



Allegan County

Corporate Wellness Report

Baseline Date Range: 01/01/2020 To 12/31/2020



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# Section I

## Executive Summary

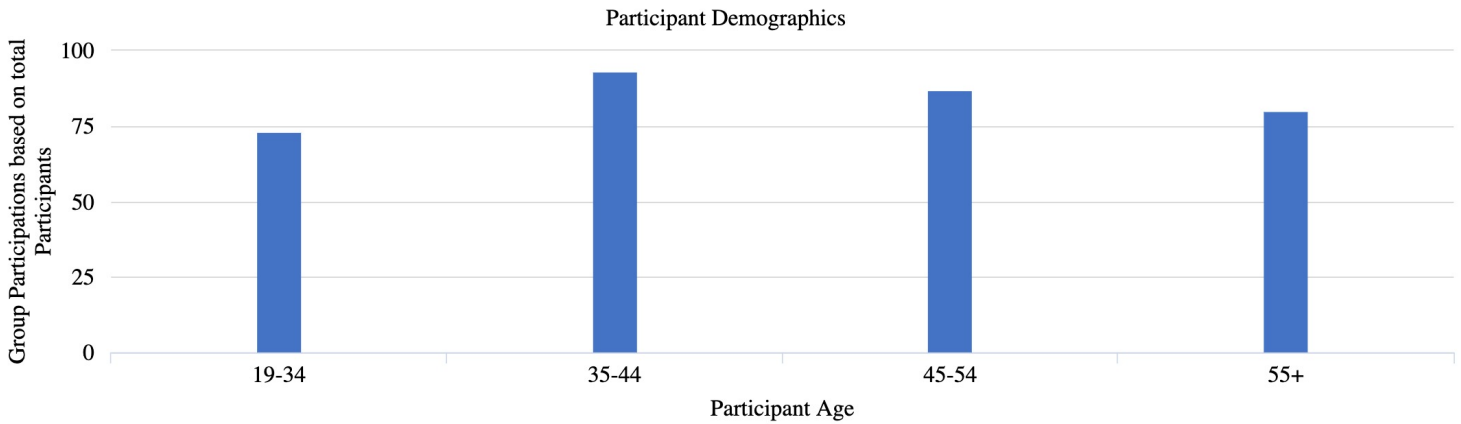
The Health Risk Assessment (HRA) measures critical health factors and interprets current health status at the individual and group levels. This Aggregate Group Report summarizes and analyzes health risk assessment results and can be used to provide direction for future programming tailored to the needs of the population. This detailed analysis is based on the aggregate results of Health Risk Assessment data collected between 01/01/2020 to 12/31/2020

## Participant Demographics

Allegan County has 320 registered participants. A summary of the demographics is shown below.

A total of 333 unique individuals completed the Health Risk Assessment during the specified time period. The average age of the participants was 45 years old.

Based on the eligible population of 385 the overall participation rate for Allegan County was 83.12%



Total Health Assessment Participants	333
Average Age	44.62

Employee engagement is vital to the success of the program. High participation is necessary to impact the true health status of the population.

## Section I

### Wellness Score

#### Alleghan County's Wellness Score



This graphic represents the overall Wellness Score for all those who completed a Health Risk Assessment within the given period.

The Wellness Score is reflective of a person's health behaviors. An individual can improve their score by changing their health-related behaviors.

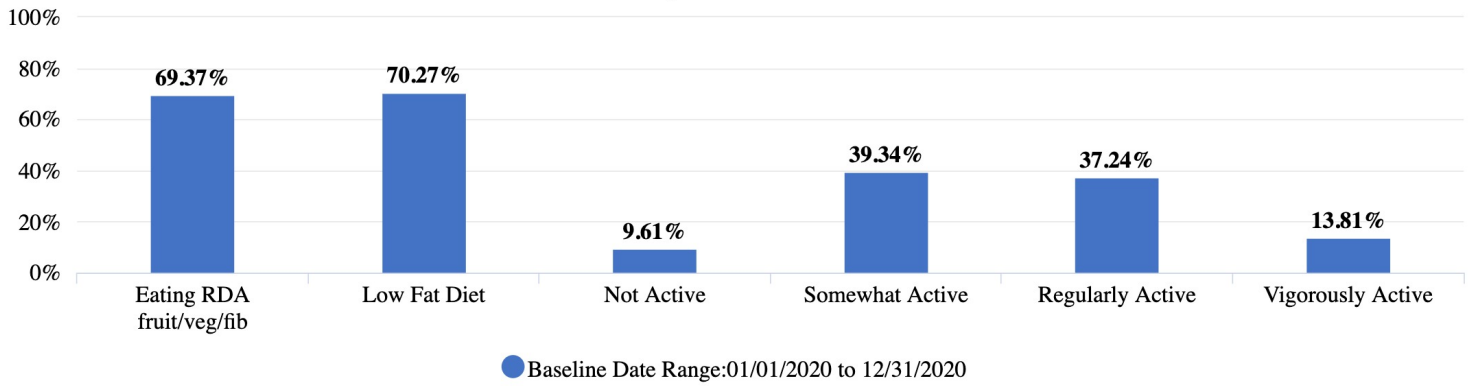
In addition to its value to the individual, the Wellness Score can be used as a general company-wide indicator of wellness.



# Section I

## Activity And Diet Behaviors

Lifestyle Health Behavior



Date	01/01/2020 to 12/31/2020
No of Employee:	333

### Activity

All adults should avoid inactivity. Some physical activity is better than none. Adults who participate in any amount of physical activity gain some health benefits.

For substantial health benefits, adults should do at least 150 minutes (2 hours and 30 minutes) a week of moderate-intensity, or 75 minutes (1 hour and 15 minutes) a week of vigorous-intensity aerobic physical activity, or an equivalent combination of moderate and vigorous intensity aerobic activity. Aerobic activity should be performed in episodes of at least 10 minutes, and preferably, it should be spread throughout the week.

Scientists have confirmed, with overwhelming evidence, that people who engage in an active lifestyle are likely to live longer and experience less chronic illness. In a population with a generally low level of physical activity, studies have shown that even moderate increases in physical activity can have significant health benefits as well as, reduce health care expenditures. Increased levels of physical activity have been associated with reduced blood pressure levels, weight loss, improved weight maintenance and increased muscle tone. Physical activity is also associated with a reduced risk for developing diseases such as high blood pressure, heart disease, diabetes, osteoporosis, and even some kinds of cancer. It has also been shown to help reduce feelings of stress and depression. Many people find that when they become more active, they begin making other positive changes in their life, such as eating more healthful foods.

Physical activity can also have a significant impact on total mortality. Adherence to the guidelines for moderate physical activity has been associated with half the risk of mortality seen in sedentary people after 10 years of follow up.

## **Diet**

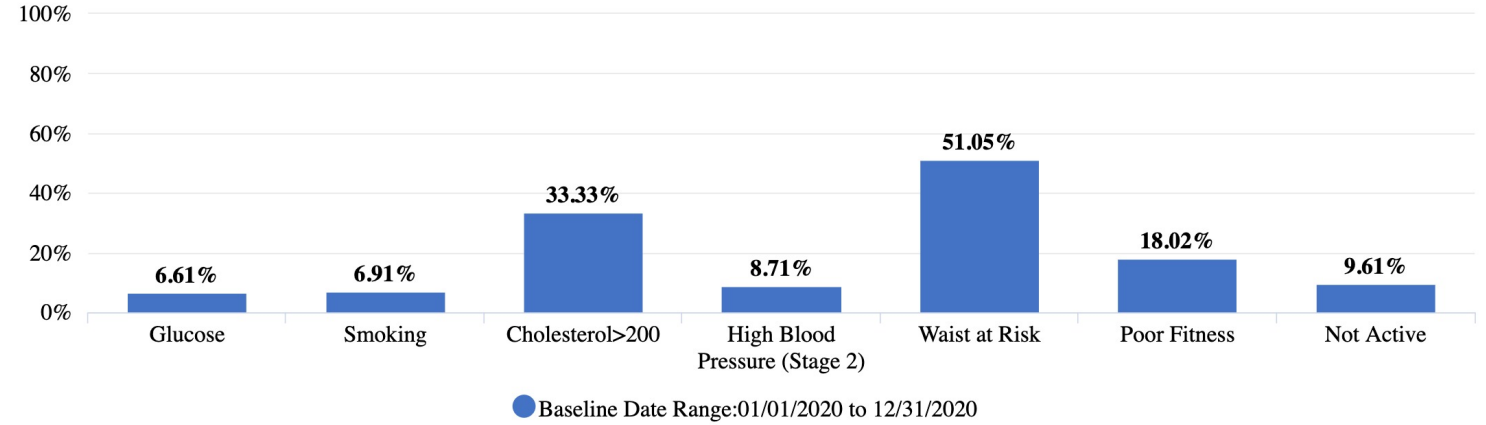
According to 2005 Behavioral Risk Factor Surveillance System (BRFSS) data, 75% of adults surveyed reported that they do not eat fruits and vegetables five or more times each day. 37% said they were overweight, and 17% said they were obese. The Centers for Disease Control and Prevention reports only one in four Americans eats 5 or more servings of fruits or vegetables per day. Americans are four times more likely to pick a processed snack, than a fruit or vegetable.

According to the American Institute for Cancer Research people who eat 5 or more servings of fruits and vegetables each day have half the risk of developing cancer as those who only eat one or two servings per day.

Consuming the recommended number of vegetables each day can increase your daily intake of fiber, cancer fighting antioxidants and phytochemicals, and reduce the risk of chronic diseases. Different vegetables are rich in different nutrients, so it is recommended to include a variety several times a week, including dark green, orange, yellow, red, as well as, legumes and starchy vegetables.

# Section I

## Heart Disease Risk Factors



Date	01/01/2020 to 12/31/2020
No of Employee:	333

The chart represents the percentage of employees at risk for heart disease. About half of all Americans (47%) have at least one of the three key risk factors for heart disease: high blood pressure, high cholesterol, or smoking.

Modifiable heart risk disease risk factors include:

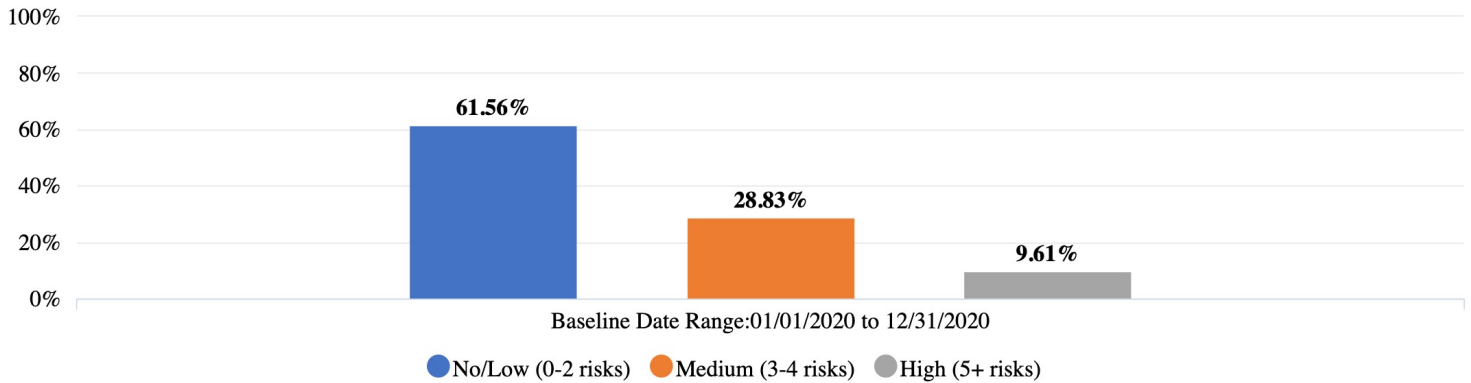
- High blood cholesterol
- High blood pressure (stage 2)
- Diabetes
- Waist
- Smoking
- Poor fitness
- No physical activity
- Unhealthy diet

Nearly 800,000 Americans die each year from heart disease, stroke and other cardiovascular diseases, accounting for one in every three deaths. Annually, about one in every six US health-care dollars is spent on cardiovascular disease. By 2030, annual direct medical costs associated with cardiovascular diseases are projected to rise to more than \$818 billion dollars, while lost productivity costs could exceed \$275 billion dollars.

## Section I

### Trend In Lifestyle Health

Trend in Lifestyle Health



Date	01/01/2020 to 12/31/2020
No of Employee:	333

This chart shows the percentages of employees in the low, medium or high risk categories. Measured risks in this chart include fitness, blood pressure, total cholesterol, glucose and waist. Self reported risks in this chart include stress, coping, depression, alcohol intake, fat consumption, fruit/vegetables/fiber consumption and smoking.

This information is important to guide population-based programs toward reaching the target goal of 70% low risk.

- Number of risks tends to increase as the potential for poor health tends to increase.
- Frequently, risk accumulation happens prior to a medical event.
- Decreasing the number of risks is important, but so is the maintenance of good health and low risk. Keeping the healthy people healthy, while preventing them from accumulating additional risks.
- Good wellness programs prevent the accumulation of additional risks.
- The low risk population represents a key portion of the population to be maintained through a preventive-oriented wellness program.

### Low Risk Status

The Low Risk population is the key target group for the preservation plan to "Keep Healthy People Healthy."

- The low risk population is typically the low-cost population. However, this population will not remain low risk or low cost if proper preventive interventions are not in place.
- The natural flow of health risk is toward higher risk and cost as participants age.
- Many wellness programs ignore this low risk population. A good wellness program encourages participants to maintain a low risk lifestyle.
- Programs that sustain the low risk population can reduce the rate of increasing risks and costs.

# Section I

## Total High Risks

### January 2020 To December 2020

Risk Factors	Percentage Participants at risk	No. of Employees at risk
BMI	80.48%	268
Waist	51.05%	170
Sleep	42.94%	143
Cholesterol	33.33%	111
Fruit/Veg/Fiber	30.63%	102
Fat Intake	29.73%	99
Stress	28.23%	94
Fitness	18.02%	60
HDL-C	15.32%	51
Depression	12.31%	41
Excessive Alcohol	10.51%	35
Physical Activity	9.61%	32
Blood Pressure	8.71%	29
Smoking	6.91%	23
Glucose	6.31%	21
Cope	6.01%	20
Health Perception	1.2%	4

Date	Total number of risks	Number of people at risk	Average number of risks per participant
January 2020 to December 2020	1303	324	3.91

## Section I

### Quality Of Life

Is the general well-being of individuals, outlining negative and positive features of life. It observes life satisfaction, including everything from physical health, family, education, employment, wealth, religious beliefs, finance and the environment. Employees with high life satisfaction (well-being), are highly productive, less absent and have lower health-care costs.

### Activity

#### January 2020 To December 2020

	Number	Percentage of Total
I do vigorous aerobic exercise (jogging, cycling, swimming, rowing, stair stepping etc.) 3 or more times/week for 20 minutes or more.	46	13.81%
I am regularly active and I usually get 30 min. 5 times/wk of moderate physical activity.	124	37.24%
I am somewhat active, but less than 30 minutes 5 times/wk.	131	39.34%
I am not active and have no regular leisure time physical activity.	32	9.61%



## Quality Of Life Indicators

In General, How Satisfied Are You With Your Life? (Include Personal And Professional Aspects)

January 2020 To December 2020

	Number	Percentage of Total
Completely Satisfied	81	24.32%
Mostly Satisfied	226	67.87%
Partly Satisfied	24	7.21%
Not Satisfied	2	0.6%

How Stressful Is Your Life?

January 2020 To December 2020

	Number	Percentage of Total
Not at All	43	12.91%
Sometimes	196	58.86%
Fairly Often	64	19.22%
Very Often	30	9.01%

How Often Have You Found That You Could Not Cope With All The Things That You Had To Do?

January 2020 To December 2020

	Number	Percentage of Total
Not at All	224	67.27%
Sometimes	89	26.73%
Fairly Often	14	4.2%
Very Often	6	1.8%

**Over The Past 2 Weeks, Have You Felt Down, Depressed, Or Hopeless?**

**January 2020 To December 2020**

	Number	Percentage of Total
Yes	33	9.91%
No	300	90.09%

**Over The Past 2 Weeks, Have You Felt Little Interest Or Pleasure In Doing Things?**

**January 2020 To December 2020**

	Number	Percentage of Total
Yes	23	6.91%
No	310	93.09%

**Considering Your Age, How Would You Describe Your Overall Physical Health?**

**January 2020 To December 2020**

	Number	Percentage of Total
Excellent	37	11.11%
Very Good	108	32.43%
Good	138	41.44%
Fair	46	13.81%
Poor	4	1.2%

**In The Past Year, How Many Days Of Work Have You Missed Due To Personal Illness?**

**January 2020 To December 2020**

	Number	Percentage of Total
0	204	61.26%
1 - 2 days	102	30.63%
3 - 5 days	19	5.71%
6 - 10 days	3	0.9%
11 - 15 days	2	0.6%
16 days or more	3	0.9%



**During The Past 4 Weeks How Much Did Your Health Problems Affect Your Productivity While You Were Working?**

**January 2020 To December 2020**

	Number	Percentage of Total
No health problems	231	69.37%
None of the time	66	19.82%
Some of the time	33	9.91%
Most of the time	2	0.6%
All of the time	1	0.3%

**Hours Of Sleep**

**January 2020 To December 2020**

	Number	Percentage of Total
Less than 7 hours	143	42.94%
7-9 hours	190	57.06%
More than 9 hours	0	0%

**In The Next 6 Months, Which If Any Of These Lifestyle Changes Are You Planning To Make To Keep Yourself Healthy Or Improve Your Health?**

**January 2020 To December 2020**

In the next 6 months, which if any of these lifestyle changes are you planning to keep yourself healthy or improve your health?			
57.06%	Increase Exercise	42.04%	Maintain exercise
58.86%	Lose Weight	20.12%	Maintain Weight
3%	Quit or cut down tobacco use	51.95%	Eat healthier
2.7%	Decrease alcohol consumption	21.62%	Handle stress better
14.11%	Lower Blood Pressure	11.41%	Lower Cholesterol
3.9%	None	29.13%	Sleep Better

## Section I

### Culture Of Wellness/Support

#### Culture Touch Point Questions:

Survey Item	January 2020 to December 2020	
My company leaders are models for a healthy lifestyle.	Number	Percentage of total
Strongly Disagree	10	3%
Disagree	32	9.61%
Undecided/Don't Know	90	27.03%
Agree	177	53.15%
Strongly Agree	24	7.21%

Survey Item	January 2020 to December 2020	
This company demonstrates its commitment to supporting healthy lifestyles through its use of resources such as time, space and money.	Number	Percentage of total
Strongly Disagree	7	2.1%
Disagree	22	6.61%
Undecided/Don't Know	56	16.82%
Agree	210	63.06%
Strongly Agree	38	11.41%

Survey Item	January 2020 to December 2020	
	Number	Percentage of total
<b>People at this company are taught skills needed to achieve a healthy lifestyle.</b>		
Strongly Disagree	3	0.9%
Disagree	16	4.8%
Undecided/Don't Know	61	18.32%
Agree	226	67.87%
Strongly Agree	27	8.11%

Survey Item	January 2020 to December 2020	
	Number	Percentage of total
<b>New employees at our workplace are made aware of the organization's support for healthy lifestyles.</b>		
Strongly Disagree	1	0.3%
Disagree	7	2.1%
Undecided/Don't Know	82	24.62%
Agree	207	62.16%
Strongly Agree	36	10.81%

Survey Item	January 2020 to December 2020	
	Number	Percentage of total
<b>People are rewarded and recognized for efforts to live a healthy lifestyle.</b>		
Strongly Disagree	7	2.1%
Disagree	28	8.41%
Undecided/Don't Know	63	18.92%
Agree	207	62.16%
Strongly Agree	28	8.41%

Survey Item	January 2020 to December 2020	
My immediate supervisor supports my efforts to adopt healthier lifestyle practices.	Number	Percentage of total
Strongly Disagree	4	1.2%
Disagree	7	2.1%
Undecided/Don't Know	69	20.72%
Agree	195	58.56%
Strongly Agree	58	17.42%

Survey Item	January 2020 to December 2020	
Coworkers support one another in efforts to adopt healthier lifestyle practices.	Number	Percentage of total
Strongly Disagree	0	
Disagree	12	3.6%
Undecided/Don't Know	51	15.32%
Agree	223	66.97%
Strongly Agree	47	14.11%

Survey Item	January 2020 to December 2020	
My friends support one another in efforts to adopt healthier lifestyle practices.	Number	Percentage of total
Strongly Disagree	0	
Disagree	2	0.6%
Undecided/Don't Know	30	9.01%
Agree	248	74.47%
Strongly Agree	53	15.92%

Survey Item	January 2020 to December 2020	
	Number	Percentage of total
<b>My family members and/or housemates support one another in efforts to adopt healthier lifestyle practices.</b>		
Strongly Disagree	0	
Disagree	4	1.2%
Undecided/Don't Know	20	6.01%
Agree	232	69.67%
Strongly Agree	77	23.12%

The above indicators are measures that are used to assess the development of your company's wellness culture. The workplace has a significant impact on employees' health, and likewise, employees' health has a great impact on the workplace culture. Employers are increasingly realizing that their actions in the workplace can positively impact the health and well-being of their employees, they are finding that improving the wellness culture is good business strategy.

Many employers implement wellness programs, but neglect to create a culture of wellness in their workplace. As a result, they face many challenges in improving health and well-being in their workforce. Participation may not be robust, employees may oppose changes in their lifestyle behavior, and leadership may not be supportive.

Best practice wellness programs have been shown to positively improve employees' health and lifestyle behaviors, which in turn, positively impacts their organizations. Organizations that invest in creating a culture of wellness are able to build and sustain better health and well-being over time and achieve even greater benefits in terms of increased productivity and performance and happier, healthier employees.

## Section I

### Preventive

Have you had any preventive care services performed by your primary care provider such as routine health care check-ups, screenings, and immunizations intended to prevent or avoid illness or other health problems?

	January 2020 to December 2020	
<b>Yes</b>	<b>Number of Participants</b>	<b>Percentage</b>
	266	79.88%
<b>No</b>	<b>Number of Participants</b>	<b>Percentage</b>
	67	20.12%

## Section II

Here Are The Aggregated Responses From The Health Surveys For Allegan County

### January 2020 To December 2020

Age	Number	Percentage of Total
18-29	41	12.31%
30-39	76	22.82%
40-49	101	30.33%
50-59	76	22.82%
60 plus	39	11.71%
Average Age	44.62	

### January 2020 To December 2020

Sex	Number	Percentage of Total
Female	204	61.26%
Male	129	38.74%

### Health Related Behaviors:

How Would You Describe Your Cigarette Smoking Habits?

### January 2020 To December 2020

	Number	Percentage of Total
Still smoke	23	6.91%
Used to smoke	79	23.72%
Never Smoked	231	69.37%

## Still Smoke

### January 2020 To December 2020

Cigarettes per day	Number	Percentage of Total
1 to 10	18	5.41%
11 to 20	2	0.6%
21 to 30	1	0.3%
31 to 40	0	0%
40+	0	0%

## How Many Years Has It Been Since You Smoked Cigarettes On A Regular Basis ?

### January 2020 To December 2020

Year	Number	Percentage of Total
0 to 1	9	2.7%
1 to 4	11	3.3%
5 to 9	18	5.41%
10 to 14	8	2.4%
15+	33	9.91%

## Do You Smoke Or Use:

### January 2020 To December 2020

	Number	Percentage of Total
Cigarettes	21	6.31%
Pipe	0	0%
Cigars	1	0.3%
Smokeless	0	0%
Other	1	0.3%



## How Often Do You Use Drugs Or Medication (Including Prescription Drugs) Which Affect Your Mood Or Help You To Relax?

### January 2020 To December 2020

	Number	Percentage of Total
Almost everyday	62	18.62%
Sometimes	12	3.6%
Rarely	22	6.61%
Never	237	71.17%

## How Many Drinks Of Alcoholic Beverages Do You Have In A Typical Week?

(1 drink = 1 beer 12oz, glass of wine 4oz, shot of liquor or mixed drink 1.5oz)

### January 2020 To December 2020

Male	Number	Percentage of Total
None(0)	41	31.78%
1 to 14	88	68.22%
15 to 20	0	0%
21 to 28	0	0%
28+	0	0%

### January 2020 To December 2020

Female	Number	Percentage of Total
None(0)	89	43.63%
1 to 7	115	56.37%
8 to 16	0	0%
17 to 24	0	0%
25+	0	0%

## Within The Past 6 Months:

### January 2020 To December 2020

	Number	Percentage of Total
Have you felt you should cut down on your drinking?	7	2.1%
Have you been annoyed when others say you have had too much to drink?	0	0%
Have you felt bad or guilty about your drinking?	0	0%
Have you taken a drink first thing in the morning to steady your nerves or to get rid of a hangover (eye opener)?	0	0%

## Alcohol Binge

### Men On Any Day In Past Month Did You Have More Than 5 Drinks At The Same

January 2020 to December 2020		
Yes	Number of Participants	Percentage
	13	10.08%
No	Number of Participants	Percentage
	116	89.92%

### Women On Any Day In Past Month Did You Have More Than 4 Drinks At Same Time

January 2020 to December 2020		
Yes	Number of Participants	Percentage
	22	10.78%
No	Number of Participants	Percentage
	182	89.22%

## Diet

### How Many Servings Of Foods Do You Eat That Are High In Fiber, Such As Whole Grain Bread, High Fiber Cereal, Fresh Fruits Or Vegetables?

(serving size: 1 slice bread, 1/2 cup or 110 ml vegetables, 1 medium fruit, 3/4 cup or 170 ml cereal)

#### January 2020 To December 2020

Servings per day	Number	Percentage of Total
1 to 2	97	29.13%
3 to 4	170	51.05%
5 to 6	61	18.32%
Rarely or Never	5	1.5%

### How Many Servings Of Food Do You Eat That Are High In Fat Such As Fatty Meat, Cheese, Or Fried Foods?

(serving size: 3 1/2 oz or 100 g meat, 1 oz/slice or 28 g cheese)

#### January 2020 To December 2020

Servings per day	Number	Percentage of Total
1 to 2	173	51.95%
3 to 4	91	27.33%
5 to 6	8	2.4%
Rarely or Never	61	18.32%

## Biometric Assessment Results

### Oxygen Uptake Fitness

#### January 2020 To December 2020

	Number	Percentage of Total
Superior	102	30.63%
Excellent	45	13.51%
Good	75	22.52%
Fair	51	15.32%
Poor	60	18.02%

### BMI

#### January 2020 To December 2020

	Number	Percentage of Total
Under 18.5 Underweight	0	0%
18.5 to 24.9 Normal	65	19.52%
25 to 29.9 Over-weight	121	36.34%
30 to 39.9 Obese	125	37.54%
40+ Extreme Obese	22	6.61%

### Waist

#### January 2020 To December 2020

	Number	Percentage of Total
Male [>40 inches]	54	41.86%
Female [>35 inches]	116	56.86%

## Blood Pressure

### January 2020 To December 2020

	Systolic mm Hg(Upper Number)		Diastolic mm Hg(Lower Number)	Number	Percentage of Total
Normal	Less Than 120	And	Less Than 80	98	29.43%
Elevated	120-129	And	Less Than 80	31	9.31%
High Stage 1	130-139	Or	80-89	175	52.55%
High Stage 2	140 or Higher	Or	90 or Higher	29	8.71%
Hypertensive Crisis	Higher Than 180	And/Or	Higher Than 120	0	0%

## Cholesterol

### January 2020 To December 2020

	Number	Percentage of Total
Desirable [199 or lower]	222	66.67%
Borderline [200 - 239]	78	23.42%
High [240+]	33	9.91%

## HDL-Cholesterol

### January 2020 To December 2020

	Number	Percentage of Total
Optimal [60 or greater]	102	30.63%
Desirable [between 40 and 60]	180	54.05%
Less than 40	51	15.32%

## Glucose

### January 2020 To December 2020

	Number	Percentage of Total
High 200+ non-fasting	3	0.9%
Borderline High 140 - 199	19	5.71%
Normal Less 140	311	93.39%

## Medical Referral

### January 2020 To December 2020

	Number	Percentage of Total
Referrals made	32	9.61%
Successful referrals (as % of referrals)	25	7.51%

## Allegan County Comprehensive Worksite Wellness Program - Key Performance Indicators

Report Date 5/13/2021

		2013	2014	2015	2016	2017	2018	2019*	2020*
<b>Objective</b>	<b>Metric</b>								
<b>1. Maintain sustainable healthcare costs and expenditures</b>									
<b>1.1. Total Program Benefit</b>									
	1.4. Medical Claims <sup>1</sup>	\$2,473,498	\$1,998,642	\$2,707,325	\$3,354,773	\$2,941,887	\$3,134,439	\$1,983,582	\$2,820,132
	1.5. Pharmacy Claims <sup>1</sup>	\$429,267	\$594,253	\$673,774	\$828,302	\$773,655	\$766,795	\$726,350	\$844,421
	1.6. Dental, Vision and Hearing Costs <sup>2</sup>	\$308,621	\$325,864	\$335,693	\$329,094	\$303,255	\$326,524	\$297,570	\$274,479
	1.7. Medical Insurance Fixed Fees/Premiums	\$638,541	\$665,667	\$719,848	\$719,928	\$785,818	\$874,552	\$3,941,852	\$3,901,015
	1.8. Benefit Broker Fees	\$23,818	\$33,128	\$34,021	\$32,720	\$42,646	\$35,788	\$24,050	\$53,960
	1.9. HSA Contributions by Employer	\$266,630	\$232,345	\$225,066	\$376,280	\$481,516	\$479,777	\$393,516	\$491,237
	1.10. Less Medical Stop Loss Reimbursements	\$0	(\$54,233)	\$0	(\$274,587)	(\$236,281)	(\$623,622)	n/a	n/a
	1.11. Medical Insurance Opt Out Payments	\$153,625	\$141,125	\$127,375	\$124,125	\$130,875	\$150,125	\$169,875	\$191,375
	1.12. Disability Insurance Fees	\$118,943	\$125,353	\$127,304	\$125,049	\$116,596	\$122,989	\$127,968	\$133,957
	1.13. Worker's Compensation	\$115,838	\$319,207	\$149,871	\$207,851	\$93,064	\$111,006	\$92,897	\$38,219
	1.14. Employee Assistance Program Fees	\$8,867	\$9,617	\$9,606	\$8,867	\$8,867	\$8,561	\$8,561	\$9,886
	1.16. Wellness Vendor Fees	\$10,000	\$29,236	\$75,355	\$82,320	\$83,317	\$81,069	\$88,392	\$70,072
	1.17. Wellness Administration - Internal	\$37,302	\$35,329	\$38,322	\$35,524	\$38,624	\$39,568	\$41,156	\$41,356
	1.18. Wellness Incentive Payments <sup>3</sup>	\$0	\$0	\$71,700	\$81,300	\$87,000	\$83,145	\$87,210	\$91,110
	<b>1.1. Total Program Benefit</b>	<b>\$4,584,950</b>	<b>\$4,455,532</b>	<b>\$5,295,260</b>	<b>\$6,031,546</b>	<b>\$5,650,839</b>	<b>\$5,590,715</b>	<b>\$5,273,047</b>	<b>\$5,296,666</b>
	# of Employees <sup>4</sup>	457	466	471	459	476	552	545	536
	<b>Total Program Benefit per Employee per Year</b>	<b>\$10,033</b>	<b>\$9,561</b>	<b>\$11,243</b>	<b>\$13,141</b>	<b>\$11,872</b>	<b>\$10,128</b>	<b>\$9,675</b>	<b>\$9,882</b>
<b>1.2. Healthcare Costs</b>									
	1.4. Medical Claims <sup>1</sup>	\$2,473,498	\$1,998,642	\$2,707,325	\$3,354,773	\$2,941,887	\$3,134,439	\$1,983,582	\$2,820,132
	1.5. Pharmacy Claims <sup>1</sup>	\$429,267	\$594,253	\$673,774	\$828,302	\$773,655	\$766,795	\$726,350	\$844,421
	1.7. Medical Insurance Fixed Fees/Premiums	\$665,667	\$638,541	\$719,848	\$719,928	\$785,818	\$874,552	\$3,941,852	\$3,901,015
	1.8. Benefit Broker Fees	\$23,818	\$33,128	\$34,021	\$32,720	\$42,646	\$35,788	\$24,050	\$53,960
	1.9. HSA Contributions by Employer	\$266,630	\$232,345	\$225,066	\$376,280	\$481,516	\$479,777	\$393,516	\$491,237
	1.10. Less Medical Stop Loss Reimbursements	0	(\$54,233)	\$0	(\$274,587)	(\$236,281)	(\$623,622)	n/a	n/a
	1.11. Medical Insurance Opt Out Payments	\$153,625	\$141,125	\$127,375	\$124,125	\$130,875	\$150,125	\$169,875	\$191,375
	1.16. Wellness Vendor Fees	\$10,000	\$29,236	\$75,355	\$82,320	\$83,317	\$81,069	\$88,392	\$70,072
	1.17. Wellness Administration - Internal	\$37,302	\$35,329	\$38,322	\$35,524	\$38,624	\$39,568	\$41,156	\$41,356
	1.18. Wellness Incentive Payments <sup>3</sup>	\$0	\$0	\$71,700	\$81,300	\$87,000	\$83,145	\$87,210	\$95,700
	1.19. Less Medical Insurance Premiums - Employee Cost	(\$446,385)	(\$543,066)	(\$126,959)	(\$72,486)	(\$121,279)	(\$170,607)	(\$144,301)	(\$148,622)
	<b>1.2. Healthcare Costs</b>	<b>\$3,613,422</b>	<b>\$3,105,300</b>	<b>\$4,545,827</b>	<b>\$5,288,199</b>	<b>\$5,007,778</b>	<b>\$4,851,029</b>	<b>\$4,601,750</b>	<b>\$4,696,093</b>
	# of Employees <sup>4</sup>	457	466	471	459	476	552	545	536
	<b>Healthcare Costs per Employee per Year</b>	<b>\$7,907</b>	<b>\$6,664</b>	<b>\$9,651</b>	<b>\$11,521</b>	<b>\$10,521</b>	<b>\$8,788</b>	<b>\$8,444</b>	<b>\$8,761</b>

Objective	Metric	2013	2014	2015	2016	2017	2018	2019*	2020*
<b>1. Maintain sustainable healthcare costs and expenditures</b>									
	<b>1.3. Employee Medical Costs</b>								
	1.19. Medical Insurance Premiums - Employee	\$446,385	\$543,066	\$126,959	\$72,486	\$121,279	\$170,607	\$144,301	\$148,622
	1.20. Healthcare Costs - Employee	\$411,364	\$516,841	\$593,077	\$667,621	\$873,593	\$972,527	\$974,678	\$1,009,250
	1.9. Less HSA Contributions - Employer	(\$266,630)	(\$232,345)	(\$225,066)	(\$376,280)	(\$481,516)	(\$479,777)	(\$393,516)	(\$491,237)
	<b>1.3. Employee Medical Costs</b>	<b>\$591,119</b>	<b>\$827,562</b>	<b>\$494,970</b>	<b>\$363,827</b>	<b>\$513,356</b>	<b>\$663,357</b>	<b>\$725,463</b>	<b>\$666,635</b>
<b>2. Increase health and wellness</b>									
	2.1. Reduce lifestyle health risk factors								
	2.1.1. % Low Risk Lifestyle - Employees <sup>5</sup>	62%	60%	61%	64%	63%	61%	60%	60%
<b>3. Increase productivity</b>									
	3.1. Reduce absenteeism								
	3.1.1. Short Term Disability Days Paid	664	1,338	1,769	1,606	1,234	557	1,353	874
	3.1.2. Short Term Disability Payments	\$49,043	\$93,480	\$122,822	\$99,595	\$109,806	\$51,539	\$115,066	\$89,385
<b>4. Increase healthy workplace culture</b>									
	4.1. % Wellness participants who agree or strongly agree that the organization demonstrates its commitment to supporting healthy lifestyles through its use of resources	43%	58%	75%	81%	81%	82%	79%	74%
	4.2. % Wellness participants who agree or strongly agree that people in the organization are taught skills needed to achieve a healthy lifestyle	25%	54%	66%	76%	81%	81%	81%	76%
	4.3. % Wellness participants who agree or strongly agree that people in the organization are rewarded and recognized for efforts to live a healthy lifestyle	15%	47%	63%	76%	75%	75%	79%	71%
<b>5. Increase engagement</b>									
	5.1. Increase Wellness participation								
	5.1.1 % Employee Participation in Core Wellness (Assessment and Coaching) <sup>5</sup>								
	# Employees Participation Core Wellness	80	133	275	289	308	304	326	312
	# Employees Eligible Core Wellness	329	346	351	345	361	368	382	384
	5.1.1. % Employee Participation Core Wellness	24%	39%	78%	84%	85%	83%	85%	81%

\*AC fully insured in 2019, 2020.

<sup>1</sup>2018 includes BCBS runout, Jan.- Feb. 2019; 2019 Claims not direct cost, direct cost in Premiums 1.7.

<sup>2</sup>Prior to 2019: Claims; 2019 and later: Premiums.

<sup>3</sup>2018 decrease due to adjust./state funding FOC salary & wages.

<sup>4</sup>Data from Wellness Quarterly Report, 4th Quarter. Includes Comprehensive and Select Eligible.

<sup>5</sup>2019: Data from 4th Quarter due to COVID-19. Other years: Data from subsequent year 1st Quarter to reflect most recent.

