



MEMORANDUM

Date: December 19, 2018

To: The Honorable Chairman and Members
Pima County Board of Supervisors

From: C.H. Huckelberry
County Administrator

A handwritten signature in black ink, appearing to read "CHH", is written over the printed name "C.H. Huckelberry".

Re: **Premium Discount Program Update – Informational Only**

As a result of recent litigation¹, beginning January 1, 2019, Pima County will need to change its wellness program design in order to comply with changes to Federal regulations regarding incentives associated with health assessments and preventive exams. Human Resources will eliminate the health assessment and preventive exam as requirements for receiving the premium deduction, and instead, add these two items to a menu of voluntary options used towards earning points for premium deductions.

Please see the attached Enhanced Healthy Lifestyle Premium Discounts Program flyer for specific information. Human Resources will provide education to County employees beginning in February 2019, regarding the upcoming changes, which will go into effect March 1, 2019 for the FY 2020/21 Plan Year.

CHH/lab

Attachment

c: Jan Leshar, Chief Deputy County Administrator
Carmine DeBonis, Jr., Deputy County Administrator for Public Works
Tom Burke, Deputy County Administrator for Administration
Cathy Bohland, Director, Human Resources

¹In *AARP v. EEOC*, the U.S. District Court for the District of Columbia ordered the EEOC to reconsider its 2016 final regulations that allow the maximum 30% penalty/incentive. At issue is whether allowing an incentive violates the Americans with Disabilities Act (“ADA”) and the Genetic Information Nondiscrimination Act (“GINA”) requirements that an employer can only collect employee health data as part of a wellness program if the employees’ provision of the health information is “voluntary.”



COMING SOON

ENHANCED HEALTHY LIFESTYLE PREMIUM DISCOUNTS PROGRAM

Starting March 1, 2019

Current Discounts

Discount #1

- Be Tobacco Free **(\$20)**

Discount #2

- Complete a Health Assessment **(\$5)**

Discount #3

- Complete a Preventive Exam **(\$5)**

Discount #4

- Earn 100 Healthy Lifestyle Activity Points **(\$5)**

Updated Discounts

Discount #1*

- Be Tobacco Free **(\$20)**

Discount #2

- Earn up to 150 Healthy Lifestyle Activity Points (*See Reverse*)
- Level 1: 50 points **(\$5)**
- Level 2: 100 points **(\$10)**
- Level 3: 150+ points **(\$15)**

**TOTAL SAVINGS UP TO
\$910 PER YEAR**

Reporting Year: 3/1/2019 – 3/28/2020 | Distribution Year: 7/1/2020 – 6/30/2021

*Discount #1 Remains the Same

Progress toward your discounts will be available in the ADP Employee Self-Service (ESS) portal each month for the previous month

Learn more at www.pima.gov/bewell

HEALTHY LIFESTYLE ACTIVITY POINTS

All program information can be found in the Employee Wellness section of www.pima.gov/bewell

* Newly proposed program ** Point values starting March 1, 2019

Category	Program Name	Points **
	100 Pushup Challenge	20
	200 Lunge Challenge	20
	Seasonal Fitness Challenge	10 - 60
	Eat Right For Life	20
	Eat Smart: Fruit & Veggie Challenge	15 - 25
	Farmers Market*	5
	Heart Walk*	5
	Wear Red Day & Heart Healthy Quiz	5
	Common Cents: Financial Wellness	20
	Health Assessment	50
	Health Tracks Health Coaching	15-60
	Health & Wellness Fair	5
	Healthy Living Program (CDSMP)	50
	Online Presentations & Quizzes	5
	Wellness Workshops	10
	12 Days of Wellness Challenge	10
	Aetna Disease Management Program	50
	Better Sleep Challenge	20
	Blood Donation*	5
	Community Volunteering & Participation	5 - 25
	Self-Care Essentials	50
 <p><i>Preventive Exams/Screenings will be capped at 50 points per reporting year.</i></p>	Annual Physical Exam	50
	Beginning Right Maternity Program	50
	Colorectal Preventive Exam	50
	Dental Preventive Exam*	25
	Flu Shots / Age Appropriate Routine Preventive Immunization*	25
	Mammography Preventive Exam	50
	Prostate Preventive Exam	50
	Routine Preventive Lab Panel	50
	Skin Cancer Screening*	50
	Vision Preventive Exam*	25
Well Adult/Women Exam	50	
	Stress Less Blood Pressure Challenge	20
	Fit & Lean Team Challenge	20 - 30
	No Weight Gain Contest	20 - 30
	Weight Watchers At Work	50