

DESIGNED WELLNESS

POWERED BY ACEC LIFE/HEALTH TRUST



2021 AHIP

WELLNESS CHAMPION CHECKLIST

Your firm is enrolled in the 2021 Accountable Health Improvement Plan (AHIP) offered by ACEC Life/Health Trust. The program officially runs January 1, 2021 – December 31, 2021, as a reminder, the wellness program may or may not coincide with your annual medical renewal.

All employees and spouses enrolled in a medical plan through ACEC Life/Health Trust will be required to participate in AHIP. Participation in AHIP will determine the medical premium amount that an individual pays.

PROGRAM REQUIREMENTS AND DEADLINES

- Inform all employees of the 2021 Designed Wellness program and their required deadlines by **January 31, 2021**.
- Members complete the Biometric Screening by **March 31, 2021**.
- Members complete the Personal Health Assessment by **August 31, 2021**.
- If applicable, members complete the Health Improvement Program by **August 31, 2021**.
- Firms in their first year of AHIP only:** Confirm Firm Biometric Screening rate is at the required 50% to receive your first payment of the 5% refund **April 1, 2021**. You have until **August 31, 2021**, to achieve a 50% screening rate before the second payment deadline.
- Firms in their first year of AHIP only:** Sign the affirmation document that verifies a premium differential is administered based on participation in AHIP by **September 1, 2021**.
- Administer premium differential to employees who did not complete the program requirements. The differential will need to be \$50 to \$80/month/person for at least 6 months and must be applied to both employees and spouses that have not met the requirements.

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PROGRAM DETAILS

HEALTH IMPROVEMENT PROGRAM:

Applicable to any individuals that do not meet at least 3 out of 5 of the below ideal ranges in the biometric screening are required to complete a health improvement program. Health Improvement program options include eight (8) weeks of Naturally Slim or six (6) telephonic coaching calls. Because of the time commitment associated, members should start their health improvement program as soon as possible to allow sufficient time.

1. Body Mass Index (BMI) < 30
2. Blood Pressure <130/85
3. Glucose (Fasting) <100
4. HDL Cholesterol 40 and greater for Men, 50 and greater for Women
5. Triglycerides <150 mg/Dl

PREMIUM DIFFERENTIAL REQUIREMENTS:

Individuals that do not meet the above requirements by the stated deadlines will need to be charged a higher amount for their medical premium.

1. Each month, you will receive a compliance report from ACEC Life/Health Trust that verifies who has or has not met the requirements.
2. The differential will need to be **\$50 to \$80/month/person for at least 6 months** and must be applied to both employees and spouses that have not met the requirements.
3. A 5% refund of annualized medical premium is only applicable to firms in their first year of AHIP. Refund payments are provided upon the firm meeting the following AHIP objectives;
 - 2/3 of 5% refund is paid once the firm has achieved 50% biometric screening rate. The biometric screening rate is calculated based on all medically enrolled employees and spouses that are eligible to participate.
 - 1/3 of 5% refund is paid once the firm has signed off on an affirmation document that verifies a premium differential is being administered based on participation in AHIP.
 - Firm will be assessed and underwritten at subsequent years' renewals as a separate, healthier pool within the Trust.