

WHAM meeting minutes- October 10, 2019

Review of 2019 Health Assessment Summary Results.

Identifying opportunities for employee health and well-being at Mac

Blank Wise, well-being acct mgr with healthpartners
reviewed aggregate data from health assessment

Jan 2019- aug 1. 207 people have completed survey - about 40% completed the assessment

They look at the cohort (95 people) that have filled out survey for last 3 years.

Target conditions:

diabetes and heart disease

we have less high risk than target benchmarks and more low risk people than the target

Reported weight staying pretty much same

Moderate health factors....asks questions about too little activity, too few fruits & veggies, tobacco use, alcohol use....all positive trend. Some reporting of suboptimal sleep and unhealthy stress

Optimal lifestyle metric- majority of population is only one activity or behavior aware from goal.

Probably fruit & veggie intake. People are removing risks over time.

Quality of Life

asks questions about poor general health, physical health concerns, emotional health concerns, back pain, less life satisfaction

Overall- reported back pain had a significant increase. Other areas stayed pretty much the same.

Health & Wellbeing

asks questions about less happiness, less happiness of friends, family, less social support, safety concerns, less job satisfaction

In general happiness ratings tend to go up over time.

Our data stayed pretty close to same as last two years

And finally

survey asks questions about Financial mgmt. concerns, no automated savings plan, no charitable contributions, no volunteerism

No volunteerism went up.

charitable giving went up

Health risk 10- on ten measures of well-being how many high risks factors does each person have. Want to be in the 0-1 bucket.

Our data has a positive trend. People are reducing high risks

Most common high risk factors are:

Fruits & veggies

Less life satisfaction

Unhealthy stress or emotional health concerns

Kelly Fang- These have been our top risk factors in years past as well.

Wellness Incentives

(see agenda for full list of WHAM activities)

Employees & spouses will need to fill out health assessment & two activities. Between Jan 2- Oct 31, 2020. Will receive a \$300 reward card from health partners. Visa gift card. Single person = \$150 gift card. If couple they both have to do the health assessment & activities in order for any payment. Mac payroll will take care of taking taxes out. The employee doesn't need to do anything when filling income tax.

Employee (& spouse) will get the gift card as soon as activities completed.

Do health assessment by march 31 and will be eligible for free airline ticket

New

Well beats- on demand workout coach online. You can select the type of workout.

Kelly- one idea –do a well beats workout during January thaw in a studio.

The wellness incentives & the new Well Beats app are only available to those who have Mac healthpartners insurance

Preventive care visit- between Sept 1, 2019- Aug 31, 2020

Added- 3 WHAM lunch & learns

Added 2 Como Clinic Health event /class. Lots of evening options

1 visit Nice Healthcare- starts off with video based visits. If needed they will come to you.

Wellness coaching. Now Kelly can do video coaching for spouses or they can come to see her in person during office hours

Team Challenges- new. One option available- Make a Move. Teams compete against one another. Compete passed on minutes of activity.

Steve- is there a way for those who are not on HP insurance to also be encouraged to be well. Maybe they have to do 3 programs....like a WHAM class or LC workout etc. And this could count toward the airline ticket. Jason said they would look into.

About 100 employees are not on our plan.

Budget Update- Jason

\$3,600ish expenses. Anticipate another \$1,000- \$1,500 in expenses so those would need to be added to expenses.

All looking good.

Wellness 5K

to run or not to run

Kelly B is advocating for cancel due to weather. Snow turning to rain, windy is the forecast.

If we cancel would still invite people to pick up t-shirts, get hot cocoa etc.

Lisa B. About 320 registered. Typically about 100 don't show. Some would normally register on the spot.

Steve- We have 17 cross country students who have volunteered to staff the event. Need to consider them.

What's the notification process if we do decide to cancel?

Steve- we could open up the LC and let people just do an hour of activity there. Recommends that we wait to decide.

\$500 of prizes were purchased by Lisa

Steve & Lisa will meet to talk about where to start & stop the race.

In the end- consensus was to wait until tomorrow re: canceling

Fall Classes

Registration for session 2 will open on Monday, Oct 14

New evening yoga will be offered from 4:45-5:45 on Thursdays

Fall Lunch & Learns

Oct 23- seasonal affective disorders with Mary Holland from HealthPartners Behavioral Health.

Lunch order- Annie with help/ guidance from Kelly B

Need volunteers to help with set-up and clean-up.

New Website Structure

Still in progress, but please review on your own and bring your thoughts/ suggestions to the next mtg