

KNOW YOUR NUMBERS

We all know good health is important to living a productive, enjoyable life. What we may not know is how to get started. Whether your goal is to improve your health or maintain the good health you already enjoy, a good first step is to get a picture of your current health status and identify areas you need to improve. A biometrics screening can provide that information.

This year, Rutherford County and Cigna are encouraging ALL employees who will be enrolled in a County medical plan in 2014 to get a biometrics screening between now and February 17, 2014. We're offering several ways to do that — at no charge to you. See “How to get screened” below.

If you DO NOT have a biometrics screening completed within this timeframe, you will pay a \$250 annual wellness fee through a monthly payroll deduction starting with the first payroll after March 1, 2014.*

How to get screened

Between now and February 17, 2014, get a biometrics screening at one of the locations listed to the right.

Make sure the screening includes a lipid panel (CPT code: #80061), which measures your LDL, HDL, triglycerides and total cholesterol. This is a requirement!

If you had a biometrics screening during 2013, contact your physician to determine if CPT #80061 was completed. You **must** also ask if Quest or LabCorp processed your biometrics screening. If your physician did not use Quest or LabCorp, see “Where to get screened” and complete the biometrics screening at one of these locations.

Cigna will send Risk Management a list of those who completed the screening through Quest or LabCorp. We will not receive your lab results. This list will be used to mark employees as completed, thereby avoiding the fee effective March 1, 2014. You do not have to do anything else once you have been screened at a location that uses Quest or LabCorp.

If you use MedPoint or Take Care, the clinic will send your biometrics to Cigna. If you use your personal physician, he or she **must** send the biometrics to LabCorp or Quest, who will report them to Cigna. We recommend you take this flier with you to your doctor's appointments.

Based on the results of your screening, you will have access to a Health Advocate from Cigna who can help you navigate better management of your health.

AVOID THE FEE IN 2014!

Current Cigna enrollees:

Get a biometrics screening by February 17, 2014. If you don't get a screening by the deadline, you will have a wellness fee deducted from your paycheck once a month, starting March 1, 2014.*

First-time Cigna enrollees:

You must wait to have a biometrics screening until your coverage becomes effective January 1, 2014.

Where to get screened

You have four options for getting your biometrics screening:

- **Employee Health Fair**
October 11, 3-7 p.m.
at the Lane Agri Building
Flu shots will also be provided
free of charge.
- **A MedPoint Clinic**
No appointment necessary
- **A Take Care Clinic**
Only available for biometrics screenings
October 1 through December 31, 2013
- **Your personal physician**

*Board of Education employees will pay \$31.25/month for eight months (March-December). County General, Airport Authority and Community Care employees will pay \$25/month for 10 months (March-December).

Turn this page over to learn more.

FREQUENTLY ASKED QUESTIONS

Here are some frequently asked questions about taking a biometrics screening.

What is a biometrics screening?

A biometrics screening is a short health examination, including a blood draw, that helps identify measures such as cholesterol, blood pressure, blood glucose levels, height, weight and body mass index (BMI). Knowing these measures helps determine your risk for common diseases such as diabetes, heart disease, asthma and other conditions.

Why does the County want me to take a biometrics screening?

A biometrics screening is often a first step in developing a workplace wellness program. The County wants you to have the information you need to get and stay healthy. Many employers, including the state of Tennessee, require their employees to have a biometrics screening as part of their participation in their insurance program. When you take advantage of preventive care services and health improvement programs, you help reduce your risk for more serious illnesses and the expenses they bring, and you take steps toward a healthier, more enjoyable life.

Do my dependents have to get screened?

No. Only the employee must be screened. Spouses and dependents who are covered under the County's insurance plan are not required to be screened.

I'm concerned about my privacy. Who gets my personal health information?

Results of your biometrics screening are kept confidential. In accordance with HIPAA**, your personal health information is protected by law. The County will receive an aggregate report from Cigna that DOES NOT include any personally identifiable information but provides information such as the number of employees with certain conditions (e.g., diabetes, asthma, heart disease, etc.) so we can create wellness programs that help employees improve in those areas.

** Health Insurance Portability and Accountability Act

