Program Overview:

Employees can complete program options between January 1, 2014 and October 31, 2014. The program will conclude on October 31, 2014 and incentive gift cards will be distributed for all program components the first week of December.

Employee’s can choose to participate in any of the following activities.

Eligible activities:

- Completion of preventive exam with physician
- Completion of Wellness Assessment
- Completion of activity programs; Tasty Twist, 6 Degrees, Live Healthy Iowa, Walking Path Program or a county specific wellness activity

Each activity completed will be rewarded with a $50 gift card. The employee can complete up to 5 activities (points) a year with a maximum gift card reward of $250.

Q & A

Wellness Incentive

Q. What do the points mean for the wellness program this year?
A. This year to figure the county level incentive each activity performed by the employee will be associated with one point. For each point you earn $50.

Q. What are the eligibility requirements to receive the incentive dollars?
A. The participant must be insured on the ISAC Group Health plan at the time of gift card distribution in early December.

Q. Are spouses eligible for the incentive program?
A. Non employee insured spouses are not eligible to receive an incentive. Insured spouses that are employees on a family plan of the county please contact your wellness committee.

Q. When will I get my incentive dollars?
A. Incentive gift cards will be received by eligible employees the first week of December. You must also be an active employee insured on the end date of the program in order to receive the gift card.

Q. Will the program incentives for 2014 be taxable?
A. Yes, incentive gift cards are taxable and it is the responsibility of the employee to report this information for tax purposes.

Q. Will lists of names be provided to the counties when the gift cards are distributed so that the county knows in the event they should get questions from employees?
A. Yes, lists of names will be provided for the gift card distribution that will occur after October 31.
Q. When are incentives paid out? Will it be cash or gift card?
A. Incentives are paid out at the completion of the program and will be received by the employee the first week of December 2014. The incentive will be a gift card and to receive the card you must be an active employee when the gift cards are distributed in early December.

Q. How do I know how much I will receive for my incentive?
A. You can track your activities (points) via the Wellmark Wellness Center on wellmark.com. You would then access your wellness center, click on the rewards link and be able to view the activities you can complete for incentives credit, activities you have completed for your total rewards. This is also the site that you would complete your wellness assessment.

Q. What are the deadlines of the program?
A. The wellness program concludes on October 31, 2014. Be sure to report all program information to your wellness committee, complete the wellness assessment, and report preventive exam information via the Wellmark wellness portal prior to October 31, 2014.

Wellness Assessment

Q. How do I get to my wellness assessment?
A. You access your wellness assessment through wellmark.com. There are specific instructions on accessing the assessment available through your wellness committee or on the ISAC website www.iowacounties.org/programs/wellness-program/.

Q. Do I have to complete my wellness assessment?
A. The wellness assessment is available to complete and by doing so you would receive activity credit (1 point) ($50). None of the wellness activities are mandatory so you have the option to complete any or all of them.

Q. Is there another option to completing the wellness assessment online?
A. Yes, you can request a paper wellness assessment by contacting the wellness help desk at 877-252-8412. The paper wellness assessments have to be completed and returned by October 1, 2014 to allow for processing by the end date of the program. If an assessment is returned after October 1, 2014 it WILL NOT count toward the incentive gift card.

Wellness Activities

Q. Do I have to complete all of the activities?
A. No, you can choose to complete any or all of the activities. It is up to you how many you want to participate in.

Q. Will the activity based programs be online programs?
A. The action based programs have many options, they can be online or paper based. This will be at the discretion of the wellness committee.

Q. How will the activity based programs be validated?
A. The wellness committees will be asked to submit to ISAC/Wellmark the list of employees that completed the programs.

Q. Why doesn’t the site reflect all of the programs that I have completed through my wellness committee?
A. The activities that are completed through the wellness committees are sent over to Wellmark to uploaded into the wellness portal once the programs are completed. If you are not seeing your activity listed as completed
please contact your wellness committee to inquire on when or if they have submitted the file for upload into the portal.

Q. Is there a cost for the wellness activities that the committees will be providing to county employees?
A. No, there are not any costs to the employee’s to participate in the programs nor to the counties to provide the programs. The programs are funded by ISAC.

Q. On the Wellmark Wellness Center website the rewards expire on November 11, 2014 if the program ends on October 31, 2014, why?
A. All program components need to be completed by October 31, however, on the website, the rewards will not expire until November 11 to allow counties time to prepare and provide the list of participants for the activity programs.

Preventive Tests

Q. Does the member have to complete the preventive test to get the incentive for the activity based programs?
A. No, members can choose to complete the activities and tests that they want to complete.

Q. Do local health screenings offered through my county or local hospital (example PSA) count toward the incentive program?
A. Local health screenings do not qualify toward the program as they aren’t submitted though the Wellmark health insurance and don’t typically include an extensive consultation with your provider.

Q. Do I have to complete all the preventive screenings to get my incentive for completing that activity?
A. You only need to complete one eligible preventive test (annual physical, mammogram, gynecological exam with pap smear, prostate screening exam, colonoscopy or the Zoster vaccination), however these tests are all covered under your Wellmark health insurance should you be eligible. Please call Wellmark customer service for benefits coverage questions, the number is located on the back of your insurance card.

Q. Does the routine physical or other eligible preventive service have to be coded routine? Can it be associated with an illness like diabetes and still be covered under the incentive program?
A. The physical does not have to be routine. However, be aware that services can be subject to co-pay or deductible if not coded as routine/preventive.

Q. Do DOT (Dept. of Transportation) physicals work for the incentive program – secondary roads?
A. DOT physicals are not provided as part of the ISAC medical plan so these physicals will not be counted toward the preventive requirements.

Q. Zoster – What age can you get this?
A. Zoster is a shingles vaccine that can be done after the age of 50 according to the American Medical Guidelines.

Q. Do you need to wait a year between the routine physicals?
A. Routine physicals are allowed under your benefit plan once per calendar year, it is not necessary to wait a full 12 months for your next physical unless it is your doctors recommendation.

Q. Do we tell the provider to code the procedures as preventive?
A. This year’s program is not dependent on a procedure being coded as preventive. However, you can discuss with your provider how they code the procedure if you feel it should be coded as preventive.
County Incentive

Q. Is the county's rate reduction based on the employee participation?
A. The county percentage of rate reduction is based on cumulative activities (points) completed total earned per employee. In addition, there are additional goals the county has to meet to achieve any type of rate reduction.

Q. Is the percentage based on members as of 1/01/2014?
A. The percentage will be calculated using the number of members enrolled in the medical plan as of 1/1/2014.