

New Hire Guide to Worksite Wellness

A Proactive Approach

Newly hired employees cannot enroll in Allegheny County's worksite wellness program, Lifestyle Returns, until their medical benefits become effective. Since this program is sponsored through Highmark, you will not have access to Highmark's site until you are a member. Highmark will not recognize you as a member until your benefits become effective. However, new hires can take a proactive approach to wellness by participating in and tracking the following:

1. Schedule preventive care visits.

Physical exam - if you are age 49 or younger, you will need to schedule this exam every two years. Track the date by writing down when you received this exam or the date you scheduled this exam. You will need to write down the date in either the previous calendar year or in the current calendar year (January – December).

If you are age 50 or older, you will need to schedule this exam every year. Track the date by writing down when you received this exam or the date you scheduled this exam. You will need to write down the date in the current calendar year (January – December).

Females Only

Gynecological exam – if you are age 19 or older you will need to schedule a yearly gynecological exam. Track the date by writing down when you received this exam or the date you scheduled the exam. You will need to write down the date in the current calendar year (January – December).

Mammogram – if you are age 40 or older, you will need to schedule a mammogram every two years. Track the date by writing down when you received this exam or the date you scheduled this exam. You will need to write down the date in either the previous calendar year or in the current calendar year (January – December).

2. Complete two Health and Wellness Programs

Lifestyle Returns requires you to participate in two health and wellness programs designed to help you live a healthier lifestyle. The following are examples of programs that Allegheny County sponsors that you can participate in prior to your benefits becoming effective. Some programs will require a completion code – track the dates you participated along with the completion code (if applicable). Enrollment in these programs is

- **Maintain Don't Gain** – program runs November through January
- **Eat Well for Life** - program runs March through April
- **10,000 Step Challenge** – program runs April through July
- **Maintain Your Mind** – program runs June through July
- **Organized Run/Walk** – participate in an organized race/walk anytime between January and December of the current year
- **Weight Watchers Meetings** – attend 10 meetings – write down the dates you attended each meeting anytime between January and December in the current year
- **CPR** – take a CPR class any time between January and December in the current year
- **Flu Shot** – receive a flu shot anytime between January and December in the current year
- **Fitness Workout** – participate in any type of fitness workout between January and December.

Once your medical benefits become effective, you can begin entering the information you've tracked into your Lifestyle Returns program. If you have any questions or concerns please contact your wellness representative or Holly Grabowski, Health Education Coordinator at 412-350-2663.