

# Straight Talk

A weekly update from management on the issues that matter most



August 13, 2009

Dear Friends and Colleagues:

NCH's goal is to promote, maintain and restore health in those we serve. We want to "*lead by example*," especially when it comes to promoting the health for our colleagues as we continue NCH's role as a community leader.

With the above thought in mind, we will be asking our colleagues to choose among three health plans with the focus on **prevention**. We will do this by emphasizing healthy lifestyles. Simply stated, we will reward healthy behavior. We have three goals: (1) Identify and moderate health risk factors; (2) Encourage early detection and avoid catastrophic illnesses; and, (3) Reduce long-term costs for both insured individuals and for NCH in general.

The three plans from which we will choose break down this way:

- Healthy Choice family coverage will likely be the most popular choice. This program will ask participants to complete a health risk assessment, conduct age/gender appropriate lab and health screens, and meet with a "Health Coach" to review the findings and discuss ways to improve health in conjunction with their primary care provider. Compared to the comparable insurance plan offered this past year, the premium will increase about \$1.50 per pay period or \$39 more a year.
- The Healthy Partner plan will offer slightly richer benefits for those willing to pay about \$5 more per pay period or \$130 more a year. This choice may be appropriate for those who are older, have used more health care services in the past, or are worried they may have increased healthcare needs in the future. This plan also requires completing the same health risk assessment and screens as the Healthy Choice plan. This plan is similar to our current high benefit plan and will cover 100% of costs when an NCH facility is used.
- Finally, a Basic Plan will be offered to those who elect not to participate in either of the two preventive plans. This plan covers smokers who have no interest in trying to quit and others not interested in the health advantages offered by the other two plans. The Basic Plan will carry high deductibles and more cost-sharing. Clearly, we want to encourage everyone to participate in Healthy Choice or Healthy Partner.

Here are a few more facts about these offerings, for your consideration:

- Results of the health risk assessments and screenings are absolutely confidential and have no effect on work status.
- Colleagues need not demonstrate perfect results but rather a willingness to do the right thing for their health.
- Community Health Partners, a separate organization, will provide the Health Coaches.
- Non-smokers will be monitored with laboratory tests to insure they are not smoking.
- Collier County Government instituted a similar program last year, and Collier County Public Schools are considering acting similarly.
- Such preventive plans have proven they work, as demonstrated by Safeway.  
(<http://online.wsj.com/article/SB124476804026308603.html>)

Over the next few weeks, Management and the Human Resources team will meet with everyone to explain options and answer all questions. I am introducing these new plans that will help encourage all of us to remain healthy—and ultimately benefit the communities we serve.

Respectfully,

A handwritten signature in blue ink that reads "Allen".

Allen S. Weiss, M.D., President and CEO

P.S. Feel free to share *Straight Talk* and ask anyone to email me at [allen.weiss@nchmd.org](mailto:allen.weiss@nchmd.org) to be added.