



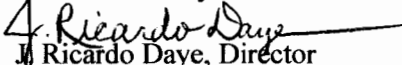
APPROVED
BY ORANGE COUNTY BOARD
OF COUNTY COMMISSIONERS

APR 07 2015 KHNP

Memorandum

March 31, 2015

TO: Teresa Jacobs, County Mayor
-AND-
Board of County Commissioners

FROM: 
Ricardo Daye, Director
Human Resources Division

SUBJECT: **BCC Consent Agenda – April 7, 2015**
Additional Employees Eligible for Wellness Incentive

On July 17, 2014, the Board of County Commissioners approved a \$200 Wellness Incentive to be paid into the health savings or flexible spending accounts of employees who participated in either an annual physical or biometric health screening between January 1 and December 31, 2014. Eligible employees will receive the incentive in April 2015. During the initiative, it was determined that a number of employees were under the impression that they had completed an annual physical; however, their physicians' services were coded otherwise.

Unfortunately, it is difficult to differentiate between insurance claims codes for employees who may have gone in for an annual physical but were treated for other conditions present during the visit. In these cases, physicians may have coded claims based on the services rendered. Those visits may be coded as "office visits" and not as "annual physicals".

The purpose of this initiative was to incentivize employees to seek early medical attention and prevention as well as establish or enhance the relationship with the primary healthcare provider. Human Resources is therefore recommending that in addition to those employees who completed the required annual physical or biometric screening, as reported by CIGNA, that employees who had an "office visit" with their primary care physician (PCP) between January 1 and December 31, 2014 be included in the \$200 Wellness Incentive.

Action Requested: Approval of the additional employees, who had "office visits" with their PCP between January 1 and December 31, 2014, to receive the \$200 Wellness Incentive.

cc: Ajit Lalchandani, County Administrator
Eric Gassman, Chief Accountability Officer
Dr. George Ralls, Deputy County Administrator
Chris Testerman, Assistant County Administrator
Jim Harrison, Assistant County Administrator
Randy Singh, Assistant County Administrator
Patrick Peters, HR Administrator