

FINANCE COMMITTEE MEETING
NOVEMBER 3, 2005, 8:30AM

Members

Present: Kenneth Edge, Chairman
Talmage Baggett
Jeannette Council

Others: James Martin, County Manager
Juanita Pilgrim, Deputy County Manager
Cliff Spiller, Asst. County Manager
Amy Cannon, Asst. County Manager
Grainger Barrett, County Attorney
Sara VanderClute, PIO
James Silman, Risk Management
Edward Beale, Health Department
Mark Browder, Mark III Brokerage, Inc.
Marsha Fogle, Clerk
Commissioner John Henley

1. Approval of Minutes: May 5, 2005

MOTION: Commissioner Baggett moved to approve.

SECOND: Commissioner Edge

VOTE: UNANIMOUS (Note: Commissioner Council had not arrived at the meeting)

2. Update on the proposed development of a County Wellness Program

Note: Commissioner Council arrived.

Mark Browder of Mark III Brokerage, Inc. reviewed the progress that has been made for a County Wellness Program. The County, Cape Fear Valley Health System, the County Health Department and Blue Cross Blue Shield will coordinate their efforts and combine elements to provide an effective wellness program for county employee participants.

The roles will be as follows:

County Health Department: Population Health Promotion & Leadership

Cape Fear Valley Health System: Evaluation tools, screenings and individual management

Blue Cross Blue Shield: Incentives and reporting

The proposed elements of the Wellness Program are as follows:

- (a) Distribution of Health Risk Assessments (HRA'S) to employees. This instrument will be provided by CFVHS and distributed to employees by the County;
- (b) Two Wellness Fairs will be held to conduct screenings and promote good health practices at a convenient location. The HRA's will be turned at the Wellness Fair and CFVHS will create an overall health

profile of the employee, which will be mailed to the employee's home address. (A global assessment of the County's employee population will be given to county staff by CFVHS with no individually identifying information in the report). Participants in the Wellness Fair will be local grocers, local fitness centers, health association such as the American Health Association, etc.

- (c) The "at risk" segment of the employee population will be defined by the County Health Department and CFVHS based on the most significant results from the HRA's and screenings. CFVHS will provide outreach to the "at risk" population in the form of an invitation to meet with CFHS staff of specific health issues and to create a plan of action. An individualized program will be designed for the employee to help improve his/her condition. Coordination between CFVHS, the Health Department and BCBS will help manage this population to the extent that Protected Health Information permits.
- (d) HOPE (Healthy Options for Productive Employees) is a health department initiative. It is based on the belief that increased activity and exercise will benefit all employees. It offers the option of 30 extra minutes for the employee to use at lunchtime only if the extra time is used to exercise at a facility or location of the employee's choice.

It is hopeful these four elements will help employees become healthier and more fit.

The estimated cost to implement the above elements is approximately \$100,000. This would include the salary, benefits of a Wellness Coordinator, costs of mailings to employees, cost of a Wellness Fair, costs of some medical equipment and materials, etc.

It has been suggested that an incentive for maximum participation among employees is to waive the Employee Only insurance premium for those who participate. Amy Cannon, Assistant County Manager for Finance, noted that if all employees participated it would cost the county an additional \$400,000 plus. The County Manager said that instead of waiving the whole cost, the County may look at waiving or reducing a portion of the cost. Other incentives that could be offered might be a reduction in the cost to join Health Plex. Commissioner Henley noted that it would be important that the employee sign a written document to assure compliance with a healthy lifestyle or program when incentives are offered.

Other counties who have started a Wellness Program have mostly reported a flat trend as far as health care costs are concerned. Moore County reported it has lowered its cost in the health plan.

Chairman Edge noted this is just a beginning for us and we can tweak the program as we go along when we need to.

MOTION: Commissioner Council moved that the Finance Committee recommend to the Board approval of the conceptual framework of the wellness program as noted above and that management be authorized to move forward in implementing the program. The program will be implemented starting in January 2006.

SECOND: Commissioner Baggett

VOTE: UNANIMOUS

3. Other matters

Mark Browder inquired if the committee wanted him to move forward in sending out requests for proposals for a third party administration of the County's health plan. The consensus of the Committee was that proposals be sent out with a due date of mid January, 2006. This will give staff and commissioners opportunity to review the proposals and make a decision to coincide with adoption of the FY06-07 budget.

MEETING ADJOURNED.

Marsha Fogle, Clerk