



# Baldwin County Commission

## Legislation Details (With Text)

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**File #:** 20-1531      **Version:** 1

**Type:** Consent      **Status:** Agenda Ready

**File created:** 8/31/2020      **In control:** Baldwin County Commission Regular

**On agenda:** 9/15/2020      **Final action:**

**Title:** Personnel Department - Baldwin County Employee Health and Wellness Incentive Program

**Indexes:**

**Attachments:** 1. 2021 BCBS Health and Dental Premiums to Coincide with Health and Wellness Program, 2. 2021 Baldwin County Employee Health and Wellness Incentive Program, 3. 2021 Baldwin County Employee Health and Wellness Incentive Program - No Mark-Up

Date	Ver.	Action By	Action	Result
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**Meeting Type:** BCC Regular Meeting  
**Meeting Date:** 9/15/2020  
**Item Status:** New  
**From:** Deidra Hanak, Personnel Director  
**Submitted by:** Deidra Hanak, Personnel Director

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### ITEM TITLE

Personnel Department - Baldwin County Employee Health and Wellness Incentive Program

### STAFF RECOMMENDATION

Approve the updated Baldwin County Employee Health and Wellness Incentive Program Policy and corresponding health and dental insurance rates.

### BACKGROUND INFORMATION

**Previous Commission action/date:** N/A

**Background:** During the July 21, 2020 Regular Meeting, the Commission approved a reduction in health insurance premiums for employees beginning Fiscal Year 2020-2021. The attached insurance premiums clarify the intent of that action to be a \$50 reduction in health insurance premiums for employees. Employees may further reduce their health insurance premiums by voluntarily participating in the Health and Wellness Incentive Program. In order to support a healthier lifestyle, the Commission agreed on incentives for employees who participated in the biometric screenings and additional requirements. The Health and Wellness Incentive Program outlines the process for employees and retirees to obtain the incentive each year.

### FINANCIAL IMPACT

**Total cost of recommendation:** N/A

**Budget line item(s) to be used:** N/A

**If this is not a budgeted expenditure, does the recommendation create a need for funding?**  
N/A

### **LEGAL IMPACT**

**Is legal review necessary for this staff recommendation and related documents?**  
N/A

**Reviewed/approved by:** N/A

**Additional comments:** N/A

### **ADVERTISING REQUIREMENTS**

**Is advertising required for this recommendation?** N/A

**If the proof of publication affidavit is not attached, list the reason:** N/A

### **FOLLOW UP IMPLEMENTATION**

**For time-sensitive follow up, select deadline date for follow up:** N/A

**Individual(s) responsible for follow up:** Deidra Hanak and Alainna Elliott

**Action required (list contact persons/addresses if documents are to be mailed or emailed):**  
N/A

**Additional instructions/notes:** N/A