



# WELLNESS

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# Unsustainable Health Care Cost Increases for 2012

- Employer - \$8,000 average spent per employee
- Employee - \$5,000 average spent per year
- Nearly \$13,000 per employee annually

# Unsustainable Health Care Cost Increases

- Since 2006
- Employer                      40% increase
- Employee                      82% increase of out-of-pocket and payroll contributions
- Total Cost Increase        52% increase

# OBESITY – National Problem

- 86% of the population will be overweight or obese by 2030
- 300,000 people die each year from obesity
- 1% -1.5% increase in the risk of coronary heart disease mortality for each 2.2 pound increase in body weight
- 10% of medical spend due to obesity compared to 6.5% in 1998



# Target Behaviors and Risks that Impact Health/Performance

- Poor Diet
- Physical Inactivity
- Smoking
- Lack of Health Screening
- Poor Stress Management
- Poor Standard-of-care
- Insufficient Sleep
- Excessive Alcohol Consumption



# 15 Chronic Conditions account for 80% of total costs for all chronic illnesses

- 1. Diabetes
- 2. Coronary Artery Disease
- 3. Hypertension
- 4. Back Pain
- 5. Obesity
- 6. Cancer
- 7. Asthma
- 8. Arthritis
- 9. Allergies
- 10. Sinusitis



# Cont.

- 11. Depression
- 12. Congestive Heart Failure
- 13. Lung Disease (COPD)
- 14. Kidney Disease
- 15. High Cholesterol



# Shift in Focus – Better Health

- Corporate and community health outcomes
- Integrated health and performance measures
- Health core influencer of better results
- Every dollar spent of well-managed wellness program generates \$6.00 in reduced costs





# Health Risk Behaviors Drive Cost

- Low Risk – 12% - \$2,795
- Moderate Risk – 30% - \$3,578
- High Risk – 58% - \$3,982
- Employees who participated in health assessment and screenings had lower health care costs by \$1,004 per participant
  - (based on 37% participation)



# CEBCO Wellness

- Kicked our program off in 2011
- Hired a Full time Wellness Coordinator
- Require each county to have a Wellness Coordinator
- \$250,000 in Grant Dollars from Member Equity –Reimbursement Program
- \$100,000 (\$4,000 per county) for additional administrative costs

# H.B. 225 – Change to ORC 305.171 (A)3 eff. 3/22/2012

- States “A Health and Wellness benefit program through which the county provides a benefit or incentive to county officers, employees, and their immediate dependents to maintain a healthy lifestyle, including but not limited to, programs to encourage healthy eating and nutrition, exercise and physical activity, weight control or the elimination of obesity, and cessation of smoking or alcohol use.

# Questions??

- Please feel free to contact me at CCAO or at my direct line 614-220-7984 or my email at [snoll@ccao.org](mailto:snoll@ccao.org)
- Thank you and have a great day!!!
- Statistical information was provided by AonHewitt