

EVOLUTION of COUNTY WELLNESS PROGRAMS

Capitalizing on Success
UNION COUNTY

Linda Reigle, Administrative Coordinator

Capitalizing on Success

UNION COUNTY

2009

Employee Sponsored Voluntary Wellness Program

- Pilot Program for Union County employees developed by the administrative staff of the Engineer's Office.
- Commissioners/Appointing Authorities support and participate
- Success of our Wellness Initiatives are a direct result of our employees dedicated to improving their lifestyles

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2009

Employee Sponsored Voluntary Wellness Program

- Quarterly Brown Bag Wellness Educational Sessions -**FREE**
 - 60 attendees- 12 departments represented
 - Average evaluation rating 8.9 out of a possible 10

- YOGA
 - Lunchtime/After work
 - **Employees paid \$4** per session
 - Partnered with our local YMCA
 - Average evaluation rating 9.4 out of 10

- Walking Program – 12 weeks – **FREE**
 - 31 participants from 11 departments



Evolution of County Wellness Program

Union County's Biggest Loser Contest 2010-2012

In 2012, 53 contestants from 15 departments participated

- Mysterious Twist – Nicknames were chosen by participants for “official identification” ie. “Porky Pig”
- Total weight loss 431 pounds (average of 4.40%)
- Each participant paid \$5 a week** for 10 weeks
 - weekly cash winners and finale cash awards for top three male and female contestants that lost the greatest % of weight
- Three contestants lost more than 30 pounds

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2010-2012 Union County's Biggest Loser Contest

Employees Weigh In on the Importance of Good Health

Contestants have seen incredible results:

- Reduction in blood pressure and cholesterol
- Additional energy and focus
- First place male: 17% weight loss
- First place female: 13% weight loss

Contestant Testimonial

“If it wasn't for the competition, I doubt I would have had the initial motivation to begin exercising and losing weight. I knew I needed to do it but just kept putting it off.”



Evolution of County Wellness Program

2011 Holiday Maintain No Gain Team Challenge

The **GOAL** was **NOT** to gain weight as a “TEAM” over the Holidays

- 59 participants formed 15 teams
- Cost to join challenge- donate a canned good
- Each team met their goal of maintaining their team weight
- The Wellness Grant donated \$5 per team to the local food pantry
- Overall weight lost – 39 pounds





Evolution of County Wellness Program

**GOAL: Eat FIVE servings of Fruits/Vegetables
& Exercise 30 minutes per day**



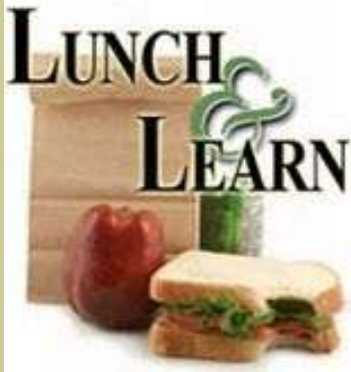
85 county employees from 20 different departments.

45% were successful!!





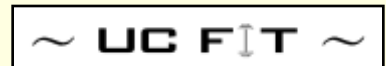
Evolution of County Wellness Program



“The Union County Benefits and Wellness Committees are hosting a Health, Wellness and Prevention Informational Session “Good Health ...Priceless”. CEBCO and Anthem, the county’s benefit providers, have teamed up to talk about the importance of understanding and taking full advantage of preventative care benefits.”

FREE LUNCH!
JIMMY JOHN’S GOURMET
SANDWICHES

DRAWING for PRIZES
(Paid for by CEBCO Wellness Grant)



2012 UNION COUNTY EMPLOYEE WELLNESS SCORECARD

Promoting the Importance of
Preventive Screenings

UNION COUNTY WELLNESS TEAM

- 17 members from 11 different departments
(both management and non-management)

- OUR GOAL:

“To encourage employees to take **personal responsibility** for their health by promoting the importance of preventive screenings, raising awareness of potential health-risks and providing convenient educational events and activities.”

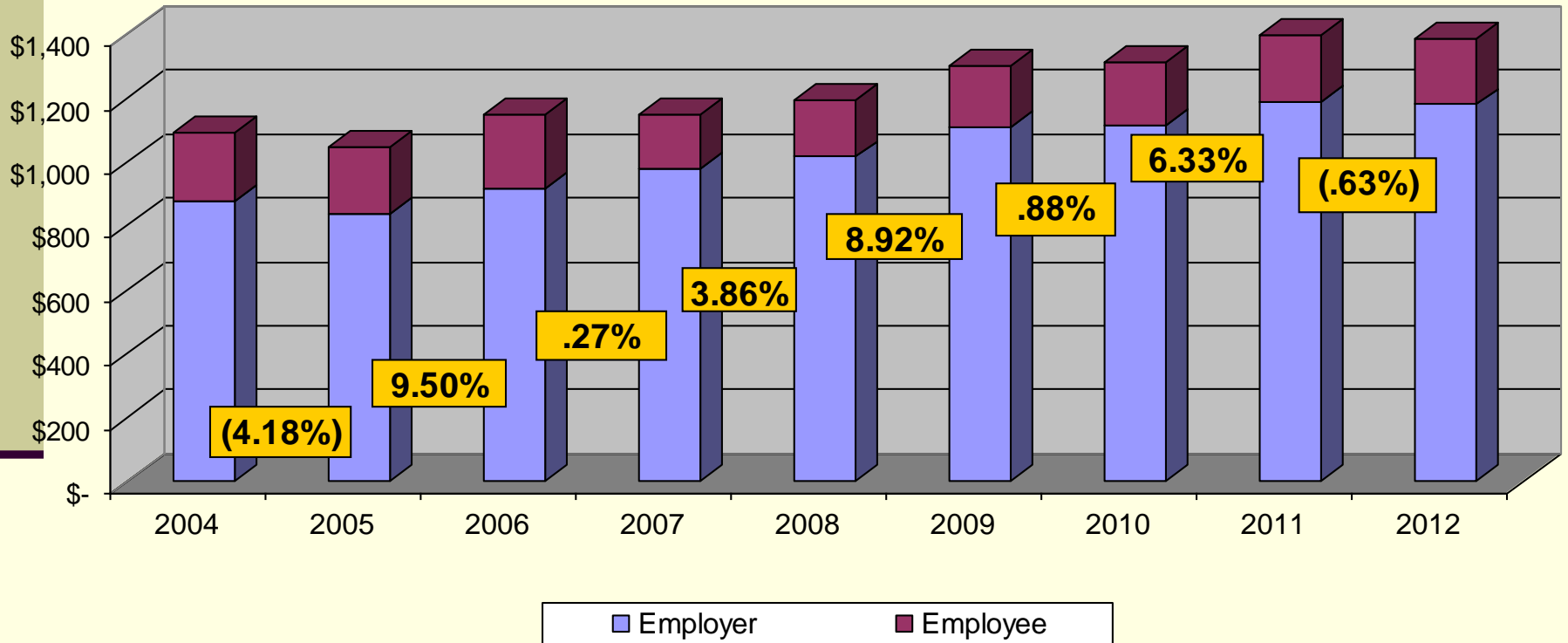
CENTER FOR DISEASE CONTROL AND PREVENTION (CDC) FACTS:

- CDC estimates that 75% of the chronic diseases are preventable and accounts for 2 trillion spent in health care.
- Less than \$10 per person per year is spent on preventive health care in the US
- CDC estimates that 40 percent of cancer as well as 80 percent of heart disease, stroke and type 2 diabetes, could be prevented if Americans exercised more, stopped smoking and ate healthier.

OTHER UNION COUNTY BUSINESSES THAT TIE WELLNESS ACTIVITIES TO BENEFITS

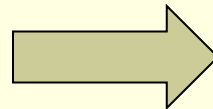
- HONDA-Destination Wellness
- SCOTTS/MIRACLE GRO
- NESTLE
- MEMORIAL HOSPITAL

HISTORY OF Union County Premiums (Family Base/Low Plan)



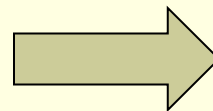
EMPLOYER'S COST OF MEDICAL AND DENTAL BENEFITS*

**Employer's Cost of
Benefits per Month**



\$200,814

**Employer's Cost of
Benefits per Year**



\$2,409,505

*Does not include life insurance, FSA, EAP or PERS

HISTORY OF UNION COUNTY PREVENTIVE CARE SERVICES

October 2010-Sept 2011 (Anthem)

Preventive Care Participation Rates:

- Cholesterol Screening – 47%
- Mammography Screening Rate – 48%
- PSA Screening Rate – 49%

October 2011 UC Health Fair Figures

- Flu Shot Clinic – 33%
- County Employee Blood Draw – 35%

UNION COUNTY EMPLOYEE WELLNESS SCORECARD

- TOOL TO ENCOURAGE EMPLOYEES TO TRACK PREVENTIVE WELLNESS ACTIVITIES AND TO BE PROACTIVE ABOUT THEIR HEALTH
- PARTICIPATION TIED TO COST SHARE OF PREMIUMS BEGINNING IN 2013
- MANAGEMENT SUPPORT
- BUDGET NEUTRAL

UNION COUNTY EMPLOYEE WELLNESS SCORECARD

- *Why? IMPROVE EMPLOYEE HEALTH*
Raise awareness, be Proactive

Help Reduce Absenteeism,

Educate employees about preventive care

In The Long Term promoting preventive care will improve employee health and Save the Employee and County money.

UNION COUNTY EMPLOYEE WELLNESS SCORECARD

- *Benefits?*

Catch health issues early; Increase preventive care %'s; Encourage personal responsibility; Engage more employees; Introduce online Health Assessment and other tools at www.Anthem.com

- *Who developed the scorecard?*

Memorial Hospital –local; professional; confidential third party to tally results and random audits. Memorial Hospital complies with all HIPAA privacy and security laws and practices

UNION COUNTY EMPLOYEE WELLNESS SCORECARD

100% In-Network Benefit for Preventive Services
(No copays)

Includes Nationally recommended services:

- Routine preventive exams for adults – 50 points
- Adult Immunizations – 10 points
- Adult Screenings (e.g. mammogram – 25 points, PSA- 25 points, pap smear – 25 points)
- Colorectal cancer screening – 35 points
- Routine vision exam – 25 points

UNION COUNTY EMPLOYEE WELLNESS SCORECARD

- **150 points needed by 10-31-12.** Beginning dates retroactive to 9/1/11. On-line Anthem Health Assessment worth **100 points**
- UC FIT education events and activities – **10 points each**
- **ALL** County employees may participate
- Privacy issues addressed/County Prosecutor reviewed
- Completion of scorecard is on the honor system
- Participation rewards
- 5% increase of 2013 cost share of premium for non-participants

UNION COUNTY EMPLOYEE WELLNESS SCORECARD

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“Nobody’s job is being outsourced, but our health plan manager is threatening to send our donuts overseas.”

~ UC FIT ~

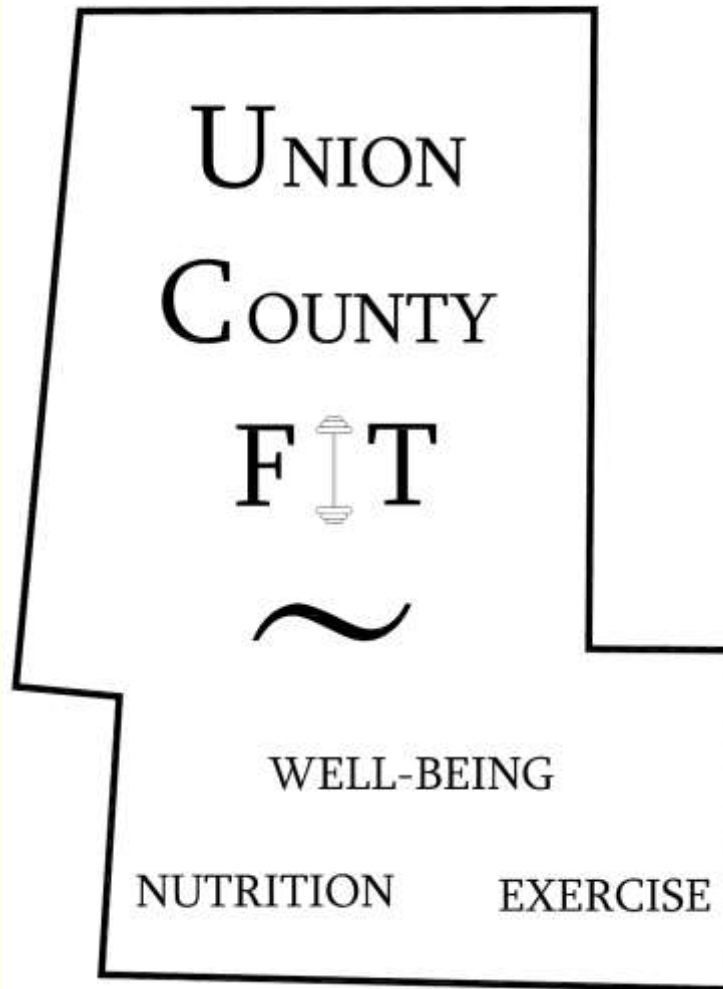
EVOLUTION of COUNTY WELLNESS PROGRAMS

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IS A

TEAM EFFORT

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Thank You

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