



WebMD online programs improve for next year

Five years ago, county leadership and its labor partners agreed to implement the Healthy IncentivesSM program, an innovative approach to curbing health care costs by supporting improved employee health. Since then, employees have improved their health in 12 out of 14 areas and the county has spent \$26 million less than expected on health care costs.

A culture of wellness has developed in the county with the support of Health Matters programs like Weight Watchers at Work[®], Farm to Work, King County Walks and the Goat Hill Giving Garden. The program has won national recognition for being innovative and effective and has served as a model across the country.

Throughout the life of the program, the Joint Labor and Management Insurance Committee (JLMIC) has continued to put employee feedback at the center of improving the program. The county and its partners in labor have been working together to respond to your concerns and improve the WebMD online individual action plans for next year.

Feedback from thousands of employees was gathered by labor leaders and Health Matters staff during the first part of 2010. Many participants in the WebMD individual action plans felt the online experience was confusing, not intuitive and time consuming. Since early summer, Health Matters staff has been working with WebMD on a new online format that improves the online experience. Initial feedback from employee focus groups has been positive. We are now able to show you a first look at what next year's program will

Onsite flu shot clinics are continuing through Nov. 19

Onsite flu clinics have already started at King County worksites. More than 2,100 employees have received a flu shot, helping to protect themselves and their co-workers from the flu. Did you get your flu shot? If not, mark your calendar for one of the onsite flu clinics between now and Nov. 19. The best way to protect yourself and your loved ones is to get a flu vaccine.

Go to www.kingcounty.gov/Health-Matters and click **Flu Shot Program** for the schedule of clinics.

look like.

Here's how to earn gold and earn the maximum health benefit along the way:

- Do three activities a week for 10 weeks before June 30, 2011-- research shows it takes 10 weeks of practicing a new behavior to create a habit.
- Choose any action that's right for you from the Available Actions box and make three entries to meet your weekly goal.
- Each week begins on Monday at 12 a.m. (midnight) and ends on Sunday at 11:59 p.m.
- Actions are recorded in the Actions Completed box as soon as you enter them.
- Weekly Goals are updated once per week on the Monday after the week has ended and is displayed in the Actions Completed box by Tuesday at 12 p.m. (noon).
- To accomplish the 10 weekly goals required to earn gold begin no later than April 25, 2011.

For more details, and to see actual screen shots from the new website, go to www.kingcounty.gov/Health-Matters and click on the WebMD article in the revolving banner.

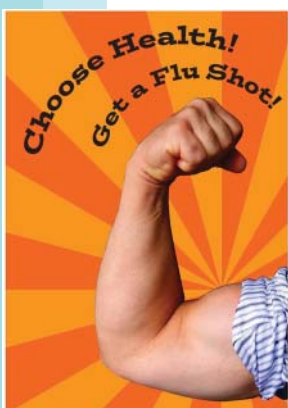
You can also contact Health Matters by email at FocusOnEmployees@kingcounty.gov or call us at 206-205-5017 for more information.

New for 2010

This year, employees covered by KingCareSM/Aetna and Group Health will be able to attend the same onsite clinics. So choose a date and come to the clinic.

Employees covered by other medical plans, and employees not covered by county benefits will be able to pay onsite and receive a receipt for service. Flu shots are \$23 onsite.

For more information or questions about the Flu Shot Program contact Health Matters at FocusOnEmployees@kingcounty.gov or call 206-263-6085.



Open Enrollment in underway and runs until Friday Nov. 26

Open enrollment is under way and runs until Friday, Nov. 26. It's your opportunity to go online to make benefit changes and update other information, such as your benefit access fee if you're covering a spouse or domestic partner.

2011 benefit changes are the result of the Patient Protection and Affordable Care Act, which was signed into law in March 2010. Beginning Jan. 1, 2011, there are three areas that may affect your decisions during open enrollment:

You will be able to cover adult children ages 23, 24 and 25 under your County medical, dental and vision plans. However, supplemental life insurance and accidental death and dismemberment (AD&D) insurance ends when your child turns 25.

There will no longer be a lifetime maximum of \$2 million on medical benefits for KingCareSM. Group Health, has never had a lifetime maximum.

Except for over-the-counter insulin, you will need a

November is Diabetes Awareness Month

The health and financial costs of diabetes can be debilitating. Diabetes is the main cause of kidney failure, limb amputation, and new-onset blindness in American adults. People with diabetes are also two to four times more likely to develop heart disease or have a stroke than people without diabetes. In 2009, King County spent over \$14 million on health care claims for people with diabetes.

What is diabetes?

Diabetes is a disease in which blood glucose levels are above normal. Most of the food we eat is turned into glucose, or sugar, for our bodies to use for energy. The pancreas makes a hormone called insulin to help glucose get into the cells of our bodies. When you have diabetes, your body either doesn't make enough

Employee resources and tips from the November Health Matters

Eat Smart – Thanksgiving is a holiday where we traditionally drown our best healthy intentions. It doesn't have to be that way. We've got tips on eating smarter this holiday. Go to www.kingcounty.gov/HealthMatters, and find our story on the revolving banner.

Move More – November marks the start of the holiday season and with it comes travel, lazy weekends indoors, food-laden social events, etc. We can help get you moving. Go to www.kingcounty.gov/HealthMatters and find our story on the revolving banner.

prescription for over-the-counter medications you submit for reimbursement under a health care flexible spending account (FSA).

To view more of what is eligible for reimbursement and what is not, visit the open enrollment website — www.kingcounty.gov/employees/openenrollment.

Go online to www.kingcounty.gov/mybenefits to make adjustments to your benefits, particularly the benefit access fee if you cover a spouse or domestic partner who does not have access to coverage through an employer.

Contact Benefits, Payroll and Retirement Operations at 206-684-1556 or kc.benefits@kingcounty.gov.



insulin or can't use its own insulin as well as it should. This causes sugar to build up in your blood.

There are two main types of diabetes.

Type 1 diabetes – Usually diagnosed in children, teenagers or young adults.

Type 2 diabetes – The most common form of diabetes. People can develop type 2 diabetes at any age, even during childhood.

The good news is that there is a lot that you can do to reduce your risk of developing diabetes or manage your existing diabetes to prevent complications.

Go to www.kingcounty.gov/HealthMatters and click on the diabetes article in the revolving banner to learn how to take action to prevent diabetes.

Stress Less – Many of us don't think much about our good fortune until November. But practicing gratitude year round may have some surprising health benefits. Go to www.kingcounty.gov/HealthMatters and find our story on the revolving banner.

Quit Tobacco – Nov. 18, is the Great American Smoke-out to encourage smokers to go 24 hours without tobacco. Research shows you'll be more successful with help. Click "Quit Tobacco" from the www.kingcounty.gov/HealthMatters or call 206-263-6085.