

WOODBURY COUNTY BOARD OF SUPERVISORS AGENDA ITEM(S) REQUEST FORM

#16

Date: 3-21-2017

Weekly Agenda Date: 3-28-2017

ELECTED OFFICIAL / DEPARTMENT HEAD / CITIZEN: Jeremy Taylor / Ed Gilliland

WORDING FOR AGENDA ITEM:

Health and Wellness Committee: Health Insurance Fund Update with Funding Approval for Investments from Health Insurance Fund (Wellness Diet Program/Sit-Stand Station/Health Screening)

ACTION REQUIRED:

Approve Ordinance

Approve Resolution

Approve Motion

Public Hearing

Other: Informational

Attachments

EXECUTIVE SUMMARY:

The Health and Wellness Committee had an excellent meeting on March 21, 2017 in which we discussed a Health Insurance Fund update along with recommendations made to the Board of Supervisors designed to lower costs long-term and improve the health and well-being of county employees and their families. Please see the various attachments including meeting minutes, a proposal from Naturally Slim, and other products (Sit-Stand Stations) with pricing.

BACKGROUND:

The BOS approved an 8% Health Insurance Fund cost, which has implications for employee and taxpayer contributions. This was lower than the HR recommended 11-12% but struck a conservative balance. The good news is that the attachment shows not only that claims are lower the past couple of months but that we positively cash-flowed based on those months' help. Still, with rising medication and hospital costs, the 8% was merited. We broke down for transparency and our employees the per-check cost. Our health coverage is very good. All of the following is a way to ultimately REDUCE cost with our focus on employee health.

We look to the County Board of Supervisors for 3 recommendations of funding that would come from the Health Insurance Fund. Naturally Slim is a hands-on, excellent, results-driven program that guides employees through weight loss and would be offered to those with metabolic syndrome while protecting the privacy rights of all employees. This would total potentially up to 30 employees who the County Health Insurance Fund would only pay for on a per-person basis (\$595) should the individual lose more than 3% of total body weight. They have a 50.7% reduction of metabolic syndrome and on average, participants lose 10.2 lbs. The materials show the excellence of the program and this comes highly recommended by Wellmark. The total cost for 30 employees (100% success rate) would be \$17,850 and would be completely voluntary, perhaps opened up on a first-come, first-serve basis should the 30 employees with metabolic syndrome not participate.

We also looked to family wellness screenings to include family members covered under an employee's insurance with children ages 12-26. Blood draws, the technologically cutting-edge BMI analysis, and health coaching is invaluable. This would be on a voluntary basis and done in coordination with Mercy Business Health. I had a great personal experience doing so with my family and believe it could be offered to all. Finally, approximately 75 employees were identified as wanting Sit-Stand Stations to improve wellness, posture, circulation, etc. The pricing would be for up to \$30,000 from the Health Insurance Fund. This would be through government pricing, bulk purchasing, and working with HR / Building Services with each elected official/department head on an agreement of utilization and streamlining for implementation. Woodbury County received a B- for health and is on its way to an even higher grade.

FINANCIAL IMPACT:

\$47,850 plus the cost of family wellness (hard to estimate but probably low).

This is a targeted, thoughtful way to long-term, reduce costs representing 1.25% investment of the fund total.

IF THERE IS A CONTRACT INVOLVED IN THE AGENDA ITEM, HAS THE CONTRACT BEEN SUBMITTED AT LEAST ONE WEEK PRIOR AND ANSWERED WITH A REVIEW BY THE COUNTY ATTORNEY'S OFFICE?

Yes No

RECOMMENDATION:

Approve up to \$30,000 from the Health Insurance Fund for the purchase of Sit-Stand Stations/mats and direct Human Resources/Building Services for acquisition and implementation.

Approve Mercy Business Health screenings for families including children ages 12-26 carried under County Health Insurance.

Approve up to \$17,850 for 30 individuals to engage in Naturally Slim program.

ACTION REQUIRED / PROPOSED MOTION:

Approve up to \$30,000 from the Health Insurance Fund for the purchase of Sit-Stand Stations/mats and direct Human Resources/Building Services for acquisition and implementation.

Approve Mercy Business Health screenings for families including children ages 12-26 carried under County Health Insurance. Approve up to \$17,850 for 30 individuals to engage in Naturally Slim program.

Meeting Minutes, March 21, 2017 @ 2:30PM

Health and Wellness Committee

Members present: Jeremy Taylor, County Supervisor; Ed Gilliland, Human Resources Director; Michelle Skaff, Deputy Auditor; Melissa Thomas, Human Resources; Karen James, Board Office; Mike Clayton, County Treasurer; Kevin Grieme, Siouxland District Health Director; Rick Schneider, Conservation Director; Diane Swoboda Peterson, Deputy Recorder; Jerry Amick, Secondary Roads; Craig Steig, Building Services; Lori Melville, County Attorney Office; Deb Twyford and Devon Gurnett, Mercy Business Health

Meeting called to order by Jeremy Taylor

Agenda

I. Call to order –Jeremy Taylor

II. Health Insurance Fund Updates

- **Information regarding the percentage increase in health insurance funding for fiscal year FY 18.** Jeremy Taylor informed the committee that the Board of Supervisors approved an 8% increase to the health insurance funding. Initially an 11-12 % increase was requested but the Board wanted as much information as possible to make their decision. Ed Gilliland then spoke of the actuary from the State of Iowa recommending a 11-12% increase after looking at the claims and reserves. The Board then decided a conservative approach of 8% would be workable
- **Claims and trends information regarding Woodbury County's health insurance account activity for the previous quarter.** Ed Gilliland reported the past 2 months have been good which have given us a little break in claims but this doesn't mean it will continue. Specialty med prices are off the charts and not sure what the solution will be. Possibly a value driven integrated system going forward to do away with unnecessary costs.
- **Comparable of the reserves for the health insurance fund for the previous 3 years** Ed Gilliland supplied a chart with information regarding our health funds revenues and expenses for the past 3 years. This also included monthly expenses for the past 14 months as well as the 6% funding increase July 2016.
- **Information regarding the changes in our Health Plan as of 01/01/17** Jeremy Taylor asked Ed if there were any changes in our Health plan this year. Ed said there were no significant changes. The only one being the way labs were being billed. He also stated that it is becoming harder to deal with a provider that has not modernized their billing system so these claims maybe harder to pay out.

III. Disease Management

- **Information regarding the Disease Management Program through Wellmark, which assists employees and how to enroll** Gilliland explained how the Wellmark identifies the 3 certain categories of diseases to participate in the management program. The program offers education and support for diabetes, asthma, and coronary artery disease. Wellmark looks into claims and data which identifies individuals with these conditions. The support program is very well done and gets to the heart of the issues. An employee can also call to enroll in the Condition Support program by calling BeWell 24/7 at 844-84BeWell or logging into Wellmark.com

IV. Mercy Business

- **Updates regarding 2016 Wellness Blood Draws including the participation, trends and results** Deb Twyford and Devon Gurnett provided a recap of our Wellness Screenings last fall. 224 employees along with 93 spouses for a total of 317 people completed the screenings. Of these participants, 22.2 % are in the high risk category. Sometimes this number could be lower due to the nervousness of people. Another area of concern would be tobacco use with 15.9% of employees reporting some type of tobacco use. 13% of participants have metabolic syndrome. We started a new point system this year for individuals to keep their discounts. Next quarter there will be full body composition tests and diabetes education meetings set by Mercy Business Health.
- **Discussion regarding the possibility of offering optional blood draws for the entire family and the impact on our health plan** Jeremy Taylor brought up the idea of family members being able to have the blood draws done on an optional basis. Twyford informed the committee we could not, by law, provide discounts for kids blood draws. Devin Gurnett suggested possibly having a family day that includes children and family with immediate results. Kevin Grieme added that the results for younger kids may not be very clear. He feels we need more information and education regarding immunizations and anti-smoking campaigns. Taylor said it would include anyone from 12-26 years old. Twyford mentioned the disadvantage of the blood draw would be certain test not being accurate depending on growth. Skaff asked what would be the most common ailment for children. Garnett responded high blood pressure and diabetes. The committee decided to offer the option and see how many we would have participate.
- **EAP discussion regarding the need for a local EAP provider and information about our current provider** Deb Twyford provided information for Carebridge our EAP provider and it was mentioned the importance of informing employees going forward.

V. Naturally Slim

- **A simple online program that uses informative videos and learning tools to teach you how to lose weight and improve your health** Melissa Thomas provided an overview of the Naturally Slim program. Through interactive, 12 month online system, participants learn from the latest research behavior modification which helps in sustainable weight loss. This program will be offered to employees with Metabolic Syndrome. At the end of the first 10 weeks the county will be charged \$595 for each employee who have successfully lost 3% of their body weight. There will be no fees for the employees that do not lose the weight, although they can finish the 12 month program if desired. Average results are 50-60% of participants successfully complete the program. Mike Clayton brought up concerns if such an allocation was the best use of taxpayers money. The committee made a recommendation to compromise and offer it to the employees with Metabolic Syndrome through confidential means. Michelle Skaff asked if there were other programs that provide the same service for less money. Gilliland then responded that this program is the most consistent program with changing behaviors and selected very carefully by Wellmark. Grieme mentioned the only negative reviews on the program came because it was required by some employers. This program through the County would be completely voluntary and if everyone with Metabolic Syndrome participated and completed the program, the cost would be around \$17, 850. The committee agreed to make a recommendation to the Board of Supervisors to fund up to 30 employees at \$595 per person from the Health Insurance Fund to utilize the Naturally Slim program.
- **The recommendation of purchasing sit-stand equipment for approximately 75 employees.** Jeremy Taylor reported we did some polling of how many people would be interested in using the sit-stand stations during work and came up with 75. If we offered everyone a station it would be at a cost of \$30,000 or .05% of claims. Laurie Melville said she was trying one out and loved it. Although there is a little adjustment, it has really improved daily work activity. Taylor then mentioned there will need to be understanding between employees and the county regarding utilization and streamlining for implantation. The committee agreed to make a recommendation to the Board of Supervisors to purchase sit-stand stations for up to \$30,000 from the Health Insurance Fund.

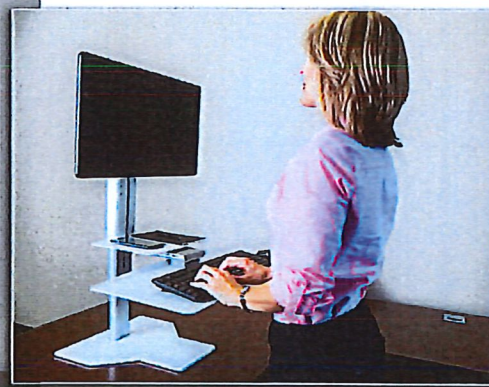
VI. Questions

VII. Adjournment

R Richelieu **ERGO**

Sit2Stand Workstation

Convert an existing desk or table into a high-quality and affordable sit to stand workstation and effortlessly go from sitting to standing in seconds. Transform your existing workspace to a healthful environment and immediately benefit from motion and mobility in the work place.



Effortlessly transition from sitting to standing in seconds

Sit2Stand Features

- 18" (45.7 cm) of vertical height adjustment to accommodate the majority of individuals heights.
- Small footprint that can slide effortlessly out of the way to free up desk space.
- 27.5" (69.9 cm) keyboard tray allows space for full size keyboard and mouse.
- Slide in / slide out work surface for additional workspace and storage.
- Convenient rear cable management clips in column and crossbar keep cables organized and out of view.
- Single action quick release adjustment from sitting to standing.
- Locking actuator maintains the unit firmly in position at any height.
- Telescoping upright column promotes a low profile unit in the seated position.
- Durable anodized and powder coated aluminum and steel surfaces (over 95% of components are recyclable).

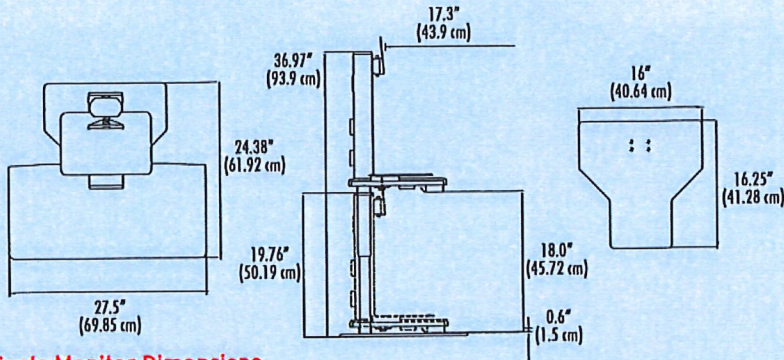


Slide in / slide out work surface for note-taking, additional storage and desktop organization.

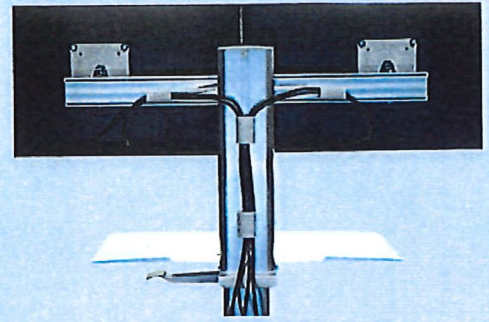
Easy to slide on the desktop, allowing effortless transition between workstation & conventional desk.



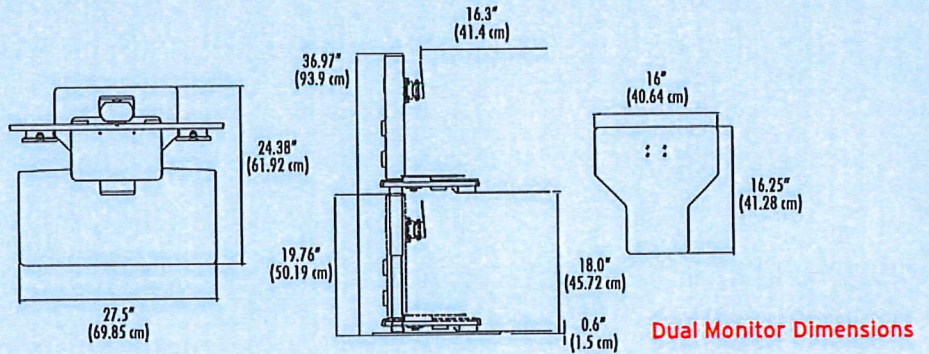
Sit2Stand Workstation



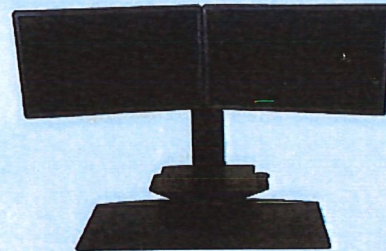
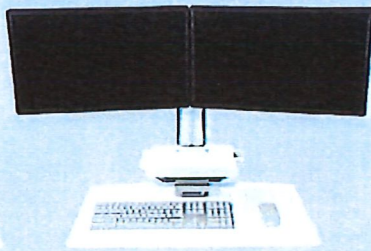
Single Monitor Dimensions



Built in cable management



Dual Monitor Dimensions



Model	Finish	Monitor Capacity	Monitor Width	Vertical Height Adj.	Mounting
500S2S001R90	Black/Black	Single, 3.5lbs to 11lbs (1.6kg to 5kg)	-	-	VESA
500S2S001R30	Silver/White	Single, 3.5lbs to 11lbs (1.6kg to 5kg)	-	18"	75mm & 100mm
500S2S002R90	Black/Black	Dual, 6.5lbs to 21lbs (3kg to 9.5kg) total	24" Monitor 23.5" actual	-	-
500S2S002R30	Silver/White	Dual, 6.5lbs to 21lbs (3kg to 9.5kg) total	24" Monitor 23.5" actual	-	-

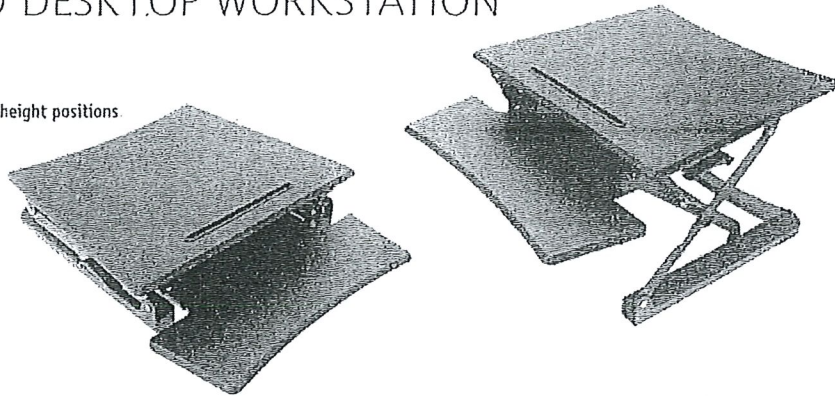


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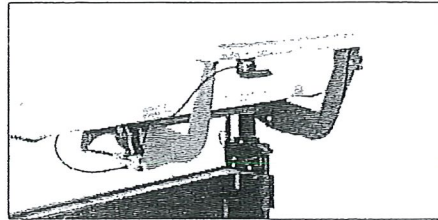
TOPPER III SIT-STAND DESKTOP WORKSTATION

- Same vertical line during movement
 - Gas spring offers smooth support
 - Two knobs on each side for easy adjustment and 15 height positions
 - Table top size: 680 x 580mm
 - Keyboard tray size: 325 x 680mm
 - Weight capacity: 15kg.
- 500S2S90



DUET ARM

- Stable, durable design
- Supports large widths and can be customized for work stations
- Slim arms (less than 3/4" each) for better knee clearance
- Height adjustable within 19" range (6 1/2" below work surface)
- Knob for independent tilt positioning
- Sit or stand applications
- Exceeds ANSI/BIFMA standards
- Accommodates secondary work surfaces
- Fixed table height application
- Heavy use typing



	Over Sheet Arm, 6.25" Arms	Full Long Arm, 10.5" Arms
20" width	50070902090	50070802090
23" width	50070902390	50070802390
27" width	50070902790	50070802790
31" width	50070903190	50070803190
34" width	50070903990	50070803990



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