



CITY OF DUBLIN..

**Office of the City Manager**

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# Memo

**To:** Members of Administrative Committee of Council  
**From:** Terry Foegler, City Manager *TF/Sj*  
**Date:** March 18, 2010  
**Initiated By:** David L. Harding, Director of Human Resources  
Michael Epperson, Deputy City Manager  
**Re:** Request for Administrative Committee of the Whole Meeting –  
Health Savings Accounts

## Summary

In our last communication to Council regarding the Consumer Driven Health Plan and Health Savings Account program identified for implementation on January 1, 2011, staff advised Council that we were continuing to analyze various participation-based and results-based financial contribution levels the City could consider making to the individual employee health savings accounts, as well as the timing during the year that this funding might take place. Council will recall that part of the new strategy is to provide each employee the opportunity to earn financial incentives in relation to four key health factors – blood pressure, cholesterol, body mass index/waist circumference, tobacco-free status – in the form of additional contributions to their Health Savings Accounts. The goal of providing such results-based incentives is to have healthier employees and, thereby, reduce claims expenditures on a long-term basis.

At that time, staff further advised Council that there would be a need to schedule a future meeting with Council or the Administrative Committee of Council in order that staff might present its recommendations on the base contribution level, the additional incentive-based contribution level, and the timing of these contributions to the employee Health Savings Accounts. Review and approval by Council of these contribution levels and the timing of such contributions will be necessary prior to implementation.

Staff will be ready very soon to present its recommendations for Council consideration and believes that the best timing for an Administrative Committee of the Whole meeting would be in early May 2010.

## Recommendation

Staff recommends that a meeting of the Administrative Committee of the Whole be scheduled in early May 2010 for staff to present its recommendations for the City contribution levels to the employee Health Savings Accounts beginning in 2011.