2020 Wellness Program Incentives

Employees can earn incentives for participating in wellness activities.

Incentives are either;
1. HSA contributions for those that are eligible to contribute to an HSA; or
2. Premium reductions for those that are not eligible to contribute to an HSA.

2020 Maximum Incentives
1. Enrolled as Employee Only - $700
2. Enrolled as Employee and Spouse - $1,000

Only employees and covered spouses may participate in the wellness program.

Employees have multiple ways to earn incentives:

- Interactive Health (biometrics need to be completed by November 22, 2019)
  o Employees enrolled in the CDHP/HDHP Plan:
    ▪ Participation (Complete the biometric screenings)
      • Employee - $250
      • Spouse - $200
    ▪ Outcomes (Meeting Your Personal Health Goal)
      • Employee - $300
      • Spouse - $150
  o Employees enrolled in the OAP Plan:
    ▪ Participation (Complete the biometric screenings)
      • Employee - $9.62 premium reduction each pay period
      • Spouse - $7.69 premium reduction each pay period
    ▪ Outcomes (Meeting Your Personal Health Goal)
      • Employee - $11.54 premium reduction each pay period
      • Spouse - $5.77 premium reduction each pay period
- Interactive Health or Cigna Health Coaching Programs (turn your completion certificate into WELCOAZ by November 30, 2020)
  o Employee - $150
  o Spouse - $75
- Annual Exams
  o Completion of one of the following exams (Annual preventive exam completions will be reported quarterly by Cigna)
    ▪ Employee - $150
    ▪ Spouse - $75
  o Dental Exam (Complete the Annual Exam Verification Form and turn it into WELCOAZ by November 30, 2020)
    ▪ Employee - $75
    ▪ Spouse - $50
- Cigna Health Risk Assessment (Completions will be reported quarterly by Cigna)
  o Employee - $50
  o Spouse - $25
- Onsite Health Coaching (Completions will be reported by WELCOAZ)
  o Employee (3 session max) - $50 per session ($150 max)

Additional contributions/deductions will be provided quarterly once an activity has been completed.