

King County Health Reform Initiative

2009 Employee Survey Report

May 31, 2009

Prepared for:
King County Health Reform Initiative

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King County Health Reform Initiative 2009 Employee Survey Report

Executive Summary

May 31, 2009

As part of the evaluation of the King County Health Reform Initiative (KCHRI), the fourth annual survey of King County employees was conducted beginning in December 2009. A stratified random sample of King County employees was surveyed on-line or through inter-office mail. At least one randomly selected employee from each bargaining unit and a random sample of non-represented employees were invited to participate in the survey. By February 4, 2010, a total of 355 employees had completed and returned KCHRI employee survey questionnaires.

Key Findings and Conclusions

Importance of and Reasons for Healthy Behaviors

About nine in ten employees (89%) rated the importance of reducing personal health risks and improving or maintaining healthy habits a 4 or a 5 on the five-point scale where five means “extremely important.” About 90 percent of employees rated six considerations in decisions to reduce personal health risks and improve or maintain healthy habits a 4 or a 5 on a five-point scale where five means “extremely important”: “To have more energy,” “To be healthy after you retire to enjoy friends and family,” “To be physically active after you retire,” “To feel better,” “To be physically active now,” and “To live longer.” Saving money on health care costs and being able to do good work also were important considerations in decisions to reduce personal health risks and improve or maintain healthy habits for over three-fourths of employees.

- Reducing personal health risks and improving or maintaining healthy habits is important to most employees, and the ability to be healthy and active now and after retirement are important considerations in decisions to reduce health risks and improve or maintain healthy behaviors.

Recent Changes, Healthy Behaviors

Eighty-one percent of the employees said that they have made at least one change to reduce personal health risks and improve or maintain healthy behaviors during the last three years. Ninety-seven percent of these employees said that they have continued at least one of the changes they made.

During work days, many employees try to improve health by engaging the following activities at least one day a week: having healthy lunches or snacks (95%), using the stairs at work (75%), and taking breaks to reduce stress (72%). Ninety-five percent of employees spend time outside the work day (on weekdays before or after commuting to or from work, or on weekends) trying to improve health.

- Most employees report having made changes in the last three years, since implementation of the KCHRI, and engaging in activities now that reduce personal health risks and increase or maintain healthy behaviors.

Experience with and Interest in Making Life Easier Program Services

Thirteen percent of employees reported having used “Confidential, one-on-one sessions with a licensed counselor.” Between one and four percent of employees said that they have used resources to help care for aging relatives, for children, or for disabled adult family members; to consult with an attorney; or to learn about how to manage debt and other money issues. Employees who have not used the Making Life Easier Program services indicated that they would be most likely to consult with an attorney or use resources to help care for aging relatives (43% and 42%, respectively, “definitely would” or “probably would” use).

- Employees’ responses to the survey indicated that they have limited experience with Making Life Easier Program services. The services that employees said they would be most likely to use are consultations with an attorney or resources to help care for aging relatives, although the service that employees have already used the most was meeting with licensed counselors.

Interest in Receiving Information from KCHRI through Personal Email, Text Messaging, or Social Networking

Employees indicated that they would be more likely to sign up for messages from KCHRI to their personal email accounts (49% “definitely would” or “probably would”) than for text messages (free or with a possible fee), Facebook, an iPhone application, or Twitter (5% to 24% “definitely would” or “probably would”).

- The KCHRI may want to consider offering employees the option of receiving messages about important deadlines and programs to improve health in their personal email accounts.

Employees’ Satisfaction with Opinions of KCHRI Features

While the majority of employees indicated that they think the KCHRI is “headed in the right direction to improve personal health and control health care costs” (55% “agree” or “strongly agree”) and many employees indicated that the KCHRI has had positive impacts on them (e.g., 46% said that participating in an Individual Action Plan “definitely” or “probably” helped build or maintain healthy habits), some ratings of the KCHRI declined in 2009.

Satisfaction with components of the KCHRI (the initiative overall, Healthy IncentivesSM, and Health Matters Wellness Programs) and with information provided by the KCHRI either did not change across surveys, or increased in 2008 and then declined to levels comparable to 2007, when these questions were first asked.

Similarly, agreement with the statements that the KCHRI is headed in the right direction and that the KCHRI helps reduce health risks and maintain healthy habits did not change significantly across surveys, or increased and then declined to levels comparable to the results when these questions were first asked.

However, in 2009, responses to three items were significantly lower than when first asked: “My supervisor supports employees in improving health and maintaining healthy behaviors,” “It is easier to reduce my personal health risks now than it was a year ago,” and “Did participating in an Individual Action Plan help you build or maintain healthy habits?”

- For the most part, satisfaction with and opinions of the KCHRI have remained at least as favorable over time as they were when the program was new and employees may have been most motivated about program participation. However, the KCHRI may want to explore ways to improve these ratings in the future.
- Declines in ratings of the ease of reducing personal health risks and the benefits of participating in an Individual Action Plan may reflect natural program fatigue on the part of employees, but the KCHRI should monitor these areas and consider developing strategies to further support employees in reducing personal health risks and deriving benefit from participation in an Individual Action Plan.
- The significant decline in employees’ perceptions of their supervisors’ support for improving health and maintaining healthy behaviors suggests that the KCHRI should consider developing new approaches to increase supervisors’ awareness of, involvement in, and commitment to the KCHRI in order to foster a workplace that is more supportive of employees and the initiative.

King County Health Reform Initiative 2009 Employee Survey Report

May 31, 2010

Introduction

As part of the evaluation of the King County Health Reform Initiative (KCHRI), the fourth annual survey of King County employees was conducted in late 2009. The 2009 survey was designed to assess employees' opinions of and experiences with the KCHRI. Research results will be used in evaluating the KCHRI and in developing KCHRI program improvements.

This report describes the research objectives, methods, results, and conclusions of the employee survey. When survey items were the same in 2009 as in past employee surveys, results across surveys are compared and discussed along with the 2009 survey results.

The appendix includes copies of the questionnaire used in the survey, email messages and cover letter sent to employees about the survey, and verbatim responses to the open-ended questions included in the surveys. Tables detailing all responses to the survey are available separately.

Information Objectives

The information objectives of the 2009 KCHRI employee survey included assessing the following:

- Employees' opinions of the importance of and reasons for reducing personal health risks and improving or maintaining healthy habits;
- Whether employees have made changes in the last three years to reduce personal health risks and improve or maintain healthy behaviors, and the frequency with which employees engage in healthy behaviors such as exercising and eating well;
- Employees' experience with and interest in Making Life Easier Program services;
- Employees' interest in receiving information from the KCHRI through selected social networking, text messaging, and email channels;
- Employees' opinions about the costs relating to their choices in health care providers; and

- Employees' opinions of the KCHRI, including employees' satisfaction with the program.

Research Methods

A stratified random sample of 1,113 King County employees was surveyed on-line or through inter-office mail. The sample was formed by randomly selecting eight percent of non-represented employees and eight percent of each bargaining unit, or one employee in each unit, whichever was larger. Thus, at least one randomly selected employee from each bargaining unit and a random sample of non-represented employees were invited to participate in the survey. Of the employees selected to participate, 909 had email addresses and were surveyed on-line, and 204 had no email addresses and were surveyed through inter-office mail.

Neither an email address nor a mail stop could be identified for a limited of the employees included in the original sample. Additional employees were randomly selected to replace these employees.

The survey procedures were as follows:

- On November 18, 2009, a global email message was sent to all employees telling them that the survey would be distributed to a randomly selected sample of employees and asking employees to please participate in the survey if they receive an invitation to do so.
- On December 2, 2009, paper copies of the questionnaire with cover letters were sent through interoffice mail to the work addresses of the 204 employees in the stratified random sample who did not have email addresses. The cover letter asked employees to complete and return the questionnaire through inter-office mail, with an option to complete the survey online.
- On December 4, 2009, an email message was sent to the 909 employees in the stratified random sample with email addresses. The email message invited employees to participate in the survey by completing the survey online.
- On December 14, 2009; December 21, 2009; and January 5, 2010, follow-up email messages were sent to the 909 employees with email addresses, reminding them of the survey and asking them to complete the survey if they had not yet done so.

The December 21, 2009, email reminder was sent from the County Executive; all other communications about the survey were sent from the Health Matters Team of the KCHRI.

By February 4, 2010, a total of 355 employees had participated in the KCHRI survey, 32 percent of the employees invited to participate. Of these, 304 employees completed the survey on-line, and 51 employees returned paper copies of the questionnaire.

The questionnaire used in the 2009 employee survey was designed to gather information that would be helpful in evaluating the KCHRI and guiding program improvements. Several questions asked in 2009 also were included in prior employee surveys so that results can be compared over time. As was the case with past surveys, the 2009 employee survey questionnaire was developed with the input and approval of KCHRI Health Matters team and was reviewed by the Joint Labor Management Insurance Committee.

Copies of the questionnaire, email messages, and cover letter sent to employees are included in the appendix.

Limitations

If the 355 survey participants comprise a random sample of the total population of 13,890 benefits-eligible county employees, the maximum margin of error would be expected to be ± 5.2 percent at the 95 percent confidence interval ($p < .05$).

Results

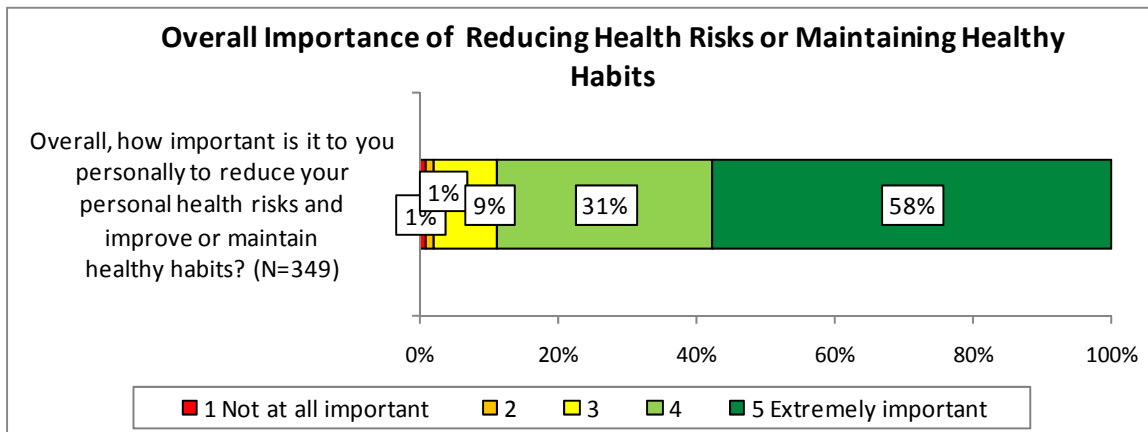
Employee survey results are presented below for each of the information objectives of the survey. When the questions included in the survey were the same in 2009 as in prior surveys, the results for all surveys are presented and compared.

Results are based on the number of employees answering each question, which was typically less than 355 because not all employees answered every question. The number of employees answering each question is noted in the charts and tables below (e.g., N=349).

Importance of and Reasons for Healthy Behaviors

In 2009, employees were asked several questions about the importance of and reasons for reducing personal health risks and improving or maintaining healthy habits.

As shown in the next chart, 58 percent of the employees said that it was “extremely” important” to them to reduce personal health risks and improve or maintain healthy habits. In addition, 31 percent of the employees rated the importance of reducing personal health risks and improving or maintaining health habits a 4 on the five-point scale where five means “extremely important.”

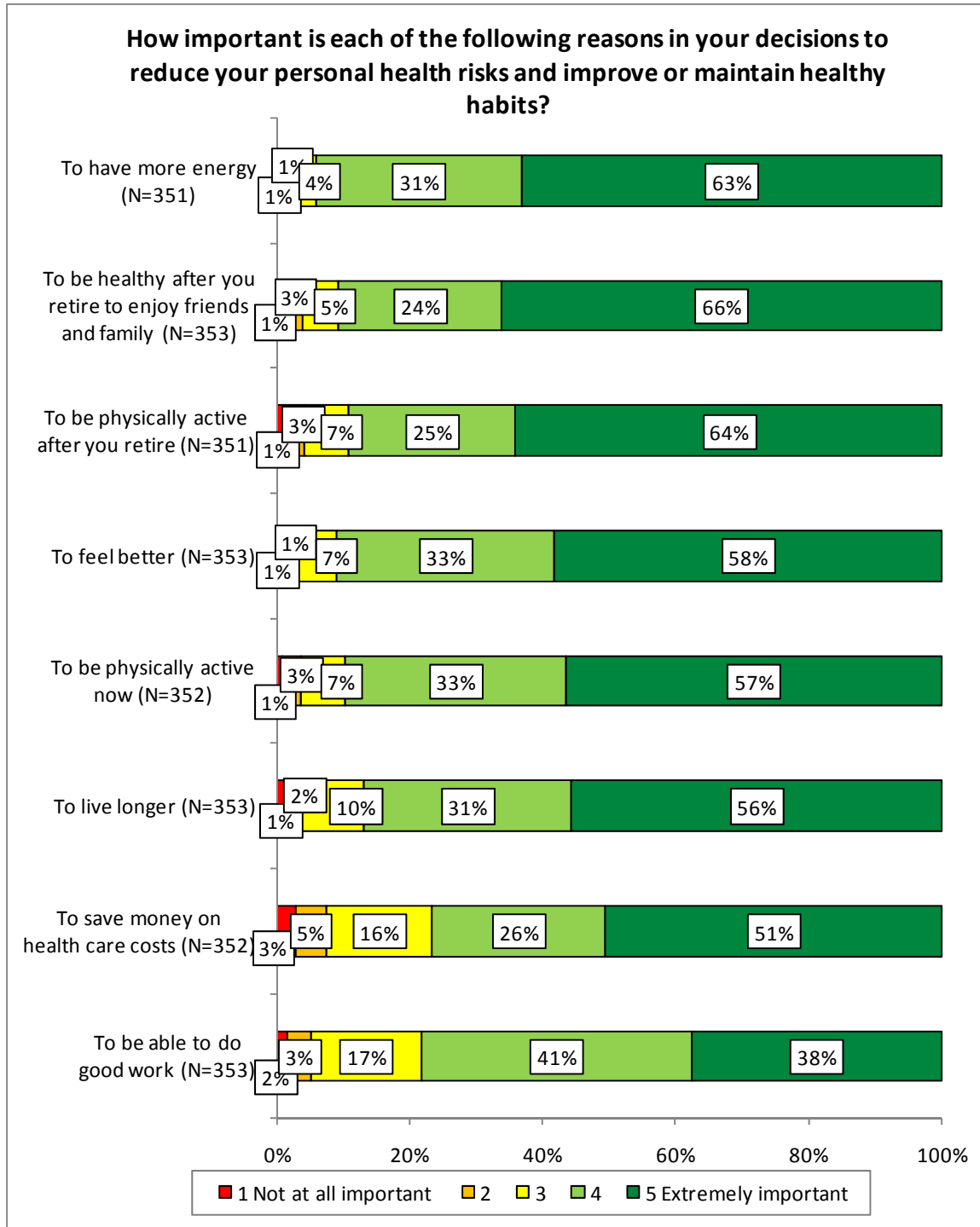


Employees were asked to rate the importance of eight possible considerations in “decisions to reduce your personal health risks and improve or maintain healthy habits.” As the next chart shows, all eight considerations were rated 4 or 5 on the five-point scale where 5 means “extremely important” by over three-fourths of the employees.

- About 90 percent of the employees rated the following six considerations a 4 or a 5 on the five-point scale where 5 means “extremely important” for reducing personal health risks and improving or maintaining healthy habits: “To have more energy,” “To be healthy after you retire to enjoy friends and family,” “To be physically active after you retire,” “To feel better,” “To be physically active now,” and “To live longer.”

- The remaining two considerations, “To save money on health care costs” and “To be able to do good work,” were rated 4 or 5 on the five-point scale where 5 means “extremely important” by 77 and 79 percent of the employees, respectively.

In the next and subsequent charts, percentages do not always total 100 due to rounding, unless otherwise noted.

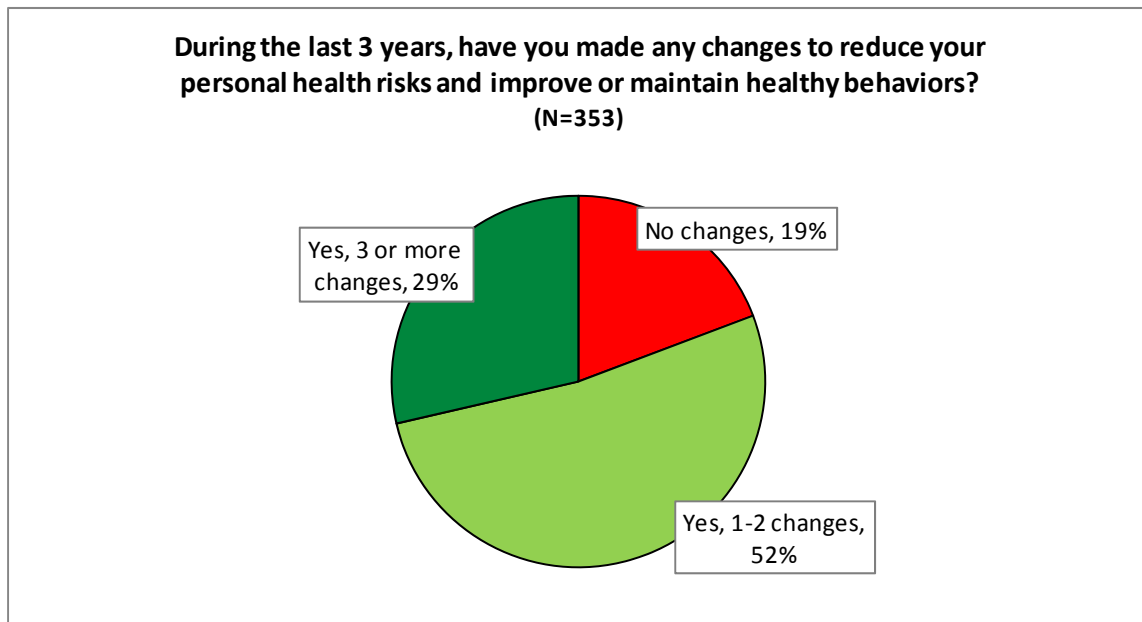


Employees were asked to describe any “other reasons that are important in your decisions to reduce your personal health risks and improve or maintain healthy habits.” Employees gave a wide variety of responses to this question, including “To look better,” “To improve my self image,” “To stay well,” and “Also, a better quality of life all around.” All answers to this open-ended question are included in the appendix.

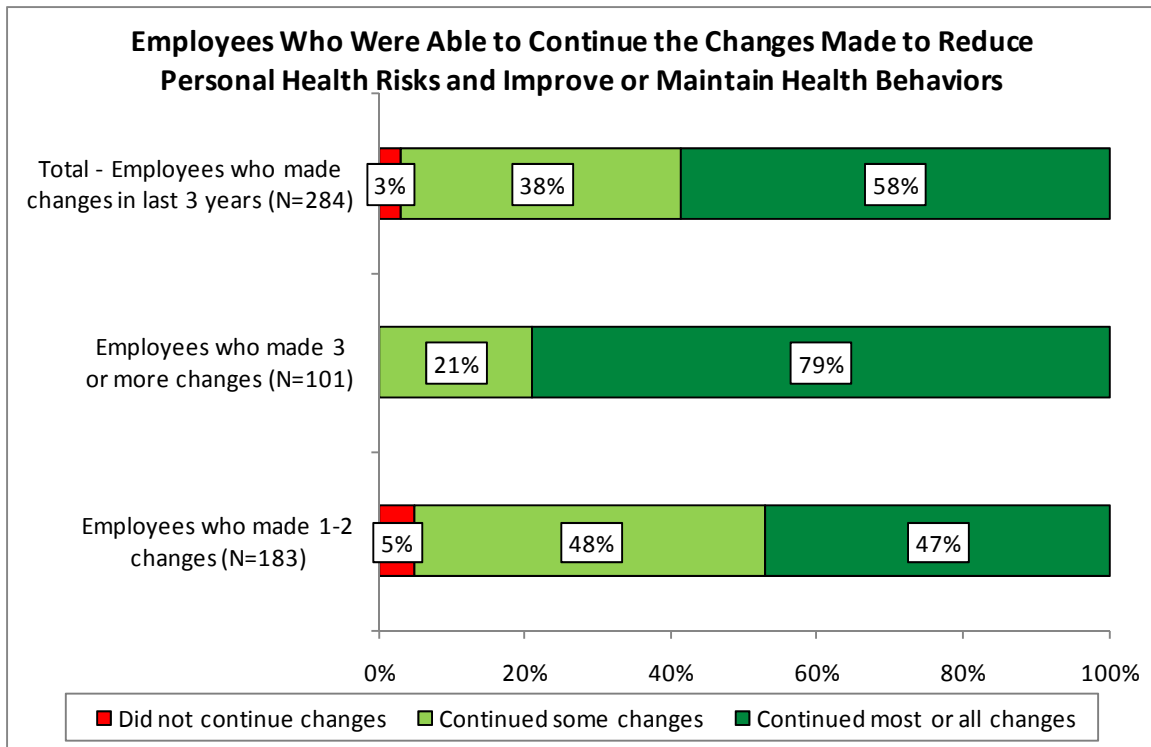
Recent Changes, Healthy Behaviors

Employees were asked several questions in 2009 about (1) whether they have made changes in the last three years to reduce health risks and improve or maintain healthy behaviors and (2) the frequency with which they engage in several healthy behaviors.

Eighty-one percent of the employees said that they have made one or more changes “to reduce [their] personal health risks and improve or maintain healthy behaviors” during the last three years. Over half of the employees said that they made “1-2 changes,” and 29 percent said that they made “3 or more changes.” The remaining 19 percent of employees said that they “did not make changes” in the last three years. These results are shown in the next chart.



When asked if they have been able to continue the changes made to reduce personal health risks and improve or maintain healthy behaviors, the vast majority (97%) of employees said that they had continued most or all of the changes (58%) or some of the changes (38%). As the next chart shows, all of the employees who made three or more changes said that they have continued at least some of their changes. Most (95%) of the employees who made one or two changes said that they continued at least some of the changes.

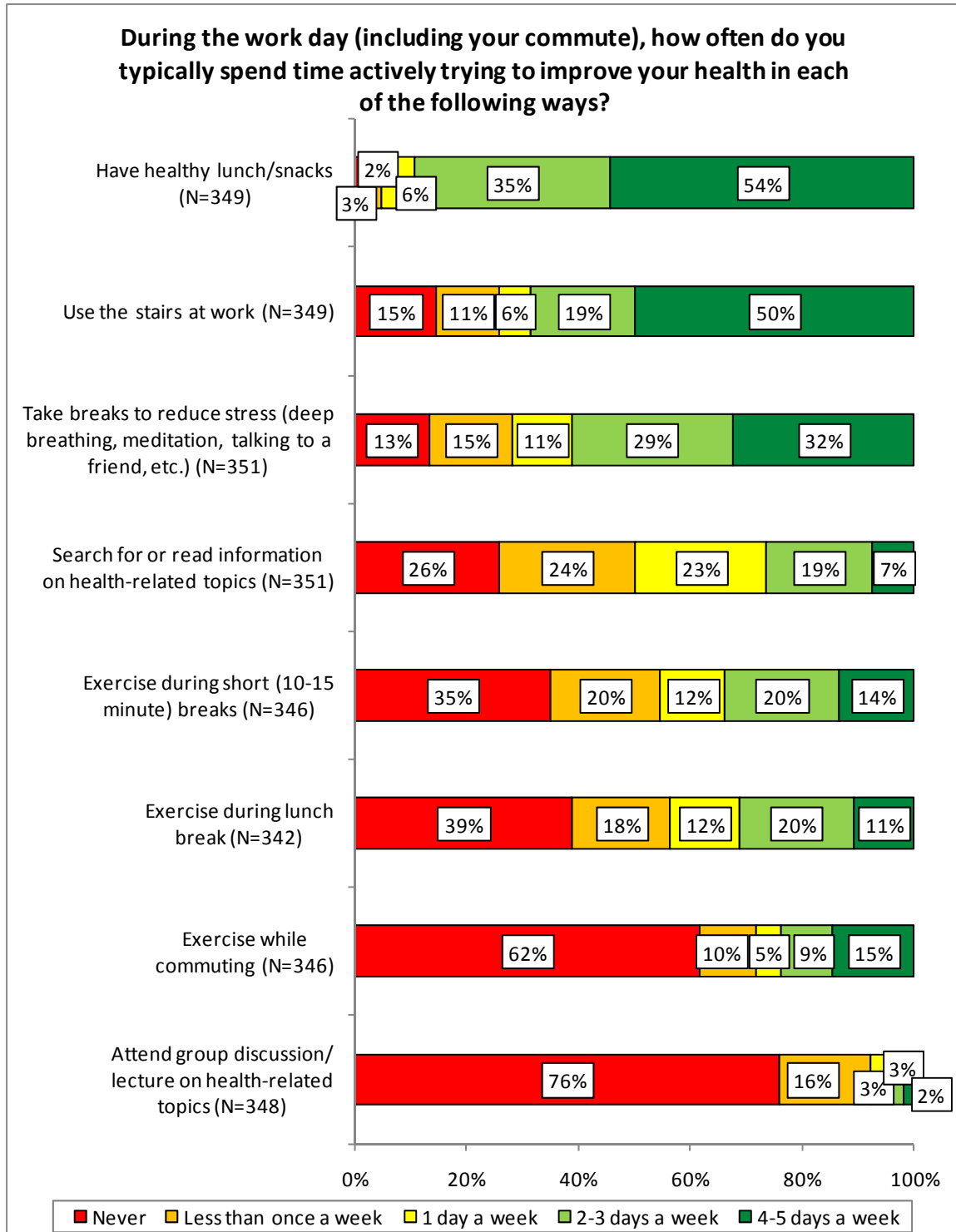


Employees were asked, “During the work day (including your commute), how often do you typically spend time actively trying to improve your health” in each of eight activities, all of which have been suggested through Health Reform Initiative communications or programs.

- Most employees (89%) said that they “have healthy lunch/snacks” two or more days a week. This was the most common activity, or the activity in which the largest proportion of employees participated most frequently.
- About two-thirds (69%) of employees said that they “use the stairs at work” two or more days a week. This was the second most common activity.
- Sixty-one percent of employees said that they “take breaks to reduce stress (deep breathing, meditation, talking to a friend, etc.)” two or more days a week.
- Between 24 and 34 percent of employees said that they engage in the following activities at least twice a week: “Search for or read information on health-related topics,” “Exercise during short (10-15 minute) breaks,” “Exercise during lunch break,” and “Exercise while commuting,” However, the majority of employees (62%) said that they “never” exercise while commuting, while 26 to 39 percent said that they “never” engage in the other three of these activities.
- The least common activity was to “Attend group discussion/lecture on health-related topics.” Only five percent of the employees said that they engage in this

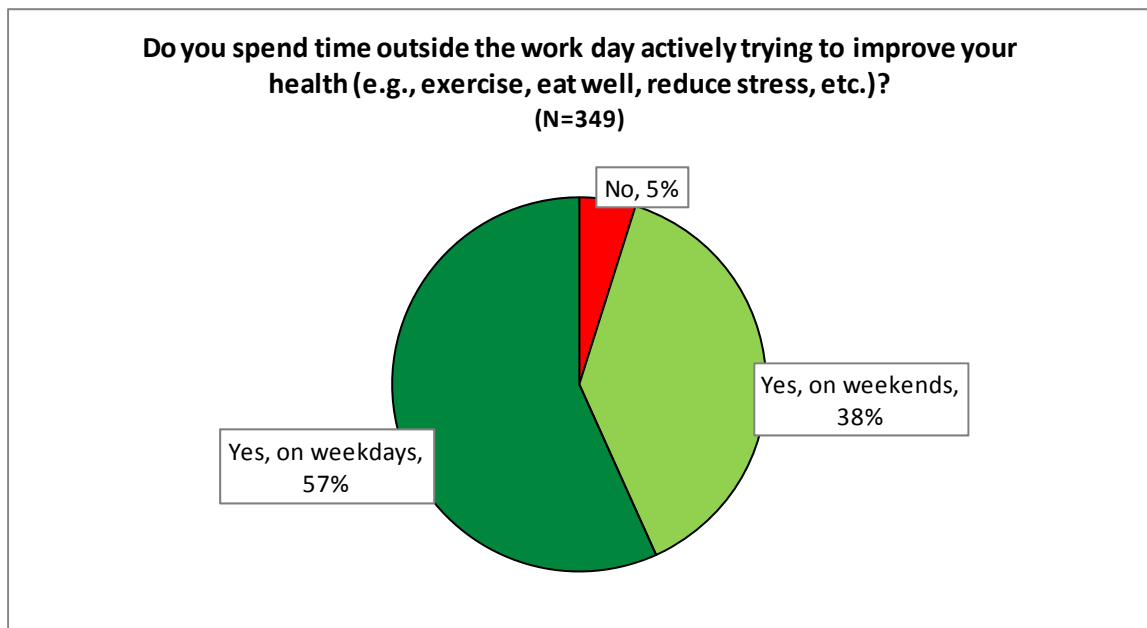
activity two or more days a week, and 76 percent said that they “never . . . Attend group discussion/lecture on health-related topics.”

These results are shown in the next chart.



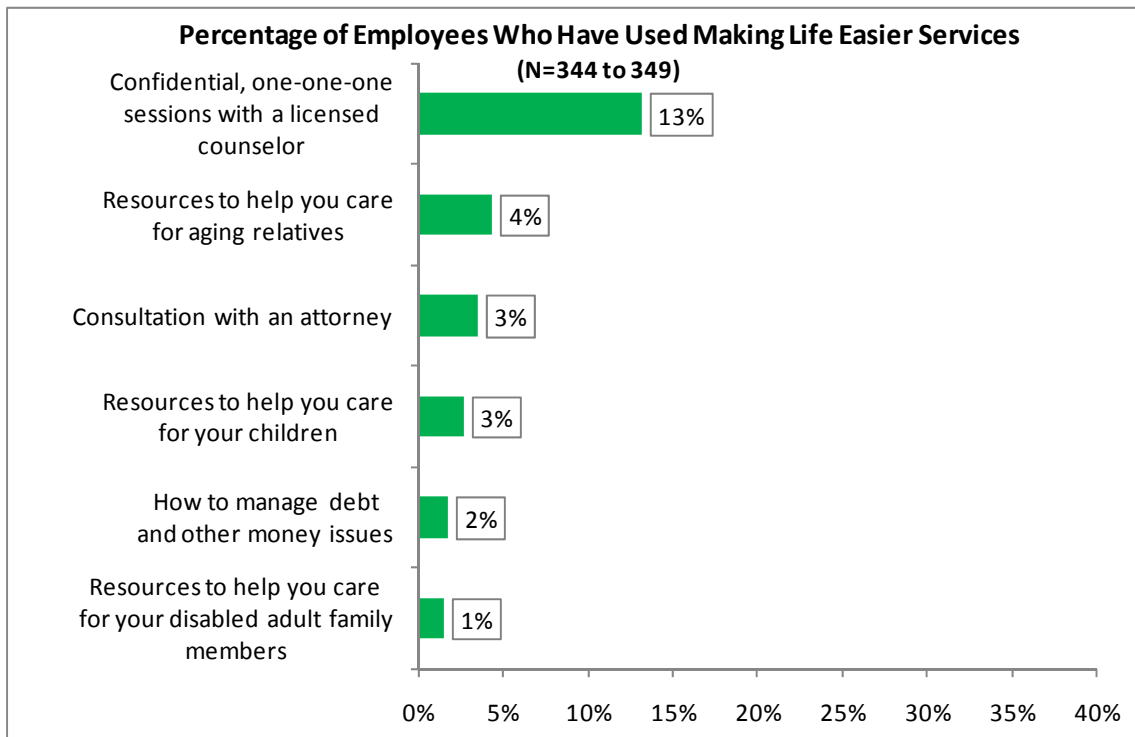
In addition to the activities shown in the preceding chart, employees listed a variety of “other things [they] do during the work day to actively try to improve [their] health,” including walking, working out, drinking plenty of water, and stretching. All employees’ responses to the question, “If there are other things you do during the work day to actively try to improve your health, please describe them here,” are included in the appendix.

In addition to actively trying to improve health during the work day, most employees (95%) said that they “spend time outside the work day activity trying to improve [their] health (e.g., exercise, eat well, reduced stress, etc.)” either “on weekends” or “on weekdays before or after commuting to or from work.” Only five percent of employees said that they do not spend time outside the work day actively trying to improve their health.



Experience with and Interest in Making Life Easier Program Services

In the 2009 survey, employees were asked how likely they are to use six different Making Life Easier Program services, or whether they have used the services already. The next chart shows the percentage of employees who said that they have already used each of these services. More employees (13%) said that they have used “Confidential, one-on-one sessions with a licensed counselor,” than the other services (resources to help care for aging relatives, for children, or for disabled adult family members; consultation with an attorney; how to manage debt and other money issues), which have been used by between one and four percent of the employees.

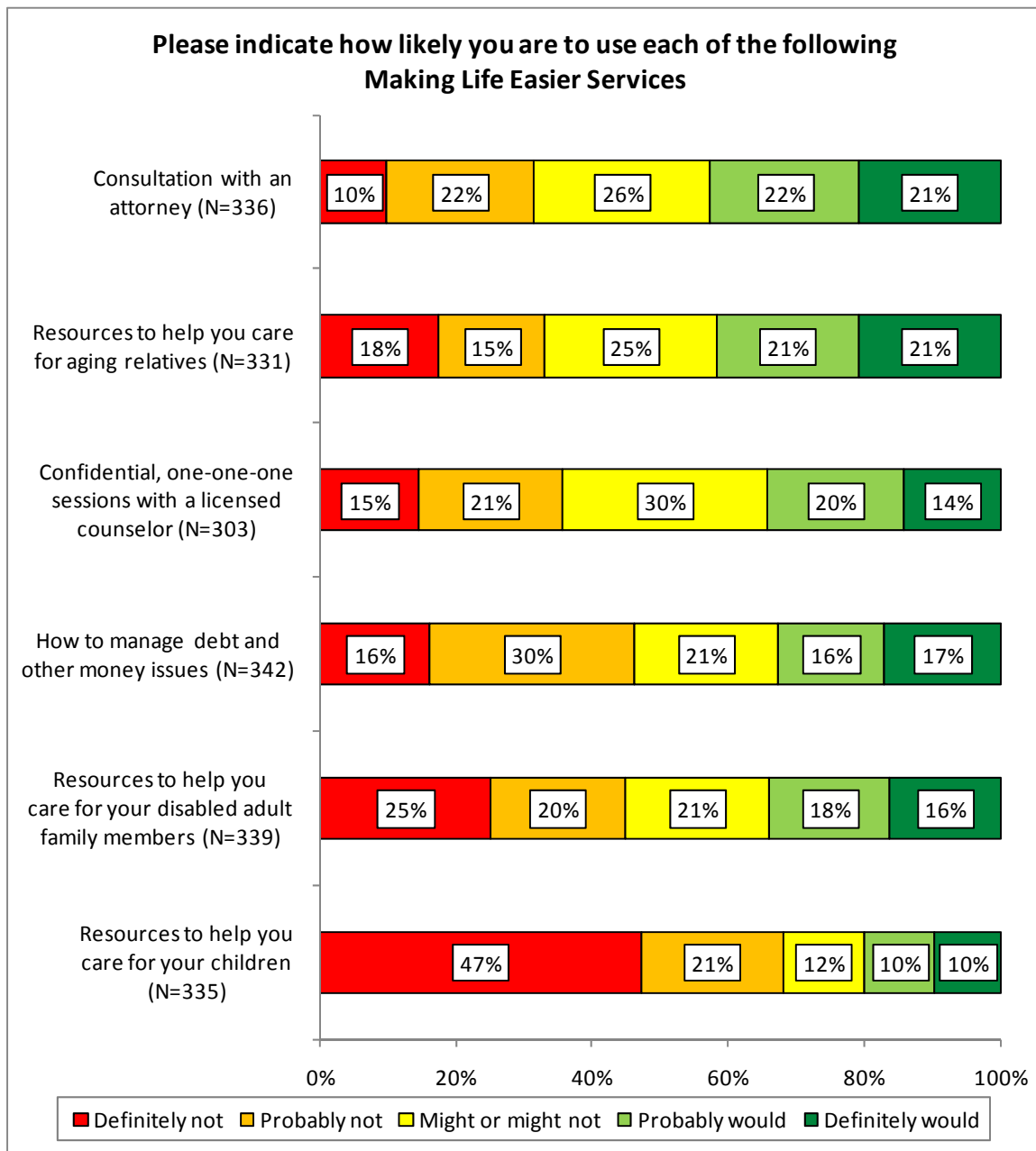


Employees who have not used these Making Life Easier Program services indicated how likely they would be to use each of the services. These results are summarized below and shown in the next chart.

- Employees said that the two services they would be most likely to use are “Consultation with an attorney” (43% “definitely would” or “probably would” use) and “Resources to help you care for aging relatives (42% “definitely would” or “probably would” use).
- About one-third (33% to 34%) of the employees said that they “definitely would” or “probably would” use “Confidential, one-on-one sessions with a licensed counselor,” “How to manage debt and other money issues,” and “Resources to help you care for you disabled adult family members.” At the same time, one-fourth of the employees said that they would “definitely not” use “Resources to

help you care for your disabled adult family members,” a higher percentage than said they definitely would not use sessions with a licensed counselor or debt- and other money-management services (15% and 16%, respectively).

- Twenty percent of employees said that the “definitely would” or “probably would” use “Resources to help you care for your children,” and 47 percent said they would “definitely not” use these resources.



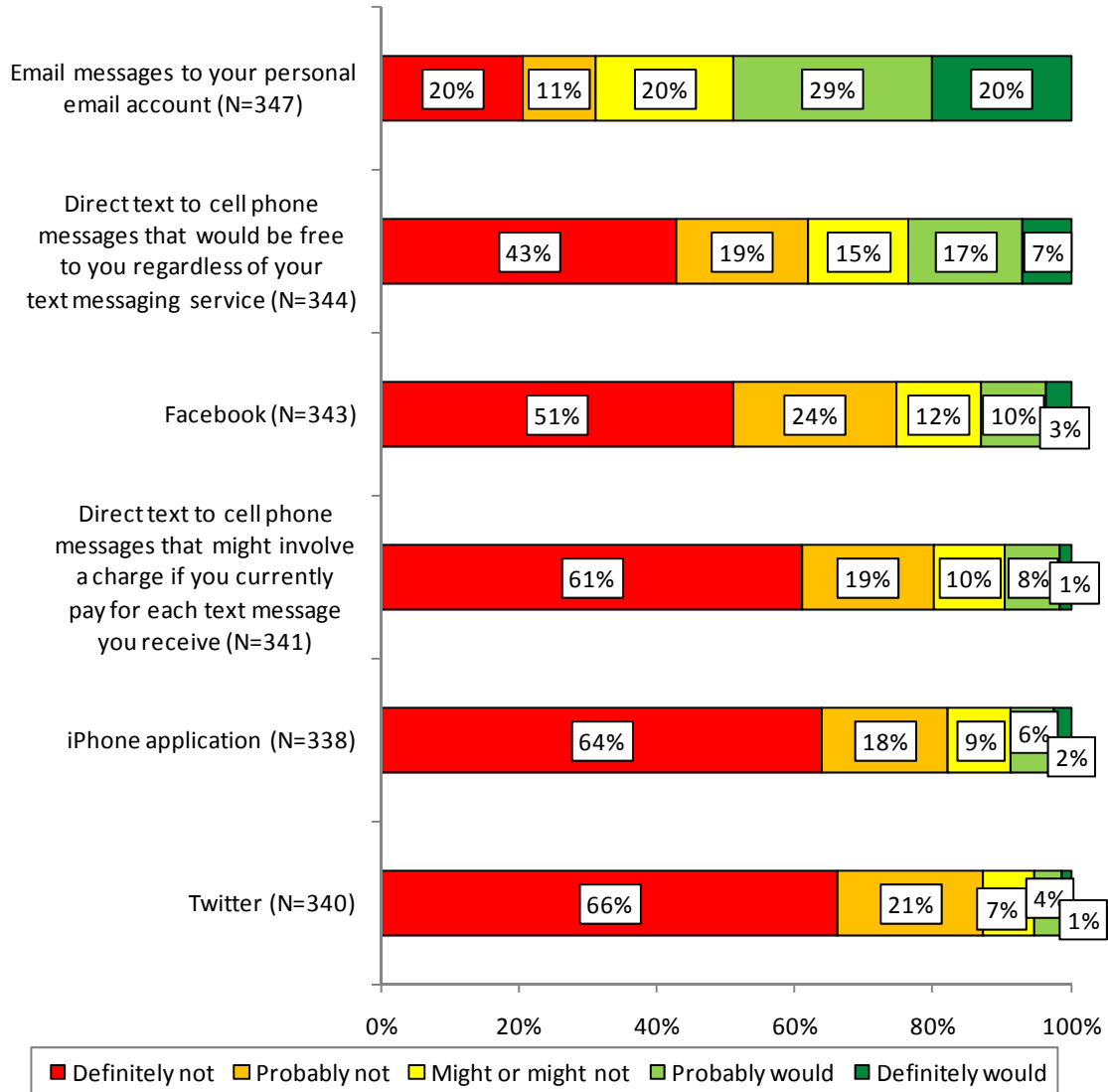
Interest in Receiving Information from KCHRI through Personal Email, Text Messaging, and Social Networking

In 2009, employees also were asked the following question about the likelihood that they would sign up to receive information from the Health Reform Initiative through personal email, text messaging, and social networking: “The Health Reform Initiative wants to use the best ways to reach employees with information about important deadlines and the programs available to improve your health. If the Health Reform Initiative offered the following, how likely would you be to sign up for each?”

- More employees said that they “definitely” or “probably” would sign up (49%) for email messages to their personal email account than would sign up for any of the other services.
- Twenty-four percent of employees said that they “definitely” or “probably” would sign up for free text messages to their cell phone, but almost twice as many (43%) said they would “definitely not” sign up for free text messages from KCHRI.
- Between half and two-thirds of the employees said they would “definitely not” sign up for the other four services, Facebook, text messages that might involve a charge, an iPhone application, and Twitter. Between five and 13 percent of the employees said that they “definitely” or “probably” would sign up for these services.

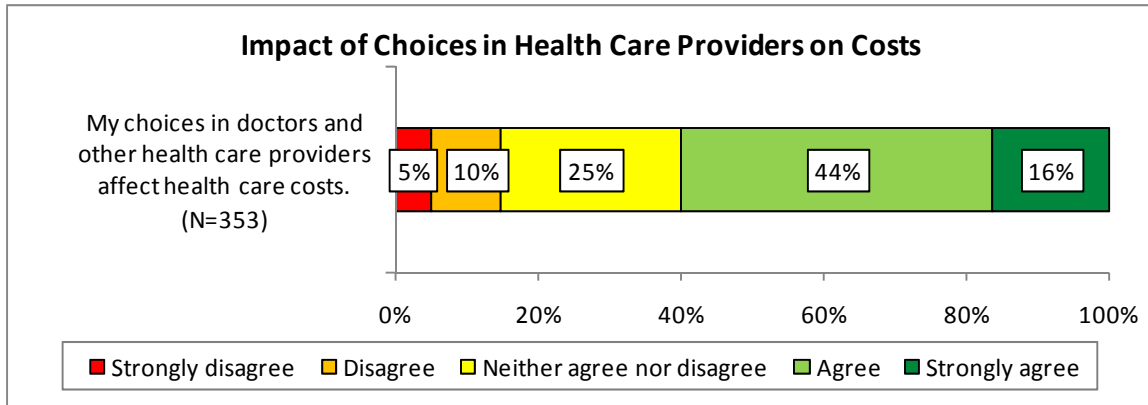
These results are shown in the next chart.

If the Health Reform Initiative offered the following, how likely would you be to sign up for each?



Costs Relating to Choices in Health Care Providers

Participants in each KCHRI employee survey were asked to indicate their level of agreement (“strongly agree,” “agree,” “neither agree nor disagree,” “disagree,” or “strongly disagree”) with the statement, “My choices in doctors and other health care providers affect health care costs.” In 2009, 60 percent of the employees said that they “agree” or “strongly agree” with this statement, and 15 percent said that they “disagree” or “strongly disagree,” as shown in the next chart.



Agreement with the statement, “My choices in doctors and other health care providers affect health care costs,” declined significantly in 2007 and have remained stable since then, as shown in the next table.¹

Choice in Health Care Providers and Health Care Costs: 2006 to 2009
Average ratings on five-point scale where 1 is low (“strongly disagree”) and 5 is high (“strongly agree”)

<i>Responses changed significantly</i>	2006	2007	2008	2009
My choices in doctors and other health care providers affect health care costs.	3.81	3.56	3.54	3.56

¹ Responses to the survey were tested to see if there were statistically significant differences between surveys on the items that were the same (2006 to 2009). One-way analysis of variance (ANOVA), t-tests for independent samples, and chi-square tests were performed using *PASW Statistics 18, Release 18.0.1* (November 13, 2009). Results were considered statistically significant when the probability of that outcome occurring by chance was less than .05 (p<.05).

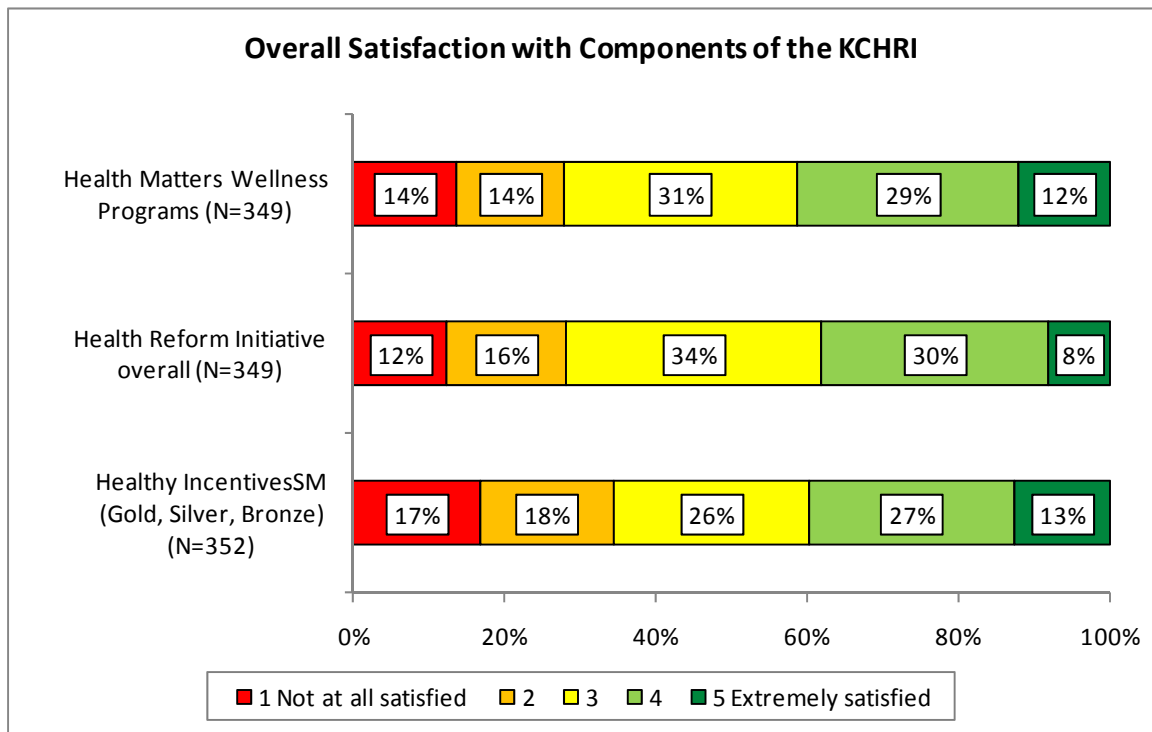
Employees' Satisfaction with and Opinions of KCHRI Features

Several questions in each employee survey examined employees' satisfaction with and opinions of features of the KCHRI.

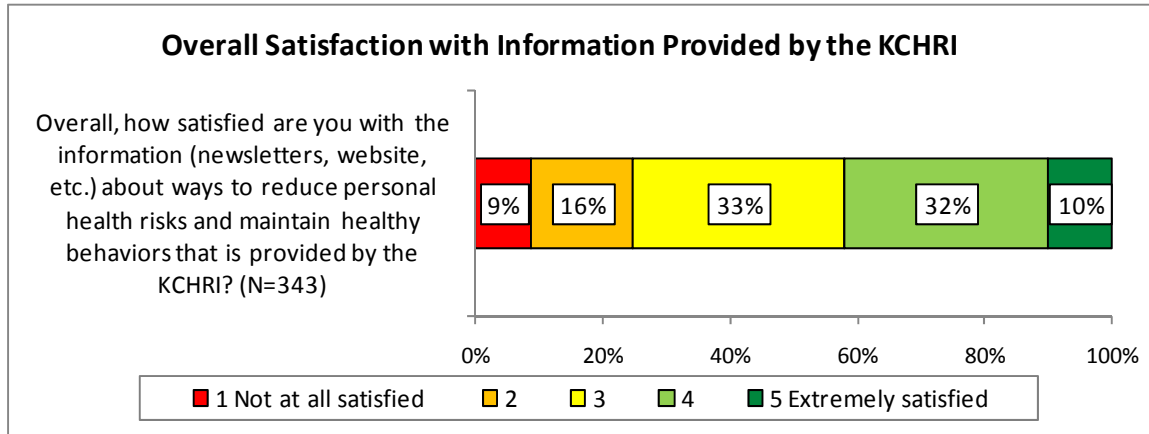
Satisfaction. Employees used a five-point scale, where 1 means “not at all satisfied” and 5 means “extremely satisfied” to rate their satisfaction with three components of the KCHRI:

- “Health Reform Initiative overall,”
- “Health Matters Wellness Programs (Eat Smart, Move More, Stress Less, Weight Watchers at Work, etc.),” and
- “Healthy IncentivesSM (Gold, Silver, Bronze).”

Between 38 and 41 percent of the employees rated their satisfaction with these components of the KCHRI a 4 or a 5 on the five-point scale where 5 means “extremely satisfied.” Between 12 and 17 percent said that they were “not at all satisfied” with the initiative overall, wellness programs, and Healthy IncentivesSM, as shown in the next chart.



Forty-two percent of the employees rated their overall satisfaction “with the information (newsletters, website, etc.) about ways to reduce personal health risks and maintain healthy behaviors that is provided by the King County Health Reform Initiative (Healthy IncentivesSM + Wellness Programs)” a 4 or 5 on the five-point scale where 5 means “extremely satisfied.” Nine percent of the employees said that they were “not at all satisfied” with the information provided. These results are shown in the next chart.



The items relating to satisfaction with components of and information provided by the KCHRI have been included in the last three employee surveys. Two of the items changed significantly across surveys, as discussed below and indicated in the next table.

- Satisfaction with Healthy IncentivesSM and with the information provided by the KCHRI increased in 2008 and then declined in 2009 to levels that did not differ significantly from 2007.
- Satisfaction with the Health Reform Initiative overall and with Health Matters Wellness Programs did not change significantly between 2007 and 2009.

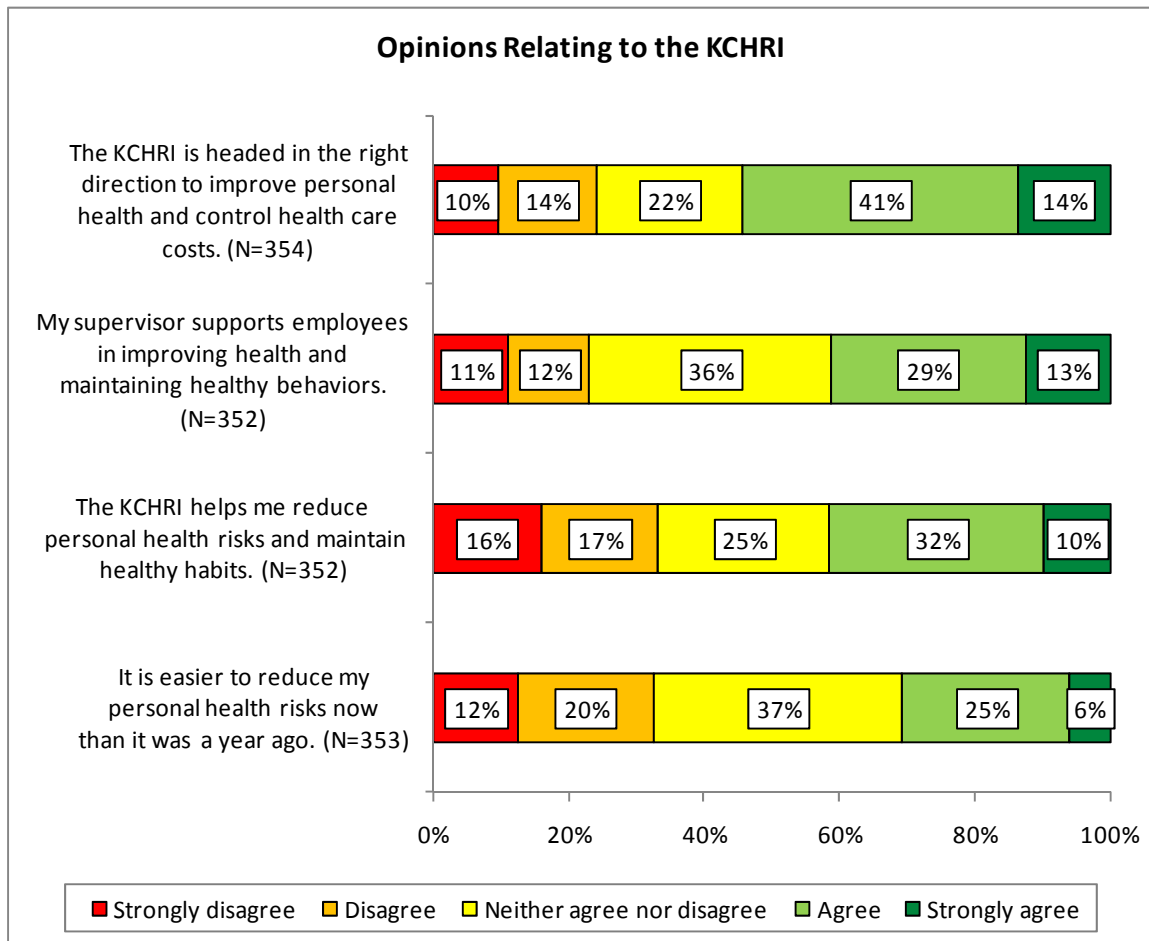
Satisfaction with KCHRI: 2007 to 2009
Average ratings on 5-point scale where 1 is low and 5 is high

Responses changed significantly	2007	2008	2009
Overall, how satisfied are you with the information (newsletters, website, etc.) about ways to reduce personal health risks and maintain healthy behaviors that is provided by the King County Health Reform Initiative?	3.10	3.41	3.18
Satisfaction with Healthy Incentives SM (Gold, Silver, Bronze)	2.87	3.23	3.01
Responses did not change significantly			
Satisfaction with Health Matters Wellness Programs (Eat Smart, Move More, Stress Less, Weight Watchers at Work, etc.)	3.06	3.23	3.12
Satisfaction with Health Reform Initiative overall	3.05	3.22	3.06

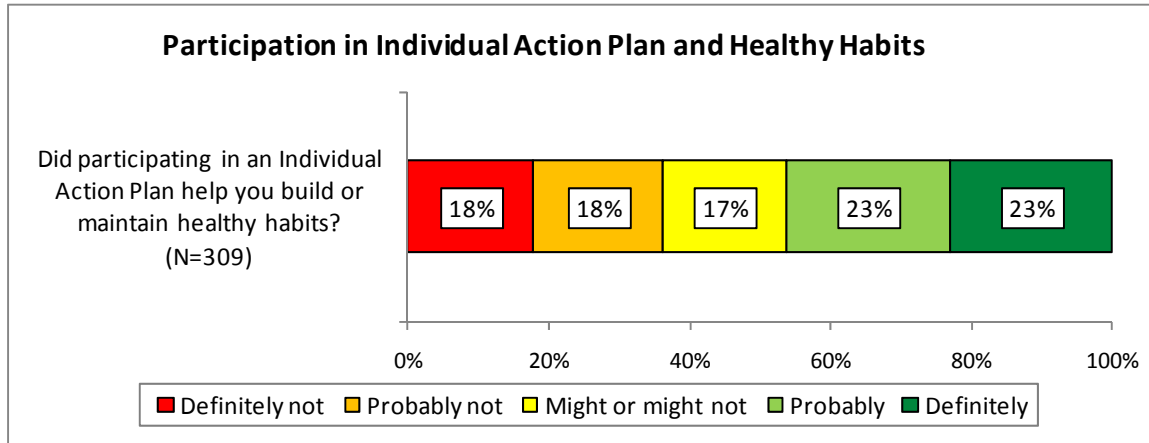
Opinions. Employees were asked to indicate their level of agreement (“strongly agree,” “agree,” “neither agree nor disagree,” “disagree,” or “strongly disagree”) with four statements about the KCHRI, KCHRI program features, and healthy behaviors.

- Fifty-five percent of the employees said that they “agree” or “strongly agree” with the statement, “The King County Health Reform Initiative (Healthy Incentives + Wellness Programs) is headed in the right direction to improve personal health and control health care costs.”
- Forty-two percent of the employees said that they “agree” or “strongly agree” with the statements, “My supervisor supports employees in improving health and maintaining healthy behaviors,” and “The King County Health Reform Initiative (Healthy IncentivesSM + Wellness Programs) helps me reduce personal health risks and maintain healthy habits.”
- Thirty-one percent of the employees said that they “agree” or “strongly agree” that “It is easier to reduce my personal health risks now than it was a year ago.”

These results are shown in the next chart.



Employees also were asked, “Did participating in an individual action plan help you build or maintain healthy habits?” Forty-six percent of the employees said that participating in a plan “definitely” or “probably” helped them build or maintain healthy habits, and 36 percent said that participating in a plan “definitely [did] not” or “probably [did] not” help them build or maintain healthy habits, as shown in the next chart.



Responses to this question about whether participating in an individual action plan helped build or maintain healthy habits were similar for employees whose individual action plan involved filling out an activity log (Route 66, Colorful Choices, or Passport to Health) and for employees whose individual action plan involved taking phone calls from a health coach.

These items relating opinions of the KCHRI have been included in the last three or in all four employee surveys. Several of the items changed significantly across surveys, as discussed below and shown in the next table.

- Responses to three items changed significantly across surveys; results in 2009 were significantly lower than in 2006, when these questions were first asked: “My supervisor supports employees in improving health and maintaining healthy behaviors,” “It is easier to reduce my personal health risks now than it was a year ago,” and “Did participating in an Individual Action Plan help you build or maintain healthy habits?”
- Agreement with the statement, “The King County Health Reform Initiative (Healthy Incentives + Wellness Programs) is headed in the right direction to improve personal health and control health care costs,” increased in 2008 and then declined in 2009. Results in 2009 did not differ significantly from results in 2007, when this question was first asked.
- Agreement with the statement, “The King County Health Reform Initiative (Healthy IncentivesSM + Wellness Programs) helps me reduce personal health risks and maintain healthy habits,” did not change significantly across surveys.

Opinions Relating to the KCHRI: 2006 to 2009
Average ratings on 5-point scale where 1 is low and 5 is high

Responses changed significantly	2006	2007	2008	2009
My supervisor supports employees in improving health and maintaining healthy behaviors.	3.62	3.33	3.40	3.20
It is easier to reduce my personal health risks now than it was a year ago.	3.18	3.14	2.89	2.92
Did participating in an Individual Action Plan help you build or maintain healthy habits?	3.47	3.26	3.34	3.15
The King County Health Reform Initiative (Healthy Incentives SM + Wellness Programs) is headed in the right direction to improve personal health and control health care costs.	--	3.44	3.55	3.34
Responses did not change significantly				
The King County Health Reform Initiative (Healthy Incentives SM + Wellness Programs) helps me reduce personal health risks and maintain healthy habits.	--	3.16	3.13	3.02

Employee Suggestions for the KCHRI

Employees were asked two open-ended questions about the KCHRI: “What is the one change that would improve the King County Health Reform Initiative the most?” and “What is the most important thing for the King County Health Reform Initiative to keep the same in order to build and maintain program quality?” Employees offered many different answers to these questions, all of which are included in the appendix.

Employee Characteristics

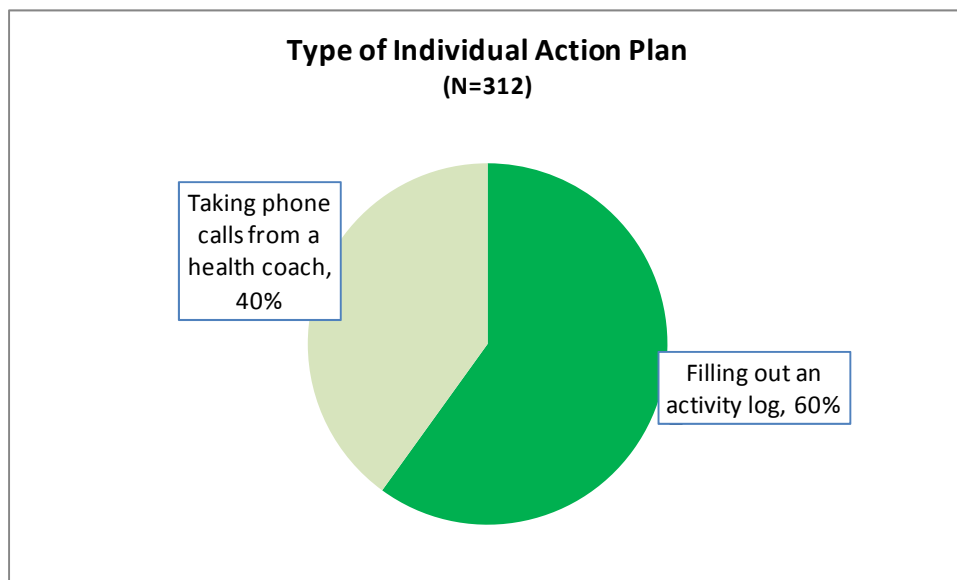
Employees were asked a series of background questions relating to KCHRI participation and their positions in King County. The responses to these questions are discussed below.

As was the case for all King County employees, the majority of employees who participated in the KCHRI survey said that they completed the wellness assessment and that they were participating in or had completed an individual action plan as part of the KCHRI:

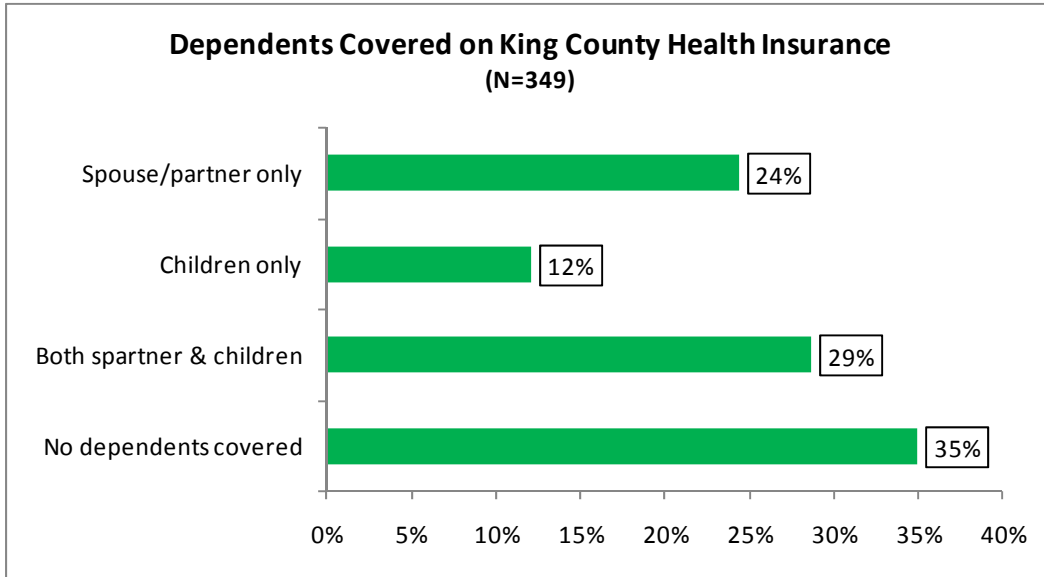
- Ninety-three percent of the 347 employees answering the question said that they completed the wellness assessment questionnaire earlier this year;
- Eighty-seven percent of the 349 employees answering the question said that they were participating in or had completed an individual action plan.

While the vast majority of employees reported completing the wellness assessment in each survey, the proportion of employees who said they completed the wellness assessment declined significantly since 2006 (2006 – 97%; 2007 – 94%; 2008 – 92%; 2009 – 93%). The proportion who participated in or completed the individual action plan has not changed across surveys.

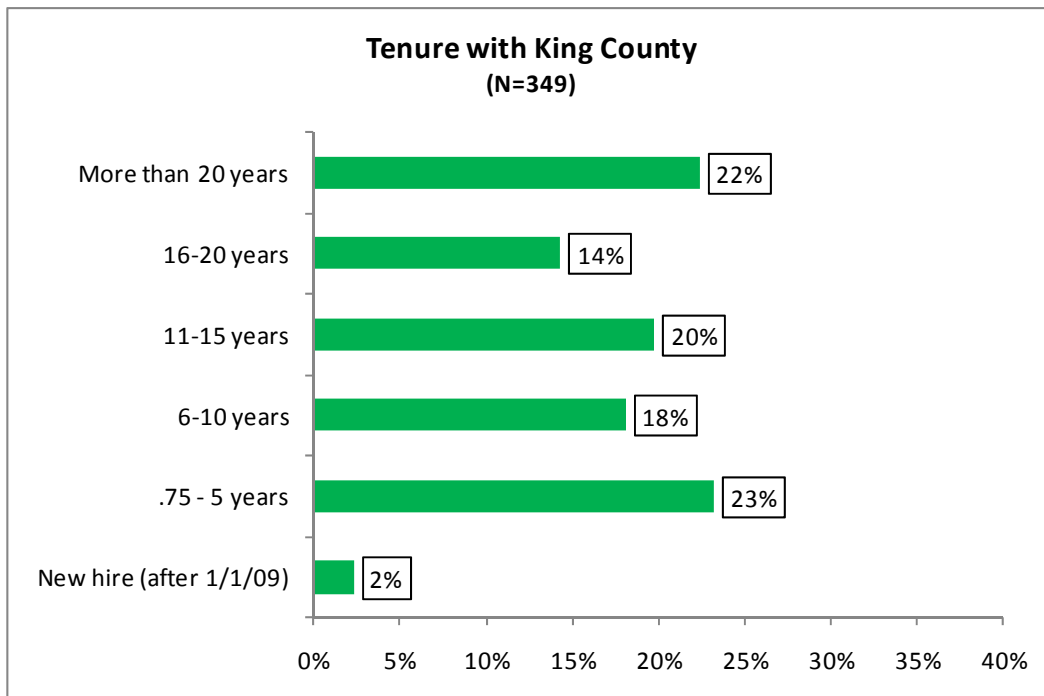
As shown in the next chart, 60 percent of the employees said that their individual action plan involved “filling out an activity log (Route 66, Colorful Choices, or Passport to Health).” The balance (40%) of employees said that their individual action plan involved “taking phone calls from a health coach.” In 2008 and 2009, higher percentages of survey respondents said that their individual action plan involved filling out an activity log than in 2006 or 2007 (2006 – 53%; 2007 – 53%; 2008 – 62%; 2009 – 60%).



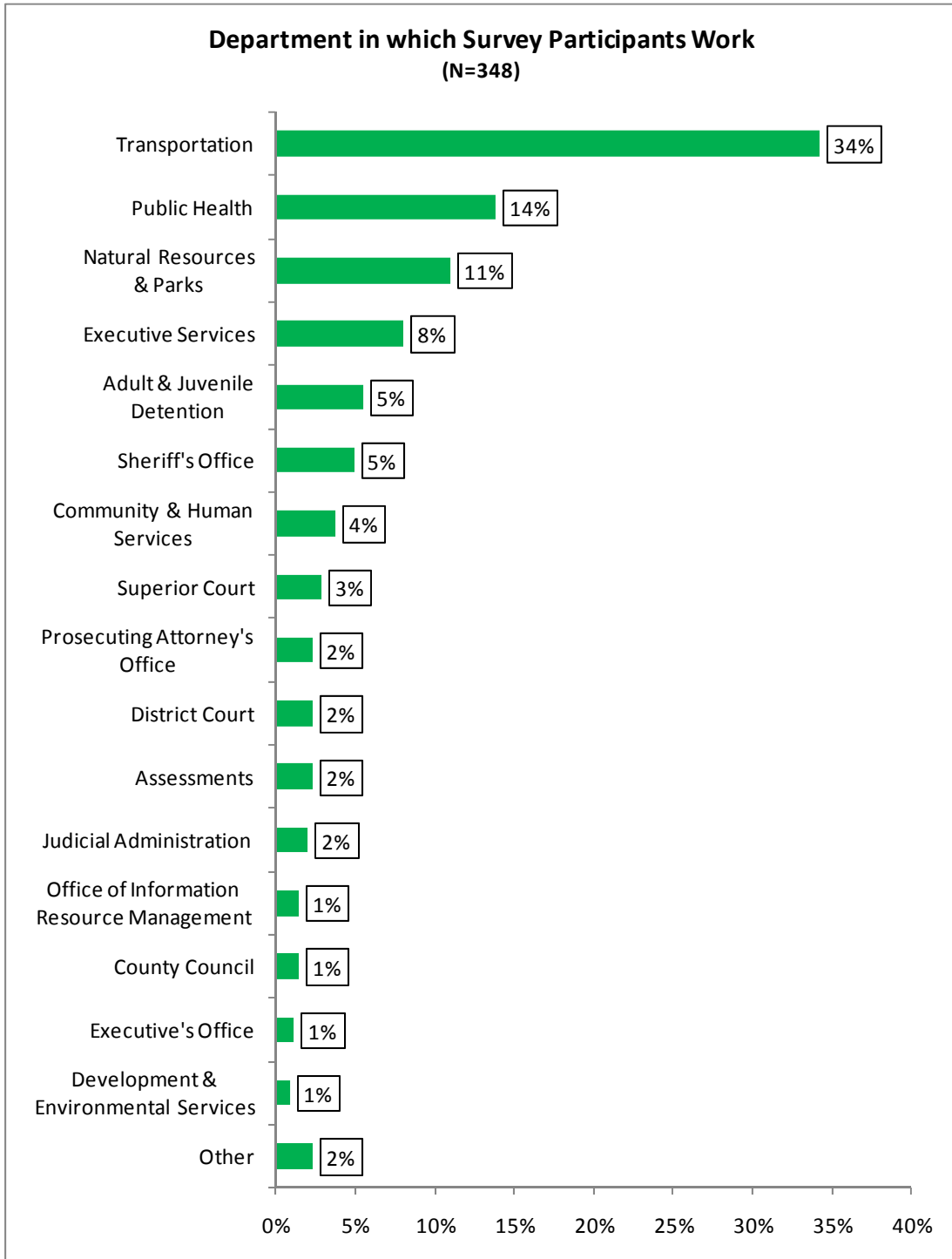
As shown in the next chart, 35 percent of employees cover no dependents and 65 percent of employees cover dependents on their King County health insurance. Twenty-nine percent of employees cover both their spouses/partners (spartners) and children, 24 percent cover only their spartners, and 12 percent cover only their children on their King County health insurance.



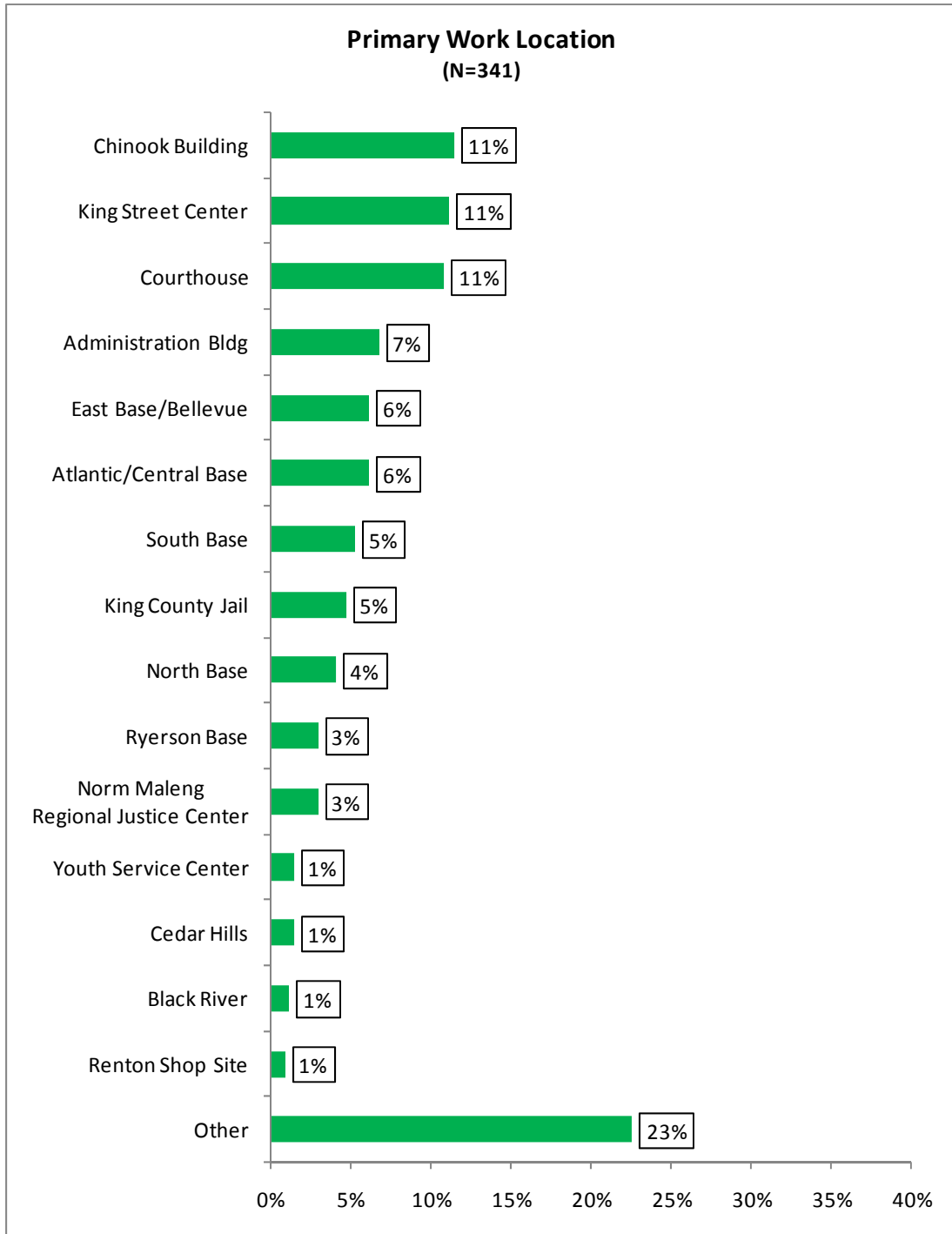
As shown in the next chart, 22 percent of the King County employees participating in the survey said that they have worked for King County for more than 20 years, 14 percent for 16 to 20 years, 20 percent for 11 to 15 years, 18 percent for 6 to 10 years, 23 percent for three-fourths to five years, and two percent said they were hired after January 1, 2009.



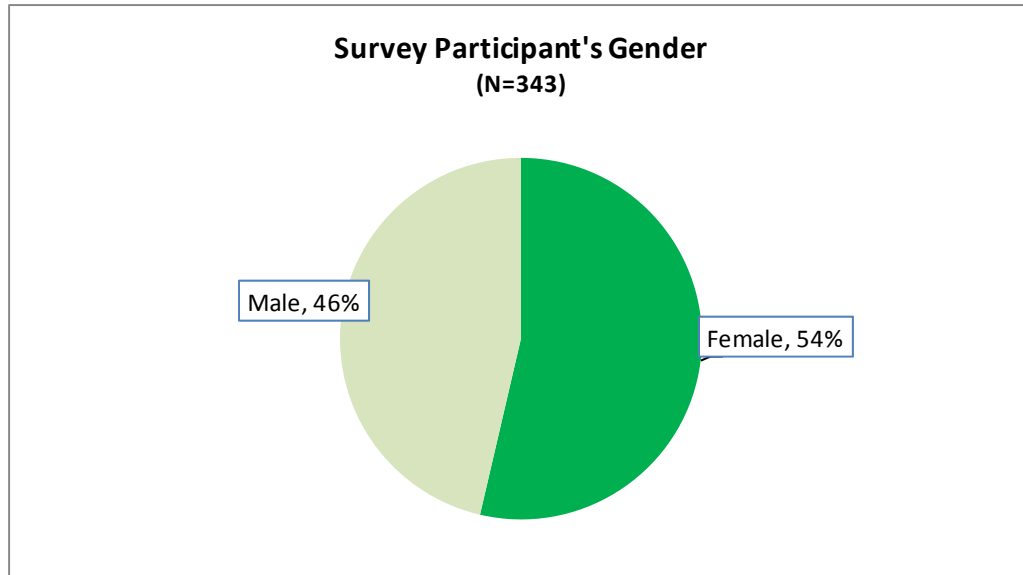
Employees who participated in the survey represented all King County departments. As might be expected given the size of the departments overall, survey participants were most likely to work in Transportation (34%), Public Health (14%), and Natural Resources and Parks (14%). The departments in which survey participants said they work are shown in the next chart.



Employees participating in the survey work in a variety of locations, as shown in the next chart. The Chinook Building, King Street Center, and the Courthouse were the most frequently mentioned work locations (11% each).



As the next chart shows, just over half of the employees participating in the survey were women (54%). Since more men than women work for the county, women appear to be overrepresented in the 2009 survey sample, as was the case in the previous KCHRI employee surveys.



Key Findings and Conclusions

A higher percentage of women participated in the 2009 KCHRI survey than is found in the population of King County employees, and it is possible that survey participants differ from employees who did not participate in the survey in other respects. Therefore, survey results may not apply to all employees and should be interpreted cautiously. However, the responses of the 355 employees who participated in the survey suggest the following key findings and conclusions:

Importance of and Reasons for Healthy Behaviors

About nine in ten employees (89%) rated the importance of reducing personal health risks and improving or maintaining healthy habits a 4 or a 5 on the five-point scale where five means "extremely important." About 90 percent of employees rated six considerations in decisions to reduce personal health risks and improve or maintain healthy habits a 4 or a 5 on the five-point scale where five means "extremely important": "To have more energy," "To be healthy after you retire to enjoy friends and family," "To be physically active after you retire," "To feel better," "To be physically active now," and "To live longer." Saving money on health care costs and being able to do good work also were important considerations in decisions to reduce personal health risks and improve or maintain healthy habits for over three-fourths of employees.

- Reducing personal health risks and improving or maintaining healthy habits is important to most employees, and the ability to be healthy and active now and after retirement are important considerations in decisions to reduce health risks and improve or maintain healthy behaviors.

Recent Changes, Healthy Behaviors

Eighty-one percent of the employees said that they have made at least one change to reduce personal health risks and improve or maintain healthy behaviors during the last three years. Ninety-seven percent of these employees said that they have continued at least one of the changes they made.

During work days, many employees try to improve health by engaging the following activities at least one day a week: having healthy lunches or snacks (95%), using the stairs at work (75%), and taking breaks to reduce stress (72%). Ninety-five percent of employees spend time outside the work day (on weekdays before or after commuting to or from work, or on weekends) trying to improve health.

- Most employees reported having made changes in the last three years, since implementation of the KCHRI, and engaging in activities now that reduce personal health risks and increase or maintain healthy behaviors.

Experience with and Interest in Making Life Easier Program Services

Thirteen percent of employees reported having used “Confidential, one-on-one sessions with a licensed counselor.” Between one and four percent of employees said that they have used resources to help care for aging relatives, for children, or for disabled adult family members; to consult with an attorney; or to learn how to manage debt and other money issues. Employees who have not used the Making Life Easier Program services indicated that they would be most likely to consult with an attorney or use resources to help care for aging relatives (43% and 42%, respectively, “definitely would” or “probably would” use).

- Employees’ responses to the survey indicated that they have limited experience with Making Life Easier Program services. The services that employees said they would be most likely to use are consultations with an attorney or resources to help care for aging relatives, although the service that employees have already used the most was meeting with licensed counselors.

Interest in Receiving Information from KCHRI through Personal Email, Text Messaging, or Social Networking

Employees indicated that they would be more likely to sign up for messages from KCHRI to their personal email accounts (49% “definitely would” or “probably would”) than for text messages (free or with a possible fee), Facebook, an iPhone application, or Twitter (5% to 24% “definitely would” or “probably would”).

- The KCHRI may want to consider offering employees the option of receiving messages about important deadlines and programs to improve health in their personal email accounts.

Employees' Satisfaction with Opinions of KCHRI Features

While the majority of employees indicated that they think the KCHRI is “headed in the right direction to improve personal health and control health care costs” (55% “agree” or “strongly agree”) and many employees indicated that the KCHRI has had positive impacts on them (e.g., 46% said that participating in an Individual Action Plan “definitely” or “probably” helped build or maintain healthy habits), some ratings of KCHRI features declined in 2009.

Satisfaction with components of the KCHRI (the initiative overall, Healthy IncentivesSM, and Health Matters Wellness Programs) and with information provided by the KCHRI either did not change across surveys, or increased in 2008 and then declined to levels comparable to 2007, when these questions were first asked.

Similarly, agreement with the statements that the KCHRI is headed in the right direction and that the KCHRI helps reduce health risks and maintain healthy habits did not change significantly across surveys, or increased and then declined to levels comparable to the results when these questions were first asked.

However, in 2009, responses to three items were significantly lower than when first asked: “My supervisor supports employees in improving health and maintaining healthy behaviors,” “It is easier to reduce my personal health risks now than it was a year ago,” and “Did participating in an Individual Action Plan help you build or maintain healthy habits?”

- For the most part, satisfaction with and opinions of the KCHRI have remained at least as favorable over time as when the program was new and employees may have been most motivated about program participation. However, the KCHRI may want to explore ways to improve these ratings in the future.
- Declines in ratings of the ease of reducing personal health risks and the benefits of participating in an Individual Action Plan may reflect natural program fatigue on the part of employees, but the KCHRI should monitor these areas and consider developing strategies to further support employees in reducing personal health risks and deriving benefit from participation in an Individual Action Plan.
- The significant decline in employees' perceptions of their supervisors' support for improving health and maintaining healthy behaviors suggests that the KCHRI should consider developing new approaches to increase supervisors' awareness of, involvement in, and commitment to the KCHRI in order to foster a workplace that is more supportive of employees and the initiative.

Appendix

- Employee Questionnaire
- Email Messages and Cover Letter to Employees
- Verbatim Responses to Open-ended Questions

**King County Health Reform Initiative
2009 Employee Survey**



King County

Please complete the following questions about the King County Health Reform Initiative by selecting the response that best reflects your opinion or by writing in your answers to the question. All responses will be anonymous and confidential. Results will be reported in aggregate only and will be used to assess and improve the King County Health Reform Initiative.

1. Overall, how satisfied are you with the following components of the King County Health Reform Initiative? *Please rate your satisfaction on a 5-point scale, where 5 means "Extremely satisfied" and 1 means "Not at all satisfied."*

	Not at all satisfied (1)	2	3	4	Extremely satisfied (5)
Health Reform Initiative overall	1	2	3	4	5
Healthy Incentives SM (Gold, Silver, Bronze)	1	2	3	4	5
Health Matters Wellness Programs (Eat Smart, Move More, Stress Less, Weight Watchers at Work, etc.)	1	2	3	4	5

2. Overall, how satisfied are you with the information (newsletters, website, etc.) about ways to reduce personal health risks and maintain healthy behaviors that is provided by the King County Health Reform Initiative (Healthy IncentivesSM + Wellness Programs)? *Please use the same 5-point scale, where 5 means "Extremely satisfied" and 1 means "Not at all satisfied."*

Not at all satisfied (1) 2 3 4 Extremely satisfied (5)

3. Please check the boxes below that **best reflect your opinions** concerning each of the following statements.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
The King County Health Reform Initiative (Healthy Incentives SM + Wellness Programs) is headed in the right direction to improve personal health and control health care costs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The King County Health Reform Initiative (Healthy Incentives SM + Wellness Programs) helps me reduce personal health risks and maintain healthy habits.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My supervisor supports employees in improving health and maintaining healthy behaviors.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My choices in doctors and other health care providers affect health care costs.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
It is easier to reduce my personal health risks now than it was a year ago.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

4. Overall, how important is it to you personally to reduce your personal health risks and improve or maintain healthy habits? *Please rate importance using a 5-point scale, where 5 means “Extremely important” and 1 means “Not at all important.”*

- Not at all important (1) 2 3 4 Extremely important (5)

5. How important is each of the following reasons in your decisions to reduce your personal health risks and improve or maintain healthy habits? *Please use the same 5-point scale, where 5 means “Extremely important” and 1 means “Not at all important.”*

	Not at all important (1)	2	3	4	Extremely important (5)
To feel better	1	2	3	4	5
To be able to do good work	1	2	3	4	5
To live longer	1	2	3	4	5
To have more energy	1	2	3	4	5
To be physically active now	1	2	3	4	5
To be physically active after you retire	1	2	3	4	5
To be healthy after you retire to enjoy friends and family	1	2	3	4	5
To save money on health care costs	1	2	3	4	5

6. If there are other reasons that are important in your decisions to reduce your personal health risks and improve or maintain healthy habits, please describe them here.

7. During the last 3 years, have you made any changes to reduce your personal health risks and improve or maintain healthy behaviors?

- Yes, made 3 or more changes – Continue
 Yes, made 1-2 changes – Continue
 No, did not make changes – Skip to Question 9

8. Have you been able to continue the changes you made to reduce your personal health risks and improve or maintain healthy behaviors?

- Yes, have continued most or all of the changes
 Yes, continued some of the changes
 No, have not been able to continue the changes
 Does not apply/did not make changes

9. During the work day (including your commute), how often do you typically spend time actively trying to improve your health in each of the following ways? *Please check the boxes that best reflect your activities.*

	Never	Less than once a week	1 day a week	2-3 days a week	4-5 days a week
Use the stairs at work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Exercise during short (10-15 minute) breaks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Exercise during lunch break	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Exercise while commuting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Take breaks to reduce stress (deep breathing, meditation, talking to a friend, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Have healthy lunch/snacks	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Attend group discussion/lecture on health-related topics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Search for or read information on health-related topics	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

10. If there are other things you do during the work day to actively try to improve your health, please describe them here.

11. Do you spend time outside the work day actively trying to improve your health (e.g., exercise, eat well, reduce stress, etc.)?

- Yes, on weekdays before or after commuting to or from work
- Yes, on weekends
- No, don't actively try to improve health

12. King County's Making Life Easier Program offers free services to employees and their dependent family members. Please indicate how likely you are to use each of the following Making Life Easier services by checking the boxes that best reflect your opinions.

	Definitely would not use	Probably not	Might or might not	Probably would	Definitely would use	Have used already
How to manage debt and other money issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Consultation with an attorney	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resources to help you care for your children	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resources to help you care for aging relatives	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resources to help you care for your disabled adult family members	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Confidential, one-one-one sessions with a licensed counselor	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

13. The Health Reform Initiative wants to use the best ways to reach employees with information about important deadlines and the programs available to improve your health. If the Health Reform Initiative offered the following, how likely would you be to sign up for each?

	Definitely would not sign up	Probably not	Might or might not	Probably	Definitely would sign up
Facebook	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Twitter	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
iPhone application	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Direct text to cell phone messages that might involve a charge if you currently pay for each text message you receive	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Direct text to cell phone messages that would be free to you regardless of your text messaging service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Email messages to your personal email account	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

14. What is the one change that would improve the King County Health Reform Initiative the most?

15. What is the most important thing for the King County Health Reform Initiative to keep the same in order build and maintain program quality?

Please complete the following questions so that we can aggregate your responses for analysis.

16. Earlier this year, did you complete and return the Wellness Assessment questionnaire?

- Yes
- No

17. Are you participating in or did you complete an Individual Action Plan as part of the 2009 Healthy IncentivesSM Program?

- Yes
- No
- Does not apply/did not participate

18. What did your Individual Action Plan involve? *Please check one.*

- Filling out an activity log (Route 66, Colorful Choices, or Passport to Health)
- Taking phone calls from a health coach
- Does not apply/did not participate

19. Did participating in an Individual Action Plan help you build or maintain healthy habits?

- Definitely
- Probably
- Maybe or maybe not
- Probably not
- Definitely not
- Does not apply/did not participate

20. How long have you worked for King County?

- | | | |
|--|--|---|
| <input type="checkbox"/> New Hire – hired after January 1 of this year | <input type="checkbox"/> .75 - 5 years | <input type="checkbox"/> 6-10 years |
| <input type="checkbox"/> 11-15 years | <input type="checkbox"/> 16-20 years | <input type="checkbox"/> More than 20 years |

21. In what department or agency do you work? *Please check only one. (If you work with more than one, please check the department with which you are primarily associated.)*

- | | | |
|---|--|--|
| <input type="checkbox"/> Adult & Juvenile Detention | <input type="checkbox"/> Assessments | <input type="checkbox"/> Community & Human Services |
| <input type="checkbox"/> County Council | <input type="checkbox"/> Development & Environmental Services | <input type="checkbox"/> District Court |
| <input type="checkbox"/> Executive's Office | <input type="checkbox"/> Executive Services | <input type="checkbox"/> Judicial Administration |
| <input type="checkbox"/> Natural Resources & Parks | <input type="checkbox"/> Office of Information Resource Management | <input type="checkbox"/> Prosecuting Attorney's Office |
| <input type="checkbox"/> Public Health | <input type="checkbox"/> Sheriff's Office | <input type="checkbox"/> Superior Court |
| <input type="checkbox"/> Transportation | <input type="checkbox"/> Other. Please specify: _____ | |

22. Which of the following best describes your work location? *Please check only one. (If you work in more than one location, please check the location with which you are primarily associated.)*

- | | | |
|--|--|---|
| <input type="checkbox"/> Administration Building | <input type="checkbox"/> Atlantic/Central Base | <input type="checkbox"/> Black River |
| <input type="checkbox"/> Cedar Hills | <input type="checkbox"/> Chinook Building | <input type="checkbox"/> Courthouse |
| <input type="checkbox"/> East Base/Bellevue | <input type="checkbox"/> King County Jail | <input type="checkbox"/> King Street Center |
| <input type="checkbox"/> Norm Maleng Regional Justice Center | <input type="checkbox"/> North Base | <input type="checkbox"/> Renton Shop Site |
| <input type="checkbox"/> Ryerson Base | <input type="checkbox"/> South Base | <input type="checkbox"/> Youth Service Center |
| <input type="checkbox"/> Other | | |

23. Do you have any dependents who are covered on your King County health insurance?

- Yes, spouse or partner only
- Yes, children only
- Yes, both spouse/partner and children
- No, no dependents covered

24. What is your gender?

- Female
- Male

Thank you very much for your time and opinions. Please send this survey to Health Matters, YES-ES-0500 in the envelope provided.

Email Messages and Cover Letters to Employees

Global Email Sent to All County Employees on November 18, 2009

Dear King County Employee:

Your opinions about the Health Reform Initiative are very valuable in shaping the program. After Thanksgiving, the annual employee survey will be distributed to a random sample of King County employees. If you receive a survey through e-mail or interoffice mail, please take the time to respond.

Employee input has generated the creation of the Live Well Challenge, Weight Watchers at Work[®] and the Gym Discount Program. It was also used to enhance the Healthy IncentivesSM Program, resulting in changes you will see through our new partnership with WebMD in 2010. Please help us give you the best programs and service possible by answering the survey.

The survey will be distributed to a random sample of King County employees drawn from across our workforce. This unbiased technique will ensure that the survey reflects the county workforce in general. Selected employees will receive invitations to participate by e-mail, if they have it, or through interoffice mail. All responses will be evaluated by a third party contractor. The survey is secure, confidential and voluntary. You may skip questions, if you wish.

If you have questions about the survey, please contact the Health Matters team at health.matters@kingcounty.gov.

If you do not receive an invitation to participate in the survey but would like to give feedback on the Health Reform Initiative, please email us at: health.matters@kingcounty.gov.

Thank you in advance for your participation and feedback.

The Health Matters Team

**Cover Letter Sent with Questionnaire on December 2, 2009,
to Employees in Random Sample with No E-mail Address**

	King County Health Reform Initiative Human Resources Division YES-ES-0500 December 2, 2009
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We'd like to hear from you about King County's Health Reform Initiative.

You have been randomly chosen to participate in the 2009 King County Health Reform Initiative survey. Please take a few minutes to complete the enclosed questionnaire.

Your opinions are vital for continued improvements and the ongoing success of the Health Reform Initiative. Please complete this survey so that we may include your input when assessing and planning improvements to the Initiative.

Your participation is voluntary and confidential – your responses will not be linked to your name or any other identifying factor. You may skip questions, and you may stop at any point. The survey typically takes less than 15 minutes to complete.

The 2009 Health Reform Initiative Survey is a part of ongoing measurement and evaluation of the Health Reform Initiative. King County has contracted with an independent consultant, Mary McGuire, to assist with and conduct the 2009 survey.

To participate in the survey, please complete the enclosed questionnaire and send your responses back in the envelope provided **by December 18, 2009**.

This survey is also available online. If you have internet access and would prefer to complete the survey online, please go to <https://catalysttools.washington.edu/webq/survey/kchealth/88559>

If you have questions about the survey, please contact Brooke Bascom at 206-296-3822 or email the Health Matters team at health.matters@kingcounty.gov.

Thank you in advance for your participation and feedback.

**Invitation to Participate in Survey Sent on December 4, 2009, to
Random Sample of Employees with E-mail Addresses**

We'd like to hear from you about King County's Health Reform Initiative.

You have been randomly chosen to participate in the 2009 King County Health Reform Initiative survey. Please take a few minutes to complete the online questionnaire by clicking on

<https://catalysttools.washington.edu/webq/survey/kchealth/88559>

Your opinions are vital for continued improvements and the ongoing success of the Health Reform Initiative. Please complete this survey so that we may include your input when assessing and planning improvements.

Your participation is voluntary and confidential – your responses will not be linked to your name or any other identifying factor. You may skip questions, and you may stop at any point. The survey typically takes less than 15 minutes to complete.

The 2009 Health Reform Initiative Survey is a part of ongoing measurement and evaluation of the Health Reform Initiative. King County has contracted with an independent consultant, Mary McGuire, to assist with and conduct the 2009 survey.

To participate in the survey, please click on the link below before December 18, 2009 and complete the survey online.

<https://catalysttools.washington.edu/webq/survey/kchealth/88559>

If you have questions about the survey, please contact Brooke Bascom at 206-296-3822 or email the Health Matters team at health.matters@metrokc.gov.

Thank you in advance for your participation and feedback.

**Reminder Sent on December 14, 2009, to Random Sample of Employees
with E-mail Addresses**

From: Bascom, Brooke
Sent: Monday, December 14, 2009 1:46 PM
To: Bascom, Brooke
Subject: Reminder: Health Reform Survey

Dear King County Employee:

I want to thank those of you who have already taken the time to answer the employee survey on the county's health reform initiative and urge those of you who haven't to take about 10 minutes to fill out the survey. We need your help to make sure our program is the best it can be for employees. We can only do that with your feedback and input. Please click on the link below to take the online survey.

<https://catalysttools.washington.edu/webq/survey/kchealth/88559>

Roughly a thousand employees were chosen to receive the survey -- already close to 220 people have responded. We hope to hear from at least 400. Your time and attention is greatly appreciated -- especially now during these trying times.

If you have questions about the survey, please contact Brooke Bascom at brooke.bascom@kingcounty.gov or 206-296-3822.

**Reminder Sent on December 21, 2009, to Random Sample of Employees
with E-mail Addresses**

Dear King County Employee,

Your opinions are important to shaping King County's Health Reform Program.

Your input will be an important part of shaping a more effective government under my administration. That includes making sure we have internal programs that support employees so they can be healthy and effective. I encourage you to take advantage of this opportunity to shape the Health Reform Program so that it best supports your efforts to get and stay healthy.

You may have already filled out the online questionnaire on the Health Reform Program. If you have not, please take ten minutes to fill it out, as your opinions and ideas are important.

To participate in the survey, please click on the following link before Thursday, December 24 and complete the survey online:

<https://catalysttools.washington.edu/webq/survey/kchealth/88559>

Your participation is voluntary and confidential – your responses will not be linked to your name or any other identifying factor. King County has contracted with an independent consultant, Mary McGuire, to assist with and conduct the 2009 survey.

If you have questions about the survey, please contact Brooke Bascom at 206-296-3822 or e-mail the Health Matters team, at health.matters@kingcounty.gov.

We value your input. Your opinions and ideas are vital for continued improvements and the ongoing success of the Health Reform Program. Thank you in advance for your participation and feedback.

Sincerely,
Dow Constantine
King County Executive

Verbatim Responses to Open-ended Questions

If there are other reasons that are important in your decisions to reduce your personal health risks and improve or maintain healthy habits, please describe them here.

Improves self-esteem
\$\$ in my pocket
1. Diabetes 2. Family 3. Healthy life after work
Able to participate in physical activities.
Also, a better quality of life all around
BE AN EXAMPLE TO MY FRIENDS AND FAMILY.
Because I have two diseases that have no cure and one of them only gets worse; if I could be like I use to be; which was very active i.e. played basketball, baseball, skating and swimming, to just name a few. I miss not being able to be in those sports and more. It is very sad to me; but I do try to stay possitive and I do everything that I can to remain active.
For these reasons I'm not able to cut down on my dr.'s visits, which include acupucture, massage therapy but I'm limited as to what types of exercising that I can do.
If I need to provide additional information, please feel free to ask; I'd be more than happy to share this with you.
Bus driving is horrible for your health and mental state.
By being more informed I'm better able to realize the risks.
Common sense and self-reliance makes health a priority
cost of healthcare in the future as a retiree and ability to pay for it on reduced income
family
Fit into clothes, more selection of clothes, be able to be active, have more energy, have a better life in general.
Five main reasons I have to stay healthy: 1.) So I can work as long as possible and do a good job at it; 2.) To stay in good health for my husband; 3.) To stay in good health for my son; 4.) To stay in good health for my mom. 5.) To be able to give back, and contribute to the welfare of people and society. This is how I serve God.
Having healthy habits reduces the risk of having to take medications. The food I eat affects me physically and emotionally.
I am 60 years old in love with a 22 year old. If this is not incentive, nothing is.
I am negatively impacted by this program. It is so easy to fake and the messages are so annoying. It is my own personal drive that keeps me healthy.
I and my husband worked at taking long daily walks with my dog but wasn't able to get computer program to take data. Same for my husband. Feel very burned to end up with bronze even though we both walked all year.

I cannot reduce health risks or improve healthy habits. I am already living as safely and healthy as possible.
I consume organic products to have an impact on the market of consumer goods; to try to influence growers/products to increase choices and sources of locally produced products.
I don't want to hear about it. All the bombardment feels preachy. I know how to be healthier. I just have to want to be.
I finde all of this aA violation of my personal Liberties!
I have ms and need to carefully mange my health to prevent it from becoming disabling.
I hope to enjoy my great-grandchildren and be healthier than I am. The fact that your program has given me excellent support; i.e. incentives to be more assertive at changing my bad habits is more than words can say. Thank you.
I just believe that "healthy mind is a healthy body". Life's very beautiful and we have to live it up to extent and full. It is only possible if we mend our ways to keep ourselves healthy. A person be free from all worries and other related factors of life if he/she understand the importance of being healthy. So its very important that we need to support all kinds of health related programs and survey which leads all of us to a healthy and prosperous life.
I want to live long to watch my grandkids grow up
Improve my appearance by losing and/or maintainig my weight.
It is important for me because heart disease and stroke has an history in some of my family trait. To live an healthy lifestyle will be a good thing.
It is important that I try to live a sustainable lifestlye and keep my meat consumption low and local as well as growing as much of my food as possible.
It is my responsibility to take care of myself. I need to be a good steward of the body God has given me.
It would be nice if field staff were allowed to combine lunch and breaks together so to be able to utilize it for exercise.
Live longer #3
Lose weight and look better - be more attractive.
losing weight to look better and fit into those old jeans
maintain my weight
model good behaviors for my kids
My mental well being
N/A
none
Positive Self Image
reduce stress and improve concentration
Reduce the money that goes into the pharmaceutical industry and their pushers, the medical industry. Starve the beast.
Refuse to be a burden to my wife and kids.
Saved money on medical bills/co-payments, help the enviroment and save money tax payers money
SO I CAN BE THERE LONGER FOR MY WIFE DAUGHTER AND GRANDCHILDREN

The 'Healthy Incentives' in my view for me personally is a total and absolute waste of time. Reason being: I have put my health on top of my priority list, and have been doing very well for many years.

I found that the annual questioner is poorly designed. It is assumed that everyone is sick. There is nothing in there if one healthy. I could list numerous examples. Surely there are some people within the County that are not sick: high blood pressure, stress, overweight to mention a few. Take question #7. No I did not, but then I did not have to. It is assumed that I am not well that I have some sort of ailment, and this simply is not true. I am not overweight, I don't have high cholesterol, in fact my HDL is off the chart. I don't have high blood pressure, my coronary arteries are 100% unblocked. I don't wear glasses for anything, reading or driving, I don't have any heart problems, strokes. Why?

Because I don't enjoy the typical north American diet or lifestyle. There is not one question for me in there, because I am not sick...certainly I am not the one and only healthy individual, there are others, yet all the questions are only for people that just stepped out of the doctor's office or were released from ER! One is barely alive or jut about to check out...the answer to question #7 is:

No I don't have to make any changes however I have to say that I did!

The "Gold, Silver, Bronze" program is a joke!

The initiative does not support employees who have always been and maintain healthy habits.

The reasons that were listed are all very true and extremely important. The Healthy Incentives Program is not used very well by some of the drivers.

To be a better parent and role model for my young child.

To be able to do the things I want to do!

To be able to enjoy more strenuous wilderness and travel opportunities, and to be more attractive to potential partners.

To be an example to others - my children, other relatives and friends.

To better understand and manage inherited health issues that can lead to debilitating and limiting daily living skills.

to control the onset of Diabetes.

To ensure I do not end up in a nursing home!

To have enough energy and stamina to be able to have fun with my family and to be THE ROCK in my family.

To improve my self-image (competence) through improved health practices.

To improve my appearance through living a healthier life style.

To improve my shape.

To look better

To lose weight

To not be a burden to my family and to continue to make correct decisions to improve or maintain healthy habits.

To set a good example for my family.

To stay well so I can take care of my child and spouse.

vanity

why, if you want to improve our health and decrease your costs, would you put such an expensive health club at NJB that us common folk can't afford to join? Why is the one down the hill free?

Would like to dance at my great grandchildren's weddings!

If there are other things you do during the work day to actively try to improve your health, please describe them here.

Take prescribed meds.
45 minutes walking after work
Always keep smiling which is another life saving antidote. If get time at work always have healthy discussions with fellow officers and always welcome the thoughts and opinions regarding health, safety/security.
Avoid high-calorie foods.
Be friendly with passengers
Breaks are found on in my work place. And my boss buys us maple bars at least once a week. "Healthy Incentives" is a joke in the workplace.
bring in my breakfast, lunch, in snacks most days to reduce the amount of unhealthy food I am tempted to by from the cafe's around the courthouse
Conscious of posture, stretching.
cuss-out annoying people!
don't eat dounuts at meetings
Don't have a lunch break, can you say bus driver???
Drink a lot of water
drink lots of water
Drink plenty of water.
drink water
walk to meetings when possible
Effectively communicate with co-workers.
everybody knows whats healthy and whats not
excercise any time of the day
get up from my desk and move around the floor frequently
gym
Hike 3-5 miles everyday on 300 acres
Hike/walk the longer section of trails at work
Home 30 min tread mill, 4 days per week
I am a bike patrol deputy. I ride a bicycle all shift. As seems to be the case in general with all "healthy incentives" related programs, this is geared towards office workers and does not apply to me or my job.
I belong to a health club and exercise there.
I bike to work most days.
I do not have an employer that would support this behavior
I don't know about you, but taking time from the workplace is not encouraged. Those that do are few and far between.
I drink more water than I used to, and am trying to control cholesterol through diet.
I go for walks at least 3 days a week and work out vigorously at the gym 3 - 5 days a week.
I go to the County Activity room Monday to Friday at 5AM to exercise before going to work at 7am.
I have a fairly active job with duties in the field. I walk a lot.
I have a gym membership and go to classes at the gym. Have a wii and use it to exercise.
I have a two hour commute each way so I don't have the ability to exercise on the train or bus.
I make sure that my desk is orderly so that there is no added stress or strain on the parts of my body that need support.

I now stand at my computer workstation rather than sit.
i only have 1/2 hour for lunch- i barely have enough time to eat.
I power walk from 6 Ave/Royal Brougham to 3 Ave/Union and back twice a day (~90 min. in total)
i pray
I take the 'long' way to walk to work. Maybe 20 minutes instead of about 5
I try to work during work!
I walk before and after doing road relief and during breaks. I use surgical tubing to exercise shoulders.
I walk vs. taking the bus as much as possible for errands
I watch what I eat wish my workplace offered more healthy choices for food and offered better more consistent break times
I work at KCCF. I understand it is KC's responsibility to provide our meals. Despite this, I make time everyday to prepare my meals because what is provided is extremely unhealthy.
As stated, this does not affect me because I prepare my food; however it affects my coworkers because they do not make their meals at home. Please encourage the kitchen management to provide more healthy food.
I work graveyard. There is little to no attention paid to the difficulties of graveyard work.
If I feel stressed out, I try to talk with someone--usually my husband on one of my breaks. Sometimes I talk to God, and ask for help, or for His perspective on the matter. In the past, I have tried to write to my Mom, on a break. It relieves my mind, a bit, to know that I have tried to communicate with her, to let her know that she is loved, and that my family and I love her. A pretty card, with a few loving thoughts for one, can sometimes pick up one's day.
Implement exercises (at home) recommended by physical therapist.
-Insist on taking needed sanitation, hydration and snack breaks despite pressure from employer to keep late trains moving
Join a health club
Just try to keep moving so that I don't lose what muscles that I have left.
I also think positive and picture myself healthier.
meet friends for lunch
My work is active. Much walking, lifting, prying, provides everything but cardio.
N/A
no
none
none
off work 4 days a week and use these days to go to gym
Our management does not support any healthy initiatives at all, neither exercise, breaks, diet or Weight Watchers.
park away and walk.
Park away from the base and walk every day.
Pay attention to how different foods affect my energy.
Qi Gong
Put on head phones to block out excess noise from my loud and annoying neighbors on this cube farm.
Read
reduce stress

Relieve stress with playing music
sleep
Smile Think Happy Laugh
Spend time with friends during lunch break, manage family errands during some lunch breaks, and read during lunch breaks on occasion
Stress relief
Stretch in my cube.
Stretch!
Stretch, walk to/from base
stretching at my desk or in the conference room and leg lifts at my desk.
Stretching, sit-ups
Supplements
swimming, diving, hiking
Take the longer walk to rest room, each trip at the end of the line.
Take vitamins and supplements.
try my very best to prevent being assaulted.
try to spend more time out of the office doing physical labor
Use the Chinook Building's exercise activity center in the mornings before work.
Note, below on Question 11, I also work out on weekends.
Utilize the Employee gym after work 2-5 days a week.
WALK 20 MINS. AT A BRISK PACE (100 strides per min.) about 4 times a week, weather permitting after work.
Walk rather than drive if time allows.
Walk to get lunch.
Walking meetings
Weight training, cardio, sports
Wlaking 10-25 minute 3 time an week.
work site does not provide exercice facility
would like WORK OUT ROOM AT WORK
Would like to take 1.5 hour lunch to attend mid-day workout class. Would make up time in morning or afternoon.

What is the one change that would improve the King County Health Reform Initiative the most?

<p>Replace unhealthy drinks/food in vending machines.</p>
<p>The wellness assessment questionnaire asks intrusive questions about gun ownership that invades privacy rights.</p> <p>A comparison of unintentional death rates per 100,000 persons in 2006 reveals there were:</p> <p>6.06 unintentional deaths of motorvehicle occupants;</p> <p>1.55 unintentional deaths of motorcyclists;</p> <p>1.19 unintentional deaths by drowning</p> <p>0.23 unintentional deaths of bicyclists; compared to only</p> <p>0.21 unintentional deaths by firearm.</p> <p>The questionnaire did not ask whether we owned a car, a motorcycle, a boat or pool, or a bicycle. The questionnaire did, however, ask if we owned a gun--even though guns are apparently far less dangerous.</p> <p>Data source: Centers for Disease Control and Prevention</p> <p>http://webapp.cdc.gov</p>
<p>Lower deductibles, or at least equal deductibles for all providers</p>
<p>A better gym discount program</p>
<p>A better plan with group health.</p>
<p>A Health Reform orientation for new employees outlining what employees can do to be healthier.</p>
<p>A less confusing and more meaningful system for the gold, silver, bronze assignments.</p>
<p>A second move more/eat smart mini Live Well challenge around the holidays.</p>
<p>Acknowledge people for healthy changes. i.e. weight loss, quit smoking, exercise.</p>
<p>activities that get fellow employees together to discuss and promote better health. Messages posted that give information about your health. Metro post information about driving and safety around the base(in the bathroom, kitchen, front desk). You can't help but read and learn from them.</p>
<p>Add ways to reduce either on the job stress or ways to address personal stress issues that impact work habits (this is particularly critical during this economically stressful time for so many people).</p>
<p>Add yoga classes @ bus bases for back strengthening. Add a time/place and someone to facilitate meditation practices to reduce stress.</p>
<p>Address the specific needs of Graveyard workers.</p>
<p>Allow employees to attend healthcare seminars on company time at least once a quarter.</p>
<p>allow more options for "moving more" during our workday and encourage management to promote it as well</p>
<p>Allow people who maintain a healthy lifestyle on their own accord to avoid the totally unnecessary and aggravating activities required to be certified "gold": i.e. colorful choices, rt 66, etc. These are annoying and a hassle.</p>
<p>Be able to buy a plan that didn't include all the Washington State mandates.</p>

Be as un-invasive as possible. Some of the suggestions above go past helping and onto invading a person's privacy. Also if I get email to my private account, then I should be able to access it at work. Because the information is work related. It is about health issues, but my employer is sending it - that makes it work related.
Be more aggressive and confrontational.
Better and healthier food options from vendors in courthouse and admin building.
Natural light in office space.
Better choices for P/T
Better coverage at a better price to the employee. Keeping the individuals healthy from consuming flouridated water as well as consuming harmful foods.
Better information to the drivers since we do not have a King County email address where global emails are regularly sent.
Better questionnaires I feel that the current ones used dont allow you to specifically tell about yourself. You are either in one category or another which is not always satisfactory. I think the questionnaires are an invasion of one's privacy. Maybe it would be better to allow us to participate in some sort of health plan and if we complete then we recieve said Gold, Silver or Bronze benefits based on the percentage of the plan we complete.
Can I suggest two?
1) The computer programs we use to qualify for Gold are a bit frustrating. They work poorly if your home computer is not Windows, and the user interface is a bit counterintuitive--especially until you get used to it. It could stand a usability upgrade.
2) Bike-pools (grouping together bike commuters from certain areas) might peer-pressure some of us (like me) into riding in more regularly.
Charge employees more for healthcare.
Charging an employee who has a spouse/significant other \$50 a month is unfair because a person (spouse/significant other) who has another insurance helps the County save money (as the bill goes to the primary insurance and what is left goes to the County). So why the County penalize employees who are helping it reduce its costs? The unfairness can be fixed by exempting employees whose spouse/significant others' KC coverage is their secondary insurance. You can call me for additional explanation. 263-4723.
Communicate whether the program is cost-effective; how much does it cost for the various "services"?
comp time for working out.
COntinue offering more choices for individual action plans. I did not and do not care for the coaching calls...I would prefer a goal that I work towards, tracking my progress is important to me, not listening to someone tell me what to do.
Be able to do the individual action plan via EMAIL or web....no phones!
Continue to have health insurance provided at no out of paycheck cost to employees.
Currently a employee must agree to degrade their rights to medical privacy to be eligible to participate in the most significant parts of the program. The structure encourages employees to sell that privacy in exchange for money. The program would be better without the necessity of this transfer.

Cutting the cost of the monitoring company the initiative uses as it seems worthless. I had no difference in my survey this year compared to last year yet required "coaching" this year. And each year I've had to appeal the level of participation because they didn't keep the forms that were sent to them.
Daily access to the King County employee gym, that is located in the Chinook Building
Data access
Do away with the Healthy Incentives program, stop directly purchasing healthcare insurance for employees and give employees a percentage of the fund now spend and let them purchase their own insurance.
Do not charge additional premiums to those making a certain level of income.
Dont know.
Don't know.
Drop the stupid gold-silver-bronze thing. all it does is aggravate and embarrass folks that have to have talks with the "life coaches" who are absolutely useless people. I resent having to fill out the questionnaire and have some "coach" tell me info I already know, just to get my health care covered. It's insulting. Do you have to do it? I bet not, I think your's is coverage at the Gold level automatically.
Dump the annual health assessment questionnaire. It is an annoying canned program that is invasive
Dump the canned survey and bogus personal action plans
Eliminate it. Waste of taxpayer's money. I know many smokers and fat people who have gold status. Smokers continue to smoke. Jumbos continue to overeat.
Eliminate the coaches.
Eliminate the Gold, silver program for obvious healthy individuals. There is no accurate accountability to answering the healthy incentive questions and programs
End your blind dependance on computers and electronic toys. I don't have any, do not intend to acquire any, and am very relaxed and calm, because I do not need to worry about staying up-to-date on all the updates and anti-viral electronic software.
Find a better way to engage the employee instead of the required gold, silver, bronze survey. Do you really get the facts?
flexible lunch hour for exercise reasons
For me personally, the biggest help would be a free gym or other exercise pass, not the health reform initiative. I would also suggest having higher co-pays and no deductible. The first doctor's appointment of the year is just as important as the last.
Free help with reducing weight
Free medical, dental and vision.
Get Danielle (our roving physical therapist) to talk to men, (shouldn't be any problem there) about physical fitness as part of her program.
Get rid of Aetna
Get rid of it
get rid of it and stop laying people off
Get rid of the health coaches. Their scripted responses and questions were paternalistic and broad-based. You could tell they had a set agenda to get through, so why bother with this time-waster. Didn't feel like they had an individualized view - that's the same kind of feedback I get from some doctors and it's totally annoying. Also, I do my own research so I am up to speed, so I feel this wasted my time.
Get rid of the program.
Get rid of the program. Hard to believe the \$\$\$ given to the group that runs it is worth it.

Get someone qualified that you could talk to about health issues, such a diet, that would listen and give custom advice, not just give you the canned answer off a script.
Get them more staff and more funding. They are doing an amazing job and we need more of them!
Have a real health evaluation not a survey on a website that does things like determine body fat through height/weight ratios completely ignoring the fact that some people have significantly more muscle mass than others. Healthy/in-shape people should get gold level automatically and not have to fill out a bunch of junk info on a website for 90 days.
have Aetna be able to tell you in advance how much a doctor visit is going to be.
Have leadership "walk the talk" and reduce stress in the workplace.
have more choices in health care providers, it seems like the county is trying to get everyone to use Group health and our family does not like group health, but King County Med has gone up by three times the costs while Group health has remained the same.
Have some of the wellness initiatives be competitive, have prizes. Could be if you do something then you entered in hat to draw. Lots of prizes.
Health care cost reductions as a result of employees' efforts to become healthier. Demonstrate how employees' efforts result in cost savings. Gold, silver, bronze program does this already but perhaps develop other incentives to achieve goals?
Healthy food and drink at affordable prices in the vending machines.
I can not complain
I found it hard to complete the follow though on the gold silver part of it. Missed deadlines, missed calls. The whole thing was a hassle and not helpful at all.
I liked having a health coach, who really seemed to take their job, and helping people to live healthy lifestyles, seriously. I have had a very nice coach the past two years--his name is "Travis."
I really got the most benefit out of having live person coaching calls. Having that personal touch helped motivate me.
I think the three tier program probably would not save King County money. It also cost employees a lot of time and hassle.
I think there's a pretty big design flaw in the assignment of people to low, medium and high risk. Cholesterol is one example (HDL is not considered, just total). Another really big flaw is: if you don't answer the question, it's not used to risk you. The best way to deal with this (probably) is to use last year's data until it is updated by the employee.
I work with a personal trainer and nutritionist, and this has helped me learn healthy habits, more than any of the Healthy Incentive Programs. I would like to see these two areas covered by health insurance - as they are the reason I am staying healthy.
I would like exercise (Jazzercise) classes available at better times for drivers who work 4/40. (early) Around 3:00 or 3:30 pm.
I'd like some exercise equipment and shower in the building. Failing that I'd like free membership in a gym walking distance from work. Get a group discount and use or lose 3 times a week.
If an employee has been attaining 'gold' status for a number of years, perhaps three or four, maybe there could be a shortcut to continue gold status. I exercise regularly and eat well most of the time. I know what to do, and mostly do it. Tracking this stuff is really a hassle.
If I am currently on gold status, I am doing something right with my health, right! I dont need to go through the yearly questions. the current process is too confusing. I was bump down becuse i miss taking some survey, that was BS. no call no notice no email just here your new second class card.
If supervisors were encouraged/coached to create less stressful environments for employees. Family, health and economic issues are stressful enough. Work should not be adding to that stress!

If the country went to a single payer health care system (I'm not holding my breath on that!!!)
if your going to smoke or drink to much or eat terrible then you should have to somehow pay more in a premium. that being said its almost impossible to regulate. you have to want to eat healthy and excersize or you wont
In house "food court" on or nearby all bases healthy by design/converted metro buses - healthy hot soup and sandwiches Wed.
Include outcomes in risk stratification: BMI, BP, urine cotinine, Hgb A1C
INcorporate our desires and needs into what you are proposing or doing. Get dieticians or nutritionists or actual "health" people to talk to as coaches for the healthy incentives for Gold/Silver etc. Some of your "coaches" ...well, just talk. It's like talking to a robot. It's a job rather than coaching...motivating, encouraging.
-Increase costs to employees.
-Although it may not be true, it appears that a lot of money is spent on Health Reform. It seems like a waste. The GOLD/Siver action plans are a joke. From a perception stand point the effort put out by the county does not match the improved health of employees.
Institute standards for physical conditioning. Yes I know that'll never happen.
It is too complicated to sign up for things, esp. benefits.
Keep the coaching calls free of charge.
Keeping costs down; post-retirement health coverage.
keeping inform about health issues to improve your health.
Let individuals keep their 'Gold' status even if their spouse or DP don't achieve Gold. Stop penalizing people for what they can't control.
Let us be able to use the gym facility to grab a workout. The equipment is there, why not let us use it?
Listen to our needs...the people. What "I" think is best for me and my family. "MY" choices of who and where I go for my healthcare services. NOT WHAT "YOU" or the GOVERNMENT THINKS IS RIGHT FOR ME AND MY FAMILY.
Look at improving wages for frontline workers or offering more creative work schedules to allow more flexibility. These positions are typically the most stressful (particularly dealing with the public) and offer the worker the least control. Health inequities are directly related to stress and the lack of control people experience in their lives.
Lower co-pay and deductible.
Lower costs not increased costs - not pushing Group Health on employees.
Make sure everyone's survey is truthful.
Make sure that anything new that comes up I would like to be notified by e-mail.
make the wellness plan (Route 66, five a day, etc.) more meaningful and less open to interpretation and fudging
Make Weight Watchers at Work Free. Have King County pay Weight Watchers a set contract fee per session rather than each person paying individually. Should have much greater attendance to this effective program. King County should have an organized light exercise session once a week at lunch with a peppy hired fitness person that rotates work locations through out the week. Like "Sit and Fit", in place exercises, in a conference room setting. Debit card for health savings account.
Making life easier program are no help
mandatory participation in excercise breaks

Maybe an internal King County Employee that is in charge of meeting with people and calling to check on how people are keeping up with their plans. It could help people feel more accountable, and encourage them to meet their goals. So you would meet with this health counselor and discuss how you want to improve, and then check back with them to see how you're doing. Also, what if the Weight Watchers program offered an incentive, such as you could be reimbursed the meeting fees if you meet the weight goals. I think much more people would sign up and be encouraged to lose weight if it didn't cost so much.
More classes assessible to people who work at satelite offices. I cant leave my office in Renton and drive/pay for parking to attend a session.
More emphasis on weight loss programs-many employees are morbidly obese
More encouragement actually in the workplace.
More group fitness classes at the gyms
More help to fit exercize into our busy schedules and sedentary jobs. I just find it so hard because I feel like I have to give up something in order to exercize. I have to give up lunch or give up my break or give up time with my family. Maybe we could do group calisthenics at the beginning of each workday like they do in Japanese companies?
More incentive for the bronze & silvers to change their health.
more incentive type programs
More monetary incentives for staying healthy
More monetary support for gym memberships or assistance with exercise equipment.
More personalized information, fewer "one size fits all" mass emails.
more user friendly recording of progress on action plan
More warnings & reminders to prevent being stuck on silver just because you forgot to jump through one of the many hoops they demand you do.
More workplace classes in things like Tai Chi and Yoga.
My counselor called the wrong number and I got screwed and went from gold to bronze. Take the calling out of it I can communicate with email and text just fine.
My healthy lifestyle was in place long before exposure to the KCHRI. I must admit that the program has not improved my habits or even helped maintain them, rather it just made me jump through hoops to complete the Healthy incentives assessment and document my compliance. However, I do feel that awareness is key and I'm sure the program is helping deliver the message to those who need it desperately.
no idea
no more coach called
no opinion
Not getting phone counseling calls at work. We mostly work in cubicles so there isn't any privacy.
Not having to use the system to get lower rates on Health inc.
not sure
NOT SURE
Not sure this would help the MOST but with all the rules around posting signs, using e-mail, etc, it's hard to "advertise" the classes that are offered in the activity center. Maybe there are folks out there who would participate in a class but don't know about it. Just a thought.
Not sure....I personally think the initiative is not an effective stand alone strategy.
Occasionally, some of the internet directions are difficult to understand. If you are completing your search after normal business hours, there is no one to call for help.
offer counseling services
Offer healthy living classes for employees who work on swing shift or graveyard. We are generally left out of the loop.

People who smoke and overweight should have to pay more. There is too much dishonesty among employees at King County Metro.
Please help support the President. Healthcare needs to be available to all.
Point of contact by department.
Progressive fees for people that does not follow their Dr's advice; keep having the same habits because they choose to. Instead of each year paying the same amount if they keep themselves on silver, they should be paying more if the consecutive year they are on silver again. And reduce co-payments for those to choose to improve their health by changing their behaviors which as consequence they will improve their health and reduce insurance cost to the county.
provide less generic services to those with chronic conditions - my care and medication are very expensive and this could save \$\$ for those of us who must use health care.
Provide safe neighborhood to take break/lunch walks.
Provide some success stories, give some real life examples of what people have done. Not the extra ordinary but the acheivable can do's not just anecdotal stuff.
Provide Water
Put the contract out for rebid.
quit trying to get rid of aetna
Recognize that some of us were/are already living healthy lives and do not require 42 days of repetitive BS.
reduce my deductible to previous level.
Reduce workplace stress
Reduced or free gym memberships. Those currently offered all cost more than what I currently pay.
Reducing the GOLD and/or SILVER levels of deductibles instead of increasing them. Allowing the GROUP HEALTH program that allows you to continue with your own doctor.
Remove the politically loaded questions. Knives, ball bats and other asundry houshold implements can be used to harm others, not just guns.
Replace the invasive and personal telephone inquisitors.
Report on the effectiveness: % of staff changing behaviors, change in the trajectory of health care costs etc.
Require the county so ensure employees have adequate, rest, snack, hydration and sanitation break times which are useable and not sacrificed to operating demands. Current practice does not ensure this.
Save the money paid to Healthways for the "Healthy incentives program" and just provide King County employees with the best health care insurance that the budget allows for.
Everybody I have spoken to can hardly tolerate the Healthy incentives program and everybody LIES to the "health coach" in an attempt to make the tasks assigned managable.
The Health Coach that I spoke with three times in 2009 could not remember any of my previous survey questions and had no medical/health qualifications. I asked her.
See it be discontinued.
Setting up some health-related quiz. Questions should be from daily routine life and be put forth in very interesting way, so people get interested and they should find it interesting to answer them. Participation should be voluntarily. Keeping data record how many people participated in those kind of quizzes.
Smokers should not be able to get Gold.

<p>Something that would actually hold the most unhealthy people accountable. Don't mean to be rude, but when I see the extremely obese people working around me I know I am be held accountable for their really bad health and I wonder how they can possibly be passing the Healthy Incentives program.</p>
<p>Spending the large amount of money on this program at this time when people are being laid off is wrong.</p>
<p>Stay out of peoples lives</p>
<p>Stop monitoring my health. I will do it.</p>
<p>Stop offering the healthy incentives program and put everyone on an even deductible rather than the current program of having individuals participate in a program that has an outside company facilitating a program that should be handled by ones own physician or health care provider and not a coach</p>
<p>Stop raising our deductible so that our out of pocket each year is less and we are more likely to go to the dr to treat issues before they become large issues.</p>
<p>Stop requiring employees to participate in the online "game" that keeps track of their exercrise. The system is difficult to understand and did not keep track of my entries. I did not keep a copy of the successful completion and neither did the system. As a result, I am in Silver status.</p>
<p>Stop the annual assessment and individual action plan, it is a waste of time</p>
<p>Stop the Healthy Workplace Incentive program. It is a waste of money and time.</p>
<p>Stop the program, people know how the county feels now. The money spent on the program could be used in other areas.</p>
<p>stop this stupid healthy incentive crap is ridiculous n a headache just another way for our situations to be controled n monitored</p>
<p>Supervisor support.</p>
<p>Supplement monthly dues for health club membership. (Current discounts, like at 24-hour Fitness, only after deals that are frequently offered to the general public when they are trying to increase membership).</p>
<p>Take away the \$50 Spouce charge</p>
<p>The current program does not function as an incentive program. It penalizes people for non-participation and so should be called a disincentive. If monetary rewards were offered it could be more accurately portrayed as an incentive.</p>
<p>time allowed during work hour to do short unstressing and exercises without feeling guilty of not working.</p>
<p>providing safe cheap easy equipments at the site and free drinking water for all.</p>
<p>To be honest I am not sure what it is. So my suggestion is that it be better defined to the audience.</p>
<p>To include other locations i.e. DJA staff at juvenile court location. We seem to be left out of the loop because there aren't that many of us. Because of this and not being able to make it to other locations; makes me feel like the county sees me as unimportant. It seems the folks at the RJC and downtown are always provided access to everything. But the staff I'm with, doesn't get to participate for one reason or another. Mostly because we can't make it there and back on our lunch hour and some of us work in the courtroom and can't be late; and because there aren't enough court clerks to cover for some of us to attend.</p>
<p>Understand that a large number of you employees are police officers who are tied to a car for 8+ hours and do not have the time or luxury to maintain physical fitness during their work day. Dedicated/alotted time during the day for physical fitness would be nice.</p>
<p>Using the County funds for other, more important services like healthcare for all, homeless shelters, children, etc.</p>

Well, there is something annoying about the "gaminess" of it. I am not for those goofy teams. I like a more serious approach. I think that we do not utilize "local talent".

I am a nurse, (for 25 years, active) and I have 4 co-workers with whom I share information about hypertension, diabetes and heart disease. I think support groups for workers with chronic diseases would be very helpful. I send them lots of info, and check BP's, and give general counsel about the conditions they suffer with

When a Transit operator writes up disfunctional equipment - seat, seat shock absorber, safety belt, bus shock absorbers, it actually gets fixed not ignored until the entire coach is replaced. Want to save money? Preventing injury costs less than curing it!

Work with Managers to reduce stress in the workplace.

Your gold/silver/bronze system is harsh and regressive and penalizes disabled employees who are actively working their medically prescribed health management plans. Employees don't necessarily have the time to work multiple, overlapping programs and you should honor viable alternatives.

What is the most important thing for the King County Health Reform Initiative to keep the same in order build and maintain program quality?

Access to good health providers.
?
1. Cost
2. Accountability
access to farm fresh produce
Allowing us to make an action plan immediately after taking the assessment would be important to be maintained. It allows you to take action right away, while the questions in th assessment are still fresh
Better and clearer communtion. Straight forward question. yes means yes and no means no.
Bring back blood pressure checks at bases.
Choice to choose physicians
Choices and options.
Choices in health care, ie KingCare/Aetna
Clear program communication. My healthy habits began decades ago and I really do not need mandated efforts.
communicating to the staff, informational e-mails, newsletters, updates, etc.
Communication and access to services.
communication with employees for engagement in activities
confidentiality
Consequences for not even getting close to personal goals.
Continue providing information that serves as tools that can be used by those wanting to make changes.
Continue the newsletter.
Continue to allow me to choose my own health care providers.
Continue to have health insurance provided at no out of paycheck cost to employees.
Continue to sponsor activities that promote behavior change (like the live well challenge) but make it more manageable. For example, you could do a monthly (or weekly) promotion/activity that could be done at each division - a healthy lunch potluck or an exercise activity.
Continue with the health tips and flyers, e-mails, links to healthy eating, exercise etc.
Continued support and promotion of healthful activities at work through website, emails, active modeling by supervisors, etc.
Continuity
cost incentive for maintaining and becoming healthier ie gold, silver or bronze level.
-Costs!
current cost to employees
Do not penalize employees who have maintained healthy habits throughout their career (and don't take credit for established habits).
Do some evaluation.
don't know
Dont know.
Don't know.
Drug benefit.
eat smart/move more
Emailed health information.

Emphasize exercise and healthy eating
Encouraging people to continue healthy habits through bulletines, informations and updates.
For some reason the employee Health Matters newsletter has not been as interesting the last few months.
Keep more of the original team activites/concept on the Live Well Challenge. Peer influence is motivational.
Aetna to keep relationship with UW Medical.
For those of us who are relatively healthy and active, it should not become too burndensome.
Free Gym Access, option to go for the Gold, and enews letters about health topics.
Get employee input
Get rid of it. It is a waste of money and time. People are going to do what they want.
Getting Harris Health Trends out of it is the smartest thing so far.
Go away
Gold, Silver & Bronze incentives
Gym discounts.
Healthcare choice of plans and providers.
Healthy Incentives at work. The move more, eating well team challenges build team work amongst employees.
Help members to monitor their eating and exercise habits. I believe it is helpful when people keep track of what they actually did and to look back and see how they can improve their track record.
Huh? Sentence doesn't make sense.
I dont see any aspect of it that couldn't be changed and or made better. Nothing in my opinion would have to be kept.
I have heard a lot of people have responded to the coaching calls.
I have liked talking with the health coaches. I felt like they are sincere in really wanting to help people live healthier lives. I felt like the health coach that I had the past two years was very good. His name is "Travis."
I think, on a personal note, it would be very good (for me) to get involved in a support group/Bible study at my church, with other people who love Jesus. This would not only help me out, but also be very important for the health of my family--my husband and son. I feel that if a person feels that they are unconditionally loved, such as we all are loved unconditionally by our Heavenly Father, and we are constantly reminded of this and reinforced with this (which is easier to feel and remember when you are in fellowship with other people who love the Lord), that we can be healed of our infirmities by God's Grace, and reach out to heal and forgive others.
I like that the program is so much about awareness rather than bullying people into lying about their healthy habits. It treats us like responsible adults, and reinforces that actions have consequences. I know for me, just thinking about what I do is enough to make me make some changes.
I really got the most benefit out of having live person coaching calls. Having that personal touch helped motivate me.

I think it is better to spend this budget to lower the cost of out of pocket of employees and help them enroll in a fitness centers with an affordable rate.
People can lie on what they do, i think talking to health counselors and doing other stuff to get gold or siver are just a waste of time and money. People need affordable health care, chiro-massage, fitness centers which they can do with friends and family and at the same time have social life outside work that surely help to keep the person in shape, healthy both physically, emotionally and mentally.
I think the current financial incentives to participate are very effective. Keeping an excellent level of health coverage at such a low cost to the employee makes it feel very worthwhile to participate in the program.
In this era of budget cuts, do not cut this program. The mere fact that you have this plan and actually spend your time and money investing in your employees' health increases employee health consciencousness.
Incentivize participation.
Individual out of pocket costs must remain as low as possible.
Informing employees of health care is fine but should be done in house and not cost \$\$\$'s that could be spent to keep fellow worker's employed
Keep an option for lower costs
Keep costs down, people will not go to the doctor if the cost is too high.
Keep it affordable for all employees
Keep ongoing Healthy Initiative newsletters.
Keep participation tied to financial incentives (e.g. gold, silver, bronze).
keep promoting good health ?
Keep the activity center(s) and build more.
Keep the daily reporting and continue to emphasize the relation between good health and lower insurance costs.
Keep the gold/silver/bronze categories
keep the new gym open 24 hours a day.
Keep the personal touch health advisor calls
Keep us up to date as you have always done.
Keep what's working and discard what's not. Having a health coach is fine, but some of these "coaches" talk to you for a half hour or more! Way too long!
Keeping in touch with the participant about there exercise regimen and progress. And with good eating habits, I would think so.
Keeping incentives (gold, silver, bronze) rating, or levels in order to keep are co-pays lower.
Kept the people informed (the way it is) regarding healthy habits by e-mail.
Lower costs and stop pushing Group Health. We need better access to health care, not less.
Maintain awareness of healthy habits and employees role and responsibility toward obtaining better health. Individuals attention to this benefits us all collectively as rates will decrease (in theory) the healthier we all are.
Maintain employee input.
Make getting info easy.
make it fun, diverse, creative while informative
Many available options for employees to participate: Including On line, phone or mail in.
measure results and keep aspects that show positive results and get rid of aspects that are not effective.
More exercise classes, particularly classes geared toward people with physical limitations.
More information, US Mail. Inside Trash or Heath New Letter
more staff, more funding

Most of my coworkers and myself find the Healthy Incentives programs to be a pain and not so effective. At first it was new and interesting. Now its just an inconvenience that people do not have the time for and thus are dishonest about their participation.
MOVE ALL TO GROUP HEALTH COOP FOR QUALITY OF SERVICE & BETTER AFFORDABILITY
Never make us sign up for Obama/Pelosi care.
Newsletters
Newsletters with stories of employees journeys to wellness!
no idea
no opinion
None
not sure
not sure
nothing because its crap nobody wants to be bothered with this crap
Perhaps the addition of some work with KC agencies to effect a change in the work culture.....I don't think we walk our talk.
Positivity
Postings at workplaces about ways to be healthier
Providing access to online health informaion.
quit trying to get everyone to change to group health
reduce my deductible to previous level.
Re-educate or get rid of the Ryerson maintenance chief.
Regular communication, incentives, encouragement, info on the best health care plans available and why. (that's more than one, isn't it? Encouragement would be #1.
Report to King County staff the effects of the program on
1) premiums
2) lifestyle changes - for that it's better to capture prior lifestyle and compare to current lifestyle (too late now!).
required activities to improve employee health
Solid factual eating tips and recipes for healthy eating.
Some of the programs are very good, like Weight Watchers at Work.
Stop being Dayists.
Stop focusing on office workers and managers.
Stop using the phone counselors as I think it is a waste of money. They seem to call on furlough days or holidays so don't seem to have a clue about King County employees or their work schedules.
Stratification of risk
Support ability of workers to commute to and from work by running or biking. Chinook gym is a great resource! E-mail newsletters are surprisingly good.
support the program.
that it applies to everyone and there is no testing in or testing out of programs
the accessible counseling services
The Eating Well/Move More Program--They not only inspire employees to be healthier but it inspires them to be a team too.
The educational information provided regarding healthier living is good.
The insurance price incentives for participating; the Health Matters newsletter; the gym facilities downstairs in Chinook.

The King County Gym. Some of my coworkers received a booklet or sheet of paper that had boxes to check for eating a variety of foods. I think one or two got those. The rest of us didn't. Be more consistent. The rest of us thought that was a good idea...to check boxes to see your progress and change. So consistency with EVERYONE!
The lower insurance co-pay incentive is a good idea.
The program sucks, waste of King County's money.
the website with its various links to tools and info
There is nothing that the KCHRI has done that has affected me in any way. My personal lifestyle changes have been done on my own due to outside influences and King County taking credit for those changes in my personal life style is extremely offending. Please stop taking credit for my own personal lifestyle changes.
To continue with: the "HEALTHY INCENTIVE PROGRAM". I feel like I can fit in where I'm unable to in other ways.
It keeps me in check because the folks we talk with, will readdress the issues, make additional suggestions and encourage me to continue with my progress without being judgmental. The most important thing I get from these folks is PRAISE and the encouragement to try harder. Which means a lot to me since I'm not able to do the things that I once could. I've always been active in sports ever since I could compete. My children and my grandchildren carried on this tradition. Which makes them healthier and are able to concentrate in school better.
Thank you for selecting me so that I could take this opportunity to be heard! I appreciate all that you folks do for us!
To keep the focus on healthy behaviors rather than health status.
Tough question -- not sure.
Try to keep the cost down/
VIBA after retirement
web options
web page
Website
website with timely information on benefits.
Really liked the information on how to choose a provider for a colonoscopy. And I went through with it! Without the website I am sure I would have found an excuse to put off my first colonoscopy another year.
Work to maintain our benefits.
Wow, that is an awkwardly posed question. Not sure how to respond.
I guess stay persistent and keep trying. Keep the newsletter.
Yearly assessment for employees and depends

Other Department or Agency

dcfm
Elections
Elections
FBOD
i'm not telling because I don't trust you.
Jail Health Services
Metro