

2019 Employee Health and Wellness

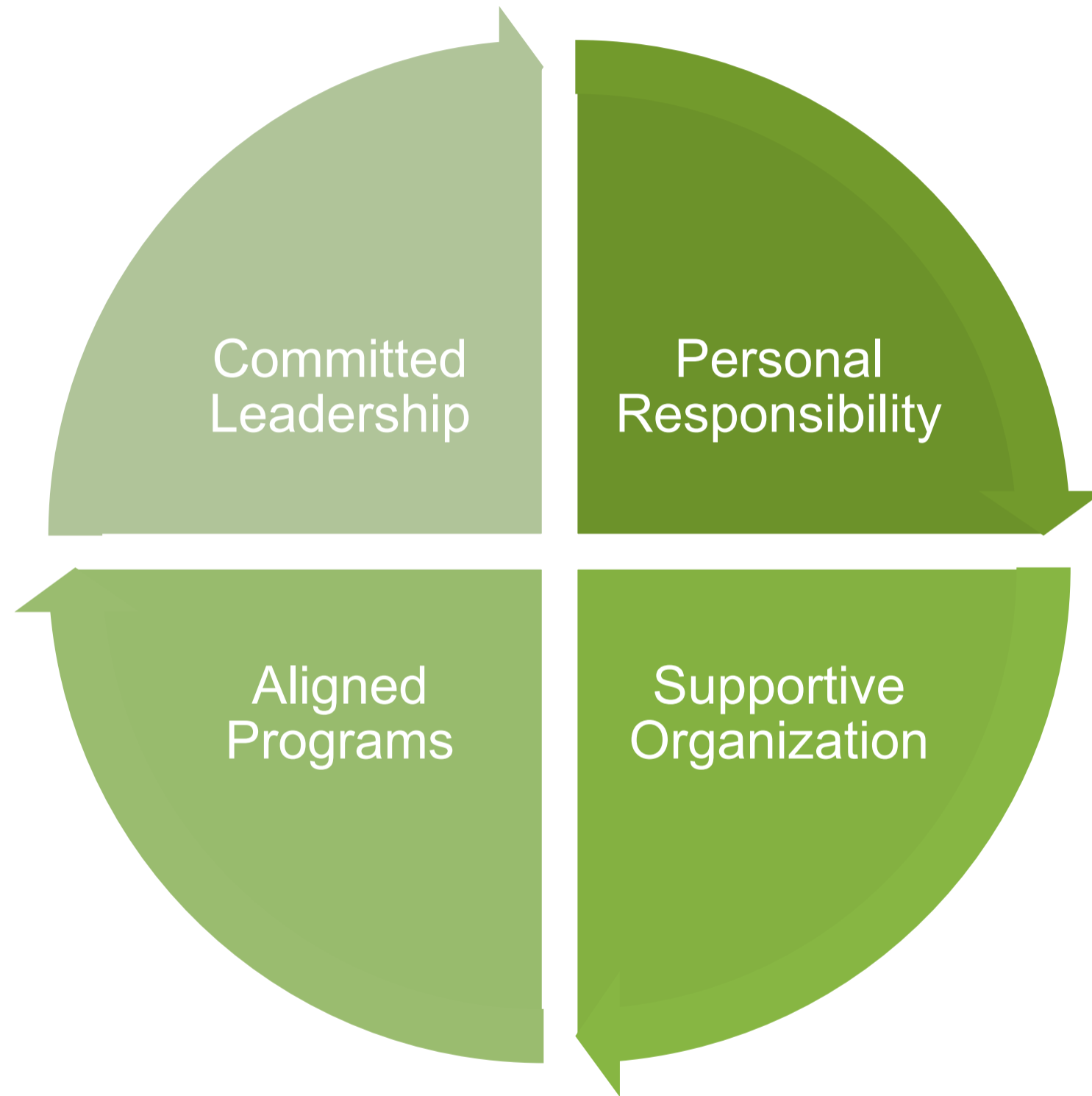
Marcy Syman, HR Director

Joy Ahern, Health Promotions Supervisor

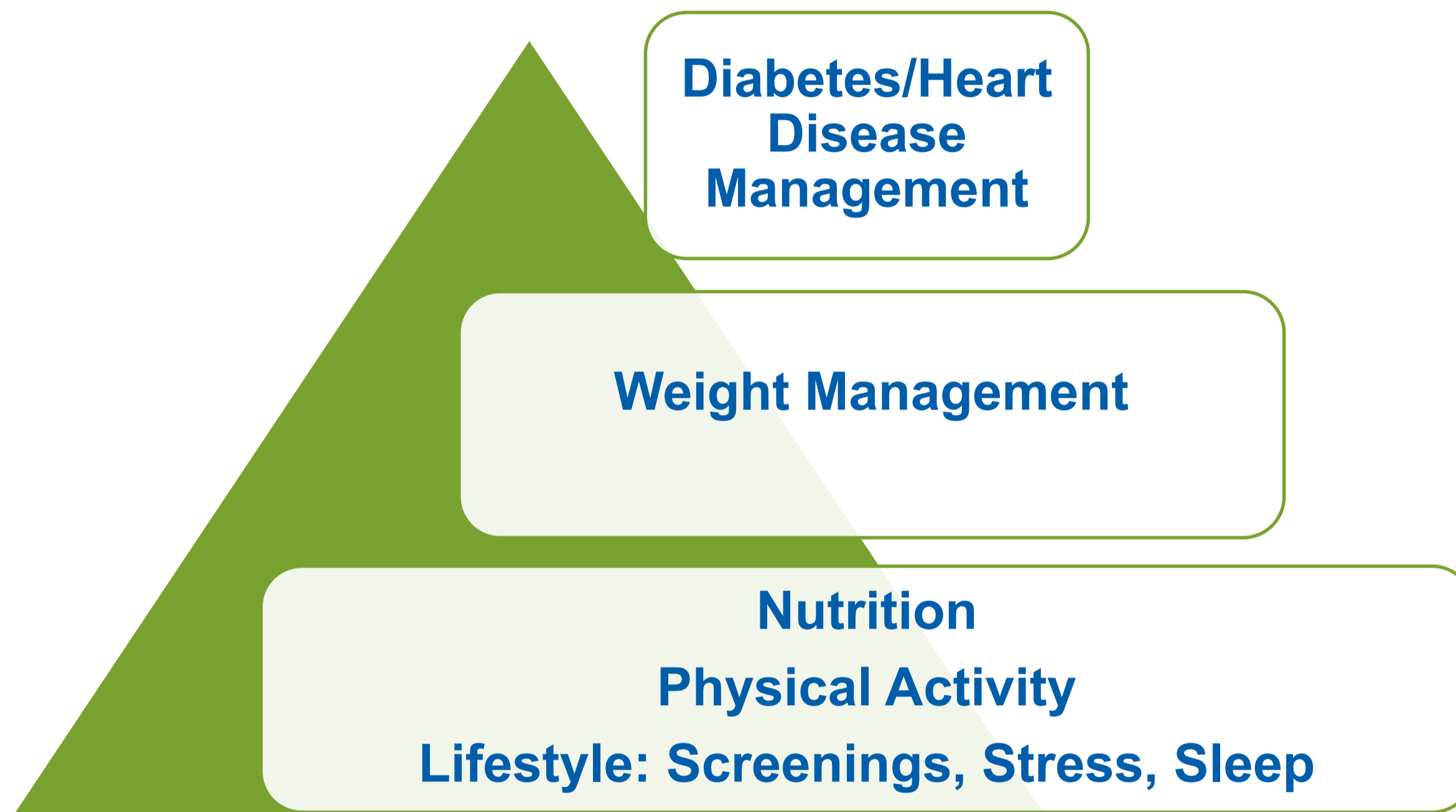
Management Committee 10-9-19



Cultivate a Culture of Health



Fit For Life Program Focus



Purpose & Guiding Principles



Our purpose is to value, energize, and engage each other to be our best selves at work, at home, and everywhere we go.

something for everyone

Fit for Life offers more than 30 different opportunities for all Metropolitan Council employees, including Metro Transit, Environmental Services, Regional Administration, Community Development, and Metropolitan Transportation Services.

Our programs promote both mental and physical wellness, and we strive to accommodate various levels of fitness and abilities.



Our Guiding Principles

attainable.



We empower people to make small steps toward their individual goals through programs they can manage themselves, at their own pace.

relevant.



We have a wide variety of programs that accommodate individual goals, cultural differences, and needs — and we require our programs to be based in scientific research and vetted to adhere to best practices and best fit.

whole life.



Our goal is to make a positive impact on the lives of employees. Our wellness programs offer benefits that can improve all areas of life.

Fit For Life Program Areas

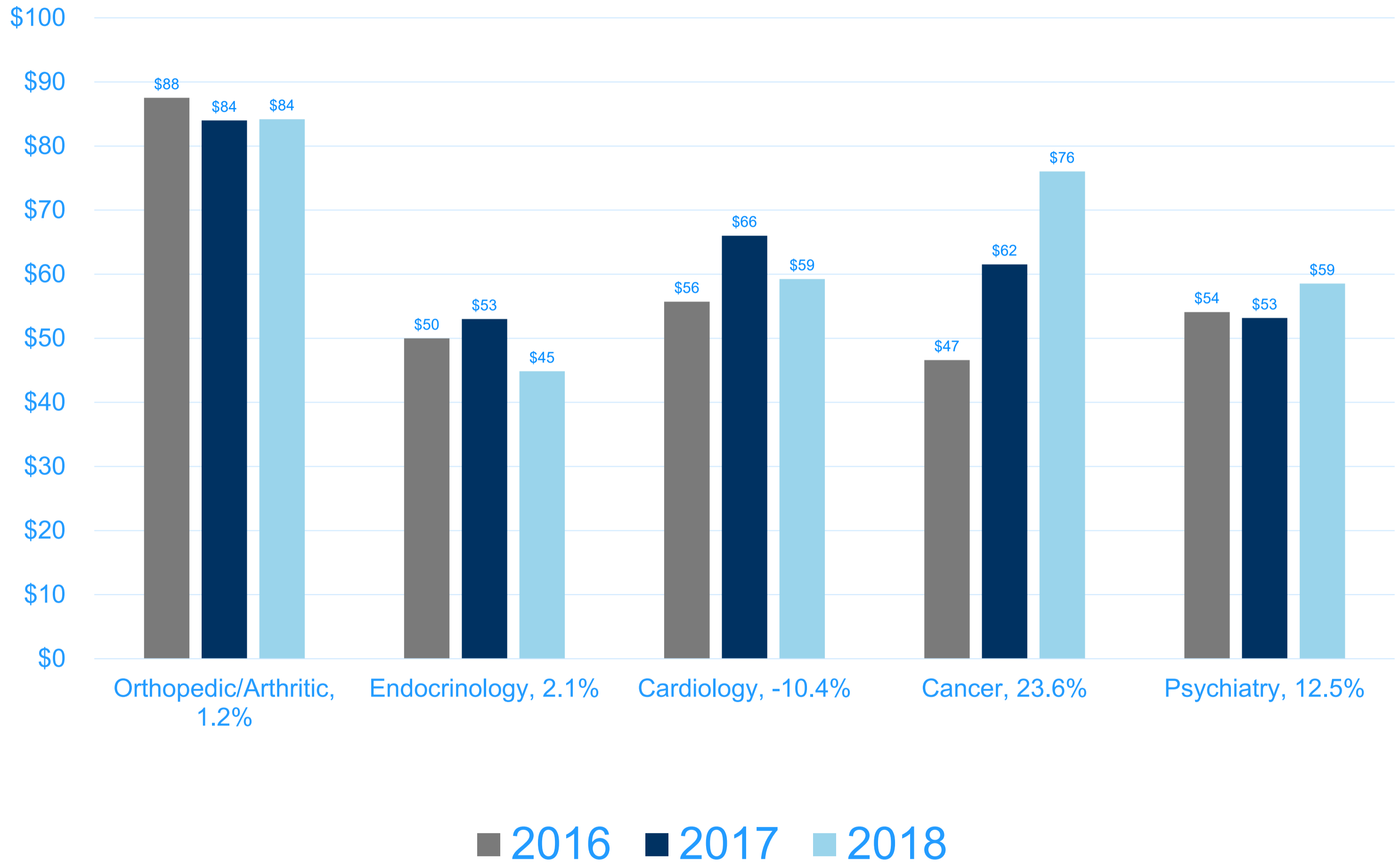
WELLNESS PROGRAMS

<p>STRESS MANAGEMENT </p> <ul style="list-style-type: none"> • Resiliency programs (mindfulness classes, gratitude campaign, purpose, and financial well-being) • 10-week positivity training program • Sand Creek EAP support 	<p>PHYSICAL ACTIVITY </p> <ul style="list-style-type: none"> • Fitness programs • MetStretch program • Trade Time for Fitness 	<p>NUTRITION </p> <ul style="list-style-type: none"> • Nutrition programs • Mothers' nursing rooms support • Vending machine support (healthy items)
<p>DISEASE MANAGEMENT </p> <ul style="list-style-type: none"> • Omada, diabetes prevention program 	<p>WEIGHT MANAGEMENT </p> <ul style="list-style-type: none"> • Health coaching • Weight management program • Weight Watchers reimbursement 	<p>TOBACCO PREVENTION </p> <ul style="list-style-type: none"> • QUITPLAN program • HealthPartners coaching, online quit resources
<p>GET IN TOUCH!</p> <p>Contact us with questions, comments, or to learn about becoming a Wellness Champion.</p> <p>FitForLife@metc.state.mn.us Or go to MetNet</p>	<p>WORK CULTURE ENGAGEMENT </p> <ul style="list-style-type: none"> • Healthy Routes Training Program, ES Plant Operator Health Class, Metro Transit PT to FT class & NEO • Wellness Champion network and development • Mini-grants • Health equity & diversity 	<p>PREVENTIVE SCREENING </p> <ul style="list-style-type: none"> • Well@Work Health Care Clinic • Blood pressure monitors • Flu shots • Breast cancer awareness campaign & mobile mammography

2018 HealthPartners Claims Data



Highest Cost Claims Categories by PMPM



Disease Prevalence

	2016	2017	2018	2018 HP Aggregate
Depression	18.6%	19.0%	18.7%	19.3%
Diabetes	9.5%	9.8%	8.8%	5.3%
Asthma	8.6%	8.9%	8.8%	6.9%
Heart Disease	6.4%	6.8%	4.8%	3.6%
COPD	2.1%	2.2%	1.4%	0.7%
Rare and chronic	1.2%	1.2%	0.9%	1.0%

Top 10 Pharmacy Total Cost 2018

Medication	Therapeutic Class	Total	Per Script
Reconest	Hereditary Angiodema	\$564K	\$51,267
Stelara	Chronic inflam.	\$551K	\$15,303
Humira	Chronic inflam.	\$535K	\$4,574
Genvoya	HIV	\$398K	\$2,,886
Herceptin	Oncology	\$386K	\$6,133
Enbrel	Chronic inflam.	\$378K	\$3,568
Victoza	Diabetes	\$342K	\$572
Rituxan	Oncology	\$305K	\$8,720
Remicade	Chronic inflam.	\$266K	\$3,543
Opdiva	Oncology	\$243K	\$12,167

HealthPartners

2019 Employee Health Assessment Data



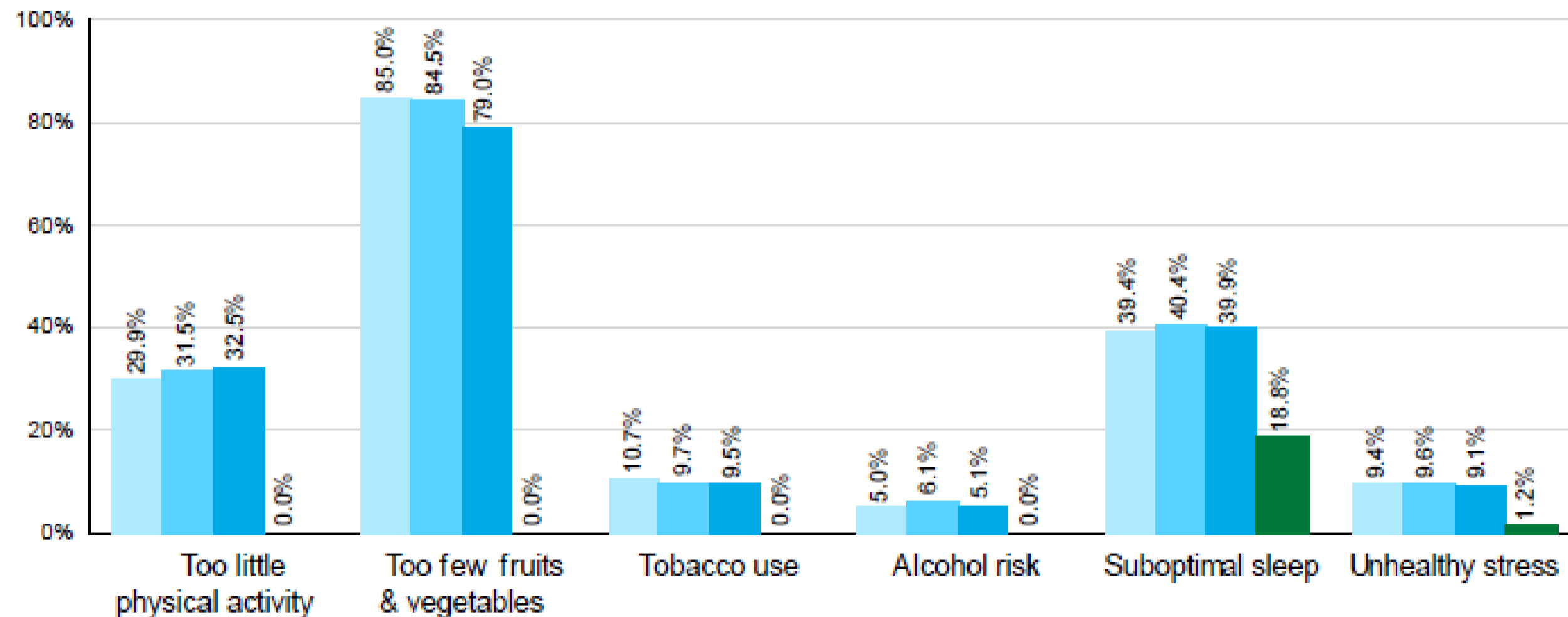
2019 Health Assessment Participation

Group	2019	2019 % Complete	2018	2018 % Complete
Transit	1271	45.4%	1271	46%
Environmental Services	352	64.7%	333	63.6%
Regional Administration	357	76.8%	323	76.1%
Total	1972	52.1%	1917	51.8%

Modifiable Health Factors- All Participants (2017-2019)

lower percent is better

Modifiable health factors
High-risk measures (lower percent is better)

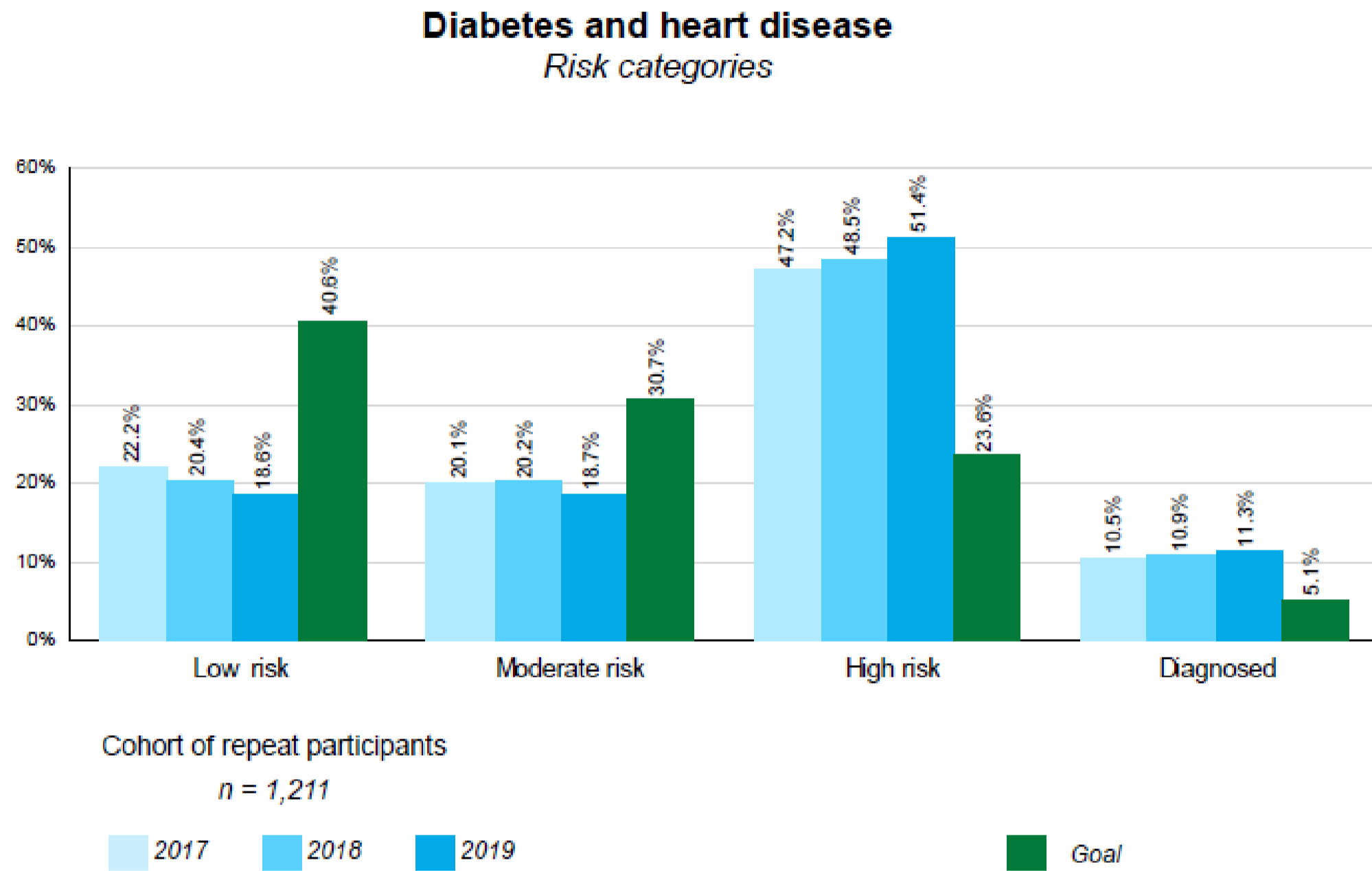


Cohort of repeat participants

n = 1,211



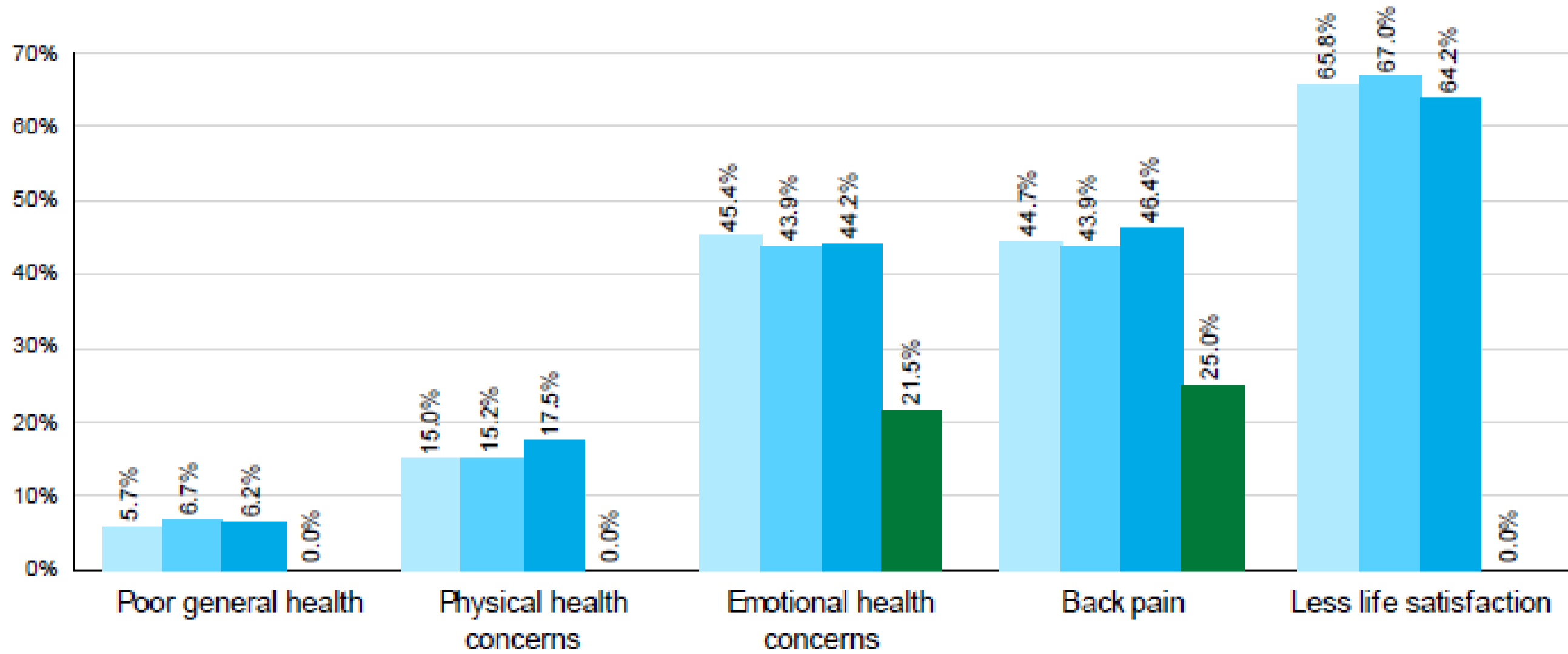
Diabetes & Heart Disease Risk Categories – Cohort (2017-2019)



- Those in the high risk category are **22.5** times more likely to be diagnosed with diabetes within **2** years than low risk employees
- n=1,211

Quality of Life

Quality of life
High-risk measures (lower percent is better)



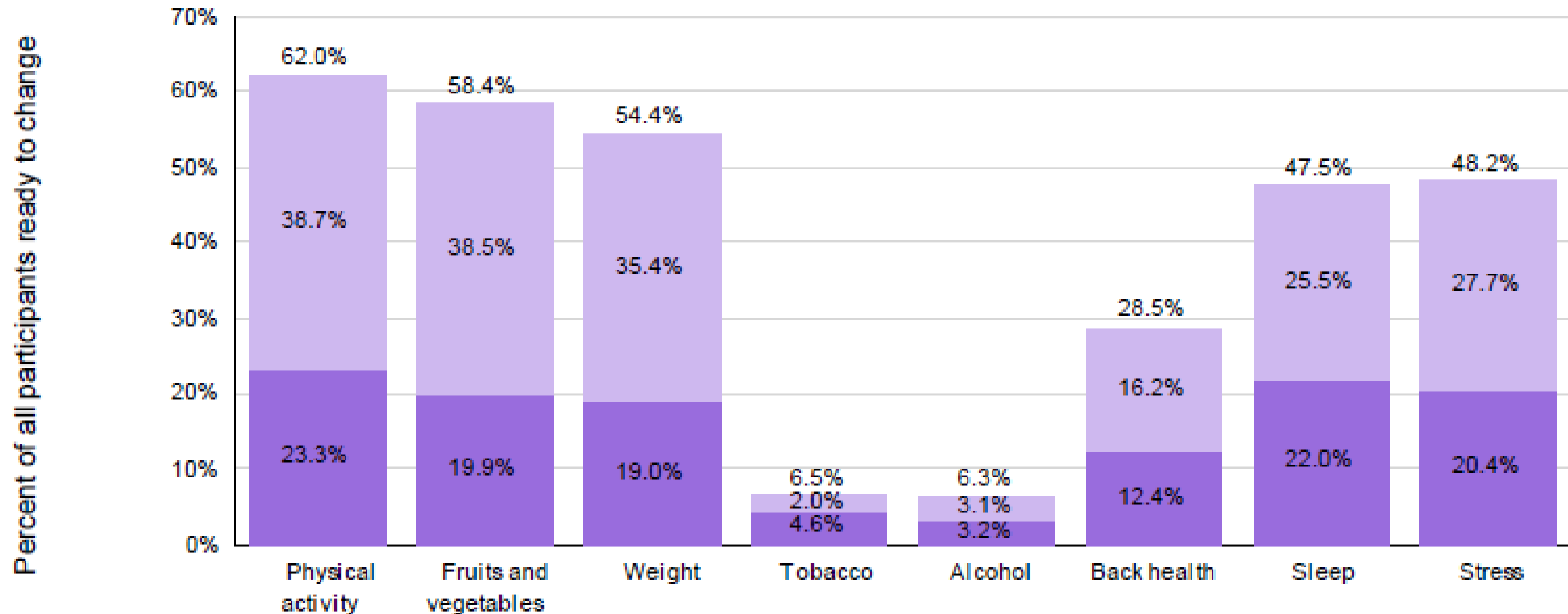
Cohort of repeat participants

n = 1,211



Readiness to Change

Among all participants



All participants 2019, $n = 1,972$

■ Action
■ Preparation

Key Findings

Improvements

- Too few fruits and vegetables consumption improved by 5%
- Financial management concerns have improved 5% over past few years
- In all modifiable health categories, the trend is positive over the past 5 years, no significant declines.

Key Findings

Needs improvements

- High risk for diabetes and heart disease is up 3%
- Back pain in the quality of life area– up 3%
- Physical health concerns in the quality of life – up 2%

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 - 2019

- Created Fitness Flex initiative to remove barriers to fitness during the day
- New Plant Operator Training implemented
- Opened FTH Fitness Room
- ES stretch program expanded
- Back@Work program – 10 locations
- Expanded stress management, nutrition, and fitness programming
- Physical activity campaign

Program Participation -update needed

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
- Considering strategic investments for 2020
- Support new FTH #2 Fitness Room
- Open Heywood Well@Work clinic in 2020



Questions?