

## Archuleta County Employee Wellness Program Overview

In 2020, 75 employees participated in the Wellness Fair. Using this number in anticipating the 2022 HRA funding amounts:

Each employee who participates gets \$50 in their HRA  
For each goal met, each employee can earn \$100 in their HRA  
Maximum per employee - \$450.00

75 employees participate -	75 x \$50 = \$6,500
1 goal met	75 x \$100 = \$7,500
2 goals met	75 x \$200 = \$15,000
3 goals met	75 x \$300 = \$22,500
4 goals met	75 x \$400 = \$30,000

The Health Reimbursement Account (HRA) is 100% funded by the County. It is money provided by the County for our employees to help offset out of pocket expenses. The amount the participant is allotted in their HRA is based on participation in the voluntary health risk assessment and biometric screening. Additional funds may be awarded by meeting or exceeding the goals for blood pressure, cholesterol, body mass index (BMI) and tobacco/nicotine use.

Based on the individual results of the Health Assessment, employees can earn \$50 to \$450 towards their HRA.

We are working with Fredrick Zink & Associates to manage the HRA, as they currently manage our Flexible spending accounts.

Any funds remaining in the HRA at the year's end, will roll over to the next year up to **\$2,500**.

Employees are not entitled to this money if they leave County employment. The funds are available to the employee for expenses incurred while covered under the County benefit plan.

HRA will reimburse for:

- Deductibles/co-pays
- Qualified non-traditional medicine
- Dental (including major services)
- Vision
- Well care
- Prescription co-pays and qualified OTC drug expense