

Options for Wellness Platforms and Programs

Summary of Discussion

Doug McKeever, Chief, and Jan Falzarano, Assistant Division Chief, of the Health Policy and Research Division (HPRD), Benefit Programs Policy and Planning (BPPP), will lead this presentation.

At the direction of the CalPERS Board of Administration, HPRD staff launched the Health Benefits Purchasing Review project in March 2011 to evaluate health plan benefit design and purchasing strategies to ensure that CalPERS Health Benefits Program meets the future needs of members and employers. This project identified 21 specific initiatives designed, in combination, to influence healthcare delivery, improve health outcomes, and deliver sustainable programs. Initiative number 11, “Wellness Platform,” identified the potential for CalPERS to develop an overarching wellness platform with flexible options that engage and align employers, members, health plans, and providers.

Since that time, staff participated in numerous worksite wellness pilot programs, performed research of health and wellness issues, and surveyed employers and member organizations. Staff is now bringing lessons learned from these efforts before the Board for consideration.

This session is intended to provide context for any discussions of health and implementation approaches that may follow. Staff will present pilot results, discuss examples of wellness programs implemented at large private companies and government agencies, and also discuss various challenges that may arise when implementing a wellness platform for CalPERS.

In addition, representatives from Optum will present a wide variety of wellness platform and program options from their perspective as solution providers and administrators of health and wellness management programs for both private and public sector employers. Their presentation will provide a comprehensive overview of:

- current wellness program trends
- opportunities
- implementation possibilities, and
- emerging engagement strategies.

The Optum presentation will also address the importance of individual behavior change and a culture of health in the workplace to ensure the sustainability of wellness programs.

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Summary of Discussion, Continued

The materials for this session include:

- External Presenter Biographies
 - PowerPoint Presentations
 - Background Information
 - Employer Engagement:
 - *Culture of Health: A New Perspective*
 - *Why Your Workplace Wellness Program Isn't Working*
 - Incentives:
 - *Premium Incentives to Drive Wellness in the Workplace – A Review of the Issues and Recommendations for Policymakers*
 - Return on Investment:
 - *Do Workplace Wellness Programs Save Employers Money?*
 - Wellness Program Examples:
 - *First of Its Kind: The State of Nebraska's Integrated Plan for Health*
 - *Building an Engaged Workforce at Cleveland Clinic*
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