



Wellness Incentive Rules

To: All Active Employees and Retirees on the City of Yakima Health Plan
From: Lori Gross, Human Resources Specialist
Cc: Health and Welfare Benefits Board

Subject: Wellness Incentive offered to employees, retirees and spouses on the Health Plan

Since 1999, the Health and Welfare Benefits Board has considered a variety of cost containment measures and benefit enhancements. These changes are intended to help preserve our self-insured program so that we can provide the best benefits to employees, retirees and spouses on the plan at the lowest possible cost. We believe that changing the culture with regard to health-focused efforts, such as wellness incentives will accomplish this.

“Know your numbers” is a national best practice to help increase the wellness of employees and their families. It is a great first step in changing the way we look at our health and catching serious health conditions through the completion of a blood draw and a health risk assessment. The City Manager and Welfare Benefits Board offer a similar program for Yakima employees, spouses and retirees on the plan. To qualify, employees and retirees must meet the wellness incentive requirements to earn \$300. If their spouses participate, and meet the requirements, an additional \$200 of flexible spending money can be earned for a total of \$500.

How it works:

On-line attestation available on CityICE. The same requirements apply but instead of using the COY Employee Health Screening Cards an easy attestation form can be accessed at: [City of Yakima Health Screening – Human Resources \(yakimawa.gov\)](https://www.yakimawa.gov/Health-Screening-Human-Resources). Health screening attestation must be completed no later than 5:00 p.m. on November 1, 2024 to earn your flexible spending incentive award. Services will be checked electronically with the miCare Employee Clinic. Health risk assessment will be verified by the health risk manager. Incomplete results will be disqualified.

The attestation has five requirements:

1. Register for miBenefits if you have not done so already.
2. Obtain a blood draw. The cutoff date for labs is June 30, 2024. Blood draws are not required to be done at the miCare clinic but highly recommend it, as it is free. If you have labs done elsewhere

after January 1, 2024 but before June 30, you do not have to have labs redone at miCare. Labs done outside of the clinic will incur costs. Outside labs will need to be sent to miCare for a follow-up to qualify for the incentive.

3. Make an appointment with a miCare provider authorized to review your results. *Note follow-up appointments should be completed in a few weeks after blood draw for accuracy or you may have to have them redone.
4. Complete a new annual online health risk assessment. Visit ebms.com and login to your personal miBenefits account by entering your username and password. If you have any questions you can call 1.866.888.8035 for assistance.
5. Visit your dentist between November 1, 2023 and November 1, 2024.

You can check to see if you have earned your incentive on ICE under Wellness >Programs> earned incentive list. Your incentive will be available on your benefit card January 1, 2025 for you and your family's qualifying flexible spending expenses.

Do not throw away your blue benefit card – your incentive award is reloaded on your card and reused. You will only receive a new card if you are a new participant on flex spending.

- ◇ **IMPORTANT:** No more health screening incentive cards. You must attest on CityICE that you have completed the requirements to earn the wellness incentive no later than 5:00 p.m. November 01, 2024 to ensure the necessary time to process your health incentive award to your flexible spending account.
- ◇ **Blood draws must be done by June 30, 2024.** This year's health incentive screening attestation must be completed no later than November 1, 2024 to earn your incentive.
- ◇ An employee's spouse is eligible even if the employee does not participate. If both the employee and spouse meet the criteria for the wellness incentive a total of \$500.00 flexible spending health incentive will be awarded on the employee's flexible spending account.
- ◇ We care about you and your family and look forward to creating a great partnership by reducing and controlling rising health costs.