



## **Baldwin County Employee 2021 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**

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.

### **Services Provided to Employees While on the Clock**

- ~~Health Coaching Sessions~~

### **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.

### **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. 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. 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.

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 decides not to participate in the biometric screening, 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~~

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 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 ~~with single or family County health insurance, and~~ who do not participate in the biometric screening ~~and coaching sessions as outlined above will pay an additional~~ not receive the \$30 per month incentive 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.~~
- Each year thereafter, the employee/retiree may choose to participate and not pay the additional \$30 per month for the plan year (December – November).