

2026 MMIA EMPLOYEE BENEFITS

FEATURE PRESENTATION

WELLNESS

EARN UP TO \$200 IN INCENTIVES

FREQUENTLY ASKED QUESTIONS

I WANT TO PARTICIPATE IN THIS YEAR'S WELLNESS PROGRAM...WHERE DO I START?

All Wellness Program activities can be accessed from our Wellness page at the URL below. You can also find all necessary information, such as the screening schedules, links to schedule appointments, the program outline, and more.

WHO QUALIFIES FOR THE WELLNESS PROGRAM AND INCENTIVES?

Every employee, spouse, and retiree enrolled in an MMIA medical plan is eligible to participate.

WHEN IS MY CITY OR TOWN HAVING THEIR HEALTH SCREENING EVENT?

The ISWM Health Screening schedule is posted in the spring on our Wellness page. If you live in an area with a Montana Health Center, screenings can be scheduled for anytime between July 1 and September 30.

HOW DO I SCHEDULE MY HEALTH SCREENING REVIEW (HSR) CALL?

Schedule your HSR call for about three weeks after your Health Screening date to ensure the health coaches have your results. You must schedule your call with a Take Control health coach on our Wellness page. Click "Schedule Call" on the \$50 Health Screening Review tile, where you can schedule using a secure site. Please do not wait too long to schedule, as appointment availability is limited. Calls must be completed by November 6.

HOW DO I SCHEDULE MY HEALTH SCREENING?

You can schedule your Health Screening on our Wellness page, see link below.

Registration for each ISWM screening date/location opens approximately six weeks prior to the screening date. If yours is not yet listed, it means registration is not yet open. Please try back at a later time.

WHO WILL I TALK TO FOR MY HEALTH SCREENING REVIEW?

MMIA has contracted with our disease management vendor, Take Control, to perform completely confidential HSR calls. This is the same vendor that MMIA has been contracting with the past few years. All participants will speak with a certified health coach about their Health Screening results. If you qualify for pre-hypertension, pre-diabetes, maternity management, or any other Take Control programs, you may be offered those resources as well.

DO FOLLOW-UP CALLS WITH OTHER PROVIDERS COUNT FOR AN INCENTIVE?

No. While a follow-up with your provider is recommended for some, only an HSR call with a Take Control health coach scheduled through our wellness page will count for an incentive. These health coaches offer important information regarding your benefits and programs available to you that your doctor may not know about.

YOUR HEALTH SPOTLIGHT

TO ACCESS THESE ACTIVITIES AND LEARN MORE, SCAN THE CODE OR VISIT mmiaeb.net/wellness





YOUR HEALTH SPOTLIGHT

WHAT IS MY TIMELINE TO COMPLETE EACH ACTIVITY?

Health Screening: July 1–Sept 30
80% Employee Participation: July 1–September 30
Results will be posted online in October
Education Incentive: Complete by September 30
Health Screening Review Call: Complete by November 6

DO I HAVE TO REPORT MY ACTIVITIES TO MMIA IN ORDER TO TRACK MY INCENTIVES?

No. Incentive tracking information is automatically reported to MMIA. However, we recommend you record the date/time of your HSR call and hold on to any confirmation emails you may receive after completing incentive activities until after you receive your prepaid Visa card at the end of the year.

WHAT IF MY PREPAID VISA CARD IS LOST OR STOLEN?

MMIA has no way of tracking lost or stolen cards. It is highly recommended that you keep track of the 16-digit card number so you can request a replacement from Prepaid USA if it is lost or stolen.

CAN I COLLECT INCENTIVES IF I AM NO LONGER ENROLLED ON AN MMIA MEDICAL PLAN?

No. You must be enrolled on an MMIA medical plan at the time incentives are distributed to the cities/towns. If you are not enrolled, you are not eligible to collect incentives, even if you were enrolled at the time of participation.

WHAT IS THE TOTAL POSSIBLE INCENTIVE AMOUNT FOR THE 2026 WELLNESS PROGRAM?

There is a \$50 incentive for each of the four wellness activities, which means the total possible amount each participant can earn is \$200.

HOW WILL I RECEIVE MY INCENTIVES?

Earned incentives will be sent in the form of prepaid Visa cards to your city/town representative by the end of the year. You will sign for your incentive and collect it from your city/town representative.

Please note, that the **prepaid Visa cards expire 12** months after their issue date, which is printed on the front of the card. They also have some rules and limitations, which can be found on our wellness page under the “Prepaid Card Activation & FAQs” heading.

WHO SEES THE HEALTH INFORMATION THAT WAS COLLECTED AT THE SCREENING?

Your information will never be shared with your employer. MMIA follows strict HIPAA standards. All data is maintained with strict confidentiality. The data is only shared with clinical staff, which may include a nurse case manager at Allegiance or a disease manager at Take Control, to perform HSR calls or to offer assistance for anyone who may be at high risk for chronic disease.

The data is limited to only the values required to administer the incentive program. MMIA only contracts with vendors that follow strict HIPAA regulations and protocols.

The Montana Municipal Interlocal Authority reserves the right to alter the Wellness Program at any time.

This program is developed in compliance with the EEOC wellness rules and does not violate anti-discrimination laws as laid down by the Americans with Disabilities Act and Genetic Information Nondiscrimination Act. Participation in this program is voluntary. MMIA maintains the privacy and security of your personally identifiable health information. You must be enrolled in an MMIA medical plan at the time of prepaid Visa card distribution in order to earn an incentive. For more information, view our EEOC Notice at mmiaeb.net/wellness.

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