



## New Wellness Program Design

**New in 2021! Your Wellness Matters:** There is only one option to choose from since the County has transitioned to a participatory points-based wellness program. However, we have still maintained some of the features of the previous wellness program. The new program allows you to choose from a variety of additional activities to earn the points you need to qualify for the Wellness Incentive.

The tobacco incentive remains similar to past years: 1) declare tobacco use/non-use for you and a covered spouse through Oracle; and 2) if a tobacco user, sign up for Tria Health's S.T.O.P Program or complete the specified three Asset Health Tobacco-Free Me online courses.

### What has changed or remains the same in 2021

- No work-site health screenings
- Same biometric ranges as past years
- No reasonable alternatives due to numerous options to earn the incentives
- Medical appeals are an option for biometrics and tobacco use only
- Continue to use Oracle Employee SSHR to declare tobacco use
- Spouses continue to be eligible to earn a separate wellness incentive
- Same Incentive structure as the past two years

## 2021 Wellness Incentive Campaign Period: Jan. 4, 2021 – July 31, 2021

Employees and spouses enrolled in the medical plan who earn a minimum of 100 points in 2021 by participating in the following activities will be eligible for the respective Wellness Incentive in 2022:

Activity	Points
Annual Physical with Lab Work	20 points
Health Risk Assessment or Voya Financial Wellness Assessment (Employee Only)	10 points (10 points max)
Healthy Biometric Ranges	10 points per desired range (50 points max) <ul style="list-style-type: none"> <li>• Blood Pressure</li> <li>• HDL Cholesterol</li> <li>• Triglycerides</li> <li>• Fasting Glucose</li> <li>• BMI/Waist Circumference</li> </ul>
Wellness Challenges	5 points (10 points max)
Community Walk/Run Event	5 points (15 points max)
E-Learning Series	5 points (15 points max)
Preventive Exams	10 points (50 points max)
Physician Recommended Vaccinations	5 points (20 points max)
Complete an Approved Weight Management Program (if eligible) through Solera or Tria	15 points (15 points max)
Wellness Webinars (ComPsych and Voya)	5 points (20 points max)
Tria Health Pharmacy Advocate Program (if eligible)	15 points (15 points max)

\*For more information go to the Activity Tracking page in the Asset Health Wellness portal!

## Tobacco

Employees will need to complete the tobacco declaration through Oracle JOCO Employee SSHR. If you or your spouse is a tobacco user, you will need to complete one of the tobacco cessation options below by July 31, 2021 to earn the Tobacco Incentive in 2022:

If you are committed to stop using tobacco, contact Tria Health by calling 888-799-8742 no later than May 1, 2021 and complete the S.T.O.P Program requirements by July 31, 2021.

If you are unsure if you want to quit smoking, but you still want to earn the incentive, complete Asset Health's three Knowledge Management courses; Effects of Smoking; Preparing to Quit; and Quit Day & Beyond.

## Wellness Incentive Structure

To reward employees and spouses for their wellness efforts, the following monthly incentives will be applied in 2022 by successfully completing the Wellness and Tobacco activities in 2021.

	Wellness	Tobacco
Employee	\$70	\$40 (Combined)
Spouse	\$40	