begin, it might be helpful to organize activities around national health observances, such as National Nutrition Month, Employee Health and Fitness Month, etc. For a monthly listing of national observances, visit the WELCOA website at www.welcoa.org/observances/.



The workplace provides an excellent opportunity to educate and support employees in making healthy choices and positive lifestyle changes.

Next Steps

Employers can use the basic cornerstones of wellness — nutrition, physical activity, and emotional well-being — to develop a meaningful and successful wellness program at their workplaces. Here are a few examples:

Nutrition

Help your employees make healthy lifestyle choices by providing information about proper diet and nutrition, and creating an environment of support and motivation at the workplace. Things you can do to get started:

- Provide a bulletin board for employees to post and exchange healthy recipes and weight loss success stories.
- Keep water coolers available and clean.
- Host monthly nutrition-related workshops with topics like healthy cooking, nutrition for disease prevention, and diabetes awareness.
- Publish articles to support healthy eating in employee newsletters or post on internal wellness websites.
- Offer a weight loss program.

Remember, one size does not fit all. Your unique organizational culture and your employees' needs and interests will determine the approach, goals, and focus of your health promotion programs.

Physical Activity and Health

Encourage employees to incorporate daily physical activity into their work day, such as walking, stair climbing, jogging, and exercise classes. Some ideas for getting started are:

- Implement a walking program.
- Advocate participation in community walks/runs.
- Support informal walking groups/buddies by developing a walking map that lists various walking routes and distances.
- Encourage walking meetings if appropriate.
- Ensure that bike racks or storage units are available for employees who bike to work.

Emotional Well-Being

Life has its ups and downs, and learning how to manage stress has an impact on health — both physically and emotionally. You can support your employees' emotional health by providing training and establishing a supportive environment. Here are some things you can do to get started:

- Hold lunch-hour brown bag workshops on topics such as stress management, balancing work and family, or relaxation techniques.
- Publish mental health-related articles in employee newsletters or internal wellness websites.
- Designate a quiet room for relaxation/meditation.
- Provide employee training on stress management.
- Develop your leadership team's ability to communicate, clarify workload priorities, and address resource and staff training needs.
- Encourage workstation stretching techniques.
- Remember the power of staff appreciation.

Employers can take advantage of existing workplace wellness program guidelines established by other agencies. The California Department of Public Health (CDPH) offers materials to help employers begin a program with a workplace environmental health assessment. CDPH also offers a free workplace wellness program for employers called Take Action! Both may be found at: www.cdph.ca.gov/programs/cpns/Pages/WorksiteProgram.aspx.

Examples of Workplace Wellness

CalPERS has promoted healthy lifestyles for its employees for more than 30 years. Our Wellness Program focuses on providing employees with resources, information, and activities that encourage them to adopt and maintain healthy behaviors and lifestyles. It also supports our goal of attracting, developing, and retaining a competent, creative, and motivated workforce. The CalPERS Wellness Program offerings include:

- Fitness and group exercise classes.
- Courses and workshops on nutrition, weight loss, stress management, smoking cessation, and personal safety and awareness.
- Employee fitness walking groups with maps of local walking routes.
- Onsite biannual health screenings and encouragement of employees to complete a health risk assessment to evaluate their overall health.
- A Wellness Committee of employee volunteers who help create and promote programs that encourage and motivate CalPERS staff to live healthy and balanced lives.
- Additional resources, such as annual flu clinics, health newsletters, and support for community outreach activities that promote physical fitness or health-related causes.

CalPERS is part of a group that includes the American Institutes for Research (AIR), the California Health Care Coalition, and six major health care purchasers. The group's objectives are to help employees get more actively involved in their health care, including learning about health care quality basics; recognizing and choosing good quality health care; and managing their overall health.

The group implemented a communications toolkit developed by AIR that is aimed at helping employers and other organizations communicate with employees about evidence-based health care. The communications toolkit can be found at www.cdph.ca.gov/programs/cpns/Pages/WorksiteProgram.aspx.



CalPERS' Health Plans Can Help

CalPERS' health plans — Anthem Blue Cross, Blue Shield of California, Health Net of California, Kaiser Permanente, Sharp Health Plan, and UnitedHealthcare — offer choices that are either low cost or no cost. They are designed to fit the needs and budgets of your workplace wellness program.

With an array of effective tools, brochures, health resources, and incentive programs, our health plan partners are equipped to assist you in promoting health management and wellness at your workplace.

Accessing each of the health plans is easy. You can find them on the CalPERS website at www.calpers.ca.gov or through the individual plan websites (listed on page 20).

Read on for a sampling of the tools our health plans offer.

Anthem Blue Cross

Future Moms

When you have employees who are expecting a family addition, the primary focus is for them to have a safe delivery and a healthy baby. Anthem Blue Cross offers the Future Moms program, designed to help mothers-to-be (and dads) take care of their babies before delivery. Participants in this program have access to:


- A nurse coach who can answer questions 24/7 during your employee's pregnancy.
- A maternity care diary packed with tips for a healthy pregnancy, with a designated space to track doctor's appointments and/or any changes in body and feelings during pregnancy.
- A copy of the best-selling book *Your Pregnancy Week-by-Week*.
- Dietitians, social workers, and lactation consultants, as needed.

 Call the member services number on your ID card

24/7 Nurse Line

Have a question about a health issue? Can you treat a problem at home? Do you need to see your doctor or go to urgent care? Should you head straight to the emergency room?


Registered nurses can answer your employees' health questions any time of the day or night. Making the right choice can help your employees get the best possible care for themselves and their family and help you save time and money.

 (800) 700-9185

Health Assessment


Your employees' first steps toward healthier lifestyles are to understand their health, any risks, and what they can do to enjoy a healthier life. The process starts when they complete a confidential review of their health and health care status. Based on their answers, they receive a Health Assessment score and risk profile, along with tips and available programs to help them meet their health goals.

PERS Select members who complete the online Health Assessment will be awarded a \$100 Visa gift card. PERS Select, PERS Choice, or PERS Care subscribers who complete the online assessment will be entered into a monthly drawing for a \$250 Visa gift card. All rewards are limited to one per family.

 www.anthem.com/ca/calpers
select the Health & Wellness tab,
then Take My HA Now


Health Assistant

The Health Assistant is an online tool that will help your employees make positive changes in the areas of weight loss, nutrition, exercise, smoking or tobacco use cessation, stress management, and emotional health.

 www.anthem.com/ca/calpers
select the Health & Wellness tab,
then the Wellness Toolkit


Healthy Lifestyles

Healthy Lifestyles is a well-being program that helps your employees meet their health goals. Taking small steps has proven to be the best way to make behavioral changes that stick. Whether your employees want to exercise more, stop smoking, or manage their health, Healthy Lifestyles can assist them.

 www.anthem.com/ca/calpers
select the Health & Wellness tab

The Weight Center

This online resource connects your employees to information on how to better manage their weight, eat more healthfully, and take care of their emotional well-being. It also includes links to helpful tools like a body mass index (BMI) calculator, an upbeat Pandora workout station, and discounts on fitness products and services.

 www.anthem.com/ca/theweightcenter

Diabetes Prevention Program


This program is for members with pre-diabetes — a condition that occurs when a person has blood glucose (sugar) levels that are higher than normal, but not high enough to be diagnosed as diabetes. Many people with pre-diabetes will develop diabetes unless they take the right steps.

Our Diabetes Prevention Program is conducted in person, online, or a combination of both. It lasts for 12 months, with 16 sessions during the first six months and then at

least one session monthly for the next six months. If your employees choose the in-person option, a trained lifestyle coach meets with them at a location of their choosing.

To be eligible for this program, participants must:

- Be at least 18 years old.
- Have a BMI of at least 22 if Asian, or at least 24 if not Asian.
- Have a blood test result in the pre-diabetes range within the last year, or have been previously diagnosed with gestational diabetes.
- Have no previous diagnosis of diabetes.

 (855) 717-8813

Blue Shield of California

Wellvolution

Making the time to take care of yourself can be challenging; Wellvolution makes it easier. Based on the latest research and best practices, Wellvolution programs offer healthy encouragement, realistic goals, and enjoyable social connections. Programs offered include:

- **Walkadoo** — Walkadoo™ is a fun, easy-to-use walking program. Each morning, your employees will receive by email or SMS a daily step goal that is based on their activity level. Wearing their wireless pedometer, they can track their steps, and earn points to be eligible for cash drawings.
- **QuitNet** — Based on the latest science and best practices, QuitNet integrates many intervention modalities to help your employees quit smoking. They can choose from various methods, including online and mobile support from experts and peers, personalized email, and SMS text support.
- **Daily Challenge** — With Daily Challenge, small actions add up to big changes over time, especially when done with friends. Each day your employees will receive a message with one simple activity and a reason why it will help to improve their well-being. They complete the challenge, share how they did it, and improve their health, one day at a time.
- **Well-Being Assessment** — This program measures your employees' productivity, overall outlook, emotional and physical health, healthy behaviors, work environment, and access to health/life resources so they know what areas need attention.

 www.blueshieldca.com/calpers

 www.mywellvolution.com

Prenatal Program

We want your employees to have healthy pregnancies and happy, healthy babies. Our Prenatal Program offers personal attention and resources to steer participants smoothly through their pregnancies and beyond.

Employees can receive a popular pregnancy or parenting book and a wide range of educational materials on prenatal and postpartum health. They will also have access to a 24/7 support hotline staffed by experienced obstetrical and pediatric nurses.

 (888) 886-4596

 www.blueshieldca.com/prenatal

Diabetes Prevention Program


Our Diabetes Prevention Program is compliant with the U.S. Centers for Disease Control and Prevention standards for members with pre-diabetes, a condition that occurs when blood glucose (sugar) levels are higher than normal, but not high enough to be diagnosed as diabetes. Many people with pre-diabetes will develop diabetes unless they take action.

Our program is conducted in person, online, or a combination of both. It lasts for 12 months, with 16 sessions during the first six months, followed by at least one session per month for the next six months. The in-person option features one-on-one meetings with a trained lifestyle coach. Program implementation date: January 1, 2017.

 www.blueshieldca.com/calpers

NurseHelp 24/7


With NurseHelp 24/7, your employees can talk with a registered nurse whenever they have health-related questions. Experienced nurses can also help employees understand how to care for themselves, evaluate treatment options, and determine whether to see a doctor. Services are confidential and available via online chat.

 (877) 304-0504

 www.blueshieldca.com/calpers

LifeReferrals 24/7

This service provides your employees with access to a team of experienced professionals who can assist with a wide range of personal, family, and work issues, including child and elder care; relationships; stress and grief; support for financial and legal issues; retirement planning; and tax preparation.

 (800) 985-2405

 www.blueshieldca.com/calpers

Health Library


Our website offers a comprehensive selection of easy reference information. Your employees can conveniently:

- Research health-related topics including specific conditions, medical tests, medications, relevant support groups, and alternative medicine.
- Learn how the body's systems function to maintain health.
- Understand how to apply the basic principles of first aid for maladies from baby rashes to broken toes.

 www.blueshieldca.com/hw

Special Offers


Blue Shield of California also offers a number of discount programs which may benefit your employees. These include Weight Watchers®; 24 Hour Fitness; discount vision and LASIK programs; acupuncture and chiropractic services; and massage therapy.

 www.blueshieldca.com/hw

Health Net


Health Risk Questionnaire (HRQ)

The HRQ provides your employees with a personalized report of behavioral and medical health risks. Immediately after taking the online HRQ, participants will receive a summary report and customized action plan.

 www.healthnet.com/calpers
login or register, then select Wellness Center


Health Promotion Programs

Online Health Promotion programs provide information and support for numerous health-related topics. Each program is grounded in the science of behavior change, focusing on small, achievable steps that the user commits to, week by week. The online process emulates successful one-on-one health coaching, and provides expert knowledge when requested. Interaction and feedback encourages behavioral change. The six-week program is personalized using a whole-person approach as well as your employees' preferred goals and activities.

 www.healthnet.com/calpers
login or register, then select Wellness Center

Online Seminars


Fun and engaging seminars can help your employees learn about important health topics and how to live a healthier lifestyle. A new seminar is available the first of each month. Each seminar contains a topic-related article designed for easy printing.

 www.healthnet.com/calpers
login or register, then select Wellness Center

Wellness Health Coaching


The Health Coaching program guides your employees to discontinue unhealthy behaviors and adopt positive lifestyle habits. The outcome is threefold: it promotes the lifelong practice of positive health behavior, prevents costly chronic conditions, and reduces healthcare costs.

Health Net's program focuses on the whole person and gives support as the individual changes health behaviors that they are willing and ready to change. This whole-person approach reduces the risk of preventable diseases, such as coronary artery disease and diabetes, and promotes key health behaviors, such as healthy weight maintenance, smoking/tobacco use cessation, physical activity, healthy eating/nutrition, and stress management.

 www.healthnet.com/calpers
login or register, then select Wellness Center


Smoking Cessation — Quit for Life®

Our telephonic tobacco cessation program, Quit for Life®, begins with an in-depth assessment and the development of a personalized cessation plan, including medication support, and recommendations for over-the-counter and prescription drugs. For encouragement and support throughout, participants can access a maximum of four proactive, one-on-one counseling calls; a convenient mobile app; plus unlimited calls to a Quit Coach.

 www.healthnet.com/calpers
log in or register, then select Wellness Center

Diabetes Prevention Program — Omada Health


Health Net has partnered with Omada Health to provide a breakthrough 16-week online program. It connects science and technology with real human support to inspire healthy habits your employees can live with over the long term. Additional sessions are available for up to six months. Omada program standards are approved by the U.S. Centers for Disease Control and Prevention, and have been shown to help people lose weight, keep it off, and help reduce their risk of type 2 diabetes. Program implementation: 2017.

 (888) 926-4921

 www.healthnet.com/calpers

Maternity Support

The Decision Power Healthy Pregnancy program is available to all expectant women who are eligible for Health Net benefits. The program's mission is to help women manage their health during pregnancy and is designed to provide education and support to its participants. Your employees will find useful tools and tips to help make healthy choices throughout their pregnancies.

 (800) 893-5597

Kaiser Permanente

Total Health Assessment

The HealthMedia® Succeed™ total health assessment is free for your employees who are Kaiser Permanente members. They take the online total health assessment, answer questions in nine key areas such as stress, physical activity, and eating habits. Then they get a personalized action plan based on their health conditions and willingness to change. Their personalized action plan directs them to one of 10 healthy lifestyle online coaching programs available to Kaiser members at no charge.

 www.kp.org/calpers

Healthy Lifestyle Programs

With these customized online programs, your employees get the clear steps and ongoing encouragement needed to reach their health goals. Our programs include:

- Weight Loss
- Managing Diabetes
- Eating Healthy
- Smoking Cessation

 www.kp.org/healthylifestyles

Health Calculators

Our health calculators are powerful, easy-to-use tools that are designed to help your employees live better. They can use our virtual toolkit to find out if they are at a healthy weight, if they are getting enough calcium, and to calculate their due date if they are pregnant, among other things.

 www.kp.org/calculators



Health Coaching by Phone

Kaiser Permanente members can talk one-on-one with health professionals who will help your employees create — and stick with — a plan for reaching their goals. Personal health professionals can coach members as they get active, eat healthier, quit smoking, or manage their weight.

In Southern California, coaching sessions are available Monday through Thursday, from 8 a.m. to 8 p.m.

In Northern California, coaching sessions are offered Monday through Friday, from 8:30 a.m. to 7 p.m. Our statewide coverage offers your employees a broad range of times they can access coaching.

For appointments, call:

-  (866) 402-4320 for Southern California
-  (866) 251-4514 for Northern California

Healthy Living to Go

Over 20 podcasts stream healthy lifestyle audio programs directly to your employees' computers. Your employees can also download the podcasts to their iPod or MP3 player. Podcasts include:

- Relieve Stress
- Weight Loss
- Sleep Better
- Exercise Smart
- Walking for Health

 www.kp.org/listen


Diabetes Prevention Program

The in-person, group-based Diabetes Prevention Program (DPP) intervention is recognized by the U.S. Centers for Disease Control and Prevention (CDC), and is derived from the CDC's DPP curriculum. The intervention includes a year-long curriculum that begins with 16 weekly, one-hour, group-based sessions.

This core curriculum is followed by maintenance curriculum in the form of a series of bi-weekly and monthly sessions for the remainder of the 12-month period. The program will be offered to groups of 8 to 15 employees at a mutually agreeable time, in a private classroom setting, or at the program's facility. Group sessions are facilitated by trained lifestyle coaches and cover the key topics of healthy eating, increasing physical activity, reducing stress, problem solving, and motivation to sustain behavior changes.

An alternative, internet-based DPP intervention is also derived from the CDC's DPP curriculum, and is one of several online programs that are officially recognized by the CDC. The online DPP curriculum includes the core curriculum delivered in 16 weekly sessions, which are held at a convenient time and place for the participant. These are followed by maintenance curriculum offered through monthly sessions for up to a year.

Key topics include healthy eating, increasing physical activity, reducing stress, problem solving, and motivation to sustain behavior changes. Weekly sessions include streaming audio and interactive workbooks, behavior planning and tracking, secure messaging with a trained lifestyle coach, and group peer support. Participants have access to online diet and physical activity tracking tools, and are encouraged to track their outcomes throughout the program.

 (866) 752-4737 or TTY (800) 777-1370

 www.my.kp.org/calpers

Sharp Health Plan

Sharp Nurse Connection®

A single phone call to Sharp Nurse Connection puts your employees in touch with a registered nurse after hours. Sharp Nurse Connection is available from 5 p.m. to 8 a.m., Monday through Friday, and 24 hours a day on weekends.

 (855) 995-5004


 www.sharphealthplan.com/CalPERS

Best Health

This is a comprehensive wellness program designed to help your employees become more informed, make better health decisions, and take greater control of their life. It is accredited by the National Committee on Quality Assurance. Components of Best Health include:


Personal Health Assessment (PHA)


This confidential online questionnaire asks about health history and lifestyle habits, creating a profile of your employee's health strengths and risks with personalized recommendations for improvement. The PHA can be repeated periodically; a wellness score that moves closer to 100 demonstrates progress toward improved health.

 www.calpers.yourbesthealth.com

Personal Health Coaching

Your employees gain direct access to their own personal health coach. The six-week program is conducted privately over the phone and customized to each participant's specific needs, including healthy weight, smoking cessation, healthy eating, physical activity, and stress management.

 (877) 849-2363
M–F, 8:00 a.m. to 5:00 p.m.

 besthealth@sharp.com


Wellness Incentive

Your employees can earn a \$150 Visa card by participating in a six-week program that includes completion of a PHA and a Best Health virtual or telephonic health coaching program that focuses on a health issue of your employee's choice.

 www.calpers.yourbesthealth.com


Online Wellness Workshops

More than 35 workshops are available to help your employees attain their wellness goals. Each self-guided workshop lasts six weeks. Expert resources, interactive activities, videos, and quizzes will help participants increase their health IQ.

 www.calpers.yourbesthealth.com

Interactive Health Library

Your employees can access our extensive health library for information on health topics ranging from chronic conditions to general health and wellness. Videos, symptom checkers, calculators, and decision support tools are included.

 www.calpers.yourbesthealth.com


Health Tracking

Research shows that simply tracking one's habits, such as food intake or physical activity, can lead to sustained behavioral change. Through the use of the online portal or the mobile app, employees can easily track their health at home or on the go.

 www.calpers.yourbesthealth.com


Virtual Nutritionist

Our Virtual Nutritionist uses the expertise of dietitians to help your employees meet their healthy eating goals. Participants track their eating habits and complete a nutritional needs analysis to create personalized meal plans.

 www.calpers.yourbesthealth.com


Virtual Trainer

Employees can choose from a variety of goal-specific exercise plans developed by health experts and professional trainers. Each plan outlines daily exercises and integrates with your employee's online health profile so that they can track calories burned and their daily caloric intake.

 www.calpers.yourbesthealth.com

Special Offers


Your employees receive 25 percent off usual provider rates on services from an extensive, credentialed network of chiropractors, acupuncturists, massage therapists, and dietitians. They may visit any of these providers directly, without a physician referral.


 www.sharphealthplan.com/CalPERS

Diabetes Prevention Program

This program meets U.S. Centers for Disease Control and Prevention diabetes prevention standards and is for your employees with pre-diabetes, a condition indicated by a blood glucose (sugar) level that is higher than normal, but not high enough to be diagnosed as diabetes. Many people with pre-diabetes will develop diabetes unless they take the right steps.

The 12-month program begins January 1, offering clinical and lifestyle coaching, educational sessions to optimize behavioral change, and online tools to develop goals and achieve lifestyle changes. To be eligible for this program, participants must be at least 18 years old, have a body mass index or BMI of at least 24 (22 if Asian), and blood tests within the last year that place them in the pre-diabetes range.

 (877) 849-2363


 www.sharphealthplan.com/CalPERS

UnitedHealthcare SignatureValue Alliance Basic HMO

SimplyEngaged — Wellness Incentive Program

SimplyEngaged is a personal health and wellness program which allows your employees to earn rewards when they complete specific health and wellness actions, including:

- Participation in a biometric health screening.
- Completion of an online health survey.
- Visiting a participating fitness center at least 12 times per month.



 (800) 478-1057
speak with a health coach

 www.myuhc.com

myNurseLine

When your employees have a health concern, it can be difficult and time-consuming for them to find the information they need. Our myNurseLine can help them make informed health care decisions through telephone and online access to experienced registered nurses. Our toll-free number connects them with a registered nurse, who will take the time to understand what is going on with their health and provide them with personalized information. This service is available 24/7.

Through myNurseLine, your employees also have access to an audio health information library of more than 1,100 health and well-being topics; 600 messages are available in Spanish. Translation services are available for 140 languages or for callers requiring TTY assistance.

-  (855) 688-9779 inside the U.S.
-  (866) 592-2365 for callers from outside the U.S.

 www.myuhc.com

Healthy Pregnancy


Personalized help for your employees during pregnancy and delivery with the Healthy Pregnancy Program. When your employees enroll in our Healthy Pregnancy Program, a care coordinator will consult with them by telephone to help them determine what, if any, risks or complications could arise during pregnancy. We can help your employees learn and practice healthy pregnancy habits and protect the well-being of their baby. For your employees with individual needs, a Healthy Pregnancy nurse will provide one-on-one support throughout the pregnancy.

 (800) 411-7984
speak with an experienced nurse 24/7

 www.healthy-pregnancy.com


Your Health Guide

Your employees will get personalized communications to help them make better-informed health decisions and live the healthiest life possible. We will send them “Your Health Guide,” our publication that provides health recommendations and wellness support.

 www.myuhc.com
register for additional information

Starting Healthier Habits Just Got Fun

RallySM is an online experience that is designed to help your employees complete activities to improve their health. They can take the health survey and get their Rally Age, a measure of their overall health. It comes with personalized missions to help improve their diet, fitness, and mood.

 www.myuhc.com
register to participate in the program

Special Offers

Our health discount program helps your employees and their families typically save 10-25 percent on non-covered health and wellness services from participating providers. Even if your employees already have medical, dental, and vision coverage, they can save money by using our health discount program for teeth whitening, laser eye surgery, acupuncture, chiropractic care, weight loss, fitness centers, etc.



www.myuhc.com

register to access the program

Diabetes Prevention Program

The UnitedHealthcare Diabetes Prevention Program works with organizations like the YMCA®, to offer a community-based program whose goal is early identification of at-risk individuals, improved individual compliance with evidence-based care standards, and improved health outcomes for participants. The program does this by offering qualified prediabetic participants access to an in-person, lifestyle intervention program which will help participants avoid progression to type-2 diabetes.

The program is compliant with U.S. Centers for Disease Control and Prevention standards and includes:

- A core of 16 weekly, one-hour sessions, followed by eight monthly, one-hour follow-up sessions (sessions are classroom-based small groups).
- No co-pay for participants with a preventive health benefit.
- Regular communication to participant's physician.

To be eligible for this program, participants must:

- Be at least 18 years old.
- Have a self-reported BMI of 24 or higher (22 or higher for Asian ethnicity)
- Have a previous self-reported diagnosis of gestational diabetes
- Meet specific test result thresholds.

Implementation: January 1, 2017.



(800) 237-4942

M–F, 8:00 a.m. to 5:00 p.m., CST,
to find out about eligibility

Health Plan Contact Information

Anthem Blue Cross

For Anthem HMOs and CalPERS PPOs
(877) 737-7776, toll free
(818) 234-5141, outside the continental U.S.
(818) 234-3547, toll free TDD
www.anthem.com/ca/calpers

Blue Shield of California — Access+

(800) 334-5847, toll free
(800) 241-1823, toll free TTY
www.blueshieldca.com/calpers

Health Net

(888) 926-4921, toll free
(888) 926-5003, toll free TTY/TDD
www.healthnet.com/calpers

Kaiser Permanente

(800) 464-4000, toll free
(800) 777-1370, toll free TTY
www.kp.org/calpers

Sharp Health Plan

(855) 995-5004, toll free
www.sharphealthplan.com/calpers

UnitedHealthcare

(877) 359-3714, toll free
www.uhc.com/calpers

Other Resources

The internet provides a wealth of resources for managing health and learning about various conditions and diseases. Following are some helpful websites.

American Cancer Society

“Stay Healthy” section has advice on physical activity, nutrition, and cancer screening tests.

 www.cancer.org


American Psychological Association and the APA Practice Organization

A Psychologically Healthy Workplace Program site contains information for employers about the link between employee health and well-being, and organizational performance.

 www.phwa.org

California Department of Public Health

Offers “Take Action,” a free, 10-week, web-based program that encourages employees to set individual goals for daily fruit and vegetable consumption and physical activity. Downloadable materials include the California Fit Business Kit.

 www.cdph.ca.gov/programs/cpns/Pages/WorksiteProgram.aspx

National Business Group on Health

Publications include employer toolkits on many workplace wellness topics.

 www.businessgrouphealth.org

U.S. Centers for Disease Control and Prevention

“Healthier Worksite Initiative” resources can help employers improve the health of their employees.

 www.cdc.gov


U.S. Department of Agriculture

MyPyramid Food Guidance System is designed to improve the nutrition and well-being of Americans.

 <http://www.cnpp.usda.gov/MyPyramid>

U.S. Department of Health and Human Services

Nutrition and Fitness. Learn the basics of healthy eating and get the latest dietary guidelines. Check out physical activity guidelines, exercise for seniors, and more about physical fitness.

 <http://www.hhs.gov/programs/prevention-and-wellness/nutrition-and-fitness/index.html#>

Wellness Council of America

Free resources include reports, case studies, and a list of health observances by month.

 www.welcoa.org



CalPERS Health Benefits Program
P.O. Box 942714
Sacramento, CA 94229-2714
www.calpers.ca.gov