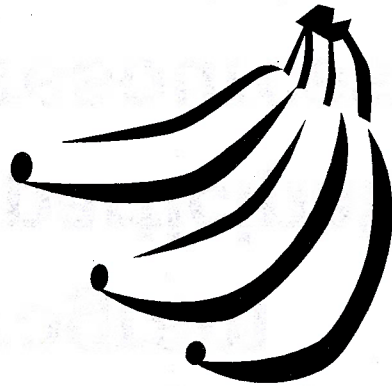


Employer Based Wellness Program Update



Rebecca Fricke
NDPERS Benefits

Wellness Program Update

- **Overview of Employer Based Wellness Program**
- **Renewal of participating employers**
- **Services & resources for employers**
- **Coordination of 1% Premium Discount Program**
- **Where we may be going?**

Overview of Program

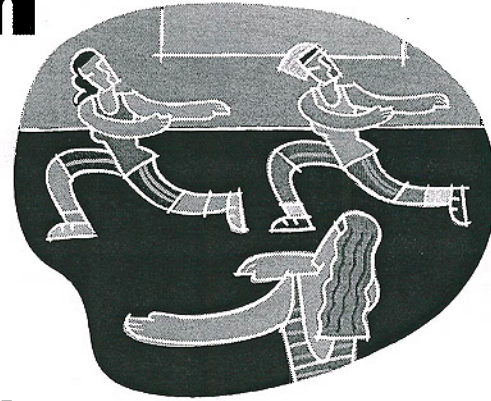
54-52.1-14. Wellness program. The board shall develop an employer-based wellness program. The program must encourage employers to adopt a board-developed wellness program by either charging extra health insurance premium to nonparticipating employers or reducing premium for participating employers.



The challenge

- **PERS provides services to many employers**
 - **State agencies (92)**
 - **Political subdivisions**
 - **39 counties**
 - **26 schools**
 - **57 cities**
 - **64 other**
 - **Employer sizes ranges from small to very large**

Overview of Program



- **Our goal**
 - To have 100% of our employers supporting a wellness message at their worksite
 - Have our members get a greater understanding of wellness
 - Create a better quality of life

Program Design

- **Decentralized**
- **Not Prescriptive**
- **Allow worksite to decide**
- **Set broad parameters**
- **Recognize the differing abilities of employers**
- **Realistic**
- **Set up models and support at PERS**

Overview of Program

- **Total of 5 points needed**
 - **Communication materials and promotion of PERS Smoking Cessation program & Wellness Forum attendance = 1 point (required)**
 - **One Day Program = 1 point**
 - **Multi-Day Program = 2 points**
 - **Comprehensive Wellness Plan = 4 points**

Overview of Program

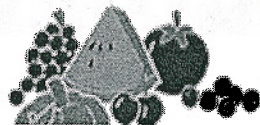
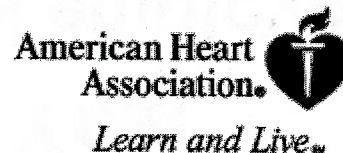
- **Commitment Agreement signed by agency head**
- **Wellness Coordinator appointed**
- **Wellness Coordinator attends or views online the Wellness Forum**
- **Distribute communication materials to agency employees on a monthly basis and promote the PERS Smoking Cessation Program**
- **Develop & submit Wellness Program (Wellness Discount Application)**
- **Implement Wellness Program during plan year (July 1, 2007 through June 30, 2008)**

Participating Employers

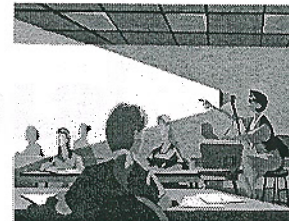
- **2007-2008 Plan Year**
 - **185 of 278 Total employers**
 - **94 State Agencies & University Systems**
 - **35 Counties**
 - **20 Schools**
 - **18 Cities**
 - **18 Political Subdivisions**
 - **Receive 1% Premium Discount**
 - **97% of covered employees work for employers offering worksite wellness**

Services and Resources for Employers

- Objectives are to complement and encourage use of the member education programs available from BCBS and other resources



**PERS 5 A Day
Challenge**



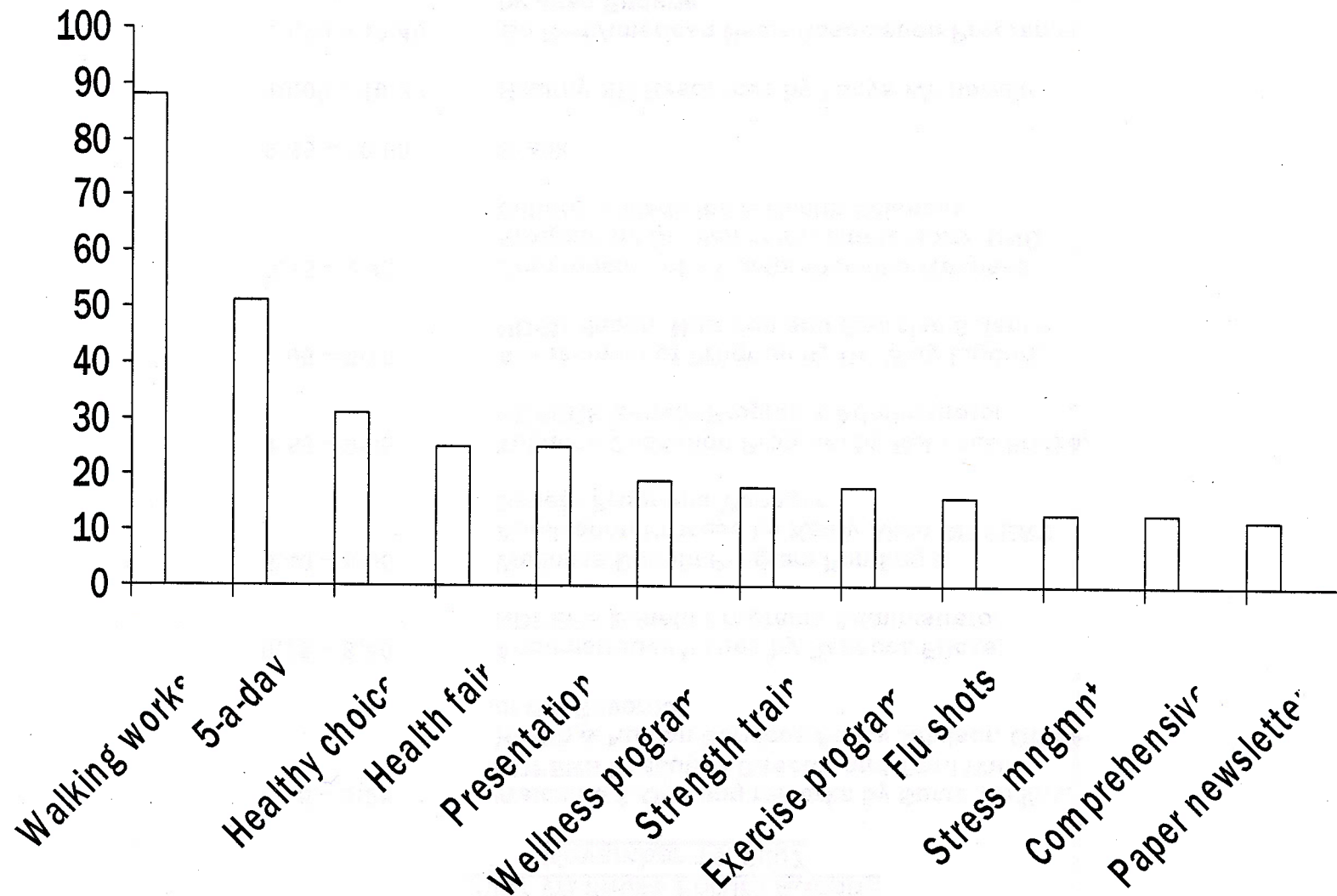
Services and Resources for Employers

- **NDPERS 5-a-day**
- **BCBS Walking Works**
- **BCBS Member Education**
- **American Heart Association/Go Red**
- **NDSU Extension Services**
- **PERS Communications - Health Dialog posters and communications**
- **Others vary by employer**
- **Resource library available to employers**

Services and Resources for Employers

- **Feedback from employers**
 - **Positive feedback about BCBS member education presentations and presenters**
 - **Great appreciation of services provided**
 - **Interest in seeing more types of education services being developed**
 - **Concerns that program will become “stale”**
 - **Concerns of resource and time constraints**

Program preference by employer



Annual Wellness Forum

2007 Wellness Forum Agenda

November 14, 2007

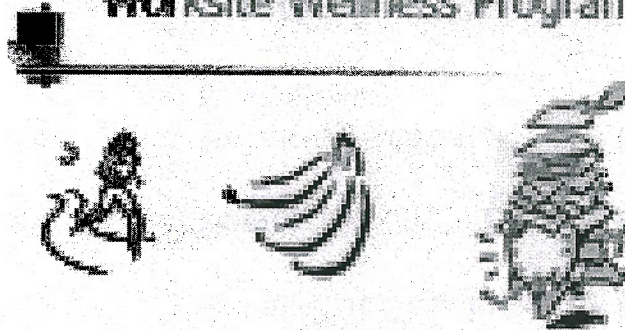
- | | |
|---------------|--|
| 8:15 – 8:25 | Welcome & Opening remarks by Sparb Collins,
NDPERS Executive Director and Tami Wahl,
Health & Human Services Policy Advisor, Office
of the Governor |
| 8:25 – 8:40 | Administrative Issues by Rebecca Fricke,
NDPERS Benefit Programs Administrator |
| 8:40 – 8:55 | Wellness Benefit Program Funding &
Application Process by Kathy Allen, NDPERS
Benefit Programs Manager |
| 8:55 – 9:05 | Tobacco Cessation Program by Rebecca Fricke,
NDPERS Benefit Programs Administrator |
| 9:05 – 9:25 | Assessment of Program by Dr. Gary Liguori,
NDSU Health, Nutrition and Exercise Science |
| 9:25 – 9:45 | Components of a Comprehensive Wellness
Program by Dr. Nancy Vogeltanz-Holm, UND
School of Medicine & Health Sciences |
| 9:45 – 10:00 | Break |
| 10:00 – 10:20 | Healthy ND Resources by Tanya Wisnewski |
| 10:20 – 10:40 | Go Red/American Heart Association Programs
by Joan Enderle |
| 10:40 – 11:00 | Interactive segment by Michael Carlson, BCBS
Director of Corporate Wellness |

11:00 – 11:20	BCBS Member Education Programs by Danielle Morehart and MyHealth Connection Programs by Kevin Schoenborn, BCBS
11:20 – 11:40	NDSU Extension Service Resources by Julie Garden-Robinson
11:40 – 12:00	Open Microphone for Comments & Questions
12:00 – 1:15	Lunch – on your own
1:15 – 2:00	Break-out Session – 1 Point Programs
2:00 – 2:45	Break-out Sessions – 2 Point Programs
2:45 – 3:00	Break
3:00 – 3:45	Break-out Sessions – 4 Point Comprehensive Programs
3:45 – 4:00	Closing Comments

*** Break-out sessions will be conducted to provide an opportunity for participants to hear an overview of various types of programs based upon the program point system (1 point programs, 2 point programs and 4 point comprehensive programs). The sessions will also allow participants an opportunity to visit with other employers about programs that have been conducted.**

Forum Webcast

NDPERS Employer Based
Worksite Wellness Program



**View the Wellness
Forum Webcast
Recorded 11/14/2007**

Thanks to the Health Department

PERS Wellness Website

North Dakota

nd.gov Official Portal for
North Dakota State Government



North Dakota Public Employees Retirement System

Spaff Collins

Executive Director

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NDPERS Employer-Based Wellness Program

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Program Information

- [Commitment Agreement](#)
- [Employer Based Wellness Discount Application](#) (SFN 58436)
- [Wellness Plan Application Example - Small Agency](#)
- [Wellness Plan Application Example - Medium Agency](#)
- [Wellness Plan Application Example - Large Agency](#)
- [Wellness Program Year-End Program/Activity Confirmation](#) (SFN 58437)
- [Wellness Benefit Funding-Program Overview](#)
 - [Standard Program Application](#)
 - [5 A Day Challenge Program Application](#)
 - [Interest Survey](#)

2007 Wellness Forum

- [View the webcast](#)
- [Forum Agenda](#)
- Forum Presentations
 - [Wellness Program Administrative Issues](#)
 - [Wellness Benefit Program Funding & Application Process](#)
 - [Tobacco Cessation Program](#)
 - [Wellness Program Assessment](#)
 - [Components of a Comprehensive Wellness Program](#)
 - [Healthy ND Worksite Wellness Update](#)
 - [Go Red ND/American Heart Assoc. Worksite Wellness](#)
 - [BCBS Wellness Education Programs](#)
 - [NDSU Extension Service Resources](#)

Overview of the NDWHP Program

- 4 State agencies, 400 employees
- Both worksite-level
& individual assistance
- 2 w/“high” and 2 w/“medium”
interventions
- Outcomes incl. costs, health behavior, &
satisfaction



Where We May Be Going?

- **New programs**
 - Health Dialog
 - BCBS
- **Legislation**
 - **Begin working on new legislation for upcoming session**
 - Have a study group of wellness coordinators
 - Determine if incentives need to be incorporated & how



Where We May Be Going?

- **Continue existing programs and develop more:**
 - Easily transferable
 - High profile
 - High impact
 - Motivating
- **Expand wellness support area**
 - Resource library
 - Develop best practices
 - Interchange of info between employers

Questions?



