

# **Updates:**

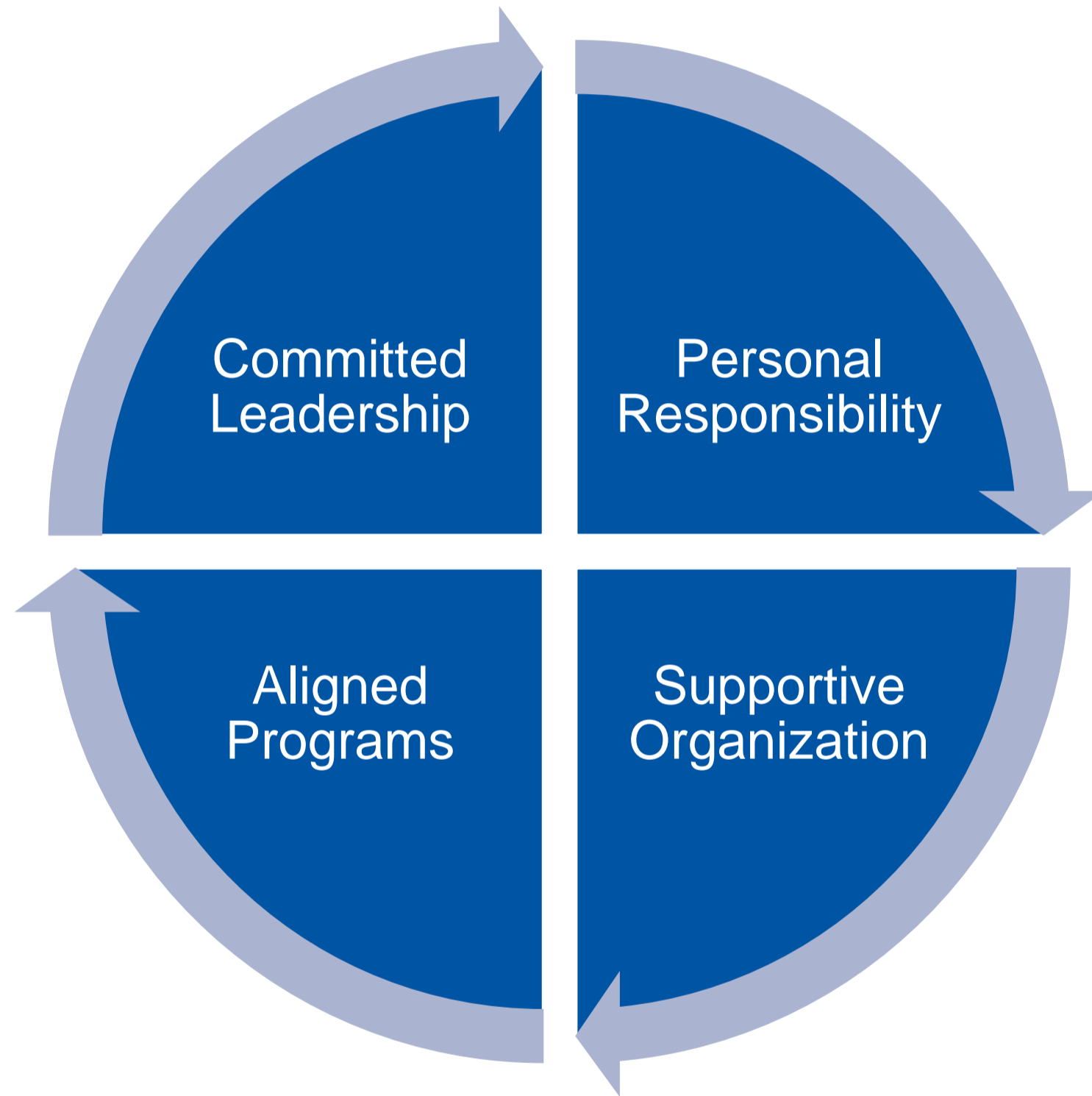
## **Employee Health and Wellness**

### **Q2 Self-Insurance**

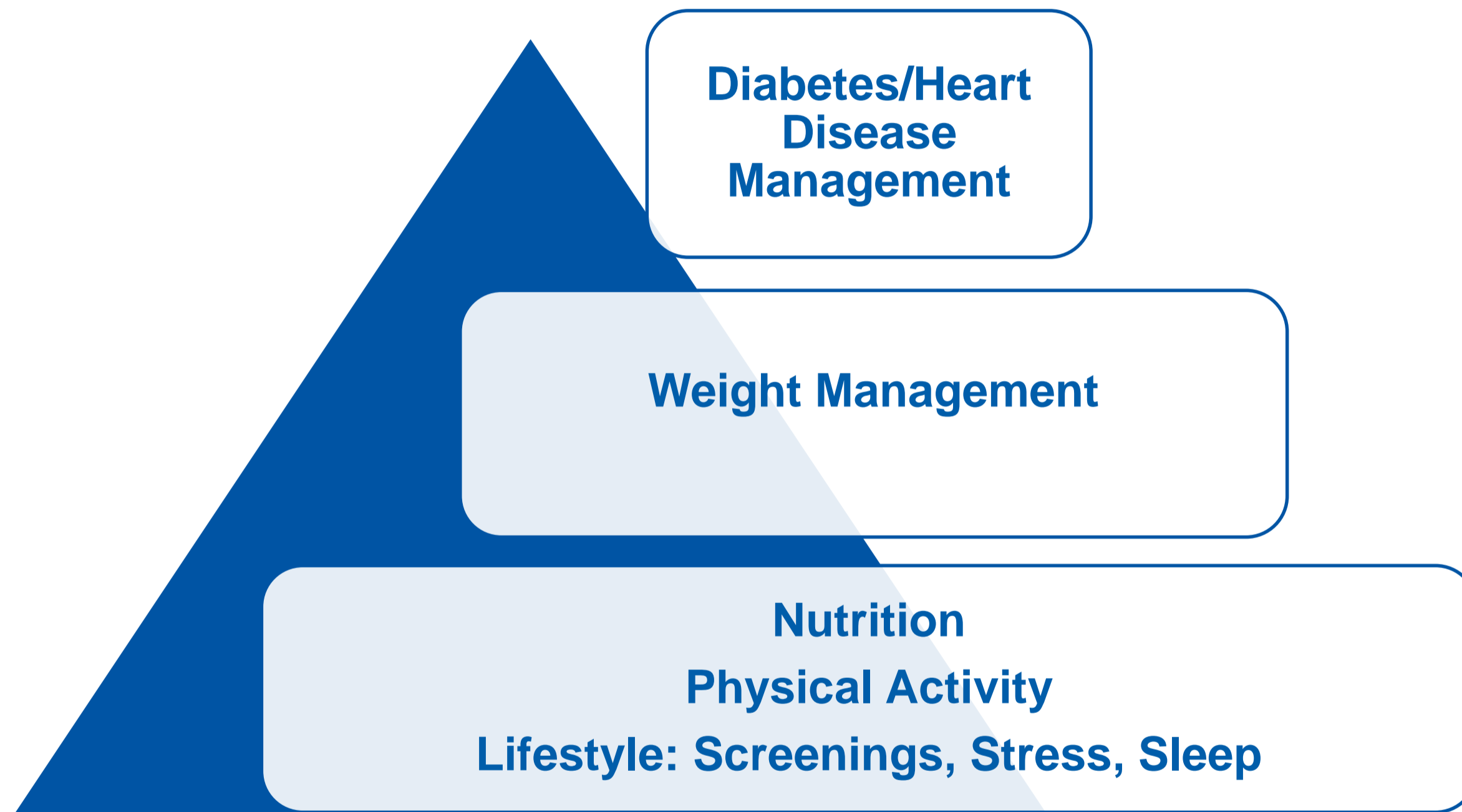
Management Committee 10-11-2017



# Cultivate a Culture of Health



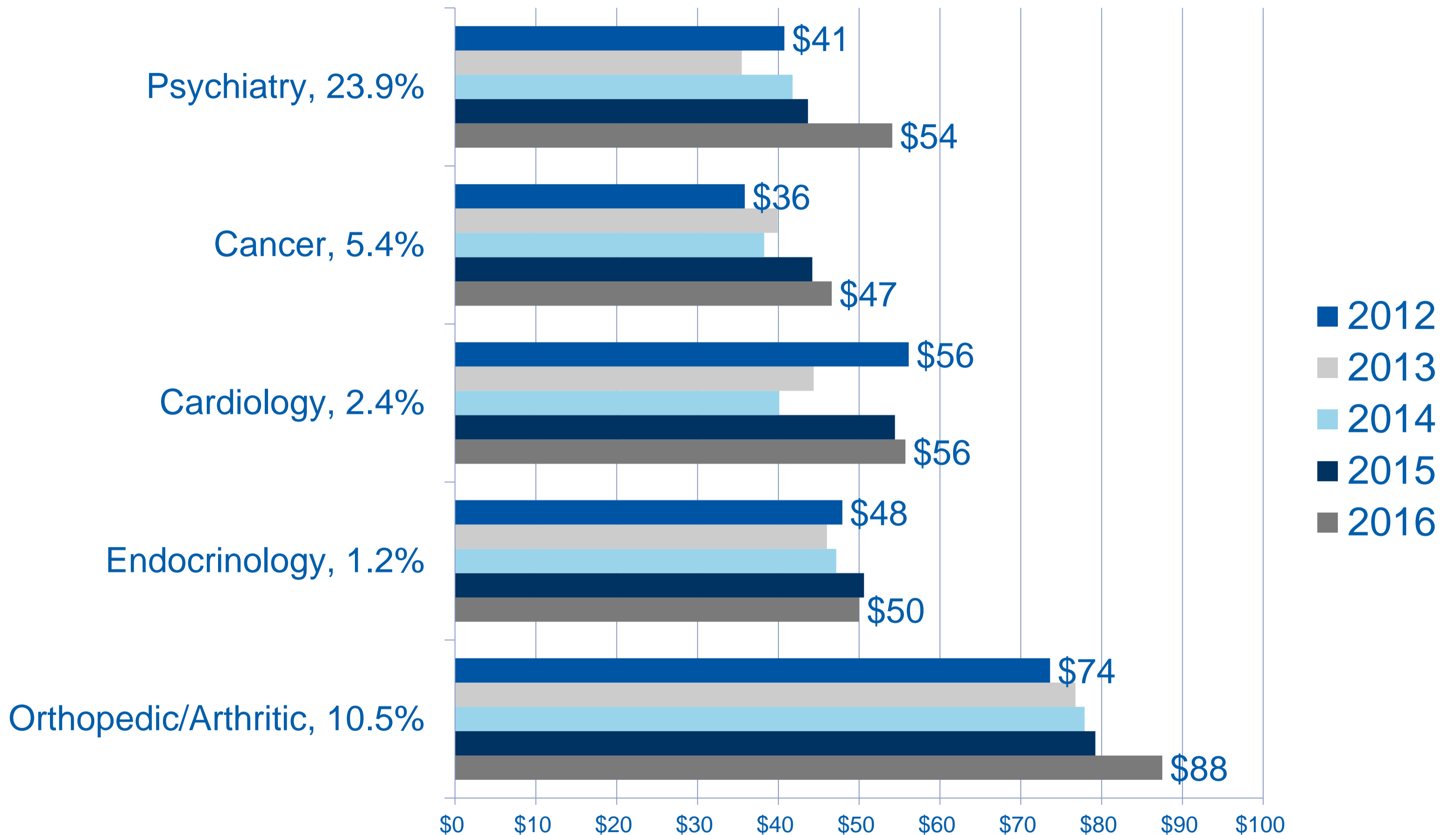
# Focus Fit For Life Program



# 2016 HealthPartners Claims Data



# Highest Cost Categories by PMPM



# Top Disease Prevalence

	2014	2015	2016	2016/2015 Trend	HP Aggregate
Depression	16.62%	15.68%	16.33%	4.16%	16.99%
Diabetes	8.40%	8.15%	8.11%	-0.47%	4.85%
Asthma	7.24%	7.00%	6.67%	-4.82%	5.45%
Heart Disease	3.3%	3.51%	3.81%	8.55%	2.75%
COPD	1.16%	1.18%	1.07%	-9.20%	0.59%

# Top 10 Pharmacy Paid 2016

	Therapeutic Class	Total	Per Script
Humira	Antirheumatics	\$605,867	\$4,733
Humalog	Diabetes	\$467,179	\$440
Harvoni	Hepatitis	\$461,719	\$30,781
Enbrel	Antirheumatics	\$349,371	\$3,839
Lantus	Diabetes	\$340,070	\$278
Victoza	Diabetes	\$299,177	\$604
Advair	Asthma	\$294,102	\$338
Adderall	Stimulants	\$208,951	\$261
Copaxone	MS Agents	\$154,325	\$5,322
Sovaldi	Hepatitis	\$139,419	\$27,884

HealthPartners

# 2017 Employee Health Assessment Data



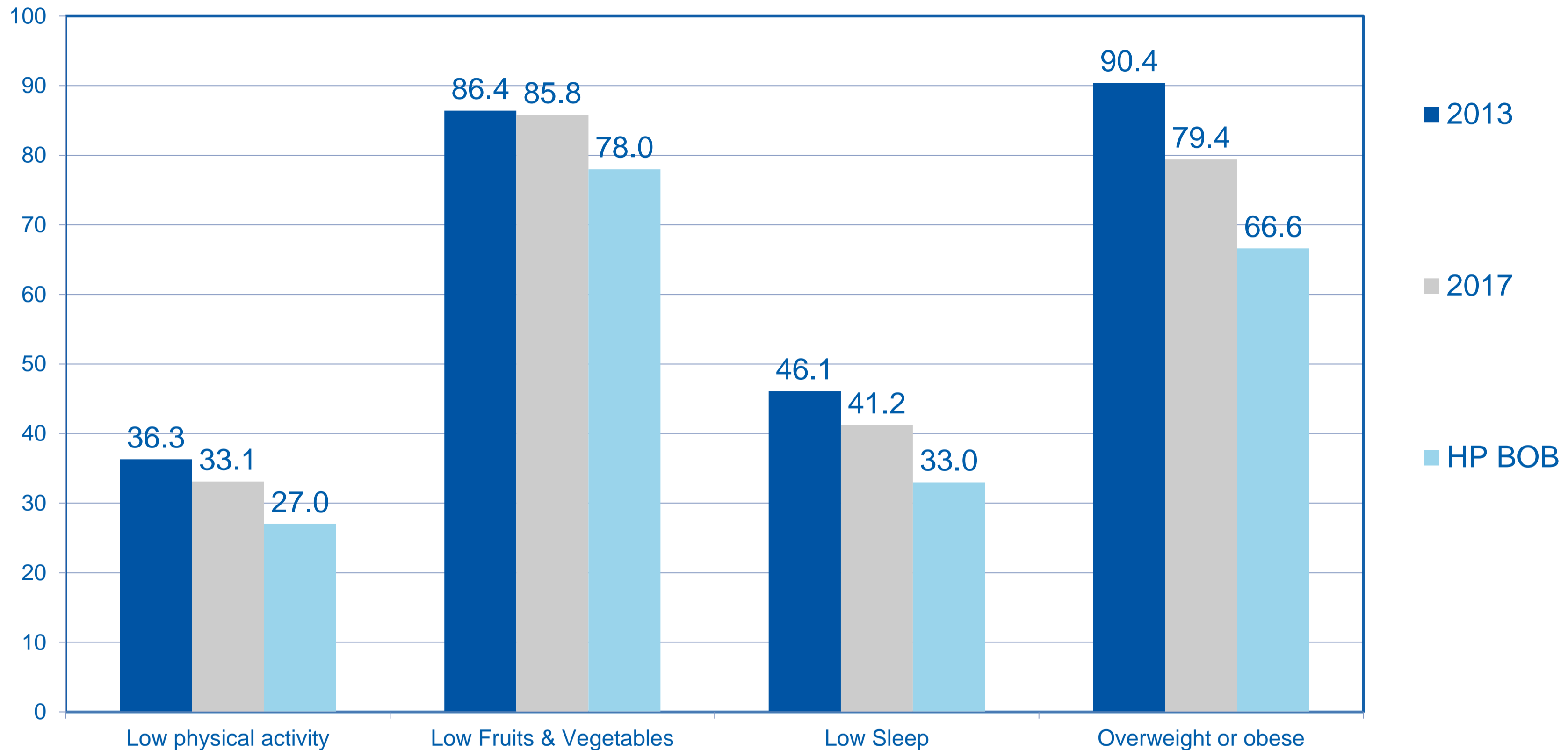


# 2017 Health Assessment Participation

- Transit – 42.5% (n= 1,194)
- Regional Administration – 74.5% (n= 322)
- ES – 59.7% (n= 325)
  
- Total participation = 49%

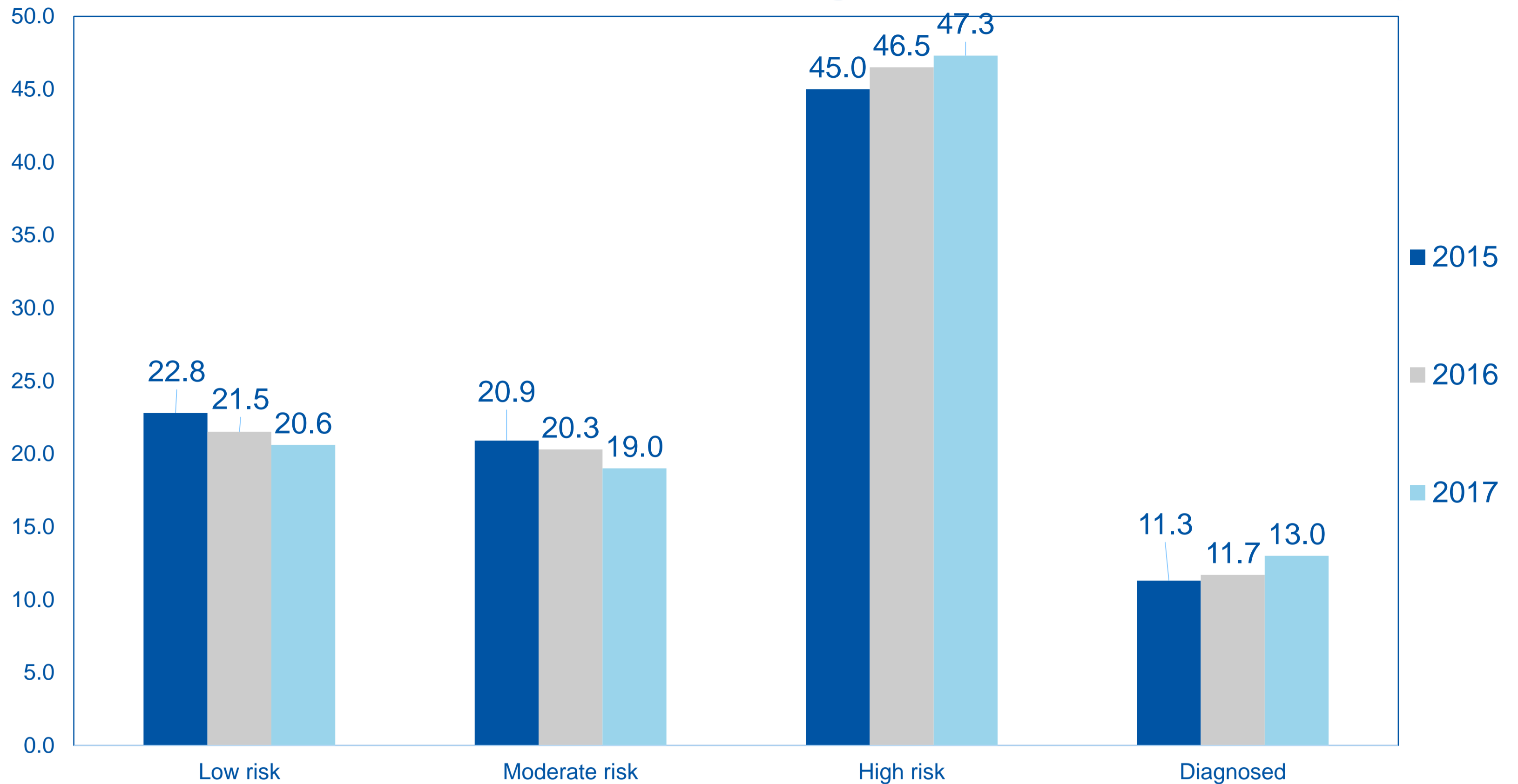
# Modifiable Health Factors- All Participants (2013 & 2017)

*lower percent is better*



- 72% at risk for overweight are ready to make change

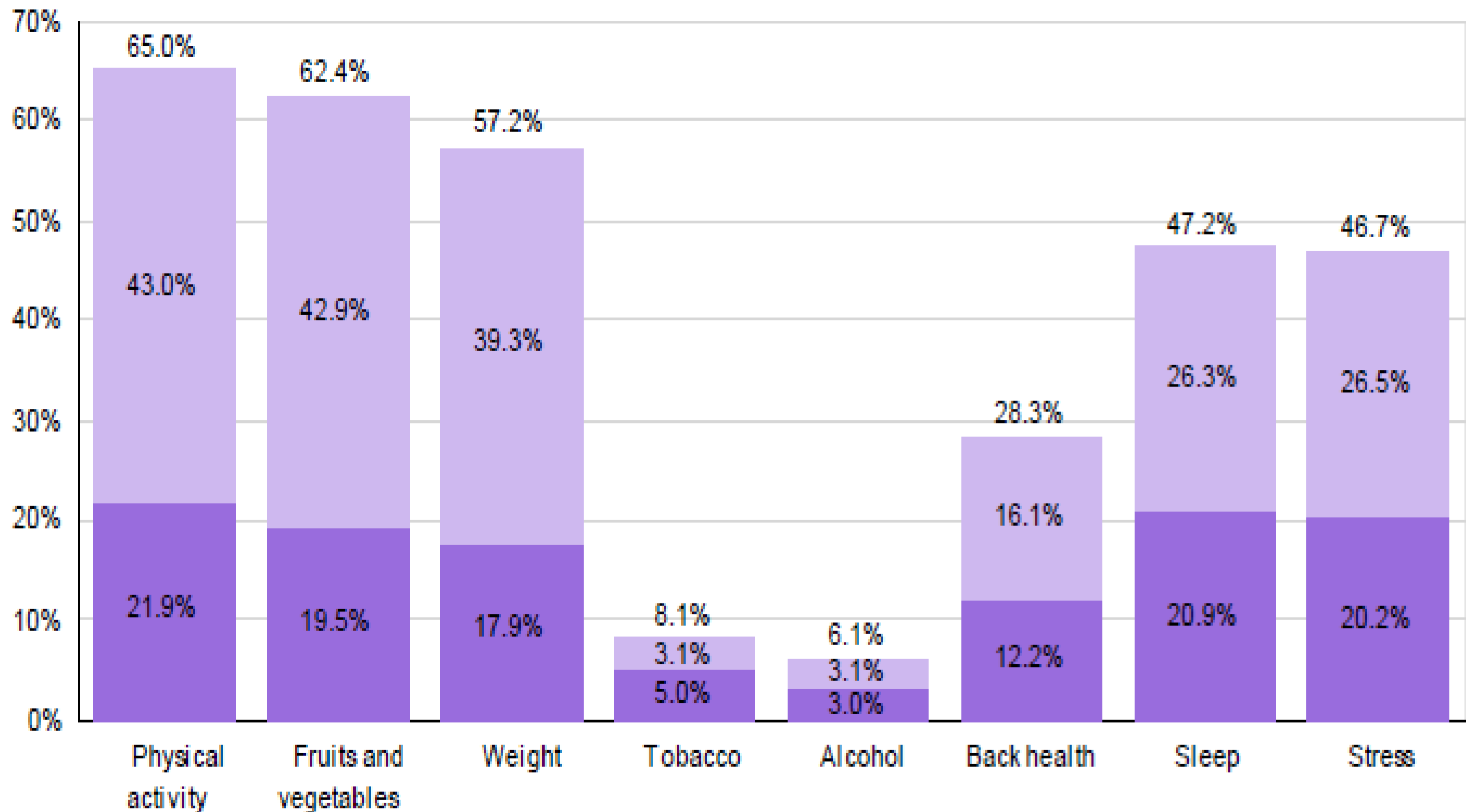
# Diabetes & Heart Disease Risk Categories – Cohort (2015-2017)



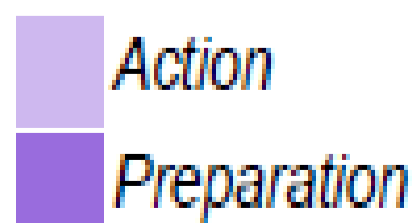
- 68% of ALL participants are at moderate or high risk for developing diabetes and heart disease.

# Readiness to Change

Among all participants



All participants 2017,  $n = 1,852$



# Key Findings

## Improvements made

- Cohort group improved: physical activity, stress levels, sleep, tobacco, self-care, and quality of life.
- 49.5% at risk participants are taking action on weight
- 28 employees improved life satisfaction
- 47% at risk participants are preparing to take action on stress
- 18 people quit smoking

# Key Findings

## Needs improvements

- Nearly 50% report an emotional health concern
- 47.5% are at *high risk* for diabetes and heart disease, which is 16% higher than the HealthPartners BOB\*
- 46% report having back pain most or all of the time
- Tobacco use among Transit employees is 6% higher than HealthPartners BOB\*

\*book of business

# So What

- Most risk factors experienced by our employees are modifiable
- Health and wellness isn't just about reducing costs
- Engaging our workforce in improving their health will benefit employees, their families, the Metropolitan Council and the region as a whole
- In absence of health/wellness support can expect a 7% net annual decline in employee health

# Health and Wellness Strategy – What's next?



# Strategy

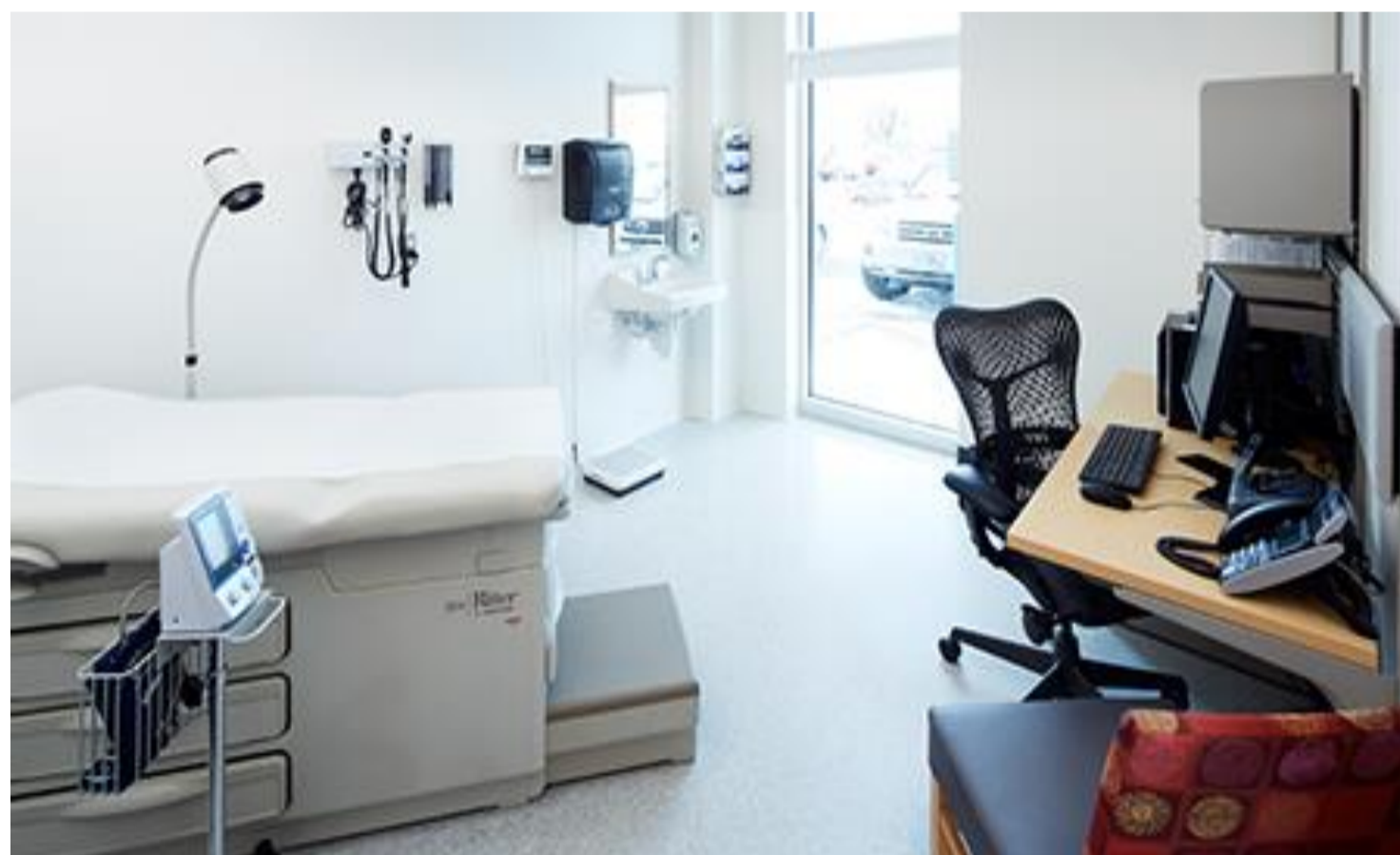
- Mobilize executive and operational leaders
- Align organization goals and wellness program
- Create positive organizational health
- Impact the culture – recognize progress
- Offer robust and comprehensive programs to address primary areas of need

# What we've been doing

- New bus operator program: Healthy Routes
- Expanded nutrition programming
- Expanded fitness classes
- Online health campaigns
- Transit maintenance stretching programs

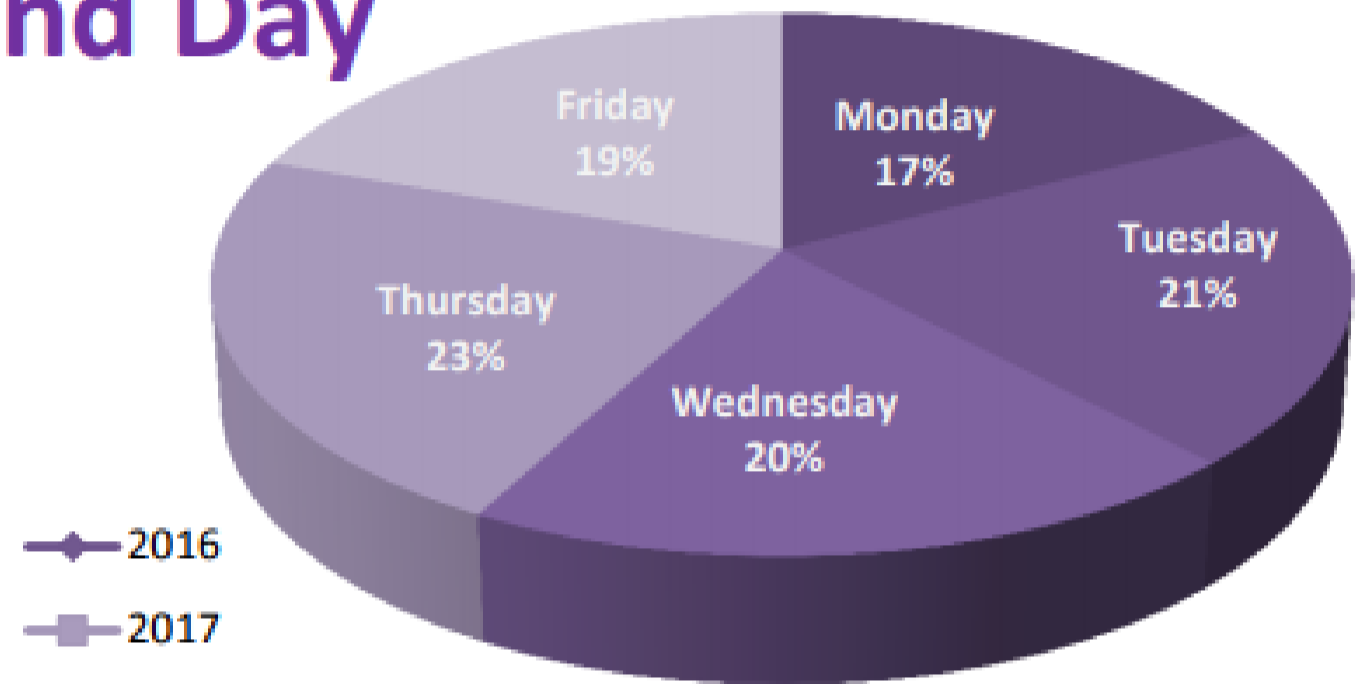
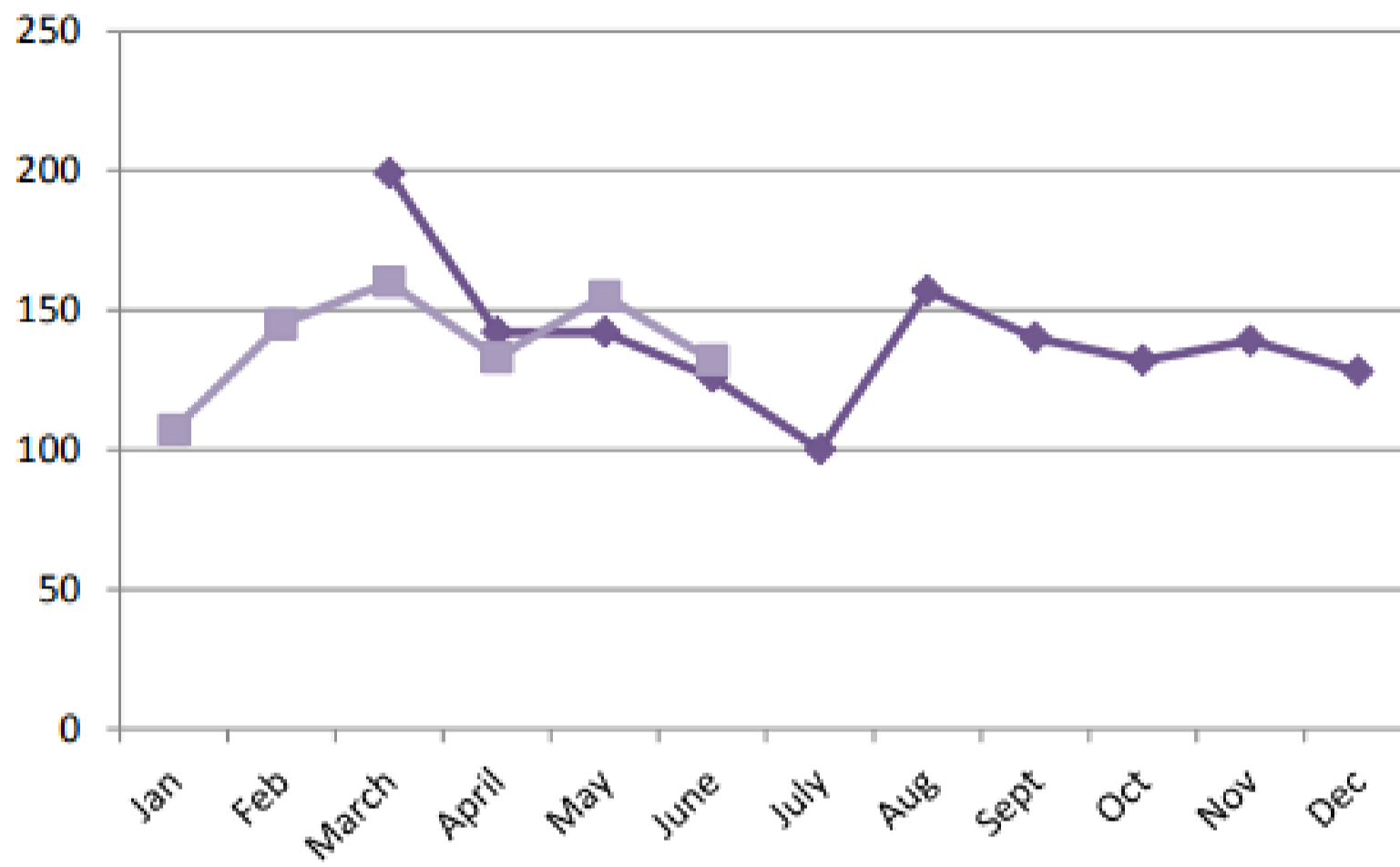
# What we've been doing

- Robert Street Onsite Well@Work Clinic opened Feb 2016



# Well@Work Health Clinic

## Visit Volume by Month and Day



Visits by Day of Week Running Total

Quarter	2016	2017
Q1	199	412
Q2	410	461

# Health and Wellness Steering Committee

*Co-create a work environment that lowers physical and social barriers to healthy lifestyle choices*

- Build and cultivate culture of health
- Remove organizational barriers to wellness
- Review claims data and health assessment data
- Provide strategic input and guidance on wellness programs
- Provide leadership around wellness, championing wellness in respective Divisions and Departments

# Strategic Plans for the future

- Build wellness into onboarding
- Define principles and values of wellness
- Help supervisors and managers to act as multipliers of wellness
- Open Heywood Well@Work clinic in 2019

# Program Plans for the future

- Stress management and resiliency
- Expanded nutrition programming
- Emphasize Metro Transit Bus/Rail operations and Transit Police
- Tobacco cessation individual and group coaching
- Expand wellness champion roles
- Refine Healthy Routes program

# Self-Insurance 2017 Q2 Update

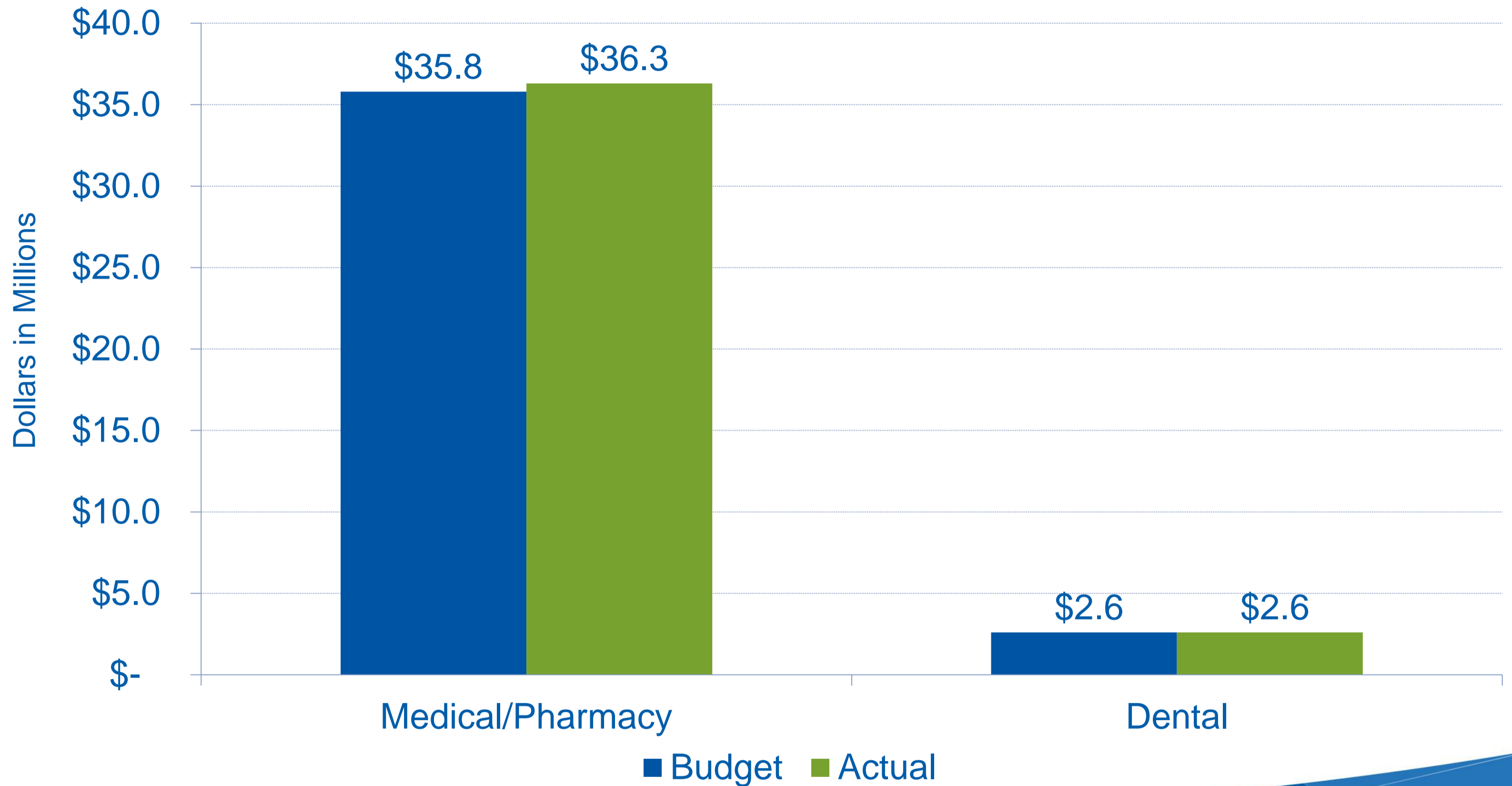
Management Committee 9-27-2017



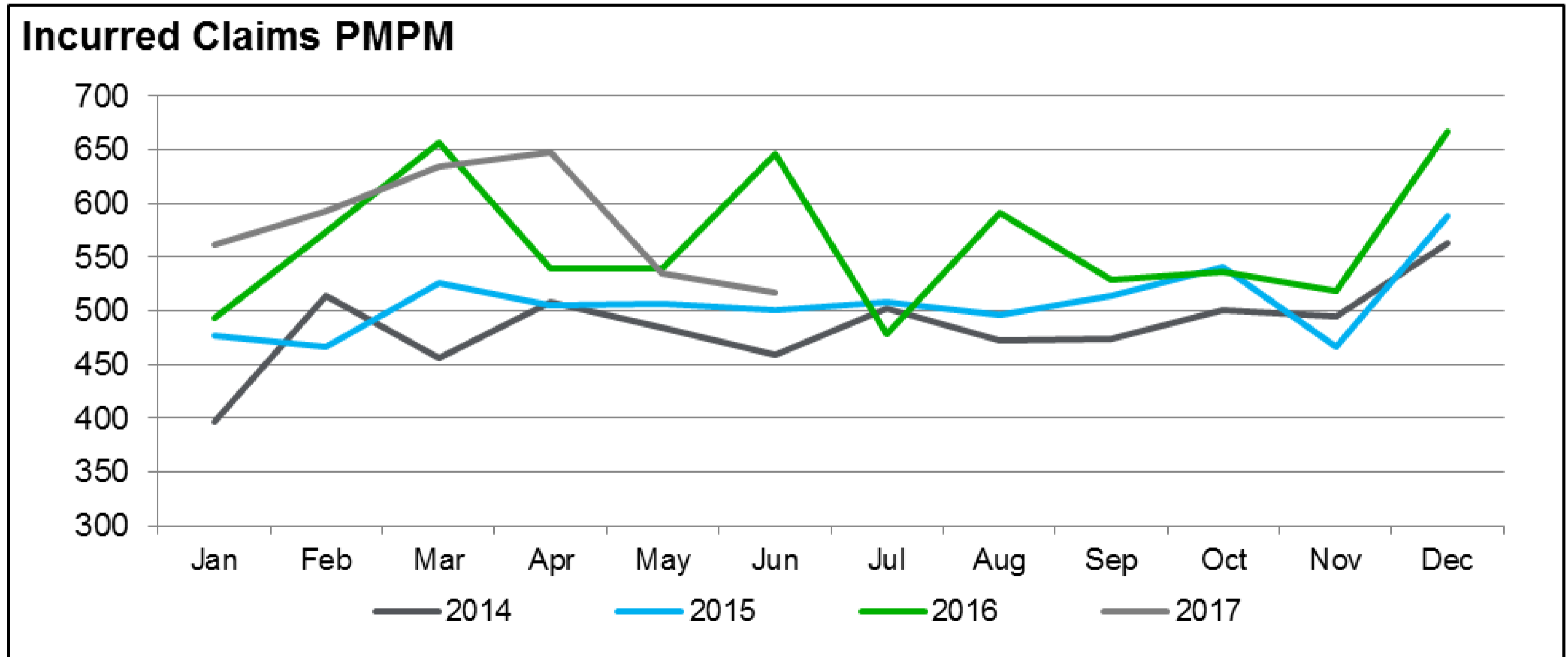


# Self-Insured Plan Costs – Q2 2017

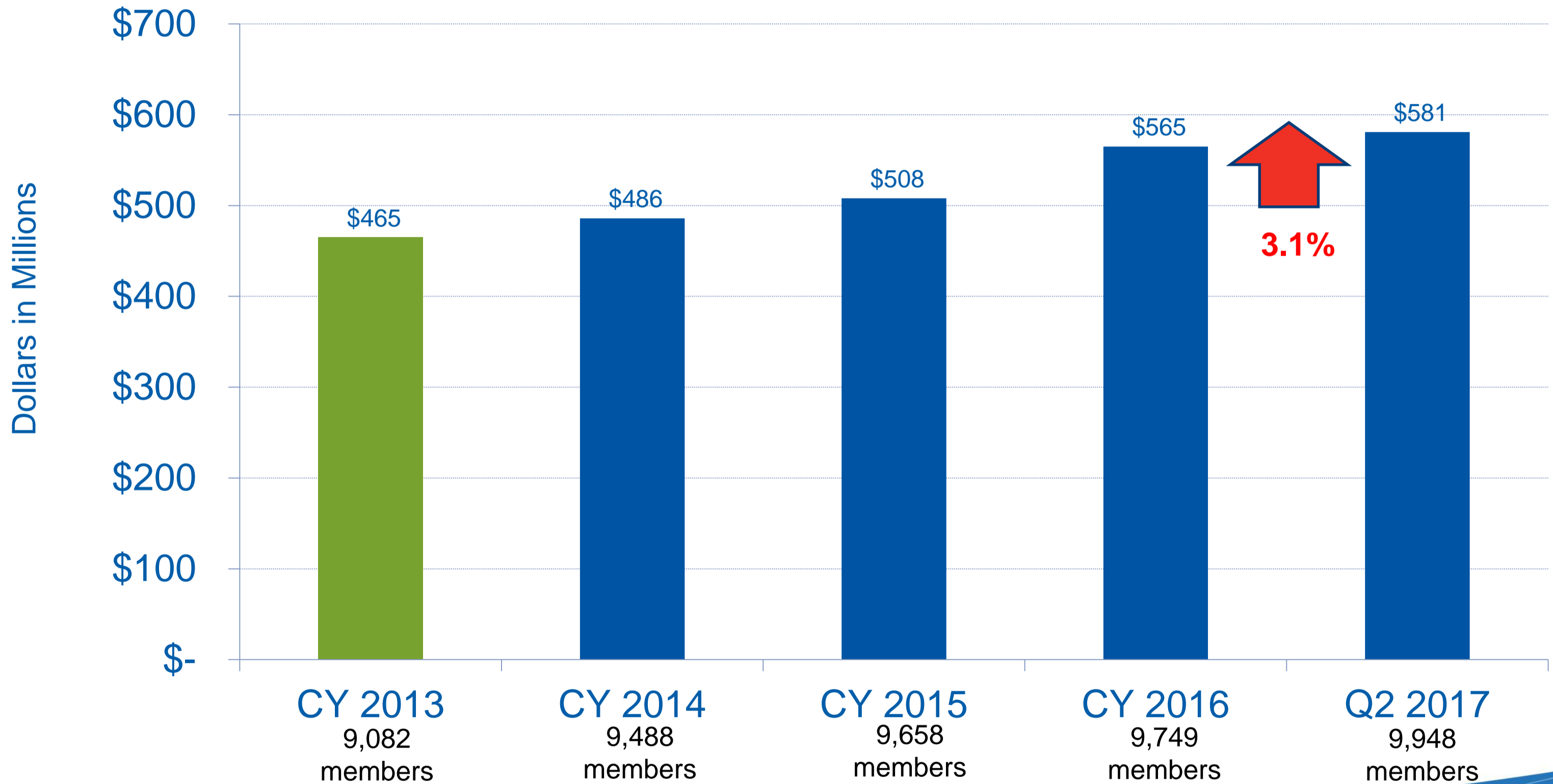
(Claims, admin fees and stop loss premium)



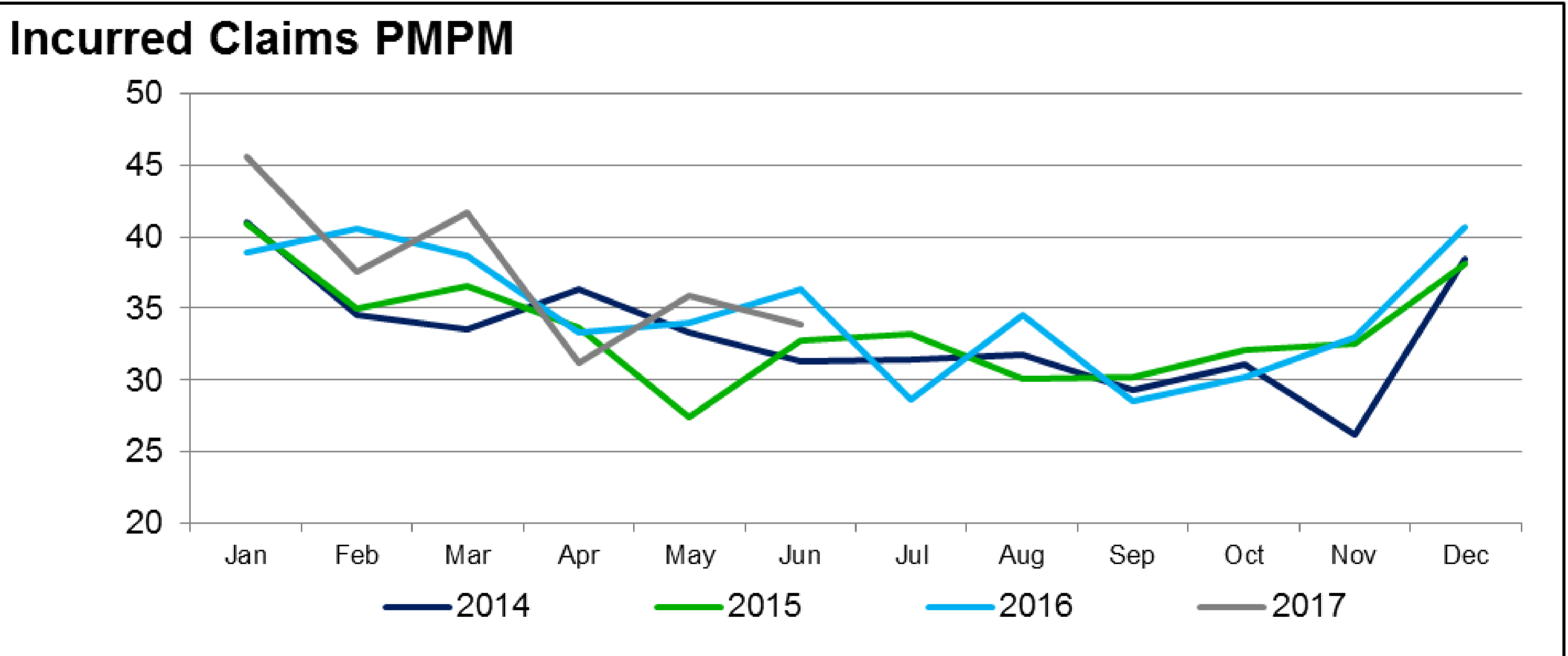
# Incurred Claims: Medical & Pharmacy



# Total Incurred Medical Claims Per Member Per Month (PMPM)



# Incurred Claims: Dental



# Dental PMPM

## Total Incurred Claims PMPM

