



HEALTH MATTERS



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

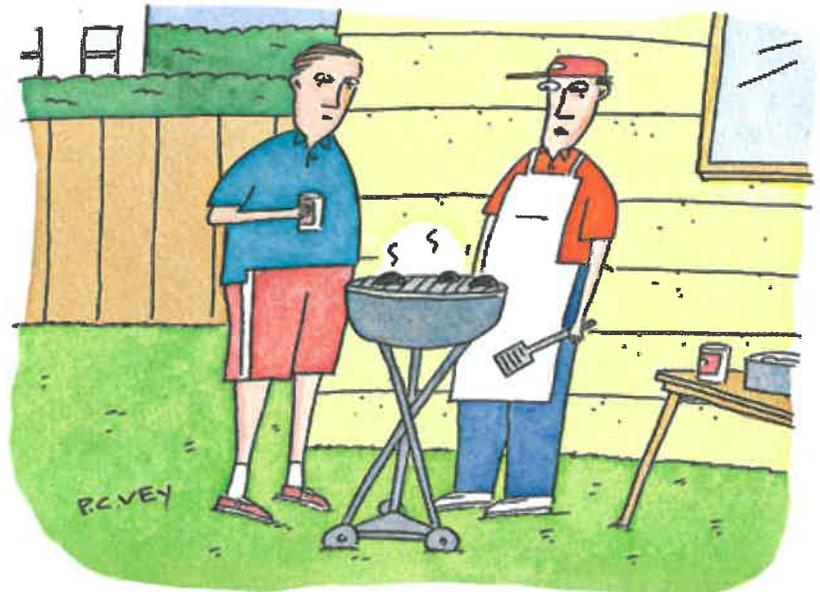
January 31 Balance	\$1,963,139		Dec 31, 2016 Balance	\$1,570,679
Total Revenues	\$1,068,604		Jan-Feb Revenues	\$2,273,932
Employer Premiums	878,864		Jan-Feb Expenses	(\$1,741,050)
Employee Premiums	172,572		Feb 28, 2017 Balance	2,103,561
Other Revenues	17,168			
Total Expenses	(\$928,182)		YTD Gain/(Loss)	\$532,882
Week 1 Claims	201,636			
Week 2 Claims	209,273			
Week 3 Claims	145,039			
Week 4 Claims	115,544			
Clinic Expenses	49,185			
Wellness Expenses	60,472			
Fixed Costs—Premiums	92,438			
Fixed Costs--Fees	46,794			
Miscellaneous	7,801			
Monthly Gain/(Loss)	\$140,422			
February 28 Balance	\$2,103,561			

Expenses are below \$1 million for the second month in a row, which has allowed our balance to grow. With three paydays, March should be a good month.

Weight Watchers at City Hall

As an extension of the City's wellness program, we are pleased to announce that beginning April 13th Weight Watchers will hold weekly classes at City Hall. After this initial introduction/registration meeting, the classes will continue for the following 13 Thursdays from 12:30-1:15 PM in the caucus rooms on the second floor of City Hall.

We need a minimum of 15 people to join the class, so if you are interested in losing some weight with the support of co-workers and the tools offered by Weight Watchers, pack a sack lunch and join the group!



"And now I just step back and let the grilling process destroy any nutritional value it might have had."

These meetings are open to all City of Carmel employees, regardless of whether you participate in the wellness program. More information regarding registration, cost and incentives will be sent via email in the next few days.

Wellness Program Adjustments

The City's new partnership with Virgin Pulse has given our wellness program a great kick start and participation has increased.....but, unfortunately, not without a few glitches. As this first quarter comes to a close, we want to let everyone know that there will be certain adjustments made to PulseCash reward levels earned during February and March. We discovered early into the program that the top point levels are virtually unattainable. Because we want to encourage rather than discourage participation, and while we can't add points to your first quarter total, we will make appropriate positive adjustments to many participants' PulseCash balances. We will notify everyone as the final details are worked out after the quarter closes.

Going forward into quarters two, three and four, we will be making several small changes in the program, including point values for certain activities. We will also adjust the point totals at each reward level as follows:

	Level 1	Level 2	Level 3	Level 4
POINTS EARNED	4,500	9,000	13,500	18,000
PULSECASH EARNED	\$15	\$25	\$35	\$50

Keep in mind - the PulseCash amounts accumulate throughout the quarter, so it is possible to earn up to \$125 per quarter.

As soon as all changes are made, you will be able to see this same information on the Virgin Pulse website and app.

Primary Plus Health Center News

We are finally able to announce that our wonderful Primary Plus Health Center will soon be moving to a more spacious location. The Health Center has been busting at the seams for quite a while, and negotiations are nearly done between IU Health and the new location. As soon as the deal is finalized, construction/remodeling will commence and we will let everyone know the location.

We expect the new location to be up and running sometime in July. It will have approximately twice the square footage and include staff offices, a break room and expanded lab and storage space.

At the time of the move, we will also do an assessment of Health Center hours and determine any need for expanding provider time and/or hours of operation.

Reminder #1: The operating costs for the Health Center are paid by the City's Health Plan - your premiums. Because of that, only employees, retirees and dependents who carry the City's medical insurance are able to use Health Center services. If you have no health insurance through the City, or if you have only dental insurance, you are not eligible to use the Center.

Reminder #2: The pharmacy used by the Health Center is contracted by IU Health and can only fill prescriptions written by a Primary Plus Health Center provider. In other words, any prescriptions written by a healthcare provider outside of the Health Center must be filled at a retail pharmacy.

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.

Spring Break is upon us, so here's hoping everyone has safe, restful and fun adventures, whether traveling far or staying close to home!

