



DAUPHIN COUNTY BOARD OF COMMISSIONERS

WORKSHOP MEETING

APRIL 21, 2010
10:00 A.M.

MEMBERS PRESENT

Jeff Haste, Chairman
Dominic D. DiFrancesco, II, Vice Chairman

MEMBER ABSENT

George P. Hartwick, III, Secretary

STAFF PRESENT

Chad Saylor, Chief Clerk; Marie E. Rebeck, Controller; Janis Creason, Treasurer; William Tully, Esq., Solicitor; J. Scott Burford, Deputy Chief Clerk; Randy Baratucci, Director of Purchasing; Leila Brown, Solicitor's Office; August Memmi, Director of Community & Economic Development; Gary Serhan, Deputy Controller; Amy Richards, Commissioners' Office; Mike Yohe, Director of Budget & Finance; Faye Fisher, Director of Personnel; Stephen Farina, Prothonotary; Tom Guenther, Director of IT; Kay Lengle, Personnel; Melissa Wion, Personnel; Brenda Hoffer, Commissioners' Office; Jena Wolgemuth, Commissioners' Office and Richie-Ann Martz, Assistant Chief Clerk

GUESTS PRESENT

(There were none.)

MINUTES

CALL TO ORDER

Mr. Haste, Chairman of the Board, called the meeting to order at 10:27 a.m.

MOMENT OF SILENCE

Everyone observed a moment of silence.

PLEDGE OF ALLEGIANCE

Everyone stood for the Pledge of Allegiance.

APPROVAL OF MINUTES

Mr. Haste: We have a number of meeting minutes that we'll take up at next week's meeting.

PUBLIC PARTICIPATION

Mr. Haste: We are at the point in time in the meeting for public participation. Is there anyone in the audience that would like to address the Board at this time? (There were none.)

DEPARTMENT DIRECTORS/GUESTS

A. Melissa Wion, Personnel

1. Lifestyle Returns Update

Ms. Wion: As you know in 2010 Dauphin County decided to institute premium-sharing; which employees have to pay a small percentage for their health and prescription coverage. Due to the economic times that we face, we decided to try and help out the employee with these costs by tying premium-sharing to wellness. This will benefit both the County employees and the County taxpayers. We decided to use Highmark's Lifestyle Returns Program, which has three-steps. These steps require each employee to take a wellness pledge, stating that yes they would like to become well and that they will have the same type of mindset to get well and to use the different programs in these steps to help them become better aware of things that might be going on that they were unaware of such as diabetes, heart disease, etc. Employees must complete the entire program in order to get a premium refund, meaning that they must complete all steps. It is an all or nothing type of program. You can't just take the pledge and get your premium refund. You can't just do the wellness profile and get your premium refund. You must complete all three steps. At the end of the year you will be able to get a premium refund.

What I passed out and what you are looking at in front of you are the numbers for the first quarter. These are just numbers for January through March. Anyone that has completed the program in April, we don't have those numbers yet. Highmark has to wait until the end of the month to produce any reports that let us know exactly how many people have completed each month. I do have these numbers for the first

quarter. According to Highmark, these numbers are very impressive for the first quarter. We have 648 people that have already taken the pledge. As far as the wellness profile, which in the marketplace is known as a health risk assessment, we have 591 people that have completed that. All of these numbers show actual completed numbers. It is not a matter of somebody went into that wellness profile and decided to start it and then stopped. That person is not counted in this 591. As you can see, as far as physical exams that are required, we have 214 people. As far as wellness programs that people have to participate in, we have 146 people that have completed the two required programs. The health information and tools is kind of an end survey to the program. Two hundred forty-nine people have already completed that. Within this first quarter, we already have 75 people total who, if we were going to give premium refunds right now, 75 people would be receiving those premium refunds. According to Highmark they gauge their numbers on how well we're going to be doing on the wellness profile. They look at that 591 number and they say most people that do that wellness profile will finish and complete the program. That is the number they use to gauge on how we are doing. According to Highmark they are very impressed with our numbers, especially if we look to last year. Last year we only had 21 people total complete the whole program, including some dependents. I just put a Blues On-Call down here just to show you that nine people have actually called a health coach. It is one of the programs that you can do by just contacting Blues On-Call and talking to them about numerous different subjects that you can choose from and that counts as one of your programs. In March, you can see our numbers jumped up again, because January, of course, everybody is gung-ho, because we just introduced this and everybody wants to get as much out of the way as possible. In February the numbers went down a little bit. In March, we really decided to send out a lot of reminders to the staff. We did a Blues On-Call reminder and we brought Highmark in to help people, which was very successful. We have over 30 people that came between the hours of 11:00 and 3:30. So, a lot of people finished their program at that time. In May, we are also going to be doing that again. We are going to be shooting out a lot of reminders on what people can do. Also, we are bringing Highmark back. They will be here Thursday, May 20, 2010 from 11:00 to 3:30 to help, again, with anyone who hasn't completed the program or who has questions. With that being said, the May reminders, I would like your permission to be able to let employees know about these numbers, to be able to say as of the first quarter only 75 people would be receiving a premium refund at this point. Please note there are only six months left of this program, because we end it October 31, 2010. I would like people to realize where everything is in this program, where we are as a County to kind of give a boost to people to get them to make sure that they complete the program and if they haven't started hopefully bringing Highmark in again will enable them to get that boost to come over and say help me do this and what is it that I need to do.

The bottom line is that hopefully employees are getting better. What I'm seeing that really surprised me is that there are many different ways to complete this program, but employees are actually filling out their health risk assessment and then the program will design specifically for you, based on those questions, what you can do to get healthier. People are actually following those guidelines. It is not something you have to do. You

can pick pretty much any program, but people are really listening to what Highmark is suggesting and they are doing those programs. I think that is an added plus that frankly I wasn't expecting so many people to be doing that and to be listening to those recommendations. That is fantastic. Are there any questions of me? (There were none.)

PERSONNEL

Ms. Lengle: Are there any questions on any of the items in the Packets? (There were none.)

I would like to note on Item 1 in the Personnel Transactions Addendum. We are requesting that the benefits waiting period be waived. The benefits would be effective right away.

Mr. Haste: This is for... You say the Addendum for the Prothonotary's Office.

Ms. Lengle: It is actually part of the compensation for that position. That will be included with the vote for next week.

PURCHASE ORDERS

Mr. Baratucci: The Packet was distributed yesterday. It is a light packet this week. Do you have any questions on the Packet? There are a few little budget issues to resolve. It will be forwarded onto next week for action. (There were none.)

TRAINING PACKET

Mr. Saylor: There is nothing that I see.

ITEMS FOR DISCUSSION

- A. Resolution #16 - 2010 adding Fulton Bank as a depository of County funds.

Mr. Haste: We have Resolution #16-2010, which adds Fulton Bank as a depository for County funds. Solicitor, is this ready for action?

Mr. Tully: I reviewed it this morning and it is ready to go.

It was moved by Mr. DiFrancesco and seconded by Mr. Haste that the Board adopt Resolution #16-2010, as listed above.

Question: Mr. Haste – Aye and Mr. DiFrancesco – Aye; motion carried.

SOLICITOR'S REPORT – WILLIAM TULLY, ESQ.

Mr. Tully: I have nothing to add to the report, but would be happy to answer any questions. (There were none.)

CHIEF CLERK'S REPORT – CHAD SAYLOR

Mr. Saylor: I have nothing unless there are questions of me. (There were none.)

COMMISSIONERS' COMMENTS

Mr. Haste: I have two things for the record. One is next Monday evening, April 26, 2010, is our next Family and Friends Meeting at the jail. The program was started about a year ago. I would be remiss if I didn't let everyone know that today is Earth Day Eve, so hopefully everybody celebrates Earth Day tomorrow. We will have a program out at the Recycling Center.

PUBLIC PARTICIPATION

Mr. Haste: We are again at the point in time for public participation. Is there anyone in the audience that would like to address the Board? (There were none.)

ADJOURNMENT

There being no further business, it was moved by Mr. DiFrancesco and seconded by Mr. Haste that the Board adjourn.

Respectfully submitted,

Chad Saylor, Chief Clerk

Transcribed by: Richie-Ann Martz