

Health-Contingent Wellness Program Notice Re: Reasonable Alternative Standards*

If a wellness program requires individuals to meet a standard related to a health factor in order to obtain a reward, the HIPAA nondiscrimination rules require the program to comply with five conditions, including a disclosure requirement.

Your health plan is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all employees who are choosing to participate and earn the Premium Cost Share. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact the Wellness Staff at (239) 252-8718, (239) 252-8915 or (239) 252-6092 and we will work with you to find an alternative wellness program with the same reward that is appropriate for your health status.

The *Invest in Your Health* Program and the *Healthy Bucks* Program offered by Collier County have a rewards program based on health factors for those choosing to participate fully and earn the Premium Cost Share. In order to comply with the HIPAA regulations regarding wellness programs, the following will describe the reasonable alternatives for those who are unable to meet a specific health standard.

Below is a list of *Healthy Bucks* programs that require employees, who are choosing to earn the Premium Cost Share, to meet certain health standard (results based) in order to receive a reward. Due to Covid-19, the Healthy Bucks dollar values for 2022 have been increased.

- Off the Cuff – Blood Pressure Program - \$75 Healthy Bucks
- Sugar Busters – A1C Management - \$75 Healthy Bucks
- Re-shape Your Frame – Body Composition Program - \$75 Healthy Bucks

The Collier County government will be offering new activity-based alternatives to these programs. The new programs noted below allow individuals to earn Health Bucks in ways other than meeting certain clinical targets.

NOTE: If you elect to enroll in one of these alternative activity-based Health Bucks programs you will not be eligible for the current result-based Health Bucks programs. You must choose which reward path you will take by January 31st, either result-based or alternative activity based, once you choose you must remain with that choice through the end of the qualifying period.

These Alternative programs will be based on attendance and program participation. Participants do not need to achieve a clinical value in order to earn the \$75 Healthy Bucks for each program. The MedCenter and/or Wellness will administer these programs. All members must take the responsibility of registering for these programs by Jan. 31st of each year on the *GoSignMeUp* system. All new hire members will be responsible for registering for the alternate program within 7 days of insurance activation. Participants are required to schedule their own MedCenter or Wellness appointments. A no-show, no-call appointment will result in program dismissal. Only one (1) call-in for a missed appointment is allowed. The participant has the responsibility of re-scheduling the appointment within 3 days of appointment cancellation.

The following is a brief description of each alternative program and the activities you need to complete to earn the rewards noted.

Alternative Off the Cuff – Blood Pressure Program - \$75 HB

- Meet with Main Campus MedCenter APRN a minimum of 3 quarterly visits (Jan-Sept)
- A home-use blood pressure cuff with logbook will be issued. Two weeks of blood pressure readings will be required. A payroll deduct form will be mandatory. A non-returned blood pressure machine will be deducted from the participants' paycheck (Approx. \$100). Failure to return the blood pressure machine at time of logbook review appointment will result in forfeiting eligibility to earn the \$75 reward.
- Schedule MedCenter appointment for blood pressure logbook readings.
- Possible pharmacology interventions with follow-up appointments per medical provider care plan
- MedCenter APRN may refer to Wellness for nutrition and/or exercise intervention.
- Participants must schedule their appointment within 7 days of referral.
- Adherence to medical and nutrition care plans is mandatory.

Failure to meet attendance or medical compliance protocols of the Alternative *Off the Cuff* – Blood Pressure Program will result in forfeiting eligibility to earn the \$75 reward.

Alternative Sugar Busters – A1C Management Program - \$75 HB

- Meet with Main Campus MedCenter APRN a minimum of 3 quarterly visits (Jan-Sept)
- A home-use glucometer, glucometer strips, and logbook will be issued. One month of glucose readings will be required. A payroll deduct form will be mandatory. A non-returned glucometer machine will be deducted from the participants' paycheck (Approx. \$20). Failure to return the glucometer machine at time of logbook review appointment will result in forfeiting eligibility to earn the \$75 reward.
- Schedule MedCenter appointment for blood glucose logbook readings.
- Possible pharmacology interventions with follow-up appointments per medical provider care plan
- MedCenter APRN may refer to Wellness Health Educator for nutrition and/or exercise intervention.
- Participants must schedule their appointment within 7 days of referral.
- Adherence to medical and nutrition care plans is mandatory.

Failure to meet attendance or medical compliance protocols of the Alternative Sugar Busters – A1C Management Program will result in forfeiting eligibility to earn the \$75 reward.

Alternative Re-shape Your Frame – Body Composition Program - \$75 HB

- Meet with Wellness Health Educators a minimum of 3 quarterly visits (Jan-Sept)
- Participants will be issued a meal/exercise plan and be required to complete and submit food & exercise records
- Office visits will include review of food records, measurements, and additional body composition testing if deemed applicable (i.e. Indirect Calorimetry, InBody percent Body Fat).
- Referrals to MedCenter or Behavioral Wellness practitioner may be indicated
- Adherence to nutrition care plans is mandatory.
- Attendance at one Wellness Healthy Bucks exercise program.

Failure to meet attendance or medical compliance protocols of the Alternative Re-shape Your Frame – Body Composition Program will result in forfeiting eligibility to earn the \$75 reward.

REMEMBER! If you elect the Alternative activity-based Healthy Bucks programs you are not eligible to earn any rewards under the Result-based Healthy Bucks programs.

The Invest in Your Health Program offers a premium discount to members who test negative for nicotine. In order for those who test positive to receive a discount, members must complete the Commit to Quit Program which has the following requirements:

Alternative Nicotine Cessation – bi-weekly premium discount

- Meet with a clinician at either MedCenter location to establish quit plan
- Register on *GoSignMe Up* for a six-week nicotine cessation course
- Attendance for all classes is mandatory or you must re-start the program
- Between mid-July – September 30th all participants need to have a repeat cotinine test performed at either MedCenter location. The results are used to gage the successfulness of the participants and the program only. A positive test result does not disqualify you from receiving the reward.
- Completion Certificate is issued upon completion of the repeat nicotine test.

Failure to participate in 6 consecutive classes and failure to repeat the cotinine test could result in forfeiting premium discount.