**Be Well Bullet Points**

UCA Be Well seeks to promote healthy lifestyles by empowering individuals to actively engage in, and take ownership of their health through means of awareness, education and health promotion programs.

**Requirements**

Employees will be required to complete the following activities by 9/1/2017:

* Health Risk Assessment (HRA)
* Register with Compass Professional Health Services
* Annual physical with biometric screening
  + The biometric screening includes height, weight, waist circumference, pulse rate, blood pressure and a blood test for HDL cholesterol, triglycerides, and fasting glucose.
  + Prior screenings dated 9/1/2016 – 9/1/2017 will be accepted.

**Premium Discount**

* Employees/Spouses who complete the above activities will receive a discount on 2018 monthly health premiums.

**Premium Surcharge**

* Employees/Spouses who do not complete the above activities will pay a surcharge on 2018 monthly health premiums.

**To Note:**

* On average, UCA pays for 76% of the employees’ health premium.
* Employees hired after 7/1/2017 will not be eligible for the 2018 discounts, and will pay normal 2018 health premium rates.
* The aggregate information from the individuals’ HRA and biometric screening will be kept strictly confidential, and will be used to detect healthcare expenditures and direct the programming initiatives UCA Be Well pursues throughout the year.
* If you are unable to participate in any of the activities required to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard.

The Health and Wellness Advisory Committee has approved these requirements and incentives. They have also been presented to Executive Staff and the Council of Deans, with presentation to Faculty and Staff Senates scheduled for 2/14 and 2/22 respectively.