

## State Employees' Health Insurance Plan

### *Wellness Policy*

### Wellness Premium

- Effective January 1, 2010, all active employees will be assessed a \$25 per month premium for single coverage
- This is in addition to the \$25 premium SEHIP members pay monthly if they, or their covered spouse, use tobacco products

### What is the Wellness Premium?

- Beginning January 1, 2009 all active state employees will be required to be screened for each of the four risk factors
  - Glucose 200 or more
  - Cholesterol 250 or more
  - BMI 35 or more
  - Hypertension 160/100 or more

### What is the Wellness Premium?

- Employees who exceed the minimum baseline requirement for one or more of these four factors will be subject to the \$25 wellness premium which will begin on January 1, 2012

### How Do You Get the Discount?

- Effective January 1, 2009, all active employees will be given the opportunity to have the \$25 premium waived

### How Do You Get the Discount?

- To do this, all active employees will either need to:
  - Participate in a wellness screening (provided by ADPH, SEIB, Health Med or Correctional Medical Services (CMS)

OR

### **How Do You Get the Discount?**

- Visit in a wellness screening (provided by ADPH, SEIB, Health Med or Correctional Medical Services (CMS))

### **Wellness Premium Discount**

- Employees will receive the wellness premium discount when either of the following conditions are met:
  - The employee has been deemed *not* at risk by the SEIB based on the reported health risk factors \*

OR

### **Wellness Premium Discount**

- The employee has been deemed at risk by the SEIB based on the reported health risk factors and has followed the requirements to address their particular condition(s)\*

### **Wellness Premium Discount**

- \* Information must be submitted to the SEIB on or before November 30, 2009 to receive discount beginning January 1, 2010

### **Requirements To Receive Discount For Those At Risk**

- To ensure you receive the discount:
  - Consult with your physician to determine the course of action needed to address your risk(s) and submit the completed physician certification form

### **Requirements To Receive Discount For Those At Risk**

- Use an approved SEIB Wellness Program (Weight Watchers or YMCA) to assist you in controlling these risk(s)
- Address the risk(s) on your own
  - If you choose this option, progress must be shown at next screening in order to continue receiving discount

### **To Continue Receiving The Discount In Subsequent Years**

- Follow the same requirements mentioned previously
  - This information must be submitted every two years, no later than November 30<sup>th</sup> of the second year to continue receiving the discount

### **To Continue Receiving The Discount In Subsequent Years**

- Example
  - If you receive your screening on March 15, 2009 and the required information is submitted to the SEIB on or before November 30, 2009, you will receive the discount from January 1, 2010 through December 31, 2011

### **To Continue Receiving The Discount In Subsequent Years**

- Example
  - You should participate in a worksite wellness screening or visit your physician and submit the required information on or before November 30, 2011 in order to continue receiving the discount beginning January 1, 2012

### **Screening Availability**

- Beginning January 1, 2009, screenings will be offered in agencies statewide
- The worksite wellness program will have offered three times more screenings in the first quarter of 2009 than the ENTIRE year of 2008!

### **Screening Availability**

- Visit the SEIB web site at [www.alseib.org](http://www.alseib.org) to view the most up to date worksite wellness screening schedule information for your area

### **Effective January 1, 2009**

- Allow discounted enrollment fees and discounted monthly dues with payroll deduction for YMCA Memberships (Montgomery and Elmore counties only)
- Discounts include waiving the enrollment fee and 12% off of the monthly individual or family dues with no contract requirements

### **Effective January 1, 2009**

- To enroll, just visit the YMCA location of your choice in Montgomery or Elmore county
- SEIB staff are currently working with other YMCA organizations statewide to allow similar discounts and payroll deduction

### **Weight Watchers At Work**

- The Weight Watchers at Work program is available to active and retired state employees at 50% off of the regular price (Minimum requirements must be met to receive discount)
- For eligibility requirements or to schedule a class in your office call toll-free (800) 252-1818

### **Weight Watchers At Work**

- For additional information you may contact:
  - Jonathan Edwards (334) 206-5605  
jonathanedwards@adph.state.al.us
  - Cindy Dyer (334) 206-5613  
cynthiadyer@adph.state.al.us

### **For More Information**

Visit the SEIB web site at  
[www.alseib.org](http://www.alseib.org)

Call (866) 838-3059

Email

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