

# EMPLOYEE WELLNESS AT STATE

## Wellness Incentives and Tobacco Surcharge for 2021

Employees and spouses covered on the University's health plan who voluntarily participate in the biometric screenings and complete the online Wellbeing survey will receive the following incentives:

<b>Health Coverage Tier:</b>	<b>Monthly Incentive</b>	<b>Bi-Weekly Incentive</b>
Employee Only	\$30 per pay	\$15 per pay
Employee/Child(ren)	\$30 per pay	\$15 per pay
Employee/Spouse		
Employee	\$30 per pay	\$15 per pay
Spouse	\$20 per pay	\$10 per pay
Employee/Dependents		
Employee	\$30 per pay	\$15 per pay
Spouse	\$20 per pay	\$10 per pay

This allows employees who participate in the screening to receive a discount regardless of whether their spouse participates. It also allows for a discount (from the employee's health plan rates) if the spouse participates but the employee chooses not to participate.

These incentives will go into effect on your premiums for January 2021 coverage.

## **Tobacco Surcharge for 2021:**

Employees who use tobacco/nicotine products are subject to a Tobacco Surcharge that is added to their health plan rates. For 2021, employees who use tobacco/nicotine products will be charged a \$50/month surcharge and spouses who use tobacco/nicotine products will also be charged a separate \$50/month Tobacco Surcharge as follows:

<b>Tobacco/Nicotine User:</b>	<b>Monthly Surcharge</b>	<b>Bi-Weekly Surcharge</b>
Employee	\$50 per month	\$25 per pay
Spouse	\$50 per month	\$25 per pay

Therefore, if an employee and spouse are both tobacco/nicotine users, the total surcharge will be \$100 per month added to the health plan rate for coverage beginning in January 2021.

Employees/spouses who are tobacco/nicotine users may avoid the surcharge by indicating they agree to and participate in a Cessation program during 2021. Employees and spouses may be enrolled in Cessation to avoid the surcharge for a maximum of two years. Cessation programs will continue to be available to all employees and spouses even when the surcharge is no longer waived.

The University offers several opportunities for tobacco/nicotine users to participate in cessation programs on campus, by phone or online:

- ISU Prescription Drug Assistance – MD prescribed Rx at no charge for one of the following;
  - Chantix
  - Nicotrol Nasal
  - Nicotrol Inhaler
  - Zyban
- Individual in-person quit coaching with Employee Wellness Coordinator
- Indiana’s Tobacco Quitline 1-800-784-8669 [www.quitnow.net/Indiana](http://www.quitnow.net/Indiana)

If you have questions or comments, please contact Employee Wellness at 812-237-4117 or [ISU-EmployeeWellness@indstate.edu](mailto:ISU-EmployeeWellness@indstate.edu) or Employee Benefits at 812-237-4114.