

2016 HEALTH IMPACT PROGRAM (HIP) 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. Participants must accumulate 500 points to receive an incentive, up to \$200.

The 2016 HIP program focus will incorporate a process of Engagement, Taking Action, and Tracking Progress, along the path toward better health. The 2016 program period will begin on January 4, running continuously through October 31, 2016.

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.

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 by registering or logging onto the Mayo Clinic Healthy Living online portal, as all eligible members are not automatically enrolled. ***Reasonable accommodations will be provided to individuals with disabilities.***

Can a retiree, spouse, or other dependents 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.

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.

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 in a pay status at the time incentive payments are made (December 2016).

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.

Is HIP a mandatory program?

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

How do employees enroll?

Eligible employees will enroll by first creating an account through the Mayo Clinic Healthy Living online portal, www.bewellstaywell.az.gov. Through this registration process, participants can continue to track their progress 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: screening and assessment, healthy lifestyle practices, education and lifestyle change, and health management support.

2016 HEALTH IMPACT PROGRAM (HIP) FAQs (CONTINUED)

How are points accumulated?

The 2016 point structure can be found at 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.

Self-report vs Automatic Points

All activities will be tracked in the Mayo Clinic Healthy Living online portal.

- Completion of the Mayo Clinic Health Assessment and subsequent Mayo Clinic Healthy Living services (i.e. telephonic coaching, and food/fitness/weight trackers) will automatically earn points.
- Participation in an on-site screening or a screening through your medical insurance provider, will automatically earn points approximately one to three month after the medical service date and the activity has been verified.
- Annual screenings offered through your Benefit Options medical provider with service dates from October 1 to December 31, 2015 will be automatically awarded HIP points.
- For all self-report activities, please submit registration form or attendance record to wellness@azdoa.gov. For Agency led programs (i.e. ComPsych classes or worksite walking programs) the liaison will submit attendance roster.

How long will an employee have to accumulate the points?

Employees will have from January 4 through October 31, 2016 to engage in activities and accumulate points.

What is the budget for the HIP incentive? And how is it funded?

The incentive pay is budgeted at \$1.5M. 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 December 2016 and mailed as a separate check to the home address listed on yes.az.gov for those who successfully complete the program requirements.

Will the incentive payment be taxed?

Incentives are subject to Federal and State Income, Social Security, and Medicare Taxes. If you have any questions, please consult your tax advisor.

Will participant information be confidential?

Yes, all information reported in the Healthy Living online portal will remain confidential and comply with all HIPAA privacy rules.

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 2016 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, or call 602-771-9355.

*ADOA will determine whether additional activities will qualify as a part of HIP.