

Wellbeing Reimbursement Frequently Asked Questions

What are the improvements to the Wellbeing Reimbursement program?

There were several improvements made to the Wellbeing Reimbursement program:

1. We expanded our list of qualified expenses to include home gym equipment, personal and professional development, and financial wellbeing.
2. By moving to payment via payroll, members don't have to worry about losing or not receiving paper checks.
3. Changing the deadline to August 31st aligns with the QE year, so members don't have to remember multiple program deadlines.
4. In aligning with the County's wellbeing philosophy, we expanded this benefit to include all benefit-eligible employees regardless of their participation in the YourChoice Health Plan.

Why did you make changes to the Wellbeing Reimbursement Program?

This program is hugely popular and has grown exponentially over the last few years. To that end, Employee Health Benefits worked with payroll to devise a more streamlined plan for this benefit to be processed efficiently and with less administrative overload while ensuring we were following industry standards. We took this opportunity to make other improvements as outlined above.

Is this program year shorter? What happens next year?

Yes, this program year is 9 months and ends on August 31st due to the process change. This date was chosen to align with the QE year and also to facilitate payroll distribution in January. The new program year which begins September 1, 2020 will run a full 12 months and end on August 31, 2021.

Can Retirees participate in the Wellbeing Reimbursement Program?

Because reimbursements will be distributed in paychecks like Health Bucks, retirees are not eligible for this benefit.

I am a spouse or dependent, how do I receive my reimbursement money?

Wellbeing Reimbursement and Health Bucks earned by spouses and adult dependents will be included in the employee's paycheck.

I already submitted Wellbeing Reimbursement this year. Do I need to submit it again?

If you submitted prior to April 1st and your reimbursement submission contained all necessary documentation, there is no action to be taken on your side. We will submit for you and you will see your reimbursement in your paycheck in January 2021.

Will participation be required for fitness equipment such as weights, mats, bikes, etc?

With the closure of all gyms in the area due to COVID-19, we want to encourage you to have a safe environment to continue your fitness. For this reason, we are not requiring any proof of participation with these purchases this year.



Will I be able to confirm my Health Bucks/Wellbeing Reimbursement in Benefit Express during annual enrollment?

Yes, you will be able to confirm the amount received for Wellbeing Reimbursement as well as Health Bucks during the Annual Enrollment process and will be reflected in your account after Annual Enrollment is over. If there is a discrepancy, please contact Marcia Polese at 941-748-4501 x3967 or mpolese@manateeyourchoice.com.

If I purchase any wellbeing qualified items after 9/1/20 but before 12/31/20, when will I expect that reimbursement?

All reimbursement requests submitted after 9/1/20 will be paid out January 2022 as that becomes part of the next year's program year.

My gym was closed due to COVID-19. Will I still be reimbursed?

We understand that there are several months in 2020 that participation in your gym and classes were not possible. We will reimburse you for membership fees paid in March and April 2020 without proving participation. If your facility remained closed after that, you, the member, should contact your facility to determine if/how they are charging or reimbursing members.

My event was cancelled due to COVID-19 and they won't give out refunds. Can I still get reimbursed?

While this is an unfortunate situation, Manatee YourChoice will not be able to refund purchases for cancelled events. This is the responsibility of the vendor and should be handled with them according to their policies or with your bank.

My spouse/adult dependents and I are eligible for Wellbeing Reimbursement. If we purchase home gym equipment, can we collectively use our individual reimbursement towards that?

Yes. As long as you are all eligible (MCG employee or MYC Health Plan Members) and the item costs equal to or more than the combined amount being reimbursed, you can each submit a reimbursement form for the same item. NOTE: You can not claim the same item if the amount is \$250 or less. For example, if you purchase an item for \$250, only one family member could request reimbursement on it. If the item costs \$300, one could request reimbursement for \$250 and another could request reimbursement for \$50.

