

## **Health Impact Program FAQs**

### **What is the BeWell Health Impact Program (HIP)?**

HIP is a point-based employee wellness incentive program designed to promote healthy lifestyle choices and preventive health activities by State of Arizona employees. It is an enhancement to the existing BeWell Wellness program. Participants must accumulate points toward an incentive, up to \$200.

### **Why is the State offering this program?**

The State is offering the program to engage employees and communicate leadership commitment to employee well-being through quality care.

### **How do employees enroll?**

Eligible employees will enroll by first creating an account through the Mayo Clinic Healthy Living online portal. Through this registration process, participants can continue to track their points throughout the program period.

### **How many points does a participant need to accumulate to be eligible for the incentive payment?**

A participant must accumulate a minimum of 500 points by engaging in a variety of activities including: preventive screenings, a tobacco cessation program, 1-hour seminars, weight management classes, and physical activities.

### **How are points accumulated?**

The point structure can be found at [benefitoptions.az.gov/wellness](http://benefitoptions.az.gov/wellness). Participants can accrue points through a variety of health improvement and preventive care activities, either in conjunction with the Benefit Options health insurance plan or through BeWell Wellness activities. All activities must be recorded in the Mayo Clinic Healthy Living online portal. Other activities may apply\*.

### **How long will an employee have to accumulate the points?**

Employees will have from October 1, 2014 through September 30, 2015 to engage in activities and accumulate points.

### **What is the budget for the HIP incentive?**

The incentive pay is budgeted at \$1.5M.

### **How will HIP be funded?**

The funding will come from the Health Insurance Trust Fund (non-appropriated).

### **What is the incentive payment amount and when will it be paid to employees?**

The incentive payment per employee will be up to \$200; the amount may be lower depending on total participation. The payment will be processed in November 2015.

### **How will employees receive the incentive payment?**

Incentives will be paid directly through payroll in one lump sum.

### **Who is eligible to participate?**

Benefits eligible State employees are eligible to participate in the program, regardless of health status. Employees must actively enroll in the program, as all eligible members are not automatically enrolled.

### **Can a retiree, spouse, or other dependent also participate?**

HIP is specific to employees; retirees, spouses, and dependents are not eligible for HIP participation or incentive payments. Retirees, spouses, and other dependents are still eligible to participate in various activities as outlined at [benefitoptions.az.gov/wellness](http://benefitoptions.az.gov/wellness).

### **Are new hires eligible to participate?**

Yes, new hires who are benefits eligible can participate in HIP at any time, regardless of their start date. The employee must be an active employee at the end of the program period, and also at the time of the payout to be eligible to receive the incentive.

### **Will rural State employees have access to HIP activities and services?**

Many HIP programs and services can be accessed regardless of geographic location. Such activities can include, but are not limited to:

- Preventative screenings with a primary care provider through the medical plan (Well Woman/Well Man exam, dental cleanings, vision exams, and more).
- Medical plan approved programs (healthy pregnancy program, disease management, online or telephonic health coaching, tobacco cessation, and others).
- Health Assessment (online questionnaire through Mayo Clinic).
- On-site wellness offerings (walking toolkit accessible on wellness website, EAP lunch and learns, and more).

Additionally, all wellness vendor screenings, including flu shot clinics, can be requested to sites across the state, simply by filling out an events request form listed on the wellness website. EAP lunch and learn sessions can also be scheduled to all contracted agencies at locations statewide with 30 day notice.

**Is HIP a mandatory program?**

No, HIP is a voluntary, opt-in program.

**Do participants need to be active employees for the entire duration of the program?**

Employees may enroll and participate in the program after the program period begins, but must be active employees at the end of the program period to be eligible for the incentive.

**What if an employee retires or leaves employment during the program period?**

If an employee retires or leaves employment with the State prior to the incentive payment, he/she is no longer eligible to receive the payment.

**Will participant information be confidential?**

Yes, all information reported in the Healthy Living online portal will remain confidential.

**Will any information be verified and reported?**

Yes, Benefit Options will validate any and all activities that are self-reported for completion of HIP. Aggregate, population-based participation reporting will be available as a part of the Benefit Options Annual Review beginning in the 2015 review period.

**Who should I contact if I have additional questions related to HIP?**

For more information related to HIP, please email [wellness@azdoa.gov](mailto:wellness@azdoa.gov), or call 602-771-9355.

\*ADOA will determine whether additional activities will qualify as a part of HIP. Reasonable accommodations will be made for persons with a disability.