
SENATE CONCURRENT RESOLUTION

ENCOURAGING STATE DEPARTMENTS AND AGENCIES TO IMPLEMENT WORKSITE WELLNESS PROGRAMS AND IDENTIFY A MANAGER TO SERVE AS THE WELLNESS LEADER.

WHEREAS, since many employees in the United States spend a majority of their waking hours in the workplace, the workplace has become a venue for investments in health; and

WHEREAS, effective worksite wellness programs can attract employees, improve productivity, enhance employee morale and organizational commitment, reduce turnover, and reduce organizational conflict; and

WHEREAS, a review of thirty-six peer-reviewed studies of wellness programs in large firms found that average employer medical costs decreased \$3.27 for every dollar spent on wellness programs, and costs for the days that employees were absent decreased an average of \$2.73; and

WHEREAS, a large majority of state and local governments have established wellness programs, preventive care policies, and have used incentives to achieve specific workforce-related goals, most notably improving employee health and controlling health care costs; and

WHEREAS, worksite wellness policies and procedures allow government agencies to develop activities and modify work environments and policies to support the health and well-being of employees and address administrative barriers to enable effective worksite wellness interventions; and

WHEREAS, on October 1, 2014, the State of Hawaii's Department of Human Resources Development approved Policy No. 801.001 to authorize and encourage state agencies to create and maintain worksite wellness initiatives for their employees for the benefit of the State and its employees; now, therefore,

BE IT RESOLVED by the Senate of the Twenty-ninth Legislature of the State of Hawaii, Regular Session of 2017, the House of Representatives concurring, that each state agency and department is encouraged to implement worksite wellness programs consistent with the Department of Human Resources Development Policies and Procedures for worksite wellness in Policy No. 801.001; and

BE IT FURTHER RESOLVED that each state agency and department is encouraged to identify a manager to serve as the wellness leader to collaborate with executive management and employees to create a worksite wellness infrastructure, oversee the development and implementation of employee wellness policies and committees, and provide ongoing assessment and monitoring of the effectiveness of worksite wellness programs; and

BE IT FURTHER RESOLVED that certified copies of this Concurrent Resolution be transmitted to the Director of Human Resources Development who shall forward copies of this resolution to the heads of all state departments, the Chairperson of the Board of Trustees of the Hawaii Employer-Union Health Benefits Trust Fund, the Chief Executive Officer of the Hawaii Medical Service Association, and the Chief Executive Officer of Kaiser Foundation Health Plan, Inc.

DAVID Y. IGE
GOVERNOR



STATE OF HAWAII
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND
P.O. BOX 2121
HONOLULU, HAWAII 96805-2121
Oahu (808) 586-7390
Toll Free 1(800) 295-0089
www.eutf.hawaii.gov

BOARD OF TRUSTEES
RODERICK BECKER, *CHAIRPERSON*
AUDREY HIDANO, *VICE-CHAIRPERSON*
GORDON MURAKAMI, *SECRETARY-TREASURER*
LINDA CURRIVAN MUSTO
LAUREL JOHNSTON
CELESTE Y.K. NIP
JAMES NISHIMOTO
VIRGINIA PRESSLER
IAN TAKASHIBA
CLIFFORD UWAINA

ADMINISTRATOR
DEREK M. MIZUNO

ASSISTANT ADMINISTRATOR
DONNA A. TONAKI

TESTIMONY BY DEREK MIZUNO
ADMINISTRATOR, HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND
DEPARTMENT OF BUDGET AND FINANCE
STATE OF HAWAII
TO THE SENATE COMMITTEE ON COMMERCE, CONSUMER PROTECTION, AND
HEALTH AND THE SENATE COMMITTEE ON GOVERNMENT OPERATIONS
ON SENATE CONCURRENT RESOLUTION NO. 116

March 28, 2017
10:30 a.m.
Room 229

ENCOURAGING STATE DEPARTMENTS AND AGENCIES TO IMPLEMENT
WORKSITE WELLNESS PROGRAMS

Chairs Baker and Kim, Vice Chairs Nishihara and Ruderman, and Members of the Committees:

This Concurrent Resolution is being presented to the Hawaii Employer-Union Health Benefits Trust Fund (EUTF) Board of Trustees for a position at their March 28, 2017 meeting. However, it should be noted that the Board has supported the development of wellness programs by the EUTF staff for the State and counties. Over the past two years, the EUTF staff has developed a wellness program for the employers and employee-organizations in conjunction with its medical and prescription drug carriers that includes the following:

1. EUTF staff presentation to help employees understand their health benefits;
2. Carrier presentations on how to access and use their health and wellness benefits;

EUTF's Mission: We care for the health and well being of our beneficiaries by striving to provide quality benefit plans that are affordable, reliable, and meet their changing needs. We provide informed service that is excellent, courteous, and compassionate.

3. Worksite biometric screenings and “closing your care gaps” screening program;
4. Worksite completion of health risk assessments;
5. Health education classes;
6. Informational sessions on health coaching; and
7. Blue Zones Project implementation.

The wellness program is designed for the employers including State departments to select the portions of the program that are most beneficial to the employees. Having a wellness leader and executive management support is vital to the success of the wellness program. EUTF actively promotes workplace wellness benefits and recently developed and distributed to all EUTF employers the attached, “A Guide to Workplace Wellness Benefits.” The purpose of the guide is to increase awareness of workplace wellness benefits and encourage employers to contact EUTF for assistance in developing a workplace wellness plan. EUTF staff serve as a liaison between the medical plan carriers and wellness leader and provide advice and best practice guidance to employers. Please note that the EUTF currently has only one employee focusing 60% of her time on disease management and wellness related activities.

To date the legislature, EUTF, ERS, City and County of Honolulu, Department of Health-Labs Division, Department of Education, Hawaii Public Housing Authority, and Honolulu Community College employees have participated in portions of the EUTF wellness program totaling approximately 900 attendees. Since the distribution of the “A Guide to Workplace Wellness Benefits” in February 2017 a number of employers have

requested meetings with EUTF staff to discuss implementation of the program including the Department of the Attorney General, Department of Transportation, and the Department of Land and Natural Resources.

EUTF staff is very excited about this resolution that will hopefully spur other departments to implement wellness programs for their employees.

Thank you for the opportunity to testify.