



**CWPU UIP (Unified Insurance Program)**  
Special Meeting - Conference Call  
Wednesday, March 23, 2016  
A G E N D A

Join by Phone: Dial (509) 766-2530 and you will automatically be connected.

Please contact Darla Shannon, UIP Chair, at (509) 793-1559, [dshanno@gcpud.org](mailto:dshanno@gcpud.org) or Leah Knopp at (509) 754-1807, [lnopp@gcpud.org](mailto:lnopp@gcpud.org) if you have questions.

- 10:00 a.m. Roll Call – Introduction of new HR Manager at Pend Oreille PUD;  
Lloyd Clark
- 10:05 a.m. Vote on EIAC Wellness Recommendation (attached)

**Distribution:**

**Trustees**

Melina Wenner  
Barbara Davis  
Marilee Kuehne  
Carrie Locke  
Darla Shannon  
Don Coppock  
Paul Boxleitner

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Okanogan PUD  
Pend Oreille PUD

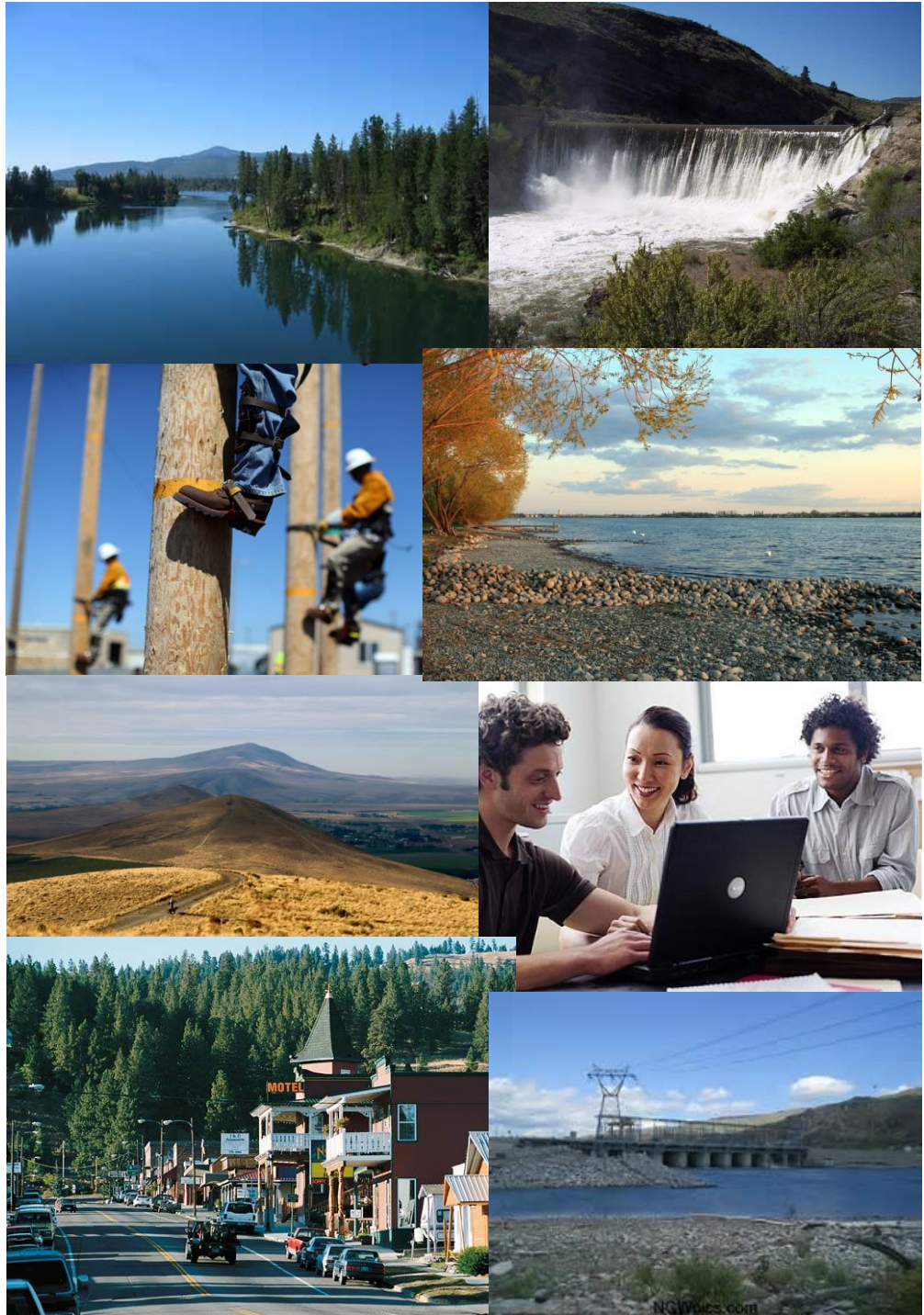
**Alliant** – Schuyler Briscoe, Keith Robertson, Kim Chawes, Jennifer Spence, Kerri Coyle, Carrie Reed, Karen Murray, Charlie Buser

**Public Meeting Notice/Agenda and via email to:**

Shannon Stuber                      Local Government Self-Insurance Program – WA St. Dept. of Enterprise Services

Posted on <http://grantpud.org/your-pud/cwpu-unified-insurance-program>

# CWPU / IBEW LOCAL 77 EMPLOYEE INSURANCE ADVISORY COMMITTEE (EIAC)



3/1/2016

Health and Productivity Program Recommendation

# CWPU / IBEW Local 77 Employee Insurance Advisory Committee (EIAC)

## HEALTH AND PRODUCTIVITY PROGRAM RECOMMENDATION

The Employee Insurance Advisory Committee (EIAC) is an advisory committee comprised of representatives from both the IBEW and management. Each PUD who is a member of the Central Washington Public Utilities (CWPU) group, and participates in the group insurance Trust arrangement known as the Unified Insurance Program (UIP), is represented on the Committee.

The EIAC in their role as an advisory committee in 2012 was directed by CWPU Managers to come up with recommendations on the development and implementation of a sustainable CWPU UIP wide health and wellness program that improves the physical, emotional and mental health of the workforce through education, tools and support, which will empower employees and their family members to proactively manage their own health in a way that positively impacts the long-term medical, disability and workers compensation costs for both company and employees.

## BACKGROUND

The EIAC met on February 16, 2016 at Grant PUD to evaluate past wellness qualification criteria and develop a proposal for future wellness initiatives and program criteria that meet the objectives of the 2012 directive. During this meeting EIAC members spent considerable time reviewing and discussing the 2015-16 biometric and health screening results, the impact of past wellness efforts to the overall well-being of employees, and methods to evaluate the value of wellness initiatives for both the employee and employer. The EIAC also became more knowledgeable on Federal regulations with rules around employer wellness programs and how those laws apply to the CWPU Health and Productivity Program.

EIAC members participated in discussion surrounding proposed legislation that if passed will place a limit on the value of financial or tangible incentives provided to employees who voluntarily participate in the CWPU program. Members were educated on the proposed limits and how they might result in future changes to the current incentive structure or program design. Through meaningful discussion between both parties, the members were able to identify potential changes to the programs plan designs surrounding “core criteria” that if implemented would more closely align the current program HRA VEBA incentive of \$150 per month with the proposed legislative limits.

Additionally, EIAC members discussed at length how additional opportunities for education, engaging activities, consistency in the program and access to resources and results could be made available to employees and their family members by entering into a contract with a corporate wellness management provider/vendor.

## RECOMMENDATION

The following recommendations are being submitted to CWPU Trustees for approval. These recommendations are fully supported by the EIAC members who during the February 16<sup>th</sup> meeting agreed that these initiatives align with the Directive of the EIAC and will provide a positive and proactive path forward for the CWPU Health and Productivity program that includes room for future growth and engagement.

### 2016 Calendar Year

**Action Item No. 1: Enter into a Contract with Preventure.** Between March 1 and April 30, 2016; CWPU Trustees enter into a business partnership with Preventure to provide CWPU with wellness program management and access to a dedicated team of professionals with expertise in the administration and marketing of wellness programs, who will provide 360° engagement that includes wellness champion training & support, vendor integration management, comprehensive performance, engagement and executive reporting, a portal that provides employees direct access to well-being education, coaching, historical individual biometric and assessment data, risk-specific challenges, activity calendars and program information, as well as on-site/web-based support and coaching opportunities.

**Action Item No. 2: Complete Vendor Implementation Process.** Complete vendor implementation process, create CWPU Wellness Champion Network and publish of marketing materials for CWPU Program between June 1 and August 1, 2016.

**Action Item No. 3: Incorporate Tobacco Rewards Program.** As a proactive measure to mitigate the potential impact of proposed EEOC legislation, the EIAC recommends that Trustees incorporate a Tobacco Rewards Program component into the core structure of the voluntary CWPU Wellness Program and that this program be administered through Preventure. The program will include a requirement that participants complete a self-attestation as to their use of tobacco within the prior 60-90 days and will give current tobacco users a reasonable alternative educational standard to achieve over a realistic period of time and not on the same day as the attestation.

**Action Item No. 4: 2016 CWPU Program Activity.** To qualify for the CWPU Program incentive for the 2017 calendar year; EIAC members recommend employees voluntarily participate in the following core program activities:

- Biometric Screening in September – October 2016 (on-site, at lab, or through a personal physician)
- Participate in Preventure Vendor Introduction on a yet to be determined date which will include:
  - Registration on Vendor site
  - Completion of Health Questionnaire
  - Completion of Tobacco Rewards Program Attestation or Reasonable Alternative Standard
- Participate in any one (1) of the following preventative exams between December 1, 2015 and November 30, 2016:
  - Routine Vision Exam
  - Routine Dental Exam
  - Routine Cancer Screening (colonoscopy, mammogram, dermatology)
  - Routine Wellness Exam
  - CDL Medical Certification Exam

**Action Item No. 5: Monitor and Plan.** Continue to monitor EEOC proposed rule change and with the assistance of Preventure, begin work on the development of a recommendation for a comprehensive three (3) year Strategic Plan for the CWPU Program.