



Tulsa FOP 93 Health and Welfare Trust

April 2023

Personal Health Assessment (PHA) Policies

During each annual open enrollment Tulsa FOP Health & Welfare Trust members and spouses are offered a free biometric screening, personal health assessment, and nicotine test. Participating in these free screenings is part of what qualifies the employee for premium incentives. Screenings can be completed at the annual health fair or in a Remedy Health clinic between March 1 and August 31. If you fail to complete your screening by the deadline you will not qualify for the premium incentives. The only exceptions to this are listed as follows:

- Childbirth – in order to obtain an accurate reading, women who are pregnant or have given birth will have a waiver during pregnancy and a one-year waiver from the date of birth.
- Addition of a spouse – if a spouse is added due to marriage, loss of other coverage, etc. the spouse has 30 days from the qualifying event to complete their screenings.
- Under care – If you are inpatient in a hospital, skilled nursing unit, long term care, treatment facility or your physician documents that it is not recommended for you to participate in the screenings, you are not required to take your screenings during this time. Once you are discharged or no longer under care you are given 90 days from date of discharge to complete your screenings to qualify for the discounted premium.
- Academy – If your academy class ends prior to December 31st you must complete the screening within 30 days of graduation. If your academy class ends between January and June 30th you will be offered to complete your screenings during the open enrollment for the following July.