

Wellness Benefit Program

NDPERS Wellness Forum

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OVERVIEW

- **Wellness Benefit Program**
- **Program Funding**
- **Application Process**
- **Reimbursement**
- **Programs Funded**
- **Ineligible Expenses**

WELLNESS BENEFIT PROGRAM

- **Available to all state agencies and participating political subdivisions in the State's health plan that participate in the Employer Based Wellness Discount Program.**

GOALS:

- **Provide funding assistance for on-site wellness and health promotion efforts that will have a positive financial impact on health plan expenditures.**
- **Encourage our participating employers to increase awareness of lifestyle and healthy habits to their employees by promoting work site wellness programs.**
- **Provide a resource of programs that can be referenced by others.**

PROGRAM FUNDING

Calculation 1:

\$100% of the first \$500 or actual program expense, whichever is less, plus 75% of actual expenses in excess of \$500 to a maximum benefit of \$1,000 OR

Calculation 2:

\$2.00 times the number of health contracts

Eligible for funding to conduct one on-site program each fiscal year. Expenses applied to FY in which incurred.

PROGRAM FUNDING

Example 1:

Calculation 1

Expenses: \$1,000

100% 1st \$500 = \$500 **OR** 250 x \$2 = \$500

75% of \$500 = \$375

T. Reim \$875

Calculation 2

Contracts: 250



PROGRAM FUNDING

Example 2:

Calculation 1

Expenses: \$1,500

100% 1st \$500 = \$500 **OR** 1000 x \$2 = \$2000

75% of \$1,000 = \$375
\$875

Max Benefit \$1,000

Calculation 2

Contracts: 1000

T. Reim \$1,500

PROGRAM FUNDING

Example 3:

Calculation 1

Expenses: \$350

Calculation 2

Contracts: 50

100% 1st \$500 = \$500 **OR** 50 x \$2 = \$100

T. Reim = \$350

PROGRAM FUNDING

Example 4:

Calculation 1

Expenses: \$5,000

100% 1st \$500 = \$ 500 **OR** 2000 x \$2 = \$4000

75% of \$4,500 = \$3,375

\$3,875

Max Benefit \$1,000

Calculation 2

Contracts: 2000

T. Reim \$4,000

APPLICATION PROCESS

- **Employer Initiated Program – Work site develops own program and submits application to NDPERS for consideration.**
- **PERS Sponsored Program – PERS develops specific programs and make them available to eligible employers.**

APPLICATION PROCESS

- **Effective July 1, 2008 PY - CHANGE**
- **The Wellness Funding Application combined with Employer Based Wellness Program Discount Application.**
- **Will allow you to submit Discount Application and funding request at the same time.**

APPLICATION PROCESS

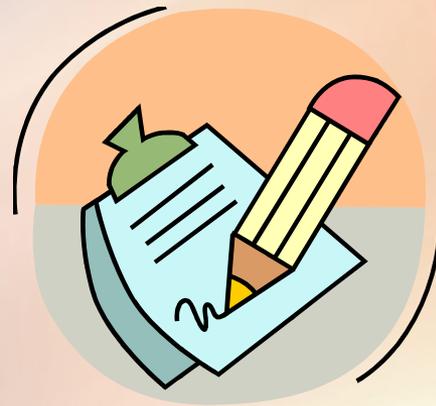
NEW REQUIREMENTS:

- If check YES to funding assistance question on Discount Application, must complete the attached Wellness Funding Application.**
- Must demonstrate direct correlation between programs proposed on the discount application and request for funds.**
- Must be signed by agency designated wellness coordinator.**

APPLICATION PROCESS

CONSIDERATIONS:

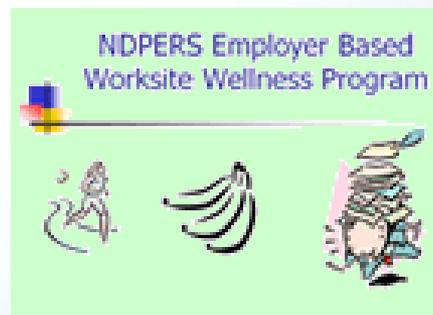
- **Estimate expenses – use previous year’s budget, if applicable.**
- **If change in proposed program activities, may submit amended application.**



APPLICATION PROCESS

- **Applications and related information available from NDPERS web site:**

www.nd.gov/ndpers → **Program Administration**



APPLICATION PROCESS

- **Reviewed by Wellness Benefit Committee:**
 - **BCBS**
 - **State Health Department**
 - **NDPERS**
- **Will be notified of Committee's decision within 60 days.**



REIMBURSEMENT

- **Two options:**
 - **Reimburse vendor direct**
 - **Provide an itemized invoice**
 - **Reimburse the employer**
 - **Provide an itemized invoice**
 - **Copy of cancelled check**
- **Submit to NDPERS**
- **Reimbursement is made by BCBSND**

PROGRAMS FUNDED

- **Preventive screening clinics**
- **On-site flu shot programs**
- **On-site wellness fairs**
- **Education on nutrition and exercise**



PROGRAMS FUNDED

- **Various walking programs**
- **5-A-Day Challenge; healthy eating habits**
- **Fitness programs promoted by various vendors (Yoga, stretching, strength training)**



INELIGIBLE EXPENSES

- **Food items or services, bottled water or water dispensers**
- **Incentives, prizes or gift certificates**
- **Services for massages**
- **Individual memberships in diet programs, health, athletic or fitness clubs**

INELIGIBLE EXPENSES

- **Exercise equipment or health monitoring equipment**
- **Printing expenses**
- **Expenses for mailing or office supplies**

- **QUESTIONS?**

