

HHS/GO COMM #1  
April 21, 2014

**MEMORANDUM**

April 17, 2014

TO: Health and Human Services Committee  
Government Operations and Fiscal Policy Committee

FROM: Linda McMillan, Senior Legislative Analyst 

SUBJECT: **FY15 Operating Budget – Office of Human Resources – Employee Wellness**

*Expected for this session:*

Joe Adler, Director, Office of Human Resources  
Belinda Fulco, Manager, OHR Division of Health and Employee Welfare  
Brenda Salas, Employee Wellness Program Manager  
Jenna Shovlin, OHR Budget Manager  
Corey Orlosky, Office of Management and Budget

This memo addresses two issues in the FY15 Recommended Operating Budget, the County Government Employee Wellness Program and the Consolidated Health Plan Data Study.

The joint HHS and GO Committee are scheduled to meet on June 12<sup>th</sup> to have a full discussion of the employee wellness strategic plan and approaches to working with the targeted departments.

**1. Employee Wellness Program**

The Employee Wellness Program is a component of the Health and Employee Welfare program. As noted in Legislative Analyst Ferber's packet to the GO Committee on the Office of Human Resources budget, for FY15 a total of \$205,217,181 and 18.1 FTEs are recommended. There are two identified items: (1) a \$5,425,602 increase to the overall program (a 2.6% increase) from an adjustment to insurance claims and administration; and (2) a \$9,857 multi-program adjustment.

The County Government Employee Wellness Program and the Employee Wellness Program Manager are funded as a part of this appropriation. Programs and initiatives that were summarized for the joint Committee on March 27<sup>th</sup> (©1-7) are also funded through this appropriation and through services offered by the plan providers.

**Council staff is not recommending any specific changes regarding this issue.**

## **2. Consolidated Health Plan Data Study**

At the March 27<sup>th</sup> meeting, the joint Committee agreed that a Consolidated Health Plan Data Study should be completed during FY15 for the 2013 plan year and that a process should be put in place to allow this study to be provided on a yearly basis. In 2012 the Council received and reviewed the InforMed Cross-Agency Health Plan Data Study. This study gave the Council an overview on how health care dollars are spent for all enrollees (except those in Kaiser). The study was recommended by the Task Force on Employee Wellness and Consolidation of Agency Group Insurance Programs which urged the Council to look at health issues across the approximately 100,000 lives covered by the agencies.

**OHR has advised Council staff that it will cost \$40,000 to coordinate information from the agencies and produce this report. Council staff recommends that the joint Committee place \$40,000 on the reconciliation list for this purpose.**

The report will be produced by Conifer, which is the County Government's vendor for disease management, wellness program support, and development of a data warehouse. Montgomery County Public Schools, Montgomery College, Maryland-National Park and Planning Commission, and the Washington Suburban Sanitary Commission have all said that if the data request is similar to that used for the InforMed report, that they can supply data to Conifer without additional agency costs. Because this report is not only about County Government employees, the funding should be appropriated to the Office of Human Resources General Fund rather than being resourced by the Employee Health Benefit Fund.



OFFICE OF HUMAN RESOURCES

Isiah Leggett  
County Executive

Joseph Adler  
Director

MEMORANDUM

March 25, 2014

TO: Government Operations and Fiscal Policy Committee  
Health and Human Services Committee

FROM: Belinda Fulco, Manager   
OHR Health and Employee Welfare Division

SUBJECT: County Wellness Program Update

Thank you for this opportunity to brief you on the status of the County's wellness program.

Since last we met, the County, UFCW Local 1994 MCGEO, MCCFFA/IAFF Local 1664 and Fraternal Order of Police Lodge 35 continue to meet to review the programs in place as well as those being planned for launch in 2014. The two overarching strategies discussed were; 1) to increase employee health literacy and medical self-care, and 2) reducing gaps in care through disease management.

Health literacy and medical self-care began in January 2014 with monthly Benefit Employee Assistance Days to educate employees on the appropriate use of their insurance benefits. Health carrier representatives are on-site providing one on one counseling sessions to answer questions or issues about coverage. In addition, new employees are introduced to the Wellness Program at New Employee Orientation. Department presentations, email blasts and mailers about the wellness offerings from ComPsych, the County's new EAP vendor, have started as well. The Wellness Program will address not only physical wellbeing, but also mental wellbeing to assist in creating a life/work balance. A flyer outlining the EAP basic and concierge services is attached for your information.

Disease management will be addressed not only with individual carrier contracts, but also through partnership with Conifer. We are in the process of collecting claims data to fill in the gaps from the last data study so that there will be 4 to 5 years of County data maintained in the warehouse to begin. Once the data is properly housed, analysis and stratification will be performed to determine cost drivers, trends in care, compliance with evidence based medicine, etc. We will then move on to targeted disease management to reduce health status migration from low-risk to moderate and high-risk. Conifer is responsible for disease management to the high risk population and, along with its Wellness partner, LifeWork Strategies, in developing targeted wellness strategies.

UFCW Local 1994 MCGEO invited Brenda Salas to hold wellness briefings for the Stewards on the development of targeted department programs. Two briefings have taken place to date for the Stewards in the Department of Transportation, Transit Division, and Department of Liquor Control, both warehouse and retail. Both presentations were very well received. The MCGEO Stewards engaged in a robust discussion of these programs and will assist in building a culture of wellness by communicating targeted event dates and information for employees of their departments.

These are the first critical steps in building a culture of health and wellness for Montgomery County employees. Attached are slides outlining the Wellness Program events for 2014.

I will be available to discuss this report and the attached information at the Council Committees' meeting on March 27, 2014.



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# 2014 Events For All Employees

May	June	July	Aug	Sept	Oct	Nov	Dec
Program Launch	<ul style="list-style-type: none"> <li>•Biometric Screenings</li> <li>•On-site Fitness classes begin (PSHQ)</li> <li>•"Our Weigh Together" On-site Weight Mgmt begins (Regional Training Centers)</li> <li>•Wellness Lunch and Learns</li> </ul>	<ul style="list-style-type: none"> <li>•"Walking Works" Program Launch</li> <li>•Biometric/Screenings Health Assessment launch</li> </ul>	<ul style="list-style-type: none"> <li>•"Know Your Numbers" launch</li> <li>•DPCA Screening (PSHQ)</li> </ul>	<ul style="list-style-type: none"> <li>•YMCA DPP Program Launch</li> <li>•Prevent Influenza Education Campaign</li> </ul>	<ul style="list-style-type: none"> <li>•Health Fair at Open Enrollment</li> <li>•"Thrive Across America" Launch</li> </ul>	<ul style="list-style-type: none"> <li>•"Holiday Boot Camp" Launch</li> </ul>	Biometric Screenings/ Health Assessment



## 2014 Targeted Department Programs

AGENCY	PROGRAM	DESIRED OUTCOME(S)	LAUNCH
DOT	"Ride On to Better Health"	↓ CHD and Diabetes Risk Factors ↓ Musculoskeletal Issues	4/1/14
DLC	"Healthy Backs"	↓ Musculoskeletal Issues	5/1/14
DOCR	"Stress-Less for Corrections"	↓ Stress related absences ↑ Resilience in employees	Summer 2014
FIRE	"Fire Station Nutrition"	↓ CHD Risk Factors ↑ Healthy Eating Concepts at Fire Stations	Fall 2014
ECC	"911 for Better Health"	↓ Stress related absences ↑ Resilience in employees	TBD

# DOT Wellness: "Ride On to Better Health" 2014 Timeline

Program Component	April 2014	May 2014	June 2014	July 2014	August 2014
Event	<ul style="list-style-type: none"> <li>•DOT Wellness Program Launch Announcement</li> <li>•On-site Biometric Screening, Vision Screen and Health Fair (all 3 depots)</li> <li>•Participation by WPM at CS Trainings begins, held monthly throughout 2014</li> </ul>	<ul style="list-style-type: none"> <li>•PA areas identified at each bus depot (outdoor walking routes and indoor stretching areas)</li> <li>•Placement of BP/BMI stationary screening stations at each depot</li> <li>•"WE CARE" manual distributed</li> </ul>	<ul style="list-style-type: none"> <li>•<u>DOT Seminar:</u> "Healthy Backs at Work" (each depot)</li> </ul>	<ul style="list-style-type: none"> <li>•<u>DOT Seminar:</u> "Healthy Dining on the Road"</li> </ul>	<ul style="list-style-type: none"> <li>•<u>DOT Seminar:</u> "Take a Stretch Break!"</li> </ul>
Program Component	September 2014	October 2014	November 2014	December 2014	January 2015
Event	<ul style="list-style-type: none"> <li><u>DOT Seminar:</u> "Bus-ercise: Exercise At Your Bus!"</li> </ul>	<ul style="list-style-type: none"> <li>DOT On-site Biometrics and Postural Assessments</li> </ul>	<ul style="list-style-type: none"> <li><u>DOT Seminar:</u> "Healthy Backs at Work"</li> </ul>	<ul style="list-style-type: none"> <li><u>DOT Seminar:</u> "Posture Perfect or Imperfect?"</li> </ul>	TBD

# DLC Warehouse & Retail Wellness

## “Healthy Backs at Work” 2014 Timeline

Program Component	April 2014	May 2014	June 2014	July 2014	August 2014
Event	DLC Wellness Program Launch Announcement	<ul style="list-style-type: none"> <li>•DLC On-site Biometrics and Postural Assessments</li> <li>•Completion of on-site exercise area (posters and large mat) in mezzanine area of DLC Warehouse</li> </ul>	<ul style="list-style-type: none"> <li>•DLC Seminar: “Healthy Backs at Work”</li> <li>•DLC Seminar: On-site demonstration of Back Care Exercises and Safe Lifting Techniques</li> </ul>	•DLC Seminar: “Posture Perfect or Imperfect?”	<ul style="list-style-type: none"> <li>•DLC Seminar: “Injury Prevention”</li> <li>DLC Seminar: On-site demonstration of Back Care Exercises and Safe Lifting Techniques</li> </ul>
Program Component	September 2014	October 2014	November 2014	December 2014	January 2015
Event	•DLC Seminar: “Be a Warrior for Life: Men’s Health”	•DLC Seminar: “Healthy Backs at Work”	<ul style="list-style-type: none"> <li>•DLC On-site Biometrics and Postural Assessments</li> <li>•DLC Seminar: On-site Back Care Exercises and Safe Lifting Techniques</li> </ul>	•DLC Seminar: “Posture Perfect or Imperfect?”	TBD

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