

School Board Worskshop:

June 26, 2012

Subject:

Wellness Pilot Update

Presenter:

**Moreen Martell
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SUGGESTED SCHOOL BOARD ACTION:

Discussion only

DESCRIPTION:

On February 27, 2012, the Board of Education adopted Policy 452 which allowed district employees to participate in a two-year Wellness Pilot Program through Resource Training and Solutions. All employee bargaining groups except teachers and ESPs signed Memorandums of Understanding to allow their members to participate in the program. Individuals not part of a bargaining unit were eligible to participate simply through the adoption of the policy. Eligible employees were able to receive a \$200 reduction to health insurance premiums or a \$200 contribution to a VEBA account for participation in year one. Year two of the Pilot program includes a biometric screening in addition to the online assessment and would eligible employees would receive a \$240 incentive for participation. The incentive costs get factored into the claims experience of the health insurance group as renewal rates are determined.

The attachment shows the participation results of the pilot assessment. 51 people took the assessment. 47 people are eligible for the \$200 incentive which will be paid out this fall. A little over 200 employees, retirees and spouses were eligible to participate in the program and receive the incentive.

On May 8, 2012, we received a notice from Buffalo Allina Hospital that they had received a 3-year grant through the Penny George Institute to do a community wellness study and were looking to partner with the larger employers in Wright County to partner with them in the study. The study, in essence, provides virtually the same program as is being offered in the second year of the Wellness Pilot Program through Resource Training and Solutions. It includes a biometric screening, an online health assessment, online coaching for participants, and on-site class opportunities for individuals who participate. Allina is looking for approximately 800 participants for the study but could accommodate more if the need was present. The only costs to the school district would be our administrative time to schedule the screenings, appointments, and other similarly related functions. There is no cost to the participants but it does not include a participation incentive. All staff members and their family members who are 18 years of age or older are eligible to participate in the study. There is no agreement to sign to participate in the program through this program.

We have met with representatives of most of the bargaining units about options going forward. The first option would be to simply continue with year two of the existing Wellness Pilot Program. Option two would be to discontinue the Pilot Program and partner with Buffalo Allina Hospital. Option three would be to have both programs running simultaneously. The main considerations that have been discussed center around the following items:

- The incentive currently available for year two of the Pilot program would go away if we partnered with Allina and discontinued with Resource
- The incentive program is not tied to an insurance provider which was a concern through Resource
- All employees of the district and family members could participate with Allina rather than just insured employees and dependents

After those discussions, it has been the consensus recommendation from the groups to discontinue with the Resource Wellness Pilot Program and partner with the Buffalo Allina Hospital. There would be no board action required to enter into the partnership with the hospital and the only board action required for discontinuing the Resource program would be to rescind Policy 452 after the payouts for the year 1 participants have been completed.

We will be available to further discuss these options at the meeting.

ATTACHMENTS:

BHM Schools Wellness Pilot Final Results