

## School District Health Indicators - December 2018

District	Does your district have a Wellness Program? If YES, what year was your Wellness Program initiated/begun?	Does your district have one or more Clinics that provide cost effective Health Care services to your employees? If YES, in what year did your first Clinic become fully operational?	Does your district require a regular/monthly EMPLOYEE contribution to the cost of your Group Health Plan? If YES, what is the DOLLAR amount? MONTHLY or ANNUALLY	Has your district ever worked with your Insurance Provider/Third Party Administrator OR a Consultant to analyze claims and assist you with a Health Plan Re-Design? IF YES, in what year was this done?
<b>Alachua</b>	No	No	No	Yes, 2013
<b>Baker</b>	Yes, 2001	No	Yes, monthly rates depend upon the plan chosen.	Yes, annually.
<b>Bay</b>	Yes, 1/2013	Yes, 2013	Yes & No. Adm - \$84.31 Instr - \$84.32 Support - \$55.16 Monthly	Yes, 2017
<b>Bradford</b>				
<b>Brevard</b>	Yes, 2014	Yes, 2017 (Opened Dec. 2016)	Yes, EE only, \$206.67 monthly	Yes, 2014
<b>Broward</b>	Yes, 2004	No	No	Yes, on an annual basis, the Director of Benefits & Employment Services works with the District's Benefits Consultants to review and analyze claims data in order to recommend plan design modifications, where applicable.
<b>Calhoun</b>	No	No	Yes, Monthly ranges from \$76.98 to \$1,621.94 depending o plan- there are 4 plans with each having 4 levels of coverage	Yes, 2018.
<b>Charlotte</b>	Yes, 2011	Yes, 2011	Yes, Varied monthly (Dependent on Elected Plan: \$-40 to \$1360 per month; all of our plans are HIGH DEDUCTIBLE HEALTH PLANS. Our plans are HDHP 1500; HDHP 3000; HDHP 4500; HDHP 6650)	Yes, (Willis, Towers, Watson) 2011, (when we became self-insured)
<b>Citrus</b>				
<b>Clay</b>	Yes, 2004	Yes, near site clinics within a doctor's office	Yes, per pay period deductions are Choice HSP Single \$15.69 Choice Single \$83.72 and Choice Plus \$143.35 for 20 deductions	Yes, 2003 - 2019
<b>Collier</b>	Yes, 2010	No	No	Yes, annually with our TPA & Broker/ Consultant

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Columbia	Yes, started many yeas ago but not very elaborate, we tried to increase its range in the last few years.	No	No, (We have one plan that is no cost for employee only. If dependent coverage or a higher paying coverage is desired the employee has a cost).	Yes, current year.
DeSoto	Yes, 2012	No	Yes, monthly, varies 4 tiers	Yes, 2012
Dixie				
Duval	Yes, unknown year	No. One plan has an employee payment for "employee only" plan. All plans have dependent premiums	No. One plan has employee only contributio of \$97.16 per month. Most employees re on a non-contributory plan.	Yes, continuous.
Escambia	Yes, 2010	Yes, 2013	Yes, minimum \$50 monthly, but they get \$35 off of that if they get an annual wellness check at the clinic.	Yes, We meet with Aon every month, but the major re-design was before 2010. We had a free plan in the master contract until 2015.
Flagler	Yes, 2018	Yes, 2016	Yes, \$660-\$2750 annually depending on plan.	Yes, annually
Franklin	No	No	Yes, \$131.24 EE only; \$849.06 EE + Family	No
Gadsden	No	No	Yes, \$155.94 monthly	Yes, 2015 or 2016
Gilchrist				
Glades	Yes, 2012	No	No	Yes, annually
Gulf				
Hamilton	Yes, 2014	No	Yes, it depends on the plan - individual or family	No
Hardee	Yes, 2017	Yes	Yes, see attached	Yes, May, 2017
Hendry	Yes, 2013-2014	No	No	Yes, every other year
Hernando	No	No	Yes, see attachment #1	No

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Highlands	Yes, 2010	Yes, January 2019	No	Yes, we work with Siver Consulting, ongoing.
Hillsborough	Yes, 2014	No	No	Yes, annually
Holmes				
Indian River				
Jackson				
Jefferson				
Lake	No	Yes, 2011	Yes, see attachment #2	See attachment #2
Lee	Yes, 2006	No	No	Yes, regularly since 2007 (self insured)
Leon				
Levy	Yes, 2014	Yes, 2014	Yes, \$110.76 (10 months)	Yes, 2013
Liberty				
Madison	Yes, 2012	No	Yes, \$176.06 or \$98.92 monthly	Yes, annually
Manatee	Yes, 2015	No	No	Yes, 2016-2017
Marion	Yes, approximately 2007	No	No, We have a free plan , unless going to a buy-up plan.	Yes, twice in the last 5 years.
Martin				
Miami-Dade	Yes, 2010	Yes,2010	No	Yes, 2008
Monroe	Yes, 2015-2016	Yes, 2005	Yes, our contributions (annually) range from \$713.60 for the High Deductible Plan (Employee only) to \$6,931.20 for family coverage on the Buy-Up Plan	Yes
Nassau				
Okaloosa				

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Okeechobee	Yes, activities throughout the year, requirement of a Health Risk Assessment for new employees, educational information & weight loss initiatives.	Yes, 2010	No	Yes, meet quarterly & annually review our claims and discuss options for health plans, self-insurance, etc.
Orange	Yes, 1989	No	Yes, three plans - One with no employee premium contribution, & 2 with employee premium contribution. \$373.40 annually.	Yes, annually
Osceola	Yes, 2019-2020	Yes, 2017	It depends upon the plan option the employee selects during Open Enrollment. * Please see the attached documents #1, 2 & 3.	Yes, 2018-2019, 2019-2020
Palm Beach	Yes, 2011	No	Yes, \$50 monthly	Yes, 2018
Pasco	Yes, 2012	Yes, 2011	No, the district offers a basic HMO medical plan at no cost to the employee. Employees have the option to buy up to a premium plan. Premium HMO \$70/mo., Standard PPO \$150/mo.	Yes, claims & plan design analyzed annually.
Pinellas	Yes, 1997	No	Yes, \$100 single ee only coverage monthly	Yes, we analyze our claims data & plan design every year with our benefits consultant.
Polk	Yes, Began 1990, had a respite 1997-2001, & resumed with full support of Board in 2001.	Yes, 2012	No	Yes, 2018 (annually prior to negotiations)

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Putnam	Yes, 2017	No	Yes, employee only coverage it would be \$375.89 monthly for 10 months for PPO plan; \$157.44 monthly for 10 months for HDHP; or \$60 monthly for 10 months for 2nd HDHP.	Yes, currently w/Avail, Joe Albritton
St. Johns				
St. Lucie	Yes, 2012	No	Yes, see attachment #3	Yes, 2017 for Plan Year 2018
Santa Rosa				
Sarasota				
Seminole	Yes, 2015	No	Yes & No, No contribution is required for the High Deductible Plan. The Buy Up Plan requires employee contribution, \$537.40 annually for the buy Up Plan	Yes, 2018
Sumter	Yes, 2005. Very basic program w/room for improvement.	No	Yes - Plan 1. \$88.96/Monthly, Plan 2. \$41.92/Monthly	Yes, annually
Suwannee	Yes, 2010	No	Yes, Employer contributes \$5,046 annually to employee insurance.	Yes, annually
Taylor	Yes, 2005	No	Yes, \$2,564.90 annually.	Yes, every year.
Volusia	Yes, 2007-2008 school year	Yes, 2012-13 school year	Yes, varies lowest is \$0 (employee fully responsible for dependent coverage).	Yes, since 1999
Wakulla	Yes, 2014	No	Yes, based on 10 months: Single is \$523.07 per month and Family is \$941.96	Yes, 05-01-2014
Walton	Yes, 2016-2017	No	No	Yes, annually

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Washington	No	No	Yes, employee \$148.14/monthly, family \$943.56/monthly	Yes, 2018