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**SUBSTITUTE SENATE BILL 5665**

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**State of Washington**

**60th Legislature**

**2007 Regular Session**

**By** Senate Committee on Health & Long-Term Care (originally sponsored by Senators Keiser, Fairley, Franklin and Kohl-Welles)

READ FIRST TIME 02/13/07.

1       AN ACT Relating to state employee health; amending RCW 41.05.540;  
2 adding a new section to chapter 41.05 RCW; making an appropriation; and  
3 providing an expiration date.

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

5       **Sec. 1.** RCW 41.05.540 and 2005 c 360 s 8 are each amended to read  
6 as follows:

7       (1) The health care authority, in coordination with ((the  
8 ~~department of personnel,~~) the department of health, health plans  
9 participating in public employees' benefits board programs, and the  
10 University of Washington's center for health promotion, ((~~may create a~~  
11 ~~worksite health promotion program to develop and implement initiatives~~  
12 ~~designed to increase physical activity and promote improved self care~~  
13 ~~and engagement in health care decision making among state employees.~~

14       ~~(2) The health care authority shall report to the governor and the~~  
15 ~~legislature by December 1, 2006, on progress in implementing, and~~  
16 ~~evaluating the results of, the worksite health promotion program))~~  
17 shall establish and maintain a state employee health program focused on  
18 reducing the health risks of state employees, dependents, and retirees  
19 enrolled in the public employees' benefits board. The program shall

1 use public and private sector best practices to achieve goals of  
2 measurable health outcomes, measurable productivity improvements,  
3 positive impact on the cost of medical care, and positive return on  
4 investment.

5 (2) The state employee health program shall:

6 (a) Provide technical assistance and other services as needed to  
7 wellness staff in all state agencies and institutions of higher  
8 education;

9 (b) Develop effective communication tools and ongoing training for  
10 wellness staff;

11 (c) Contract with outside vendors for evaluation of program goals;

12 (d) Strongly encourage the widespread completion of online health  
13 assessment tools for all state employees, dependents, and retirees.  
14 The health assessment tool must be voluntary and confidential. Health  
15 assessment data and claims data shall be used to:

16 (i) Engage state agencies and institutions of higher education in  
17 providing evidence-based programs targeted at reducing identified  
18 health risks;

19 (ii) Guide contracting with third-party vendors to implement  
20 behavior change tools for targeted high-risk populations; and

21 (iii) Guide the benefit structure for state employees, dependents,  
22 and retirees to include covered services and medications known to  
23 manage and reduce health risks.

24 (3) The health care authority shall report to the legislature in  
25 December 2008, 2009, and 2010 on outcome goals for the employee health  
26 program.

27 NEW SECTION. Sec. 2. A new section is added to chapter 41.05 RCW  
28 to read as follows:

29 (1) The health care authority through the state employee health  
30 program shall create a state employee health demonstration project in  
31 four state agencies: The department of health, department of  
32 personnel, department of natural resources, and department of labor and  
33 industries. Demonstration project agencies shall operate employee  
34 health programs for their employees in collaboration with the state  
35 employee health program. Agency demonstration project employee health  
36 programs:

1 (a) Shall include but are not limited to the following key  
2 elements: Outreach to all staff with efforts made to reach the largest  
3 percentage of employees possible; awareness-building information that  
4 promotes health; motivational opportunities that encourage employees to  
5 improve their health; behavior change opportunities that demonstrate  
6 and support behavior change; and tools to improve employee health care  
7 decisions;

8 (b) Must have wellness staff with direct accountability to agency  
9 senior management;

10 (c) Shall initiate and maintain employee health programs using  
11 current and emerging best practices in the field of health promotion;

12 (d) May offer employees such incentives as cash for completing  
13 health risk assessments, free preventive screenings, training in  
14 behavior change tools, improved nutritional standards on agency  
15 campuses, bike racks, walking maps, on-site weight reduction programs,  
16 and regular communication to promote personal health awareness.

17 (2) The state employee health program shall evaluate each of the  
18 four programs separately and compare outcomes for each of them with the  
19 entire state employee population to assess effectiveness of the  
20 programs. Specifically, the program shall measure at least the  
21 following outcomes in the demonstration population: The reduction in  
22 the percent of the population that is overweight or obese, the  
23 reduction in risk factors related to diabetes, the reduction in risk  
24 factors related to absenteeism, the reduction in tobacco consumption,  
25 and the increase in appropriate use of preventive health services. The  
26 state employee health program shall report to the legislature in  
27 December 2008, 2009, and 2010 on the demonstration project.

28 (3) This section expires June 30, 2011.

29 NEW SECTION. **Sec. 3.** The sum of one million three hundred  
30 thousand dollars, or as much thereof as may be necessary, is  
31 appropriated for the biennium ending June 30, 2009, from the general  
32 fund to the health care authority for the purposes of section 2 of this  
33 act.

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