

STATE OF HAWAII
DEPARTMENT OF HEALTH
P. O. Box 3378
Honolulu, HI 96801-3378
doh.testimony@doh.hawaii.gov

**Testimony in SUPPORT of SCR0116
ENCOURAGING STATE DEPARTMENTS AND AGENCIES TO IMPLEMENT
WORKSITE WELLNESS PROGRAMS**

SENATOR DONNA MERCADO KIM, CHAIR
SENATE COMMITTEE ON GOVERNMENT OPERATIONS

SENATOR ROSALYN H. BAKER, CHAIR
SENATE COMMITTEE ON COMMERCE, CONSUMER PROTECTION, AND HEALTH

Hearing Date: March 28, 2017

Room Number: 229

1 **Fiscal Implications:** The Department of Health (DOH) will use existing resources to carry out
2 the recommendations of SCR 116 and assist other departments and agencies with their
3 implementation. The DOH defers to other state departments and agencies on the resources
4 needed to develop and maintain worksite wellness initiatives for their employees.

5 **Department Testimony:** The DOH supports SCR 116 which encourages state departments and
6 agencies to implement the Department of Human Resources Development (DHRD) Policies and
7 Procedures for Worksite Wellness, Policy No. 801.001.

8 Policy No. 801.001 was signed by DHRD on October 1, 2014 and provides a framework
9 and authorization for state departments and agencies to create and maintain wellness initiatives
10 for their employees. Many states across the country have developed and implemented worksite
11 wellness efforts for their state employees. Research conducted in 2015 found that forty-one
12 states have a state-wide wellness program, many offering incentives and or disincentives to
13 encourage employee participation.¹ Hawaii is positioned to follow the lead of these other states

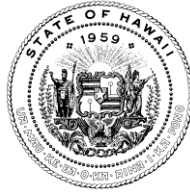
¹ Hendrix, L. (2015). Incentivizing Healthy Behavior in State Employees Through Wellness Programs. Retrieved from
[http://dukespace.lib.duke.edu/dspace/bitstream/handle/10161/9720/Hendrix_Master%20Project%20Final%20.pdf?s
equence=1](http://dukespace.lib.duke.edu/dspace/bitstream/handle/10161/9720/Hendrix_Master%20Project%20Final%20.pdf?squence=1).

1 and take steps to advance worksite wellness efforts that encourage and support the health and
2 wellness of its valuable state employees.

3 The Department plans to bring together representatives from each of the state
4 departments and agencies in June 2017 to take part in a Government Agency Worksite Wellness
5 Task Force to learn about the DHRD worksite wellness policies and procedures and to provide
6 agencies with worksite wellness resources and learning opportunities. The Task Force, convened
7 in partnership with HMSA and Kaiser Permanente, will continue to build and support wellness
8 efforts within state agencies. If SCR 116 is passed, the resolution will encourage state agencies
9 to participate in the Government Agency Worksite Wellness Task Force and subsequent worksite
10 wellness training opportunities.

11 Thank you for the opportunity to provide testimony.

12 **Offered Amendments:** None



DAVID Y. IGE
GOVERNOR
SHAN S. TSUTSUI
LT. GOVERNOR

STATE OF HAWAII
OFFICE OF THE DIRECTOR
DEPARTMENT OF COMMERCE AND CONSUMER AFFAIRS
335 MERCHANT STREET, ROOM 310
P.O. Box 541
HONOLULU, HAWAII 96809
Phone Number: 586-2850
Fax Number: 586-2856
www.hawaii.gov/dcca

CATHERINE P. AWAKUNI COLÓN
DIRECTOR
JO ANN M. UCHIDA TAKEUCHI
DEPUTY DIRECTOR

TO THE SENATE COMMITTEE ON GOVERNMENT OPERATIONS
AND
TO THE SENATE COMMITTEE ON
COMMERCE, CONSUMER PROTECTION, AND HEALTH

TWENTY-NINTH LEGISLATURE
Regular Session of 2017

Tuesday, March 28, 2017
10:30 a.m.

**TESTIMONY ON SENATE CONCURRENT RESOLUTION NO.116 – ENCOURAGING
STATE DEPARTMENTS AND AGENCIES TO IMPLEMENT WORKSITE WELLNESS
PROGRAMS.**

TO THE HONORABLE ROSALYN H. BAKER AND THE HONORABLE DONNA MERCADO
KIM, CHAIRS, AND MEMBERS OF THE COMMITTEES:

My name is Gordon Ito, State Insurance Commissioner, testifying on behalf of the Department of Commerce and Consumer Affairs (“Department”). The Department supports S.C.R. 116, which is a companion to H.C.R. 159.

The purpose of this resolution is to encourage state agencies and departments to identify a manager to serve as the wellness leader to collaborate on the creation of a worksite wellness infrastructure, develop employee wellness policies, and provide an ongoing assessment of worksite wellness programs.

The Department supports this resolution as worksite wellness programs may contribute to bending the State’s health care cost curve and mitigate health care cost drivers by promoting healthy lifestyles, disease prevention, and support.

We thank the Committees for the opportunity to present testimony on this matter.



STATE OF HAWAII
HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND
P.O. BOX 2121
HONOLULU, HAWAII 96805-2121
Oahu (808) 586-7390
Toll Free 1(800) 295-0089
www.eutf.hawaii.gov

BOARD OF TRUSTEES
RODERICK BECKER, *CHAIRPERSON*
AUDREY HIDANO, *VICE-CHAIRPERSON*
GORDON MURAKAMI, *SECRETARY-TREASURER*
LINDA CURRIVAN MUSTO
LAUREL JOHNSTON
CELESTE Y.K. NIP
JAMES NISHIMOTO
VIRGINIA PRESSLER
IAN TAKASHIBA
CLIFFORD UWAINÉ

ADMINISTRATOR
DEREK M. MIZUNO

ASSISTANT ADMINISTRATOR
DONNA A. TONAKI

TESTIMONY BY DEREK MIZUNO
ADMINISTRATOR, HAWAII EMPLOYER-UNION HEALTH BENEFITS TRUST FUND
DEPARTMENT OF BUDGET AND FINANCE
STATE OF HAWAII
TO THE SENATE COMMITTEE ON COMMERCE, CONSUMER PROTECTION, AND
HEALTH AND THE SENATE COMMITTEE ON GOVERNMENT OPERATIONS
ON SENATE CONCURRENT RESOLUTION NO. 116

March 28, 2017
10:30 a.m.
Room 229

ENCOURAGING STATE DEPARTMENTS AND AGENCIES TO IMPLEMENT
WORKSITE WELLNESS PROGRAMS

Chairs Baker and Kim, Vice Chairs Nishihara and Ruderman, and Members of the Committees:

This Concurrent Resolution is being presented to the Hawaii Employer-Union Health Benefits Trust Fund (EUTF) Board of Trustees for a position at their March 28, 2017 meeting. However, it should be noted that the Board has supported the development of wellness programs by the EUTF staff for the State and counties. Over the past two years, the EUTF staff has developed a wellness program for the employers and employee-organizations in conjunction with its medical and prescription drug carriers that includes the following:

1. EUTF staff presentation to help employees understand their health benefits;
2. Carrier presentations on how to access and use their health and wellness benefits;

EUTF's Mission: We care for the health and well being of our beneficiaries by striving to provide quality benefit plans that are affordable, reliable, and meet their changing needs. We provide informed service that is excellent, courteous, and compassionate.

3. Worksite biometric screenings and “closing your care gaps” screening program;
4. Worksite completion of health risk assessments;
5. Health education classes;
6. Informational sessions on health coaching; and
7. Blue Zones Project implementation.

The wellness program is designed for the employers including State departments to select the portions of the program that are most beneficial to the employees. Having a wellness leader and executive management support is vital to the success of the wellness program. EUTF actively promotes workplace wellness benefits and recently developed and distributed to all EUTF employers the attached, “A Guide to Workplace Wellness Benefits.” The purpose of the guide is to increase awareness of workplace wellness benefits and encourage employers to contact EUTF for assistance in developing a workplace wellness plan. EUTF staff serve as a liaison between the medical plan carriers and wellness leader and provide advice and best practice guidance to employers. Please note that the EUTF currently has only one employee focusing 60% of her time on disease management and wellness related activities.

To date the legislature, EUTF, ERS, City and County of Honolulu, Department of Health-Labs Division, Department of Education, Hawaii Public Housing Authority, and Honolulu Community College employees have participated in portions of the EUTF wellness program totaling approximately 900 attendees. Since the distribution of the “A Guide to Workplace Wellness Benefits” in February 2017 a number of employers have

requested meetings with EUTF staff to discuss implementation of the program including the Department of the Attorney General, Department of Transportation, and the Department of Land and Natural Resources.

EUTF staff is very excited about this resolution that will hopefully spur other departments to implement wellness programs for their employees.

Thank you for the opportunity to testify.

EUTF EMPLOYER AND UNION GROUPS: A GUIDE TO WORKPLACE WELLNESS BENEFITS

January 2017



Employer-Union Health Benefits Trust Fund
201 Merchant Street, 17th Floor
Honolulu, Hawaii 96813

Did you know there are a number of workplace wellness programs that are included in the EUTF medical plan benefits that can be implemented statewide and on-site at the workplace?

The purpose of this guide is to:

- ◆ Increase awareness of the workplace wellness benefits that are included in EUTF's benefit plans;
- ◆ Describe the wellness plan benefits available to employer and union groups; and
- ◆ Encourage employers to contact EUTF to develop a plan to provide on-site wellness activities for employees.

Why promote wellness programs at the workplace?

On average, Americans working full-time spend more than one-third of their day, five days per week at the workplace. The workplace is an important setting for health promotion and disease prevention programs.

Workplace wellness takes advantage of employers' access to and relationships with employees at an age when interventions can still change their long-term health trajectory.



Implement Workplace Wellness Activities in 2017!

EUTF will work with employers in collaboration with our contracted health plans to design a workplace wellness plan that meets your needs and resources.

Wellness plans are designed to include activities provided by all of our medical plan carriers to ensure all employees, regardless of health plan, have an opportunity to participate in a wellness program offered at the workplace.

Implementing a workplace wellness program is voluntary.

Employers are encouraged to assess their resources and aim to do what they can to offer wellness activities.

You may want to start out by offering just one or two activities this year to assess employee interest and resource capabilities.

EUTF provides support to coordinate wellness plan meetings to develop a single plan to include activities provided by all our medical plan carriers.

EUTF will share experiences, tools and lessons learned from our employers who have implemented a wellness plan.

EUTF provides ongoing evaluation of wellness program activities implemented to ensure programs meet the needs of our employers and employees.

Workplace Wellness Benefits

- The following benefit programs are provided statewide, at no cost, to employers to implement at the workplace.
- Most activities require a minimum number of participants to be signed-up prior to delivery of a program.
- Implementing a wellness activity will require a coordinator at the employers' worksite to work with EUTF and the health plan carriers to ensure smooth implementation of wellness activities.

Health Assessment

The medical plan carriers will come to the workplace with computer tablets and provide on-site support, in a group setting, to help employees complete an online health assessment.

RealAge Test - Coming Soon in April 2017

HMSA's Sharecare RealAge Test is a clinically validated health risk assessment that can help you to independently predict your lifespan. It evaluates your eating, exercise, and sleep habits, along with your family history, behaviors, and existing conditions, and provides you with your resulting RealAge. After completing the test, you can receive customized information on how to change behavior to achieve a younger RealAge.

Total Health Assessment

Kaiser Permanente's Total Health Assessment is an online questionnaire designed to help you examine the many factors currently affecting your health and prioritize lifestyle changes that can help you live healthier. You will receive a summary of your results upon completion and be able to participate in the healthy lifestyle program with nine health topics to choose from. You will have the option to save your results to your electronic medical record and discuss next steps with your personal physician.

A health risk assessment, typically done online, is a set of questions that engage and inform the participant and motivate the individual toward healthy behaviors.

Workplace Wellness Benefits

Health Screening Programs

Health screening programs target employees who are on-site at an employer location. Screenings are done in a confidential setting at the workplace.

Biometrics

The primary focus of the HMSA biometric screening program is for members to receive and understand key metrics relating to their health. The test is administered by a trained examiner either a phlebotomist or nurse. The process takes about 10-15 minutes to complete and includes the following measures:

- Blood pressure
- Total and HDL cholesterol levels
- Blood glucose level
- Height/weight, BMI and waist circumference

Closing your care gaps

The "Care gaps program" offers Kaiser Permanente members the convenience of an on-site visit with a registered nurse. This 15-30 minute appointment provides information that is saved in the member's medical record. The program includes:

- A review the member's medical record
- Updates to blood pressure, height, weight, and BMI
- Scheduling of overdue preventive screenings and appointments with healthcare providers
- Providing immunizations
- Answering questions about health matters

What employees say about why they participated in the on-site screening program:

"I haven't seen my doctor in a while, so I thought I'd at least do this at a minimum."

"More convenient than typical process."

"To get a snapshot of my current health."

"To find out my cholesterol level."

"Office co-worker recommended."

Workplace Wellness Benefits

Health Education Classes

Health education classes are provided to employers statewide by our medical plan carriers. Choose from a variety of classes delivered at your workplace. Most classes can be tailored to meet your time needs.

Topics are numerous such as:

- ◇ Nutrition
- ◇ Healthy aging
- ◇ Wellness 101
- ◇ Smoking cessation
- ◇ Stress management
- ◇ Ergonomics
- ◇ Physical activity and exercise
- ◇ Disease awareness
- ◇ Understanding diabetes
- ◇ Positive psychology
- ◇ Brain fitness
- ◇ Back Fitness and injury prevention
- ◇ Weight awareness
- ◇ Healthy sleep *and more...*

Note: Not all education classes are available on all islands.

Health education class catalogs are located on the EUTF website <http://eutf.hawaii.gov/>

We are finding that between 50-89% of the employees who participate in health education classes state they are motivated to consider making at least one lifestyle change after attending an education class.



Workplace Wellness Benefits

HMSA's Blue Zones Project

Many of us spend the majority of our day at work – so having healthy choices at our workplace is key.

It has been found that implementing Blue Zones Project at the workplace inspires employees to be happier and more productive at work. A healthier employee costs less, too. When workers feel better and more connected to their colleagues, they miss less work, make greater contributions, and have lower healthcare costs.

There are six pillars of worksite well-being that have been identified as foundational to shape the workplace environment to support health. Each of the six pillars includes pledge actions based on best practices. Employers will choose pledge actions that work best for their workplace wellness goals.

Employers wishing to achieve Blue Zones approved status will be encouraged to gather a team of employees to meet with a Blue Zones Project team member. You will learn about tools and resources available to support becoming a Blue Zones Project approved worksite.

The six workplace pledge areas include:

1. Leadership
2. Purpose
3. Habitat/Physical Environment
4. Engagement/Creation of Social Networks
5. Policies & Benefits
6. Well-Being Solutions

Blue Zones is a benefit included in the EUTF medical plans provided by HMSA and is available to all EUTF employers at no cost.

If you would like more information on becoming a Blue Zone Project Worksite email HMSA at EUTFWellbeing@hmsa.com.

Information Sessions

EUTF and the health plan carriers provide on-site presentations designed to improve employees' knowledge of health plan benefits.

Two information sessions are available:

Understanding your EUTF Health Benefits

This 40 minute presentation, provided by EUTF, helps employees understand:

- Health insurance terms and definitions
- The different medical and prescription drug plans
- What to consider when selecting a health plan
- Why healthcare premiums are so high and why they keep going up
- How to use the premium calculator to compare benefit plans
- Health & wellness benefits included in the health plans and more ...

Access and Begin Using Online, Mobile and Telephonic Health and Wellness Benefits

This 40 minute presentation, provided by the health plans, is designed to provide awareness of the various methods to access health and wellness benefit programs.

- A demonstration of online resources will be provided including finding a doctor, locating healthy lifestyle classes online or in the community, how to access care using online doctors.
- You will learn the benefits of completing the online health assessment and how to directly access a health coach to support stress reduction, weight management and other health goals.
- Mobile applications will be demonstrated to ensure you know how to access the latest technology to help manage care and prescription drug benefits.

Wellness Plans are tailored to your needs and are designed to offer one activity or a series of activities throughout the year.

The goal of the wellness program is to encourage healthy behaviors through the utilization and promotion of health benefits that provide activities to increase health awareness among employees.



Employers select the number and type of activities to offer at the workplace for example:

Wellness Activity	1-2 activities per year	Quarterly activities per year	Six activities per year	More than six per year
Information session: Understanding your EUTF benefits		X	X	X
Information session: Using your online, mobile and telephonic benefits			X	X
Screening programs: Biometrics/Care gap screening	X	X	X	X
Health assessment: Real Age Test/Total Health Assessment	X	X	X	X
Health education class: e.g. Stress Reduction			X	X
Health education class: e.g. Healthy Aging				X
Health education class: e.g. Healthy Eating		X	X	X
Health Challenge (customized)				X
Blue Zones Project	An ongoing program, including the implementation of a number of best practices, to shape the workplace environment, to support improved health. See page 7 of this guide.			

For more information about workplace wellness benefits or to start planning a worksite wellness program please contact:

EUTF

Linda Green

Department of Budget and Finance

Employer-Union Health Benefits Trust Fund

201 Merchant Street, 17th Floor

Honolulu, HI

808-586-7390 x62177

linda.l.green@hawaii.gov

To obtain a copy of this guide along with useful resources and tools for employers please visit the EUTF website

<http://eutf.hawaii.gov/>

Health and Wellness—Employers

EUTF Medical Plan Providers:

HMSA EUTFWellbeing@hmsa.com

Kaiser Permanente Healthworks.hawaii@kp.org



An Independent Licensee of the Blue Cross and Blue Shield Association

March 28, 2017

The Honorable Donna Mercado Kim, Chair
Senate Committee on Government Operations

The Honorable Rosalyn H. Baker, Chair
Senate Committee on Commerce, Consumer Protection and Health

Re: SCR 116 - Encouraging State Departments and Agencies to Implement Worksite Wellness Programs

Dear Chair Mercado Kim, Chair Baker, and Members of the Committees:

The Hawaii Medical Service Association (HMSA) appreciates the opportunity to testify on SCR 116, which encourages the implementation of worksite wellness programs in State departments and agencies. HMSA supports this Resolution.

HMSA believes that creating an environment that promotes health and wellness is critical to our effort to create an efficient and effective health care system. HMSA's Mahie 2020 plan envisions a healthcare system where HMSA serves as a catalyst to realize a sustainable community system that advances the health and well-being goals of the community. Our Blues Zones program, for example, is an effort to establish Blue Zones-designated communities throughout the State in which neighbors, schools, businesses, and civic leaders create a neighborhood environment conducive to a healthy lifestyle.

Critical to our mission is the engagement of employees in their own health and wellbeing. U.S. employers—and their employees—pick up the tab for a significant portion of health care costs, the largest portion of which is associated with potentially modifiable lifestyle-related chronic illnesses (e.g., smoking, obesity, diabetes). To address this, employers and health plans have developed an intense interest in implementing results-oriented wellness programs in the workplace. HMSA has been actively promoting employee engagement in their health and wellbeing, not only within HMSA and with our member-businesses, but with the business community at large. And we have partnered with the Hawaii Business Roundtable to encourage businesses to support workplace wellness programs that promote healthy lifestyles for employees.

Having State government agencies actively endorse workplace wellness initiatives for their employees not only is desirable, it is an imperative. While ultimately benefitting the employees, a healthier and well-balanced workforce improves the workplace environment and saves the government's long-term healthcare expenditures.

Thank you for allowing us to testify in support of SCR 116.

Sincerely,

Mark K. Oto
Director, Government Relations



American Heart Association testimony in support of SCR 116, Encouraging State departments and agencies to implement worksite wellness programs

The American Heart Association supports SCR 116.

Despite spending more on healthcare than any other country in the world, America's health lags behind other peer nations. According to the Centers for Disease Control and Prevention (CDC), approximately half of all American adults have a chronic disease, and we spend more than eight out of every 10 dollars treating people with chronic conditions – many of them preventable. Worryingly, more than one in four Americans have multiple, concurrent chronic conditions, and these people suffer from suboptimal health outcomes and incur rising healthcare expenses.

Many people believe that the majority of costs are incurred by treating the elderly, however, spending on working adults accounts for two-thirds of healthcare costs. What's more, people don't know how unhealthy they are. According to a recent survey conducted by the American Heart Association and Nielsen, three-quarters of employees report being in good or very good health, yet nearly half of those employees also report being diagnosed with a chronic illness. This isn't just a medical and public health crisis, it is also an economic crisis. Researchers at the Vitality Institute cite three key ways an unhealthy workforce undermines America's ability to compete in the global economy:

- Employees may be unable to work because of their own poor health, or have to leave the workforce to care for a sick relative.
- Employers must concurrently manage increased absenteeism and lower productivity with skyrocketing healthcare costs.
- For America as a nation, rising healthcare costs reduce other critical investments, including education, defense and infrastructure.

Thankfully, America's employers increasingly view health and well-being programs as a strategic imperative rather than an added benefit. Approximately half of all employers with 50 or more employees offer workplace health and wellness programs. Furthermore, more than three-quarters of U.S. employers say they plan to increase support for health and productivity programs over the next two years. The decision to invest in the health of employees has an additional benefit for their families and the communities where they live, potentially creating far-reaching benefits for the company. Employers report numerous benefits from these programs, including improved employee health, lower healthcare cost trends and increased employee satisfaction.

However, not all employee health programs have yielded these results, which has generated negative publicity and created doubt about the effectiveness of workplace wellness programs. While many employers offer workplace health programs, not all of them are truly comprehensive. The CDC defines a workplace wellness program as comprehensive if it meets five criteria:

*"Building healthier lives,
free of cardiovascular
diseases and stroke."*

life is why™ es por **la vida™** 全为**生命™**

Please remember the American Heart Association in your will.





1. Health education focused on skill development and lifestyle behavior change
2. Supportive social and physical environments
3. Integration of a workplace program into an organization's benefits
4. Links between health promotion and related programs like employee health and safety
5. Health risk screenings followed by education and counseling

To yield positive results, a workplace health program not only needs to be comprehensive, it also has to be fully implemented and rigorously evaluated. A 2015 advisory from the AHA issued a set of recommendations to optimize workplace health using a common set of measures to recognize workplace health programs. The AHA offers a free Workplace Health Playbook designed to help employers address challenges with comprehensive, credible and actionable advice about what works in workplace health.

The American Heart Association stands ready to support the State of Hawaii's commitment to offer its employees comprehensive worksite wellness programs. The AHA urges legislators to support SCR 116 as a first step toward implementation of worksite wellness programs across all State departments and agencies.

Respectfully submitted,

Don Weisman
Hawaii Government Relations Director

*"Building healthier lives,
free of cardiovascular
diseases and stroke."*

life is why™ es por **la vida**™ 全为**生命**™

Please remember the American Heart Association in your will.



From: mailinglist@capitol.hawaii.gov
Sent: Friday, March 24, 2017 2:45 PM
To: GVO Testimony
Cc: kaulanad@gmail.com
Subject: *Submitted testimony for SCR116 on Mar 28, 2017 10:30AM*

SCR116

Submitted on: 3/24/2017

Testimony for GVO/CPH on Mar 28, 2017 10:30AM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
Kaulana Dameg	Individual	Support	No

Comments:

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

Do not reply to this email. This inbox is not monitored. For assistance please email webmaster@capitol.hawaii.gov

From: mailinglist@capitol.hawaii.gov
Sent: Friday, March 24, 2017 11:22 AM
To: GVO Testimony
Cc: hgov@azelski.net
Subject: *Submitted testimony for SCR116 on Mar 28, 2017 10:30AM*

SCR116

Submitted on: 3/24/2017

Testimony for GVO/CPH on Mar 28, 2017 10:30AM in Conference Room 229

Submitted By	Organization	Testifier Position	Present at Hearing
C. Azelski	Individual	Support	No

Comments:

Please note that testimony submitted less than 24 hours prior to the hearing, improperly identified, or directed to the incorrect office, may not be posted online or distributed to the committee prior to the convening of the public hearing.

Do not reply to this email. This inbox is not monitored. For assistance please email webmaster@capitol.hawaii.gov

The following names submitted a standard form letter in support of SCR 116 (letter attached)

	Name
1	Brian Birch
2	Anni Peterson
3	Cyd Hoffeld
4	Bev Brody
5	Mark Levin
6	Sandy Barr Rivera
7	Kanani Kilbey
8	Jean Marie Johnson
9	Susan Saka
10	Forrest Batz
11	Angelina Mercado
12	Linda Bong
13	Jennifer Gladwin
14	Marilyn Gagen
15	Michael Kellar
16	Sarah Callaham
17	Katherine Bumatay
18	Lori Goeas
19	Lori Lee Goeas
20	Leslie Horita
21	Lee Buenconsejo-Lum
22	Jinan Banna
23	Joseph Kaholokula
24	Lloyd Kishi
25	Barbara Nosaka
26	Katia Worley
27	Valerie Yontz
28	Shelly Ogata
29	Samantha Campbell
30	Helen Barrow
31	Suzanne Fields
32	Linda Kalahiki
33	Michelle Nihipali
34	Mae Kyono

From: katiapohai@everyactioncustom.com on behalf of [Katia Worley](#)
To: [GVO Testimony](#)
Subject: Strong Support of SCR 116
Date: Friday, March 24, 2017 4:06:35 PM

Dear Senate Committee on Government Operations,

Date: March 24, 2017

To: The Honorable Donna Mercado Kim, Chair
The Honorable Russell Ruderman, Vice Chair
Members of the Senate Committee on Government Operations
The Honorable Rosalyn Baker, Chair
The Honorable Clarence Nishihara, Vice Chair
Members of the Senate Committee on Commerce, Consumer Protection, and Health

Re: Strong Support of SCR 116
Hrg: March 28, 2017 at 10:30am at Conference Room 229

I strongly support SCR116, encouraging state departments and agencies to implement worksite wellness programs. Hawai'i residents are becoming more and more health conscious. Yet longer work days, higher stress, and managing multiple tasks makes it difficult to find time to act on wellness goals. This is why creating an onsite wellness program is important, because a majority of an employee's time is spent in the workplace.

In 2014, the Department of Human Resources and Development approved Policy No. 801.001, a Worksite Wellness policy that authorizes and encourages state agencies to develop activities and modify work environments and policies to support the health and well-being of State employees. Worksite initiatives include healthy eating, physical activity, tobacco and nicotine cessation, and stress management. Activities can include offering health assessments, promoting the use of stairs instead of the elevator, providing health options during meetings, and having onsite "lunch and learns."

Effective wellness initiatives need support, leadership, as well as commitment from the employer and employees so it can be integrated into an agency's culture. This measure appoints a wellness leader in each state department and agency to work with executive management to design a worksite wellness infrastructure and take responsibility over implementation and evaluation to ensure the best possibility of long term success.

This measure will benefit the state by improving productivity, enhancing employee morale and organizational commitment, reducing turnover and absenteeism. Further, promoting wellness programs helps to curb health care costs.

I strongly support SCR116 and ask you to pass this out of committee.

Sincerely,
Katia Worley
141 Ainoni St Kailua, HI 96734-2138
katiapohai@gmail.com