



STATE OF HAWAII
DEPARTMENT OF HEALTH
P.O. Box 3378
HONOLULU, HAWAII 96801-3378

In reply, please refer to:
File:

SENATE COMMITTEE ON HEALTH
SENATE COMMITTEE ON JUDICIARY AND LABOR

SB1106, RELATING TO WELLNESS

Testimony of Loretta J. Fuddy, A.C.S.W., M.P.H.
Acting Director of Health
February 4, 2011; 3:00PM

- 1 **Department's Position:** The Department of Health (DOH) supports the intent of this bill, but defers on
2 the fiscal implications until the Executive Budget has been finalized.
- 3 **Fiscal Implications:** Would designate general funds to DOH, amount not determined. Currently no
4 general revenues are budgeted for workplace wellness programming for state employees.
- 5 **Purpose and Justification:** The purpose of Senate Bill 1106 is to establish a workplace wellness pilot
6 program with funding appropriated out of the general fund to be expended by the DOH. Most adults
7 spend most of their waking hours at work, making it a prime venue for promoting healthful habits.
8 Creating healthy workplaces can enhance quality of life of employees, increase productivity and lower
9 healthcare costs. A review of 72 articles conducted in 2001 in the American Journal of Health
10 Promotion concluded that health promotion programs achieve an average return on investment of \$3.48
11 when considering health care costs alone, \$5.82 per \$1 when examining absenteeism, and \$4.30 when
12 both outcomes are considered. In 2009, the Tobacco Settlement Project Healthy Hawaii Initiative (HHI)
13 in partnership with the Employer-Union Benefits Trust Fund (EUTF) conducted a survey with a random

1 sample of 1,210 members. The survey found that 61.3% of employees are interested in worksite
2 wellness and 73.8% think that people who live healthy lifestyles should pay lower premiums.

3 The DOH HHI has been working to encourage and support worksite wellness programming in
4 both state and county agencies. Since 2009, HHI has convened the Government Agency Worksite
5 Wellness Task Force with representation from state and county agencies, public unions, healthcare
6 providers and the EUTF. The task force collaboratively developed the Hawaii Government Agency
7 Worksite Wellness Plan (WSW Plan) which outlines objectives, strategies, and recommended activities
8 that will lead towards a comprehensive worksite wellness program for government employees. The
9 Hawaii County as a member of the task force volunteered to pilot the first worksite wellness
10 communications campaign with Hawaii County employees in 2010. Employees were encouraged to
11 participate in health risk assessments (HRAs) offered by HMSA, Kaiser Permanente, and HMA since
12 research has shown that employees who take HRAs within the context of a comprehensive health
13 promotion program have lower medical claims costs. There was a significant increase in completion of
14 HRAs for Hawaii County HMSA EUTF members, over a 400% increase during the time period of the
15 campaign, deeming the campaign a success. Support from the Hawaii County Mayor and allowing 30
16 minutes of work time for employees to complete their health assessment were identified as major
17 facilitators. HHI intends through the task force to present this campaign to all state and county
18 employees. Currently HHI is working with the Department of Human Resources Development to create
19 a policy for worksite wellness programs in state agencies. The support of the task force and WSW Plan
20 implementation is part of the HHI priority objective for health promotion and prevention since
21 government employees represent a large segment of Hawaii's population. Should the measure pass, the
22 DOH will work with the task force to support, expand, pilot, and develop the worksite wellness
23 programming in state agencies.

24 Thank you for the opportunity to provide testimony.



February 3, 2011

Committee on Judiciary and Labor
Senator Clayton Hee, Chair
Senator Maile S.L. Shimabukuro, Vice Chair

Committee on Health
Senator Josh Green, M.D., Chair
Senator Clarence K. Nishihara, Vice Chair

Hearing:

February 4, 2011, 3:00 P.M.
Hawaii State Capitol, Conference Rm. 229

RE: SB1106 – Relating to Wellness

Testimony in Strong Support

Chair's Hee and Green and members of the Committee on Judiciary and Labor, and the Committee on Health. My name is George Massengale and I am the Director of Government Relations for the American Cancer Society Hawaii Pacific. Thank you for the opportunity to offer our testimony regarding SB1106 which would establish a workplace wellness pilot program for our state employees.

In Hawaii the American Cancer Society (ACS) has been actively engaging businesses large and small on the benefits of incorporating a workplace wellness program within their organization, utilizing our "Active For Life" initiative. This program has been shown to be successful in reducing employer insurance and health care cost by promoting healthy behaviors including physical activity and nutrition. At the same time, it has increased employee morale and teamwork.

Nationally, since 2005, 1180 companies and more than 172,000 employees have participated in ACS's Active For Life workplace physical activity and wellness program. Ongoing evaluations of the impact of Active For Life found statistically significant increases in moderate-to-vigorous physical activity and total physical activity, decreases in depressive symptoms and stress, decreases in body mass index and increases in satisfaction with body appearance and function.

With regards to SB1106 we only see benefit in establishing a workplace wellness pilot program for our state employees. Further, we would be happy to offer our expertise and assistance in implementing this pilot program.

Thank you for the opportunity to provide testimony in support of SB1106.

Very truly yours,

A handwritten signature in black ink, appearing to read "G. Massengale".

George S. Massengale, JD
Director of Government Relations

Feb 3, 2011

Senator Josh Green
State Capitol, Room 222
415 South Beretania Street
Honolulu, HI 96813

Dear Senator Green,

Thank you for this opportunity to share my thoughts in support of SB 1106, which creates a workplace wellness pilot project.

Increases in health care premiums continue to outpace the growth in employee wages, consuming an ever-growing portion of a family's income. Because of our society's focus on treatment rather than prevention, health care now consumes one-sixth of our nation's gross domestic product.

In response to this phenomenon, employers around the nation have begun to develop wellness programs in order to slow cost trends. Research shows that wellness activities can save \$1.49 to \$4.91 for every dollar spent, reduce absences by 30 percent, and help recruit, retain and increase employee productivity.

National employers such as Safeway and IBM have been cited in numerous publications for their successful efforts in improving employee health, while at the same time constraining their health care budgets. The reasons for their support of wellness programs are simple: Healthy employees tend to experience a better quality of life and higher personal productivity, and those who discover health problems early tend to get well faster and spend less on medical care.

For the foregoing reasons, I support SB 1106.

Sincerely,

Mrs. Beth Hoban
1330 Ala Moana Blvd
Apt 606
Honolulu, HI 96814-4201
(808) 597-8948

Feb 3, 2011

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415 South Beretania Street
Honolulu, HI 96813

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For the foregoing reasons, I support SB 1106.

Sincerely,

Mr. Toby Clairmont
94-566 Hohaniku St
Mililani, HI 96789-1732
(808) 864-7723