

Second Wednesday's Webinar

County Wellness Programs

July 9, 2014

Typical County Employee

- 40-hour work week at a desk job.
 - Recent study revealed that sitting is just as bad for you as smoking; linked to cancer.
- Average Age (CEBCO specific)
 - Female, 46; Male, 45
- Risk factors for chronic conditions are on the rise.
 - Over a third of the U.S. population has “metabolic syndrome”, which means they have 3 or more of:
 - Abdominal obesity, high triglycerides, low HDL cholesterol, increased blood pressure, & high blood sugar.
 - People with metabolic syndrome are at risk for:
 - ✓ coronary artery disease, heart attack, osteoarthritis, stroke, diabetes & peripheral vascular disease.

Top 5 Conditions

(CEBCO Specific)

BY COST

1. Osteoarthritis
2. Coronary Artery Disease
3. Breast Cancer
4. Overweight/Obesity
5. Cholecystitis (inflammation of the gallbladder; gallstones)

BY PREVALENCE

1. Hypertension
2. Lipid Metabolism Disorders (increased triglycerides, cholesterol, glucose, etc.)
3. Stress/Anxiety/Depression
4. Diabetes
5. Osteoarthritis

Individual Health Challenges

- Our environments
 - Work, home, neighborhood/community
 - Food choices
 - Access/ability to obtain physical activity
- Our way of life
 - How we manage stress
 - Work/life balance
 - Managing all the “roles” that we play
 - Sleep patterns

As Employers, What Changes Can We Make?

ENVIRONMENTAL

- Fitness room/equipment.
- **Vending machine improvements.
- Walking paths by route or map.
- Stair-use promotion.
 - Onsite biometric screening.
- **Wellness team.

POLICY

- Tobacco-free grounds.
- Food at Meetings guidelines.
- **Vending machine improvements.
- Provide reward for maintaining good health (e.g.: normal cholesterol, BMI, glucose, etc.).
- **Wellness team.

** indicates potential for both an environmental & policy change.

Top 6 Initiatives in 2013 (CEBCO Specific)

1. Provide onsite blood screening AND/OR incentivize doctor's visits – 70%
2. Active wellness team/committee – 65%
3. Offer onsite fitness classes AND/OR provide onsite fitness equipment – 54%
4. Offer or promote a Health Risk Assessment (HRA) – 46%
5. Promote indoor/outdoor walking by mapped route(s) – 46%
6. Employees meet requirements to be eligible for incentive. – 46%
 - Examples of requirements include: completion of HRA, annual exam, educational session, organized walk/run (community event), etc.

Incentives

- Drives participation.
- Examples include:
 - Giveaways
 - water bottles, pedometers, lunch totes, gift cards, provide lunch, etc.
 - Chance to win
 - one-year fitness membership, treadmill, free massage, gift cards, etc.
 - Annual reward
 - cash stipend, premium reduction/differential, day off, etc.
 - Disincentives
 - charge a higher premium to non-participants.

Types of Incentives in 2013 (CEBCO Counties)

- 85% of counties offer cash/gift card, prizes, & drawings.
 - Majority of cash/gift cards provided were between \$10-100.
 - Examples of gift cards/coupons: cash (Visa), farmer's market, Kroger, Subway, & gas stations.
 - Examples of prizes: water bottles, kindles, local gym memberships (monthly), salad shakers, lunch totes, and pedometers.
- 23% of counties provide a premium-related incentive in the amount of \$150-500, annually, for a single plan.
 - Another 2 counties offered a one month paid premium.
- 23% of counties offered a discount/reimbursement for gym membership.
 - Majority of these 6 counties worked out a discount with the local gym(s), which didn't cost them money.

Tax Implications on Incentives

INCENTIVE	TAXABLE?
Cash, checks, gift cards	YES
De minimis awards (i.e.: water bottles, pedometers, lunch bags)	NO
Non-de minimis awards such as iPads, large pieces of fitness equipment	YES
Education classes or instruction at the workplace	NO
Classes or memberships taught offsite (not at the workplace), including reimbursement for gym membership	YES
Medical service, such as biometric screening, HRA, health coaching (via phone or internet)	NO
Premium reduction	NO

Wellness Regulations

- Effective January 1, 2014 under U.S. Department of Labor
- TYPES OF WELLNESS PROGRAMS:
 - Participatory – does not condition a reward on satisfying a standard or does not provide a reward at all.
 - EXAMPLES: reimbursement for membership at fitness center (without meeting a standard), educational session, health risk assessment.
 - Health Contingent – requires an individual to satisfy a standard.
 - ACTIVITY-ONLY
 - OUTCOME-BASED

Health Contingent Programs

- **Activity-only:** requires an individual to perform or complete an activity related to a health factor in order to obtain a reward.
 - EXAMPLE: attend a gym a minimum of 12 times per month to earn a reimbursement.
- **Outcomes-based:** requires an individual to obtain or maintain a specific outcome to obtain a reward.
 - EXAMPLE: must have a normal (healthy) glucose, cholesterol, and BMI to obtain a reduction in premium.
- **KEY REQUIREMENT:**
 - A reasonable alternate standard (or waiver) must be available for those employees who cannot participate due to a medical condition (or for whom the medical condition makes it inadvisable for them to take part).

Tapping Into Local Resources

- Often times the following organizations offer programs that a county can tap into and offer to their employees (many times free of charge):
 - Parks & Recreation
 - Hospital(s)
 - Health Department
 - OSU Extension Office
 - Farmer's Market(s)

Communication: Best Method

- Use as many communication methods as you can possibly think of! Here are some suggestions:
 - Pay stuffers
 - Flyers
 - Newsletters
 - Regular mail
 - E-mail
 - Inter-office mail
 - Employee Intranet/Website
 - Social media

CEBCO's Program: Yesterday, Today & Tomorrow

- **Yesterday & Today (Participatory Program)**
 - Grant program provided to each county by application (consists of a program plan and budget).
 - Funds are used for any wellness-related expense.
- **Tomorrow (Health-Contingent Program)**
 - National vendor will be providing specific wellness services to CEBCO counties effective 1/5/15.
 - Biometric screening, HRA, health coaching, online self-paced courses, online challenge, etc.
 - If an eligible employee completes required activities (which are weighted by points) they will receive an annual award.

Your Last Ten Years?

VIDEO