

# **2018 Employee Health and Wellness Q2 Self-Insurance**

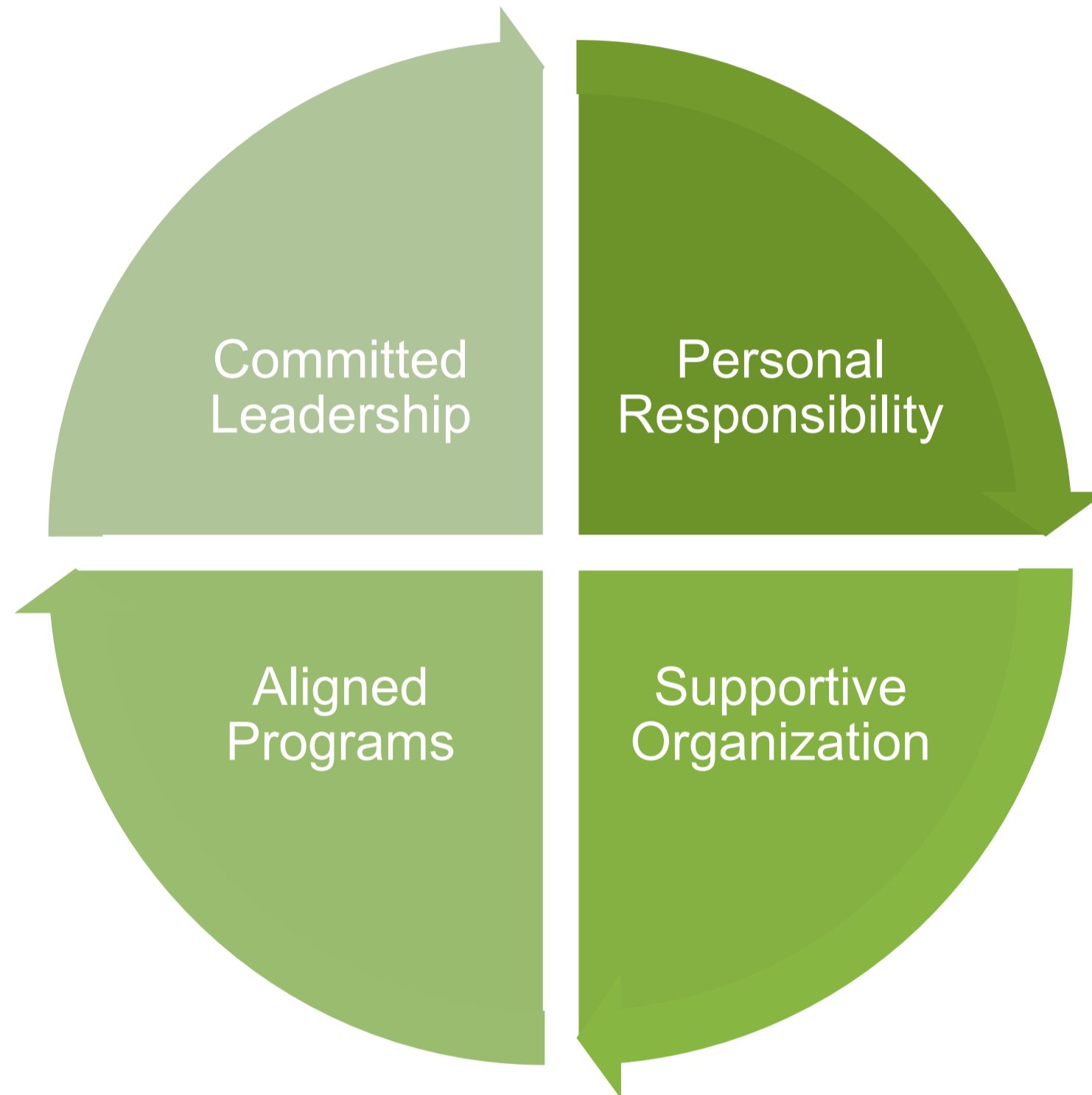
**Marcy Syman, HR Director**

**Joy Ahern, Health Promotions Supervisor**

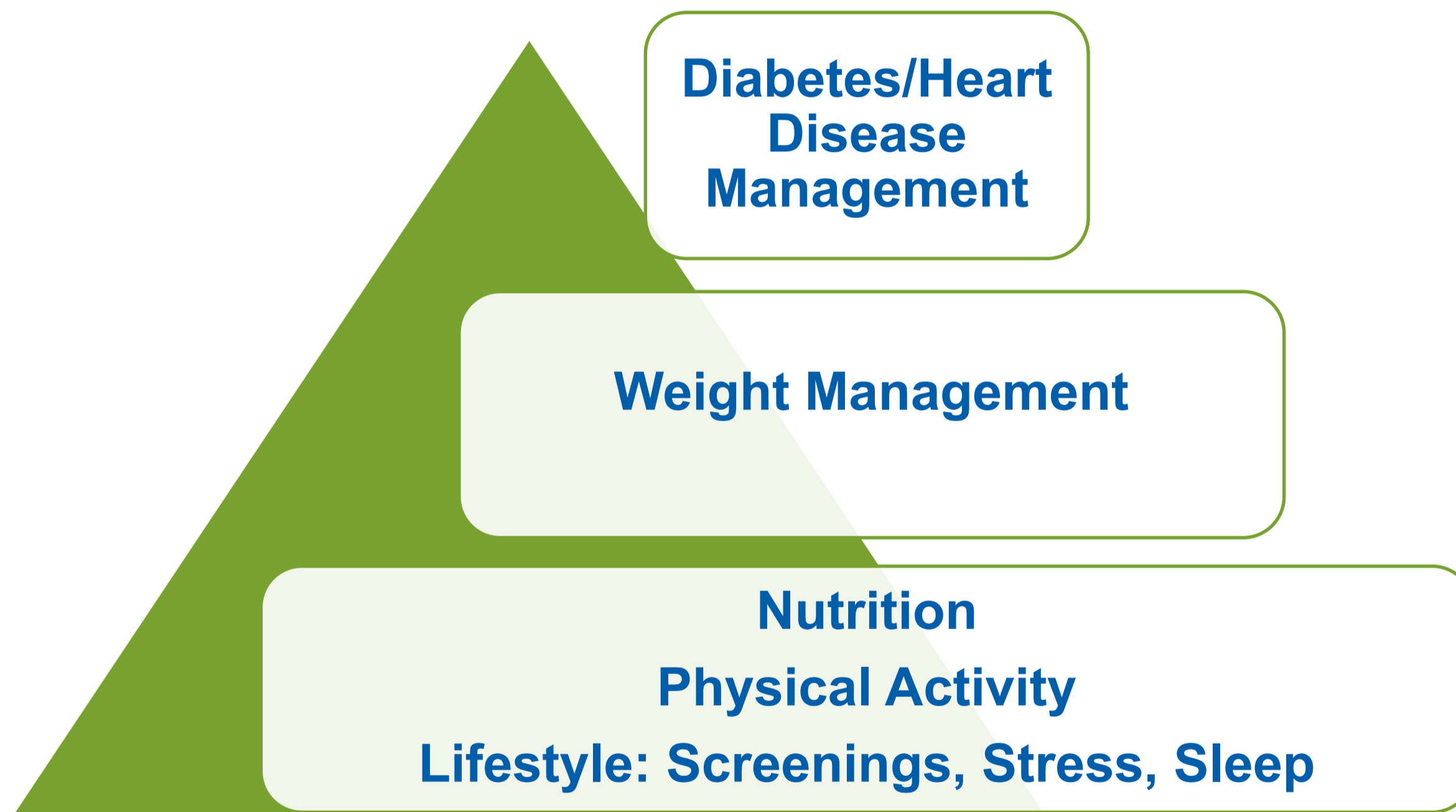
**Management Committee 10-24-2018**



# Cultivate a Culture of Health



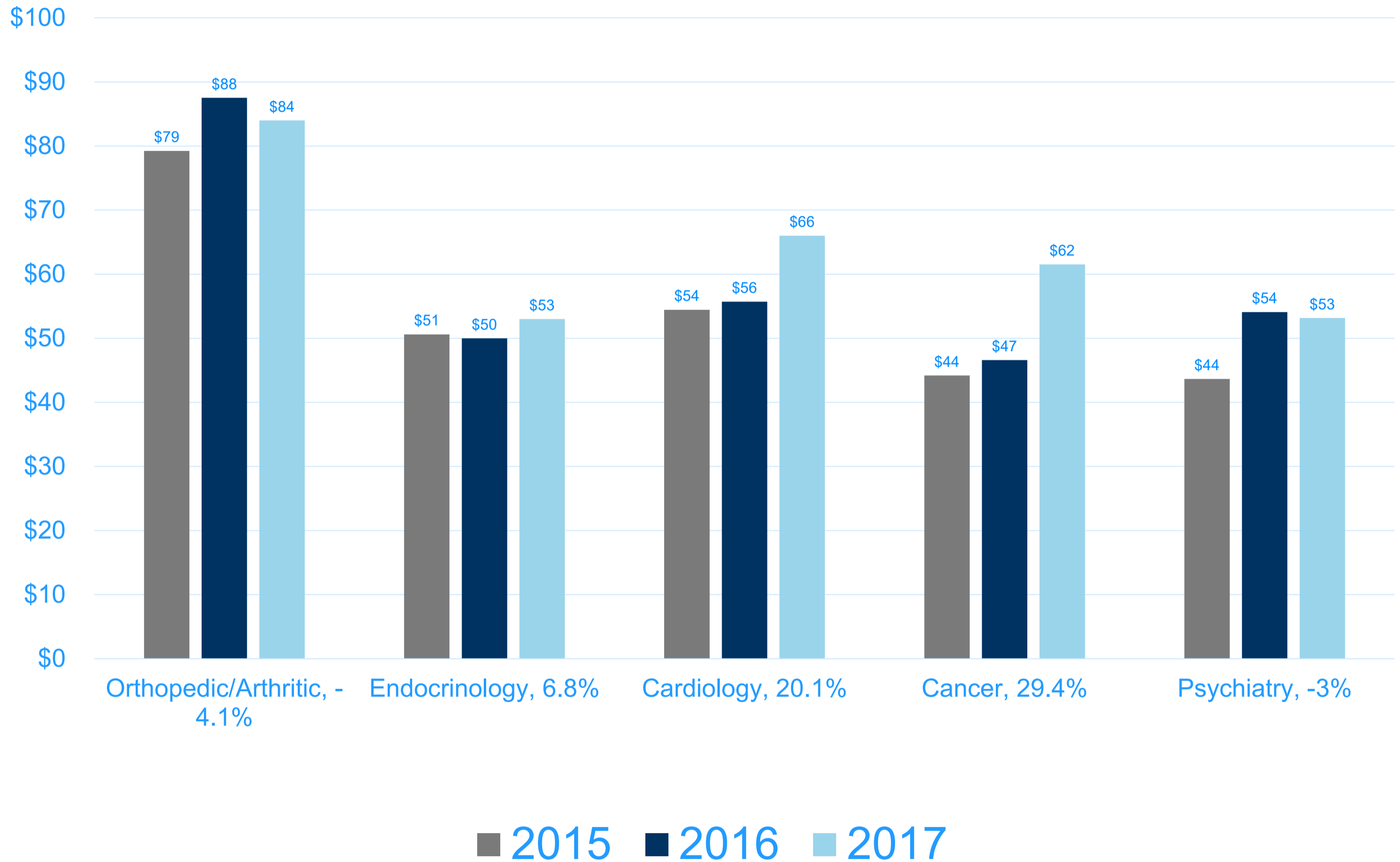
# Fit For Life Program Focus



# 2017 HealthPartners Claims Data



# Highest Cost Claims Categories by PMPM



# Top Disease Prevalence

	2015	2016	2017	HP Aggregate
Depression	18.4%	18.6%	19.0%	18.9%
Diabetes	9.5%	9.5%	9.8%	5.3%
Asthma	9.0%	8.6%	8.9%	6.8%
Heart Disease	5.8%	6.4%	6.8%	3.8%
COPD	2.2%	2.1%	2.2%	0.8%
Rare and chronic	1.1%	1.2%	1.2%	1.0%

# Top 10 Pharmacy Total Cost 2017

Medication	Therapeutic Class	Total	Per Script
Humira	Chronic inflam.	\$645K	\$5,002
Humalog	Diabetes	\$468K	\$462
Enbrel	Chronic inflam.	\$467K	\$4,023
Victoza	Diabetes	\$416K	\$652
Remicade	Chronic inflam.	\$368K	\$4,177
Advair	Asthma	\$338K	\$367
Neulasta	Blood modifiers	\$319K	\$5,228
Herceptin	Oncology	\$316K	\$5,445
Genvoya	Diabetes	\$262K	\$227

HealthPartners

# 2018 Employee Health Assessment Data

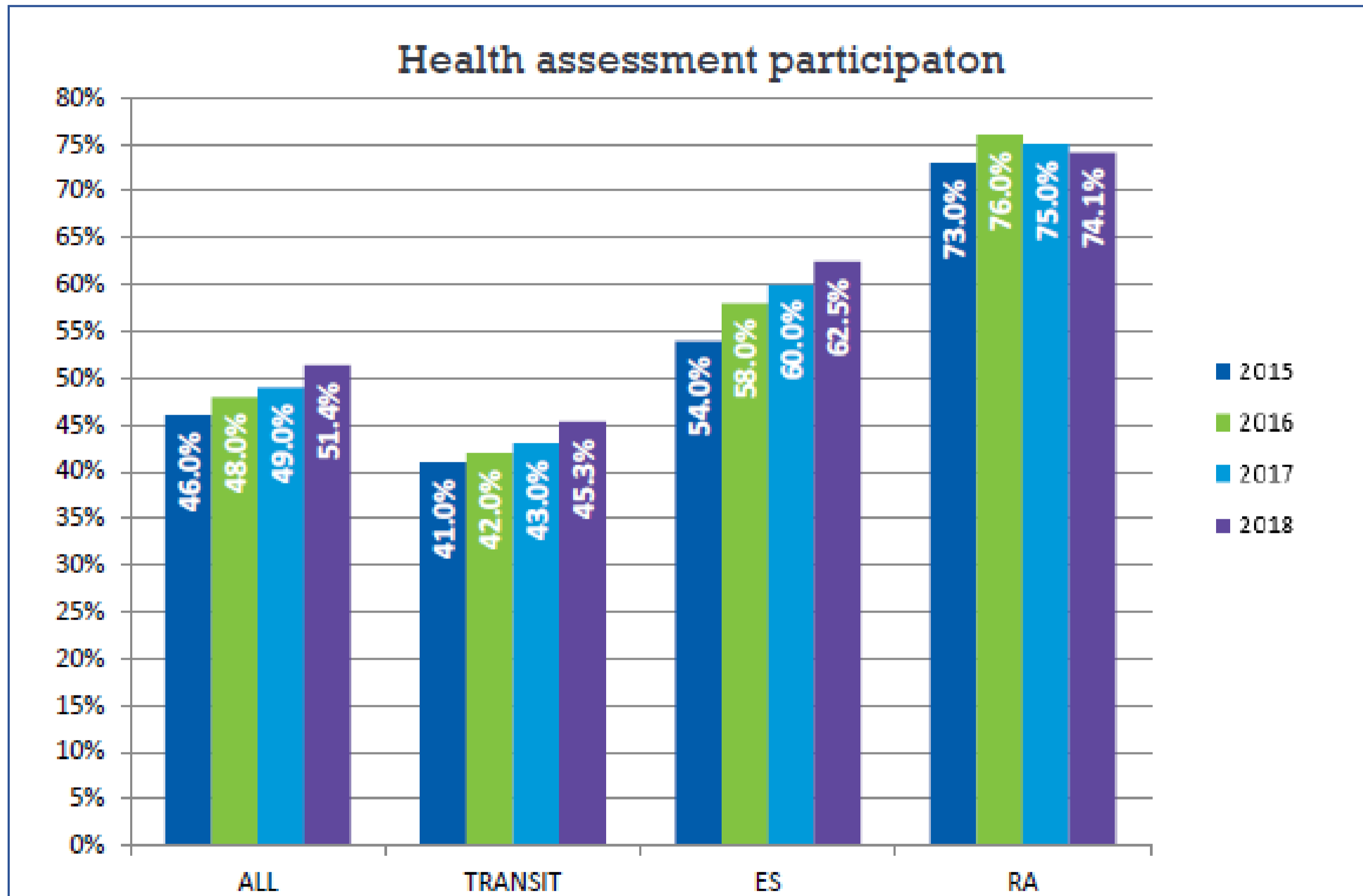




# 2018 Health Assessment Participation

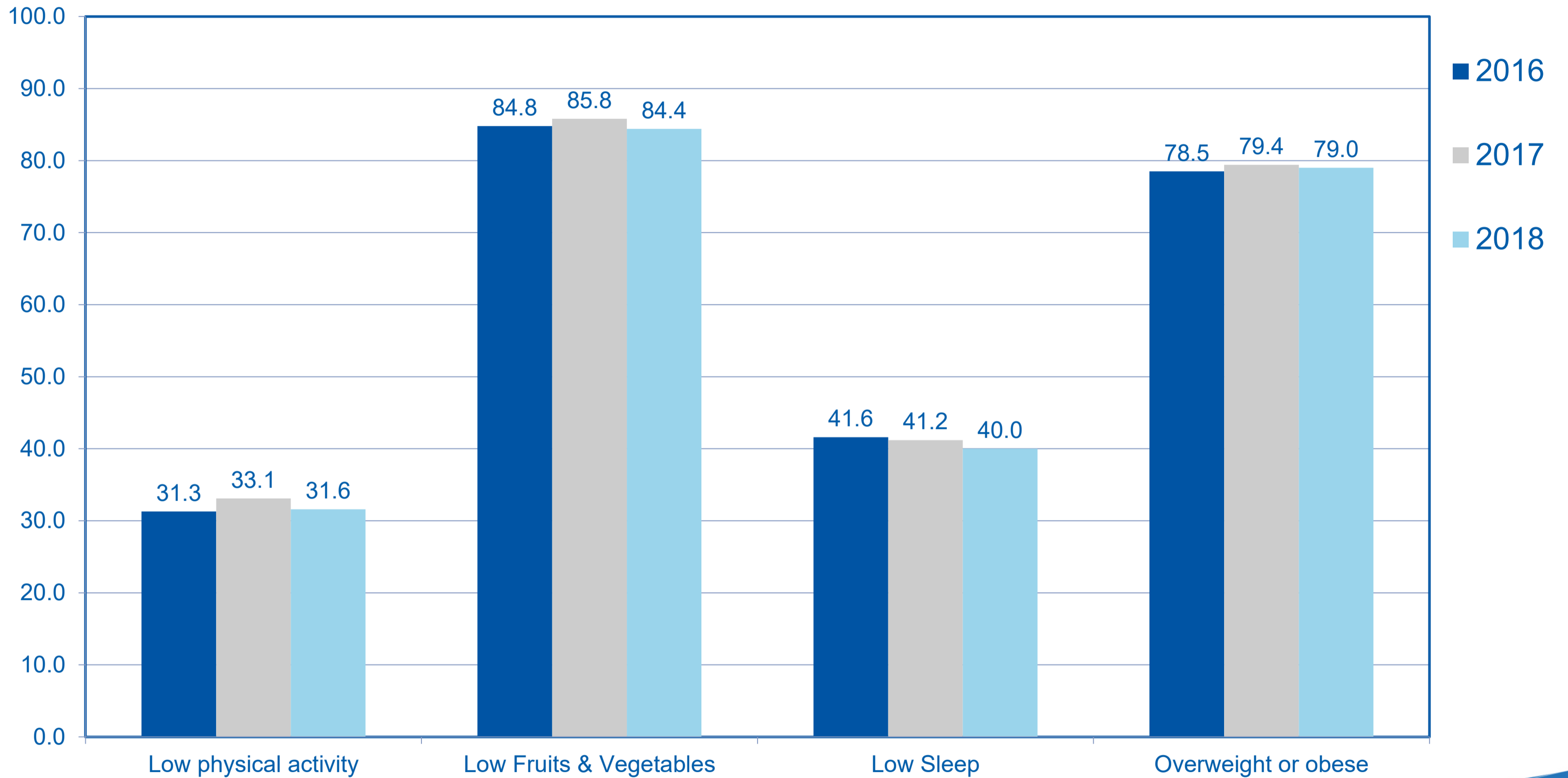
- Transit – 46% (n= 1,271)
- Regional Administration – 75% (n= 323)
- ES – 75% (n= 333)
- **Total participation = 52% (1,927)**

# 2018 Health Assessment Participation

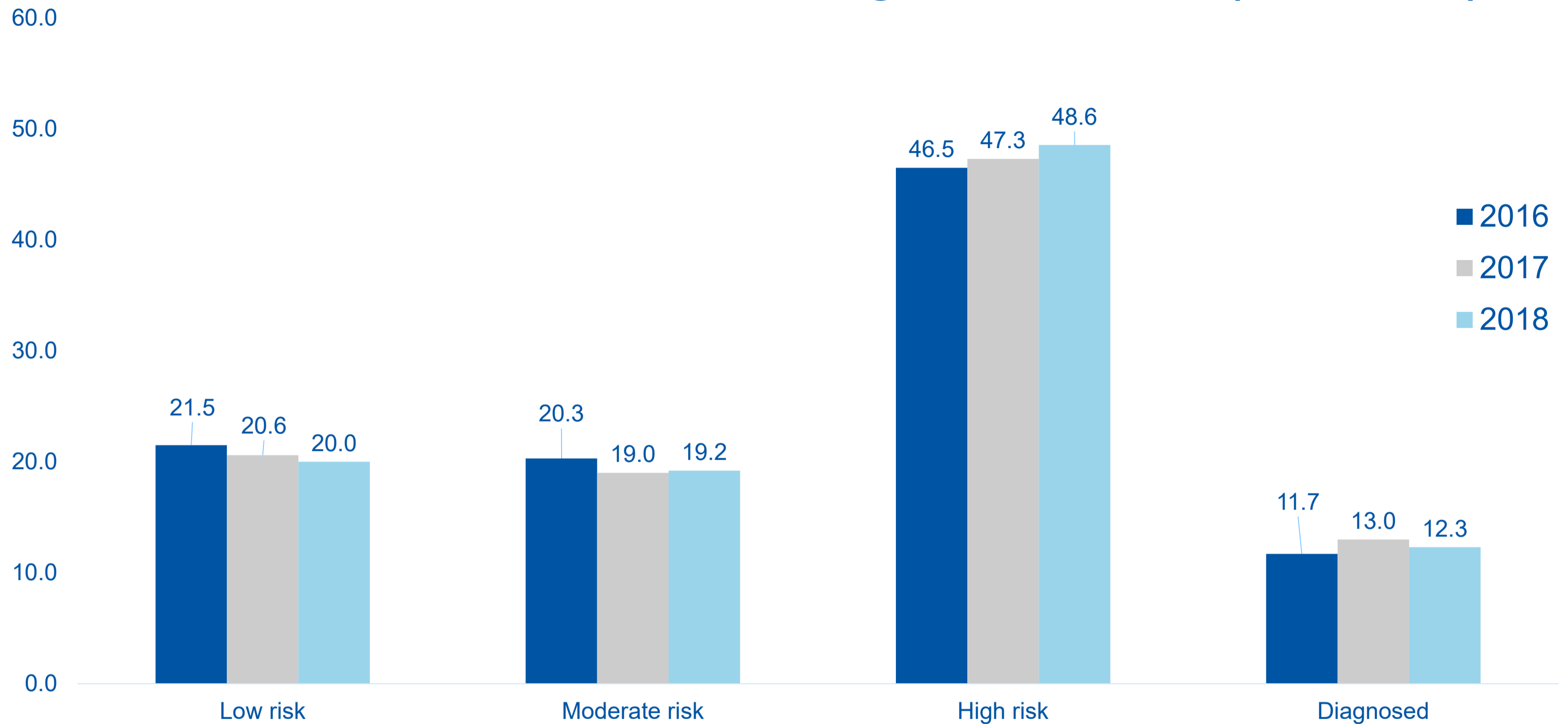


# Modifiable Health Factors- All Participants (2016-2018)

*lower percent is better*



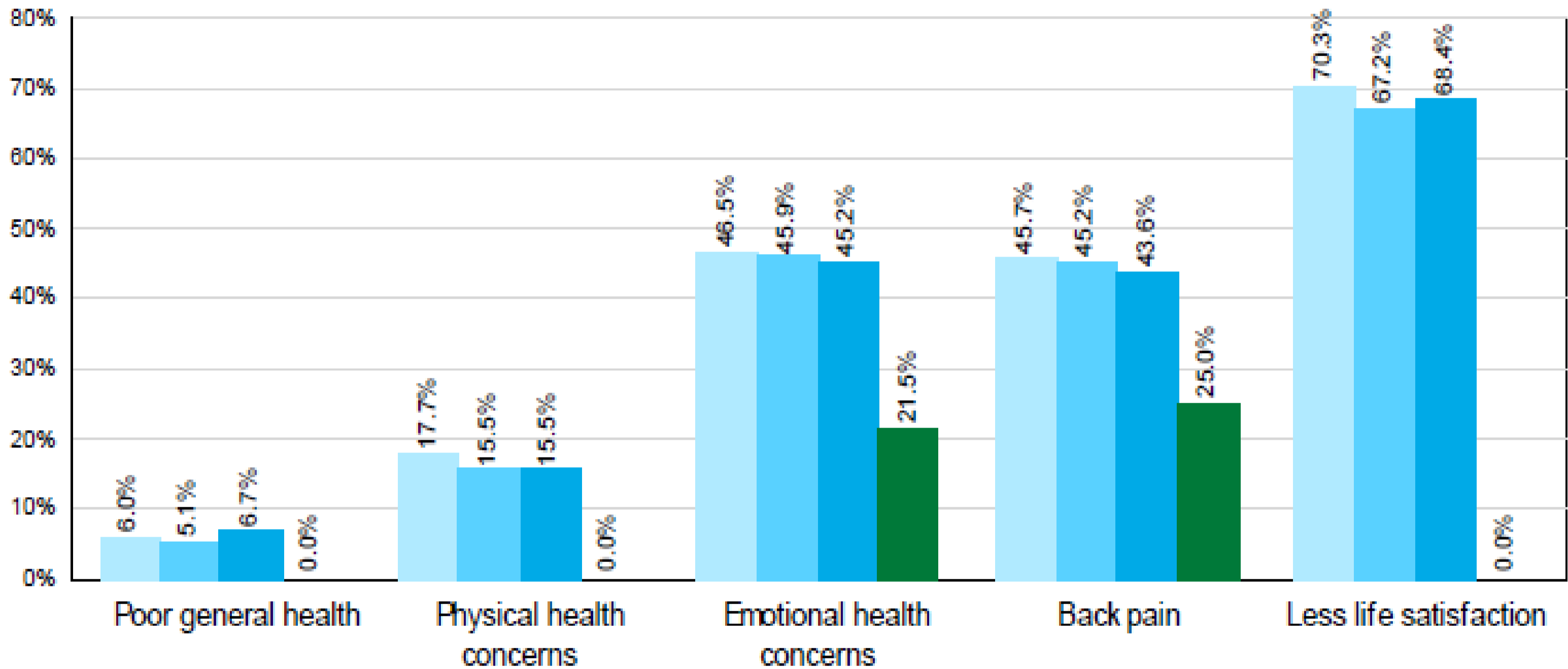
# Diabetes & Heart Disease Risk Categories – Cohort (2016-2018)



- Those in the high risk category are **22.5** times more likely to be diagnosed with diabetes within **2** years low risk employees
- n=1133

# Quality of life

*High-risk measures (lower percent is better)*



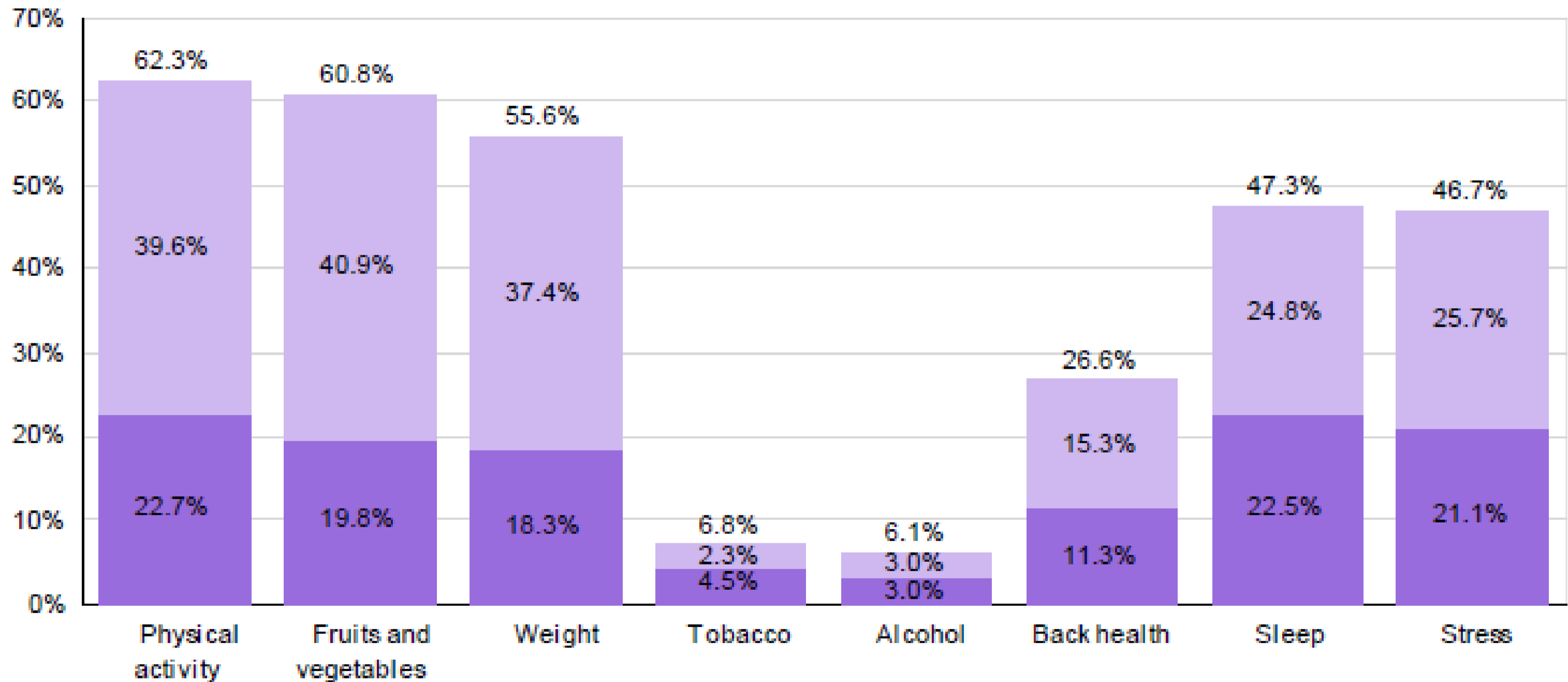
Cohort of repeat participants

*n = 1,133*



# Readiness to Change

**Readiness to change**  
Among all participants



Participants with high risk for each health factor 2018

- Action
- Preparation

# Key Findings

## Improvements

- Emotional health concerns are trending in a positive direction among our cohort group
- Back pain continues to trend in a positive direction (2% improvement)
- In all modifiable health categories, the trend is positive, no significant declines.

# Key Findings

## Needs improvements

- Sleep health is an area of opportunity for our Transit and ES populations
- In the disease management area -risk for heart disease and diabetes rises only slightly and is an area to focus on with nutrition and weight management programs
- Back health is an area of need in spite of improvements



# So What

- Most employee health risk factors are modifiable.
- Health and wellness isn't just about reducing costs
- Engaging our workforce in improving their health and well-being benefits everyone
- Without health/wellness support would expect 7% net annual decline in employee health  
Zero trend is a positive!

# Health and Wellness Strategy – What's next?

# Strategy – H&W Steering committee

- Mobilize executive and operational leaders
- Remove barriers to participation
- 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

- Expanded nutrition and Metro Transit program offerings
  - Nutrition classes and fitness programs
- Physical Activity Programing
- Expanded stress management programming
  - Mindfulness and resilient life courses
- Expanded reach for difficult to reach
  - In person, online & phone

# Program Participation

January – June 2018

- 1 Health Assessment -1,927 participants
- 7 health program series (6, 8, 12, or 16 weeks in length) – 167 participants
- 102 individual sessions (nutrition consults, 1:1 fitness assessments and health coaching)
- 256 classes – all topics -1,508 participants
- 1,200 blood pressure checks
- 3,385 pounds lost through Omada (2015-present)

# Strategic Plans for the future

- Build wellness into onboarding
- Continue to communicate principles and values of wellness
- Support new FTH MTPD Fitness Room opening
- Open Heywood Well@Work clinic in 2019



# Program Plans for the future

- Implement neck and back program
- Create new ES plant operator health training
- Expand onsite presence for Metro Transit operations (nutrition and fitness areas)
- Additional stress management programs

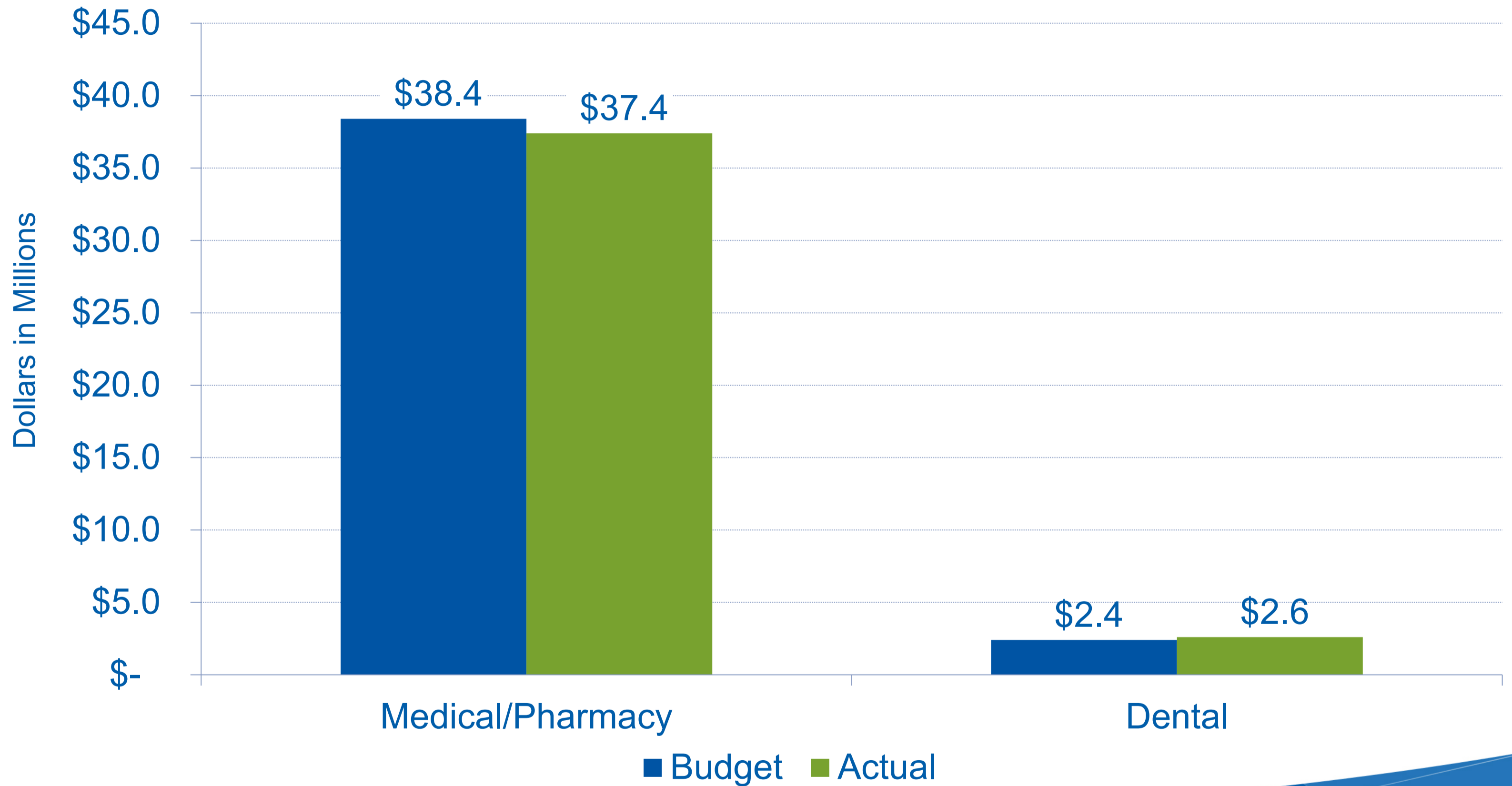


# Q2 2018 Self Insurance

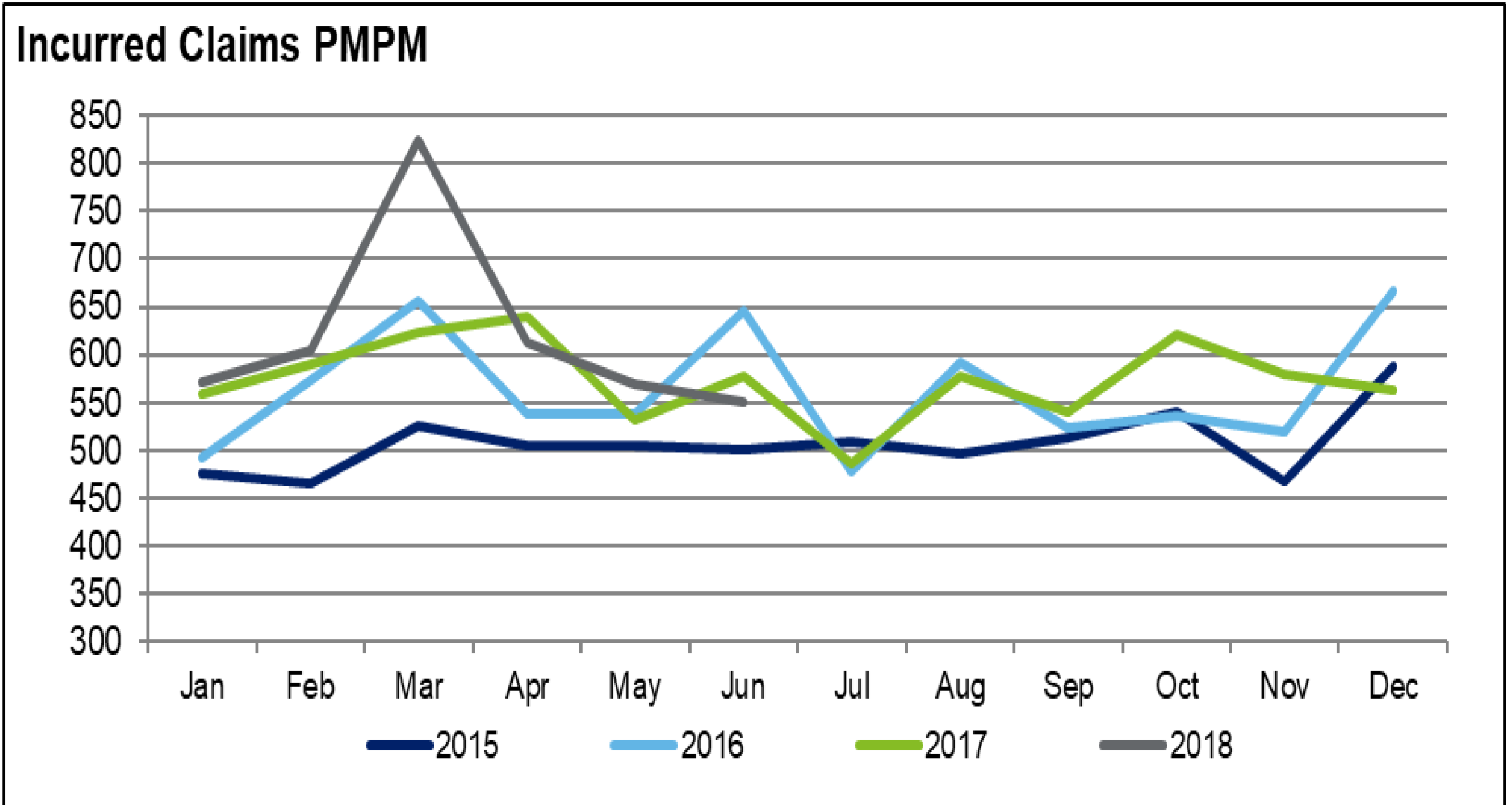


# Self-Insured Plan Costs – Q2 2018

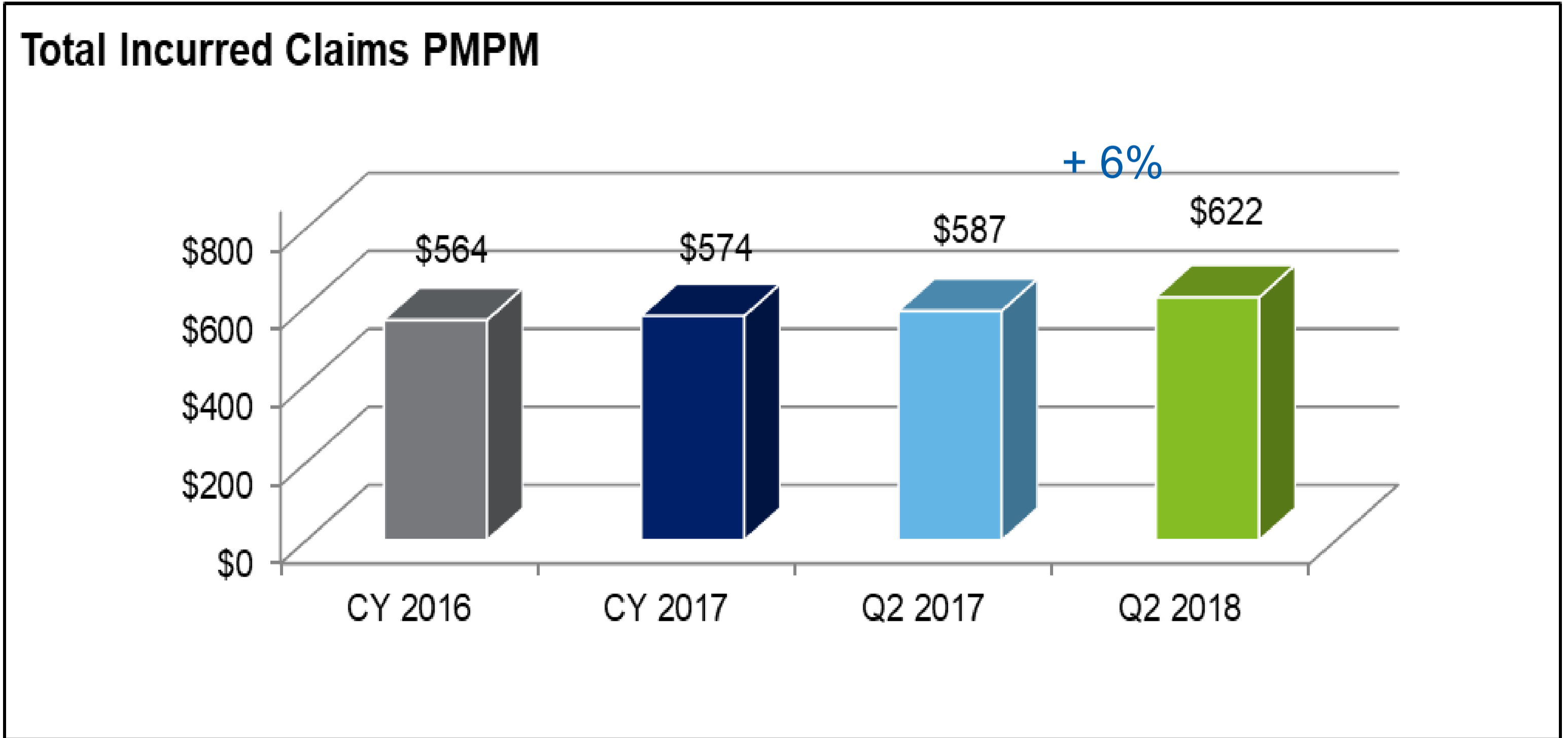
(Claims, admin fees and stop loss premium)



# Incurred Claims: Medical & Pharmacy



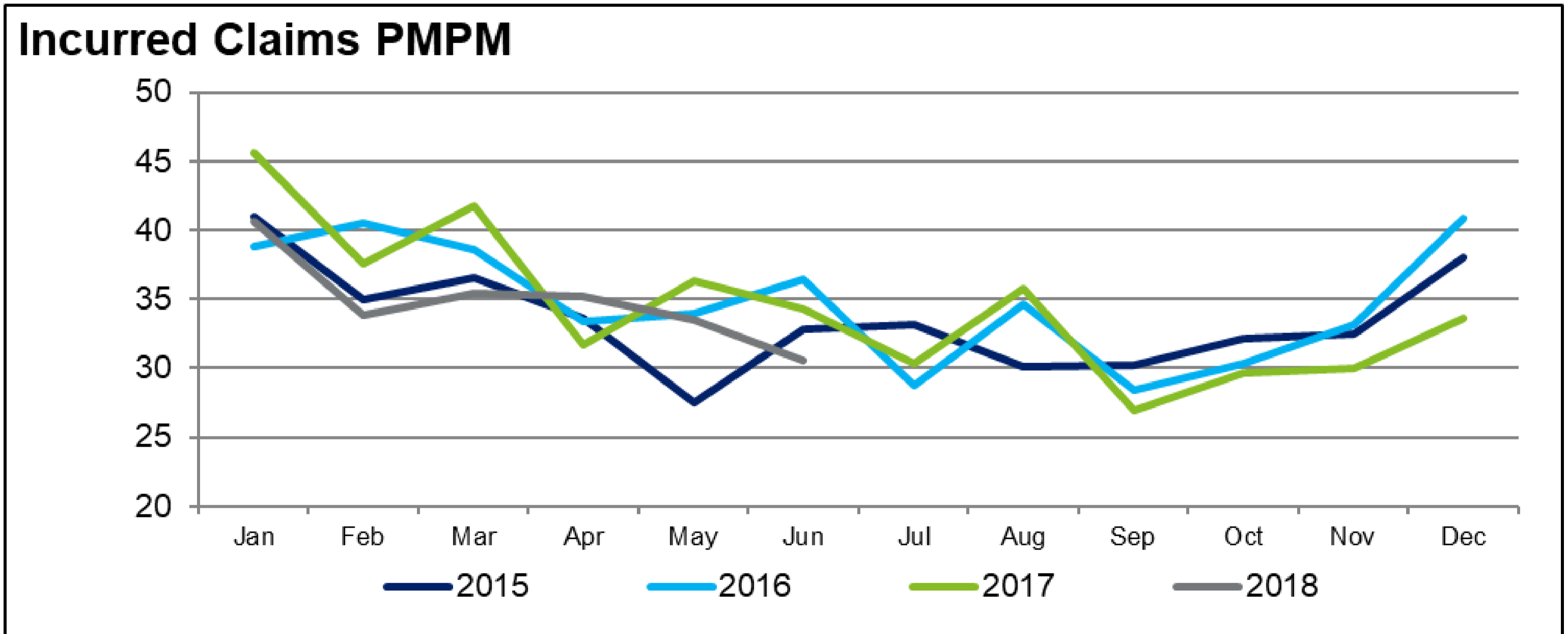
# Total Incurred Medical Claims Per Member Per Month (PMPM)



# Key Points

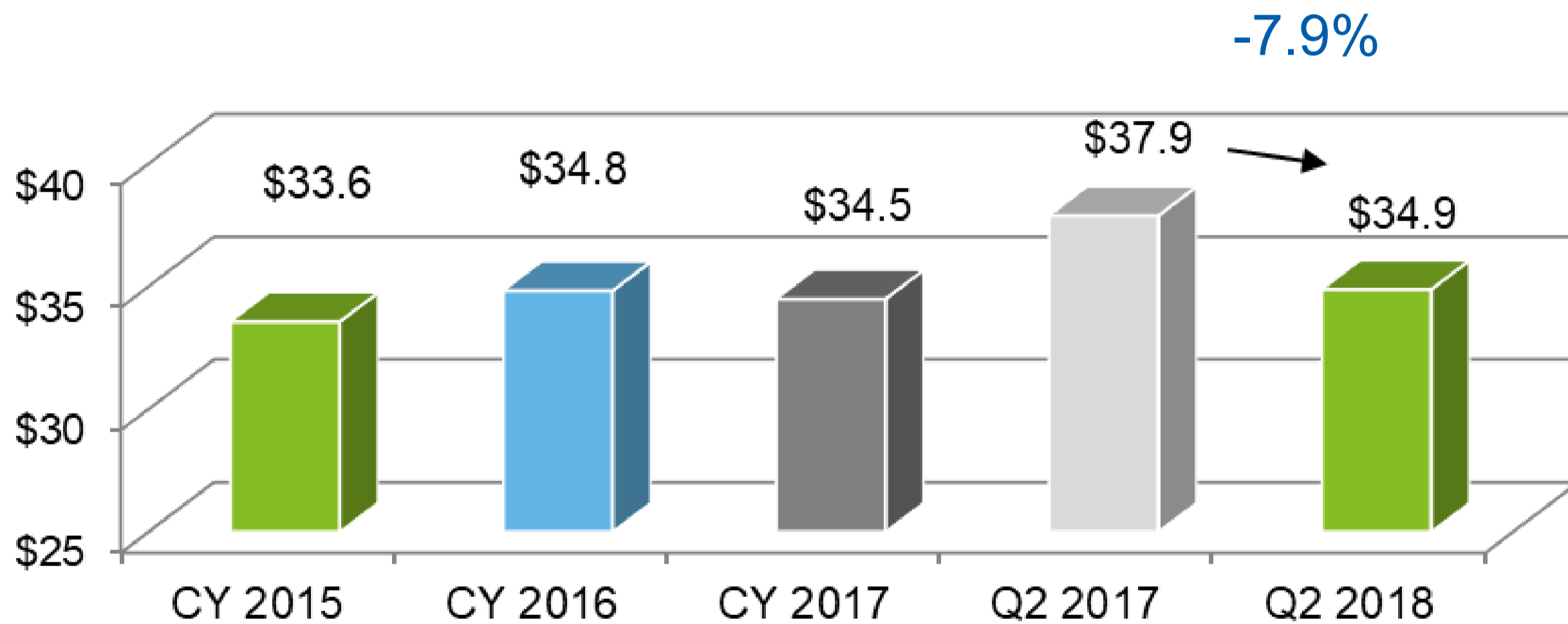
- Medical Claims:
  - ❖ 5.8% increase compared to Q2 2017
  - ❖ Lower medical trend compared to market
  - ❖ Large claims similar to 2017
  
- Pharmacy Claims:
  - ❖ 7.2% increase compared to Q2 2017
  - ❖ Pharmacy trend increase close to the market rate

# Incurred Dental Claims - PMPM



# Incurred Dental Claims - PMPM

**Total Incurred Claims PMPM**



# Questions?