

UNION COUNTY COMMISSIONERS JOURNAL 2023

October 18, 2023

*Health and Wellness Updates – Ginger Yonak, Director/Human Resources:

- Ms. Yonak stated that there is a need to update previous requirements for new enrollees. Dependent upon the date of hire, the employee would receive the wellness discount the rest of that year and the following year. The previous language was built around the hire date. With the switch to Anthem's administration of the Wellness Program, everything is now triggered by the effective date of that Program. She requested that the Board consider the following Resolution:

RESOLUTION NO. 23-459:

Establishing Conditions for New Anthem-Covered Employees to Immediately Receive the Health Insurance Premium Discount (Wellness Incentive) & Pro-Rated Wellness Program Completion Requirements – Commissioners

UNION COUNTY OHIO RESOLUTION NO: 23- 459

The Board of County Commissioners (the "Board"), Union County, Ohio (the "County") met in regular session on October 18, 2023, at the County Office Building, 233 West Sixth Street, Marysville, Ohio 43040, with these members present: Steve Robinson, Dave Burke, Dave Lawrence.

Mr. Robinson introduced this resolution and moved its passage:

A RESOLUTION ESTABLISHING CONDITIONS FOR NEW ANTHEM-COVERED EMPLOYEES TO IMMEDIATELY RECEIVE THE HEALTH INSURANCE PREMIUM DISCOUNT (WELLNESS INCENTIVE) & PRO-RATED WELLNESS PROGRAM COMPLETION REQUIREMENTS.

WHEREAS, the Union County Board of Commissioners supports employee health and wellness in the workplace and encourages all employees and their spouses covered by the Anthem health insurance program to participate in the educational health and wellness activities available through Union County's CEBCO Wellness Program; and

WHEREAS, the Board recognizes that participation in the CEBCO Wellness Program will result in lower claims costs, healthier lifestyle choices for employees and their spouses, and increased awareness and detection of health risks for wellness participants; and

WHEREAS, the Board recognizes that new employees who enroll in the health insurance program and immediately enroll and participate in the wellness program will likely remain engaged in the County's wellness program offerings and activities, which will help to create a healthier workforce and mitigate against future health insurance costs; and

WHEREAS, to promote participation in the CEBCO Wellness Program and encourage healthy lifestyles for Union County employees and their families, the Board reaffirms these organizational goals:

- 1) Build upon the forward momentum of the County's wellness initiatives with increased program participation from eligible employees and covered spouses;
- 2) Strengthen the County's ability to recruit and retain personnel with an attractive and competitive benefits package; and
- 3) Reduce the County's long-term health insurance costs through the creation and retention of an overall healthier workforce; and

WHEREAS, the Board wishes to continue attracting and retaining talented personnel, and recognizes the value of providing a comprehensive, competitive benefits package, which includes offering incentives for completing wellness program requirements; and

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS, UNION COUNTY, OHIO, THAT:

Section (1). Program Background

Subscribers in the Anthem health insurance program (employees and covered spouses) may earn up to \$200 in Anthem Rewards per wellness program period through completion of a variety of Rewardable Activities, as defined by CEBCO and Anthem. Rewardable Activities include certain preventive care activities, condition management programs, and completion of other wellness/digital activities. A member's unique Anthem account will serve as their individualized hub for wellness

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information and program rewards. The Union County Board of Commissioners will determine the Anthem Rewards that must be earned annually to establish eligibility for the wellness incentive (aka premium discount) for the upcoming benefit year. Additionally, the wellness incentive is subject to annual approval by the Board of Commissioners.

Section (2). Wellness Incentive Eligibility and Wellness Program Requirements for New Anthem-Covered Employees

Newly hired employees or current employees who enroll in the health insurance plan due to open enrollment or a qualifying life change, will be eligible for wellness incentive (aka premium reduction) for the remainder of the calendar year in which they enroll. See below for other related provisions.

The following provision applies through 12/31/23:

- New employees/subscribers in the Anthem health insurance whose health insurance took effect July 1, 2023 – December 31, 2023, will be eligible for the wellness incentive throughout calendar year 2024. These subscribers (which includes covered spouses, if applicable) must complete the wellness program requirements in full (before the wellness program end date of 8/14/24) to be eligible for the wellness incentive in 2025.

Effective 1/1/24:

- New employees/subscribers in the Anthem health insurance whose health insurance takes effect between **September 1 and December 31** automatically will be eligible for the wellness incentive for the remainder of the then current calendar year, and in the subsequent calendar year.
- New employees/subscribers Anthem health insurance whose health insurance takes effect between **January 1 and April 30** automatically will be eligible for the wellness incentive for the remainder of the then current calendar year and must complete the wellness program requirements in full by the wellness program deadline to be eligible for the wellness incentive in the subsequent calendar year.
- Wellness Program requirements will be pro-rated for employees whose Anthem insurance takes effect on or after May 1st, as follows:
 - Anthem insurance takes effect between **May 1 and July 31**: the subscribers (which includes covered spouses, if applicable) must earn \$50 in rewards by the wellness program deadline (requirement to get annual wellness exam is waived).
 - Anthem insurance takes effect in **August**: the subscribers (which includes covered spouses, if applicable) must earn \$25 in rewards by the wellness program deadline (requirement to get annual wellness exam is waived).

Failure to complete the program requirements as outlined above will result in ineligibility for the wellness incentive in the subsequent calendar year. The Human Resources Department will verify eligibility for the wellness incentive and oversee wellness program compliance. The Human Resources Director may award discretionary approvals, as warranted, when unique situations arise from time to time.

Section (3). Attachment A serves as a visual illustration of the wellness program guidelines to help explain eligibility for the wellness incentive for the remainder of 2024 and in subsequent years.

Section (4). It is hereby found and determined that all formal actions of this Board concerning and relating to the adoption of this Resolution were passed in an open meeting of this Board, and that all deliberations of this Board that resulted in such formal action, were in meetings open to the public, and in compliance with all legal requirements including Revised Code §121.22.

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Mr. Lawrence seconded the motion and after discussion, a roll call vote was taken, and the results were:

Steve Robinson	<input checked="" type="radio"/> Yes	No
Dave Burke	<input checked="" type="radio"/> Yes	No
David A. Lawrence	<input checked="" type="radio"/> Yes	No

Passed: October 18, 2023

BOARD OF COUNTY COMMISSIONERS
UNION COUNTY, OHIO

ATTEST: Sara Early
Sara Early, Clerk

Steve Robinson
Steve Robinson

Dave Burke
Dave Burke

Approved as to Form:

David A. Lawrence
David A. Lawrence

Thayne D. Gray 10/18/2023
Thayne D. Gray
Assistant Prosecuting Attorney

CLERK'S CERTIFICATION

I certify that the foregoing is a true and correct copy of Commissioners Resolution 23 - 459 adopted on October 18, 2023, and journalized in Commissioners Journal 2023.

Date: 10-18-2023

Sara Early
Sara Early, Clerk

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Exhibit A:

Wellness Incentive Guidelines for New Employees/Anthem Subscribers

Through 12/31/2023:				
Anthem Insurance Effective Date	Year(s) they will Receive Wellness Incentive	Requirements for Wellness Incentive in 2025	Requirements for Wellness Incentive in subsequent years	Spouse Requirements (if covered by Anthem)
July – December 2023	2023 2024	Complete the Wellness Program Requirements in Full	Complete the Wellness Program Requirements in Full	Same as Employee
Effective 1/1/2024:				
Anthem Insurance Effective Date	Year(s) they will Receive Wellness Incentive	Requirements for Wellness Incentive in Year Hired	Requirements for Wellness Incentive in subsequent years	Spouse Requirements (if covered by Anthem)
January – April	Year Hired	Complete the Wellness Program Requirements in Full	Complete the Wellness Program Requirements in Full	Same as Employee
May - July	Year Hired	Complete \$50 in Anthem Rewards (annual wellness exam waived)	Complete the Wellness Program Requirements in Full	Same as Employee
August	Year Hired	Complete \$25 in Anthem Rewards (annual wellness exam waived)	Complete the Wellness Program Requirements in Full	Same as Employee
September – December	Year Hired & Subsequent Year	None; automatically receive	Complete the Wellness Program Requirements in Full	Same as Employee

A motion was made by Steve Robinson and seconded by David A. Lawrence to approve this Resolution and was carried by the following vote:

Steve Robinson, Yea
 Dave Burke, Yea
 David A. Lawrence, Yea

* * *

- Ms. Yonak stated that She has been working with Anthem to obtain quotes that would allow an increase of the Basic Life & AD&D insurance coverage that is provided to full-time employees. Currently, the county provides full-time employees with Basic Life & AD&D coverage in the amount of \$10,000, which is low. She surveyed other counties and entities and Union County’s