





Welcome to your 2025 Wellness Program! All medically enrolled Mercer County employees and covered spouses will have opportunities to participate in various wellness activities to be eligible to earn the HSA contribution. Your new program details are outlined in this brochure.

Period	Date Range	Requirements	Incentive
Period 1	Jan.1 , 2025 – Mar. 31, 2025	Earn 50 points	\$200 HSA Contribution
Period 2	Apr. 1, 2025 – Jun. 30, 2025	Earn 50 points	\$200 HSA Contribution (employee only) \$300 HSA Contribution (employee \$200 + spouse \$100)
Period 3	Jul. 1, 2025 – Oct. 31, 2025	Earn 50 points Earn 75 points	\$200 HSA Contribution \$300 HSA Contribution



Incentives

Mercer County will provide an HSA contribution of \$200 per individual and \$500 per family at the beginning of the 2025 Plan Year. An additional HSA contribution of \$700 per individual and \$800 per family can be earned throughout the 2025 Plan Year by participating in the Wellness Program. **You must complete the requirements within each period to be eligible for an incentive.** Your medical enrollment status will determine your incentive.

Wellness Portal: Know Your Numbers

We will offer a streamlined portal for 2025 to be used for submitting your Health Risk Assessment questionnaire and accessing your reports only. Instructions for sign on will be sent separately. In accordance with HIPAA confidentiality laws, your individual data is accessible only to you, your Health Promotion Coordinator and the third party vendor.

Period 1: Earn 50 points

Choose 2 activities from the Wellness Challenges list below. Activities other than preventive exams cannot be repeated in the same period.

Period 2: Earn 50 points

Complete the Health Risk Assessment and 1 other Activity from the list.

Health Risk Assessment (25 points)

- 1. Know Your Number Assessment** Complete the personal health assessment between April 1, 2025 and June 30, 2025.
- 2. Health Screening (Choose one)**
 - a. On-site Health Screening – April 3rd, 4th, 5th.** The health metric data (height, weight, waist circumference, blood pressure and lab results) will be uploaded into your Know Your Number Assessment.
 - b. Physician Results Form** – if you are unable to attend the on-site health screening, you can complete the Physician Results Form. *Download the form from the link

on the next page. Take it to your doctor to be completed before June 30, 2025 and submit it to fax number 419-586-1160 or email to mriley@mercer-health.com.

Also Choose an Activity from the Wellness Challenges list. (25 points)

Period 3: Earn 50 points for \$200 or 75 points for \$300

Choose 2 or 3 activities from the Wellness Challenges list below. Activities other than preventive exams cannot be repeated in the same period.

***Download Your Participation Forms at:**

<https://mercer-health.com/services/wellness-and-occupational-health-services/wellness-challenges>

Preventive Exams (Jan. 1-Oct. 31 25 points per preventive visit)

(Limit 1 per exam type with a maximum of 2 per year)

Must be one of the following: annual physical, dental, vision, mammogram, OB/GYN well visit, dermatology, colonoscopy, prostate exam, vaccines. Submit a Proof of Visit Form or Explanation of Benefits to fax number 419-586-1160 or email to mriley@mercer-health.com.

Wellness Challenges

- Pack a Healthy Lunch Challenge (45 days)
- Self-Care Challenge
- Water Challenge (Updated)
- Blood Donation
- My Plate Challenge
- Self-Help Book Challenge
- Sleep Challenge (Updated)
- Gratitude Challenge



Race Participation (25 points) Limit 1 per period.

Participate in a walking, running, swimming, or bicycling event with a minimum distance of 5K. Submit participation such as a confirmation email, receipt, registration information, etc. to fax number 419-586-1160 or email to mriley@mercer-health.com.

Physical Activity Log (25 points)

Log 45 sessions of physical activity during each period on the Physical Activity Log. Submit log to fax number 419-586-1160 or email to mriley@mercer-health.com.

Education Sessions (25 points)

Circumstances permitting, live Education Sessions are being planned for 2024. More information to come as topics and dates are confirmed.



UMR Maternity Management and/or Disease Management Programs (25 points)

Completion of your insurance carrier's prenatal care and/or disease management program. The UMR Program information can be downloaded with your wellness challenge forms. Your participation will be provided to your Health Promotion Coordinator by UMR at the completion of the program.

Your Health Promotion Coordinator:

Misty Riley, RN, COHC

Ph- 419-586-1220 Fax- 419-586-1160 mriley@mercer-health.com

The Fine Print

The Mercer County Wellness Program is a voluntary wellness program available to all medically enrolled employees and covered spouses. 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 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 a blood test for a full cholesterol panel (total cholesterol, high density lipoprotein, calculated low density lipoprotein, and triglycerides, as well as blood pressure, height, weight, and waist circumference.) You are not required to complete the Know Your Number or participate in the blood test or other medical examinations. However, only medically enrolled employees and covered spouses who choose to participate in the wellness program will receive an incentive of HSA contribution for completing the Know Your Number Assessment, Health Screening, and additional activities in Periods 1, 2, and 3.

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 your Health Promotion Coordinator.

The information from your assessment 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 On-site Learning Sessions and Wellness Challenges. You also are encouraged to share your results or concerns with your primary care provider.

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 Mercer County may use aggregate information it collects to design a program based on identified health risks in the workplace, Mercer Health 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 participation 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. The only individual(s) who will receive your personally identifiable health information are the Mercer Health team in order to provide you with services under the wellness program.

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 Mercer Health Occupational Health and Wellness at 419-586-1220.