



# CITY OF MONTGOMERY

## HEALTH RISK ASSESSMENT (HRA)

### POLICY

#### **A: PURPOSE**

The City of Montgomery health risk assessment is a voluntary program designed to improve employee health, control healthcare costs, increase productivity and reduce absenteeism by providing valuable insights of four risk factors – high blood pressure, high cholesterol, high glucose, and obesity. These risk factors are measured using biometric screenings.

#### **B: ELIGIBILITY**

All active employees (including married City employees) who are covered under the City's Group Health Plan are encouraged to participate in this assessment. Newly hired employees, and current employees with new enrollments into the Group Health Plan, will be eligible to complete the HRA the following year after their hire date or enrollment date. Once an employee retires, they are no longer eligible to complete the HRA.

#### **C: REQUIREMENTS FOR HRA COMPLIANCE**

Employees should have a health screening annually during the months of **January 1<sup>st</sup> – September 30<sup>th</sup>**. There are no extensions to the deadline. Employees are encouraged to schedule their appointments early and not wait until the last minute.

There are two options for completing the HRA – with the City Wellness Center or a Private Physician. Employees will need to (1) Schedule an appointment for the blood draw and vitals/biometrics and (2) Review the results with a medical provider within 90 days of the blood draw. Both steps must be completed between January 1<sup>st</sup> and September 30<sup>th</sup>.

##### **City Wellness Center – Premise Health**

It is free to complete the HRA at Premise Health. Registration with Premise Health is required at [myPremiseHealth.com](http://myPremiseHealth.com) or by calling 334-553-8870. After the blood draw, the wellness center medical provider will schedule the follow-up visit to review the results. Employees completing the HRA at the wellness center can check their compliance status on the Premise Health Portal.

##### **Private Physician**

Employees who elect to go to their private physician will need to use their insurance and will be responsible for any out-of-pocket costs pertaining to the office visit. Employees must also get their doctor to complete a Private Physician form to be returned to the Risk Management Benefits Office. Forms must be completed in full and it is your responsibility to return the completed form to the Benefits Office by September 30<sup>th</sup>. Private Physician forms can be downloaded from the Benefits webpage at the following link:

[www.montgomeryal.gov/work/city-employee-resources/benefits/benefit-resources](http://www.montgomeryal.gov/work/city-employee-resources/benefits/benefit-resources)

#### **D: NON-COMPLIANCE**

Employees who do not complete the HRA between January 1<sup>st</sup> and September 30<sup>th</sup> will be charged \$25.00 per pay period through payroll deduction. This deduction will start January of the following year and will continue for one full year - No Exceptions!