

Washington County Benefits Committee
June 21, 2011

CONVENED: 1pm

COMMITTEE MEMBERS:

Present: David Bellwood, Mike Brunner, Karen Crawford, Angi Duyck, Susan Field, Kim Knudeson, Valerie McCraw, Susan Pinnock,

HUMAN RESOURCES STAFF:

Tracy Kittler, Benefits Specialist
Julee Howard, HR Specialist
Brandi Johnston, HR Analyst
Valerie Weekly, HR Analyst
Stephanie Reitmajer, HR Manager

CONSULTANTS:

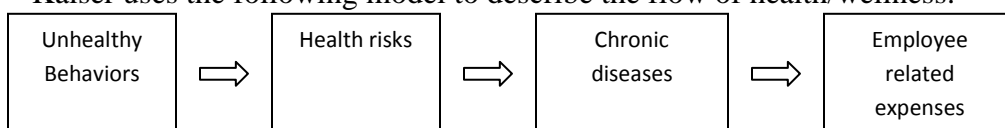
Renee Balsiger, Mercer

1. OPEN ENROLLMENT STATISTICS

- Committee shared employee feedback about Open Enrollment
 - employees were happy to see new plan offerings this Open Enrollment; particularly the individual short term disability (ISTD) plan through Unum.
 - During Open Enrollment, the plans added 133 new dependents to our health plans.
 - ISTD resulted in 106 new accepted applications/policies
 - 323 LTD buy-up applications/policies.
 - Break-down between Providence and Kaiser continues at the same proportion (membership is about 2/3 Providence and 1/3 Kaiser within the County population).
 - It is important to remember that a successful wellness program requires a great amount of support at many levels—examples include:
 - Union support
 - Leadership support (from the top down, as well as the bottom up)—the entire organization needs to be ready to embrace a wellness program and encourage participation from all directions.
 - Budgetary support—most programs require significant investments at the beginning, and continuing investments to sustain employee interest and incent employees to participate.
 - Staff support—coordination of the program; the program has to have a centralized and focused approach.
 - The next step is to answer the “Why?” question.
 - Is Washington County interested in creating/launching a wellness program? If so, why?

2. WELLNESS CAPABILITIES WITH CURRENT VENDORS [handout]

- Renee of Mercer has invited our current vendors to present at this, and a few future meetings, our current wellness options
 - to strategically package our wellness plans in the future, we have to understand what our current capabilities are.
 - We need to know what services we have available and what, if any, costs are associated with current vendors.
- Kay Zimmerli, health and workforce strategist of Kaiser Permanente, presented options and best practice strategies promoted through our Kaiser network.
 - Kaiser believes that wellness needs to be integrated into job function.
 - Issues driving improvement in productivity in the workplace are as follows:
 - Presenteeism
 - Absence management
 - Health and wellness
- Workplace wellness programs need to focus on costs that the employer can control.
 - There is a correlation between rising healthcare costs and an overweight population, for example.
 - Kaiser uses the following model to describe the flow of health/wellness:



- Employers should strive to complete a total health assessment with their population to present a good baseline value for their population.
- Kaiser can help administer this via an online tool—200 people have to complete the assessment for Kaiser to be able to provide Washington County with an executive summary of the results (this is to retain employee anonymity).
 - To encourage employee participation as well as accurate results, Kaiser recommends promoting the total health assessment by focusing on the employee. ‘This test will tell you about yourself; take a few moments to complete so you can understand your current health status and/or health risks.’
- Kaiser also has a bare bones sample for workplace wellness surveys, if Washington County would like to use to complete a survey to gauge employee engagement/interest in wellness program promotions.
- Kaiser has also found that wellness is often linked with the safety programs with other public entity clients.
 - This can sometimes be done at the policy level—by integrating with safety committees for example.
 - Stretch breaks are required at the policy level; also breaks from driving or sitting after so many hours.
- Kaiser can also conduct worksite wellness check-ups.
 - This would be for Kaiser members only (since health records for Kaiser members are the only ones accessible for Kaiser doctors).
 - The wellness check-up is an onsite mini-exam: blood pressure, cholesterol screening etc.
 - These biometric screenings are for an additional fee.

3. ACTION ITEMS FOR NEXT MEETING-n/a

4. NEXT MEETING, Next regularly scheduled meeting is: **Tuesday, July 19, 2011, 1pm-4pm**

5. COMMENTS

There were no comments made by committee members.