
SENATE BILL 6429

State of Washington

62nd Legislature

2012 Regular Session

By Senators Conway, Keiser, and Kline

Read first time 01/23/12. Referred to Committee on Health & Long-Term Care.

1 AN ACT Relating to state employee wellness and productivity;
2 amending RCW 41.05.540; and creating a new section.

3 BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF WASHINGTON:

4 NEW SECTION. **Sec. 1.** (1) Employee health and productivity is
5 critical to the success and efficiency of any business, including the
6 business functions in state agencies. Businesses that invest in the
7 health and wellness of their employees see returns on their investment
8 with savings in health care costs, employee productivity, a reduction
9 of absenteeism, and increases in the average number of healthy hours
10 worked per employee.

11 (2) Successful employee wellness programs are built with a
12 multipronged strategy that link the benefit plan design, and work place
13 supports that include health promotion, education, and on-site access
14 to supportive services.

15 (3) The health care authority is the agency responsible for
16 employee health across all state agencies and higher education
17 institutions, and is the ideal agency to build a broad strategy to
18 support employee health and wellness and support participating agencies
19 in assisting employee wellness and business productivity, with

1 expansion of the employee health and wellness program through
2 thoughtful modification of the benefit design and expansion of on-site
3 wellness supports.

4 **Sec. 2.** RCW 41.05.540 and 2007 c 259 s 40 are each amended to read
5 as follows:

6 (1) The health care authority, in coordination with the
7 (~~department of health,~~) health plans participating in public
8 employees' benefits board programs(~~)~~) and the (~~University of~~
9 ~~Washington's center for health promotion, shall establish~~) state
10 agencies shall expand and maintain a state employee health and wellness
11 program focused on reducing the health risks and improving the health
12 status of state employees(~~)~~) and dependents(~~(, and retirees)~~)
13 enrolled in the public employees' benefits board. The program shall
14 use public and private sector best practices to achieve goals of
15 measurable health outcomes, measurable productivity improvements,
16 positive impact on the cost of medical care, and positive return on
17 investment. The program shall establish standards for health promotion
18 and disease prevention activities, and develop a mechanism to update
19 standards as evidence-based research brings new information and best
20 practices forward.

21 (2) The state employee health and wellness program shall:

22 (a) Provide technical assistance and other services as needed to
23 wellness staff in all state agencies and institutions of higher
24 education by; building on the success with the worksite wellness
25 demonstrations and expanding the Washington worksite wellness program;

26 (b) Develop effective communication tools and ongoing training for
27 wellness staff;

28 (c) (~~Contract~~) Complete consolidated contracting with outside
29 vendors for (~~evaluation of program goals;~~

30 ~~(d) Strongly encourage the widespread completion of online health~~
31 ~~assessment tools for all state employees, dependents, and retirees.~~
32 ~~The health assessment tool must be voluntary and confidential. Health~~
33 ~~assessment data and claims data shall be used to:~~

34 ~~(i) Engage state agencies and institutions of higher education in~~
35 ~~providing evidence-based programs targeted at reducing identified~~
36 ~~health risks;~~

1 ~~(ii) Guide contracting with third party vendors to implement~~
2 ~~behavior change tools for targeted high risk populations; and~~

3 ~~(iii) Guide the benefit structure for state employees, dependents,~~
4 ~~and retirees to include covered services and medications known to~~
5 ~~manage and reduce health risks)) worksite wellness activities such as,~~
6 ~~but not limited to, on-site flu vaccination clinics, mobile~~
7 ~~mammography, healthy weight control programs, chronic disease~~
8 ~~management courses, and other evidence-based programs that support~~
9 ~~employee health and wellness;~~

10 (d) Develop and refine common core data elements for health plans
11 and agency worksites to assist with comparable measurement and
12 assessment of outcomes;

13 (e) Gather and monitor data from agencies on the worksite wellness
14 activities and outcomes including impacts on productivity and employee
15 wellness, and complete an analysis and summary of the outcomes
16 annually;

17 (f) Coordinate with the public employees benefits board to design
18 a benefit package that more strongly encourages the use of high-value
19 services and member engagement in health assessment and wellness
20 programs. A benefit design must incorporate a financial incentive for
21 completing a health assessment and participating in health activities
22 as an integral structural component in the benefit design rather than
23 as a freestanding assessment tool;

24 (g) Ensure the design of the health and wellness program and
25 benefit structure complement the development of chronic care management
26 and medical home models consistent with the requirements of RCW
27 41.05.023 and 41.05.670.

28 ~~(3) ((The health care authority shall report to the legislature in~~
29 ~~December 2008 and December 2010 on outcome goals for the employee~~
30 ~~health program.)) To expand the employee health and wellness program~~
31 ~~and build a strategic link with the benefit design and worksite~~
32 ~~supports, the health care authority must engage in collaborative~~
33 ~~discussions with enrollees in the public employees benefits board~~
34 ~~program, the various employee unions representing employees, and state~~
35 ~~agencies. Consolidated recommendations from all participants on the~~
36 ~~benefit design and incentive structure must be shared with the board~~

1 for consideration.

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