



## 2018 Wellness Program Guide

**The mission of the Wellness Program is to improve the health, well-being and quality of life of all Arizona Local Government Employee Benefit Trust members by empowering people to promote and model positive attitudes and behaviors through a lifelong commitment to wellness.**



For more information, please visit [AZLGEBT.com](http://AZLGEBT.com)

For questions, please contact your AZLGEBT Wellness Consultant, Missy Jensen, at [AZLGEBT@ecollinsandassociates.com](mailto:AZLGEBT@ecollinsandassociates.com).

## AZLGEBT Wellness Program Goals

There are four major goals to meet the mission of the AZLGEBT Wellness Program and are as follows:

1	Help improve the quality of life for employees and dependents.
2	Prevent disease and disability or catch it in early stages.
3	Reduce the amount of money spent towards medical claims.
4	Increase productivity by reducing absenteeism and presenteeism.

## What is the AZLGEBT Wellness Program?

Arizona Local Government Employee Benefit Trust (AZLGEBT) offers a variety of wellness initiatives to all individuals covered on the AZLGEBT Medical Benefit Plan. The wellness program focuses on addressing members at all points along with wellness continuum by three major components.

These three components are:

- Early Detection
- Lifestyle Modification
- Disease Management

### Early Detection

The AZLGEBT Medical Benefit Plan offers preventive and wellness services in an effort to prevent or catch disease in its early stages. All preventive wellness services covered under Health Care Reform are covered 100% for AZLGEBT PPO and HDHP Medical Benefit Plan members.

A variety of age and gender specific preventive screening services covered under Health Care Reform are listed below. This is not a complete list; for more information you may visit <https://www.healthcare.gov/preventive-care-benefits/> to get more information about screening services available to you.

### Wellness and preventive services are services without signs or symptoms with the intent to prevent illness or disease.

- Adults age 18 years or older – Blood pressure, cholesterol, diabetes, HIV, colorectal screenings and immunizations
- Women – Mammograms (age requirements), cervical cancer, HPV testing, some prenatal care and breast feeding supplies
- Men – Prostate exams (age requirements)
- Children – Immunizations and newborn screenings
- Prescription Drugs – Contraceptives, low dose aspirin, folic acid and iron supplements

In addition, the AZLGEBT Medical Benefit Plan provides a variety of preventive screenings that may be brought onsite, including, but not limited to, the following:

- Health Risk Assessment
- Cardiac and Organ Screening
- Skin Cancer Screening
- Mammogram
- Comprehensive Prostate Cancer Screening
- Flu vaccinations, and more!

For specific information about what screenings are available at your worksite, reach out to your internal Wellness Program Coordinator or the AZLGEBT Wellness Consultant at [AZLGEBT@ecollinsandassociates.com](mailto:AZLGEBT@ecollinsandassociates.com).

## Lifestyle Modification

Employees covered under the AZLGEBT Medical Benefit Plan have the unique opportunity to actively engage with their colleagues through the Fitbit program.

The Fitbit program was introduced to deliver an engaging user experience to help motivate members to live their best life. AZLGEBT Medical Benefit Plan employees can expect to see a variety of fun and interactive Fitbit challenges throughout the year that vary in duration and intensity.

In addition to engaging challenges, eligible AZLGEBT Medical Benefit Plan employees who complete specific requirements may qualify for a subsidized Fitbit device. The specific criteria for the 2017-2018 plan year are highlighted below.



### How do I qualify for a subsidized Fitbit Device?

The following requirements need to be completed to qualify for a subsidized Fitbit device:

- Be an **employee** covered under the AZLGEBT Medical Benefit Plan
- Complete the **Health Risk Assessment** along with the following components based upon your individual MyBioCheck Report Card Grade and Biometric Risk Category (details listed below):



- “RED” Biometric Risk Category (Grade D+ to F):**
  - Complete an Onsite or Telephonic Health Consultation
  - Set at least two (2) personal health goals
- “Yellow” Biometric Risk Category (Grade C+ to C-):**
  - Complete an Onsite or Telephonic Health Consultation
  - Set at least one (1) personal health goal
- “Green” Biometric Risk Category (Grade A+ to B-):**
  - No additional requirements necessary

## Disease Management

In an effort to address the unique needs of the AZLGEBT Medical Benefit Plan members, AZLGEBT implemented the Sweet Savings Diabetes Program. This program is designed to help members improve their health and save money by better managing diabetes. The success of the program is based on a collaborative effort between you, your physician, and a diabetes trained pharmacist. Enrolled members will meet at regularly scheduled times with a designated pharmacist who will discuss various elements of diabetes care including but not limited to: foot care, vision/dental care, glucose readings, medications, and vaccinations.

AZLGEBT PPO Medical Benefit Plan members who actively engage in the Sweet Savings Diabetes program may qualify for co-pay waivers.

AZLGEBT HDHP Medical Benefit Plan members who actively engage in the Sweet Savings Diabetes program are not eligible for co-pay waivers due to federal regulations.



For more information related to the Sweet Savings Diabetes Program, AZLGEBT members can reach out to Kristen at [kristen@mypharmacistconnection.com](mailto:kristen@mypharmacistconnection.com) or AZLGEBT Wellness Consultant at [AZLGEBT@ecollinsandassociates.com](mailto:AZLGEBT@ecollinsandassociates.com).

## Confidentiality

Information regarding your Personal Health Information (PHI) will **NEVER** be released to your employer without your written consent.

- Individual health data is not used to determine your insurance coverage.
- Individual health data is not shared with your employer.
- Individual names may be released to your employer, with your consent, for incentive purposes only.
- Aggregate data (the group data as a whole) is shared with the employer to determine future wellness programming initiatives tailored to the populations unique health risks.

AZLGEBT works with a variety of vendors, each of which are 100% HIPAA (Health Insurance Portability and Accountability Act) compliant. Each vendor has the appropriate safeguards in place to keep your information safe, which include:

- Physical safeguards
- Technical safeguards and policies
- Network and transmission security



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