

Lead Agency: County Management **Program Contact:** Caren Cox
Program Offer Type: Innovative/New Program
Related Programs:
Program Characteristics:

Executive Summary

Programs to improve employee wellness have proven to be a means for employers to enhance the employment relationship, improve job performance, and reduce health plan expenditures. The County Benefits Office has researched a number of options geared at targeting employee wellness from the perspective of being accessible to employees, provide real life results by improving the health and welfare of County employees and provide some relief to rising health care costs.

One option employers are using is to offer employees the opportunity to use a Health Risk Assessment (HRA). An HRA is a series of questions that identifies individual risk factors and helps to triage alternatives for addressing those risk factors. The County's health plan administrator, Oregon Dental Service (ODS) offers a flexible HRA tool employers can customize to fit their specific needs. The goal of an interactive HRA is to provide a science based intervention tool that moves a person through a change process, ultimately leading the individual to a new level of health and productivity.

Program Description

ODS offers a web-based, self directed wellness coaching platform that could be offered to all County employees, regardless of their health plan election. The FLOURISH program offers an integrated health and lifestyle coaching opportunity.

The content is designed to recognize Patient Activation Measure (PAM) benchmarks and provide coaching in a format that is individualized to the reader's PAM. Participants have unlimited access to lifestyle and health coaching on-line or by telephone. Aggregate data reporting is available to the employer. Industry standards indicate it takes 3-5 years before a return on investment can be realized. The County would need to commit to support such a program for at least 3 years in order to evaluate results.

Performance Measures

Measure Type	Primary Measure	Previous Year Actual (FY08-09)	Current Year Purchased (FY09-10)	Current Year Estimate (FY09-10)	Next Year Offer (FY10-11)
Output	Employee and Retiree participation in program	0.0%	0.0%	0.0%	15.0%
Outcome		0	0	0	0

Performance Measure - Description

Initial proposal for FLOURISH package for Multnomah County is \$6 per employee per year (approximately \$27,000 based on 4,500 employees). If retirees are eligible to participate in the program the cost would be about \$4,000 more.

This cost is estimated based on a streamlined program. Enhancements to the program are available at additional cost.

Legal/Contractual Obligation

The program would need to be launched as a pilot and Memoranda of Agreement (MOA) negotiated with each union. We recommend the union agreements be fashioned similar to the Catastrophic Leave language which gives the County authority to operate the program and end it at will. Additional negotiations would be required if the County wanted to continue the program and include the cost of operating the program as part of the health plan's cost. Costs would be shared with employees.

Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2010	2010	2011	2011
Contracts	\$0	\$0	\$0	\$31,000
Total GF/non-GF:	\$0	\$0	\$0	\$31,000
Program Total:	\$0		\$31,000	
Program FTE	0.00	0.00	0.00	0.00
Program Revenues				
Other / Miscellaneous	\$0	\$0	\$0	\$31,000
Total Revenue:	\$0	\$0	\$0	\$31,000

Explanation of Revenues

Significant Program Changes

Last year this program was: