

## PRIMARY OBJECTIVES

See *Allegan County Comprehensive Worksite Wellness—Objectives and Metrics* for detailed objectives and metrics.

### **1. Maintain sustainable healthcare costs and expenditures**

A fundamental principle is that preventing costly diseases and keeping healthy employees healthy may result in healthcare cost savings. See page 3 of this report for related data. Additional data will be provided in annual Wellness Key Performance Indicators report.

### **2. Increase health and wellness**

Reducing and eliminating risk factors is a process that occurs over time and we expect to see positive health trends after 3 to 5 years of wellness programming. Programming began in November 2013 and benchmark participation occurred in September 2015. See page 2 of this report for related data. Annual wellness report will better indicate health trends.

### **3. Increase productivity**

Increased productivity results from reduced absenteeism and reduced presenteeism. Presenteeism occurs when health problems affect productivity of at-work employees. Data on self-reported absenteeism and self-reported presenteeism is currently available.

### **4. Increase healthy workplace culture**

A healthy workplace culture is essential to successful wellness program outcomes as it provides support for individuals beginning or maintaining healthy lifestyle behaviors. Related data can be found on the annual Wellness Key Performance Indicators report.

### **5. Increase engagement**

See page 2 of this report for related data. Plan is to continue our efforts to raise awareness of the wellness benefit and to make wellness activities accessible to increase wellness engagement.

### **6. Increase integration across County programs**

Quarterly Health Strategy meetings with all health-related vendors occur to ensure optimum program utilization, data-sharing and cooperation, and support for organizational wellness objectives. Vendors include: insurance broker, medical insurance, wellness, worker's compensation, disability and employee assistance program. Additional examples of integration are occurring:

- Wellness coaches make medical referrals for routine preventive care and follow-up care for at-risk individuals.
- Wellness coaches make employee assistance program referrals for employees with emotional health and/or addiction concerns.
- Wellness and Employee Engagement Teams collaborate to plan and conduct events to meet joint objectives.
- Fitness Center 2016, 2017, 2018 & 2019 fee was waived for wellness-eligible Allegan County employees (all Allegan County employees). Fitness Center Policy update on October 1, 2019 established zero fees for all AC employees and their spouse/adult dependents with AC medical insurance coverage.
- New Fitness Center members receive a welcome email promoting exercise and physical fitness-related wellness benefits.
- See Allegan County Comprehensive Worksite Wellness — Objectives and Metrics for a complete list on integrations solutions implemented.

**COMPREHENSIVE WORKSITE WELLNESS—PARTICIPATION**

**Objective 5. Increase engagement**

**5.1. Increase Wellness participation**

Employees—Comprehensive <sup>1</sup>	Mar '17	Mar '18	Mar '19	Mar '20 <sup>2</sup>	Mar '21 <sup>2</sup>	Bnchmrk <sup>3</sup>
5.1.1. # Enrolled	291	312	312	328	322	
5.1.1. % Enrolled	84%	86%	85%	85%	84%	
5.1.1. # Core Participation <sup>4</sup>	289	308	304	242	312	
5.1.1. % Core Participation <sup>4</sup>	84%	85%	83%	63%	81%	75%
<b>Spouses—Comprehensive</b>						
5.1.2. # Enrolled	17	24	26	24	25	
5.1.2. # Core Participation	8	14	17	3	2	
<b>Employees—Select<sup>5</sup></b>						
5.1.3. # Enrolled	9	8	13	14	14	
5.1.3. % Enrolled	7%	4%	7%	9%	9%	
<b>Spouses—Select</b>						
5.1.4. # Enrolled	3	3	3	3	3	

Group Programs	Date	# Participants
5.1.5 You vs. Illness: Win with a Healthy Immune System Webinar	1/19	6
5.1.5 6-Week Fitness Program with Coachman Training—Virtual	1/18-2/28	38
5.1.5 Zumba with Jodi Video	3/18—6/15	30
5.1.5 Gut Health Webinar	2/9	19
5.1.5 Keeping the Peace at Work and at Home (EQ) Webinar	3/23	9

Participation Incentive implemented January, '15. Benchmark participation initially met Sept., '15.

<sup>1</sup>Comprehensive Program # of employees eligible (Full-time, Regular Part-time, Elected Salaried, Job Share): Mar.'17=345, Mar.'18=361, Mar.'19=368, Mar.'20=385, Mar.'21=385.

<sup>2</sup>Mar '20: Data skewed due to service interruption w/COVID-19; Dec '20: Telephonic assessments.

<sup>3</sup>Holtyn & Associate best practice benchmark participation indicator at 12 to 24 months. AC Wellness and Holtyn services implemented November, 2013.

<sup>4</sup>Core components: Biometric Screening, Health Survey and Coaching.

<sup>5</sup>Select Program # of employees eligible (Irregular Part-time, Seasonal, Temporary, Per Diem):

Mar.'17=128, Mar.'18=191, Mar.'19=191, Mar.'20=155, Mar.'21=156. Per Diems eligible 1/1/18.

Key: EE=employee, L&L=Lunch and Learn, G&G=Grab and Go, BP=blood pressure.

**COMPREHENSIVE WORKSITE WELLNESS—HEALTH METRICS**

Comprehensive Employee data from Assessment (biometric screening), Healthy Survey & Coaching

**Objective 2: Increase health and wellness**

**2.1 Reduce lifestyle health risk factors**

	Mar '17	Mar '18	Mar '19	Mar '20 <sup>2</sup>	Mar '21 <sup>2</sup>	Bnchmrk <sup>6</sup>
2.1.1. Lifestyle Health Risk Factors <sup>7,10</sup>						
Low risk (0-2 risks)	64%	63%	61%	56%	60%	70%
Medium risk (3-4 risks)	26%	29%	29%	34%	30%	—
High risk (5+ risks)	10%	8%	10%	10%	10%	—
2.1.2. Zero Cardiovascular Disease Risk Factors <sup>8</sup>	36%	38%	n/a	n/a	n/a	—
<i>Measured Health Risk Factors (low % desired):</i>						
2.1.3. Body Mass Index Overweight/Obese	79%	81%	82%	82%	82%	66%
2.1.4. % Body Fat Below Average/Poor <sup>9</sup>	62%	63%	n/a	n/a	n/a	n/a
2.1.5. Waist at risk	50%	48%	53%	60%	51%	42%
2.1.6. High Blood Pressure Stage 1 <sup>10</sup>	n/a	n/a	41%	n/a	53%	—
High Blood Pressure Stage 2 (140+/90+) <sup>10</sup>	12%	15%	16%	17%	6%	13%
2.1.7. High Cholesterol (≥200)	33%	33%	35%	33%	33%	32%
2.1.8. Glucose at risk <sup>10</sup>	0%	0%	3%	6%	5%	1%
2.1.9. Poor Fitness <sup>10</sup>	16%	14%	29%	18%	—	13%
<i>Self-reported Health Risk Factors (low % desired):</i>						
2.1.10. No Exercise/Leisure-time Activity	10%	13%	14%	11%	13%	12%
2.1.11. Smoking	9%	8%	8%	7%	6%	12%
2.1.12. High Stress	33%	26%	31%	27%	30%	32%
2.1.13. Low Coping	3%	3%	2%	2%	5%	5%
2.1.14. Depression	10%	9%	13%	14%	13%	12%
2.1.15. Alcohol at risk	2%	3%	3%	11%	12%	4%
2.1.16. High Fat Consumption	19%	22%	29%	29%	25%	20%
2.1.17. Low Fiber Consumption	34%	32%	26%	27%	34%	30%
2.1.18. Sleep (<7 hours per night) <sup>11</sup>	n/a	n/a	45%	40%	39%	—
2.1.19. Binge Drinking <sup>11</sup>	n/a	n/a	n/a	n/a	—	—

<sup>6</sup>Holtyn & Associates benchmark best practice goals for AC at 5 yrs. Blue font indicates that benchmark goal was met.

<sup>7</sup>Lifestyle Health Risk Factors include 2.1.5. — 2.1.19. except 2.1.10.

<sup>8</sup>Cardiovascular Disease Risk Factors include 2.1.3. — 2.1.9. & 2.1.11. As of 1/1/19, Holtyn looks at total cardiovascular disease risk factors in the population and no longer per person.

<sup>9</sup>No longer a Holtyn standard metric or measured risk factor as of 1/1/19.

<sup>10</sup>Updated national norms for Blood Pressure, Glucose & Fitness as of 1/1/19.

<sup>11</sup>New health risk factors: Sleep as of 1/1/19; Binge drinking as of 12/2020.



**HEALTH CARE EXPENDITURES**

**Objective 1: Maintain sustainable health care costs and expenditures**

**1.4. Medical (paid claims) - Actives and Retirees**

Date	Amount	Date	Amount	Date	Amount	Date	Amount	Date	Amount	Date	Amount
1/2021—3/2021	529,663	1/2020—3/2020	356,467	1/2019—3/2019	508,096	1/2018—3/2018	766,770	1/2017—3/2017	656,106	1/2016—3/2016	634,153
		4/2020—6/2020	266,258	4/2019—6/2019	413,077	4/2018—6/2018	659,309	4/2017—6/2017	724,646	4/2016—6/2016	877,937
		7/2020—9/2020	1,346,893	7/2019—9/2019	552,596	7/2018—9/2018	764,044	7/2017—9/2017	665,137	7/2016—9/2016	949,647
		10/2020—12/2020	850,514	10/2019—12/2019	555,078	10/2018—12/2018	606,659	10/2017—12/2017	895,999	10/2016—12/2016	893,037

**1.5. Prescription Drugs (paid claims) - Actives and Retirees**

Date	Amount	Date	Amount	Date	Amount	Date	Amount	Date	Amount	Date	Amount
1/2021—3/2021	165,349	1/2020—3/2020	183,100	1/2019—3/2019	133,399	1/2018—3/2018	117,485	1/2017—3/2017	127,713	1/2016—3/2016	173,413
		4/2020—6/2020	202,950	4/2019—6/2019	200,861	4/2018—6/2018	208,314	4/2017—6/2017	196,157	4/2016—6/2016	191,069
		7/2020—9/2020	225,924	7/2019—9/2019	216,140	7/2018—9/2018	192,355	7/2017—9/2017	213,390	7/2016—9/2016	235,438
		10/2020—12/2020	232,447	10/2019—12/2019	215,927	10/2018—12/2018	242,884	10/2017—12/2017	236,395	10/2016—12/2016	228,381

**1.15. Comprehensive Worksite Wellness**

Jan—Mar 2021	Oct—Dec 2020	Jul—Sep 2020	Apr—Jun 2020	Jan—Mar 2020
1.16. Wellness Vendor 6,300.00	1.16. Wellness Vendor 24,754.75	1.16. Wellness Vendor 8,551.75	1.16. Wellness Vendor 30,102.82	1.16. Wellness Vendor 6,662.98
1.17. Wellness Administration 11,453.02	1.17. Wellness Administration 11,377.78	1.17. Wellness Administration 9,485.13	1.17. Wellness Administration 10,805.92	1.17. Wellness Administration 9,687.15
1.18. Incentive 0	1.18. Incentive 90,510.00	1.18. Incentive 300.00	1.18. Incentive 300.00	1.18. Incentive 0
1.15. Total 17,753.02	1.15. Total 126,642.53	1.15. Total 18,336.88	1.15. Total 41,208.74	1.15. Total 16,350.13

Period	Vendor	Administration	Miscellaneous	Incentive <sup>12</sup>	Total
<b>2013—To Date</b>	526,061.66	315,130.37	3,549.42	501,465.00	1,346,206.45
<b>2020</b>	70,072.30	41,355.98	0	91,110.00	202,538.28
<b>2019</b>	88,391.93	41,155.77	0	87,210.00	216,757.70
<b>2018</b>	81,069.48	39,567.97	45.39	83,145.00	203,827.84
<b>2017</b>	83,316.85	38,624.33	0	87,000.00	208,941.18
<b>2016</b>	82,319.91	35,524.10	0	81,300.00	199,144.01
<b>2015</b>	75,355.19	38,322.35	0	71,700.00	185,377.54
<b>2014</b>	29,236.00	35,278.76	49.99	NA	64,564.75
<b>2013</b>	10,000.00	33,848.09	3,454.04	NA	47,302.13

<sup>12</sup>2018 decrease due to accounting adjustment for state funding for Friend of the Court salary & wages.