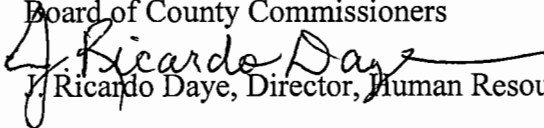




DATE: April 20, 2020

TO: Mayor Jerry L. Demings
-AND-
Board of County Commissioners

FROM: 
J. Ricardo Daye, Director, Human Resources

SUBJECT: **BCC Consent Agenda – April 21, 2020**
Wellness for Life Flex Credit

Contact: Patrick Peters, Benefits and Wellness Administrator, (407) 836-5817

The cost of healthcare continues to rise throughout the nation. The primary factors of this increase include physical inactivity, poor nutrition, obesity, smoking, and alcohol consumption. These factors contribute to chronic, as well as catastrophic health conditions including diabetes, cardiovascular disease, cancer, pulmonary disease, musculoskeletal conditions and mental illness.

The County's benefit plans offer preventive care services at no cost to the members. Data analytics on preventive services reflect that members are not using the plans to their full potential. This Flex Credit is a way to encourage members to take full advantage of the benefits within the plans to prevent diseases or identify conditions in their infancy. Chronic health conditions is prevalent and that drives over 80% of our healthcare cost.

In an effort to encourage our employees and their spouses to be more vested in their health and wellness, the County's benefits team has partnered with our insurance provider, Cigna, to create a new points-driven incentive program called *myOCWellness*. The goal of this initiative is to engage members in their own preventive healthcare. Employees and/or spouses earn points throughout the fiscal year by completing annual exams and other health-related tasks. Once an employee and/or spouse earns at least 70 points individually, the points convert into a \$20 or \$40 (for both) Wellness for Life Flex Credit. The credit goes toward medical insurance premiums on a bi-weekly basis, effective January 1, 2021.

Action Requested:

Approval to establish the Orange County Wellness for Life Flex Credit effective January 1, 2021.

c: Byron W. Brooks, AICP, County Administrator
Randy Singh, Deputy County Administrator