



HEALTH MATTERS



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

February 28 Balance	\$406,889		Dec 31, 2013 Balance	\$685,728
Total Revenues	\$852,472		Jan-Mar Revenues	\$2,580,082
Employer Premiums	699,403		Jan-Mar Expenses	\$3,167,506
Employee Premiums	140,353		Mar 31, 2014 Balance	\$98,304
Other Revenues	12,716			
Total Expenses	\$1,161,057		YTD Gain/(Loss)	(\$587,424)
Week 1 Claims	311,867			
Week 2 Claims	196,287			
Week 3 Claims	152,039			
Week 4 Claims	177,656			
Week 5 Claims	193,687			
Clinic Expenses	35,779			
Wellness Expenses	969			
Fixed Costs—Premiums	66,799			
Fixed Costs--Fees	25,974			
Other Expenses				
Monthly Gain/(Loss)	(\$308,585)			
March 31 Balance	\$98,304			

Wellness Program

If you participate in the wellness program and use an Omron pedometer, you may have run into some difficulty uploading your steps to the Omron website (www.omronfitness.com) over the past few days (since the latest update was released allowing additional devices). This is because Omron has been experiencing technical problems, which we are told will be corrected soon. If you have uploaded your steps to omronfitness.com and do not see them tracked on the website within 24 hours, please contact Michelle Drish at CHC, mdrish@chcw.com. She can manually input your steps (if you have kept track) or she can input a total based on your daily average. This period of inconsistency in tracking will be taken into consideration when points are assessed at the end of the quarter.

If you have not already done so, take the time now to follow all directions outlined in the User Guide sent in previous emails regarding signing up for an Omron account and linking your pedometer to the CHC website. If you do not do this, your steps will no longer be counted or saved by CHC. Even though the previous pedometer uploader may appear to record your steps, it does not.

Sick Time Donation

Full-time civilian employees have the opportunity, under limited circumstances, to donate a portion of their own accumulated sick time to a co-worker who experiences an extended medical absence for which he or she runs out of accrued paid time off. This Sick Leave Bank Voluntary Donation Policy for Civilian Employees is summarized as follows:

The donating employee:

- Must donate time from his or her Sick Leave Bank (PTO hours cannot be used).
- Must be more than 30 days away from his or her scheduled retirement.
- Must donate a minimum of five hours, not to exceed a maximum of 37.5 hours, during any one calendar year.
- Must sign a Sick Leave Bank Voluntary Donation Agreement and submit it to Sue Wolfgang in HR within 14 days of the start of the recipient's medical leave. These Agreements are available from your Office Administrator.

The receiving employee:

- Must be experiencing a disabling personal illness or injury.
- Can accept up to eight weeks of donated time after he or she has used all of his or her own paid time off (PTO, sick leave, comp time, etc.).
- May not use more donated time than is necessary to receive a paycheck for 37.5 hours per week.
- Will not be eligible to accrue PTO while using donated time.

The City does not advertise any employee's eligibility for donated time. It is the responsibility of the potential donor (not the recipient) to initiate the donation process. Everyone is expected to use discretion in soliciting donations - no employee should feel forced to donate time to a co-worker. The complete Policy is available from Sue Wolfgang in HR.

Cigna Reminder

It is your responsibility to verify whether a healthcare provider is a member of the Cigna network. If you used a provider before October 1st of last year (when we used Sagamore) and use the same provider again now, do not just assume that the doctor is also a member of Cigna. One of the easiest ways to find out is to ask someone on the doctor's billing staff if they are a member of the "Cigna PPO network." You can also look up the doctor on Cigna.com or call BAS at 800-523-0582. This is a simple way to avoid incurring out-of-network costs.

Primary Plus Employee Health Center

The Health Center continues to grow in popularity. Contact information is provided below. Since same-day appointments are almost always available (through online scheduling or by phone), please be courteous to everyone and avoid walk-in visits.

Hours

Monday 8 AM - 1 PM
Tuesday 1 PM - 7 PM
Wednesday 8 AM - 1 PM
Thursday 1 PM - 5 PM
Friday 8 AM - 1 PM

Address

1402 Chase Court, Suite 110, Carmel

Online Appointment Scheduling

www.carmel.in.gov under Human Resources tab

Telephone

317-688-5415