

NAPEBT



Wellness Incentive Program

CCC ~ County ~ CCRASD ~ FUSD ~ City of Flagstaff ~ NAIPTA

Our Mission

To offset the rising costs of health care while creating wellness opportunities that empower the individual to take control of their health and well being for quality of life.

Why Wellness?



- Increasing Health Care Costs
 - Average insurance premiums increase 97% in 10 yrs. Avg. employee contribution increase 102% in last 10 years from \$166/month to \$358/month. (Kaiser Foundation 2012).
 - Affordable Care Act cost increases:
 - 2013-2.3% tax on medical devices, mandates to cover services like contraception. Costs unknown.
 - 2014-temporary fee of \$63 per covered life. (200,000)
 - 2014- research fee \$1-\$2 per covered life. (6,400)
 - Required to cover more employees. Cost unknown.
- Promote a healthy work force

Bend The Trend



- Cost Savings vs. Cost Avoidance
 - Goal of the wellness program is to bend the trend in rising costs
 - Goal is to reduce prevalence of major diseases and hospitalizations
 - 52% of large businesses (200+ employees) report their wellness program reducing health care costs (Kaiser Foundation 2012).

Measure Success

- Participation rates
- Reduction in prevalence of major modifiable diseases
 - COPD, HF, CAD, Diabetes, Asthma
- Reduced cost in claims related to major modifiable diseases
- Reduction in At Risk population with high;
 - BMI, Blood Pressure, Cholesterol
- Increase use of preventative screenings and doctor visits.

Measure Success

Estimated Gross Savings

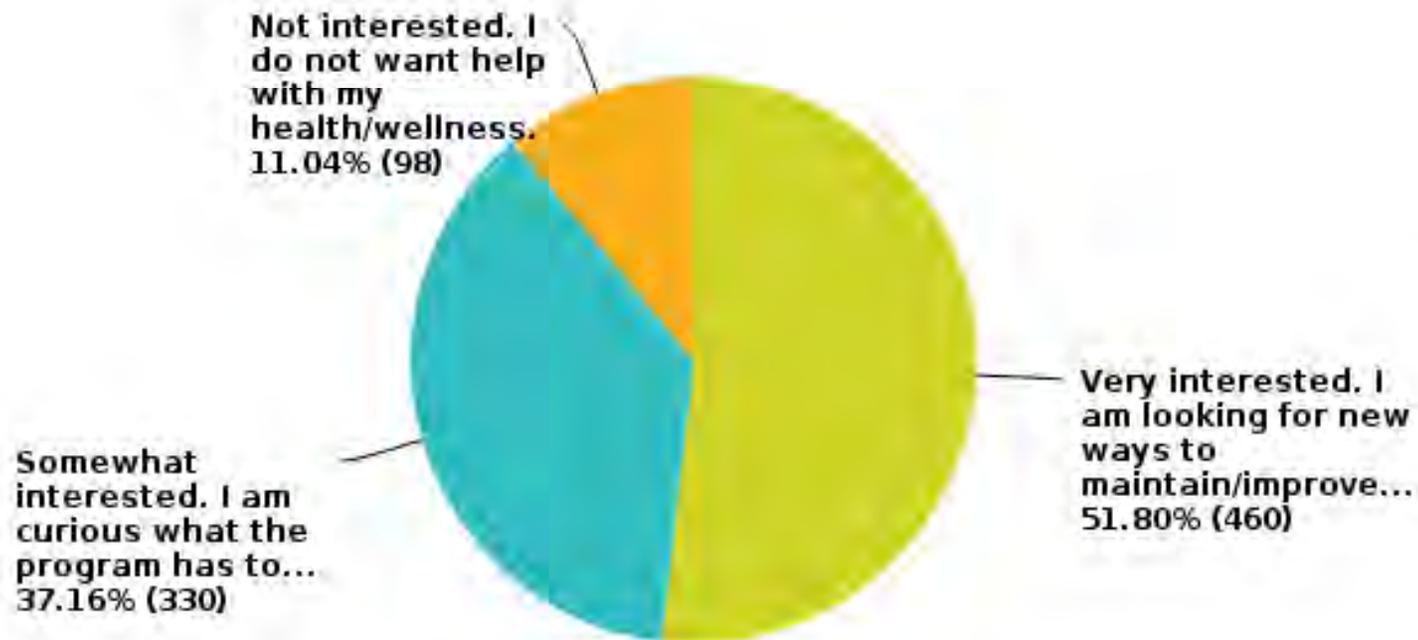


	HF	COPD	Diabetes	CAD
Estimated Gross Savings	\$298,203.09	\$135,702.31	\$229,550.33	\$382,734.92

Wellness Survey Results

Q5 How interested are you in participating in a Wellness Incentive Program?

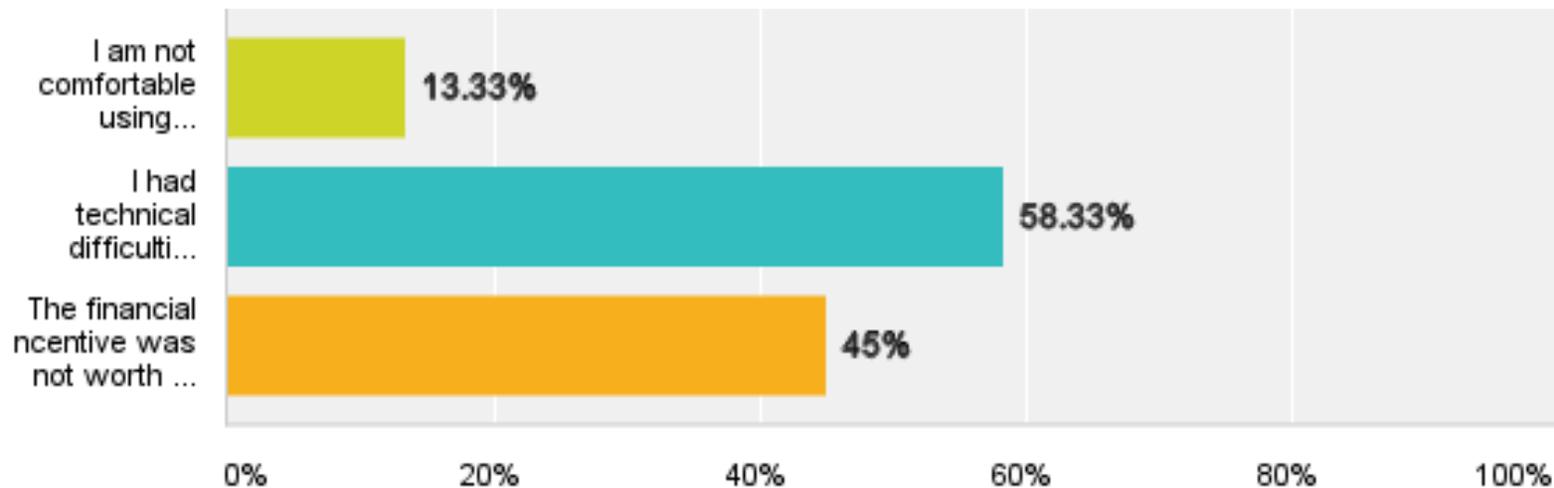
answered 888 Skipped 47



Wellness Survey Results

Q30 If you did not participate in the Wellness Incentive Program, please share with us why. (check all that apply)

Answered: 60 Skipped: 527



Survey Results: Common Concerns

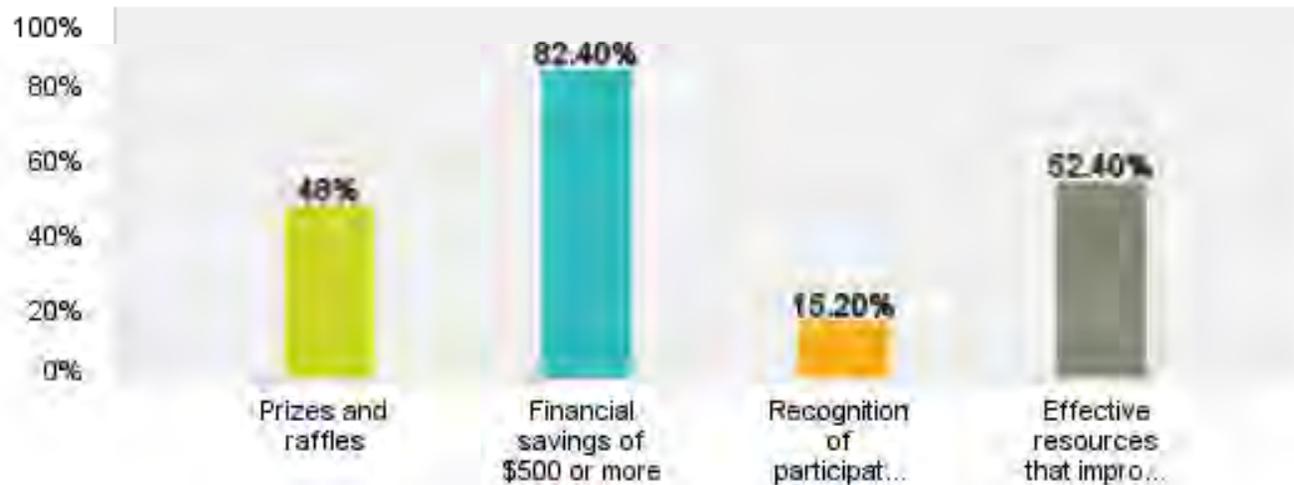
- **Privacy:** The Health Plan & Wellness Program is a Covered Entity under HIPAA laws which states employer may request PHI if for treatment, payment, or healthcare operations. Benefits vs. Wellness
- **Discrimination:** There are not different rates depending on health choices and health scores. Your employer does not have access to this information for the purpose of changing rates.
- **Time:** Do you have time to be ill? On-site classes trying to make wellness more convenient.
- **Issues Logging In:**
 - Subscriber #: 1 vs 1
 - Forgot Password
 - Call # on back of card



Wellness Survey Results

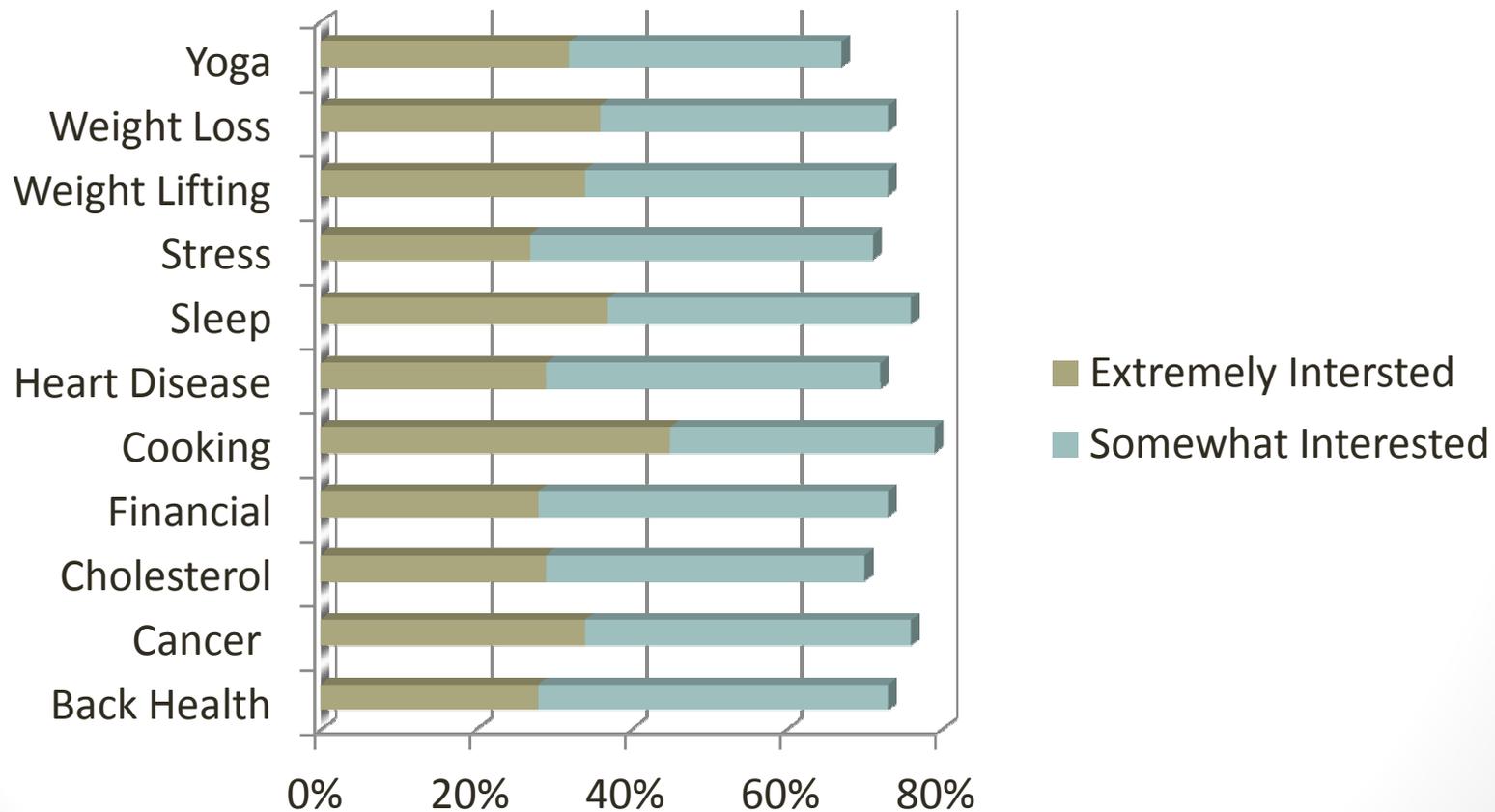
Q31 What incentives would most motivate you to participate in the Wellness Incentive Program? (check all that apply)

Answered: 500 Skipped: 87



Wellness Survey Results

How Interested Are You In The Following:



What's New

- Point Tracking Open July 1st
- Wellness Coordinator
- FREE Wellness Classes
 - Yoga & Zumba
 - Nutrition Talks
 - Strength & Conditioning, Fitness & Nutrition
- Personal Physical Activity Counts For Points
- Community Events Worth Points
- Additional Incentives (Cash, gift cards, catered lunches and more)
- Monthly Themes (back health, cancer, cholesterol etc.)
- Wellness Website:
www.northernarizonawellnessincentiveprogram.com



How To Earn Points

- See Info Packet available at HR Dept. and Website
 - www.northernarizonawellnessincentiveprogram.com



In The Works

- **Healthy Cooking Classes** (held at Natural Grocers Demo Kitchen)
- **Grocery Store Tours:** Learn to decipher food labels, walk around the store and discover items with hidden ingredients.
- **April Wellness Week:** Friendly games and competitions amongst the agencies and departments.
- **Replace/Improve The Point Tracking System**





References

(2012) Employer Health Benefits Survey. Kaiser Family Foundation;
<http://www.kff.org/insurance/ehbs-archives.cfm>.

(October 2010) Worksite Wellness and HIPAA Privacy. *Public Health Law Center*.

ACA information provided by Segal; NAPEBT insurance consultant.

2nd Quarter: Quarterly Progress Report provided by Blue Cross Blue Shield.