



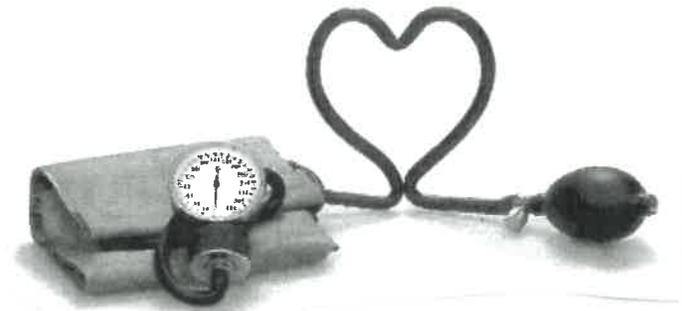
HEALTH MATTERS



A MONTHLY REPORT ON THE STATUS OF THE CITY OF CARMEL EMPLOYEE HEALTH BENEFIT PLAN

December 31 Balance	\$1,570,679		Dec 31, 2016 Balance	\$1,570,679
Total Revenues	\$1,205,328		Jan Revenues	\$1,205,328
Employer Premiums	869,336		Jan Expenses	(\$812,868)
Employee Premiums	170,554		Jan 31, 2017 Balance	1,963,139
Other Revenues	165,438			
Total Expenses	(\$812,868)		YTD Gain/(Loss)	\$392,460
Week 1 Claims	204,963			
Week 2 Claims	None			
Week 3 Claims	297,349			
Week 4 Claims	112,812			
Clinic Expenses	54,120			
Wellness Expenses	2,892			
Fixed Costs—Premiums	92,573			
Fixed Costs--Fees	48,159			
Monthly Gain/(Loss)	\$392,460			
January 31 Balance	\$1,963,139			

Other revenues consisted of a drug rebate and reimbursement of fourth quarter retiree health premiums from the retiree health fund.



Wellness Screenings Start This Week

Tomorrow will be the first of several days when wellness screenings will be offered throughout the City. These screenings are free to all full-time employees and, although not mandatory to be in the Wellness Program, you will get 1,000 wellness points for completing one.

Details about these finger-stick screenings, along with a schedule, are included in the flyers attached in this email. Keep in mind - the test should be preceded by a 12-hour fast and factors measured will be height, weight, waist circumference, BMI, blood pressure, cholesterol, blood glucose and hemoglobin A1C.

Spots are filling quickly (currently, dates with the most openings are March 2nd, March 9th and March 16th). When you schedule an appointment, you will need to CREATE A NEW ACCOUNT, rather than using your Primary Plus log on information.

Wellness Program "Tweaks" Coming

As we enter the second full month of the City's new wellness program, we hope everyone is enjoying the variety of activities and challenges now available through the Virgin Pulse website and app. We have discovered some things that need to be adjusted in how points are accumulated or in the number of points needed. Please watch for a few changes in the coming weeks.

If you haven't already done so, take a few moments to explore the Virgin Pulse website and app and familiarize yourself with all it has to offer. In addition to counting your steps, you can engage your friends in wellness challenges, track your food intake through My Fitness Pal, explore healthy recipes and track your sleep. Also, there will soon be health stations installed around the City to enable you to enter and track your validated measurements within the Virgin Pulse system.

Vitals Smart Shopper Program to End

Unfortunately, the recently introduced Vitals Smart Shopper program has not worked out as well as we originally hoped. There are too many discrepancies and inconsistencies in pricing for us to be fully confident in its efficiency at finding the most cost-effective locations and services. Therefore, at this time the tool is no longer available for use.

Through today, if you have already started using the program to shop for a specific procedure, and then have the procedure at one of the listed lower-cost facilities, you will still receive the applicable incentive.

It is our continued goal to find efficient ways for you to shop for the best, cost-saving services and facilities, so we will continue to research tools to help manage both your out-of-pocket expenses and City Health Plan costs.

New Wellness Opportunities Coming

This spring, the City's Health and Wellness Coach, Marissa Grant, will bring new opportunities to get healthier. Look for information soon on a weekly City Hall Weight Watchers class, periodic grocery store tours, classes on stress management and more exercise/dance classes. Marissa will also create a private, City employee Facebook Wellness Page where you can go to check out what and where things are happening. If you have ideas for wellness activities, please contact Marissa at mgrant3@iuhealth.org.



Some Cautionary Notes

- It is always a good idea to occasionally check activity on your bank accounts and credit cards, so, if you are enrolled in Plan A, please take a moment to also check the activity on your Health Savings Account. We recently had an employee who noticed a \$175 debit on her HSA for a hair stylist, which she did not authorize. If you notice debits on your HSA account that you don't recognize, contact Star Bank immediately at 317-816-2900.
- One of our employees who serves in the military recently received an alert notice from the Department of the Army regarding a website that may provide location and other personal information on individuals, <http://www.familytreenow.com>. While providing this information is not illegal, the website is free and contains no safeguards to limit who may do a search. If you wish, you can have your information removed from this website by following these steps:
 - Type <http://www.familytreenow.com/optout> into your search engine.
 - Read instructions and click "I am not a robot." A green check mark will appear.
 - Click on "Begin Opt Out Procedure."
 - You will be redirected to a search page. Enter your name and click "Search." You may need to try variations of your full name,
 - You will see a results page of possible matches to your name. Find your information by clicking on the record details.
 - Once you verify that a record is yours, click on the "Opt Out" button. It may take up to 48 hours for your record to be removed.

Primary Plus Employee Health Center

REMINDER - If you use the online option to schedule an appointment for an illness or injury, please make sure you schedule the appointment with Dr. Fagan or Tina Nitsos rather than one of the nurses. The nurses can draw blood, but they cannot diagnose or treat illnesses. There is also a separate option to make an appointment with the Wellness Coach. Walk-in visits for any of the providers cannot be accommodated.

Hours (Doctor, NP and/or Nurse)

Monday	8 AM-12 PM (N.P. Nitsos); 12 PM-5 PM (Dr. Fagan)
Tuesday	1 PM-7 PM (Dr. Fagan)
Wednesday	8 AM-5 PM (N.P. Nitsos)
Thursday	1 PM-5 PM (Dr. Fagan)
Friday	8 AM-1 PM (Dr. Fagan)

Hours (Wellness Coach)

Monday	8 AM - 11 AM
Thursday	2:30 PM - 7 PM
Friday	8 AM - 12:30 PM

Address

1402 Chase Court, Suite 110, Carmel

Online Appointment Scheduling

www.carmel.in.gov under Human Resources tab

Telephone

317-688-5415

Marissa Grant's email: mgrant3@iuhealth.org

The maximum generic prescription benefit through the Health Center is \$100 for 30-day or \$300 for 90-day prescriptions. Any balance is the responsibility of the employee and will be billed to that employee by the Health Center Pharmacy. The medication cannot be dispensed until payment is received. Any questions regarding this should be directed to the Health Center, 317-688-5415.

The City's Employee Assistance Program (EAP) can be reached 24 hours/day, 7 days/week by calling 317-962-2622, ext. 2.