

# How to Get Wellness Reward

Updated 12-17-2021

The goal of the wellness program is to improve the health of employees by encouraging them to build relationships with primary care physicians, utilize wellness and preventive exams, and reduce tobacco use. The following only applies to employees who are enrolled in one of the University's three medical plans. It does not apply to family members.

## What will I need to do in 2021 to receive my wellness incentive reward in 2022?

**Current Employees:** Take the Tobacco Pledge again in the fall during open enrollment, which was held Oct 25-Nov 12, 2021. Log in ESS, UAMS Employee Self Service, to do this. If you attest that you don't use tobacco, or that you will participate in a cessation program if you do use tobacco you will gain two benefits: no tobacco surcharge in 2022 plus you'll be eligible for the wellness reward.

**New Employees (those who start 9-1-2021 or later):** Complete the Tobacco Pledge in your online onboarding tasks.

That's it! Just one step. The additional step required in the past - to visit your PCP for your annual wellness visit - is waived again this year due to the COVID-19 pandemic. The only requirement to receive the 2022 wellness reward is to complete the tobacco pledge and indicate you are either a non-user, or a user who will enroll in a cessation program. If the PCP visit requirement is restored in the future, those enrolled in medical will be notified.

## What is the reward?

The reward depends on which medical plan you have.

- Classic Plan: reduction in your maximum medical out-of-pocket cost by \$1400 single, \$2800 family; and avoidance of the tobacco surcharge
- Premier Plan: reduction in your maximum medical out-of-pocket cost by \$500 single, \$1000 family; and avoidance of the tobacco surcharge
- Health Savings Plan: avoidance of the tobacco surcharge

## What is the Tobacco Surcharge?

In support of the University's tobacco-free efforts, a monthly \$50 tobacco surcharge (\$23.08 if you are paid bi-weekly) will be charged to you if you are enrolled in the medical plan and:

- You do not complete the Tobacco Pledge, or
- You indicate you use tobacco and do not certify your enrollment in a tobacco cessation program, or
- You elect to continue to use tobacco.

If you are assessed the surcharge, it will be deducted from your paycheck on an after-tax basis. It will be a separate deduction from your medical insurance premium.

The tobacco surcharge will apply for the entire calendar year. However, the UA System Office may offer a mid-year "do over" opportunity to submit an updated Tobacco Pledge. If so, and if you check the box that qualifies you as a non-tobacco user (either because you are a non-user or because you commit to enrolling in a cessation program), you won't be charged the surcharge starting with the first pay period in July and through December. An announcement with specific dates will be made in the spring to those paying the surcharge.

**Remember, you will need to re-take the Tobacco Pledge annually each fall during open enrollment.**

Questions? Please contact our office.

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