

Owning Your Own Health Committee

Old Jail Conference Room

May 20, 2015

1:30 p.m.

APPROVED

Present: Mack Cook, Ken Foresti, Bev Chin, Ted Schiele, Emily Mallar, Jennifer Jones, Debby Kelley, Judy Taber, Beth Miller, Jackie Kippola, Ashley Masucci, Don Barber, Steve Wright (arrived at 2:03 p.m.), Leslie Moskowitz (arrived at 3:00)

Call to Order

Mr. Cook called the meeting to order at 1:33 p.m.

Approval of Minutes of April 15, 2015

It was MOVED by Ms. Kippola, seconded by Mr. Schiele, and unanimously adopted by voice vote to approve the minutes of April 15, 2015 as submitted. MINUTES APPROVED.

Executive Director's Report

Mr. Barber reported on the Worksite Wellness Coalition that has been meeting and is getting set up to support worksite wellness programs. This will be a great resource to municipalities that are developing wellness programs and policies. They have a mission statement that reads: "The Tompkins County Worksite Wellness Coalition is resource to Tompkins County employers regarding the art and science of health promotion and wellness." There will be a formal kick-off in September to bring all wellness activity in the County together to talk about what is taking place and to gather ideas.

Ms. Chin said they meet monthly and will be launching the Coalition in September in addition to putting together a work plan. They will be looking to all the members to determine how it can be the most useful to all of the businesses and agencies in Tompkins County for worksite wellness. At least initially, their focus will be on worksites in Tompkins County. Ms. Kippola requested to be included on the e-mail distribution list for the group. Mr. Barber said interest has already being generated by different municipalities and people are beginning to think about wellness in different ways than they have in the past.

Mr. Barber reported he held a recognition event for benefit clerks and it was a worthwhile event. One item that came out of it was a suggestion by those who do not have a benefit day in the Fall for the Consortium to provide a venue for a benefits day. He encouraged members to attend the educational retreat will be held on June 12th and will focus on building a benefit plan. Lastly, he reported the Bronze Plan will be presented to the Board of Directors for approval at its May 28th meeting. An important aspect of the Bronze and Platinum Plans is they include a wellness component.

A request was made to survey the Committee on the meeting time to see if there would be a better time for members. Following a survey the meeting time was moved from 2 p.m. to 1:30 p.m.

Mr. Schiele said he attended the meeting of the Joint Committee on Plan Structure and Design where the Bronze Plan was voted on and it appeared to him that there was confusion about the status of the different plans in the structure of the Consortium and that by adoption of the plan it didn't mean it was a requirement but an additional option.

Mr. Barber agreed that there was confusion and the vote was largely split between labor and management. He said the Board will be made aware of the discussion at the Joint Committee. He said it has repeatedly been stated that the adoption of a plan is providing another plan option to members of the Consortium; each employer negotiates the plan it will offer to its employees. Mr. Cook expressed his appreciation to Mr. Schiele for attending the Joint Committee meetings and sharing information with this Committee.

Ms. Miller spoke of the need to continuing to educate members on the development of benefit plans that includes the necessity for the metal level plans to be available. She noted that if the Consortium did not approve the Platinum Plan the Village of Homer and the Town of Willet would not have been able to join the Consortium.

Ms. Kippola said the Committee has been in existence for two years and has discussed many topics during that time but does not yet have a mission statement. She said there is a need to have everyone looking at the same vision and objectives. This was discussed at the last meeting and although some felt members had some expertise there was consensus that outside assistance was needed. She suggested using an outside facilitator that the County has used many times through the Smart Work program at Tompkins Cortland Community College to help develop a mission statement. She explained the process she went through with her job and positive results that came out of the effort. She reached out to TC3 and was quoted \$1,300 for a half-day session to produce a vision statement, mission statement, at least three objectives, and a tagline that the Committee can recommend to the Board.

RESOLUTION NO. ____ - 2015 - AUTHORIZATION TO HIRE FACILITATOR FROM TOMPKINS CORTLAND COMMUNITY COLLEGE TO GUIDE THE CONSORTIUM TO ESTABLISH A WELLNESS MISSION STATEMENT, VISION STATEMENT, OBJECTIVES, AND TAG LINE

WHEREAS, in 2013 the Consortium established a committee called the Owning Your Own Health (OYOH) Committee to review the merits of incorporating a wellness component into the Consortium's recommended programming, and

WHEREAS, the OYOH Committee is comprised of Consortium members, community experts, and representatives from Excellus, ProAct, and Cayuga Area Preferred to include a wide range of perspectives and expertise, and

WHEREAS, the OYOH has reviewed several methods of establishing budget-conscious programs targeted to reduce costs and maintain and develop healthy insureds, and

WHEREAS, the OYOH Committee wishes to offer a formal directive to the Consortium Board of Directors by establishing a wellness mission statement, vision statement, objectives, and a tag line, and hire a facilitator from Tompkins Cortland Community College to solidify those benchmarks, now therefore be it

RESOLVED, on recommendation of the Owning Your Own Health Committee, That the Board of Directors authorizes the retention of a facilitator to develop a Consortium mission statement that incorporates wellness, a vision statement for the Owning Your Own Health Committee containing goals and measureable objectives, and a tagline,

RESOLVED, further, That the Chair of the Board of Directors is hereby authorized to sign an agreement with Tompkins Cortland Community College for an amount not to exceed \$1,300 to facilitate the Committee's requests listed above.

There was discussion of the resolution content. Mr. Foresti suggested including the drafting of a work plan or goals. There was agreement on the need for this and support for an outside assistance.

It was suggested to change the word “objectives” in the fourth Whereas to “goals” and a suggestion made to include language to help establish measurable objectives. Mr. Cook summarized the purpose of the resolution as a request to the Board of Directors to provide the Committee with funding so that it can document the purpose of the Committee’s existence and how it will move forward”.

Mr. Wright arrived at this time.

Mr. Schiele said in the discussions that have taken place on how to promote the ideals of this Committee there was a discussion of there being a mission statement for the Consortium and how that would also fit into what this Committee’s mission is. He asked if this process would look at that as well or would it be specific to the Committee. Mr. Barber said it is his opinion that the mission statement should come from the Consortium and the vision would come from this Committee. This is different from what is being presented as Ms. Kippola’s interpretation from the last meeting was that members were looking for a mission statement only from the Committee. Mr. Schiele said one thing that has come out of the Committee’s discussions was the value of the Consortium to members and how their participation in the mission of wellness as promoted by this Committee would benefit them. He said members need to fully understand exactly how the Consortium fits into their life. Mr. Barber said the Consortium could have a mission statement and that would be an important step for the Board to take. This Committee could then have a vision statement that supports the overall mission statement of the Consortium.

Ms. Kippola said the resolution asks the facilitator to address wellness and while a Consortium mission statement should include wellness it should be about much more. She said there would be a different audience of people who would be involved in development of a mission statement for the Consortium. Mr. Schiele said the importance of the vision of the Committee is that it recognizes that if health is going to be promoted and Consortium members are going to embrace the value of being responsible for their own health they need to understand how they fit into the Consortium.

Mr. Barber asked if the fee would change based on the discussion that has taken place. It was suggested that Ms. Kippola speak with TC3 about establishing a mission statement for the entire Consortium.

Mr. Cook spoke of the need to have a tool that could be put into place that would allow the Committee to be empowered to present to the Board and members what this Committee is.

Ms. Taber said typically things work from the top down and questioned whether the Committee would first want to see what the Board’s mission, goals and objectives are. Mr. Cook said the top-down approach can work in some cases; however, the Consortium is driven by much more than rates, premiums, and cost. It includes quality of life which includes member buy-in and involvement and it may be best for the Committee to provide instruction to the Board on what wellness is.

Mr. Cook suggested amending the fourth Whereas to read Whereas, the Owning Your Own Health Committee wishes to offer a formal directive “That the Consortium Board of

Directors authorizes the retention of a facilitator to assist the Owning Your Own Health Committee develop its mission statement, vision statement, goals, and three measurable objectives to meet said goals.” Mr. Schiele questioned whether the mission statement would be only for the Committee or whether it would encompass more. He said there needs to be a clear understanding of what the Consortium is in order to inform members.

Following further discussion it was MOVED by Mr. Cook, seconded by Mr. Schiele, to amend the motion to: “That the Board of Directors authorizes the retention of a facilitator to develop a mission statement for the Consortium and a vision statement with supporting goals, measurable objectives, and a tagline for the Owning Your Own Health Committee.

Ms. Kippola said what is now being proposed is different from what she originally discussed with TC3. Although wellness is directly related to costs, the Consortium Board is more focused on costs and budgeting.

Following further discussion and input by Mr. Foresti on mission statements that have been developed by other groups and the importance of having foundational support, it was MOVED by Mr. Cook, seconded by Mr. Schiele, and unanimously approved “that the Committee recommends to the Board that a facilitator be retained to develop a Consortium mission statement that includes a wellness component”. It was suggested that following this step the Committee pursue developing vision statement, goals, and three measurable objectives to meet said goals.

Mr. Foresti said he will provide Mr. Cook with supporting materials that speak to the importance of including wellness in an organizational mission statement.

There was consensus to re-draft a resolution that is more directed at the Board of Directors than to the Owning Your Own Health Committee and to present the resolution at the May 28, 2015 Board of Directors meeting for consideration. Mr. Cook will circulate draft language to members prior to the Board agenda being assembled.

Wellness Survey

Mr. Barber circulated copies of the draft survey that included input from many members of the Committee. He would like to present the survey to the Joint Committee on Plan Structure and Design for input and then distributed to employees to gauge what a wellness program could look like.

It was suggested that numbers 5 and 6 be combined, number 8 be deleted and that 11 include an additional category “other barriers” using language from the former number 8.

Ms. Masucci spoke of efforts that took place last year with the flu clinics and said that while every benefit clerk has a different way of communicating with employees, employees tend connect with information that is benefits-related if it comes from the employer’s benefits person since many employees are still very unfamiliar with the Consortium.

Ms. Taber stressed the importance of the survey being confidential and anonymous. Mr. Schiele recommended that no one sign the survey and it remain completely anonymous. Ms. Kippola also recommended that there be clear instructions on who to return the survey to.

Next Agenda Items

Owning Your Own Health Committee
May 20, 2015

The following items were suggested for inclusion on the next agenda:

Resolution to pursue facilitator to develop a Committee vision statement;
Discussion of metal level plans

Adjournment

The meeting adjourned at 3:25 p.m.

Respectfully submitted by Michelle Pottorff, Administrative Clerk