



Important Update About the Health Incentive Program

One of the very common questions coming into the Diocese as we address the COVID-19 virus surrounds the qualifications for the healthcare incentives for the upcoming plan year that begins in July 2020. Further communication is forthcoming but here is how the incentives will work for the next two years:

- The **non-smoking incentive** will continue to operate as in prior years. If you (and your spouse if you are enrolled in the family health plan) don't smoke or enroll in a smoking cessation program, you can simply sign the affidavit as you previously have done and forward it to the Health Benefits Office by April 30, 2020 and you will receive the incentive for the time period July 1, 2020 through June 30, 2021. Your doctor is not attesting to your smoking status and does not need to sign the form.
- For persons who **received a physical and qualified for the related incentive in the current year** (through June 30, 2020) you will be granted a one year extension of the incentive and will receive it from July 1, 2020 through June 30, 2021. You will need to have another physical and submit the form prior to April 30, 2021 in order to receive the benefit beginning July 1, 2021.
- For persons who **do not presently receive an incentive for having completed a physical** but wish to earn such an incentive, the following will apply:
 - o If you have already received a physical after May 1, 2019 or obtain one prior to April 30, 2020, submit the paperwork to the Health Benefits Office as you would normally do by April 30 and the incentive will be applied beginning July 1, 2020. The incentive will be good for 2 years through June 30, 2022 and you will need to complete your next physical and submit paperwork prior to April 30, 2022.
 - o If you have not yet received a physical but complete it and submit the paperwork in the months of May or June 2020 the incentive will be applied beginning August 1, 2020 and will be good through June 30, 2022 (nearly two years). You will need to complete a physical and submit the paper work by April 30, 2022 to qualify for the incentive beginning in July 2022.
 - o You may complete a physical at any time after July 1, 2020 and submit the paperwork to the Health Benefits Office and the incentive will be applied beginning the first day of the month following our receipt of the paperwork and the incentive will remain in effect until June 30, 2022. You will need to complete a physical and submit the paper work by April 30, 2022 to qualify for the incentive beginning in July 2022.
 - o Keep in mind that for individuals on family plans that cover spouses both the employee and the spouse must meet the test of having a physical in order to receive the incentive.

If you have any questions on how the incentives will be applied, please send your questions to the Health Benefits Office at HBO@DioceseofCleveland.org. We will also continue to provide updates to the health benefits website located at www.myDOCbenefits.com. We expect additional communication will be forthcoming early next week regarding the incentives and open enrollment matters.

