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Greetings from the President...

Spring is almost here... Really!

Despite the onslaught of a deep freeze this winter, the Spring Conference is just around the corner. Make sure you mark your calendar now and register early. The conference is scheduled for May 14 – 16 in Louisville at the Galt House. Jo Ann Simpson, President-Elect, is hard at work on the conference agenda and from what I've seen so far, it's going to be great! I can't stress enough how important the conference is for KPHRA, both as an organization and for the professional development that is available from our conference. Nowhere else are you going to get to discuss and analyze Kentucky focused HR issues and how they apply in the government and non-profit sector than at a KPHRA conference. Nowhere else are you going to find other professionals who face many of the same challenges as you do on a day-to-day basis, and let's not mention the great friends we all have a result.

2014 is a year of change for KPHRA. As many of you are aware, the longstanding partnership with ECU ended this past fall. We can never thank Dr. Glenn Rainey enough for his years of dedication to making our association and certification program what it is today. The Kentucky Council of Area Development Districts (KCADD) has partnered with UK to continue the administration of our certification program. Abby Caldwell at KCADD has worked hard to make the transition seamless. I hope everyone takes a few moments to introduce themselves to our new partners. I'm confident you will be impressed.

A new KPHRA website is also under development and is expected to be ready for our Conference. KPHRA contracted directly with Jonathan Croley (who had previously worked on our website through ECU) to update our site.

I look forward to seeing you soon at the conference in May!

Craig T. Bohman, KPHRA President

Summary of Final PPACA Wellness Regulations

On May 29, 2013 the Departments of Labor, Treasury, and Health and Human Services issued final regulations on wellness programs for plan years beginning on or after January 1, 2014. The regulations apply to all group health plans, whether grandfathered or non-grandfathered, insured or self-funded. The following is a summary of the regulations.

The regulations allow plans to provide different levels of benefits (including premiums) as part of non-discriminatory wellness programs. To be considered non-discriminatory, wellness programs must meet various standards, depending on the type of program. The regulations differentiate between two types of wellness programs: **participatory** and **health-contingent**.

Participatory Wellness Programs: These programs either do not provide a financial reward or provide a reward that does not require the individual to satisfy a standard that is related to a health factor. Examples include reimbursing employees the cost of fitness club membership, diagnostic testing that does not require a particular outcome, participation in a smoking cessation program, and completion of a health risk assessment.

Health-Contingent Wellness Programs: These programs require an individual to satisfy a standard related to a health factor in order to obtain a reward. The regulations identify two types of health-contingent wellness programs: Activity-only and outcome-based. Activity-only programs are those that require an individual to perform or complete an activity related to a health factor. Examples of activity-only health-contingent programs are walking, exercise, and diet programs. Outcome-based programs require an individual to attain a specific health outcome (such as quitting smoking or attaining certain results on a blood screening). Five special rules must be met for both types of health-contingent wellness programs to be non-discriminatory:

- (1) Eligible individuals must be given the opportunity to qualify for the reward at least once per year.
- (2) The reward may not exceed 30% of the total cost of employee-only coverage (unless dependents are allowed to participate, then it must not exceed 30% of the level of coverage in which the employee is enrolled). Programs designed to prevent or reduce tobacco use may have rewards that are as great as 50% of the total cost of coverage.
- (3) The program must be reasonably designed to promote health or prevent disease.

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Summary of Final PPACA Wellness Regulations (continued)

(4) The full reward must be made available to all similarly-situated individuals. This means that the plan must allow individuals to qualify for the reward by means of a “reasonable alternative standard.” Reasonable alternatives can be designed on a case-by-case basis. This rule is applied differently for activity-only and outcome-based programs. For activity-only programs, a reasonable alternative must be offered if it is “unreasonably difficult or medically inadvisable” for an individual to participate. Plans can require individuals to obtain verification from their physician that a wellness program is unreasonably difficult or medically inadvisable for them.

For outcome-based programs, the plan must offer a reasonable alternative to anyone who does not initially meet the program’s standard. The individual must be given a reasonable amount of time to complete the alternative standard, and if they do, must be provided the reward for the period of time prior to satisfaction of the alternative. For example, if an employer has a wellness program consisting of a higher premium for tobacco users, and an individual is a tobacco user (thus failing to satisfy the initial standard when the program is launched in January), completion of a tobacco cessation course might be a reasonable alternative. If the individual completes the course on March 31, then the employer must provide them with the reward for the entire year, including the months of January, February, and March.

(5) Notice of the availability of reasonable alternatives must be provided in all plan materials describing the terms of a health-contingent wellness program.

On a related topic, please note that when determining if a plan is affordable for purposes of the shared responsibility provisions of PPACA, employers must use the higher premium associated with non-compliance with a wellness program, unless the program is designed to prevent or reduce tobacco use, in which case the non-tobacco premium may be used as the applicable premium.

KPHRA Certification/Recertification

The KPHRA Certification Program is distinguished from other certification programs for public human resources professionals by:

1. its focus on the public sector, and the particular problems and needs of public sector Human Resource Administrators in KY; and
2. its emphasis on developing and maintaining knowledge about contemporary public sector problems and issues; and
3. its role in facilitating professional interaction and exchange among Human Resource peers in KY.

In addition, credit in the program may count towards SHRM certification.

For more information about the certification and re-certification program visit our website at www.kphra.org

KPHRA Member Spotlight

Cathy Morris HR Director, City of Murray



Bio

After working 13 years in HR and Safety in the manufacturing setting, I joined the City of Murray as the HR Manager in June 2008. I am currently a KPHRA board member, an member of the Executive Board for the Calloway County Alliance for Substance Abuse Prevention, and a member of the Murray-Calloway County Wellness Consortium. In my free time, I enjoy road trips with my husband and two children, facilitating a DivorceCare group at my church, and going to watch the Tennessee Titans play in Nashville.

What drew you to KPHRA?

I visited the HR department at the City of Paducah to learn the differences between HR in the public and private setting. Their HR team highly recommended joining KPHRA and attending the conferences. After joining and attending my first conference, I knew KPHRA was a great investment.

What do you and City of Murray get out of your KPHRA membership?

There are many benefits an organization and individual get out of KPHRA membership. Being able to attend two conferences a year (that are affordable) to be educated on current, relevant topics tailored to governments organizations in the areas of HR, payroll, benefits, and more is one of the ways that we stay up-to-date on the changing laws and trends to be efficient and stay compliant. Another benefit of being a part of KPHRA are the relationships with other HR professionals. Being able to call or e-mail questions to each other to get ideas on how to develop a policy, handle a situation, or compare information is an invaluable resource when most of us face limited funds, manpower, and time.

When you tell others about your experience with KPHRA, what do you tell them?

It is a great network of HR professionals that understand the challenges, rewards, and frustrations of being in the HR field in the public sector. We learn from the presenters and from each other during our conferences, and we get to have fun in the evenings visiting places in different communities while getting to know each other personally in an informal setting. KPHRA is a great investment for the organization and the individual.

(draft) CONFERENCE SCHEDULE


KPHRA 2014 SPRING CONFERENCE AGENDA
LOUISVILLE MAY 14TH – 16TH, 2014

Tuesday – May 13

6:00 p.m. – 7:30 p.m.

7:45 p.m.

After dinner

Board Meeting**Meet in lobby for Board Dinner****Hospitality room – Networking & Refreshments**Wednesday – May 14

8:00a.m. – 8:30 a.m.

8:00 a.m. – 8:30 a.m.

8:30 a.m. – 8:50 a.m.

8:50 a.m. – 9:15 a.m.

9:15 a.m. - 10:30 a.m.

10:30 a.m. – 10:45 a.m.

10:45 a.m. – 12:00 p.m.

12:00 p.m. – 1:00 p.m.

1:00 p.m. – 2:00 p.m.

2:00 p.m. - 3:00 p.m.

3:00 p.m. – 3:15 p.m.

3:15 p.m. – 4:30 p.m.

4:30 p.m. – 5:45 p.m.

5:45 p.m. – 6:00 p.m.

6:00 p.m.

After dinner

Continental Breakfast Sponsored by MedBen**Registration****Welcome/Introduction/Certification Update** Craig Bohman, KPHRA President**Business meeting** Craig Bohman, KPHRA President**Navigating KY Police Officer's Bill of Rights** Denver "Denny" Butler, State Representative**Break****Your Financial Health** Yvonne Bailey, ICMA-RC**Lunch Sponsored by KEMI****Workforce Initiatives in KY** Cindy Reed, Director, Sector Strategies WIRED65**Background Investigations/Social Media** Dr. Stephanie Hughes, NKU Professor**Break****Legislative Update** JD Chaney, KY League of Cities**Mental Health Parity & AEA** Lisa Stamm, Sherrill Morgan and Associates**Day 1 Wrap –up and prize drawing** Craig Bohman, KPHRA President**Dinner on your own****Hospitality room – Networking & Refreshments**Thursday May 15

8:00a.m. – 8:30 a.m.

8:30 a.m. – 9:30 a.m.

9:30 a.m. - 10:30 a.m.

10:30 a.m. – 10:45 a.m.

10:45 a.m. – 12:00 p.m.

12:00 p.m. – 1:00 p.m.

1:00 p.m. – 2:30 p.m.

2:30 p.m. – 3:15 p.m.

3:15 p.m. – 3:30 p.m.

3:30 p.m. – 4:15 p.m.

4:15 p.m. - 5:45 p.m.

5:45 p.m. – 6:00 p.m.

6:00 p.m.

After Dinner

Continental Breakfast sponsored by OPEN**Trenching and Shoring** Eli Roberts, KEMI**KRS - START & Cash Balance Accounts** Rich Mardis and Frank Cardoza, KRS**Break****KRS Continued****Lunch Sponsored by DBL Law****Stress Management** Dave Welcher, St. Elizabeth EAP**Documentation** Lesley Bilby, Attorney DBL Law**Break****Social Media** Lesley Bilby, Attorney DBL Law**What Keeps You Up At Night** Tom Wiechman/Vicki Crawford, Sanitation District No 1**Day 2 Wrap –up and Prize drawing** Craig Bohman, KPHRA President**Evening Dinner & Event** TBD**Hospitality room – Networking & Refreshments**Friday May 16 (morning)

8:00a.m. – 8:30 a.m.

8:30 a.m. – 8:50 a.m.

9:00 a.m. - 10:45 a.m.

10:45 a.m. - 11:00 p.m.

11:00 a.m. – 12:00 p.m.

12:00 p.m.—1:00 p.m.

1:00 p.m. – 1:15 p.m.

Breakfast on your own

OPEN

Training People How To Treat You Trina Koontz, KY Employee Assistance Program**Break****Training People How To Treat You (continued)**

OPEN

Conference Wrap-up and Prize/Raffle drawings Craig Bohman, KPHRA President

**KENTUCKY
PUBLIC
HUMAN
RESOURCES
ASSOCIATION**

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City of Erlanger
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Erlanger, KY 41018

Board Members

Board members to serve last year for 2014

Karen Cracraft
Angie Hay
Connie Galloway
Brittnay Sloan

Board members to serve a 2 year term for 2014 & 2015

Kim Clemons
Vicki Crawford
Catherine Morris
Jim Roberts

**THANKS TO THESE ORGANIZATIONS FOR SPONSORING THE
2014 SPRING CONFERENCE**

