

ACTION NO. _____

ITEM NO. _____

AT A SPECIAL MEETING OF THE BOARD OF SUPERVISORS OF ROANOKE COUNTY,
VIRGINIA HELD AT THE ROANOKE COUNTY ADMINISTRATION CENTER

MEETING DATE: March 2, 2010

AGENDA ITEM: Work Session on implementing a wellness program for
Roanoke County employees

SUBMITTED BY: Joe Sgroi
Director of Human Resources

APPROVED BY: B. Clayton Goodman III
County Administrator

COUNTY ADMINISTRATOR'S COMMENTS:

SUMMARY OF INFORMATION:

The overall health of our employees directly impacts the individual as well as the County in both productivity and financial impact. In light of this, the County has sponsored multiple voluntary wellness related initiatives over the past five years.

Due to the continued rise in health care costs for the County and its employees, staff has researched available wellness programs and pertinent data to determine the type of program that would generate the greatest level of return in both health and financial terms for Roanoke County. Specific components of this process have included: compilation and analysis of claims data to define those conditions that affect our employees and subsequent evaluation of positive impact through compliance in a program; interviews with multiple localities to determine best practice methods and program types; informal interviews with vendors; official solicitations for proposals from vendors in 2008 and utilization of the County's employee benefit consultants (Wells Fargo Insurance Services) in developing the necessary scope.

Based on this analysis, in November of 2009, staff included solicitation of a comprehensive wellness program as part of the Request for Proposals (RFP) for the County's health and prescription plan vendor. Living Well Health Solutions was chosen by the Selection Committee for this RFP as having the best program available based on the scope of services requested. Key components of Living Well's proposed program include: two on-

site clinic locations staffed part-time with a nurse practitioner and health educator; health risk assessments (HRAs) for employees; a health report card and subsequent action plan for each employee and a quantifiable return on investment (ROI) guarantee beginning in the first full year.

The return on investment guarantee provided by Living Well Health Solutions is contingent on: employer support of orientation and HRA events; participant usage of the clinic during normal work hours with no co-pays; a two-tiered health insurance premium based on program compliance and availability to Living Well of medical and prescription claims data.

Staff briefed Clay Goodman, County Administrator, on February 11, 2010, regarding the Living Well proposal. Mr. Goodman provided his support for moving forward in the process of determining the Board's direction with implementing such a program beginning with a work session briefing by staff.

Living Well Health Systems was provided with a Notice of Intent to award that is contingent upon subsequent approval by the Roanoke County Board of Supervisors. Staff would like to brief the Board on the proposed wellness program, answer questions and request guidance to move forward in the process with Living Well of completing specific plan details in order to present an ensuing contract for Board approval at a later date.

Staff on hand to present information and answer questions of the Board include: Joe Sgroi, Director of Human Resources; Anita Hassell, Assistant Director of Human Resources; Rebecca Owens, Director of Finance; and Rob Light, Purchasing Manager. Also attending the work session will be Tom Revels, CEO of Living Well Health Solutions, in order to provide additional information or clarification as needed.