

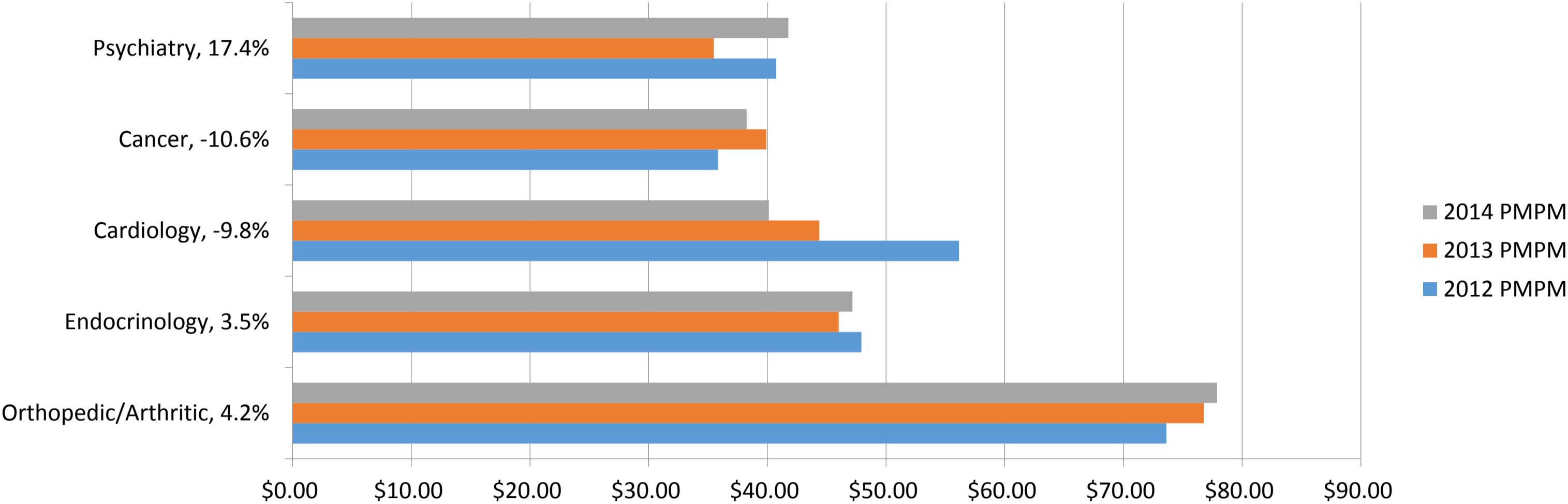
Health and Wellness Strategy

Management Committee 10-14-2015



2014 HealthPartners Claims Data

Highest Cost Categories



- Orthopedic condition continue to comprise top claims
- Top categories continue to be lifestyle driven conditions
- Overall claims up 4%

Top Disease Prevalence

	2013	2014	HP Aggregate
Depression	16.8%	16.6%	16.4%
Diabetes	8.4%	8.4%	4.9%
Asthma	7.3%	7.2%	5.7%
Heart Disease	3.7%	3.3%	2.7%
COPD	1.3%	1.2%	0.7%

Top 10 Pharmacy by Plan Paid 2014

	Therapeutic Class	Scripts	Total	Per Script
Lantus	Diabetes	1,293	\$342,045	\$265
Humalog	Diabetes	914	\$336,858	\$369
Humira	Antirheumatics	117	\$335,291	\$2,866
Enbrel	Antirheumatics	121	\$333,846	\$2,759
Rebif	MS Agent	64	\$262,965	\$4,109
Advair	Asthma	901	\$246,710	\$274
Adderall	Stimulants	777	\$206,111	\$265
Ability	Antipsychotics	210	\$171,661	\$817
Victoza	Diabetes	366	\$170,598	\$466
Sovaldi	Hepatitis	6	\$165,631	\$27,605

Trends

- Obesity is still driving costs and disease
- Cancer is still driving high cost claims spend
- Dependents are driving costs for the group in 2014
- Number of services going down; treatment services used are more complex and costly
- Preventive care services, especially in women, are still dropping
- Low cost care options are underutilized

HealthPartners

2015 Employee Health Assessment Data

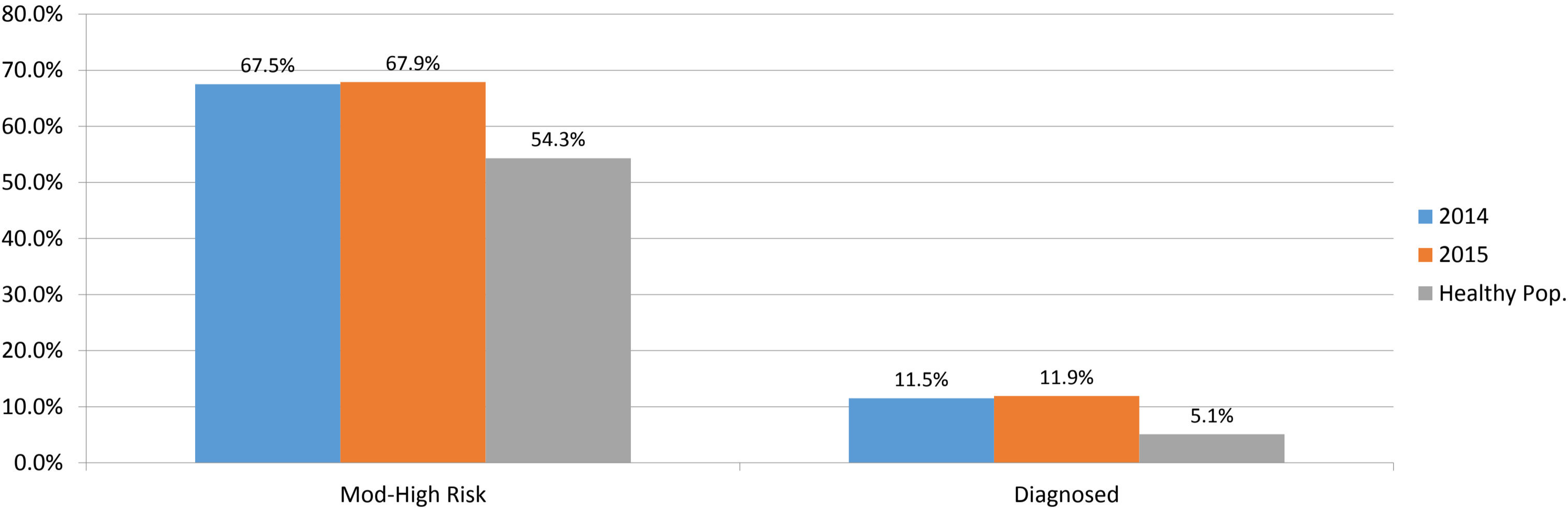
10/14/15

Health Assessment Participation

- 2015 participation: 46.4%* - \$40 incentive
- 2014 participation: 32.0% - \$20 incentive
- 2013 participation: 29.6% - \$20 incentive

*In 2015, we saw an increase of 14.4% from 2014. This in large part due to the increase of 15.5% (n=419) from Transit.

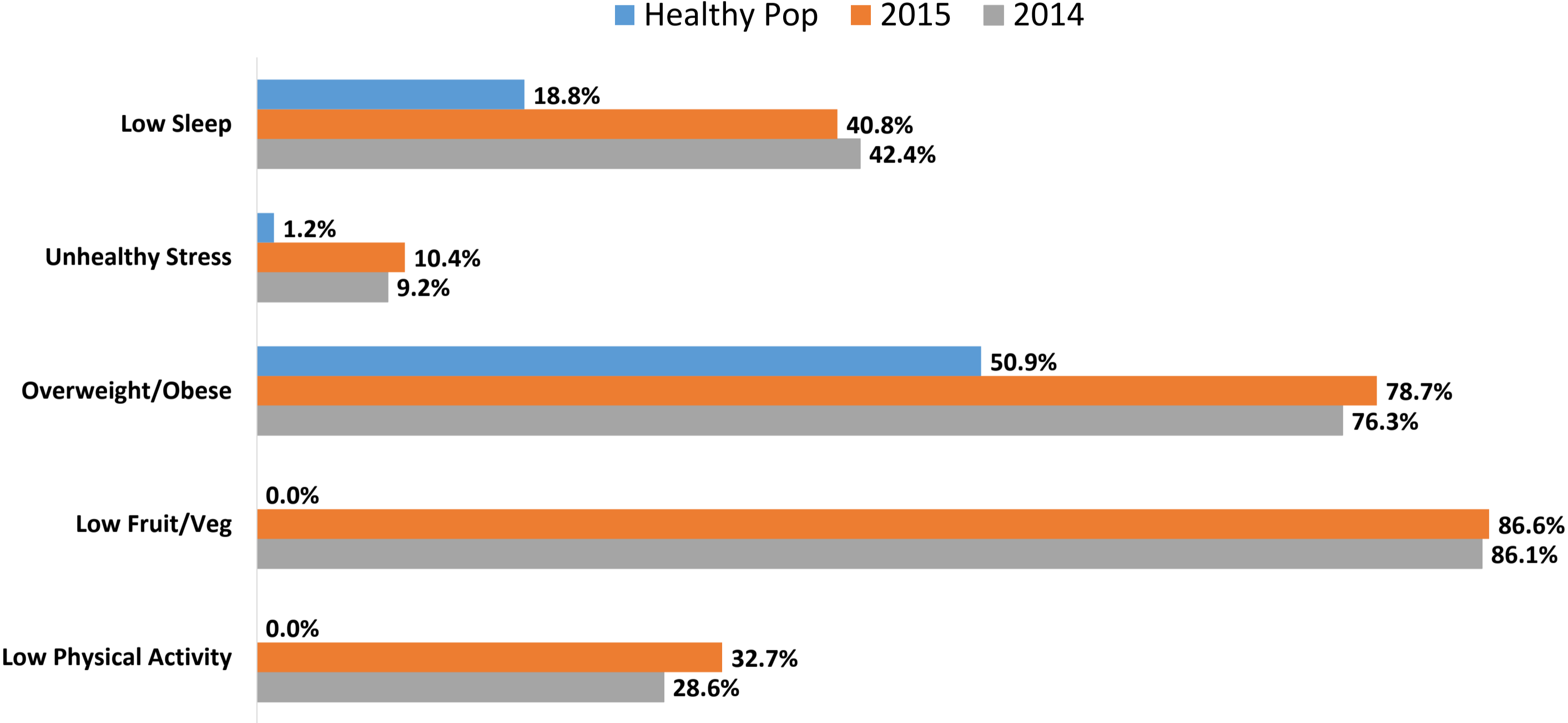
Health Risks – Diabetes/Heart Disease



Healthy Population

- Physical Activity: 150 min moderate or 75 min vigorous activity per week
- Nutrition: 5 or more servings fruit/vegetables per day
- Tobacco: no current tobacco use
- Alcohol: no more than 7 (14) drinks per week of 3(4) drinks per day for women (men)
- General health: excellent self-perceived health
- Physical health: no limitations due to physical health concerns
- Emotional health: no limitation due to emotional health concerns
- Life satisfaction: very satisfied with life

Modifiable Health Measures



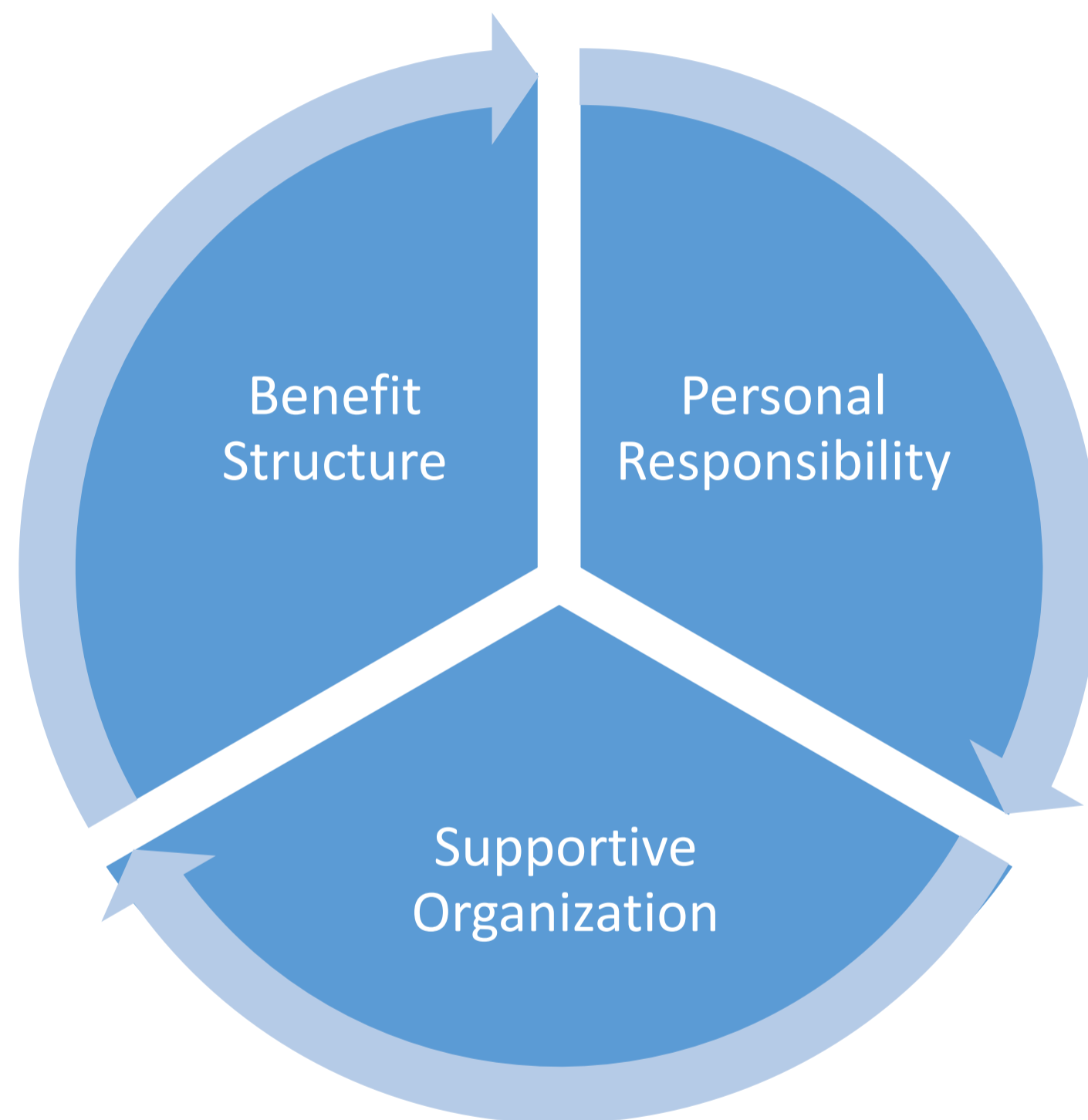
72% Overweight/Obese ready to change

So What

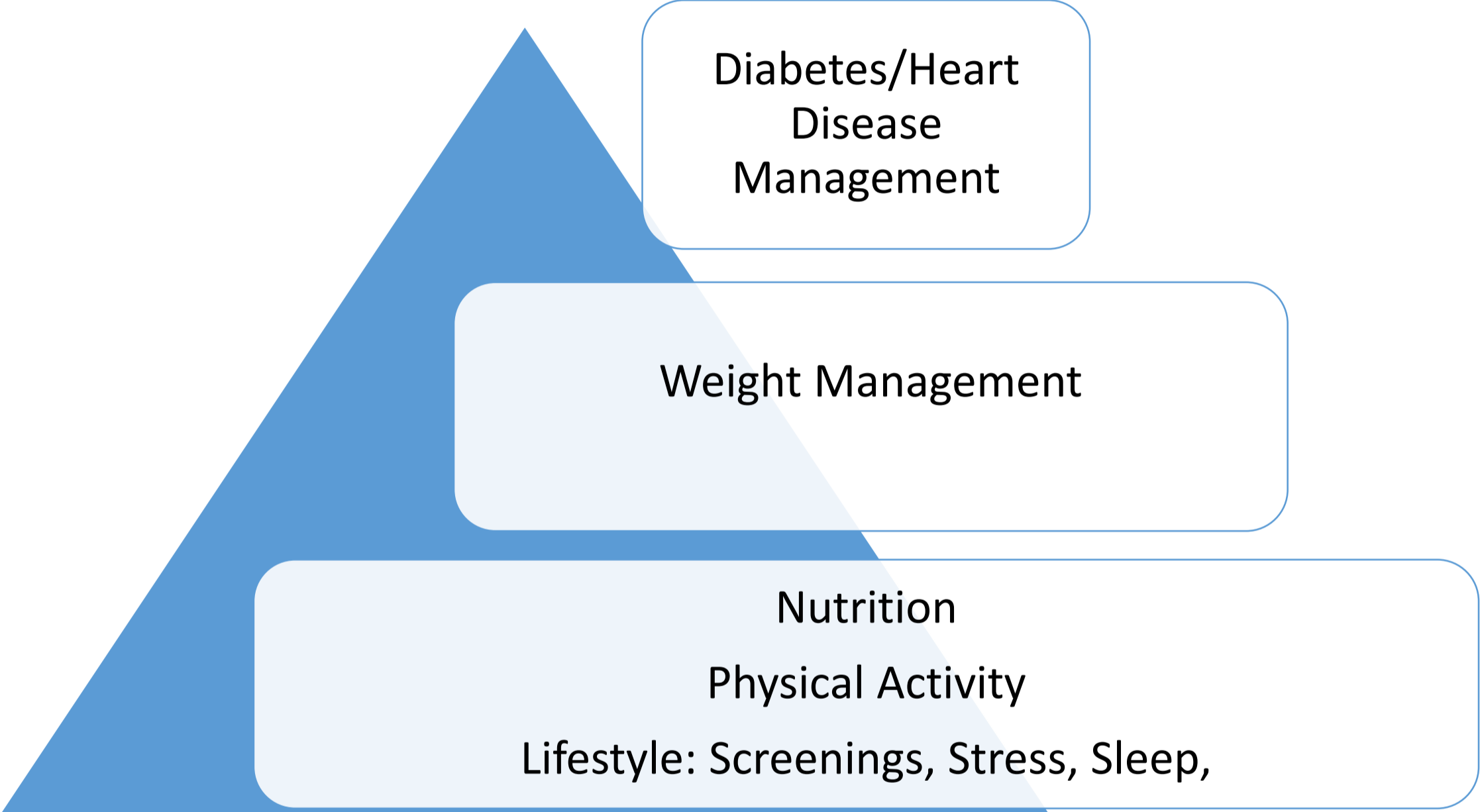
- Council staff have higher than expected risk for heart disease and diabetes
- Most risk factors experienced by our employees are modifiable
- 9.8% of employees report overall loss of productivity due to health issues
- We have an opportunity to engage our workforce in improving their health which will benefit employees, their families, the Metropolitan Council and the region as a whole

2016 Health and Wellness Strategy – What's next

Continue to Build a Culture of Health



Focus Fit For Life Program



Strategy

- Mobilize executive and operational leaders
- Establish focus areas – measure progress
- Impact the culture – recognize progress
- Broaden participation
- Address top risks and diseases – “move the needle”

What we've been doing

Physical Activity:

- Robert St. Fitness Room opened Jan 2015
- Fitness equipment: 8 Metro Transit locations and outdoor fitness equipment to Metro Plant
- Stretching programs
- Fitbit campaigns

STRETCH ROUTINE | ENVIRONMENTAL SERVICES



HealthTrails

Nutrition:

- Nutrition programming across Council
- Community Sponsored Agriculture shares available on-site

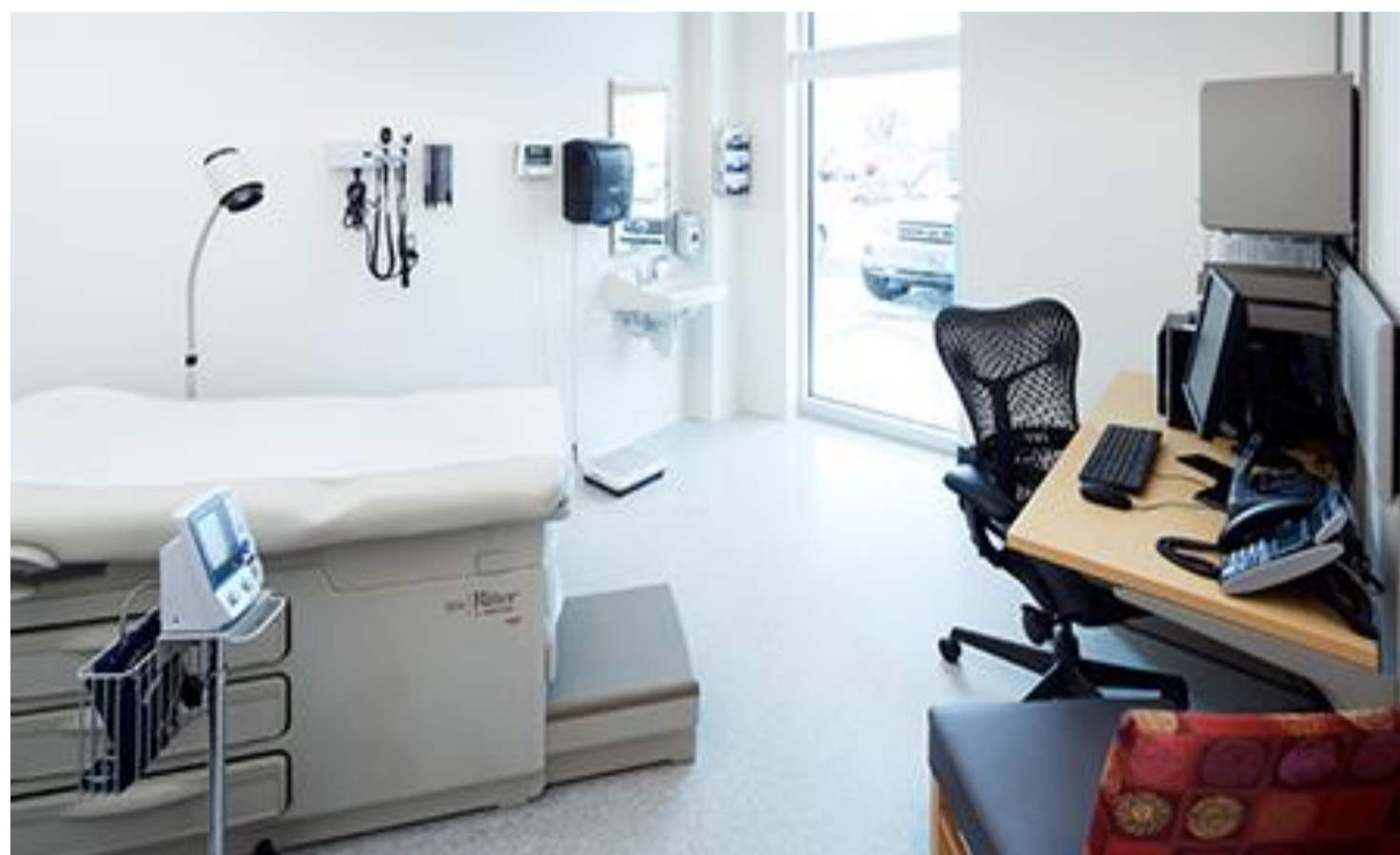
Weight Management:

- 2015 Intensive Weight Loss Program to 4 Transit locations

What we've been doing



- Onsite Clinic:
 - Provider selected
 - Build out starts Oct. 2015
 - Grand opening Jan. 2016



Health and Wellness Steering Committee

- Members from across Council Divisions
- Establish priorities based on claims data and health assessment data
- Establish key metrics to measure progress of wellness programming
- Operate at strategic level
- Take a key leadership role around wellness
- Champion wellness in their respective Divisions and Departments

Plans for the future

- Expand focus on nutrition with specialized programming
- Focus on diabetes prevention with online diabetes prevention program
- Develop improved marketing and communications
- Expanded fitness programming in 2016
- Intensive Weight Loss programming to expand in 2016
- Open onsite health care clinic near Robert Street in Jan 2016