**2025 Wellness Incentive Rules**

To: All Active Employees and Retirees on the City of Yakima Health Plan

From: Abbi Rhoads, 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** attestation form can be accessed at: [City of Yakima Health Screening – Human Resources (yakimawa.gov)](https://cityice.yakimawa.gov/hr/city-of-yakima-2025-health-screening-attestation/). Health screening attestation must be completed no later than 5:00 p.m. on October 31, 2025 to earn your flexible spending incentive award. Services will be checked electronically with the miCare Employee Clinic, Health Risk Assessment will be verified by vendor, and dental visits will be verified with Delta Dental. Incomplete results will be disqualified.

**The attestation has five requirements:**

1. Obtain a blood draw by June 30, 2025. 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, 2025 but before June 30, 2025, 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.
2. Register for miBenefits (if you have not done so already) October 31, 2025.
3. Make a follow-up appointment with a miCare provider authorized to review your results by October 31, 2025. \*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 by October 31, 2025. 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 by October 31, 2025.

You can check to see if you have earned your incentive on ICE under Committees > Health and Wellness > Wellness Programs > Health Screening Confirmed list. Your incentive will be available on your benefit card January 1, 2026 for you and your family’s qualifying flexible spending expenses.

Do not throw away your benefit debit 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: You must attest on CityICE that you have completed the requirements to earn the wellness incentive no later than 5:00 p.m October 31, 2025 to ensure the necessary time to process your health incentive award to your flexible spending account.
* **Blood draws must be done by June 30, 2025.**
* 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.