

Washington County Benefits Committee
September 20, 2011

CONVENED: 1pm

COMMITTEE MEMBERS:

Present: David Ainslie, Mike Brunner, Karen Crawford, Angi Duyck, Susan Field, Kim Knudeson, Tammy McVean, Sara Stevenson, Alex Vidal, Judy Walker

HUMAN RESOURCES STAFF:

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

CONSULTANTS:

Mike Berry, Mercer

1. DISCUSSION OF WELLNESS ROADMAP [handout]

- HR Manager Stephanie Reitmajer reminded the Committee that there has been discussion for some time regarding a wellness program at Washington County.
 - There has been much interest from the County population; thus the creation of the “Roadmap” document.
 - limited budget has prevented any substantial contribution toward this type of program
 - there is some staff time that we can afford to devote to a wellness program at this time. Brandi Johnston, HR Analyst, will be acting as a Wellness Coordinator for the present.

2. ACTION ITEMS FOR NEXT MEETING-n/a

3. NEXT MEETING, Next regularly scheduled meeting is: **Tuesday, October 18, 2011, 1pm**

- Providence plan review
- Long Term Care presentation by Unum

4. COMMENTS

- “It is important to get managers/supervisor support for a wellness program. Staff has to be allowed to participate; perhaps in the form of attendance at meetings, completing Health Risk Assessments (HRAs) etc.”
- “I think many employees will be concerned that answers from the HRA will be used to structure/tier benefit costs when it is time for premium cost-share. For example smoking status, weight etc.”

- It is not clear at this time that Washington County would proceed to structure benefits that way with an established wellness plan. The County would be very clear as to the uses of the data when requesting information from employees.
- Some local employers do use information received on HRAs for premium costs.
 - However, generally data from HRAs is shared in an aggregated form for the entire population of Washington County employees, as opposed to individual results, as HIPPA regulations do have restrictions surrounding the disclosure of diagnoses.
- Any Health Risk Assessment that the County offers would be completely mandatory, not required for participation in the benefits program.
- Surveys would be anonymous.
- “Would employees be able to take this assessment on work/County-paid time?”
 - We discussed two types of assessment for the wellness roadmap. Health Risk Assessments (HRAs) would not be on County paid time as they are for the individual; any needs assessments or surveys in relation to the needs of the wellness program would be taken on County time.
- “We may want to inquire with employees how likely would you be to participate in wellness/educational sessions if NOT presented on County-paid time, or if there is no incentive involved?”
- “Wellness is an exciting step in educating our employee population.”
- “We want employees to influence their health in a positive way with the tools they currently have in their possession.
- Shift worker syndrome was suggested as a wellness education topic.
- Posting information on the web/Horizons was suggested to ensure all employee locations, and shifts have access to wellness information.
- “Is an Request for Proposal (RFP) still scheduled for our medical plan?
 - We decided last year to post-pone our RFP process to coincide with our transition to employee cost-share.
 - We will be doing an RFP this year, with the process for that beginning in January/February.
 - We will be requesting that bidding vendors consider the move to a calendar year plan as part of the RFP.
- “Is employee cost share scheduled for this next July?”
 - Terms for employee cost-share have already been agreed to in several union contracts; we expected Non-Represented and MAPPs employees plans will progress similarly.
 - Unions have agreed to a 95% employer/5% employee cost-share
 - This will be based on a tiered structure, which refers to the number of dependents enrolled on an employee plan.
 - We will officially communicate this with all Open Enrollment materials.
- “Will contributions be taken on a pre-tax basis?”
 - Yes. Cafeteria plans (the IRS mechanism that allows premium contributions on a pre-tax basis) is scheduled as a topic of discussion for our April 2012 benefits committee meeting.