

RESOLUTION NO. 049 - 2017

A RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA APPROVING AND ESTABLISHING THE 2017 WELLNESS PROGRAM; REPEALING PRIOR RESOLUTION NOS. 369-2011 AND 147-2013; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, beginning in 2015, the contract between Blue Cross Blue Shield of Florida (“Florida Blue”) and the County, whereby Florida Blue serves as the third party administrator for the County’s self-insured health insurance plan (“Plan”) has provided that Florida Blue will contribute an annual amount toward the County’s wellness-related initiatives and activities, consisting of \$100,000 at execution of the agreement, \$75,000 on each of January 1, 2016 and January 1, 2017, with additional contributions of \$50,000 on each of January 1, 2018 and January 1, 2019 (subject to a rebate of \$150,000 if the County terminates the agreement prior to January 1, 2020); and

WHEREAS, currently, the balance of funds contributed by Florida Blue toward wellness programs stands at approximately \$273,770 (“Wellness Fund”); and

WHEREAS, the County has received the results from the personal health assessments completed by the fall 2015 health fair participants, and the results indicate that the top four at-risk areas for participants are diabetes, hypertension, cancer and obesity; and

WHEREAS, it is in the best interests of Plan participants and the plan that Monroe County adopt a coordinated program designed to improve and promote the health of its Plan participants through early assessments, intervention, education, information, and incentives, particularly targeted against the top four at-risk areas for health fair participants; and

WHEREAS, the County desires to use the Wellness Fund on the activities described below.

NOW THEREFORE, BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF MONROE COUNTY, FLORIDA that:

1. In calendar year 2017, the Monroe County Wellness Program shall consist of the following items, which shall be paid for from the Wellness Funds contributed by Florida Blue pursuant to its contract with Monroe County. All such purchases must be finalized within calendar year 2017. If the Wellness Funds are being used to reimburse the employee or health plan participant, the request for reimbursement must be submitted no later than January 10, 2018.

Recurring Events:

- a. **Community Organized Event Reimbursement:** All employees covered under the County's health insurance plan are eligible to be reimbursed their registration fees in an amount not to exceed one hundred dollars (\$100.00) annually upon presentation of proof that the individual has registered for and has completed community organized foot, bicycle, and swimming races that take place in the Florida Keys, including but not limited to triathlons, run/walkathons, and bikeathons. Said requests for reimbursement shall be handled on a "first come first served" basis, up to a maximum cumulative expenditure of five thousand dollars (\$5,000.00). All request for reimbursements must be submitted to the Employee Benefits Department no later than January 10, 2018.
- b. **"Lunch and Learn":** The County's Benefits office will schedule education "lunch and learn" activities throughout the Florida Keys. Staff will purchase healthy food items for consumption by covered health plan participants who attend and complete scheduled activities. The maximum cumulative expenditure of Wellness Funds under this resolution shall not exceed thirteen dollars (\$13.00) per individual per meeting, up to a maximum cumulative expenditure for all Lunch and Learn events of five thousand dollars (\$5,000.00).
- c. **Exercise Classes:** Wellness Funds will be used to provide free exercise classes for individuals covered under the County's health insurance plan. The classes will consist of different types of exercise, including but not limited to Yoga, Zumba and Pilates. These classes will be held at various County buildings with outside instructors. Wellness Funds will be used to compensate the instructors and purchase supplies. The maximum cumulative expenditure for Wellness Funds used on all Exercise Classes during CY 2017 shall be twenty thousand dollars (\$20,000.00).
- d. **Annual Health & Wellness Fair:** Each year, Monroe County Benefits office coordinates the Monroe County Health & Wellness Fair. The fair is presented in three (3) locations (Upper, Middle and Lower Keys/Key West). Any active employees and their covered dependents over age 18, retirees and their covered dependents over age 18 may attend. In 2015, 335 employees attended the Annual Health Fair; an additional 32 employees filled out the on-line preventive health assessment. The Annual Health & Wellness Fair is a wonderful opportunity to obtain basic diagnostic tests at no cost, as well as to obtain a flu vaccine and information about the County's health plan vendors. Wellness Funds will be used to purchase prizes that promote healthy living (i.e., bicycles, Fit Bits, Smoothie Makers) for participants who attend one of the Health & Wellness Fairs and complete their Passport to Wellness. There will also be a cost for the use of the facilities where the Health & Wellness Fairs will be held in the lower, middle and upper keys and Wellness Funds will be used for that purpose. The maximum cumulative expenditure for Wellness Funds used on the Annual Health & Wellness Fair shall be fifteen thousand dollars (\$15,000.00).

- e. **Health Designs, Inc./ Wellness Consultant:** Wellness Funds will also be used to pay for a consultant with expertise in health benefits, to serve as a Wellness Champion. The consultant shall serve as an extension of Monroe County Benefits staff and shall be an advocate to explain features of the Monroe County Wellness program, provide Wellness topic presentations, and provide health and benefit information to employees of the BOCC and the constitutional officers who are members of the Monroe County health plan. The consultant will be visiting at least 42 locations at which the employees are employed, in Upper, Middle and Lower Keys, on at least a quarterly basis. In calendar year 2017, approximately \$20,693 in Wellness Funds will be spent on Health Designs.

Purchases of Goods:

- f. **Gym Equipment:** The Monroe County Sheriff's Office has proposed that the County pay thirty-five thousand, two hundred sixty-nine dollars and fifty-four cents (\$35,269.54) to purchase additional gym equipment for the Plantation Key gym. In return, all employees and retirees of Monroe County Board of County Commissioners ("BOCC"), Monroe County Land Authority, and the constitutional officers (Property Appraiser, Supervisor of Elections, Clerk of Court, Tax Collector, and Sheriff) who are participants in the Monroe County health plan ("Employees and Retirees") will have access to the Sheriff's gyms in all three locations (Key West, Marathon, and Plantation Key). The Sheriff will purchase and have ownership of the equipment. The agreement with the Sheriff will be finalized in a separate agreement.
 - g. **Sit-Stand Desktop Workstations:** Over 80 BOCC employees have expressed an interest in a Sit-Stand Desktop Workstation. Studies have shown that spending more of your day standing could reduce the risk of obesity, diabetes, cardiovascular disease and cancer. These are top health risks among our plan participants. Wellness Funds shall be used to make a purchase of up to one hundred (100) Workfit-TL sit-stand desktop workstations and up to one hundred (100) active mats. The maximum cumulative expenditure of Wellness Fund to be used on this equipment shall be fifty thousand dollars (\$50,000.00).
2. Resolution Nos. 269-2011 and 147-2013 are inconsistent with this resolution and are hereby repealed.
 3. This resolution shall take effect upon adoption.

PASSED AND ADOPTED by the Board of County Commissioners of Monroe County, Florida, at a regular meeting of said Board held on the 15th day of March, 2017.

Mayor George Neugent	<u>Yes</u>
Mayor Pro Tem David Rice	<u>Yes</u>
Commissioner Danny Kolhage	<u>Yes</u>
Commissioner Heather Carruthers	<u>Yes</u>
Commissioner Sylvia Murphy	<u>Yes</u>



KEVIN MADOK, Clerk

By: *Kevin Madok*
Deputy Clerk

BOARD OF COUNTY COMMISSIONERS
OF MONROE COUNTY, FLORIDA

By: *George R. Neugent*
Mayor

FILED FOR RECORD
2017 MAR 27 PM 12:36
CLK. CLK. CLERK
MONROE COUNTY FLA

MONROE COUNTY ATTORNEY
APPROVED AS TO FORM:
Cynthia L. Hall
CYNTHIA L. HALL
ASSISTANT COUNTY ATTORNEY
Date 3-26-2017