



Poudre School District

Frequently Asked Questions

Health Insurance Premium Increase Information

Why is PSD participating in this?

PSD values you! At its core, the PSD Wellness Program is designed to motivate and enable our employees to make life choices to achieve their best health that will benefit themselves and their families. By keeping our workforce healthy, we are able to maintain our self-funded health insurance plans at reasonable cost to the District and our employees.

Are other employers doing this?

More and more employers are linking wellness programs to medical premiums in an effort to promote a healthier workforce and maintain costs.

Is this an annual requirement?

Yes. You will have to complete the HRA and Annual Preventative Screening each year between August 1 – June 30 to receive the premium discount each month for the following year.

Who is Wellworks For You?

[Wellworks For You](#) is the company PSD has contracted with to assist in design and implementation of the PSD wellness program. They provide the HIPAA compliant wellness portal designed to provide PSD employees with tools to maintain a healthy lifestyle. On this portal you will find the Health Risk Assessment and [Physician Results Form](#).

Is my information safe and private?

YES! The participation information from the HRA and Annual Preventative Screening will be kept secure and confidential in accordance with HIPAA regulations. This means that no identifiable health information is shared with your manager or PSD. In addition, the WellWorks portal maintains strict firewalls and has policies and procedures in place to keep all of your health information private and secure.

How do I log into the Wellworks For You Wellness Portal?

Go to www.wellworksforyoulogin.com. You can create a new account or access your existing account. The Company ID is 10479.

How do I get the screening information into my Wellworks For You Wellness Portal account?

If you participate in the onsite biometric screenings, the results will automatically be uploaded to your portal account. If you get the screenings done through your annual well exam with your primary care physician, you will need to submit a completed [Physician Results Form](#) to Kristin Ippolito at k.ippolito@wellworksforyou.com or fax to 610-640-9749 by June 30, 2017 and she will input the data. Kristin is the WellWorks coordinator and will never share your information with PSD.

Where do I go to complete the Know Your Number Health Risk Assessment?

You will complete the HRA on the wellness portal at www.wellworksforyoulogin.com. Login to your portal account then go to My Health Assessments>Know Your Number. You should complete the HRA before you complete the biometric screenings.



When will the reduced medical premium be applied?

If you meet the 2 (two) participation requirements by June 30, 2017, the \$25 premium discount will be reflected on your August 31, 2017 paycheck.

Do I get a premium discount if the dependents on my medical plan participate?

The monthly premium discount is based on employee participation only. No additional premium discount is available for dependent participation.

What if I do not complete the requirements by June 30, 2017? Will I see a premium discount mid-year if I complete the requirements after that date?

No. You must meet the participation requirements by June 30, 2017 to receive the \$25 per month premium discount beginning August 2017. **If you do not meet the requirements by June 30, 2017, you will not receive the premium discount for the 2017-18 plan year (August 1, 2017 – July 31, 2018).** However, it won't be too late to participate as your participation will meet the requirements for the following year and qualify you for the premium discount then.

What should I expect at an onsite biometric screening?

You will meet one on one with a health coach to do your finger stick blood work, blood pressure, height, weight, BMI, and waist circumference. Privacy is of the utmost importance and privacy screens as well as timing of appointments are put in place to make sure your information isn't shared. Your results will be immediate and you will have the option of meeting with the health coach to review your results if you'd like.

Where do I go for the biometric screening?

PSD offers onsite biometric screenings at numerous locations throughout the District beginning this fall. Locations and information on how to sign up will be sent in district wide communications and in the PSD monthly wellness email.

If you participate in one of these screenings and are covered under one of the PSD health plans, there is no cost to you for the screening.

Can I go to my doctor for my annual well exam rather than participate in the onsite biometric screenings?

DEFINITELY! The participation requirement includes the onsite biometric screening OR the annual well exam with your primary care physician. *In addition, female participants can see their OB/GYN for their annual well exam.* Your primary care physician (or OB/GYN) must complete the [Physician Results Form](#). The form must be submitted to Kristin Ippolito at k.ippolito@wellworksforyou.com or fax to 610-640-9749 by June 30, 2017.

Where do I find the [Physician Result Form](#)?

The form can be found on the PSD Benefits Services website, PSD Wellness website, or on the Wellworks For You website.

What if I don't have a primary care physician?

We encourage you to participate in one of the onsite biometric screenings PSD will offer beginning later this fall.



Can I use my Department of Transportation exam/physical for the Annual Preventative Screening?

Unfortunately, no. The DOT exam does not include all of the biometric screenings to meet the participation requirements.

Can I have my biometric screening at the Employee Health Clinic?

The required blood draw can be done at the employee health clinic. However, there is a cost associated with labs and reading the results that you will be responsible for. We encourage you to participate in the onsite screenings instead or receive continued care from your primary care physician.

Do I have to do the Know Your Number Health Risk Assessment (HRA) and Annual Preventative Screening? It's just one more thing to do.

You are not required to participate. However, you will not receive the \$25 per month premium discount without meeting the requirements. By participating, not only do you save \$25 per month, you also qualify for the chance to win additional monetary incentives through the PSD Wellness Program.

Did you know under health care reform guidelines with the Affordable Care Act (ACA), you can receive Adult Preventative services covered at 100% by your PSD medical insurance?

This includes services such as your annual well exam, breast cancer screening, cervical cancer screening, colorectal cancer screening, prostate cancer screening, certain bone density screening, lipid screening, and routine blood and urine screenings. To obtain additional information on these services and coverage, you should contact UCHealth Plan Administrators at 970-224-4600.

Got Questions? Contact:

Melissa Johnson, Benefits Manager

phone: 970-490-3435

Ashley Schwader, Wellness Manager

phone: 970-490-3455

email: PSDbenefits@psdschools.org