

## **Wood County Employee Wellness Board Meeting Minutes**

Monday, August 6, 2018

Wood County Courthouse, IT Conference Room

**Board members present:** Amy Kaup, Donna Rozar, Dawn Schmutzer, Kim McGrath (HR Director—ex-officio), Sue Kunferman, Jordon Bruce (by audio call)

**Also present:** (for part or all of the meeting) Adam Fandre (Wellness Coordinator), Amanda Handrahan (Aspires), Angela Zausch (The Horton Group)

1. Chair Kunferman called the meeting to order at 10:05 a.m.
2. **Introductions** were made around the table after Angela arrived at 1017.
3. **Public comments:** None
4. Motion (Kaup/Schmutzer) to receive and place on file the minutes from the May 10, 2018 meeting with edits (changed “Jordon” to “Bruce” on a motion to adjourn). All ayes. Motion carried.
5. **Discussion/approve Policy regarding repeated no-shows**  
With the increased participation numbers in the Wellness Program, no-shows are problematic. An Aspirus policy was circulated that includes a “3 strikes, you’re out” rule. The consensus of the Board was to approve a similar policy. Because of its fiscal implications, the policy will need Executive Committee approval. It was clarified that this policy will apply to the first coaching session, which is the third part of the requirements to qualify for the insurance premium discount.
6. **2018-2019 Employee Influenza Vaccination dates and locations**  
Jordon will coordinate the schedule for the flu shots this fall. Locations will be at City Hall Plaza, Norwood, Courthouse, River Block, Edgewater Haven and the Highway Department.
7. **Review financials**  
The Chair reported the 2019 budget would be about the same as the 2018 budget, which is on track. A discussion was had about decreasing the budgeted number of ergonomic evaluations. Furthermore, a discussion took place on the budgeted amount of a 90/10 vs. 80/20 insurance premium sharing program.
8. **Update from The Horton Group**  
Angela discussed the definition of “wellness incentives” being mandatory or voluntary in light of the AARP lawsuit. More information will be forthcoming. She also announced that applications were being taken for the Wellness Council’s “The Light of Wellness” awards, which are success

stories from Wellness Programs. She encouraged Wood County to submit an application. She reported that Horton has moved to an outcomes based program for their Wellness Program and time will tell how that all goes.

**9. Updates from Wellness Committee**

Adam gave updates from the Wellness Committee. Also discussed were a desire to emphasize mental health initiatives in the Wellness Program, stress relief initiatives, the availability of EAP, and Tele mental health. The question was asked, “What would it look like if we implemented any of these initiatives?” Further discussion will be had in the future.

**10. General employee wellness updates**

The document “Health Coaching Overview” was reviewed. It was noted that a total of 548 individuals have received coaching related to physical activity. Other statistics of the Wellness Program were noted.

**11. Future meeting agenda items—noted**

12. Next meeting date: Friday, November 2, 2018, 8:30 a.m. to 10:30 a.m., IT Conference Room, Wood County Courthouse

13. Motion (Rozar/Kaup) to adjourn the meeting at 11:13 a.m.

Submitted and electronically signed,

*Donna M. Rozar*

Donna Rozar, secretary

Minutes in draft form until approved at the next Wood County Wellness Board meeting