



Employee Wellness Program FAQ

Navajo County recognizes the importance of fostering employee wellness. As part of the Wellness Initiative, Navajo County is taking an active role in the health of its employees. Employees enrolled in the County's health plan will need to have a routine annual exam before January 1st in order to receive the wellness participation incentive.

The Employee Wellness Program key goals:

- Help employees identify personal health risks
- Encourage employees to take charge of their health.
- Provide the motivation, education, and support that will hopefully make it easier for employees to adopt healthier lifestyles.
- Improve overall employee morale and well-being through group challenges.

Frequently Asked Questions

Is participation in the Employee Wellness Program mandatory?

No

How much can I receive for participating in the Employee Wellness Program?

A total of \$900 can be paid into your Health Savings Account or Health Reimbursement Account

- \$400 for participating in all 4 quarterly wellness challenges (\$100 each)
- \$500 for completing preventative wellness exam with your primary care physician
- *plus an additional \$300 if your spouse completes their preventative wellness exam (only if your spouse is on covered through your insurance plan)*

Will I be charged for an office visit when I have my physical/wellness exam?

Under the Affordable Care Act, most preventive services, including physicals and wellness exams are covered at 100%. Therefore, you should not be charged a copay or office visit charge when you have your physical/wellness exam at a network provider unless the visit is not coded as a physical/wellness exam when sent to Marpai Health. If the office visit for the wellness exam includes services outside or beyond preventive services as billed by the provider, then an office visit charge may apply

Is this required of dependents or only active employees?

While this is not required of dependents, we encourage dependents to continue their regular vis-its to their physicians for physicals and wellness exams.

Do I need to tell my doctor or the doctor's office this is a physical/wellness exam when I make the appointment?

Yes. The wellness exam code must appear on the claim in order for the exam to be counted as your wellness exam incentive.

Do I need to wait 12 months to take another physical if I have already had one in the past 12 months?

The annual exam may be taken before twelve months has passed since your last annual exam.

Is there a form that I or my doctor needs to complete?

Yes, the form is available in the Human Resources office and on the internal website.

Do I need to take any further action to make sure my record shows I have taken my physical/wellness exam?

Yes, please return the form to Human Resources after you complete your preventative physical.

Is a wellness exam the same thing as a physical?

Yes, as long as there is a routine preventive exam code on the claim.

Does my annual well-woman / well-man exam count for this purpose?

Yes.

How do I see if I have been credited for my physical/wellness exam?

Wellness participation funds will be deposited into your Health Savings Accounts (H.S.A.) or Health Reimbursement Account (H.R.A.) depending on which Medical Plan you are enrolled in. You can check this within the Health Equity App or Website.

How long will it take before wellness participation funds are deposited into my H.S.A. or H.R.A.?

Deposits will be put into your H.S.A. or H.R.A. in the following payroll cycle. Please remember that payroll cycles are every two weeks.

What is the time frame to have the physical/wellness exam done to get credit for the following plan year?

You must have the physical/wellness exam between January 1 and December 1 to be assured the wellness participation funds are deposited into your H.S.A. or H.R.A.

When will the Quarterly Wellness Challenges occur to receive the \$400?

The Quarterly Wellness Challenges will be determined and announced each quarter. You have the opportunity to receive \$100 per challenge you participate in.

Will we be asked to do this every year?

Yes. The Employee Wellness Program is designed to encourage ongoing health awareness and a relationship with a medical provider. Through this ongoing incentive, employees will be expected to receive an annual physical/wellness exam to continue to be eligible for employee wellness incentives.

Will my exam information remain private? Will any information be reported back to my employer?

Only the "incentive completion date" will be reported back to the County for this incentive.

Do I have to do a wellness exam again?

Yes. In order to qualify for the incentive each year, you must complete a wellness exam.