



Vitality is now available to County employees on County medical benefits plans. This program allows participants to earn credit to use toward healthcare deductibles, coinsurance, co-pays, or earn a stipend (depending upon their healthcare provider and plan).

Questions most frequently asked about the Vitality program are listed below. If you have additional questions about the program, please call Vitality at 1(877) 224-7117 from 9 am – 6 pm Eastern Time, or email [wellness@powerofvitality.com](mailto:wellness@powerofvitality.com)

### **Frequently Asked Questions**

#### **Smoke Free Affidavit**

Q1a. I am not on County medical benefits. Can I still earn points by signing a Tobacco Free Affidavit?

Q1b. My spouse and children are on my County benefits family plan. Do we earn points if they sign a Tobacco Free Affidavit?

A1. Only the employee who is responsible for a single or family County medical benefits plan is eligible to earn points by signing the affidavit. Spouses and children are not eligible to earn points, nor is an employee who is not covered by a County medical benefits plan. In the case of two married County employees on a family plan, only the employee who carries the medical coverage for the couple may enroll.

Q2. I completed and turned in my Tobacco Free Affidavit, but I don't see the points on the "Power of Vitality" website. How do I get my credit?

A2. Tobacco Free Affidavit credits are not awarded on the website, they are recorded separately and are awarded on your Benny Card Account in the amount of \$50.

Q3. When do I receive the credits or stipend for completing and turning in my Tobacco Free Affidavit?

A3. If your Tobacco Free Affidavit was received by Human Resources, you will receive the credit via a Benny Card. This card will come in the mail and will be loaded with the \$50 credit. The credit for the Tobacco Free Affidavits are updated monthly.

Q4. I have additional questions about the Tobacco Free Affidavit. Who should I contact?

A4. Email [Benefits@cuyahogacounty.us](mailto:Benefits@cuyahogacounty.us)

**General Questions for all non-100% plans**

Q5. Can I obtain biometric screening numbers without a visit to my physician or a clinic?

A5. Biometric screenings are taken at the annual County Wellness Fairs. The points for completing the biometric screenings are only awarded once per year. Bonus points can be awarded if screening numbers move into a healthy range.

Q6. I already had my biometric screening done at the Health Fair this past October. Can I use those numbers for the Vitality program?

A6. No, you can earn points for your biometric screenings at the upcoming health fairs

Q7. Can my family members participate in the Vitality program if I'm on a family medical benefits plan?

A7. The points for the online Vitality Program are available only to the employee who carries the County medical coverage, not spouses or children. In the case of two married County employees on a family plan, only the employee who carries the medical coverage for the couple may enroll.

Q8. How do I verify a workout when I workout at home?

A8. In order to verify your at-home workout, a device that is compatible with the Vitality online system is required. There are over 55 compatible devices, including pedometers and polar heart rate monitors. The list of compatible devices is available on [www.powerofvitality.com](http://www.powerofvitality.com) or by contacting the Vitality Customer Care Line (877-224-7117).

Q9. How does the smart phone app (MapMyFitness.com) work?

A9. MapMyFITNESS iMapMy mobile apps use the built-in GPS technology on the iPhone, BlackBerry, and Android to enable you to record and chart your daily fitness activities on your device. They record your workout details, duration, distance, pace, speed, elevation, calories burned, and route on an interactive map. Data may be uploaded to the MapMyFITNESS website where you can view your route workout data, and comprehensive workout history.

You can earn Vitality Points for a Verified workout each day you run, bike or walk with the iMapMy app. To qualify for a Verified Workout, you need to burn 200 calories or more while exercising with the app. The app measures activity by tracking your movement via Global Positioning System (GPS) and WiFi. You can then upload your recorded activity into your MapMyFITNESS.com and link it to Vitality to earn points.

Q10. Does Wellness IQ provide pedometers for the Vitality program? How much do they cost?

A10. Pedometers are available during business hours for \$39.99 each at the Sterling Building Human Resources Office (1255 Euclid Avenue, 3<sup>rd</sup> floor). Cash, money orders or bank checks will be accepted. Sorry, no personal checks can be accepted.

Q11. I don't have a computer at my desk. Will there be a kiosk available?

A11. Computers are available for employee use on the 3<sup>rd</sup> Floor of the Sterling Building and are located in the HR Training Room. In addition to these computers, your Champ representative should be able to assist you.

Q12. Can I log into Vitality on my work computer?

A12. The Vitality program has the full support of the County Executive and County Council. Therefore, any employee of a County Executive agency may use a workplace computer to enter information on the Vitality website so long as doing so does not disrupt the operational needs of his or her department.

Employees of non County Executive agencies should consult with their Human Resources representative regarding logging in to Vitality on a work computer.

Q13. When I enter information into [www.powerofvitality.com](http://www.powerofvitality.com) , how long does it take for my points to be awarded?

A13. Normally it takes 24-48 hours for points to be awarded. In some exceptional cases, it may take up to 45 days.

Q14. Will the County be providing classes in CPR and First Aid certification?

A14. The County is researching this as a possibility. Updates will be forthcoming.

**90% & 80% Kaiser, Medical Mutual SuperMed and United Health Care plans**

Q15. Are wellness credits deposited into a Healthcare Reimbursement Account taxed?

A15. No. Healthcare Reimbursement Account credits are not taxable income.

Q16. If I earn credits into my Healthcare Reimbursement Account and don't use them this year, will they roll over into 2013?

A16. The Vitality program is an annual program which may be changed to best match the needs of County employees each year. Therefore, unused credits will not roll over from year to year.

Q17. I understand my Healthcare Reimbursement Account credits will be placed on a "Benny Card" debit card. What can I use it for? Can I pay for a pedometer with my Benny Card? How many Benny cards will I receive?

A17. The credits on a Benny Card may be used for Medical or Pharmacy deductibles, co-pays or coinsurance for any member on an employee's family benefits plan. Two Benny cards will be sent to you once you achieve a status that earns your first credit. You can not pay for your pedometer with your Benny Card credits.

Q18. Now that I have a Healthcare Reimbursement Account, can I adjust the amount of payroll deduction into my Flexible Spending Account?

A18. Flexible Spending Account deductions can only be adjusted during the open enrollment period or due to a qualifying event (marriage, divorce, birth or adoption of a child, death of a dependent etc).

**MetroHealth Select Concierge Plan**

Q19. I am on the MetroHealth Concierge Plan. How will I receive my stipend?

A19. Stipends will be included in a future paycheck as additional income. This income is taxable and will be awarded at the end of the year.

Q20. If I leave county employ before the end of the year, will I still receive my stipend?

A20. Stipends will be calculated at the end of the program year. Those who leave county employ prior to that time will not receive a stipend.

### **Devices**

Q21. What is the difference between an Omron Pedometer and Fitbug Pedometer?

A21. Omron pedometers are sold by Wellness IQ through the Cuyahoga County Department of Human Resources for \$39.99 each. There are no additional fees associated with this pedometer. In addition, users are awarded 10 vitality points for taking 5,000 steps a day and bonus points for the 1st 5,000 step day of the week and the 5th 5,000 step day of the week.

2. Fitbug pedometers are sold directly through the [www.powerofvitality.com](http://www.powerofvitality.com) website for \$45 and an annual renewal fee of \$15. Also, an optional full Fitbug membership can be purchased for an additional \$7 per month. Fitbug users are awarded 5 vitality points for taking 5,000 steps a day, 10 vitality points for taking 10,000 steps a day and bonus points for the 1st 10,000 step day of each week, and the 5th 10,000 step day of each week. Participants in the Vitality program are free to choose the device they prefer. However, it is important to have a full understanding that these are unique devices and each has its own costs and benefits.