1. **Q: Will Biometrics count towards the 2023 wellness incentive?**

A: For most employee’s, No.

To prevent/reduce impact of COVID-19 and Flu on our workforce and campus community, the 2023 wellness incentive will include the COVID-19 booster vaccination (or original series if not completed previously) ($15 per month) and the Flu vaccination ($15 per month).

A: For employees with a bona fide accommodation, yes.

Individuals who are seeking a disability or religious accommodation related to vaccinations must contact the Deputy compliance Officer, Juliaholmes@missouristate.edu or 417-836-6755, no later than November 1, 2022, to initiate the interactive accommodations process.

* New accommodation request must be made, regardless of prior year approval.
* Individuals where an accommodation is determined to be appropriate will be required to complete a biometric screening in lieu of a vaccination(s) to qualify for the wellness incentive discount.
	+ Biometric screening must be received by employee between 1.1.22 and 12.1.22. Employees who receive screening/labs outside of Magers health, must report the appropriate documentation to Magers and have their medical record updated to receive credit.
* Biometric screening includes:
	+ venipuncture (arm) blood draw for lipid panel and hemoglobin A1c (average blood sugar over last 3 months)
	+ blood pressure
	+ weight
	+ waist measurement
1. **Q: What if I have a disability/ medical reason or religious objection with taking a vaccine, can I request an accommodation, and would that count towards my health care premium discount?**

A: Individuals who are seeking a disability or religious accommodation related to vaccinations must contact the Deputy compliance Officer, Juliaholmes@missouristate.edu or 417-836-6755, no later than November 1, 2022, to initiate the interactive accommodations process.

* New accommodation request must be made for 2023, regardless of prior year approval.
* Individuals where an accommodation is determined to be appropriate will be required to complete a biometric screening in lieu of a vaccination(s) to qualify for the wellness incentive discount.
	+ Biometric screening must be received by employee between 1.1.22 and 12.1.22. Employees who receive screening/labs outside of Magers health, must report the appropriate documentation to Magers and have their medical record updated to receive credit.
* Biometric screening includes:
	+ venipuncture (arm) blood draw for lipid panel and hemoglobin A1c (average blood sugar over last 3 months)
	+ blood pressure
	+ weight
	+ waist measurement

**Q: How can I report my completion of the COVID-19 vaccine or Flu shot if I did not receive it at Magers Health and Wellness Center?**

A: For employees to receive credit for their wellness incentive when services are provided with a provider other than Magers Health and Wellness center, proof must be submitted to Magers.

Email:  magersmedicalrecords@missouristate.edu.

You can also bring a printed copy of your vaccination record to Magers in person, or fax to 417-836-4143.

Please verify your records are updated in your MyHealth portal prior to December 1, 2022, to ensure wellness incentive.

1. **Q: When should all vaccine documentation be submitted to qualify for the health care premium discount?**

 A: By December 1, 2022

Please verify your records are updated in your MyHealth portal prior to December 1, 2022, to ensure wellness incentive.

1. **Q: When can I get my flu/Covid Vaccinations?**

A: COVID Vaccination Booster (or original series if not previously completed): qualifies for $15 per month discount

* + Booster vaccination (or original series if not previously administered) must be received by employee between January 1, 2022, and December 1, 2022. Employees who received vaccinations by a provider outside of Magers health, must report the appropriate documentation to Magers and have their medical immunization record updated to receive credit.
	+ Original series and bivalent boosters are available to those 12 years and older at Magers Health and Wellness.
	+ If an employee has not already received a qualifying booster, and the employee is less than 3 months post infection rendering the medical recommendation for a booster to fall at a date later than the time frame necessary to obtain the wellness incentive, the accommodation process and must be requested and biometric screening will be required.
	+ Employees who received vaccinations by a provider outside of Magers health, must report the appropriate documentation to Magers and have their medical immunization record updated to receive credit. You may bring the documents to the center or email them to [MagersMedicalRecords@missouristate.edu](file:///C%3A%5CUsers%5Cmat829%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CContent.Outlook%5CQDN0N559%5CMagersMedicalRecords%40missouristate.edu)
* Seasonal Flu Vaccination Shot: qualifies for $15 per month discount
	+ Flu vaccination should be received by employee between August 1, 2022, and December 1, 2022.
	+ Employees who received vaccinations by a provider outside of Magers health, must report the appropriate documentation to Magers and have their medical immunization record updated to receive credit. You may bring the documents to the center or email them to [MagersMedicalRecords@missouristate.edu](file:///C%3A%5CUsers%5Cmat829%5CAppData%5CLocal%5CMicrosoft%5CWindows%5CINetCache%5CContent.Outlook%5CQDN0N559%5CMagersMedicalRecords%40missouristate.edu)
1. **Q: Do I have to get the specifically the covid bivalent booster?**

A: Any COVID Vaccination Boosters (or original series if not previously completed) qualifies for $15 per month discount provided:

* + Booster vaccination (or original series if not previously administered) was received by employee between January 1, 2022, and December 1, 2022 and Employees who received vaccinations by a provider outside of Magers health, report the appropriate documentation to Magers and have their medical immunization record updated to receive credit.
1. **Q: Who should I contact if I have any more questions surrounding the Missouri State University Wellness Incentive?**

A: Please contact the Office of Human Resources at 417-836-5102 or humanresources@missouristate.edu.