



Carroll County Commissioners

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Commissioners

*Donald E. Leggett II * Christopher R. Modranski * Robert E. Wirkner*

DATE: 12/29/23
TO: All county employees who will be covered on the county health insurance in 2024
FROM: Carroll County Commissioners *Chaw*
RE: Primary Care Physician (PCP) Differential program

As one of our valued employees, much of our company’s strength and success depends on you. We spend many hours of the day together. That’s why we want to make sure that our workplace helps you maintain or even improve your health. Good health is a resource that helps us all meet our goals.

A primary care provider (PCP), also known as a primary care physician, is your main health care provider in nonemergency situations. Your PCP typically provides you with medical care over a long period of time, helping you stay healthy, manage your care and recommend specialists when needed.

Having an Annual Wellness Check and a well-established, trusting relationship with your doctor is crucial to your long-term health, and can also save you money in the long run. Moreover, research shows that patients who have a good relationship with their doctor receive better care and are happier with the care they receive.

Annual Wellness Checks are also very important to know your numbers and risk factors. That can be used to identify individuals who may have risk factors for heart disease, diabetes, metabolic syndrome and more.

These results are shared by a health professional with each individual on a confidential basis and include recommendations on how to reduce risk factors, which may include follow-up care or lifestyle changes.

Many employees will find that Annual Wellness Checks can have a tremendously positive impact on their health, productivity, and well-being. When aware of these findings, employees are more likely to take a proactive role in their health and lifestyle changes.

There will be a \$30 increase per month to all premiums beginning 01/01/2025. However, medical plan employees can avoid this \$30 surcharge by completing this wellness check with their Primary Care Physician.

ACTION TO TAKE:

1. **Make an appointment with your PCP** - Let them know you need to have your annual wellness check and a form completed.
2. **Take your form to your PCP appointment** to be completed.
3. **Return your completed PCP form** - send to Payroll/Benefits department or submit via email to Jennifer Phillips jphillips@carrollcountyohio.us and/or Staci Brady sbrady@carrollcountyohio.us by **11/30/2024**.

Since it can sometimes take weeks or months to get a visit scheduled with your PCP, we recommend you make this appointment as soon as possible. Especially if you don't have a PCP yet and will be a new patient, it could take even longer to get an appointment.

Lastly, your personal information will not be shared with us, just confirmation that you completed the activity. Please reach out with any questions to Jennifer Phillips jphillips@carrollcountyohio.us and/or Staci Brady sbrady@carrollcountyohio.us. Thank you in advance for your participation in helping our organization and you on this wellness journey!

As discussed in the Employee Benefits meeting held 12/1/2023, the PCP Differential Program is being implemented in phases over three years. To recap:

- 2024: Covered employee completes Annual Wellness Check with PCP by 11/30/24 to avoid \$30/month premium surcharge in 2025.
- 2025: Covered employee completes Annual Wellness Check AND biometric blood screening by 11/30/25 to avoid \$40/month premium surcharge in 2026.
- 2026: Covered employee AND covered spouse complete Annual Wellness check AND biometric blood screening by 11/30/26 to avoid \$50/month premium surcharge in 2027.

- This PCP program is being tracked internally.
- The Company will not receive your individual results from your Annual Wellness Check and/or biometric screening.
- Attached is the FORM for you to take to your Primary Care Physician (PCP) to have an Annual Wellness Check – ask your PCP to complete the form.
- If you complete the Annual Wellness Check and turn in your form by 11/30/2024, you will have a reduced premium in 2025!

IMPORTANT NOTE TO NEW HIRES:

If you were hired AFTER 7/1/2024, you will not need to complete the Annual Wellness Check in 2024 to receive the reduced monthly rate in 2025.

You will be required to complete this check in 2025 in order to receive the reduced rate in 2026.