Baldwin County Employee
Health and Wellness Incentive Program

Baldwin County is committed to the health and wellbeing of our employees and retirees. We view wellness as a core component of the employee benefits package. The Baldwin County Health and Wellness Incentive Program will support our employees/retirees by providing resources to live a healthy lifestyle. Baldwin County Symbol Health Clinics are dedicated to bringing quality health services to the workplace. Clinics are located in Bay Minette, Robertsdale, Gulf Shores, and Foley.

Eligibility

Services provided through the clinics are provided free to employees, retirees, spouses, and dependents who are on the County's health insurance plan.

Services Provided by Clinics

- Primary Care
- Disease Management
- Prevention
- Lab Services
- Prescription Medication
- Health Coaching

Employees with County health insurance will be required to clock out for visits to the Clinics with the exception of health coaching appointments. Each department will work to accommodate employees who need to visit the clinic for scheduled appointments. Employees must coordinate clinic visits with their department manager so that it is not in conflict with departmental activity. It is also within the manager's discretion to coordinate an employee's clinic visit due to departmental conflict.

Prescription Medications

Generic medication will be distributed on-site.

Medical Excuses

Medical excuses received from the Clinic must be turned in to the employee's department manager up on return from the clinic. Medical excuses issued for more than 3 days must be turned into Personnel for a review on a case by case basis.

Medical Accommodations

Employees must obtain any medical accommodations from their general physician or specialist. Medical accommodations issued by the clinic must be reviewed on a case by case basis.

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Health Assessment (Biometric Screenings) and Employee/Retiree Responsibility

Employees/retirees who want to participate in the Health and Wellness Incentive program are required to complete a biometric screening at the Annual Employee Health and Wellness Fair. Employees, retirees, and spouses may voluntarily participate in the biometric screenings and health coaching program.

New hires will have 30 days from the date of hire to complete the biometric screening if he or she wants to receive the incentive.

If the employee/retiree decides not to participate in the biometric screening, the employee will not receive the incentive as outlined each year by the Baldwin County Commission.

Incentive

- Employees/retirees who participate in the biometric screening as outlined above, will receive a $30 per month reduction in health insurance premiums for the plan year (December - November).
- Employees/retirees who do not participate in the biometric screening as outlined above will not receive the $30 per month incentive for the plan year (December – November).
- Each year thereafter, the employee/retiree may choose to participate and not pay the additional $30 per month for the plan year (December – November).

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