

To: Baylor Full and Part-time Faculty and Staff
From: Richard Amos, Director of Compensation & Benefits
Subject: Health Improvement Incentive Program

Baylor is pleased to support two Baylor sponsored health improvement programs, BEarFIT and Weight Watchers At Work. Both programs have been successfully running for over a year with positive results. An incentive will be offered to Baylor faculty and staff participants to provide additional encouragement and reward for sustained health improvement activity. Following is a summary of the offering:

Eligibility

All full and part time faculty and staff.
Participation in Baylor's medical insurance plan is not required.

Offering

Effective immediately, participants who complete one of the following as indicated will qualify for a premium credit of \$10 per month:

Spring BEarFIT program including the pre and post assessment will be rewarded with four months of premium credit beginning with May.

Summer BEarFIT program completion is rewarded with four months of premium credit beginning September.

Fall BEarFIT program completion is rewarded with four months of premium credit beginning in January. Van Davis, Assistant Director Campus Recreation and Fitness, will certify completion of the BEarFIT programs.

Weight Watcher series (17 week) completion is rewarded with four months of premium credit. Dorynda Brock, Assistant to the VP for Finance & Administration and volunteer coordinator, will certify completion. Contact her for date of next series.

Additional Information

The offering is limited to one premium credit per participant.

For health improvement program participants that do not participate in Baylor's medical insurance plan, a \$10 Wellness Award is given instead of a Premium Credit.

The "premium credit" or "wellness award" is an additional pay to your paycheck and per the IRS must be treated as taxable income.

Additional health improvement programs to qualify for the incentive may be explored after evaluating this pilot program.

Contact information

General Information – [Beverly Tieman](#), ext. 8688

BEarFIT Program – [Van Davis](#), ext. 6631

Weight Watchers At Work – [Dorynda Brock@baylor.edu](mailto:Dorynda_Brock@baylor.edu), ext. 3554

These programs began in March 2009