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## Wayne County Wellness Incentive Program

### Frequently Asked Questions (2019-20)

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#### Is the program mandatory?

The Wellness Incentive Program is completely **Voluntary**, but active participation is very rewarding and strongly encouraged.

#### Why should I participate in the Wellness Incentive Program?

Why not? By participating in the Wellness Incentive Program, you will learn more about your personal health allowing you to take control of any health concerns that may be identified through the biometric screening process. You also have the opportunity to earn an additional \$250.00 (less taxes and standard deductions).

#### What if I don't participate in the screenings in 2019?

Completing a screening in 2019 is the only way you will have the opportunity to earn the \$250.00 (less taxes and standard deductions) in 2020. If you are a current employee on the County's Health Plan and do not participate in 2019 but do in 2020, your baseline measurements will be 2020 and you will not be able to earn the incentive until 2021.

#### How do I earn the Bonus Wellness Incentive?

The Bonus Wellness Incentive is \$250.00. To receive the Wellness Incentive in 2019 you must say yes to the following:

- 1) Complete your biometric screening this fall 2019.
- 2) Complete the biometric screening fall 2020.
- 3) Meet the standard or alternative method listed in the table below.
- 4) Be a full-time employee on the County's Health Plan

Risk Factor	Standard	
	<u>Males</u>	<u>Females</u>
Waist	Waist equal to or less than 40 inches	Waist equal to or less than 35 inches
<i>Alternative method to qualify</i>	<i>Decrease body weight or waist measurement by 5%</i>	

#### Who will have access to my biometric results or personal health information?

Only Wayne UNC Health Care will have access to your biometric screening results and personal health information. Wayne County **WILL NOT** have access to your personal health information. Wayne UNC Health Care will provide Wayne County with the names of employees who meet the qualifications for the Wellness Incentive based on the prescribed qualifications (see above *How do I earn the Wellness Incentive?*).