

Hardin County Wellness Committee

January 7, 2021

To: Board of Supervisors
From: Wellness Committee

The County Wellness Committee recommends to the Board of Supervisors that for the 2021 calendar year the County participate in the ISAC "Outside County Wellness" program as outlined on the attached sheets, and to offer incentives to individuals participating at up to \$150 each annually for meeting the individual's benchmarks.

The ISAC program costs will remain the same with a \$6/mth charge for participants that enroll in the program. The other cost will be the incentive payments that are paid out once annually in December through payroll.

Incentives will be earned by participating and completing wellness activities set up through the program (annual physician visit and completing wellness survey through wellness portal) and by the Wellness Committee (Wellness activities approved through one of the Wellness Pillars). Participants will be able to earn \$25 for each of the wellness activities to a maximum of \$150 annually.

2020 was the first year that we participated in the ISAC Wellness Program. 62 individuals registered for the Wellness program and 48 earned incentives. The Committee organized such activities as:

- Nutrition- Water Challenge- education about the importance of water and monitoring of intake
- Exercise- Walking program with group and individual
- Wellness Fair and Immunization Clinic- Provider tables for wellness related and annual flu shoot clinic
- Financial Wellness- speaker and information regarding budgeting, planning, and financial wellness
- Several other individualized programs that participants could complete through the wellness portal

If the Board votes to approve participating in the 2021 ISAC program I will contact ISAC, get the sign up by employees started asap, and start planning wellness activities for 2021. If you have questions please contact me or one of the Wellness Committee county members (Lori Kadner, Taylor Roll, Deanna Vaux, Becca Junker).



Estimate of 2021 Wellness Program Costs:

Based on estimate of 60 participants @ \$6/person/month	\$4,320
Incentives (estimate based on every participant completing all activities to meet their max of \$150/yr.	\$9,000
Total Estimated Cost	\$13,320*

*NOTE: The actual cost will probably not be this high. In 2020 our total cost was around \$9,000 as several individuals did not earn their full incentive amount.



Outside County Wellness Proposal

A County in Iowa (not currently in the ISAC Group Health Pool) looking to participate in the ISAC Wellness Program must abide by the wellness program set by ISAC each year. The outside county would be responsible for paying the per member per month (PMPM) fee set by ISAC. They would also be responsible for providing their own incentives for the program.

For a PMPM of \$6.00 a county would receive the following:

- An employee portal to track and monitor the progress of the program
 - Exercises
 - Recipes
 - Additional Online Programs
- A physician fax form provided to the employee that would automatically be uploaded to their portal upon completion
- Monthly completion reporting provided by ISAC
- ISAC consultation and support implementing the program (questions, Lunch & learns, Onsite Visits)
- Ability to take advantage of other program discounts offered to the members in the ISAC Group Health Pool

COUNTY WELLNESS PROGRAM

BACKGROUND

ISAC is dedicated to providing members every opportunity to become healthier, and to creating a culture of health and wellness in all counties. This is why ISAC is offering counties the opportunity to participate in a more robust wellness program, along with the assistance of a health management consultant to help them achieve their goals. ISAC is determined to address rising health care costs through effective wellness programming to encourage healthy behavior changes in the employee population.

ISAC WILL PROVIDE THE FOLLOWING:

- A dedicated Health Management Consultant to assist in assessment, planning, implementation and evaluation of wellness initiatives.
- Lifestyle management tools to help members better manage their health, including nutrition planning, fitness planner, online behavior change programs, and more.
- ISAC consultation and support implementing the program.
- Monthly completion reporting.

PARTICIPATING COUNTIES MUST:

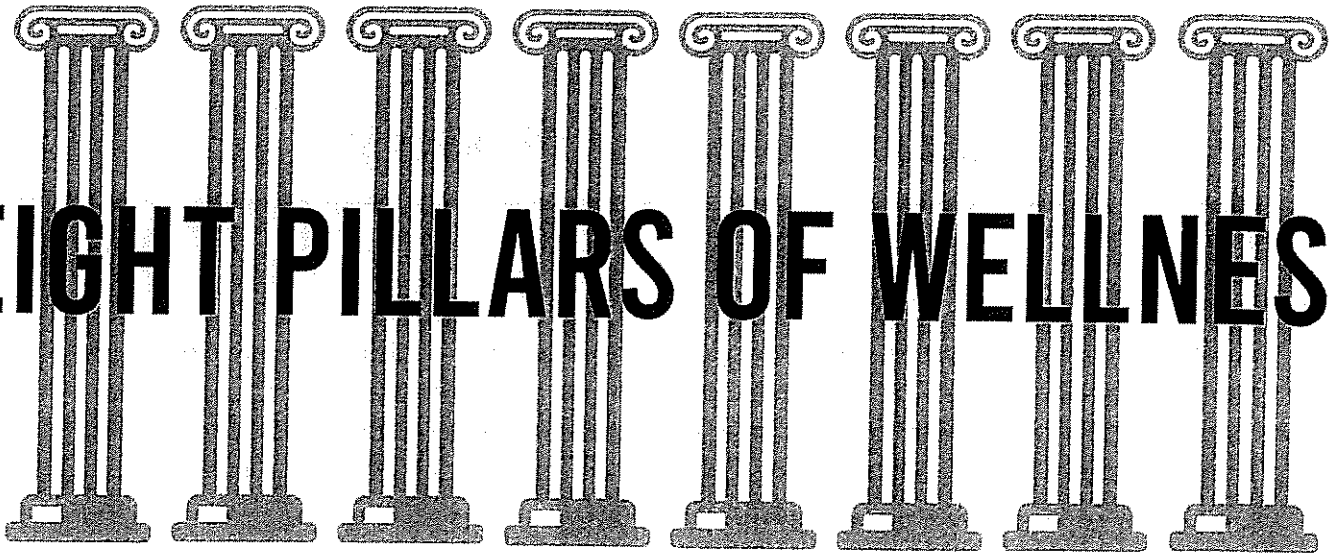
- Form a wellness committee (volunteer or appointed), if one is not already established, that will meet at least four times per calendar year to plan and implement wellness programming. It is recommended that these meetings take place quarterly to track the individual's progress. Please provide the meeting minutes from each wellness committee meeting to ISAC.
- Include at least one Supervisor on the committee to support the wellness initiative by holding an active role in the wellness committee and encouraging employees time to participate in wellness programs. County leaders are also encouraged to be an example to employees by participating in programs themselves.
- Encourage employees to participate in the wellness program set by ISAC each year.

COUNTY INCETIVES:

Here are some ideas to keep in mind when thinking of incentive programs:

- In the first year of a program, incentives should be given for participation in a program. Reward employees for completing a program, rather than for attaining goals. As the program progresses, incentives can be given for performance in a program.
- Drawings or raffles are effective incentives. For example, those that participate in the walking program will have their name put in a drawing for a new pair of shoes.
- If a person is unable to physically or otherwise not participate in a program, alternatives must be available for that person to earn the incentive. For example, if because of a knee disorder an employee cannot participate in the walking program, other options must be available for that person to earn the incentive.

EIGHT PILLARS OF WELLNESS



PHYSICAL



- 6 Personal Training Sessions - Receipt
- Gym Attendance Report - 10x a month for 6 months
- Online Programs in the Portal - Completion Screen Shot
- County Sponsored Event - Participation Certificate
- 5 Fitness or Yoga Classes - Attendance report or Receipt
- Live Healthy Iowa Challenge - Participation Certificate
- Prevention or Awareness Run/Walk - Receipt/Picture

NUTRITION



- Naturally Slim - Receipt
- Balanced Habits - Receipt
- Weight Watchers - Receipt
- Mercy Provided Online Education Session - Completion Certificate
- T to Prevent - Receipt
- Profile by Sanford - Receipt
- Online Programs in the Portal - Completion Screen Shot
- County Sponsored Event - Participation Certificate

COMMUNITY



- Four Hours of Volunteer Community Service - Completion Certificate
- First Aid CPR Classes - Completion Certificate
- Pack the Backpack - Participation Certificate
- Meals for the Heartland - Participation Certificate
- Online Programs in the Portal - Completion Screen Shot
- County Sponsored Event - Participation Certificate

BALANCE



- 1 Hour Message - Receipt
- Online Programs in the Portal - Completion Screen Shot
- Mercy Provided Online Education Session - Completion Certificate
- County Sponsored Event - Participation Certificate

FINANCIAL



- Meet with a Financial Planner - Receipt
- Meet with an Estate Planner - Receipt
- Meet with a Retirement Advisor - Receipt
- Online Programs in the Portal - Completion Screen Shot
- County Sponsored Event - Participation Certificate

MINDFULNESS



- Meditation Session - Receipt
- 3 Therapy Sessions - Receipt
- Online Programs in the Portal - Completion Screen Shot
- County Sponsored Event - Participation Certificate

SOCIAL



- Online Programs in the Portal - Completion Screen Shot
- County Sponsored Event - Participation Certificate

PURPOSE



- Prevention or Awareness Event - Receipt/Picture
- Online Programs in the Portal - Completion Screen Shot
- County Sponsored Event - Participation Certificate