



Proposed Incentive Design for The City of Foley

In order to provide the most effective disease management and wellness program for the City of Foley employees, spouses and dependents that are participating in the health plan, Symbol recommends the following:

- 1) Employee access to the clinic, on the clock, without loss of Paid Time Off;
- 2) Zero Co-Pay for visits to the clinic;
- 3) Zero Co-Pay for Generic prescriptions DISPENSED at the clinic;
- 4) Clinic access provided to all Employees, Spouses and Dependents, at least 2 years old, that are on the City of Foley Blue Cross Blue Shield Health Plan;
- 5) If EMPLOYEES complete the comprehensive biometric screening offered to them each year in November and complete the required number of coaching visits (coaching visits are assigned based upon risk level and include a minimum of 2 sessions per year and a maximum of 6 sessions per year) the EMPLOYEE will see no increase to their individual or family premiums the following year;
- 6) If EMPLOYEES decline participation in the comprehensive biometric screening offered to them each year in November, there will be an automatic increase of \$50.00 per month to their individual or family premiums starting in January of the new calendar year (individual \$50 and family \$204.94);
- 7) The City of Foley budgets \$8,000 annually for employee award incentives in the form of gifts cards and/or prizes for which employees participating in the preventive wellness activities throughout the year are eligible. Symbol will coordinate the preventive wellness activities (typically four per year) including the purchase of the gift cards and/or prizes and will bill the City of Foley \$2000 quarterly for the administration and costs of this program.