**Employers’ Health Coalition of Idaho *Treasure Valley Chapter***

**“Wellness as a Strategy; Developing and Implementing an Effective, Compliant Wellness Program.”**

February 20, 2014

**Members and Guests in Attendance**

Dionne Ballinger……………………………………………………………………...City of Boise

Denise Brevik…………………………………………………………………………..Elks Rehab

Bill Cafferty…………………………………………………………………,,,St. Alphonsus RMC

Amy Campbell………………………………………………………………………………….IPN

Linda Duer……………………………………………………………………..St. Alphonsis RMC

Aleasha Eberly………………………………………………………………J.R Simplot Company

Doug Fry……………………………………………………………………..Northwestern Mutual

Sue Fudge……………………………………………………………………………………..MWI

Michelle Hicks……………………………………………………………..Idaho Power Company

Janet Jennings………………………………………………………………………….…Milliman

Karen North…………………………………………………………………J.R Simplot Company

Kim Osborn……………………………………………………………………………Ada County

Suzie Owen…………………………………………………………….PacificSource Health Plans

Keith Paduch…………………………………………………………………………...IntegraFlex

Daniel Ripley……………………………………………………………St. Luke’s Health System

Karri Ryan……………………………………………………………………..Blue Cross of Idaho

Robert Schmidt…………………………………………………………………………...Milliman

Mindi Schnacker…………………………………………………………………….....Ada County

Dan Simenc……………………………………………………………………………….Milliman

Megan Smith…………………………………………………………………………………...IPN

Jim Stark………………………………………………………………………….Stark Consulting

Norm Varin…………………………………………………………….PacificSource Health Plans

Fernando Veloz……………………………………………………….MS Administrative Services

Anne Wilde……………………………………………………………………………..Elks Rehab

Debby Ball………………………………………………………………..MWI Veterinary Supply

Josh Sears…………………………………………………………Freestone Corporate Law, Chtd

Nate Pierce…………………………………………………………….PacificSource Health Plans

Travis Packer…………………………………………………………………………Select Health

1. **Call To Order**
* Fernando Veloz called the meeting to order
1. **General Business**
* Anne Wilde introduction of speakers
* Debby Ball, SPHR, MWI Veterinary Supply
* Josh Sears, Freestone Law, Chtd.
1. **New Business**
* **Debby Ball- Presents Wellness within MWI Veterinary Supply**
1. Company Overview
2. Mission Statement
3. Strategic Objectives
4. Controlling Healthcare Costs
5. Incentives
6. My Personal Best Program
7. Annual Health Fairs
8. Confidentiality
9. Success and Opportunities
* **Josh Sears-Presentation on Discrimination**
1. HIPAA
2. HIPAA compliant vs. ADA violations
3. Discrimination in Premiums
4. Discrimination in Eligibility
5. Discrimination in Genes
6. GINA- Genetic Information Non-Disclosure Act
7. Wellness under HIPAA
8. Stand-alone vs. Related
9. Stand-Alone= HIPAA Free
10. “Related”=More Work- Five Requirements
* Frequency
* Size
* Reasonability
* Notice
* Activity Based
* Outcome Based
1. Mind the ADA
2. **Legislative Update**
* Norm Varin
* State and Federal Activity
* Bringing Shared Responsibility to the next meeting
1. **Closing**
* Thank you to Doug Fry and Northwestern Mutual for sponsoring breakfast
* Exchange update
* Membership forms info@EHCI.org
* New Website next month
* Please update your contact information with Logos

**Adjourn 9:00 am**

**Next Meeting March 20, 2014**

**Speaker: Norm Varin, PacificSource Health Plans**

**Location: PacificSource Health Plans**