

# Boone County Preventive Care Incentive

## Frequently Asked Questions

- 1. Is participation in the Incentive program mandatory?**
  - a. No, participation in the incentive program is strictly voluntary.
- 2. Who is eligible for the Preventive Care Incentive and how do they get it?**
  - a. All benefits-eligible Boone County employees are eligible for the \$50 Preventive Care incentive. To receive the incentive, you must complete and return the Boone County Preventive Care Incentive Form between November 1, 2021 and October 31, 2022.
- 3. Where can I get a copy of the form?**
  - a. The form is available on the website at [https://www.showmeboone.com/HR/documents/Benefit\\_Info\\_and\\_Forms/Wellness/Preventive%20Care%20Incentive%20Form.pdf](https://www.showmeboone.com/HR/documents/Benefit_Info_and_Forms/Wellness/Preventive%20Care%20Incentive%20Form.pdf) or on the all-Drive at S:\all\Human Resources & Risk Mgmt\Preventive Care Incentive
- 4. When is the form due back to HR?**
  - a. The form must be returned to HR by 5:00 pm on October 31, 2022. You can scan the form and email it to [HR@boonecountymo.org](mailto:HR@boonecountymo.org), drop it off at the 613 E. Ash office, or send it to HR by interoffice mail. The Benefits and Wellness Coordinator in HR will send you a confirmation email (or inter-office letter if you don't have email) when they receive your form.
- 5. How much is the incentive and when will I get it?**
  - a. The incentive is \$50 (before taxes) and will be added to your December 2022 paycheck. You must be an active employee, be in paid status on December 11, 2022, (and returned your completed Incentive Form by 10/31/22) to receive the incentive.
- 6. How many incentives can I get?**
  - a. The maximum is one \$50 incentive per benefits-eligible employee, per period (Nov. 1, 2021 - Oct. 31, 2022).
- 7. Can my spouse (or child) get a \$50 incentive too?**
  - a. No, at this time, only benefits-eligible employees can get the incentive.
- 8. What is a Primary Care physician/doctor/provider?**
  - a. Primary Care physicians/doctors/providers are “generalist” health care providers (as opposed to a “specialist” like a cardiologist, dermatologist, endocrinologist etc.) who you’d visit for most medical needs, including wellness visits and routine screenings, non-emergency illnesses like earaches and sore throats, and the person you’d speak to about your health questions and concerns. Primary Care providers keep track of your medical history, help diagnose and manage chronic medical problems, and can help coordinate care for more complex medical issues that require a specialist. Primary Care providers can be

doctors, nurse practitioners, or others working under the direction of a Primary Care doctor or nurse practitioner. Primary care providers are usually found in one of three categories:

- i. Family Practice- These providers treat patients of all ages
- ii. Internal Medicine- These providers treat adults and specialize in the prevention, diagnosis, and management of diseases/chronic conditions.
- iii. General Practice-treat patients of any age and may practice some form of alternative medicine

Urgent Care and ER doctors and nurses are not considered Primary Care providers for the purposes of the Preventive Care incentive.

Pediatricians, Geriatricians, and OB/GYNs, can also be primary care service providers for patients (check with your provider).

**9. How do I find a Primary Care provider if I don't already have one?**

- a. There are a variety of ways to find a Primary Care provider. You will likely want to find one who is "In-Network" for our insurance network (Anthem Blue Access) in order to get your ACA covered preventive care screenings for free and pay less out of pocket for all other care.
  - i. You can log on to [www.anthem.com](http://www.anthem.com) and use the Find a Doctor function.
    1. Use the dropdown menus to indicate you are looking for a doctor/medical professional who specializes in Family/General Practice/Internal Med within any distance you prefer of a given zip code.
    2. You can refine the results using the + next to the Options tab on the left side of the screen to narrow the results to just those providers who provide primary care services and/or are taking new patients.
  - ii. You can search by hospital preference.
    1. Boone Hospital providers
      - a. Visit [www.boone.org](http://www.boone.org), Find a Provider
        - i. Search provider type: Primary Care, Family Practice, etc.
      - b. Or complete the "Request a Call for an Appointment" form
      - c. Or call 1-855-200-8512 for a Boone representative to assist you
    2. University Hospital providers
      - a. Visit [www.muhealth.org/primary-care](http://www.muhealth.org/primary-care) to view locations and providers
      - b. Then call 573.882.4141 to schedule an appointment.

- iii. You can contact Benefits and Wellness Coordinator Jessica Harris (886-4128) who can provide a list of Columbia area Primary Care doctors who are accepting new patients.
- iv. Ask a co-worker (who is on our insurance) for a referral. They may have a great recommendation. You can then use the Anthem.com website or contact Jessica Harris to make sure that provider is “In-Network.”

**10. Does the WellAware visit count for the incentive?**

- a. No, the incentive is to encourage developing a relationship with a Primary Care provider and getting your screenings. Getting screening lab work from WellAware or something like Urgent Care does not provide you with primary care provider services and so does not count for the incentive. (But you can still get vacation hours for doing that WellAware screening and Health Assessment)

**11. Will the appointment to get this form filled out be free?**

- a. There are a variety of preventive health services covered at no cost to you under our insurance. You can find a list of all covered services here: <https://www.healthcare.gov/coverage/preventive-care-benefits/> and here: [https://www11.anthem.com/provider/noapplication/f1/s0/t0/pw\\_g329953.pdf?refer=ahpprovider&state=mo](https://www11.anthem.com/provider/noapplication/f1/s0/t0/pw_g329953.pdf?refer=ahpprovider&state=mo) To avoid surprise costs when going to your annual preventive screening check up, we recommend the following:
  - i. Make sure your doctor is in our network.
  - ii. Be clear when scheduling the visit that you’re only interested in covered preventive services during this appointment.
  - iii. Ask questions about costs and advise your provider you only want to receive tests or screening that are covered under the ACA at no cost.
  - iv. Make sure you have not already had a preventive screening check up during this calendar year.
  - v. Avoid turning a preventive visit into an “office visit.”
    - 1. The purpose of preventive visit is to review your overall health, identify risks, and find out how to stay healthy. An “office visit”, which could require you to pay for your visit as part of your deductible or copay, is to discuss or get treated for a specific health concern or condition.
  - vi. What types of things can I discuss at a preventive visit without getting charged?
    - 1. Your current health
    - 2. Your family health history
    - 3. Past illnesses and surgeries
    - 4. Risks you may have for specific conditions
    - 5. How to maintain a healthy lifestyle

**12. What if I already did my preventive screening?**

- a. Our insurance covers one preventive visit per calendar year. If you have already attended a preventive visit with your Primary Care provider prior to November 1, 2021, you can attend a covered preventive care visit that will qualify for the incentive after January 1, 2022.

**13. Do I have to get every screening done that is listed on the form?**

- a. No, the list of screenings on the form are examples of some commonly performed screenings. A box that is marked N (for No), for whether the screening has been conducted, does not disqualify you from receiving the incentive.