

AMENDMENT TO THE COUNTY EXECUTIVE'S  
2012 RECOMMENDED BUDGET

By Supervisors Dimitrijevic, Biddle, Lipscomb and Broderick

Amend Org. Unit No. 1950 – Employee Fringe Benefits, to modify the Wellness Initiative, as follows:

**Wellness Initiative.** The 2011 Adopted Budget included a provision to contract with United Health Care for a disease management program that focuses wellness efforts on individuals suffering from specific chronic health issues. For 2012, the cost of Disease Management is assumed in the overall health care budget, while \$700,000 \$625,000 is budgeted for this initiative an improved wellness program, beginning July 1, as an investment in improving the health of employees to slow the long-term rate of health benefit cost increases.

An RFP will be issued for a wellness program that includes a health risk assessment with biometric screening, health coaching and quarterly follow-up contacts by health professionals. A contract proposal will be submitted for County Board approval no later than May 2012. Additionally, the Employee Benefits Division will work with the TPA to broaden the definition of preventative health services that can be accessed without an office visit co-pay, thereby incenting well-checks. The wellness program will incentivize program participation. The Employee Benefits Workgroup is directed to design an improved wellness program that focuses on adherence as opposed to participation by providing monthly financial incentives for full participation in the program, and surcharges for non-participation or tobacco use to be credited against premiums, as shown in the following table.

	Single Plan	Family Plan
Participation – non tobacco (Credit)	(\$25)	(\$50)
Participation – tobacco user (surcharge)	\$10	\$20
Non-participation (surcharge)	\$25	\$50

**CORRECTED COPY**

**(1C006)**

Org Unit No.: 1950  
Org. Name.: Employee Fringe  
Date: October 27, 2012

This amendment would increase tax levy by \$370,913.

Org. No.	Department (or Capital Project)	Expenditure	Revenue (or Bonds*)	Tax Levy
1950	Emp. Fringe	(\$511,368)	(\$511,368)	0
All other Depts	All other depts.	\$436,368	\$65,455	\$370,913
<b>TOTALS:</b>		(\$75,000)	(\$445,913)	\$370,913

*If approved, the Adopted Budget narrative shall be modified as needed to reflect this amendment.*

FINANCE AND AUDIT COMMITTEE ROLL CALL		
	AYES	NOES
De Bruin		
Mayo		
Schmitt		
Johnson		
Romo West		
<b>Chairman</b>		
<b>TOTALS:</b>		