

# SJCSD HRA Program

Two Easy Steps

## Step One:

- Complete the Health History and Risk Assessment (HHRA) at [my.marathon-health.com](http://my.marathon-health.com)

## Step Two:

- Have a biometric screening done at one of the Marathon Health Wellness Centers. Call one of the centers to schedule your appointment.
  - O'Connell Wellness Center: 904.671.8333
  - Nease Wellness Center: 904.671.8329
  - Pedro Menendez Wellness Center: 904.671.8337

**Important Reminder:** 8-hour fast needed (This is a fasting lab test, no eating or drinking (except water or black coffee) after midnight before your appointment time. It is ok to take any regular medications.)

2021 HRA PROGRAM



See the back of the flyer for program details and guidelines

# HRA Program

## Details and Guidelines

January 1 - November 15, 2021

### Program Details:

The Health Risk Assessment Surcharge Program (HRA) consists of two steps: an online HHRA (Health History and Risk Assessment) and Biometric Screening at one of the Marathon Health Wellness Centers. The HRA Surcharge Program is to be completed at one of the three health 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. You can download your lab results online and take them to your physician if you choose.

### Program Guidelines for Participation:

- All active employees and spouses enrolled in the Medical Plan, regardless of age.
- Retirees of SJCS D and their covered spouses under age 65 covered under the Medical Plan.
- Beginning January 1, 2021 employees born in an **ODD year** and covered under the medical plan are required to complete the HRA by November 15, 2021 (e.g., 1963).
- Employees Born in **EVEN year** and covered under the medical plan are NOT required to complete the HRA to complete these steps by November 15, 2021. Employees and their spouse will be required to complete these steps from January 1, 2022, through November 15, 2022.
- Employees hired after April 1, 2021, and born in an **ODD year** are NOT required to complete these steps by November 15, 2021. Employees and their spouse will be required to complete these steps from January 1, 2023, through November 15, 2023.
- Spouse of covered employees are required to complete the HRA by following EMPLOYEE'S birth year, regardless of the spouse's birth year (e.g., 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 w/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:

- FAMILY: \$10 surcharge per pay period, per employee and/or spouse for non-completion, for 2-years, effective January 2022 through December 31, 2023, if either employee or spouse covered under the medical plan does not complete HRA in 2021.
- SINGLE: \$10 surcharge per pay period will be assessed for 2-years effective January 2022 through December 31, 2023, if employee covered under the medical plan does not complete HRA in 2021.

### 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 D 2021 HRA Exemption Request Link; provided below.

<https://survey.alchemer.com/s3/5803288/2021-HRA-Exemption-Request>

Exceptions must be received by November 1, 2021. 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.

