

**Minutes of Special Meeting
Human Resources
November 10, 2015
3:00 p.m.**

The Kootenai County Board of Commissioners: Chairman Dan Green, Commissioner Marc Eberlein, and Commissioner David Stewart met to discuss the following agenda item. Also present were Clerk Jim Brannon, Treasurer Steve Matheson, Chief Deputy Treasurer Laurie Thomas, Sheriff Ben Wolfinger, Prosecutor Barry McHugh, Assessor Mike McDowell, Chief Deputy Assessor Richard Houser, Cadastral Mapping Specialist II Gina Price, Human Resources Director Skye Reynolds, Benefits/Risk Management Specialist Dorothy Cross, Print Technician Tracey Kelly, and Deputy Clerk Alicia Lynch.

- A. Call to Order:** Chairman Dan Green called the meeting to order at 3:03 p.m.
- B. Introductions:** There were no introductions.
- C. Changes to the Agenda:** There were no changes to the agenda.
- D. Business:**

Presentation by Human Resources Director Skye Reynolds regarding the County's 2016 Employee Wellness Plan

Human Resources Director Skye Reynolds introduced the new name, slogan, and logo of the County Wellness Plan: Coeur Wellness-Be Happy, Be Strong. She explained that the Wellness Committee had determined this year's wellness challenges would be a Healthy You Tracking challenge and a Walking challenge. She reminded the Board that the money used to provide prizes would be from the money given to the County from Regence for signing their contract.

Ms. Reynolds added that ComPsych will present topics at quarterly 'Lunch & Learn' sessions. She presented the new Tobacco Cessation Program flier. She stated that the Wellness Exam would now be referred to as the Biometric Screening but it would remain the same.

Ms. Reynolds proposed to the Board a change for the incentive tracking to include the Biometric Screening, the Tobacco Free, and one of three options she brought before the Board for consideration. She explained that these three choices were recommended to the County by ComPsych as the most commonly used options. The choices she presented were a Health Assessment, Telephonic or Online Coaching, and Wellness Challenge Participation. She asked for Board approval to begin sending out mailings describing these changes in January to give people time to complete the requirements.

Clerk Jim Brannon asked how new employees would be expected to fulfill the requirements.

Ms. Reynolds stated a reasonable and consistent time frame would have to be decided upon so as not to exclude anyone. She added that the goal of the program was to be healthy at any size and to be inclusive of all employees and that all programs are participation based not outcome based.

Benefits/Risk Management Specialist Dorothy Cross added that new employees in the past have not been expected to get the Biometric Screening until they were covered by the insurance so they don't have to pay for it out of pocket.

Chief Deputy Treasurer Laurie Thomas exited the meeting at 3:19 p.m.

Ms. Reynolds added that the goal of the program was to reduce the cost of claims and to increase employee engagement. She stated that this was a County imposed mandate and not an insurance mandate.

Chairman Green stated he supported the changes as healthier people tend to be happier people, better employees, and cost the County less money.

- E. Public Comment:** This section is reserved for citizens wishing to address the Board regarding a County related issue. Idaho Law prohibits Board action on items brought under this section except in an emergency circumstance. Comments related to future public hearings should be held for that public hearing. There were no public comments.

Chairman Green adjourned the meeting at 3:37 p.m.

Respectfully submitted,

JIM BRANNON, CLERK

DANIEL H. GREEN, CHAIRMAN

BY: _____
Alicia Lynch, Deputy Clerk
