

# Overview for Newly Eligible Employees

---

The State of Iowa invites you to participate in the Healthy Opportunities Wellness Program. The program seeks to promote and support health awareness, individual responsibility for a healthy lifestyle, decreased risk of disease and enhanced quality of life. Your participation in the program is encouraged by reducing your share of the health insurance premium.

As a newly eligible employee, you have a limited amount of time to complete the program's requirement. Failure to complete the program requirements in a timely manner means you will not be able to participate until the 2016 campaign.

The State encourages you to read this overview and complete the necessary steps on your journey towards a healthier you.

---

## Wellness Program Eligibility

State of Iowa employees eligible to participate in the 2015 Healthy Opportunities Wellness Program are:

- Executive branch non contract employees
  - Education bargaining unit employees (AFSCME)
  - SPOC-covered employees
- 

## Health Insurance Premiums and Wellness

Employees in a wellness program eligible position share in the cost of health insurance by paying 20% of the total health insurance premium.

By participating in the Healthy Opportunities Wellness Program, you can reduce the amount of your health insurance premium contribution in 2015 by:

- **\$111 per month** for executive branch non contract employees
  - **\$111 per month** for education bargaining unit employees (AFSCME)
  - **\$62 per month** for SPOC-covered employees
- 

## Participation in the Wellness Program

Participation in the Healthy Opportunities Wellness Program is voluntary. In order to receive the health insurance premium reduction, you must:

- Complete the Healthy Opportunities Participation Election form
  - Register at the Wellmark website
  - Complete a biometric screening
  - Complete the online health assessment
- 

## Completing the Participation Election Form

Your Human Resources Associate will give you a Healthy Opportunities Participation Election form. Review the form and indicate whether you will or will not participate in the wellness program. Ask your HRA about enrolling in health insurance in IowaBenefits.

---

## Registering at Wellmark.com

To participate in the Healthy Opportunities Wellness Program, it is essential that you register with Wellmark at <http://www.wellmark.com/>. Your registration allows your biometric screening and online health assessment results to be loaded into the Wellness Center. Instructions for registering with Wellmark are available at the DAS Healthy Opportunities website (<http://employeehealth.iowa.gov/>).

(Note: You will not be able to access the online health assessment until you receive your Wellmark ID card and have registered with Wellmark.)

---

## Biometric Screening

The first step in the Healthy Opportunities Wellness Program is the biometric screening. Your biometric values offer a view of your health and can suggest if you are at risk for developing certain conditions.

The biometric screening consists of:

- Finger stick blood test taken from your ring or middle finger
- Blood pressure reading (diastolic and systolic blood pressure)

- ➔ Documentation of simple body measurements like your height, weight, and waist size

---

## Options to Complete the Biometric Screening

**Hy-Vee:** You can complete your biometric screening at participating Hy-Vee stores. Information about completing your biometric screening is available at the DAS Healthy Opportunities website (<http://employeeewellness.iowa.gov/>).

There is no cost to you for the biometric screening.

**Physician Office Fax:** You can visit your health care provider and have a lipid panel and glucose test. There is a form that your health care provider completes and then faxes the results.

The fax form is available at the DAS Healthy Opportunities website (<http://employeeewellness.iowa.gov/>).

If you visit your physician, you will be responsible for your health insurance plan's required copay or coinsurance.

---

## Online Health Assessment

The next step is to complete a health assessment online. The health assessment is a tool that evaluates your current health and quality of life. The health assessment promotes health awareness by reviewing your personal lifestyle practices and revealing health issues that could be impacted by personal choices. (Note: You will not be able to access the online health assessment until you receive your Wellmark ID card and have registered with Wellmark.)

---

## Completing Program Requirements on Work Time Biometric Screening

You can do the biometric screening on work time. You are authorized a reasonable amount of time away from work, up to two hours, to complete your biometric screening at a participating Hy-Vee or your physician's office. If you believe you will require additional time due to special circumstances, please work directly with your supervisor to make arrangements.

---

## Online Health Assessment

You can complete the health risk assessment on work time and use a State of Iowa issued computer. It should take a maximum of 30 minutes.

---

## Wellness Program Completion

In order to receive the health insurance reduction, you must complete the biometric screening and online health assessment within **90 days** of your effective date for the program.

### Effective Date

For newly hired employees, the effective date is your first day of employment. For employees who promote, demote, transfer, or reclassify into a wellness-eligible position, the effective date is the date the personnel transaction takes place. This date will be shared with you by your Human Resources Associate after you complete the Participation Election form.

---

## Wellness Provider

Wellmark, Blue Cross Blue Shield is the State's wellness vendor. Wellmark partners with WebMD Health Services to deliver wellness services for the Healthy Opportunities Wellness Program.

---

## Confidentiality

Protecting your privacy is very important to the State of Iowa and Wellmark. Wellmark has strict protections in place to ensure the security of your personal information. You can feel confident that your protected medical information shared with Wellmark will remain confidential.

Wellmark's policy is to carefully guard any personal information you share with them, in compliance with the Health Insurance Portability and Accountability Act (HIPAA) of 1996. HIPAA prohibits anyone from receiving your personal health information without your permission. All personal information you share with Wellmark through the Healthy Opportunities Wellness Program is not shared with the State of Iowa or your physician and not used to increase your premiums or deny coverage.

Wellmark will combine your information with the records of others, so that it is not linked with any individual person. This aggregated information helps the State better understand the health of its employee population.

---

## FOR MORE INFORMATION

More information about the Healthy Opportunities Wellness Program is available at DAS-HRE Healthy Opportunities website: <http://employeeewellness.iowa.gov/>.

Email your questions about the Healthy Opportunities Wellness Program to [healthy.opportunities@iowa.gov](mailto:healthy.opportunities@iowa.gov)