



2016 Pinellas County Wellness Incentive Program QUICK FACTS

- [Overview](#)
- [Wellness Incentive Activities](#)
- [Biometric Screening and Online Health Survey](#)
- [Reward Points & Cash](#)
- [Confidentiality](#)
- [Documentation](#)
- [Questions](#)

Overview

What is the Wellness Incentive Program?

The program is designed to offer resources and support which empower individuals to take charge of their health and well-being. Individuals create a personalized wellness plan by choosing from a variety of wellness activities to help achieve their health goals. The completion of these activities will create an opportunity to earn up to 50,000 Rewards Program points or \$200. Pinellas County reserves the right to make changes to the incentive program, choice of rewards, and make determinations as to qualifications for earning rewards.

Why is Pinellas County offering the Wellness Incentive Program?

Pinellas County is committed to creating a culture of health and well-being in which all of our employees and their families can help improve and/or maintain their overall health. Establishing a culture of wellness helps to keep insurance costs down for you and for the County, creating a win-win situation.

Who is eligible for the Wellness Incentive Program?

- All permanent employees either enrolled in the Pinellas County health plan or opt-outs are eligible.
- Spouses/partners of employees are also eligible if they are covered by the County health plan. All activities listed below are available for spouses/partners except the Wellness Learning Series.

How are Wellness Incentive Program activities tracked?

- United Healthcare tracks any incentive activities that are related to claims or telephone coaching. For example, an annual physical at your doctor's office (eligible for 12,500 points or \$50) will be automatically tracked by United Healthcare.
- Incentive activities for employees who are opted out of the health plan are tracked by Pinellas County staff and rewarded quarterly.
- Onsite programming activities (such as Wellness Learning classes) are tracked by Pinellas County staff and rewarded quarterly.

How many points are available?

- Each eligible participant (employee or spouse/partner) can earn a maximum of 50,000 [Pinellas County Rewards points](#). Reward points are credited quarterly to their Pinellas County Rewards account.
- To view your points, log into your secure website at www.myuhc.com and click on the "Rally" tab or go directly to the [Rally website](#).
- Also see: [Reward Points & Cash](#)

Wellness Incentive Activities

What activities will earn wellness incentive rewards in 2016?

- [Annual Physical & Preventive Screenings](#)
- [Disease Management](#)
- [Fruit & Veggie Challenge](#)
- [Get Fit](#)
- [Healthy Pregnancy](#)
- [Nutrition Challenge](#)
- [Rally Missions](#) (coming in March 2016)
- [Telephone Coaching](#)
- [Tobacco Cessation](#)
- [Weight Watchers](#)
- [Wellness Learning Series](#)

Also view the handy [2016 Wellness Incentive Program Chart](#).

Annual Physical and Preventive Screenings

Earn 12,500 points or \$50 cash for designated health screenings for detection of medical conditions.

What preventive screenings are eligible?

Employees may earn reward points for designated preventive screening activities per year including an annual physical exam, cervical (pap) screening, mammogram or colorectal screening (colonoscopy). Also see the [Preventive Screenings flyer](#).

Disease Management

Earn 25,000 points or \$100 cash by learning to manage a chronic diagnosis.

Who is eligible for a Disease Management Program?

The Disease Management program is only available to members who qualify medically with conditions such as diabetes or chronic obstructive pulmonary disease.

How do I enroll in a Disease Management Program?

You may not self-enroll in a Disease Management Program. If you are identified as qualifying for a Disease Management Program through your claims activity, an OptumHealth representative will contact you.

Also see the [Disease Management flyer](#).

Fruit & Veggie Challenge

Earn 12,500 points or \$50 cash with a six week commitment to eating fruits and vegetables.

What is the Fruit & Veggie Challenge incentive?

Employees and/or covered spouses/partners can earn reward points by tracking their daily consumption of at least 2 servings of fruit and 3 servings of vegetables for a six-week period. Also see the [Fruit & Veggie Challenge flyer](#).

Get Fit

Earn 12,500 points or \$50 cash with eight weeks of physical activity commitment.

What is the Get Fit incentive?

Employees and/or covered spouses/partners will participate in moderate intensity physical activity at least three days a week for a total of 110 minutes a week for eight consecutive weeks. Also see the [Get Fit flyer](#).

Healthy Pregnancy

Earn up to 25,000 points or \$100 cash with a maternity management available only to qualifying members who are pregnant.

Can I enroll in the Healthy Pregnancy Program?

Yes, you may call 800-411-7984 to speak to a nurse. If you are identified as qualifying for the Healthy Pregnancy Program through your physician, an OptumHealth representative may also contact you.

When should I enroll in the Healthy Pregnancy Program?

To get the most from the program, as well as to earn the most points, it is best to enroll in the first trimester of your pregnancy. You can still enroll during your second or third trimester; however, we recommend you enroll as soon as you become pregnant to earn the most points.

Also see the [Healthy Pregnancy Program flyer](#).

Nutrition Challenge

Earn 12,500 points or \$50 cash with four weeks of food tracking.

What is the Nutrition Challenge?

Employees and/or covered spouses/partners track their daily food group servings and learn about portion control. Also see the [Nutrition Challenge flyer](#).

Telephone Health Coaching

Earn 12,500 points or \$50 cash with personalized health coaching on the phone.

How do I enroll or learn about the Telephone Health Coaching Program?

For information on the Telephone Health Coaching Program, call OptumHealth at 800-478-1057. An OptumHealth representative may ask you which target biometric values you were unable to meet or for details about your chronic condition in order to connect you to the program that's right for you. If you are identified as qualifying for the program through your biometric or health survey results, an OptumHealth representative may also contact you.

How long does it take to complete a Telephone Health Coaching Program?

Each program takes between two and six months to complete, and on average includes three to five calls scheduled at your convenience with a Wellness Coach.

Also see the [Telephone Health Coaching flyer](#).

Tobacco Cessation

Earn 25,000 points or \$100 cash with six weeks of classes.

What is the Tobacco Cessation Program?

If you are ready to quit using tobacco, free help is available for employees and/or covered spouses/partners. The IQuit classes are provided by Area Health Education Center (AHEC). Free nicotine replacement patches, gum and lozenges will be provided, plus education and follow-up support. All forms of tobacco are included: cigarettes, e-cigarettes, and chewing tobacco. Also see the [Tobacco Cessation flyer](#).

Weight Watchers

Earn 25,000 points or \$100 cash with 17 weeks of classes.

What is Weight Watchers?

Weight Watchers "Beyond the Scale" program offers support to help you achieve your desired weight. Activities include group meetings led by a weight-loss mentor, confidential weigh-ins, and a variety of tools such as recipes, 24/7 chat line, and strategy videos. Also see the [Weight Watchers flyer](#).

Wellness Learning Series

Earn 25,000 points or \$100 cash with four or more weeks of wellness education.

What is the Wellness Learning Series?

Attend four educational Wellness Learning Series sessions (4 hours total) to improve your well-being and earn reward points. Employees may participate in several series; however, the reward is available for completion of one series only. For more info, see [2016 Wellness Classes](#).

Biometric Screening & Online Health Survey

What is a biometric screening?

A biometric screening is a short health examination that indicates risks for certain diseases or medical conditions. The examination includes body measurements (height and weight), blood pressure testing and a small blood sample to measure cholesterol and glucose. Fasting is recommended. The screening provides the information you need to complete your health survey. Also see [Biometric Screening/Health Survey FAQs](#).

Where do I go for a biometric screening?

Biometric screenings can be obtained through your physician during an office visit or preventive visit, or may be completed at a local [CVS and Walgreens Convenience Care Clinic](#) for free.

What is an online health survey?

The health survey (previously called a health assessment) is an online questionnaire that provides a private and secure personal health checkup. After obtaining a biometric screening, go to www.myuhc.com and select "Rally" to complete the Health Survey or go directly to the [Rally website](#). Also see [Biometric Screening/Health Assessment FAQs](#).

Will I earn rewards in 2016 for completing my biometric screening and health survey?

In 2016, you will not receive reward points or cash for completing a biometric screening or health survey (previously called a health assessment). However, you will earn the preferred premium in 2017 and avoid a \$500 surcharge by completing both the biometric screening and health survey.

Reward Points and Cash

How can points be redeemed?

Your [Pinellas County Rewards Program](#) account will be updated quarterly with the points earned in the previous quarter. Please note that all incentive earnings are taxable under the federal law.

- The Rewards Program offers thousands of gifts in over a dozen categories including health/wellness, apparel, appliances, jewelry, sporting goods and others. The points you earn through the Wellness Incentive Program will be posted to the Pinellas County Rewards program site and you can redeem them when you desire, or let them accumulate for more valuable gifts.
- The maximum you can earn per year for the Wellness Incentives Program is 50,000 points in the Pinellas County Rewards program.
- The Rally website indicates the percentage you've reached towards your maximum wellness incentive goals (up to 100%), not whether you are receiving points or cash.

May I elect to have a cash payment in lieu of Pinellas County Rewards?

Yes. An election to receive cash may be made and the incentive will be added to your payroll check, as earned, on a quarterly basis. The maximum cash earned per year is \$200. The cash election must be made by the end of the quarter in which you earned the incentive. The election will stay in effect for the remainder of the year.

- [Select cash instead of reward points](#)

When are the incentives paid out?

Wellness incentives are processed quarterly. It takes about six weeks to process the data once a quarter ends. See the table below which applies to cash payments in your paycheck or to Rewards Program points:

| Activities Completed Within: | Incentive Rewarded in: |
|--------------------------------------|----------------------------------|
| January to March (First Quarter) | May |
| April to June (Second Quarter) | August |
| July to September (Third Quarter) | November |
| October to December (Fourth Quarter) | February (of the following year) |

When can I begin earning points?

You can begin earning points immediately and through the end of the 2016 calendar year.

What is the deadline to earn points?

You can earn points toward the 2016 Wellness Incentive Program for activities completed between January 1, 2016 and December 31, 2016. Many activities such as Get Fit and Telephone Coaching extend over a period of time so you must allow time to complete the program by the end of the year in order to earn points.

What about reward points for my spouse or domestic partner?

Reward points for spouses/domestic partners are added to the employee's Rewards Program account or the employee's paycheck if s/he elects a cash payment.

Will I receive rewards if I leave the County or retire?

You must be an active employee on the date the quarterly rewards are issued.

Are rewards taxable?

Yes. According to IRS guidelines, Wellness Incentive Program reward points or cash are taxable upon receipt. *Points:* The industry average places the taxable cash value at 70%. For example, the taxable value of 12,500 reward points which equates to \$50 rewards cash has a \$35 taxable value. This cash value is added to your gross pay for calculating taxes (withholding, Social Security, and Medicare) and then removed from your net pay since it is not cash.

Cash: Rewards redeemed in cash under the Wellness Incentive Program are taxable income to you, and because they are paid on your paycheck the tax is automatically withheld. A cash incentive is taxed at 100% of the value.

(Per IRS guidelines, reward points awarded for new hires, service anniversaries, or retirement are not taxable,)

Do I have to see a certain medical provider to earn points?

No, however, we recommend you visit network providers when possible as they typically cost less.

Confidentiality

Who can see my information?

Pinellas County is very sensitive to privacy issues and respects your right to privacy. Your supervisors and other management will not see your medical claims information, your answers to the online health survey or the list of activities you completed to earn your rewards. Our business practices are in full compliance with the privacy requirements under the Health Insurance Portability and Accountability Act (HIPPA).

Since employees and covered spouses/partners each have a separate online myuhc.com account, each can see only their own activities and points. Family members cannot view each other's information or claims.

Documentation

Do I need to submit proof every time I complete a health action?

- If you are a United Healthcare plan participant, many of your eligible incentive activities are automatically tracked by United Healthcare and will show up on your Rally website at myuhc.com. For example, preventive screenings such as a colonoscopy are updated once your claims are processed by United Healthcare. Please allow up to 90 days for the claim to be processed and the points to be listed.
- If you are opted out of the health plan, you will need to manually submit your Explanation of Benefits for designated preventive screenings by email to wellness@pinellascounty.org, by fax to (727) 464-5291 or by interoffice mail to Wellness, 400 S. Ft. Harrison Ave., 4th floor.

Questions

What if I have additional questions?

- Visit the Wellness Incentive Program website
- Contact Wellness Program staff by email at wellness@pinellascounty.org or call (727) 464-4049.