



DATE: November 5, 2021

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

FROM: *J. Ricardo Daye*
J. Ricardo Daye, Director, Human Resources

SUBJECT: **BCC Consent Agenda – November 16, 2021**
myOCWellness 2.0

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

Last year, the County embarked on a multi-year employee engagement strategy called myOCWellness; a points-driven incentive program that rewards participants who meet the engagement threshold with a Wellness for Life Flex Credit. The Credit incentivizes employees and spouses to take proactive measures that enable disease prevention, and engage in practices that result in them managing existing health conditions more effectively. We encourage them on their Wellness-For-Life journey to improve their health and lower overall healthcare cost. Participation in the program for the first year, even in a pandemic environment, was impressive and very encouraging. Table 1 below shows that 76% of our employees and spouses are currently receiving the \$20 Wellness for Life Flex Credit for employee and/or spouse. The current participation tier at 70 myOCWellness points is the **Emerald** level.

Table 1

WELL-BEING CREDITS – Emerald Level (70 points needed for incentive)			
Agency	# Engaged 10 – 60 Points	# Completed 70 Points	% Complete
Comptroller	37	196	84%
Clerk of Courts	80	351	81%
Housing Finance Authority	3	10	77%
I-Drive Trolley	2	10	83%
MetroPlan	2	25	93%
OBT Dev Board	1	3	75%
Property Appraiser	31	144	82%
Supervisor of Elections	15	43	74%
Tax Collector	59	289	83%
BCC	1985	5953	75%
Total	2215	7024	76%

From the very onset, myOCWellness was intended to be a multi-level engagement. We want to challenge employees and spouses to be more than minimally engaged in their own wellbeing. myOCWellness 2.0 offers two additional challenges that raise the bar on healthcare engagement.

The next tier is the **Ruby** level and it would encourage employees to move beyond the basics of healthcare engagement and take advantage of a multitude of wellbeing opportunities that are available. Participants who earn at least 100 myOCWellness points would be recognized within their divisions and departments.

The highest tier is the **Blue Diamond** level and it is the superstar level for rare high achievers. After satisfying the requirements for the **Emerald** and **Ruby** levels, these employees push even further with their health and wellness efforts, and achieve at least 130 myOCWellness points. Blue Diamond level employees would earn a Wellness day off (full work shift) that could only be used in the subsequent calendar year. These hours would not roll over at the end of that year, and would not be paid out at termination of employment.

The Medical Plan Oversight Committee approved the expansion of the current myOCWellness program to now include the **Ruby** and **Blue Diamond** levels as a three-year pilot program. The expanded pilot program will be evaluated over this period to determine its effectiveness. This program enhancement is effective with calendar year 2023, which would allow employees to apply myOCWellness points earned over the period beginning October 1, 2021 through September 30, 2022.

Action Requested:

Approval to expand myOCWellness effective calendar year 2023 to include the Ruby and Blue Diamond levels as a three-year pilot program.

c: Byron W. Brooks, AICP, County Administrator
Darren Gray, Deputy County Administrator