

## **2023-2024 WELLNESS GUIDELINES**

Employees who complete the following requirements will be eligible for a discounted rate on their health insurance premiums:

- Annual Health Risk Assessment (HRA) Screening

Employees that complete the HRA Screening and who have fewer than two of the risk factors listed in the table below will automatically qualify for the wellness discount.

<b>Risk Factor</b>	<b>Criteria</b>
Waist Circumference	$\geq 40''$ Male or $\geq 35''$ Female
Blood Pressure	$\geq 138/ \geq 86$
Cholesterol Ratio	$\geq 4.5$
A1C	$\geq 5.7\%$
Tobacco	Tobacco Use

**What is the wellness discount?** The wellness discount means you will receive employee only health insurance at “NO CHARGE” for the entire calendar year following your screening.

**What if I meet the requirements above?** You will receive the wellness discount for the entire calendar year following your screening.

**What if I fail to meet the benchmarks above?** You can still be eligible for the discount by completing a Wellness Activity once per quarter beginning with the quarter following your HRA Screening.

Quarter: July – September

Quarter: October – December

Quarter: January – March

Quarter: April – June

**What if I complete the HRA Screening and, based on my results, am required to complete a Wellness Activity once per quarter, but miss a quarter?** You will still receive a \$5 per pay period (\$10/month) discount for completing the HRA Screening. You will be charged \$25 per pay period (\$150 for the quarter) for each quarterly requirement that you miss. You will receive an email listing the check dates that the deduction will be taken.

**Can a visit with my personal Physician count as a Wellness Activity?** Yes, you will just need to get a note stating that you were seen in your Physician’s Office with the date listed. That note must be turned in to Christina Davidson in Human Resources by the last day of the quarter.

**What if I do not complete the HRA Screening and begin paying the \$30 per pay period wellness discount, but later decide that I would like to participate?** You will not be eligible to opt-in to the program until the month of your original full-time hire date.

**How much will I be charged if I decide not to participate in the wellness program at all?** You may choose to opt out of the wellness program entirely. To do this, you will be required to pay \$30.00 per pay period for employee only health insurance for the entire fiscal year. You will not be eligible to opt in again until the month of your original full-time hire date.