

# 2022 HRA Program

January 1 - November 15, 2022



## Program Details:

The Health Risk Assessment Surcharge Program (HRA) consists of two steps: an online HRA (Health Risk Assessment) and a Biometric Screening at one of the Marathon Health Wellness Centers. The HRA Surcharge Program is to be completed at one of the three center locations ONLY: O'Connell Wellness Center, Nease Wellness Center, or Pedro Menendez Wellness Center. HRA results are private, confidential, and are not shared with St. Johns County School District. Following your screening, you can download your lab results online and take them to your physician if you choose.

## Required Program Steps:

To complete the two HRA Program requirements, log in to your Marathon Health account by visiting [www.my.marathon-health.com](http://www.my.marathon-health.com). Select the "**Incentives**" tab and scroll down to the bottom of the page under "**Goals**" to view and complete the two HRA Program requirements. Both steps must be completed by **November 15, 2022**, to avoid the surcharge in 2023 and 2024. The details are below.

### • Step 1 - Complete the Marathon Health Risk Assessment (HRA):

Visit [www.my.marathon-health.com](http://www.my.marathon-health.com) to complete the Health Risk Assessment. Once you have completed all of the assessment questions, select "Complete the Health Risk Assessment". After completion, select the option to "Send to My Health Record".

### • Step 2 - Complete a Biometric Screening:

Schedule your appointment for a Biometric Screening at one of the three Wellness Centers by visiting [www.my.marathon-health.com](http://www.my.marathon-health.com). Under the "Goals" section, select "Complete your Biometric Screening". Then, click through the following prompts: "Go to Schedule", select the "member", select "Preventative", "Biometric Wellness Screen", click "Next", select your preferred Wellness Center, select an appointment time, and then click "Confirm Appointment".

Scan the QR code for the full 2022 HRA Program Details and Marathon Health Portal Guide



## Program Guidelines for Participation:

- All active employees and spouses enrolled in the Medical Plan, regardless of age.
- Retirees of SJCS and their covered spouses under age 65 covered under the Medical Plan.
- Beginning January 1, 2022 employees born in an **EVEN year** and covered under the medical plan are required to complete the HRA by November 15, 2022 (e.g., 1964).
- Employees born in an **ODD year** and covered under the medical plan are **NOT** required to complete the HRA in 2022. In this case, employees and their spouses will be required to complete these steps from January 1, 2023, through November 15, 2023.
- Employees hired after April 1, 2022, and born in an **EVEN year** are **NOT** required to complete these steps by November 15, 2022. In this case, employees and their spouses will be required to complete these steps from January 1, 2024, through November 15, 2024.
- Spouses of covered employees are required to complete the HRA by following the EMPLOYEE'S birth year, regardless of the spouse's birth year (e.g., the employee's birth year is 1964, but the spouse's is 1965).
- This program does not apply to enrolled-dependent children regardless of age.
- If you are enrolled in FAMILY WITH 2 health insurance coverage, both parties follow the HUSBAND'S birth year.
- Same-sex family with 2 employees follow the person with the earlier birth month. For example, if your birth month is July and your spouse's birth month is February, you both follow the birth year of the person born in February.

## Surcharge Information:

- SINGLE: \$10 surcharge per pay period will be assessed for 2-years effective January 2023 through December 31, 2024, if the employee covered under the medical plan does not complete HRA in 2022.
- FAMILY: \$10 surcharge per pay period, per employee and/or spouse for non-completion, for 2-years, effective January 2023 through December 31, 2024, if either employee or spouse covered under the medical plan does not complete HRA in 2022.

## Exemptions:

Exceptions for the HRA Surcharge Program will be considered on a case by case basis for extreme extenuating circumstances. Exception requests need to be submitted via the SJCS 2022 HRA Exemption Request Link; provided below.

<https://survey.alchemer.com/s3/6521471/SJCS-2022-HRA-Exemption-Request>

Exceptions must be received by **November 1, 2022**. If you have previously submitted an exception request in years past, you will need to submit a new appeal this year by the date above as exemptions do not carry over.