

## **CITY OF MARIETTA/BLW EMPLOYEE WELLNESS INCENTIVE**



The City of Marietta/BLW Employee Wellness Incentive is only for **eligible employees and spouses**. An “eligible employee” or “eligible spouse” is defined as an active employee or spouse of an active employee who is covered under the City’s health insurance (if ordered). Employees who opted out of coverage and received the flexible spending incentive are not eligible. A two-tiered incentive is authorized: 1. AHA completion and 2. Completion of a coaching plan related to one or more of five (5) benchmarks or not requiring a coaching plan at all. The \$100.00 cash incentives for each tier will be taxed on the employee’s paycheck.

Only one, two-tiered incentive per eligible individual is payable per AHA. Eleven (11) months must have elapsed since the most recent AHA.

1. Who is eligible for the incentive? Active employees and spouses of active employees covered on the City’s health insurance are eligible to use both Wellstar Health System and receive the wellness incentive.
2. How do I schedule the AHA? Schedule appointment with Wellstar Health System by calling 770-421-7738, or at [mychart.wellstar.org](http://mychart.wellstar.org).
3. What is the AHA? The Annual Health Assessment consists of a 28-panel blood draw (12-hour fasting required), vitals, and a health and behavior questionnaire.
4. What are the benchmarks, if exceeded, that can require an employee to complete a coaching plan?

BP is 140/90 or less (May be repeated once 15 minutes past original elevated BP. If BP is still 140/90 or greater, it does not meet benchmark.)
Cholesterol is 220 or less (or Total Cholesterol/HDL ratio is WNL)
BMI is 30 or less (or a waist circumference WNL Male <= 40 inches or Females <= 35 inches)
Patient is Tobacco Free (see Tobacco Use Affidavit)
Fasting Glucose is below 100mg/dl

5. How does an employee or spouse redeem the incentive? Once the AHA is complete, Wellstar Health System staff will provide the employee or spouse a completion voucher. A Wellstar Health System staff member will email [benefits@mariettaga.gov](mailto:benefits@mariettaga.gov) by the 15th of the month employees who have completed their AHA. HR staff will provide an email confirmation to the employee or spouse. HR staff will notify payroll to process the incentive on an administratively feasible check run following the 15th of the month.
6. What are the most common tests that are not part of the typical AHA but are done if the doctor orders them? CBC, Hemoglobin A1C, Vitamin D, Thyroid, PSA