



Q: What are the standards for the biometrics that are being measured?

A:

Blood Pressure	≤ 130/85 mmHg
HDL Cholesterol	≥ 40 mg/dL male or ≥ 50 mg/dL female
Fasting Glucose	< 100 mg/dL
Triglycerides	< 150 mg/dL
Waist Circumference	< 40" male or < 35" female

Q: What biometrics are used to decide what incentives I earn for Part B?

A: The previous year's results are used to determine your incentive. For example - your 2021 biometric measures will provide your 2022 incentives. When you complete your bloodwork in 2022, those measures will provide your incentives for 2023 biometrics.

Q: What if I only want to earn money for my biometric results, do I need to do anything else?

A: Let us break this down - You decide how you want to earn money. Part A earns you a paycheck credit for the whole year for completing your biometric screening and personal health questionnaire. If you would like to earn a quarterly incentive in your Health Reimbursement Account for your healthy biometrics, then you need to enroll in Part B (see biometric standards above). Just remember, if you want to earn HRA incentives for your healthy biometrics, you MUST elect to participate in Part B of the program!

Q: What if I want to earn more money in my Health Reimbursement Account?

A: There are so many ways to earn quarterly incentives. You can take education courses, volunteer in your community, engage in health coaching at The Center, run a 5K, participate in challenges, and more!

Q: What is the maximum amount of money I can earn in my Health Reimbursement Account?

A: You can earn up to \$150 per participant, per quarter.

Q: If I earn more than the maximum (\$150) in one quarter, can it roll over into the next quarter?

A: No, once you meet the maximum for one quarter, you will not earn any more HRA dollars until the new quarter starts.

Q: When will my HRA dollars be deposited?

A: On the 15th of the month following the end of a quarter. April 15th, July 15th, October 15th, January 15th

Q: Can I be removed from Part B if I do not participate in quarterly activities?

A: Nope! That is the best part. You decide quarterly how you want to participate. If you want to earn \$150 in the 1st quarter, but in the 2nd quarter you get busy and decide you don't have time, you can jump back in and earn again in the 3rd quarter. It is all up to YOU and how YOU want to participate!

Q: Are employees who cover children earning less money with the new program?

A: Good question. Glad you asked. We realized that by rewarding the participation, employees who only cover children would earn less in their HRA than they did in 2021. That is why we compensated for it in the wellness credit instead.

Employee OR Spouse participation	\$20 per paycheck
Employee OR Spouse participation with children covered on the BCBST medical plan	\$30 per paycheck
Employee AND Spouse participation	\$40 per paycheck

Q: If I get a wellness credit for my child(ren), do they need to participate in the program?

A: No. Any child covered under the medical is not considered a participant in the wellness program, My Health.

Q: When are new hires eligible for the My Health program?

A: A new hire will need to complete their screening at The Center within 30 days of their benefits eligibility date. They will begin earning the paycheck incentive at that point. HRA incentives can begin being earned the following quarter. For example – an employee hired on Feb 20 has a benefit effective date of May 1st and biometrics must be completed by May 31. They can begin completing activities on 7/1 (3rd quarter) to earn Health Reimbursement Account incentives.

My Health

In 2022, YOU get to decide how YOU want to participate in My Health!

Check out the list below for ways that you can earn the quarterly incentive (Part B)



-  **\$20**
Max \$100 per quarter
Healthy Biometrics – Meet or Improve by 5% Year Over Year
Waist Circumference • Glucose • Blood Pressure • HDL Cholesterol • Triglycerides
earn \$20 for each healthy biometric (all individual – not all or nothing)
-  **\$30**
Max \$30 per quarter
Wellness Challenge
1 challenge per quarter – walking, mindfulness, water, healthy habits, etc.
-  **\$10**
Max \$30 per quarter
Education Courses
Found on wellness portal – including Virtual Grocery Store
-  **\$100**
Max \$100 per quarter
Premise Lifestyle Programs
Programs designed/facilitated by Health Coaches – 80% complete to earn incentive
-  **\$1**
Max \$30 per quarter
Daily Mini Challenges
Mark completion in portal (physical, social, emotional, financial)
-  **\$10**
Max \$20 per quarter
Community Activities
Volunteer, donate blood, 5K, fun run, etc.
-  **\$20**
Max \$20 per quarter
Smart Goals
Approved goals found in portal – 1 per quarter
-  **\$30**
Max \$30 per quarter
Preventive Care
Dental Exams • Vision Exam • Flu Shot • COVID Vaccine • Colonoscopy •
Mammogram • Skin Wellness Exam • Prostate Exam • Gynecological Exam

