

2021 Wellness Incentive Program Rules & Guidelines

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Overview

What is the Wellness Incentive Program?

Earn up to **50,000 Rewards Program points or \$200 cash** when you complete Wellness Incentive Program activities. The program encourages employees and their spouses to take charge of their lives and well-being by completing a variety of wellness activities that promote healthy eating, physical activity, personal coaching, and preventive care. We also support a work culture of wellness where employees feel, live and work better. Staying or getting healthy helps keep insurance costs down for both you and your family as well as the County, creating a win-win situation.

Pinellas County reserves the right to make changes to the incentive program, choice of rewards, and to make determinations as to qualifications for earning rewards.

Who is eligible?

- *Health Plan Enrollees*: Permanent employees enrolled in a Pinellas County health plan are eligible for all incentives.
- *Opt Outs*: Permanent employees who opt out of health coverage are eligible to earn rewards for incentive activities that are offered through Pinellas County directly. They are not eligible to earn rewards for activities offered through UnitedHealthcare (Wellness Coaching, Chronic Condition Management, and Maternity Support). For a list of activities, please refer to the eligibility grid next to each activity below or see the [incentive chart](#).
- *Spouses/Partners*: Employee spouses and domestic partners enrolled in a County's health plan are eligible for all incentives except the Wellness Learning Series.
- *Temporary Employees*: Not eligible for the program.

How are activities tracked?

- UnitedHealthcare (UHC) tracks preventive screenings (colonoscopy, pap test or mammogram), Wellness Coaching, Chronic Condition Management, and Maternity Support. Once UHC processes a claim, it appears in Rally as *Complete*.
- Pinellas County tracks incentive activities for opt out employees.
- Pinellas County tracks the Wellness Learning Series and *TrackThis!* activities (Fruit & Veggie Challenge, Get Fit and Nutrition Challenge).
- **All incentive activities are rewarded semi-annually (see the [Wellness Incentive Payout Schedule](#)).**

How to Begin

Choose your incentive activities and start any time in 2021. Rewards are awarded based on date of completion. Some activities are 4 to 8 weeks long and need to be completed by December 31st in order to qualify for a reward this year. View the activities below, or see the [incentive chart](#).

- [Rally Missions and Quizzes](#)
- [Preventive Screening](#)
- [Fruit & Veggie Challenge](#)
- [Get Fit](#)
- [Nutrition Challenge](#)
- [Wellness Coaching](#)
- [Wellness Learning Series](#) (currently on hold)
- [Chronic Condition Management](#)
- [Maternity Support](#)

Rally Missions and Quizzes

Activity	Rally %	Reward Points	Cash	Employee	Spouse (on County plan)	Opt Out
Rally Missions: Complete 3 out of 6 missions	15%	5,000	\$30	Yes	No	Yes
Rally Quizzes: Complete 3 quizzes	10%	5,000	\$20	Yes	No	Yes

- Earn reward points for completing wellness activities in Rally.
- Complete 3 out of 6 missions: Blood pressure checks, cutting back on sugar, dimming lights for an hour before bedtime, eating more fiber, eating mindfully and standing up once an hour.
- Complete 3 quizzes: Exercise, mental health and stress relief.
- For details, see the [Rally Missions & Quizzes flyer](#).

Preventive Screening

Activity	Rally %	Reward Points	Cash	Employee	Spouse (on County plan)	Opt Out
Colonoscopy or pap test or mammogram (reward limited to one screening per year)	25%	12,500	\$50	Yes	Yes	Yes

- Earn reward points for one designated preventive screening per year (select from a pap test, mammogram, or colonoscopy).
- To earn rewards as a preventive screening, you must be at least age 45 for a colonoscopy, at least age 40 for a mammogram, and between the ages of 21 and 65 for a pap test.
- Please note that annual physicals are highly encouraged but are not incentivized.
- Opt outs need to submit a copy of their Explanation of Benefits for preventive screenings (see the [opt out procedure](#)).
- Diagnostic procedures are not considered preventive screenings.
- For details, see the [Preventive Screening flyer](#).

Fruit & Veggie Challenge

Activity	Rally %	Reward Points	Cash	Employee	Spouse (on County plan)	Opt Out
8 weeks of eating fruits and vegetables	25%	12,500	\$50	Yes	Yes	Yes

- Eat a minimum of 2 servings of fruit and 3 servings of vegetables daily at least 5 days a week for 8 consecutive weeks.
- Use the [TrackThis! portal](#) to enroll and enter your activities.
- To earn rewards in 2021, the last day to begin is November 1. If you enroll after that date, you will earn rewards in 2022.

- For details, see the [Fruit & Veggie Challenge flyer](#).

Get Fit

Activity	Rally %	Reward Points	Cash	Employee	Spouse (on County plan)	Opt Out
8 weeks of physical activity commitment	25%	12,500	\$50	Yes	Yes	Yes

- Track moderate to intense physical activity at least 3 days a week for a minimum of 120 minutes per week for 8 consecutive weeks.
- Use the [TrackThis! portal](#) to enroll and enter your activities.
- To earn rewards in 2021, the last day to begin is November 1. If you enroll after that date, you will earn rewards in 2022.
- For details, see the [Get Fit flyer](#).

Nutrition Challenge

Activity	Rally %	Reward Points	Cash	Employee	Spouse (on County plan)	Opt Out
8 weeks of food tracking and portion guidance	25%	12,500	\$50	Yes	Yes	Yes

- Track food intake for a minimum of 5 days per week and submit a weekly electronic food journal for 8 consecutive weeks.
- Use the [TrackThis! portal](#) to enroll and enter your activities.
- To earn rewards in 2021, the last day to begin is November 1. If you enroll after that date, you will earn rewards in 2022.
- For details, see the [Nutrition Challenge flyer](#).

Wellness Coaching

Activity	Rally %	Reward Points	Cash	Employee	Spouse (on County plan)	Opt Out
Choose online classes, phone coaching, or a combo	25%	12,500	\$50	Yes	Yes	No

- Sign up for one-on-one support with a knowledgeable Wellness Coach on weight loss, nutrition, fitness, stress management, heart health, etc. as follows:
 - Online coaching: Enroll at [Rally Coach](#)
 - One-on-one coaching: Call (800) 478-1057 and select option 2.
- For details, see the [Wellness Coaching flyer](#).

Wellness Learning Series

- Due to COVID-19, the Wellness Learning Series are on currently hold.
- Access resources and videos from previous sessions on sleep, back health, stress and mini-habits at [Wellness Classes](#).

Chronic Condition Management

Activity	Rally %	Reward Points	Cash	Employee	Spouse (on County plan)	Opt Out
Support to manage a chronic diagnosis	50%	25,000	\$100	Yes	Yes	No

- Must be medically qualified with a chronic condition such as diabetes, heart failure, coronary artery disease, asthma, or COPD.

- Call UnitedHealthcare (UHC) at (888) 478-4752 to sign up. If UHC identifies you as a qualified candidate, they may reach out to you by phone.
- For details, see the [Chronic Condition Management flyer](#).

Maternity Support

Activity	Rally %	Reward Points	Cash	Employee	Spouse (on County plan)	Opt Out
Access to nurses and healthy pregnancy resources	up to 100%	Up to 50,000	up to \$200	Yes	Yes	No

- To enroll, call UnitedHealthcare at (888) 478-4752 to speak with a nurse. Optum, who administers the program, may reach out to you by phone if they identify you as a qualified candidate.
- For the greatest benefit to you and your baby, it is best to enroll in the first trimester of your pregnancy although enrollment is open anytime during your pregnancy.
- For details, see the [Maternity Support Program flyer](#).

Earn Rewards

Earn up to 50,000 points or \$200 per year. Please note that all incentives are [taxable](#) under the federal law.

When can I earn rewards?

You can earn rewards toward the 2021 Wellness Incentive Program for activities completed between January 1, 2021 and December 31, 2021. The last day to begin a challenge (Fruit & Veggie, Get Fit, or Nutrition) is November 1, 2021.

May I elect to have cash instead of points?

Yes. All employees default to Rewards Program points each calendar year for wellness incentives. If you prefer cash, you must elect to receive cash every year which will be added to your payroll check, as earned, on a semi-annual basis. The maximum cash earned per year is \$200. Elect cash by June 30 for activities completed in the first half of the year or by December 31 for activities completed in the second half of 2021 (view the [Wellness Incentive Payout Schedule](#)).

Select cash at www.pinellascounty.org/hr/cash-election.

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

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

Redeem Rewards

Redeem your incentive rewards for points or cash, depending on your selection.

How do I redeem points?

- Visit the [Pinellas County Rewards Program](#) (for security purposes, this is an internal link for employees only) to access the website to redeem your points using an online gift catalog.
- Your rewards account updates semi-annually with the points earned in the previous 6 months.

How do I redeem cash?

- The cash will be deposited in your paycheck on a semi-annual basis.

Where can I view my rewards balance?

- The [Rally website](#) indicates your activity completions. Log in to Rally, select the *Rewards* tab and scroll down to the *Completed* section to view completed activities. Also see the [Rally Help Guide](#).
- Rally does not indicate reward balances (points or cash) but shows the percentage you've reached towards your maximum wellness incentive goals (up to 100%).

When are the incentives paid out?

Incentives are processed semi-annually. It takes about 8 weeks to process reports after June 30 and December 31. The schedule below applies to cash payments in your paycheck or to Rewards Program points:

Wellness Incentive Payout Schedule (Semi-Annual)

Activities Completed	Cash Election Deadline (if desired)	Incentive Rewarded
January to June 2021	June 30, 2021	September 2021
July to December 2021	December 31, 2021	March 2022

What about rewards for my spouse or domestic partner?

Rewards 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 is \$35. This cash value is added to your gross pay for calculating taxes (withholding, Social Security, and Medicare) and then deducted from your net pay since it is not cash.
- *Cash:* Cash incentives are taxable at 100% of the value which is auto-calculated and withheld from that paycheck.

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

Confidentiality

Who can see my information?

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

Documentation

Do I need to submit proof every time I complete an activity?

- If you are a *UnitedHealthcare (UHC) plan participant*, UHC automatically tracks completed activities and uploads them to the Rally website at myuhc.com. For example, preventive screenings such as a colonoscopy are updated once UHC processes the claim. Please allow up to 90 days for the claim to be processed and the points to be listed.
- If you *opt out of the health plan*, please submit a copy of 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 Avenue, First Floor. Please block out any personal health information data such as social security number, address, lab results, or member number.

Questions

- Visit the website at www.pinellascounty.org/hr/incentive.
- Contact Wellness Program staff by email at wellness@pinellascounty.org or call (727) 464-3367.