

# Take Care of You

## Earn Rewards & 2018 Preferred Insurance Rates



### Preferred Rate Requirements

Employees and spouses who are covered continuously from 1/1/2017 - 9/30/2017 have the opportunity to earn preferred insurance rates in 2018 and up to \$300 each in additional rewards.

**Due Sept. 30, 2017**

#### Go365 Health Assessment

- Download the Go365 app or visit [Go365.com](http://Go365.com). Your Go365 and HumanaVitality usernames and passwords are the same. New adult (18+) members will need to register for their own account.
- Complete all sections of the health assessment.

#### Biometrics Form

- With a clinician, complete the Biometrics Form from the 2017 Employee Benefits Guide or [www.knoxcounty.org/benefits](http://www.knoxcounty.org/benefits).
- Have it faxed to HealthCare 21. Do NOT fax or email it to Benefits.

#### Go365 Silver Status Not Required for 2018 Preferred Premiums

- Reaching Silver Status or the point equivalent is no longer a requirement for 2018 preferred premiums.
- Employees and their families are encouraged to take advantage of the many rewards that can be earned through participating in Go365 and taking steps that are a part of a healthy lifestyle.

Employees and covered spouses who do not complete the requirements for preferred rates will be charged an additional \$35 per pay period (or \$70 if both do not meet the requirement) for coverage in 2018.

#### Don't Miss Updates: Read Your Emails

Emails from [benefits@knoxcounty.org](mailto:benefits@knoxcounty.org) and [wellness@knoxcounty.org](mailto:wellness@knoxcounty.org) contain important information about completing these requirements. It is your responsibility to check your professional email account, if one has been issued to you, and to keep your primary email address up-to-date with Human Resources.

#### No Internet?

Please ask your supervisor to print the emailed updates for you and if there are options for you to have occasional computer access onsite. You can also use a computer or get paper submission forms in Benefits from 8:00-4:30 M-F.

**Wellness & Privacy Notices**

### Contact

**To resolve technical issues:**

Contact Humana customer service using the Go365 chat features or the number on your insurance card

**For requirement questions, computer access or to document ongoing technical issues:**

Contact Benefits at [benefits@knoxcounty.org](mailto:benefits@knoxcounty.org) | 865-215-3800 | CCB Suite 345

## Wellness Program Notice

The Knox County Wellness Program (Go365 by Humana and biometric form submission through HealthCare21 Solutions) is a voluntary wellness program available to all employees. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the wellness program you will be asked to complete a voluntary health risk assessment or "HRA" that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). You will also be asked to complete a biometric screening, which will include tests for dyslipidemia, high blood pressure, prediabetes and diabetes. You are not required to complete the HRA or to participate in the blood test or other medical examinations.

However, employees who choose to participate in the wellness program will receive an incentive equal up to 30% of self-only, Option 1, non-preferred premiums (30% calculation includes employee plus employer contribution; 30% incentive includes preferred rate discount and Go365 Bucks) for completing the Go365 health assessment and biometrics form. An additional 30% incentive is available to covered spouses for completion of the same standards. Although you are not required to participate in the wellness program, only employees who do so will receive preferred insurance premiums and up to \$300 in Go365 rewards.

Total incentives of up to \$300 Go365 rewards may be available for employees who participate in certain health-related activities through the Go365 program or achieve certain health outcomes as outlined by the goals in Go365. If you are unable to participate in any of the health-related activities or achieve any of the health outcomes required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. **You may request a reasonable accommodation or an alternative standard by contacting Wellness at 865-215-3153 or [wellness@knoxcounty.org](mailto:wellness@knoxcounty.org).**

The information from your HRA and the results from your biometric screening will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the wellness program, such as voluntary participation in chronic disease self-management classes. You also are encouraged to share your results or concerns with your own doctor.

## Protections from Disclosure of Medical Information

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program and Knox County Government may use aggregate information it collects to design a program based on identified health risks in the workplace, Go365 by Humana and HealthCare21 Solutions will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate. **If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact Mark Jones at [mark.jones@knoxcounty.org](mailto:mark.jones@knoxcounty.org) or 865-215-3912.**

**These and other notices are available at [www.knoxcounty.org/benefits](http://www.knoxcounty.org/benefits).**