

Employee Benefits and Wellness

Presentation to Unified Personnel System Board

December 1, 2016

Employee Benefits

Health Benefit Programs

Health Plan

- Medical
 - High Deductible w/HSA
 - Point of Service
- Pharmacy
- EAP Mental Health
- Vision

Dental Plan

- PPO Dental Plan (any provider)
- Dental HMO Plan (network only)

Life & Disability

- Employer Provided Life
- Supplemental Life
- Dependent Life
- Short Term Disability
- Long Term Disability

Tax Saving Benefit Programs

Flexible Spending Account

- Available for POS health plan participants
 - Tax free spending for allowed services
- High Deductible Plan participants use for dental expenses

Health Savings Account

- Only available to participants in high deductible health plan
- Tax free spending for allowed services
- Can be used after employment ends

Pre-Tax Premium Deductions

- Section 125 plan allows employees to pay health plan costs with pre-tax dollars

Retirement Benefit Programs

Florida Retirement System

- County Funded
- Defined benefit plan offers fixed monthly pension
- Defined contribution plan allows participants to manage account

Deferred Compensation

- Employee Funded
- Section 457 defined contribution
- 4 Vendors offering dozens of investment options

Exchange of Annual Leave

- Allows eligible employees to cash in up to 160 hours of accumulated leave
- Can be paid in cash, deferred comp or both
- Helps boost retirement savings

Other Benefit Programs

Pinellas Credit Union

Employee Advantages Discount Program

Employee Rewards Program

Generous Leave Benefits

Transactions

▶ 1,766 OPUS Life Events (excluding annual enrollment)

■ New Hire	298
■ Salary Change	402
■ Length of Service	230
■ Age change	126
■ Termination	160
■ Pinellas Admin	299
■ Retiree related	251
■ Other	

▶ Vendor eligibility system management

▶ Retirement

■ Deferred Retirement Option Program (DROP) entrance	57
■ Service retirement and DROP termination	107

▶ Short Term Disability

■ Claims approved	170
■ Claims	\$560K

Financial Responsibilities

▶ Vendor Contracts	32
▶ Administrative Fees	\$2,182,732.00
▶ Claims payment remittance	\$32,825,163.00
▶ Total medical plan budget	\$60M

Benefit Plan Reviews

- ▶ Phone and in person periodic review of Plan Performance with benefit partners
 - Utilization and financial results
 - Things that are going well
 - Opportunities for improvement
 - Discussion of progressive programs
- ▶ Consultants included for medical and pharmacy



Employee Wellness

What's Our Story?

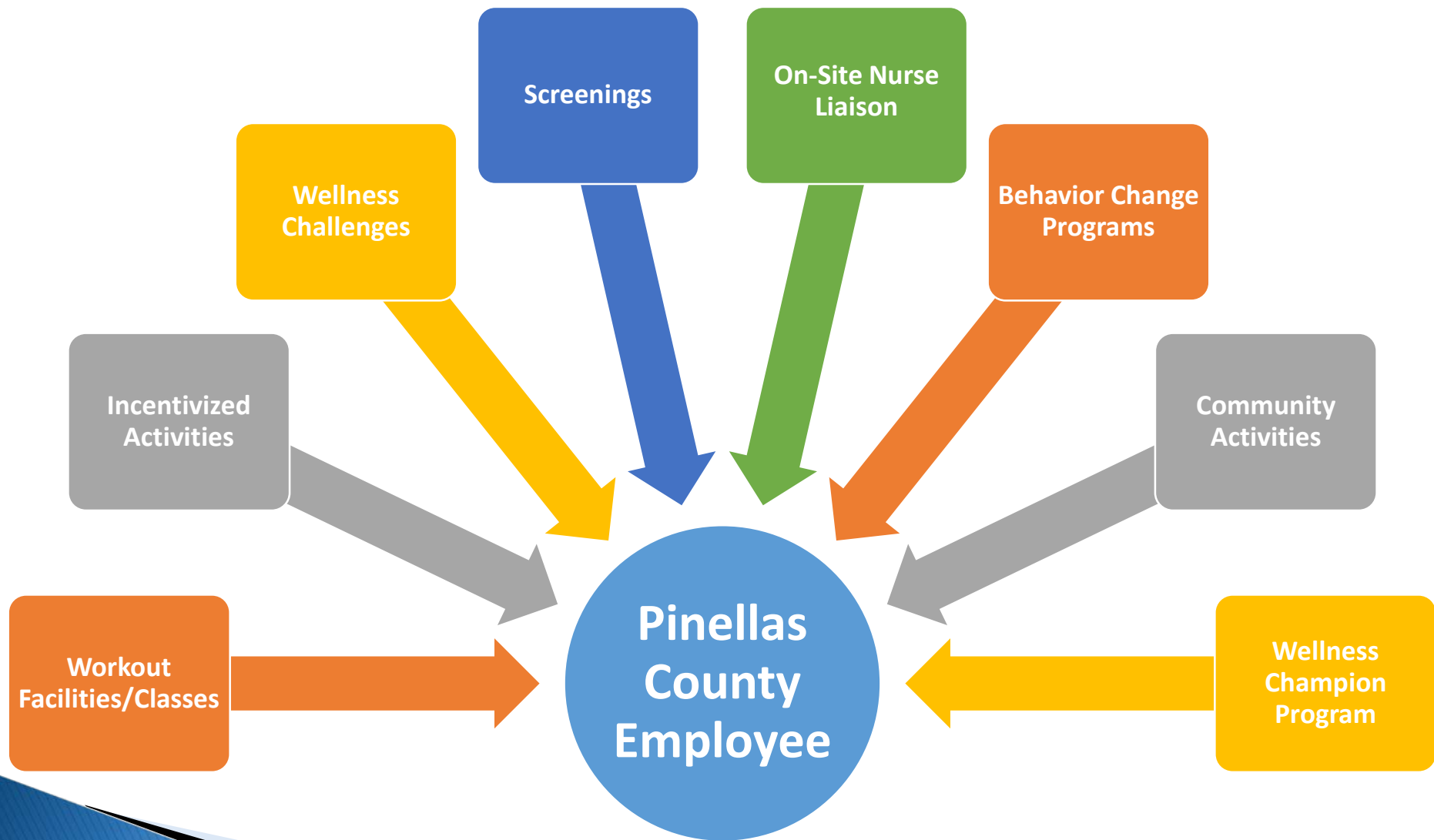
Intervertebral
Disc Disorders

Diabetes

Osteoarthritis

Coronary
Artery Disease

Asthma



Wellness Incentive Program

Health Actions	Description	Rally %	Reward Points	Cash
NEW: Annual Physical	Once-a-year preventive medical exam	25%	12,500	\$50
NEW: Nutrition Challenge	4 weeks of food tracking and portion guidance	25%	12,500	\$50
NEW: 3 Rally Missions	Activities based on your health survey results	25%	12,500	\$50
Tobacco Cessation	6 weeks support to help quit tobacco use	50%	25,000	\$100
Weight Watchers	17 weeks to help you achieve your desired weight	50%	25,000	\$100
Wellness Learning Series	4 weeks of wellness education	50%	25,000	\$100
Get Fit	8 weeks of physical activity commitment	25%	12,500	\$50
Fruit & Veggie Challenge	6 weeks of eating fruits and vegetables	25%	12,500	\$50
Preventive Screenings	Colonoscopy, pap test or mammogram	25%	12,500	\$50
Telephone Coaching	Up to 6 months of personalized health coaching	25%	12,500	\$50
Disease Management	Manage a chronic diagnosis such as diabetes	50%	25,000	\$100
Healthy Pregnancy	Maternity support for pregnant women	up to 50%	up to 25,000	up to \$100

2016 At a Glance

Incentivized Programs	Non-Incentivized Wellness Opportunities
Get Fit- 148 completions	Wear Red Day
Nutrition Challenge- 44 completions	National Walking Day
Fruit and Veggie- 94 completions	Wear Blue Day
Tobacco Cessation- 12 completions	Deskercise Challenge
Weight Watchers- 11 completions	Wear Pink Day
Lose and Win- 137 completions	WalkingU challenge
Financial Wellness- 231 completions	Maintain campaign
Telephonic Coaching- 18	Great American Smokeout Day
Healthy Pregnancy- 2	Blood drives on campus every quarter
Disease Management- 7	Onsite Workplace massage Program
Preventative Screenings- 2870	Bi-Annual Golf Tournaments
	Skin Cancer Screenings
	Leg Vein Screenings
	Vision Screenings
	Enhance Fitness- 21 participants
	City of Clearwater – Men’s health panel June
	WomenHeart@Work
	De-stress and Maximize Life with Dr Risoldi
	ComPsych classes
	Freestyle cruising
	Baycare Mammo Days August and October