

2023 SJCS D HRA Program

Program Dates: January 1 - November 15, 2023



Program Details:

The Health Risk Assessment Surcharge Program (HRA) consists of two steps: an online HRA (Health Risk Assessment) and a Biometric Screening (**with fasting**) 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.

Program Guidelines for Participation:

- All active employees and spouses enrolled in the SJCS D Self-Funded Medical Plan, regardless of age.
- Retirees of SJCS D that are covered under the Medical Plan and their covered spouses under age 65.
- Beginning January 1, 2023, employees born in an **ODD year** and covered under the medical plan are required to complete the HRA by November 15, 2023 (e.g., 1965).
- Employees born in an **EVEN year** and covered under the medical plan are **NOT** required to complete the HRA in 2023. In this case, employees and their spouses will be required to complete these steps from January 1, 2024, through November 15, 2024.
- Employees hired after **March 24, 2023**, and born in an **ODD year** are **NOT** required to complete these steps by November 15, 2023.
- 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 1965, but the spouse's birth year is 1964).
- 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.

Required Program Steps:

To complete the two HRA Program requirements, log in to your Marathon Health account by visiting 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, 2023**, to avoid the surcharge in 2024 and 2025. The details are below.

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

Visit 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". Then, select the option to "Send to My Health Record".

• Step 2 - Complete a Biometric Screening:

Schedule your appointment for a Biometric Screening (**with fasting**) at one of the three Wellness Centers by visiting 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."

For additional information, scan the below QR code to access the Marathon Health Portal Guide



Surcharge Information:

- SINGLE: \$10 surcharge per pay period will be assessed for 2-years effective January 2024 through December 31, 2025, if the employee covered under the medical plan does not complete HRA in 2023.
- FAMILY: \$10 surcharge per pay period, per employee and/or spouse for non-completion, for 2 years, effective January 2024 through December 31, 2025, if either employee or spouse covered under the medical plan does not complete HRA in 2023.

Exemptions:

Exemptions for the HRA Surcharge Program will be considered on a case-by-case basis for extreme extenuating circumstances. Exemption requests need to be submitted via the SJCS D 2023 HRA Exemption Request Link; provided below.

<https://survey.alchemer.com/s3/6968579/SJCS D-2023-HRA-Exemption-Request>

Exemptions must be received by November 1, 2023. 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.