



City of Foley, AL

407 E. Laurel Avenue
Foley, AL 36535

Signature Copy

Resolution: 13-0510

File Number: 13-1046

Enactment Number: 13-0510

Resolution Approving Employee On-Site Health Care Clinic Incentives

WHEREAS, the City authorized an employee on-site health care clinic via Resolution #13-0397, and

WHEREAS, 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 (the City's contracted clinic provider) recommends an Employee Incentive Design for the City of Foley.

NOW THEREFORE BE IT RESOLVED that the City Council of the City of Foley, Alabama, as follows:

SECTION 1: Approves the attached *Proposed Incentive Design for The City of Foley*.

SECTION 2: This Resolution shall become effective immediately upon its adoption as required by law.

PASSED, APPROVED AND ADOPTED this 7th day of October, 2013.



President's Signature

Date 10-9-13

Attest by City Clerk

Date 10-9-2013

Mayor's Signature

Date 10/9/2013



**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 in November 2013, and require no further 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 EMPLOYEES will see no increase to their individual or family premiums in 2014;
 - 6) If EMPLOYEES decline participation in the comprehensive biometric screening offered to them in November 2013, there will be an automatic increase of \$50.00 per month to their individual or family premiums starting January 2014 (individual \$50 and family \$204.94);
 - 7) If EMPLOYEES complete the comprehensive biometric screening offered to them in November 2013, and complies with ALL required coaching visits (see above) in 2014, the EMPLOYEES will see no increase to their individual or family premiums in 2015;
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- 8) If EMPLOYEES complete the comprehensive biometric screening offered to them in November 2013, and are required to attend further coaching visits (see above) in 2014, but fails to comply with ALL the required coaching visits in 2014, there will be an automatic increase of \$50.00 per month to their individual or family premiums starting January 2015 (Individual \$50 and family \$204.94);
 - 9) In November 2014, all EMPLOYEES must complete the comprehensive biometric screening offered to them to be able to participate in reducing their premiums back to the original employee costs (zero cost for individual premiums and \$154.94 for family premiums). As in options 6 and 8 listed above, the EMPLOYEES must complete the comprehensive biometric screening and comply with ALL required coaching visits (see above) in 2015, for a reduced premium in 2016;
 - 10) Health premiums in 2014 will increase by \$50 per month for each employee that is not participating in the wellness program and not compliant with coaching sessions (Individual \$50 and family \$204.94);
 - 11) Health premiums in 2015 will increase by \$50 per month for each employee that is not participating in the wellness program and not compliant with coaching sessions (Individual \$50 and family \$204.94).
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City of Foley, AL

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Resolution: 13-0397-RES

File Number: 13-0841

Enactment Number: 13-0397-RES

Resolution Authorizing an On-Site Clinic for City of Foley Employees

WHEREAS, the City of Foley went fully self insured in late 2008 and since that time the City has saved approximately \$2 million dollars in health care costs, and

WHEREAS, the City continues to explore various options for controlling health care costs, and

WHEREAS, employers can take steps to direct or even limit health plan participants' choices to lower cost providers and one strategy to manage choice of providers while improving the quality of the health benefit for employees is on-site health centers, also known as on-site clinics, and

WHEREAS, research has found that on-site clinics offer a substantial return on investment; figures range from \$1.60 to \$4.00 saved for every dollar invested (*Government Finance Officers Association*, 2011, copy attached).

WHEREAS, the City has researched several options and companies for implementing and managing an on-site clinic and a wellness program for the City and has determined that Symbol Health Solutions, L.L.C., provides a proven model that requires little start up cost, and

WHEREAS, the City of Gulf Shores is also considering using Symbol Health Solutions, L.L.C. for their on-site clinic and this would allow the City of Foley and the City of Gulf Shores to partner on their clinics thus improving the accessibility of the clinic for employees of both cities, and

WHEREAS, the City has a vacant building at 230 E. Orange which could be renovated to meet the needs of the clinic, and, Symbol Health Solutions, L.L.C. would renovate and retrofit that building to their specifications for an on-site clinic and direct bill the City for those costs,

further reduced from the first pass of the budget by \$35,000 to cover the FY14 final costs of renovating the building for the clinic, and

WHEREAS, the anticipated savings from the clinic (excluding cost of renovations to the building) are estimated at approximately \$240k for FY14 and \$266k for FY15 (see attached cost analysis), and

WHEREAS, the City desires to open the on-site clinic for employees and their dependents beginning FY14.

NOW THEREFORE BE IT RESOLVED that the City Council of the City of Foley, Alabama, as follows:

SECTION 1: Approves the attached Symbol Health Care Solutions contract for an on-site clinic and wellness program for the City of Foley.

SECTION 2: Approves the use of \$45,000 surplus cash made available from departmental retirement expense accounts #01-6xx-1050 projected to close under budget to be used to the FY13 cost of renovations to the building at 230 E. Orange for use as a clinic to be completed and billed by Symbol Health Solutions, LLC. and appropriates \$45,000 to account 12-665-7326 R05 CLINIC.

SECTION 3: This Resolution shall become effective immediately upon its adoption as required by law.

PASSED, APPROVED AND ADOPTED this 15th day of July, 2013.



President's Signature

[Signature]

Date

7-17-13

Attest by City Clerk

[Signature]

Date

7-17-13

[Signature]

File Number: 13-0843

Enactment Number: 13-0398-RES

Mayor's Signature

A handwritten signature in black ink, consisting of a large, stylized 'M' followed by a horizontal line.

Date 7/7/2013