

ESEBT wellness program

Where do we go from here?

- The move to the WEA has an impact on the wellness program
 - Limited ability to impact ESEBT-specific health care costs as a participant in a very large pool
 - Potential impact on absence and productivity, while positive for the District, is likely out of the purview of the Trust's bylaws
- May be appropriate to refresh the goals and expectations of the program to focus on making tools and resources available for the benefit of employees, as opposed to a focus on health care cost savings
 - Under this scenario, use of significant incentives or penalties to drive participation may be inconsistent with the overall program goal
- Recommended approach for consideration:
 - Continued focus on the grass roots, on the ground programming that Gail has led successfully
 - Terminate HealthForce Partners and reallocate expenses in other areas
 - Key question: maintain an HRA or not?
 - Continue to encourage program engagement, but do not explore significant incentives or penalties
 - Key question: reallocate current incentive funds in other program areas, maintains some form of incentive, or eliminate incentive expense as a cost savings measure?
 - Key question: continue to fund onsite programming (e.g. flu shots, Weight Watchers, etc.)?