

At The Forefront, Employee Wellbeing and Why It Does Matter!

11th Annual Colorado Culture of Health & Wellbeing Conference

May 2, 2018

Learning Objectives

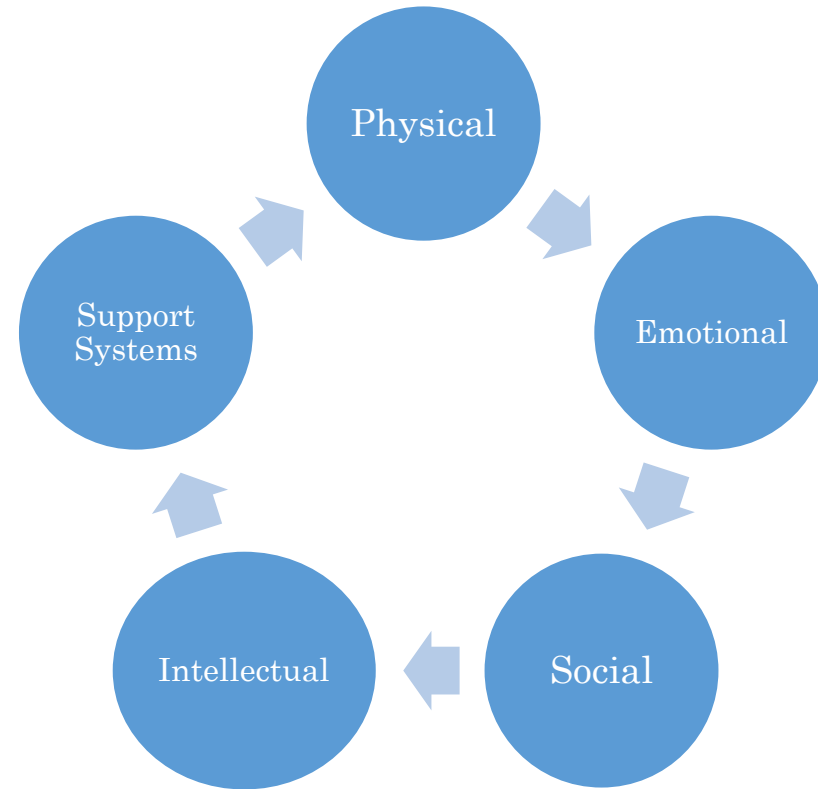
- Recognize the value of long-term investments in employee health and well-being
- Realize the economic impact, both financially and culturally, of a long standing and evolving wellness program
- Identify how to gather and analyze data appropriately to report on evidence based outcomes, cost reductions and improved health outcomes and chronic disease impact

Agenda

- History of our Program
 - On-Site Employee Health Clinic
 - Measurements and Data
 - Philosophical Approach
- Our Strategy and Financials
 - Integrated and Strategic Approach
 - Trend
 - Financial and Data Analysis
 - Biometrics
 - Monitoring the Program
 - Impact of our Program

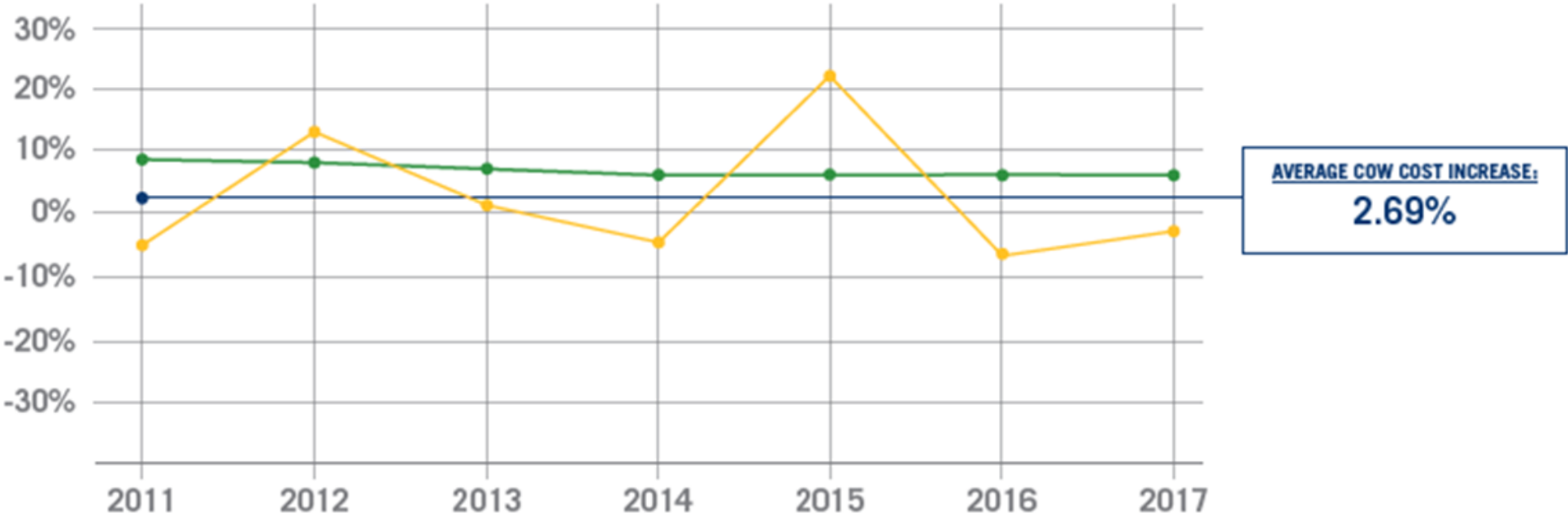
Wellness and The Center for Healthy Living

- **History of the Wellness Program**
 - Current Program and Requirements
- **Why an Employee On-Site Health Clinic**
 - Our Culture
 - Hays Companies of Denver
 - CareHere's approach
 - Aetna
- **Integrated Approach to "Wellbeing"**
 - Comprehensive Wellbeing Program
 - CareHere: onsite employee health clinic
 - EAP: Empathia LifeMatters
 - Compass Professional Health Services
 - Training and Development Program
 - Financial Wellness
 - Parks and Recreation Department
 - Risk Management
 - Ergonomic Assessments
 - Wellness tied to Workers Compensation Claims



Financial Trends

Medical Plan Cost Trends



KEY

- % CHANGE PLAN COST
- AVERAGE COW COST INCREASE
- NATIONAL COST TREND

	2010	2011	2012	2013	2014	2015	2016	2017
% CHANGE PLAN COST	-	-3.09%	11.69%	1.98%	-4.52%	21.70%	-6.68%	-2.22%
NATIONAL COST TREND	-	8.00%	8.50%	7.50%	6.50%	6.80%	6.20%	6.00%

Office Visit and Services Cost- 2017

	CareHere Office Visit Cost	Colorado Regional Marketplace
Comparable Office Visit and Services Cost	\$62.62	\$162.63
CareHere Appointments (1/1/2017 – 12/31/2017)	4943	4943
Total Cost	\$309,531	\$803,880
Savings Through CareHere in 2017		\$494,349

Clinic Efforts in 2017

Condition	Unique Instances (1/1/2017 – 12/31/2017)	Projected Savings per Instance	Potential Cost of Conditions Now Under Management	Improved	% Improved
Diabetes	32	\$10,683	\$341,856 (1 year cost)	10	31%
High Cholesterol	75	\$944	\$70,800 (18 month cost)	5	7%
Hypertension	53	\$7,428	\$393,684 (1 year cost)	21	40%
Marker for Prostate Cancer	3	\$42,570	\$127,710 (5 year cost)	0	0%
Obesity	47	\$1,615	\$75,905 (1 year cost)	14	30%
Total	182		\$1,009,955	49	27%

Clinic Efforts Since Inception

Condition	Unique Instances (1/1/2013 – 12/31/2017)	Projected Savings per Instance	Potential Cost of Conditions Now Under Management	Improved	% Improved
Diabetes	234	\$10,683	\$2,499,822	135	58%
High Cholesterol	587	\$944	\$554,128	312	53%
Hypertension	499	\$7,428	\$3,706,572	205	41%
Marker for Prostate Cancer	24	\$42,570	\$1,021,680	13	54%
Obesity	533	\$1,615	\$860,795	317	59%
Total	1,097		\$8,642,997	719	66%

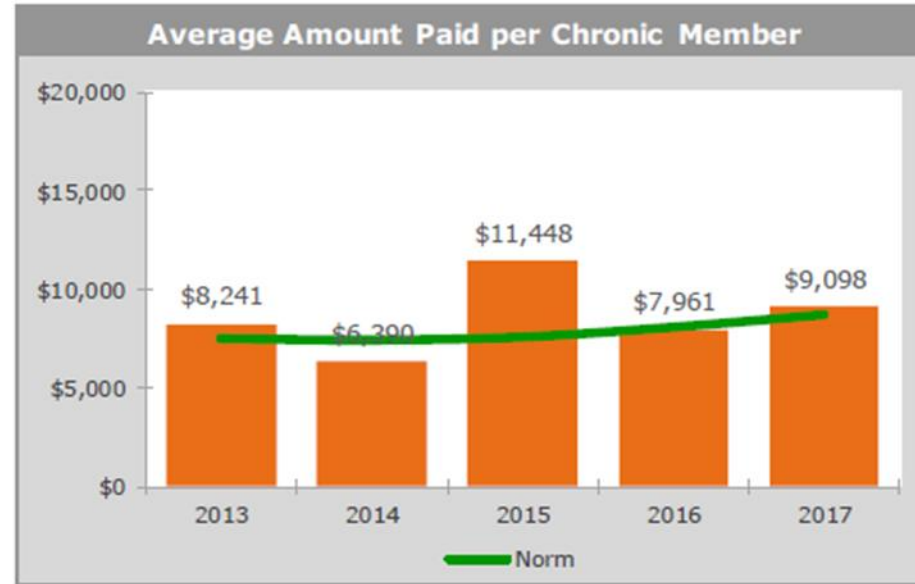
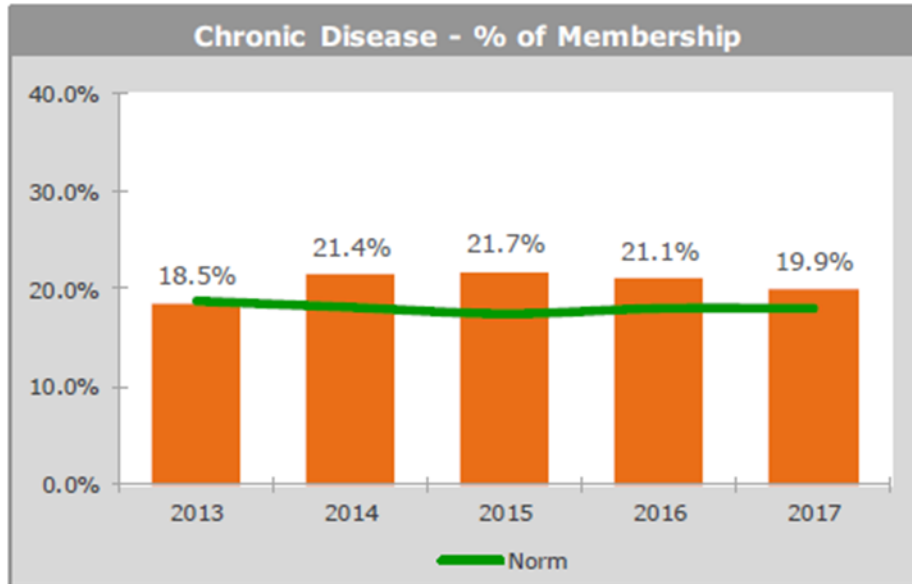
Estimated Summary of Savings - 2017

Office Visit and Lab Savings	\$494,349
Medication Savings (based on 30% savings compared to marketplace)	\$21,074
Total Savings	\$515,423
Productivity Savings (based on 3 hours of lost time for marketplace visit at \$15/hour)	\$222,435
Total Savings + Productivity	\$737,858

Estimated Patient Savings - 2017

Medical Out-of-Pocket Savings	\$137,150
Prescription Out-of-Pocket Savings	\$39,255
Total Patient Savings	\$176,405
Co-Pay Savings per Employee	\$242.31

2013 – 2017 Chronic Disease Impact



	Members	Annual Gross Paid	Average Per Member	Norm
All Members	1,718	\$6,807,440	\$3,962	\$3,939
Members without Chronic Disease	1,376	\$3,695,883	\$2,686	\$2,729
Members with Chronic Disease	342	\$3,111,557	\$9,098	\$8,686
Number of Chronic Risk Factors → One	302	\$2,773,419	\$9,184	\$7,189
Two	37	\$322,896	\$8,727	\$14,945
Three or more	3	\$15,241	\$5,080	\$33,191

Biometrics

- Risk Factors
- Risk Movement Summary
 - Decreased Risk Level
 - Maintained Risk Level
 - Increased Risk Level
- Specific Reports and Breakouts
 - Gender
 - Age
 - Employee, dependent or retiree

Wellness Efforts

Health Measure	City Norm	Colorado Norm	National Norm	Recommendations or Results
Average Glucose	92		99.9	<100
Average Cholesterol	185.8	196	185.8	<200
Average Risk Ratio	3.6		4.2	<5.0
Average Blood Pressure	120/73		124/78	<120/80
Average Triglycerides	122	116	132	<150
Average BMI	27.9		30.6	>25 overweight; >30 obese
Average Hemoglobin A1C	5.9%		6.10%	<6.0%
City data 2017: Comparative data provided by Springbuk - 2017				
Health Measure	City Average	Colorado Average	National Average	Summary
Percent of Low Risk Employees (0-2 Risks)	60%	76.7		City is lower than CO average
Percent of High Risk Employees (>5 Risks)	5.6%	5.1%		City is lower than CO average
Percent with Diabetes	3.4%	6.6%	9.6%	City is lower than CO and Natl average
Percent with Low Physical Activity	25%	16.6%	48.30%	City is lower than Natl average
Percent with High Blood Pressure	11.2%	26%	33.5%	City is lower than CO and Natl average
Percent with High Body Mass Index (>30)	18.6%	22.3%	37.9%	City is lower than CO and Natl average
Percent who Currently Smoke and/or Use Tobacco	9%	15.6%	15.8%	City is lower than CO and Natl average
Percent with High Cholesterol	7.08%	31.9%	12.1%	City is lower than CO and Natl average
Percent with Asthma	5.60%	8.8%	7.6%	City is lower than CO and Natl average
Percent with High Triglycerides	10.87%	25%	33.3%	City is lower than CO and Natl average
Summary				
77% of HRA participants maintained or decreased risk factors from 2016 to 2017				
35% of employees decreased their health risk level from 2016 to 2017				
42% of employees maintained their health risk level from 2016 to 2017				
City data 2016: State and National data from DCD - 2016				

Monitoring Our Efforts

- Monthly, Quarterly and Annual Reports
- Utilization
 - Appointment Frequency and Provider
- Top Diagnosis
- Top Medications
- Top Labs
- Wellness Contacts and Completion of Requirements
- Wellness Care Plans
 - Chronic Disease Management
 - Wellness Programs and Presentations
- Surveys
- Meetings with our Providers

Retirees

- Innovation is one of our core values
- Unique position with the Clinic
- Incorporation of Retirees through a clinic membership
 - Prior to reaching age 65
 - After 65

Impacting Our Culture

- Total Rewards Philosophy
 - Providing a supportive environment and system for our employees and their families
 - Whole person approach
- Competitive Environment
 - Workforce economics
 - Competitive Advantage
- Employee's Quality of Life
 - Cost containment strategy vs additional benefit

Impact of our Efforts

- **Healthiest Employer Awards**

- Denver Business Journal Healthiest Employer Award
 - 2014, 2015, 2016
- 5th Healthiest Employer in the Nation Award
 - 2017

- **Tri-County Health Department**

- Public Health Hero of the Year Award
 - First municipality in jurisdiction to adopt a 100% healthy food and beverage vending policy

QUESTIONS