

**RESOLUTION NO: 24-531**

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 County 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 cultivation 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.

**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 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 Program Requirements**

Successful completion of the wellness program will determine eligibility for the wellness incentive in the subsequent calendar year. Successful completion is defined as follows:

- Covered employees in the Anthem health insurance program must complete the annual wellness exam (females may complete a female exam) AND earn an additional \$50 in Anthem Rewards within the wellness program period, no later than the wellness program deadline; and
- Covered spouses in the Anthem health insurance program (if applicable) must complete an annual wellness exam only (females may complete a female exam) within the wellness program period, no later than the wellness program deadline.

Special completion provisions may apply, as outlined below in Section 3.

## **Section (3). Wellness Incentive Eligibility and Pro-Rated 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 and/or in the subsequent year. See below for related provisions.

The following provision applies through 12/31/24:

- New employees/subscribers in the Anthem health insurance whose health insurance took effect **July 1, 2024 – December 31, 2024**, will be eligible for the wellness incentive throughout the remainder of 2024 and the entire calendar year 2025. These subscribers (which includes covered spouses, if applicable) must complete the wellness program requirements (before the wellness program end date of 6/30/25) to be eligible for the wellness incentive in 2026.

Effective 1/1/25:

- New employees/subscribers in the 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 exam only by the wellness program deadline to be eligible for the wellness incentive in the subsequent calendar year.
- New employees/subscribers in the Anthem health insurance whose health insurance takes effect between **May 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 PROVISION FOR SPOUSES:** Covered spouses are only required to complete an annual wellness exam (or female exam) unless their benefits take effect between **May 1 and December 31**, in which case they will automatically receive the wellness incentive for the remainder of the then current calendar year and in the subsequent calendar year.

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 will oversee program appeals and may award discretionary approvals, as warranted, when unique situations arise from time to time.

**Section (4).** Deliberations of this Board that resulted in such formal action, were in a meeting open to the public, and in compliance with all legal requirements including Revised Code §121.22.

A motion was made by Dave Burke and seconded by David A. Lawrence to approve this resolution and was carried by the following vote:

Steve Robinson	<del>Yes</del>	<del>No</del>	<u>Absent</u>
Dave Burke	<u>Yes</u>	No	
David A. Lawrence	<u>Yes</u>	No	

Passed: November 6, 2024

ATTEST: Sara Early  
Sara Early, Clerk

BOARD OF COUNTY COMMISSIONERS  
UNION COUNTY, OHIO

[Signature]  
Steve Robinson

[Signature]  
Dave Burke

[Signature]  
David A. Lawrence

Approved as to Form:

[Signature]  
Thayne D. Gray 11/6/2024  
Assistant Prosecuting Attorney