

SEP 23 2019

**REQUEST FOR AGENDA PLACEMENT FORM**

**Approved**

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

**SUBMITTED BY:** Randy Gillespie      **TODAY'S DATE:** September 17, 2019

**DEPARTMENT:** Personnel

**SIGNATURE OF DEPARTMENT HEAD:**

**REQUESTED AGENDA DATE:** September 23, 2019

**SPECIFIC AGENDA WORDING:** 2019 - 2020 Wellness Plan Presentation and consideration to approve changes.

**PERSON(S) TO PRESENT ITEM:** Julie Rickman/Holmes Murphy

**SUPPORT MATERIAL:** (Must enclose supporting documentation)

**TIME:** 30 minutes

**ACTION ITEM:**        X  

**WORKSHOP:**        X  

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

**EXECUTIVE:** \_\_\_\_\_

**STAFF NOTICE:**

**COUNTY ATTORNEY:** \_\_\_\_\_ **IT DEPARTMENT:** \_\_\_\_\_

**AUDITOR:** \_\_\_\_\_ **PURCHASING DEPARTMENT:** \_\_\_\_\_

**PERSONNEL:** \_\_\_\_\_ **PUBLIC WORKS:** \_\_\_\_\_

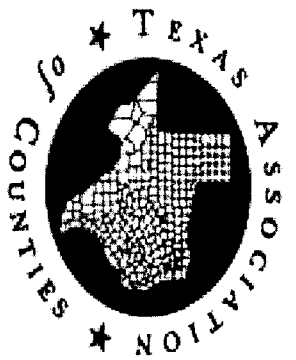
**BUDGET COORDINATOR:** \_\_\_\_\_ **OTHER:** \_\_\_\_\_

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

ASSIGNED AGENDA DATE: \_\_\_\_\_

REQUEST RECEIVED BY COUNTY JUDGE'S OFFICE \_\_\_\_\_

COURT MEMBER APPROVAL \_\_\_\_\_ Date \_\_\_\_\_



Texas Association of Counties  
1100 West 19th Street, Suite 1000  
Austin, Texas 78703



HOLMES  
MURPHY®



**JOHNSON COUNTY 2018-2019  
WELLNESS PROGRAM REVIEW**

SEPTEMBER 23, 2019

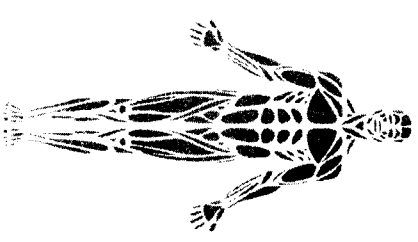
# Agenda

- Johnson County's Top Spend
- Review Airrosti Benefit
- Importance of Cancer Screenings
- Metabolic syndrome review
- 2018-2019 Wellness program participation
- Past plan performance
- Next Steps

# Johnson County's Top Diagnostic Categories

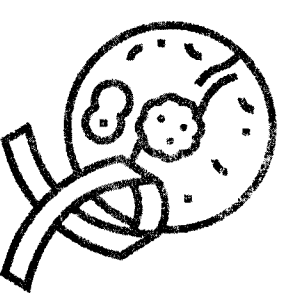
## 1. Musculoskeletal (MSK)

Back, Neck and other Joint Pain or Injuries



## 2. Digestive Disorders

Digestive Organ Cancers, Hernias, Ulcers



## 3. Circulatory

Heart Disease, Stroke, Metabolic Syndrome (Mets)



11 claimants under \$63,000 of spend.

# What is Airrosti?



## Assessment & Diagnosis

- A **thorough clinical assessment** to evaluate your condition and determine the **root cause of pain**, while eliminating unnecessary imaging, injections, and surgeries.

## Specific Manual Therapy

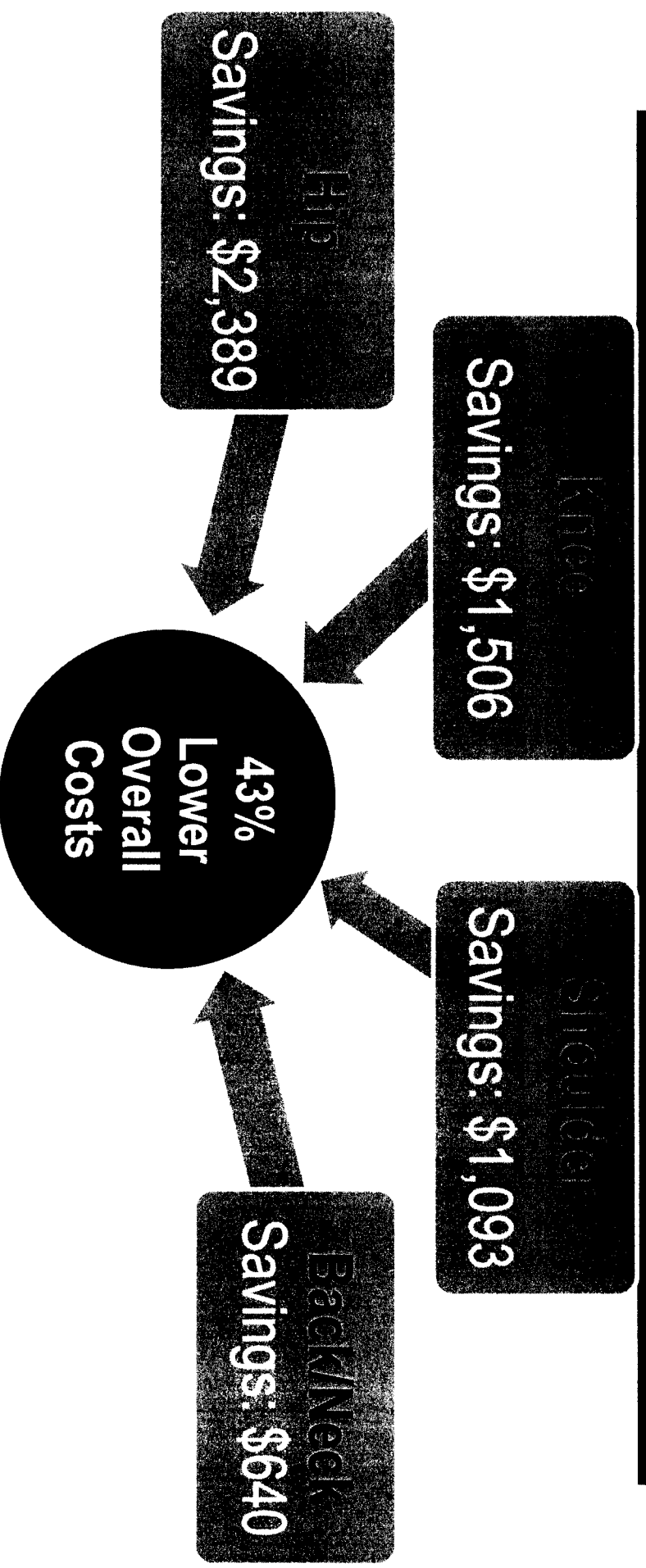
- Soft tissue/joint mobilization through a **hands on approach** to improve function and range of motion.

## Active Care

- Customized stretches and exercises prescribed to help **speed recovery** time and **prevent further injuries**.

**\$30 office visit copay**

# Average Cost Savings per Condition: *Airrosti VS Non-Airrosti Treatment*

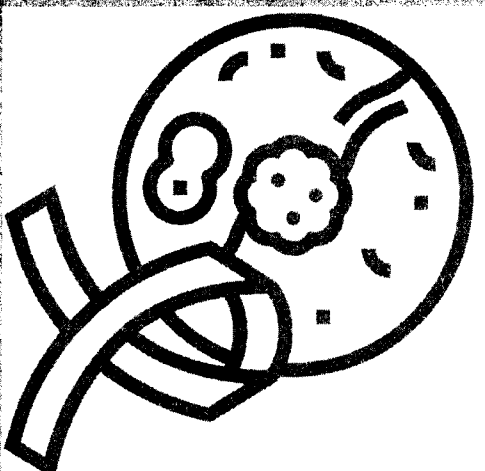


**Airrosti**

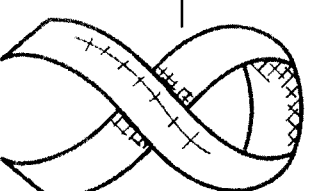
Source: Airrosti Value Analysis

# Neoplasms Prevention and Treatment

- Preventive Cancer Screenings- Covered at 100%
- Healthy Lifestyle Choices
- Chemotherapy
- Radiation
- Surgery



# Early Detection Matters - Breast Cancer

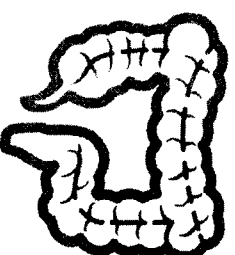


<b>Breast Cancer Stage</b>	<b>Cost</b>	<b>% Diagnosis</b>	<b>% 5-year survival</b>
0	\$60,637	27.5	100
I/II	\$82,121	52.93	96.5
III	\$129,387	13.56	72
IV	\$134,682	5.99	22

*Breast: Commercially Insured California Population  
Colon & Lung: Medicare California Population  
5-Year Survival Rates From Multiple Sources*



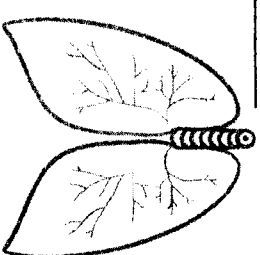
# Early Detection Matters - Colon Cancer



Colon Cancer Stage	Cost	% Diagnosis	% 5-year survival
0	\$49,189	25	90
I/II	\$66,613	29	90
III	\$83,980	26	70
IV	\$134,682	20	12

*Breast: Commercially Insured California Population  
Colon & Lung: Medicare California Population  
5-Year Survival Rates From Multiple Sources*

# Early Detection Matters – Lung Cancer



Lung Cancer Stage	Cost	% Diagnosis	% 5-year survival non-small cell	% 5-year survival small cell
0	\$60,038	20.5	1A 92 – 1B 68	31
I/II	\$73,509	4.17	2A- 60 – 2B 53	19
III	\$84,980	25.18	3A 36 – 3B 26	8
IV	\$108,599	50.61	<1	2

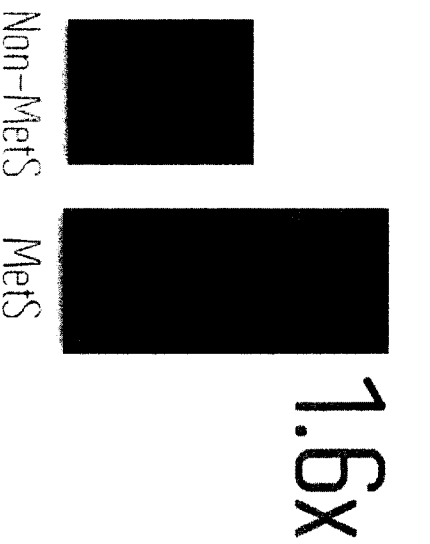
*Breast: Commercially Insured California Population  
 Colon & Lung: Medicare California Population  
 5-Year Survival Rates From Multiple Sources*

# Metabolic Syndrome Financial Impact

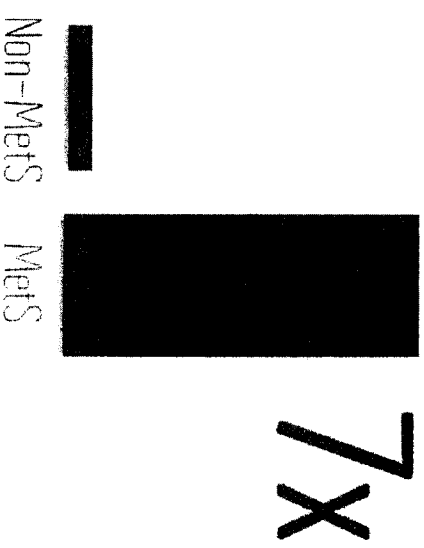
## Members with Mets

- Average **60%** more annually in **healthcare costs** AND
- Have a **700%** greater likelihood of having a **high-cost claim** in next three years

Current Costs



Future Costs



<sup>1</sup>Fitch, K., Pyenson, B., Szweski, K., Milliman Actuarial. (2007). Metabolic syndrome and employer sponsored medical benefits: an actuarial analysis. *Value in Health*, 10(5-1), S21-S28.

<sup>1</sup>Boutreau 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.

<sup>2</sup>ACAP Health Consulting

# 2018-2019 Incentive Participation

## **Biometrics**

- 352 employees met at least 3 out of 5 biometric outcomes
- 131 did NOT meet 3 out of 5 biometric outcome
- 482 employees avoided \$100 surcharge, 16 will incur \$100 surcharge

## **Tobacco Affidavit / Tobacco Cessation**

- 483 employees avoided surcharge, 15 will incur surcharge
- 67 Certified as a Tobacco Users

# Proposed 2019-2020 Wellness Plan

HEALTH ACTIVITIES	ACHIEVEMENT GOALS	ACHIEVEMENT GOALS	REWARDS
<p>Online Health Screenings</p> <p>Biometric Screenings</p> <p>1. Complete a Wellness Assessment</p> <p>2. Complete a Biometric Screening</p> <p>3. Complete a Health Risk Assessment</p> <p>4. Complete a Tobacco Cessation Program</p> <p>5. Complete a Stress Management Program</p> <p>6. Complete a Financial Wellness Program</p> <p>7. Complete a Legal Wellness Program</p> <p>8. Complete a Retirement Wellness Program</p> <p>9. Complete a Social Wellness Program</p> <p>10. Complete a Family Wellness Program</p>	<p>Employees who complete all activities will receive a reward of \$50.</p> <p>Employees who complete 9 activities will receive a reward of \$25.</p> <p>Employees who complete 8 activities will receive a reward of \$12.50.</p> <p>Employees who complete 7 activities will receive a reward of \$6.25.</p> <p>Employees who complete 6 activities will receive a reward of \$3.12.</p> <p>Employees who complete 5 activities will receive a reward of \$1.56.</p> <p>Employees who complete 4 activities will receive a reward of \$0.78.</p> <p>Employees who complete 3 activities will receive a reward of \$0.39.</p> <p>Employees who complete 2 activities will receive a reward of \$0.19.</p> <p>Employees who complete 1 activity will receive a reward of \$0.09.</p> <p>Employees who do not complete any activities will receive no reward.</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 \$125 per month towards their medical benefits.</p> <p>Tobacco Surcharge of \$50 applies to those employees who opt-out Tobacco Certification and/or Cessation program.</p>

# What's New?

- New Portal for Physician and Tobacco Forms
- Transition from Telephonic Condition and Lifestyle Courses to Online Self-Directed 12 Week Courses starting November 2019
- Additional reasonable alternative option of completing physical tracked on Sonic Boom Portal
- Employees Download Physician Form from Sonic Boom account page under Rewards
  - \$15/Form Processing Fee

# Healthy County Portal *energized by Sonic Boom*

Quarterly Fitness Contests

Earn \$60 of Boomer Bucks

\$30 Device Subsidy [3 yrs]

Incentive Tracking

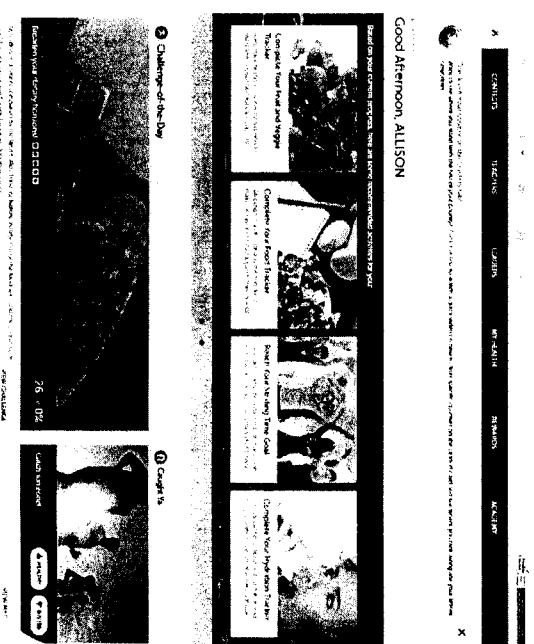
Interactive Community

Wellness Workshops

Track Your Health



TEXAS ASSOCIATION of COUNTIES  
HEALTH AND EMPLOYEE BENEFITS POOL



TEXAS ASSOCIATION of COUNTIES  
HEALTH AND EMPLOYEE BENEFITS POOL

# CURRENT PLAN PERFORMANCE

10-01-2018 TO 08-31-2019

- 17% increase in Medical spend
- 100% in network utilization
- Medical trend is at 7.1%, Pharmacy at 7.5%
  - Prior year - Medical trend at 7.7%, Pharmacy at 10.3%
  - Increase to the frequency and cost of individual claims

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



# PLAN PERFORMANCE - 2019 LARGE CLAIMS

Claimant 1	\$237,061	Injury/Poisoning
Claimant 2	\$229,393	Congenital
Claimant 3	\$133,842	Digestive
Claimant 4	\$111,122	Digestive
Claimant 5	\$108,747	Injury/Poisoning
Claimant 6	\$83,701	Circulatory
Claimant 7	\$78,694	Infections/Parasitic
Claimant 8	\$77,124	Musculoskeletal
Claimant 9	\$74,511	Musculoskeletal
Claimant 10	\$74,511	Nervous System

*M*

# **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**

*RM*

# RECOMMENDATION

- **ASSESS FULL 2019 PENALTY**
  - Funds from penalty to be used to offset future renewal increase/investment in wellness program and activities
  - Continue to Focus on Musculoskeletal Program
  - Promote Cancer screening and prevention
  - Explore Digestive programs



# Wellness Incentive Plans: Looking Ahead

2019-2020	2020-2021	2021-2022
<p><b>Outcomes Based Biomarkers meet 3 of 5 or complete alternative activity</b></p> <p><b>ANP</b></p> <p><b>Choose 1 of 3 Activities</b></p> <ul style="list-style-type: none"> <li>Complete Digital Self-Management Program</li> <li>Complete 5,000/steps a day for 108 days or</li> <li>Complete Naturally Slim</li> </ul> <p><b>Avoid \$125 Surcharge</b></p>	<p><b>Outcomes Based Biomarkers meet 3 of 5 or complete alternative activity</b></p> <p><b>ANP</b></p> <p><b>Choose 1 of 3 Activities</b></p> <ul style="list-style-type: none"> <li>Complete Digital Self-Management Program</li> <li>Complete 5,000/steps a day for 108 days or</li> <li>Complete Naturally Slim</li> </ul> <p><b>Avoid \$125 Surcharge</b></p>	<p><b>Outcomes Based Biomarkers meet 3 of 5 or complete alternative activity</b></p> <p><b>ANP</b></p> <p><b>Choose 1 of 3 Activities</b></p> <ul style="list-style-type: none"> <li>Complete Digital Self-Management Program</li> <li>Complete 5,000/steps a day for 108 days or</li> <li>Complete Naturally Slim</li> </ul> <p><b>Avoid \$125 Surcharge</b></p>
<p><b>Tobacco Attestation</b></p> <p><b>Certify as a Tobacco Non-User or Complete online Tobacco Cessation Program</b></p> <p><b>Avoid \$50 Surcharge</b></p>	<p><b>Tobacco Attestation</b></p> <p><b>Certify as a Tobacco Non-User or Complete online Tobacco Cessation Program</b></p> <p><b>Avoid \$75 Surcharge</b></p>	<p><b>Tobacco Attestation</b></p> <p><b>Certify as a Tobacco Non-User or Complete online Tobacco Cessation Program</b></p> <p><b>Avoid \$75 Surcharge</b></p>