



2019 Incentive Guide

Employees may earn credits by participating in various wellness activities throughout the year. Complete a wellness log or submit a physician verification form to earn cash back on your health premium.

- \$75 is the maximum allowed per quarter for 2019.

| 1st Quarter | January 1 | March 31 | \$ Value Per Quarter | Length each activity provides incentive before it expires. |
|--|-----------|--------------|----------------------|---|
| 2nd Quarter | April 1 | June 30 | | |
| 3rd Quarter | July 1 | September 30 | | |
| 4th Quarter | October 1 | December 31 | | |
| Health Risk Assessment completed at the Care To Thrive Clinic | | | \$15 | *Credit extends thru 4 quarters |
| Health Assessment Summary https://www.bcbsks.com/BeHealthy/ | | | \$10 | 1 each quarter |
| Well Woman/Well Man Exam | | | \$15 | *Credit extends thru 4 quarters |
| Gym Membership – may be a payroll deduction if elected | | | \$15 | 1 each quarter |
| Any recommended vaccination. (Flu, shingles, pneumonia etc.) | | | \$5 – per vaccine | *Credit extends thru 4 quarters |
| Preventive Bi-Annual Dental Exam/Cleaning | | | \$15 | *Credit extends thru 2 quarters |
| Preventative Eye Exam | | | \$15 | *Credit extends thru 4 quarters |
| Tobacco cessation program | | | \$10 | 1 each quarter |
| Health Risk Assessment from any Provider | | | \$10 | *Credit extends thru 4 quarters |
| Wellness Activity: Included but not limited to: lunch & learns, fitness classes, fun run, gym visits, etc. see page 3 for examples | | | \$5 per activity | \$75 max rebate but unlimited number of activities allowed |

Activities logged in current quarter will be applied as credits in the following quarter. Any exams or activities completed in 4th quarter of 2018 will be applied to the 1st quarter of 2019. 1st quarter 2019 log applies to 2nd qtr. And so on.

WELLNESS ACTIVITY EXAMPLES- Get creative!

- Bi monthly employee walks 30 minutes each at the Expo Center
- Attend any Health and Wellness Lunch and Learn Session
- Participate in a Department 'Healthy Food' Potluck Lunch
- Walk the Stairs of the Government Center with a Committee member(2x all the way and all the way down)
- Watch a Video and complete a quiz (list provided by HR Department)
- Quarterly weight loss challenge
- Free Disease management program through BCBS
- Financial Wellness workshop
- Stress management workshop
- Exercise class per session (yoga, Zumba, karate, etc)
- Fun Runs
- Charity walks
- Gym visits
- Recreational sport participation
- CPR/First Aid certification
- Volunteer with a non-profit organization
- Give Blood
- Take music lessons, dance lessons
- Get involved with a theater group

YMCA Corporate Partners information

Offers reduced monthly membership rates

Family \$53.00

Adult \$37

Young Adult \$33

- **We are seeking approval for Membership rates as a Payroll Deduction.**

Member usage can be tracked by check ins. We would receive a report Monthly

Work Site Wellness, Lunch and Learns (classes on proper lifting, diabetes prevention, desk work outs etc.)

The Wellness director would also be available to hold special fitness classes at our work site like simple yoga or stretches.

Part-Time and Reserve employees are eligible for the corporate membership rate with proof of Employment through Ford County. (not through payroll deduction)

If a Ford County Employee already has a Family Membership through a different company, they are still eligible to use that as credit for the wellness incentive.

**Employees can go to the YMCA at any time to sign up for a membership, we will invite the YMCA to have a registration table during Open Enrollment. (May 14th-15th)
Must have 15 employees enrolled to keep Corporate Partner status.**

We are seeking information for other area gyms and fitness centers as well.