

**Everett School Employees Benefit Trust**  
**Special Meeting**  
**Monday, May 2, 2016**  
**Minutes**

**Attendance**

Adam Goldstein  
Susan Lindsey  
Molly Ringo  
Kelly Shepherd  
Gregg Elder  
Jeff Moore

**Absent**

**Also Attending**

Debbie Kovacs  
Rickie Lee Marker-Hoffman  
Randi Seaberg  
Darla Vanduren

**Recorder**

Kellee Newcomb

**Call to Order**

The meeting was called to order by Kelly Shepherd at 7:29 a.m.

**Adoption of Agenda**

A motion was made by Adam Goldstein and seconded by Susan Lindsey to adopt the agenda as written. The motion passed unanimously.

**Wellness Program Staffing**

The Trustees held this special meeting to determine what direction they wanted to go with regard to a new Wellness Coordinator. The Wellness Program strategic plan was provided for their review. Adam commented that he felt a Wellness Program should lead to a cost savings and he doesn't see that happening. He sees value for staff but doesn't see value to the Trust. He asked for clarification on the cost benefit of the Wellness Program to the Trust. Molly suggested that this was a bigger question of gathering data.

The group asked about getting data from UHC and talked about the data reports that they used to receive (D2 Hawkeye). Molly noted a recent email from Mercer with UHC data reports; however, they are not as in depth as what the Trust used to receive. Rickie Lee talked about the basic survey data that she has and what Gail left for her. Gregg commented that since he has been on the Trust they have not been able to say that the Wellness Program has benefited the Trust. Molly suggested that this is future work for the Trust in establishing benchmarks which the Trust hasn't really had in the past. The Trustees discussed whether this may be the time to reevaluate the program itself. Also discussed was staff perception that the Wellness Program is part of their benefits package.

Kelly asked the group how they wanted to proceed with the opening for a Wellness Coordinator. Did they want to post the position as in the past or consider the proposal from Rickie Lee and Gail. The group talked about the timeline for replacing the position. A key time to have someone on board would be early August.

Regarding the proposal, the Trustees asked where a candidate might be found. Randi noted that Gail worked with undergraduates at Bastyr University and the University of Washington who both have public health programs. The Trustees discussed considerations and concerns regarding the proposal.

The Trustees agreed that they would like human resources to post the Wellness Coordinator position as in past years but increasing the hours to 32-40. If needed, a mentorship contract could be created with Gail. The group noted that this option might create additional cost but there is some flexibility in the budget. As a backup plan, they could go back and approach Rickie Lee and Gail regarding their proposal.

A topic for a future meeting might be reviewing the value and data of the Wellness Program to the Trust.

**Adjournment**

The meeting was adjourned by Kelly Shepherd at 8:39 a.m.

Sincerely,



Adam Goldstein  
Secretary

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