

Wellness Program

Eligibility Period

September 1, 2022 – August 31, 2023
for plan year 2024



Moving to biometrics as indicators of health...

Part 1: Make an appointment for initial clinic visit and complete the health risk assessment

- This will earn one point towards the overall total as well as \$600 premium credit
- This step must be completed in order to be eligible for part 2
- During this visit an annual tobacco test will be administered. Being tobacco free will earn three points

Part 2: Biometric results from testing can qualify for lower individual medical plan deductible from \$6,650 to \$5,000

- Biometric results that fall within the prescribed range will earn the employee one point each (up to five total)
- Employees who chose to work to get their numbers in range will be able to have these metrics tested again prior to the end of the eligibility window.
- Premium contributions for the earned lower deductible of \$5,000 will not change

2023 Wellness Incentive Program for 2024 Plan Year

This incentive program is based on metabolic syndrome targets.

Marathon has other clients utilizing similar programs that have seen very positive year over year results.

Program will be managed by Marathon Health

Incentive Program Point Goal: 10 points		
Incentive Program Activity	Activity Verification	Credit
Biometric Screening Health Outcomes		
Initial clinic visit and completion of HRA	Verified by Health Center Data/Screening Form Submission	1-2
Blood Pressure \leq 130 mm / 85 hg		1
Fasting Glucose \leq 100 mg / dl		1
HDL (Good Cholesterol) Men \geq 40 mg / dl; Women \geq 50 mg / dl		1
Triglycerides \leq 150 mg / dl		1
Waist Circumference Men \leq 40" ; Women \leq 35"		1
Non-tobacco user (annual testing at initial clinic visit)		3

How the program works:

Points achieved 9/1/2022 - 8/31/2023	Eligible plan
7 - 10	\$5,000 deductible plan
0 - 6	\$6,650 deductible plan

*Rewards for participating in a wellness program are available to all employees who enroll in a CCPS medical plan. If it is unreasonably difficult due to a medical condition for you to achieve the standards for the reward under this program, or if it is medically inadvisable for you to attempt to achieve the standards for the reward under this program, reasonable alternative option is available.