



**Questions & Answers Concerning Wellness Screening Language within the
AFSCME Contract, AFSCME Nurses Contract and for
Nonunion Employees
July 1, 2014 - June 30, 2017**

1) Where can I find the schedule of required screenings for myself and my family?

The screening grid is posted on the Southington Public School Website under Payroll/Benefit department within the employee forms and news section. It is also listed within the staff log in site.

2) Who needs to comply with the screening schedule?

An employee who has health benefits under the Town of Southington and Board of Education's Plan must comply along with any of their dependents to qualify for the discounted premium share contribution listed in the AFSCME contract.

3) When do the required screenings begin?

There are a required screenings that must occur in the calendar year 2015 to qualify for the discounted premium share on July 1, 2016. All family members covered under the plan must participate and comply with the screening requirements if the employee is to be eligible for the discounted premium. We urge you not to wait to schedule your appointments too late in the year. We understand that doctors reschedule and cancel appointments and unexpected items pop up in your calendar during the holiday season of November and December. The required screening must be completed by December 31st so please do not wait.

4) Is there a cost or copay when we go to the doctors for the required screenings?

No, all well care and screenings listed on the grid are covered by our plan, with no out of pocket expenses for your family. During your visit if your physician needs determines follow up tests or procedures are needed you may incur a charge at that time.

5) If my family members or I had a physical in 2014, don't we have to wait twelve (12) months to schedule another appointment?

No, a year is defined as a calendar year and Anthem resets your benefit coverage every January 1st. Therefore, if you had a physical in October of 2014, you can schedule your 2015 physical anytime to occur between January 1, 2015 and December 31, 2015.

6) How do I know what screenings are required for my family?

Your age and the age of your family members on January 1st will determine what column in the grid each person must follow for screenings.

7) I was married during the year and added my spouse to our health benefit plan after our wedding. When does he/she have to comply with the screenings?

It is our goal to make it easy for everyone to comply. When a new spouse is added to our plan, in order for our employee to qualify for the discounted premium, the spouse must comply with the screening grid during their first full calendar year of coverage. For example, if you are married in August of 2015, your spouse must comply with the screening grid in 2016 for you to be eligible for the discounted premium on July 1, 2017.

8) I am a new employee hired by Southington. Do I have to quickly schedule my appointments in order to qualify for the discounted premiums?

Upon hire, new employees will pay the discounted premium and must comply with the screening grid during their first full calendar year of coverage to be eligible to continue paying the discounted rate the following July first. For example, if you are hired in September of 2015, you must comply with the screening grid in 2016 for you to be eligible for the discounted premium on July 1, 2017. Therefore, you will pay the discounted rate from your date of hire through June 30, 2017.

9) What should I communicate with my doctor during my visit in regard to this program?

It would be helpful to share the screening grid with your physicians during your visit. We have also developed a tracking sheet to assist you in ensuring your family members have each of the required screenings done on time. The tracking sheet lists the codes that physicians should use when submitting your claim to Anthem. Sharing the codes with the physicians can help to assist that your compliance with the wellness program is reported to the benefits department correctly.

10) Are my visits confidential and how will the Southington Public Schools benefit department be informed of my families compliance in the wellness program?

A report will be generated from the participation data collected by Anthem. The only information that will be shared with the Southington Public Schools Benefit Office is whether you and your family complied with the age required screenings. A list with the employee name and a yes or no will be shared with the benefit office annually between March and April following the calendar year. This report will be utilized to determine if you are eligible for the discounted premium on July 1st for your health insurance deductions beginning with the new school year.

11) How will I be notified if we are not in compliance with the wellness program?

We plan to provide notification in the spring to employees regarding their compliance record. This will allow ample time to make corrections if needed. We will also provide contact information at Anthem and within the Southington Public Schools benefit office and plan to develop an appeal process, in the event that you believe an error was made in regard to the report generated about compliance.