

## AGENDA ITEM SUMMARY

<b>Meeting Date:</b>	MARCH 21, 2018
<b>Agenda Category:</b>	UNFINISHED BUSINESS
<b>Agenda Item Number:</b>	9 A
<b>Subject:</b>	EMPLOYEE INCENTIVE FOR COMPLETION OF PERSONAL HEALTH ASSESSMENT (PHA) (CITY MANAGER)

<b>Attachments:</b>	Memorandum
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<b>Staff Contact:</b>	City Manager Fettrow
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<b>Background:</b>	<p>The overarching goal of the Personal Health Assessment (PHA), which is a benefit offered by the Employee Health Clinic, is the health of the employees. If a catastrophic condition can be caught at an early stage, then it will of course be of great benefit to the employee, but it will also mitigate the cost of Cigna health insurance premiums. Response to the initial PHA offered in 2017 was successful, as 109 employees, or 45 percent, fulfilled both portions of the Health Assessment and received a \$100 incentive. Because the Health Insurance Internal Service Fund remains robust, management is asking for approval to again offer the \$100 incentive to employees for completing both segments of the PHA within a specified period of time. Furthermore, the viability of the Insurance Fund will be reviewed on an annual basis, and if the Fund continues to be able to sustain the cost, management respectfully requests providing this incentive to employees on an annual basis as a preventative health-and-wellness best practice.</p>
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<b>Reference:</b>	Interlocal Agreement, Health Care Consortium
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<b>Suggested Action:</b>	Approval of the \$100 incentive to employees that complete both segments of the Personal Health Assessment in a specified time period in 2018, and approval to offer this incentive on an annual basis, pending review of and viability of the Health Insurance Internal Service Fund
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# CITY OF ROCKLEDGE

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Dr. Brenda Fettrow  
City Manager

**TO:** Mayor Price and Members of Rockledge City Council  
**FROM:** Dr. Brenda Fettrow, City Manager *BF*  
**SUBJECT:** Employee Incentive for Completion of Personal Health Assessment (PHA)  
**DATE:** March 6, 2018

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In an effort to provide quality health care to City employees at no cost, and with no copay, Rockledge City Council entered into an interlocal agreement with the cities of Cocoa, Cocoa Beach and Satellite Beach in January 2017 to establish a health care consortium. On February 1, 2017, the Employee Health Center, or Clinic, which is administered by third-party-vendor CareATC, began operations.

In an effort to familiarize employees with the services offered by the Clinic, and to encourage utilization of it, the Council Administrative, Personnel and Community Relations Committee recommended to Council, and Council approved, a \$100 incentive to all employees who completed a Personal Health Assessment (PHA). The PHA consisted of two parts – routine lab tests, and a subsequent follow-up with clinical staff to review the results of the lab work. Both portions of the PHA were required to be completed within a specified time frame.

The overarching goal of the PHA is the health of the employees. If a catastrophic condition can be caught at an early stage, then it will of course be of great benefit to the employee, but it will also mitigate the cost of Cigna health insurance premiums.

Response to the PHA was successful, as 109 employees, or 45 percent, fulfilled both portions of the Health Assessment and received their \$100 incentive.

Because the Health Insurance Internal Service Fund remains robust, management is asking for approval to offer the \$100 incentive to employees for completing both segments of the PHA within a specified period of time. Furthermore, management will review the viability of the Insurance Fund on an annual basis. If the Fund continues to be able to sustain the cost, management respectfully requests providing this incentive to employees on an annual basis as a preventative health-and-wellness best practice. Your consideration of this request is greatly appreciated.

For the information of the Mayor and Council, at the second City Council meeting in April, the Gehring Group will be presenting information and statistics with regard to the Employee Health Center's first full year in operation.