

Miller Canfield

A Successful Wellness Program and How to Keep it Going

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Tackling the tough stuff for over 150 years.



Platinum Winner
Healthy Worksites



- Established in 1852
- 350 attorneys, 387 other professionals and staff.
- Nine US offices, three offices in Poland
- Self Funded Health Plan.
- Self Funded Short term disability Plan



Facing double digit inflation in health care claims in past years. We asked ourselves,

What can we do?



Wellness



But we tried other wellness initiatives.
They were initially successful! But
never could be sustained.



- Decision made to implement a wellness program which is science based.
- Supported by CEO and Senior Partners
- Based on Meaningful Incentives



McFit Program

- Health Screenings
- Individual Consultation
- Follow up action
- Long term commitment



Create Incentives

- \$150 credit to each employee who participates in the screening
- Fully covered annual physical for all plan participants
- Health club reimbursements
- Reimbursements for exercise equipment
- Smoking and weight loss incentives
- Incentive Rewards for Exercising - 1 point for each 30 minutes of exercise



Bring wellness education into the workplace.

- Office lunch and learns on health issues
- Miller Canfield University classes
- Bulletin Board with current developments in health and wellness and access to health websites
- Offices do innovative programs



Culture of Health and Wellness

- Office Committees to hold events and competitions
- Best Practice in one office shared with other offices
- Interoffice events and competitions
- Firm wide committee to bring MC FIT together
- Biannual Incentives to energize the program



Return on Investment (ROI) for the Firm.

- Reduced health care claims cost – two years running
- Reduced short term disability costs
- Reduced long term disability costs
- Reducing the cost of lost productivity is very important to a professional services firm.
- A senior level attorney costs the firm approximately \$2,000 for each day of work lost



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