



# HEALTH MATTERS



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

Jan 31 Balance	\$558,581		Jan 31, 2013 Balance	\$685,728
Total Revenues	\$877,220		Feb Revenues	\$1,727,610
Employer Premiums	712,835		Feb Expenses	\$2,006,449
Employee Premiums	141,165		Feb 28, 2014 Balance	\$406,889
Other Revenues	23,220			
Total Expenses	\$1,028,912		YTD Gain/(Loss)	(\$278,839)
Week 1 Claims	291,443			
Week 2 Claims	243,952			
Week 3 Claims	228,162			
Week 4 Claims	134,559			
Clinic Expenses	34,705			
Wellness Expenses	1,175			
Fixed Costs—Premiums	66,092			
Fixed Costs--Fees	25,624			
Other Expenses	3,200			
Monthly Gain/(Loss)	(\$151,692)			
Feb 28 Balance	\$406,889			

### Primary Plus Employee Health Center News

On December 9<sup>th</sup>, 2013, at the request of employees, a healthcare provider (nurse practitioner) was added at the Health Center to treat children under the age of five. In the nearly four months since her start date, the NP has had only two young patients. Therefore, since this has not proven to be a cost-saving or much used option, effective April 4<sup>th</sup> the Health Center will no longer treat children under the age of five. Therefore, young children should go to their pediatrician, family doctor or a retail clinic. The Health Center continues to treat all eligible employees and dependents age five and older.

A couple of Health Center reminders:

- Appointments are required and can be made either online or by calling the Health Center at 688-5415. Many same-day appointments are available. Please be courteous - walk-in patients cause longer waits for those who have scheduled time slots.
- Many 90-day generic medications can now be filled, free of charge, through the Health Center. The prescription for these medications must be written by Dr. Fagan. Please contact a Health Center staff member for details.

### On-The-Job Injuries

Whenever you seek medical treatment due to an on-the-job injury, you are required to go to Community Health Network Occupational Health Center (MedCheck) located at 11911 North Meridian Street - Open from 9 AM to 9 PM daily. If your work injury occurs when this facility is

closed, you should visit any hospital emergency room. Also, do not show your health insurance card for any work-related injuries.

**Work-related injuries should NEVER be treated at the City's Employee Health Center, a family physician or a retail clinic (such as Walgreen's or CVS).**

### **FMLA Overview**

From time to time, you may need to be away from your job for an extended period for your own serious health condition, the serious health condition of an immediate family member, the birth, placement or adoption of a child, or for a qualifying exigency related to an immediate family member who is in the military.

The Family and Medical Leave Act (FMLA) provides job-protected, unpaid leave for qualified employees. If you ever need to take more than three days off for any of the above-referenced reasons, you should start by getting the FMLA Request Form from either your Office Administrator or Sue Wolfgang in Human Resources - Complete Section I of the form and turn it in to your supervisor. You will receive a packet of instructions and forms from HR within a few days.

Following is helpful information about the FMLA, which is available to all eligible, full-time employees - this list is not intended to be all-inclusive, and a copy of the entire FMLA is available upon request from Human Resources.

- Except in emergencies, you should submit your FMLA Request Form at least 30 days in advance.
- You are entitled to a maximum of 12 weeks of FMLA leave in a rolling calendar year (26 weeks for some military care-giver and exigency scenarios).
- Leave may be taken intermittently under certain circumstances, which should be requested and noted on the FMLA Request Form.
- FMLA is not a category of paid leave - it is simply a means to protect your position during a qualified absence. It has no relationship to your pay. The City requires that you use available paid time off concurrently with FMLA leave. If you have questions on this, contact Sue Wolfgang, [swolfgang@carmel.in.gov](mailto:swolfgang@carmel.in.gov).
- For your own or a family member's serious health condition, the treating physician will be required to complete a Physician's Certification before the FMLA leave is approved. You are not required to submit this completed form to your Department; however, you must submit it to HR. Deadlines are outlined in the packet you receive from HR.
- While on FMLA leave, you are required to maintain contact with your supervisor on a weekly basis.
- Before you are allowed to return to work from leave for your own health condition, you must provide a completed FMLA Fitness-For-Duty Certification. This Certification MUST be completed by your treating physician. Dr. Fagan at the Employee Health Center cannot sign this form unless he was your primary treating physician for the illness for which you were on the FMLA-protected leave.

***\*\*April is National Stress Awareness Month - Keep Your Stress in Check\*\****