

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS  
BOARD ACTION SUMMARY

DEPT: Chief Executive Office - Risk Management BOARD AGENDA #: \*B-7

AGENDA DATE: August 16, 2016

**SUBJECT:**

Approval of Enhancements to the Stanislaus County Employee Wellness Program

**BOARD ACTION AS FOLLOWS:**

No. 2016-417

On motion of Supervisor Chiesa, Seconded by Supervisor Withrow  
and approved by the following vote.

Ayes: Supervisors: O'Brien, Chiesa, Withrow, DeMartini, and Chairman Monteith

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1)  Approved as recommended

2)  Denied

3)  Approved as amended

4)  Other:


MOTION:

ATTEST: Elizabeth A. King  
ELIZABETH A. KING, Clerk of the Board of Supervisors

File No.

**THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS  
AGENDA ITEM**

DEPT: Chief Executive Office - Risk Management BOARD AGENDA #: \*B-7  
Urgent  Routine   AGENDA DATE: August 16, 2016

CEO CONCURRENCE:  4/5 Vote Required: Yes  No

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**SUBJECT:**  
Approval of Enhancements to the Stanislaus County Employee Wellness Program

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**STAFF RECOMMENDATIONS:**

1. Approve strategic initiatives and enhancements related to the Stanislaus County Employee Wellness Program.
2. Authorize the use of County facilities in support of employee wellness programs subject to approval of the County Chief Executive Officer or designee.

**DISCUSSION:**

Stanislaus County has supported a number of employee wellness initiatives and health programs for County employees over many years. Initial wellness programs were primarily focused on short-term initiatives with a goal of supporting active employee lifestyles and to encourage healthy choices for employees and their families. Previous employee wellness efforts were developed and administered through various health insurance partners, which had the effect of delivering different wellness programs to various populations of employees based on which health insurance programs employees chose to enroll. Ultimately, the County was challenged with developing long-term comprehensive wellness programming for employees in an environment that relied on revolving short-term partnerships with commercial health insurance partners. Starting in January 2012, the County implemented a new long-term strategy for the development and sustainability of employee health insurance programs. The new strategy included the development of a locally-based non-profit healthcare program designed to meet the specific needs of County employees and their covered dependents. The new healthcare strategy relies on a self-insurance model and is contractually designed to support long-term decision making to improve the health and well-being of our covered population.

County staff have evaluated best practices for industry leading employee wellness programs. This evaluation concludes that the primary strategic investment employers can make in improving health outcomes is the implementation of comprehensive disease management programs. The County has taken steps over the last several years to implement customized disease management programs, which target the top 5-10% of participants who are using healthcare services. The focus on disease management programs serves to support evidenced-based guidelines to ensure plan participants have positive outcomes whenever

possible in accessing healthcare services. Disease management wellness programs have been established within the County's insurance program to identify plan participants who need assistance in navigating healthcare services in support of various chronic health conditions. The combination of these disease management programs has aligned the County's health insurance program with industry best practices by increasing the level of care and support available to participants with the greatest needs for healthcare services.

This agenda item is presented to the Board of Supervisors to introduce and seek approval for a number of new initiatives and strategies that have been developed in support of more traditional employee wellness programming, such as lifestyle and social wellness programs. These strategies are focused on assisting those employees and their dependents who may not be engaged in frequent or routine healthcare services, or those who are seeking opportunities and support for improving their individual health conditions. The County's approach to comprehensive wellness programming is based on a more holistic model used by the World Health Organization, which states that "good health is a state of complete physical, social and mental well-being, and not merely the absence of disease or infirmity. Health is a resource for everyday life, not the object of living, and is a positive concept emphasizing social and personal resources as well as physical capabilities." With this goal in mind, County staff have prepared the following new initiatives to enhance employee wellness programming:

### **2016 Health and Wellness Event**

County staff will combine the long-standing health and safety training week with annual open enrollment presentations and employee health screenings. County staff will team with each of our health insurance partners to offer a multi-faceted wellness event that will travel to four separate County work locations to bring health screenings, interactive exhibits and educational opportunities directly to employees. Doctors Medical Center will provide on-site flu shots, employee health screenings and educational programming at no charge to the County. This wellness partnership with Doctors Medical Center was established in 2015 and has provided a significant benefit to County employees and our overall wellness efforts. In addition, staff have developed a comprehensive list of over 30 wellness classes to be offered to employees throughout the week covering a variety of topics such as strategies for healthy eating, passive self-defense, fitness classes and the importance of sleep in supporting individual health. The 2016 Health and Wellness Event is scheduled for October 26<sup>th</sup> through November 2<sup>nd</sup>.

### **Walk Across America**

This unique wellness initiative will challenge County employees to take a virtual "Walk Across America," where employee teams and individuals will chart their walking minutes, miles, and/or steps to compete for prizes. This web-based adventure will cover approximately 5,000 miles winding across the United States with stops along the way to recognize key milestones and top performers. Participants will be provided with walking trails around each of our major County centers and valuable information about how to participate during open enrollment. The County will work with healthcare partners to develop sponsorship opportunities for various portions of the walking challenge in support of participant prizes and awards.

### **Wellness Connect**

Using a newly developed social network and media platform, the County will launch a social wellness initiative in 2016 to encourage employees and dependents to participate in County-wide social activity groups based on common interests that contribute to individual and personal well-being. This may include social groups created for health improvement (weight

## Approval of Enhancements to the Stanislaus County Employee Wellness Program

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management, smoking cessation, etc.), recreational activities (hiking, biking, running, etc.) and social activities (gardening, music, arts, community work, etc.). Each social interest group will be led by individual volunteers who display a passion for their interests and have the energy to carve a path forward. Approximately 10-15 social wellness groups will be developed in advance of the October 2016 launch date in order to facilitate the initial program implementation. This program is intended to support time spent outside of work and to foster positive relationships and networking amongst employees throughout the County in pursuit of healthy lifestyles.

County staff have identified a high degree of interest and support for these types of wellness programs. Several of the County's larger departments (Community Services Agency, Health Services Agency, etc.) have developed voluntary employee wellness activities that have received strong support from the County workforce. These programs have had multiple positive impacts for individual employees and the County through improved individual health and workplace morale. To further support employee engagement, a comprehensive marketing and communications campaign will be developed to support the initial launch and ongoing support of planned wellness enhancements.

This agenda item includes a recommendation to allow for the use of County facilities when appropriate to support employee wellness programs and upon advanced approval of the Chief Executive Officer or designee. This may include allowing staff to utilize meeting rooms or other facilities to conduct wellness related meetings and activities. In recognition that the County's wellness program will be focused on non-work activities, staff will implement all necessary policies and procedures to limit any potential liabilities for employee participation in each component of the wellness program.

### **POLICY ISSUE:**

Approval of the Board of Supervisors is requested to support the expansion of employee wellness programs as outlined in this agenda item in support of positive health outcomes for County employees and their covered dependents.

### **FISCAL IMPACT:**

Funding for the County Employee Wellness Program is provided through the County's Medical Self-Insurance Fund. Staff anticipate initial start-up costs in the first year of the program will not exceed \$75,000. This will include all costs associated with conducting the 2016 Health and Wellness Event, development of marketing and communication materials, and development of online resources and applications necessary to fully implement employee engagement strategies. Going forward, staff expect ongoing costs of up to \$5 per month for each participating employee in the program. Assuming a range of 1,000 to 1,500 participating employees, annual costs of the program will be \$60,000 to \$90,000 per year. The County's Medical Self-Insurance Fund contains adequate funding to support this request and does not require any budget adjustment at this time. Staff will continue to engage health insurance program partners in an effort to offset these costs through sponsorships and donations whenever possible.

In addition to the direct costs associated with employee wellness programs, staff also recognize many positive indirect results that are intended to offset the cost of implementing these programs. Indirect savings are realized through improvements in employee morale,

## Approval of Enhancements to the Stanislaus County Employee Wellness Program

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attendance, productivity, retention and ultimately through a reduction in long-term healthcare costs. While these impacts are difficult to predict or quantify over time, many studies have been reported on the positive impacts of employee wellness programs. According to a 2014 study by the Rand Corporation, the return on investment for employee wellness programs is \$3.80 for every dollar spent on disease management programs and \$1.50 for every dollar spent on lifestyle management programs.

### **BOARD OF SUPERVISORS' PRIORITY:**

Approval of Enhancements to the Stanislaus County Employee Wellness Program meets the Board of Supervisors' priority of A Healthy Community and the Efficient Delivery of Public Services by promoting ways to maintain and improve employee health.

### **STAFFING IMPACT:**

No additional staffing will be needed to implement this program.

### **CONTACT PERSON:**

Jody Hayes, Assistant Executive Officer, (209) 525-6333

### **ATTACHMENT(S):**

N/A