

TOBACCO-FREE DISCOUNT (HLPD#1) FAQs

Q: What is the definition of a tobacco user?

A: Pima County defines a “tobacco user” as someone who uses tobacco and nicotine products within the past three months.

Products include any tobacco and nicotine substances not approved by the Federal Drug Association (FDA) including but **not limited** to cigars, cigarettes, chewing tobacco, pipe tobacco, snuff, dip and e-cigarettes.

The term “tobacco user” does not refer to nicotine replacement therapy (NRT) products (e.g., gum, patch, lozenges, nasal spray, inhaler) approved by the Federal Drug Administration (FDA).

Q: Does Pima County have a smoking cessation program?

A: Yes, Pima County is committed to our employees and medically enrolled members who are interested in quitting. All employees are encouraged to view the [Tobacco Cessation webpage](#) to learn about all the free programs available to them. All Aetna-covered members will have access to the Aetna Tobacco Health Coaching program which includes free Nicotine Replacement Therapies (NRT), counseling sessions and information on quitting. To enroll in this plan, employees need to call **1-866-213-0153**.

Q: How to I qualify for the Healthy Lifestyle Premium Discount?

A: In order to qualify for the preventive exam discount, you need to be tobacco-free for at least the past three months. The tobacco-free discount will continue to be self-reported and will be the only certification necessary during Annual Enrollment in the spring.

Q: What if I smoke very rarely in social settings?

A: An incidental tobacco user is considered a tobacco user and is not eligible to receive the HLPD if he or she has used tobacco products within the previous three months.

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Q: I don't use tobacco and am not making any changes to my benefits this year do I need to do anything at Annual Enrollment time?

A: If you do not use tobacco products that is great news! You still need to certify you are tobacco-free in order to begin receiving the discounts for the upcoming fiscal year.

Q: What if I become tobacco-free for three months in the middle of the year?

A: Congratulations on quitting. As an incentive for being tobacco free for at least three months, you may submit a request to Employee Wellness to turn on your tobacco-free discount for the remainder of the fiscal year.

Q: What if I am a tobacco user, but I certify that I am not?

A: We expect that employees of the Pima County have integrity and are honest and we would expect them to report honestly. Any false statement would be considered a violation of Pima County's Conduct policy as falsification on a form. This policy violation could lead to disciplinary action up to and including termination of employment, at the sole discretion of Pima County. Additionally, the consequences of misrepresenting, if discovered, are that you would lose all discounts to your medical premium and may be required to pay back any or all previous premium discounts awarded to you during the current fiscal year.

Q: What will happen if I am a not a tobacco user and I do not certify my eligibility?

A: The tobacco-free discount is optional. You do not have to certify your tobacco-free status if you do not wish to participate in the HLPDs.

Q: I'm a new-hire. Do I have to wait until Annual Enrollment to be eligible for the tobacco-free discount?

A: New-hires may certify their tobacco-free discount during their benefits enrollment to qualify for the remainder of the current fiscal year.

New-hires will follow the same certification process listed above to earn the tobacco-free discount for the upcoming fiscal year.