

SEP 24 2018

Presented

REQUEST FOR AGENDA PLACEMENT FORM

Submission Deadline - Tuesday, 12:00 PM before Court Dates

SUBMITTED BY: Randy Gillespie TODAY'S DATE: September 17, 2018

DEPARTMENT: Personnel

SIGNATURE OF DEPARTMENT HEAD:

REQUESTED AGENDA DATE: September 24, 2018

SPECIFIC AGENDA WORDING: 2018 Wellness Plan Presentation

PERSON(S) TO PRESENT ITEM: Julie Rickman/Holmes Murphy and Carrye Chen/TAC

SUPPORT MATERIAL: (Must enclose supporting documentation)

TIME: 30 minutes

ACTION ITEM: _____

WORKSHOP: X

(Anticipated number of minutes needed to discuss item) **CONSENT:** _____

EXECUTIVE: _____

STAFF NOTICE:

COUNTY ATTORNEY: _____

IT DEPARTMENT: _____

AUDITOR: _____

PURCHASING DEPARTMENT: _____

PERSONNEL: _____

PUBLIC WORKS: _____

BUDGET COORDINATOR: _____

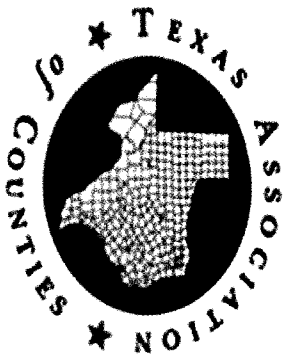
OTHER: _____

*******This Section to be Completed by County Judge's Office*******

ASSIGNED AGENDA DATE: _____

REQUEST RECEIVED BY COUNTY JUDGE'S OFFICE _____

COURT MEMBER APPROVAL _____ Date _____



HOLMES
MURPHY®



Agenda

- What's new – Airrosti
- Metabolic syndrome review
- 2018 Wellness program participation results
- Look at past plan performance
- Next Steps

Musculoskeletal Resources



- Outcome-based care
- Rapid recovery for common conditions and injuries
- Resolution opportunities to help avoid surgeries, imaging, or other unnecessary care
- Can provide Onsite Injury Assessments and Injury Specific Workshops
- \$30 office visit copay
- Experience Airrosti Day in the near future!

What is Airrosti?



IS PAIN HOLDING YOU BACK? COME DISCOVER AIRROSTI!

Learn how Airrosti can quickly eliminate back, neck, other chronic pain or acute injuries along with the need for surgeries, pharmaceuticals, & injections. Airrosti's goal is to make a dramatic impact on the first visit and resolve most conditions in an average of 3 visits (based on past patient outcomes).

Wednesday, June 28th
12:00 PM - 1:00 PM

Courthouse Assembly
Room

Lunch Provided
with RSVP

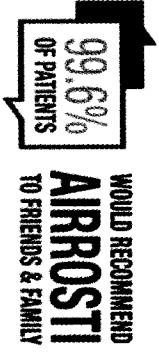
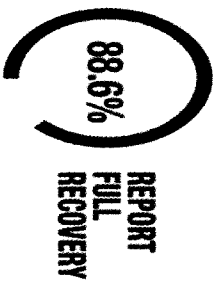
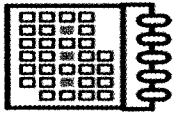
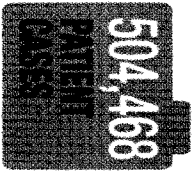


[Click Here to RSVP](#)

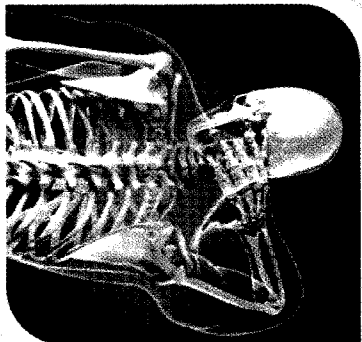
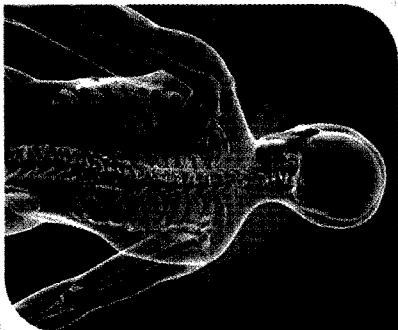
(800) 404-6050 | WWW.AIRROSTI.COM



MEASURING PATIENT OUTCOMES



Source: Airrosti Reported Outcomes, as of August 9, 2017



TEXAS ASSOCIATION OF COUNTIES
HEALTH AND EMPLOYER BENEFITS POOL

Who Determines Metabolic Syndrome?

American Heart Association

American College on Cardiology

American Medical Association

National Heart, Lung and Blood

Institute

The National Institute on Aging says:

As you get older, high blood pressure, especially isolated systolic hypertension, is more common and can increase your risk of serious health problems. Treatment, especially if you have other medical conditions, requires ongoing evaluation and discussions with your doctor to strike the best balance of reducing risks and maintaining a good quality of life.

Metabolic Syndrome

Metabolic Syndrome

Not meeting 3 out of 5 of the following risk factors:

- Waist CM: <40 Men, <35 Women
- Triglycerides <150
- HDL Men >40, Women >50
- Fasting Blood Sugar of <100
- Blood Pressure <130/85

Mets increases risk of:

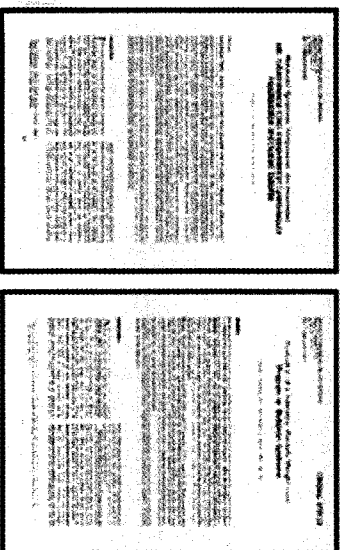
- Diabetes 7 x;
- Heart disease 3 x;
- Stroke 2 x;
- Medical spend 4 x; and
- Lost work days 2 x.



Metabolic Syndrome (Mets)

Additional Annual Medical Costs

Metabolic Syndrome and Related Disorders



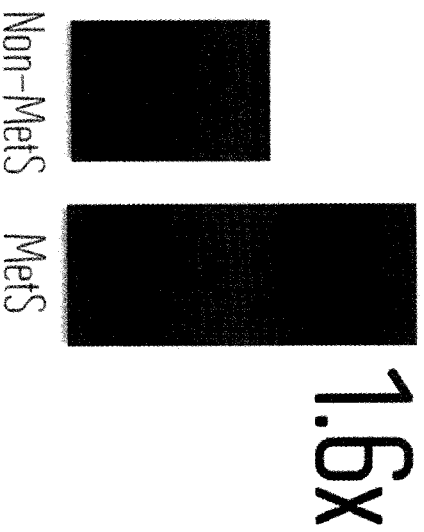
Impaired Fasting Glucose	+\$161
High BMI	+\$408
Hypertension	+\$657
Low HDL Cholesterol	+\$481
High Triglycerides	+\$423

Nichols et al, Metabolic Syndrome and related Disorders; Vol 9, No. 2 2011

Earnest, Conrad P., Church, Timothy S. Metabolic Syndrome & Related Disorders, Vol 13, No. 8, 2015

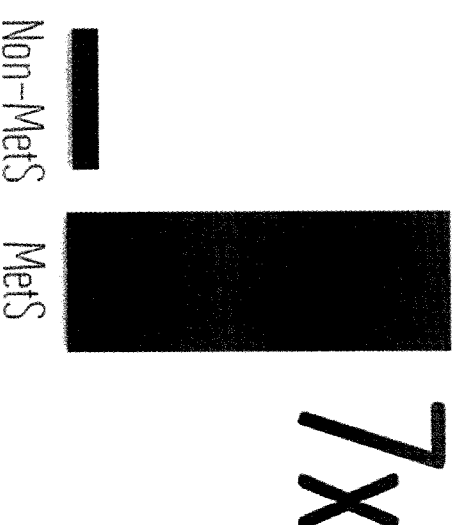
Metabolic Syndrome financial impact

Current Costs



plan members with metabolic syndrome average 60% more annually in healthcare costs as those without metabolic syndrome¹

Future Costs

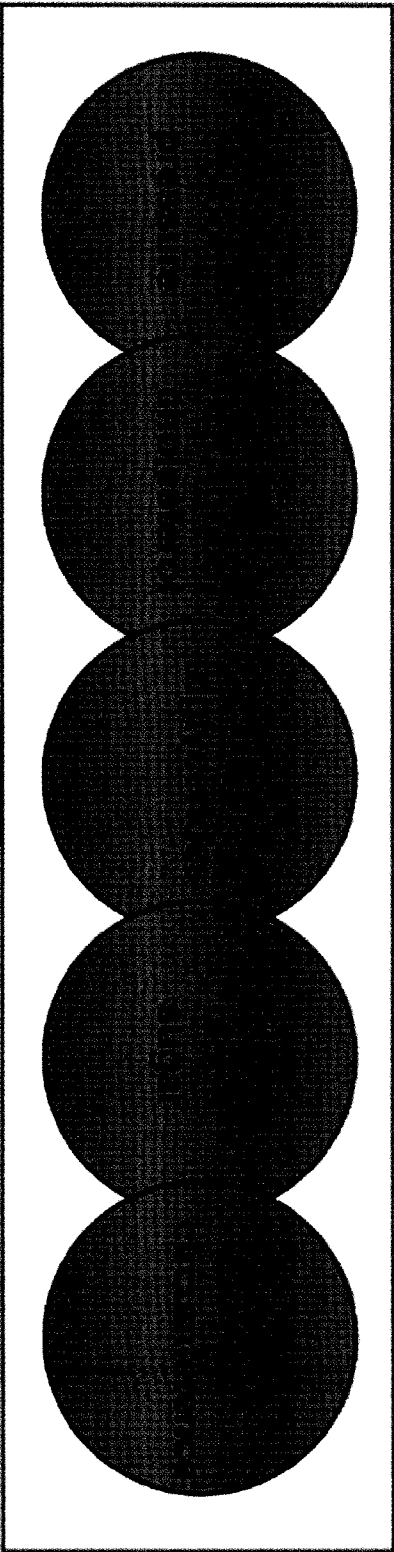


plan members with metabolic syndrome have a 700% greater likelihood of having a high-cost claim in next three years when compared to the population without metabolic syndrome²

¹Fitch, K., Pyenson, B., & Iwasaki, K. Milliman Actuarial. (2007). Metabolic syndrome and employer sponsored medical benefits: an actuarial analysis. *Value in health*, 10(s1), S21-S28.

¹Boudreau DM, Malone DC, Raebel MA, et al. Health care utilization and costs by metabolic syndrome risk factors. *Metab Syndr Relat Disord* 2009; 7:305-314.

²ACAP Health Consulting



7X

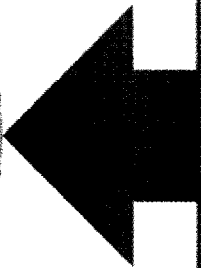
greater risk for
diabetes

3X

greater risk of
heart disease

2X

more likely to have a
stroke



**Metabolic
Syndrome**

2X

greater average annual
medical costs

4X

greater annual
medication spend

2X

more missed
work days

Plan Year 2018 Wellness Plan

HEALTH ACTIVITIES	ACHIEVEMENT GOALS	ACHIEVEMENT GOALS	REWARDS
<p>Cholesterol Screening</p> <p>Annual cholesterol screening with a physician</p> <p>Alternative Activity</p>	<p>Waist Circ. <40 Men, <35 Women</p> <p>Weight Management Program</p> <p>Naturaliv Slim Program</p>	<p>Qualifying health actions completed within the earning period are eligible.</p> <p>Earning Period: 10/1 Group: 10/01 – 7/31</p>	<p>When an employee completes these two health activities, he/she will avoid the monthly premium surcharge.</p> <p>If employee opts-out of these two activities, employee contributes \$100 per month towards their medical benefits.</p> <p>Tobacco Surcharge of \$25 applies to those employees who opt-out Tobacco Certification and/or Cessation program.</p>
<p>U.S. or Canadian Tobacco Co.</p>	<p>U.S. or Canadian Tobacco Co.</p>		

2017-2018 Incentive Participation

Biometrics

- 300 employees met at least 3 out of 5 biometric outcomes
- 141 did NOT meet 3 out of 5 biometric outcome
- 441 employees submitted a Health Screening Results Form and 23 employees did not
- 338 employees avoided \$100 surcharge, 126 will incur \$100 surcharge

Tobacco Affidavit / Tobacco Cessation

- 325 employees certified as Non-Tobacco Users
- 116 Certified as a Tobacco Users
- 23 employees did not submit Tobacco Affidavit
- 362 avoided \$25 surcharge, 102 will incur \$25 surcharge

JC VS. THE NATION

- The average employee only contribution premium in the US is \$321 per month
 - Johnson County employees pay \$0 for employee only coverage
- The average deductible nationwide is \$4,000 for an individual and \$7,700 for a family
 - Johnson County is at \$1,000 for an individual and \$2,000 for a family
- Medical trend is at 7.7%, Pharmacy at 10.3%
 - Costs continue to rise

The only way to offer benefits that County employees have enjoyed, we must continuously work on our wellness program.

YOUR WELLNESS PLAN IN ACTION

- 16% drop in cost of cancer claims
- 57% drop in circulatory claims
- 39% drop in digestive claims

Your claims have been higher – but we continue to lower preventable disease states

Early detection = lower costs and better outcomes

PLAN PERFORMANCE - 2011

LARGE CLAIMS

Claimant 1	\$167,000	Diabetes with Complications/Transplant
Claimant 2	\$79,300	Cancer
Claimant 3	\$75,000	Heart Disease
Claimant 4	\$70,000	Chrohn's
Claimant 5	\$66,000	Diabetes with Complications
Claimant 6	\$60,000	Chest Pains
Claimant 7	\$60,000	Cancer
Claimant 8	\$52,000	Musculoskeletal
Claimant 9	\$41,500	Multiple Sclerosis

PLAN PERFORMANCE - 2018

LARGE CLAIMS

Claimant 1	\$183,990	Injury/Poisoning
Claimant 2	\$86,193	Cancer
Claimant 3	\$82,554	Musculoskeletal
Claimant 4	\$75,659	Musculoskeletal
Claimant 5	\$75,139	Nervous System
Claimant 6	\$66,138	Cancer
Claimant 7	\$65,373	Symptoms/ill defined
Claimant 8	\$63,677	Cancer
Claimant 9	\$63,104	Musculoskeletal

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WHAT'S DIFFERENT?

2018

2011

Injury/Poisoning

**Diabetes with
Complications/Transplant**

Cancer

Cancer

Musculoskeletal

Heart Disease

Musculoskeletal

Chrohn's

Nervous System

Diabetes with Complications

Cancer

Chest Pains

Symptoms/ill defined

Cancer

Cancer

Musculoskeletal

Musculoskeletal

Multiple Sclerosis

\$217,000 of preventable claims avoided

YOUR WELLNESS PLAN IS WORKING

**FREQUENCY AND SEVERITY OF PREVENTABLE CLAIMS
HAS DECREASED DRAMATICALLY**

**MOST MEMBERS ARE RECEIVING APPROPRIATE AND
TIMELY PREVENTIVE CARE**

NEED TO KEEP THE MOMENTUM

mm

RECOMMENDATION

- **ASSESS FULL 2018 PENALTY**
 - Funds from penalty to be used to offset future renewal increase/investment in wellness program and activities
 - Focus on Musculoskeletal Program
 - Increased Employee Communication
 - Cancer screening and prevention
 - Primary care relationship building

Wellness Incentive Plans: Looking Ahead

2018 \$125	2019 \$175	2020 \$200	2021 \$250
<p>Outcomes Based Biometrics: meet 3 of 5 or complete alternative activity</p> <p>Avoid \$100 Surcharge</p>	<p>Outcomes Based Biometrics: meet 3 of 5</p> <p>OR</p> <p>Choose 1 of 3</p> <p>Alternative Activities:</p> <ul style="list-style-type: none"> • Enroll in Lifestyle or Condition Management; • Complete 5,000/steps a day for 108 days; or • Complete Naturally Slim <p>Avoid \$125 Surcharge</p>	<p>Outcomes Based Biometrics: meet 4 of 5</p> <p>OR</p> <p>Choose 2 of 4 Activities:</p> <ul style="list-style-type: none"> • Enroll in Lifestyle or Condition Management; • Complete 5,000/steps a day for 108 days; or • Complete Naturally Slim • Complete AnyVitality <p>Avoid \$150 Surcharge</p>	<p>Outcomes Based Biometrics: meet 5 of 5</p> <p>OR</p> <p>Choose 3 of 5 Activities:</p> <ul style="list-style-type: none"> • Enroll in Lifestyle or Condition Management; • Complete 5,000/steps a day for 108 days; or • Complete Naturally Slim • Complete AnyVitality • Complete AnyVitality <p>Avoid \$175 Surcharge</p>
<p>Tobacco Attestation Certify as a Tobacco Non-User or Complete a Tobacco Cessation Program</p> <p>Avoid \$25 Surcharge</p>	<p>Tobacco Attestation Certify as a Tobacco Non-User or Complete a Tobacco Cessation Program</p> <p>Avoid \$50 Surcharge</p>	<p>Tobacco Attestation Certify as a Tobacco Non-User or Complete a Tobacco Cessation Program</p> <p>Avoid \$75 Surcharge</p>	<p>Tobacco Attestation Certify as a Tobacco Non-User or Complete a Tobacco Cessation Program</p> <p>Avoid \$100 Surcharge</p>