



Maricopa County Employee Benefits

Health Assessment Premium Reductions Frequently Asked Questions (FAQs)

(Effective July 1, 2013)

There are two sections to this document.

- I. **General – frequently asked questions and answers that apply to both the Biometric Screening and Health Assessment Initiatives.**
- II. **Health Assessment Initiative – frequently asked questions and answers that apply to the Health Assessments.**

I. GENERAL BIOMETRIC SCREENING AND HEALTH ASSESSMENT

Q.1 What are the Biometric Screening and Health Assessment premium reductions?

A.1 By voluntarily participating in a Biometric Screening, employees can save \$10 per pay period (up to \$240 annually) on their County medical insurance premiums. If they participate in both the Biometric Screening and Health Assessment, the savings will be \$20 per pay period up to a total of \$480 per year.

Q.2 If I participated in the Biometric Screening and Health Assessment last year during Open Enrollment, do I have to participate again to qualify for the premium reductions effective 07/01/13?

A.2 Yes, yearly participation is required to receive premium reductions. These are annual health and wellness initiatives that benefit individual employees by providing health status information. This initiative also benefits Maricopa County as it provides aggregate data on the health status of the employee population as a whole, the current worksite wellness programs, and helps develop new wellness programs to meet the needs of County employees.

Please see participation details below:

- If you participated in the Biometric Screening and Health Assessment initiatives during last year's Open Enrollment, you must participate again in order to qualify for premium reductions which are effective 07/01/13.

- If you participated in one of the Biometric Screening and Health Assessment events through the end of December 2012, you must participate again in order to qualify for the FY14 premium reductions which are effective 07/01/13.
- If you participated in one of the ongoing Maricopa County Biometric Screening and Health Assessment events since January 2013 and you are eligible for the premium reduction **you do not need to participate again to qualify for the FY14 premium reductions.**

Q.3 In order to receive the premium reductions for FY14, when do I need to participate in the Biometric Screening or complete a Health Assessment?

A.3 For FY14, you must participate in the Biometric Screening and complete your Health Assessment between February 25, 2013 and May 10, 2013, except as referenced in the third bullet of question 2.

Q.4 Who is eligible to complete the Biometric Screening and Health Assessment in order to receive the premium reductions?

A. 4 Only employees (not spouses or dependents) who are currently covered by a County medical plan as the primary insured (cardholder) are eligible to complete the screening and the assessment in order to receive the premium reductions. Employees who are covered under a County medical plan as a dependent are not eligible to participate in the biometric screening but can complete the health assessment. If you are not currently enrolled in a County medical plan, but plan to enroll next Fiscal Year, please see question 5.

Q.5 Am I eligible for the Biometric Screening and Health Assessment premium reductions if I'm not currently enrolled in a County medical plan, but plan to enroll during Open Enrollment?

A.5 Yes, you are eligible for both the Biometric Screening and the Health Assessment.

- **Biometric Screening:** You will not be able to schedule an appointment online or via telephone, you will have to participate on a walk-in basis during the screening period February 25 – March 29, 2013. You will need to show your Maricopa County ID badge (with picture); you will need to know your employee ID number (811...); and you will be required to sign an agreement to pay for the cost of the screening (\$46.50) if you elect not to enroll in the benefits program during Open Enrollment.
- **Health Assessment:** You will not be able to take your assessment until July 1, 2013. You will have until July 31st to take your Health Assessment. This is because you have to be enrolled in Cigna's system prior to completing the assessment. You will be charged the higher medical premium (without the premium reduction) until the Employee Benefits Division is notified by Cigna that you completed your assessment. If your assessment is completed by July 31st, the premium reductions will be retroactive to July 1, 2013. If the assessment is completed after July 31, 2013, you will be eligible for the premium reduction on a prospective basis.

Q.6 Will my supervisor or anyone in Maricopa County see the results of my Biometric Screening or Health Assessment?

A.6 Absolutely not! Your confidential individual health data is protected by State and Federal Regulations including the Health Insurance Portability and Accountability Act (HIPAA). Maricopa County personnel will never see your confidential “protected” individual health results. Maricopa County will receive an executive summary report showing aggregate health data that will reveal the prevalence of certain conditions within Maricopa County, such as percent of employees with high blood pressure. This data will be used to improve our employee worksite wellness programs and overall employee health status.

Q.7 Will the insurance rates increase for Maricopa County employees if the aggregate health profile based on the anonymous (de-identified) biometric screening shows that Maricopa County employees have high prevalence of blood pressure, weight management issues, etc.?

A.7 No, the results of the biometric screening are not used to determine the insurance rates for Maricopa County employees. The aggregate health profile, based on the anonymous (de-identified) biometric screening results, will be used to continuously improve the employee worksite wellness program.

Q.8 Can I participate in the Biometric Screening and take my Health Assessment during work time? Do I need to use my PTO/vacation to participate?

A.8 You will need to check with your supervisor for direction on how your department wants you to record the time taken to complete your Biometric Screening and Health Assessment. For best results, it is advised to schedule early in the Screening process.

Q.9 If I have general questions about these initiatives, who should I contact?

A.9 If you have questions, please call the Employee Benefits Division at 602-506-1010 (press 2 and then 2 again) or you can send an email to: benefitsservice@mail.maricopa.gov.

II. HEALTH ASSESSMENT

Q.1 What is a Health Assessment?

A.1 A brief 15-minute online Health Assessment consists of a series of questions that you answer about your health and lifestyle. Your confidential responses are then compiled through the online system to determine your health risks. Your confidential results provide you with insight or answers on ways you can improve your health.

Q.2 How can I access the Health Assessment?

A.2 The Health Assessment is available online through www.mycigna.com and should be taken after your Biometric Screening appointment so that you can enter your screening results.

Returning Users: Log in to www.mycigna.com using your User ID and Password. Once logged in, select “Manage My Health” tab near the top of the page; on the right side of the page, select the link that says “My Health Assessment.” Click on the “take again” link.

New Users: Log in to www.mycigna.com, and click “register now” On the log-in page under “New Users,” select “Register for my health and wellness center,” follow the registration instructions and complete the fields. You are then directed to the questionnaire.

Q.3 I just went to the doctor last month and the screenings were part of my exam. If I participate in the Health Assessment, can I enter this information?

A.3 Yes, you may enter current information into the online assessment.

Q.4 How long is the Health Assessment?

A.4 The Health Assessment takes about 15 minutes to complete. It is a total of 50 questions.

Q.5 I’m having technical problems logging on to the website to complete my Health Assessment. Who should I contact?

A.5 Contact Cigna’s technical support line at 1-800-853-2713.