

Baldwin County Employee

2020 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, Robertsedale, Gulf Shores, and Foley.

Eligibility

~~All full-time employees are eligible for County health insurance.~~
~~Retirees with at least 15 years of service with Baldwin County and at least 25 years of service in the Retirement Systems of Alabama.~~
~~Employees and retirees with County health insurance are eligible to use the Clinics free of charge.~~ Services provided through the clinics are **also** 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.

Services Provided to Employees While on the Clock

- Health Coaching Sessions

Prescription Medications

Generic medication will be distributed on-site.

~~Approved by the County Commission: 12/18/2018~~

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. The clinics will not be allowed to give medical excuses for more than three (3) days absences.**

Medical Accommodations

Medical accommodations will not be allowed from the clinic. 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.**

Health Assessment (Biometric Screenings) and Employee/Retiree Responsibility

Employees/retirees ~~and spouses~~ 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. If health risk factors are discovered through the biometric screening process, employees/retirees will be required to participate in the health coaching offered by the Clinics. **Spouses may voluntarily participate in the biometric screening and health coaching program.**

At the time of the biometric screening, participants will be given a rating of low, moderate, or high risk.

- Employees/retirees in the low risk category are not required to participate in the coaching.
- Employees/retirees in the moderate risk category are required to participate in (4) coaching sessions within the year (November 1 – October 31).
- Employees/retirees in the high-risk category are required to participate in (6) coaching sessions within the year (November 1 – October 31).

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

Prorated Health Coaching for New Hires

Hired /Added to the County's health insurance **November, December, January, February, March:**

Low = No health coaching required to receive the incentive

Moderate = Four (4) health coaching sessions to receive the incentive

High = Six (6) health coaching session to receive the incentive

Hired/Added to the County's health insurance in **April, May, June, July:**

Low = No health coaching required to receive the incentive

Moderate = Two (2) health coaching sessions to receive the incentive

High = Three (3) health coaching session to receive the incentive

~~Approved by the County Commission: 12/18/2018~~

Hired/Added to the County's health insurance in **August, September, October:**

Low = No health coaching required to receive the incentive

Moderate = One (1) health coaching sessions to receive the incentive

High = One (1) health coaching session to receive the incentive

Incentive

- Employees/retirees with **single or family** County health insurance, ~~who have single health coverage~~ and do not participate in the biometric screening and coaching sessions as outlined above will pay an additional \$30 per month for the plan year (December – November).
- **For the 2020 plan year, the spouse is no longer required to participate in the biometric screening process to receive the incentive for 2021. However, the spouse must have completed his or her biometric screening in 2019 to receive the incentive for the 2020 plan year.**
- ~~Employees/retirees who have family health coverage and do not participate in the biometric screening and coaching sessions as outlined above will pay an additional \$30 per month for the plan year (December – November). The spouse of the employee must also complete the biometric screening to receive the incentive.~~

Each year thereafter, the employee/retiree/~~spouse~~ may choose to participate and not pay the additional \$30 per month for the plan year (December – November).