



**Human Resources and
Development
COUNTY OF TULARE
AGENDA ITEM**

BOARD OF SUPERVISORS

ALLEN ISHIDA
District One

PETE VANDER POEL
District Two

PHILLIP A. COX
District Three

J. STEVEN WORTHLEY
District Four

MIKE ENNIS
District Five

AGENDA DATE: March 23, 2010

Public Hearing Required	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Scheduled Public Hearing w/Clerk	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Published Notice Required	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Advertised Published Notice	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Meet & Confer Required	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Electronic file(s) has been sent	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	N/A <input type="checkbox"/>
Budget Transfer (Aud 308) attached	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Personnel Resolution attached	Yes <input type="checkbox"/>	No <input type="checkbox"/>	N/A <input checked="" type="checkbox"/>
Resolution, Ordinance or Agreements are attached and signature line for Chairman is marked with tab(s)/flag(s)	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	N/A <input type="checkbox"/>
CONTACT PERSON: Ruth Medlin PHONE: (559) 636-4928			

SUBJECT: County Health Fair (*Share the Health – It’s All About You!*)
Tulare County Employees’ Invitation to Invest in Better Health

REQUEST(S):

That the Board of Supervisors:

1. Endorse a County sponsored Health Fair for all Tulare County employees.
2. Authorize employees who are working during the Fair’s hours to attend on County time, subject to coordination and approval of their department to assure that services continue to be provided.
3. Grant authorization to seek donations and sponsorships to fund the 2010 Health Fair.
4. Grant authorization to accept donations and spend them on the Health Fair, not to exceed \$15,000 for expenses such as the convention center rental, smoking cessation programs and weight loss programs, fitness aids, healthy refreshments, printing and related miscellaneous program costs.
5. Authorize additional funding, if necessary and as required from Tulare County’s health education and training funds held by the CSAC-EIA and disbursed on the direction of the County’s Risk Manager.

SUBJECT: Share the Health – It's All About You!
DATE: March 23, 2010

SUMMARY:

Share the Health – It's All About You! is a proposed collaboration between Human Resources and Development, various County departments, and various vendors who presently serve County employees, and other service providers.

Recognizing the challenging economic times in which we live, yet still desiring to provide health and wellness information to our employees, funding for this program would be obtained from booth rental charged to vendors, and donations from vendors and other sponsors. Current Tulare County benefit providers, such as Anthem Blue Cross, Kaiser Permanente, Delta Dental, Horizon Health, Blue View and Chimienti would be asked to host this event, thereby relieving the County of that financial responsibility.

Other vendors would be asked to pay for booth rental fees of \$100 per booth.

Additional funding is available from the CSAC-EIA from an account established for each EIA participating entity and funded by dividends from program participants. These funds can be used for a variety of purposes including equipment and software, educational tools, and events such as the Health Fair. Funds may be accessed by the County's Risk Manager and remitted directly to providers and vendors.

Given the financial challenges facing the Health and Human Services Agency, authorizing the Risk Manager to access the CSAC-EIA dividend funds, as needed, will reimburse the Health and Human Services Agency for the labor costs of appropriate health or human service staff participants to avoid any direct or indirect use of County or subvented funds.

Programs and services provided by the Tulare County Health and Human Services and other Tulare County departments who may participate in the Fair would be exempt from the required booth rental fees.

Subject to approval of the event, among the benefits proposed to be offered at ***Share the Health – It's All About You!*** and activities that could be scheduled are:

1. Free Health Screenings to include:

- * Blood Pressure
- * Cholesterol
- * Diabetes
- * Bone Density
- * Vision tests
- * Hearing tests

SUBJECT: Share the Health – It's All About You!
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2. Workshops:

- * Weight Loss-including funding 50% of the cost for up to 80 participants in a 12 week weight loss program provided by Weight Watchers.
- * Smoking cessation
- * Stress management
- * Pain management
- * Retirement planning
- * Senior health and Caregiver issues
- * Asthma care
- * Basic First Aid
- * Self defense

3. Demonstrations:

- * Healthy cooking
- * Jazzercise
- * Dance and exercise
- * Martial Arts
- * Yoga

It is our intent to have a variety of booths with information on a wide range of health related issues, expanding last year's Fair to include more family related areas, including learning issues for children, care giving for seniors, and, recreation opportunities in the local area. We would also like to invite the County Library's "Bookmobile" to be present. In addition and to the extent possible, subject to availability, offer to Fair attendees free flu shots and/or other immunizations.

In addition, we propose to invite vendors who are part of Tulare County's Employee Discounts Program.

We would expect various participants to have inexpensive give-aways, such as stress reduction balls, jar openers, pens, dental floss, etc., and some vendors may have a drawing for a gift basket or other item.

We propose to conduct the ***Share the Health – It's All About You!*** Fair on Thursday, September 30, 2010 between 8:30 a.m. and 4:00 p.m. at the Visalia Convention Center. This date occurs just prior to our annual health benefits plan open enrollment. This will provide additional opportunities for employees to garner valuable information about their benefit plan options, timely and directly from our vendors.

Employees who are working during event hours may attend, subject to coordination and approval of their department to assure that services continue to be provided.

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Research indicates that by establishing a workplace health/wellness program employee awareness concerning health and wellness can promote positive health choices which can result in increased job satisfaction, morale and productivity. Additional benefits are that health plan costs may be mitigated and help reduced employee absenteeism. Healthy employees are less likely to suffer work related stress and other conditions often associated with workers compensation claims.

Share the Health Fair Statistics from last year:

- Attendees – 1,000-1,200
- Vendors – 44
- Volunteers – 35
- Donors who were not vendors – 13
- Vendors who donated prizes – 10
- Number of raffle prizes – 39
- Number of Vendor Exit Surveys returned – 30
- Number of Attendee Exit Surveys returned – 411
- Health Screenings given – 600+
- Weight Watchers – 65 people were able to take advantage of the first session of 12 classes at a 50% cost discount
- **Weight loss totaled 600+ pounds** for those who directly benefited from Weight Watchers as a result of the first session
- Attendees expressed an interest in learning more about:
 - Healthy eating, recipes and nutrition
 - More screenings to include skin cancer, bone density, iron and vision
 - Caregiver issues and assistance
 - Kids fun group activities/exercise
 - Retirement planning
 - Child safety
 - Domestic Violence
 - Asthma
 - STDs
 - Animals
 - Stress management
 - Immunizations and flu shots
 - Specific women's issues
- Employees who said they planned to make a lifestyle change as a result of attending the Fair: Yes, 271 – No, 55 – Maybe, 236

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FISCAL IMPACT/FINANCING:

Funding for the *Share the Health – It's All About You!* Fair would be obtained by seeking and accepting sponsorships and donations as described above and the CSAC-EIA dividend funds as needed.

LINKAGE TO THE COUNTY OF TULARE STRATEGIC BUSINESS PLAN:

The County's five-year strategic plan includes the initiatives of Safety and Security, Quality of Life, and Organizational Performance. This request to endorse a County Health Fair for all Tulare County employees and their families will promote a healthy, productive, and engaged workforce that will contribute to the County's mission, to in part, value its employees and show concern for their families.

ALTERNATIVES:

1. Do not approve the event.
2. Direct staff to return with an alternative proposal incorporating direction from the Board of Supervisors.

INVOLVEMENT OF OTHER DEPARTMENTS OR AGENCIES:

1. Other County departments may include assistance from Health and Human Services to provide health screenings, workshops and nutritional counseling.

ADMINISTRATIVE SIGN-OFF:


Name Tim Huntley
Title Human Resources Director

Cc: Auditor/Controller
County Counsel
County Administrative Office (3)

Attachment(s)

**BEFORE THE BOARD OF SUPERVISORS
COUNTY OF TULARE, STATE OF CALIFORNIA**

IN THE MATTER OF Approval of County) **RESOLUTION NO.** _____
Health Fair (*Share the Health – It's All About You!*) **AGREEMENT NO.** _____
Tulare County Employees')
Invitation to Invest in Better Health)

UPON MOTION OF SUPERVISOR _____, SECONDED BY
SUPERVISOR _____, THE FOLLOWING WAS ADOPTED BY THE
BOARD OF SUPERVISORS, AT AN OFFICIAL MEETING HELD _____
_____, BY THE FOLLOWING VOTE:

AYES:
NOES:
ABSTAIN:
ABSENT:

ATTEST: JEAN M. ROUSSEAU
COUNTY ADMINISTRATIVE OFFICER/
CLERK, BOARD OF SUPERVISORS

BY: _____
Deputy Clerk

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The Board of Supervisors:

1. Endorsed a County sponsored Health Fair for all Tulare County employees.
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