

Meeting Date
10/24/17



AGENDA	
Section	Consent
Item No.	II C.3

AGENDA REPORT
BREVARD COUNTY BOARD OF COUNTY COMMISSIONERS

SUBJECT:	Group Self-Insured Health Plan design changes to update Health and Wellness Programs
DEPT/OFFICE:	Human Resources / Employee Benefits

Requested Action:

That the Board of County Commissioners approves changes to the plan design of the Group Self Insured Health Plan recommended to update health and wellness incentive programs.

Summary Explanation & Background:

The Brevard County Board of County Commissioners provides employees a comprehensive health plan that incorporates a Wellness Program into the work environment. In an effort to continue to encourage employees to adopt a healthier lifestyle, the Employee Benefits Insurance Advisory Committee (EBIAC) at its October 6, 2017 meeting, recommended that the Board update the Adherence Based Health Incentives program established in Special Session on January 22, 2015.

The EBIAC vote to update the wellness program by requiring completion of a combination of activities and biometric screenings or a physical exam was 9 to 1 in favor. The no vote was cast by a member in favor of additional, more expansive requirements then the majority was willing to recommend at this time. All EBIAC members were in favor of requiring the completion of more than just a biometric screening and health assessment that has been the requirement for the past two years.

The group self-insured health plan design changes requested by the EBIAC impact both Health Reimbursement Account funds available to employees and PPO deductible obligations that must be met by plan members by encouraging all primary plan members to complete the following:

1. Participation in Biometric screenings at health fairs or open enrollment, completion of a Health Assessment at www.mycigna.com (these are the current plan year requirements) and completion of two (2) additional activity options from the attached list OR...
2. Getting an Annual Physical Exam from their Primary Care Physician, completing a Health Assessment at www.mycigna.com and completion of just one (1) additional activity option from the attached list.

Participation is voluntary, but it is the only way to qualify for the HRA contributions and PPO Deductible incentives that will be in effect for the 2019 plan year. Upon completion of the annual wellness program requirements outlined above each HRA participant will receive contributions to their HRA account as follows:

Member	Board Contribution
Less than \$35,000 salary	\$1,000.00
\$35,000-\$70,000	\$750.00
Greater than \$70,000	\$500.00
Retirees	\$500.00

HRA participants electing not to complete the annual wellness program requirements will not receive an employer contribution to their HRA account on January 1 of the next plan year.

PPO participants that complete the annual wellness program requirements will have their in-network calendar year deductible reduced from \$1000 per individual / \$2000 per family to \$600 ind / \$1200 family.

The recommendations made by the EBIAC are in keeping with prior Board direction that would, over time, increase the level of wellness participation required of health plan members in order to earn some part of the benefits provided to them. The goal being to encourage employees to improve their health with the knowledge gained through participation in these initiatives.

Clerk to the Board Instructions:

Exhibits Attached: 2018 Incentive Awards Program

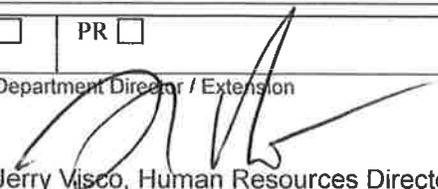
Contract /Agreement (If attached): Reviewed by County Attorney Yes No PR

County Manager

Assistant County Manager

Department Director / Extension

Frank Abbate 


Jerry Visco, Human Resources Director /
x55446

BCC-149 (Rev.6-8-2015) / Electronic Form



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October 25, 2017

M E M O R A N D U M

TO: Gerard Visco, Human Resources Director

RE: Item II.C.3., Approval of Group Self-Insured Health Plan Design Changes to Update Health and Wellness Programs

The Board of County Commissioners, in regular session on October 24, 2017, approved changes to the plan design of the Group Self-Insured Health Plan recommended to update health and wellness incentive programs.

Your continued cooperation is always appreciated.

Sincerely,

BOARD OF COUNTY COMMISSIONERS
SCOTT ELLIS, CLERK

Tammy Rowe, Deputy Clerk

cc: Finance
Budget



2018 Incentive Awards Program through MotivateMe

All active employees enrolled in any of the Brevard County Government health plans are eligible to participate in the 2018 Incentive Awards Program. In order to qualify for the incentives that will be effective for the 2019 plan year, you must complete the Required Activities in Step 1 (either **A or B**) PLUS one or two additional activities as described below in Step 2.

STEP 1: REQUIRED ACTIVITIES	
A	B
<p>Get an Annual Physical with your primary care physician and Complete your personalized health assessment on Mycigna.com</p>	<p>Get a Biometric Screening at work or at a health fair and Complete your personalized health assessment on Mycigna.com</p>
OR	OR
<p><i>Upon completion of the activities above, you must also complete</i> ONE (1) <i>of the additional activities listed below:</i></p>	<p><i>Upon completion of the activities above, you must also complete</i> TWO (2) <i>of the additional activities listed below:</i></p>
STEP 2: ADDITIONAL ACTIVITY OPTIONS TO QUALIFY FOR INCENTIVE	
<i>Activity</i>	<i>Description</i>
Flu Shot	<ul style="list-style-type: none"> • Get a flu shot
Age and Gender Appropriate Preventive Screening (each screening counts as an activity)	<ul style="list-style-type: none"> • Mammogram • Colonoscopy • Well Woman Visit • Adult Age Specific Vaccination (e.g. Shingles, Pneumonia)
Spouse Physical	<ul style="list-style-type: none"> • Have your spouse get an annual physical with a physician (if your spouse is covered under the County's health plan)
Dental Preventive Cleanings	<ul style="list-style-type: none"> • Get your teeth professionally cleaned (each cleaning counts as 1 activity)
Health Coaching	<ul style="list-style-type: none"> • Disease Management / Chronic Condition Coaching (engage in Telephonic Coaching with your health plan)
	<ul style="list-style-type: none"> • Onsite Coaching (meet with BOCC's Onsite Health Coach)
	<ul style="list-style-type: none"> • Online Coaching (complete 4 of the following 6 online sessions to count as 1 activity): *Nutrition*Exercise*Mood*Stress*Weight Loss*Tobacco
Apps & Activities	<ul style="list-style-type: none"> • Complete Apps & Activities on mycigna.com (Apps & Activities is considered "completed" when 1,000 points within the module are achieved)

Our Goal is Optimal Health for our Valued Employees!