



PRIMARY OBJECTIVES

Please 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

<u>Employees—Comprehensive¹</u>	<u>Mar '17</u>	<u>Mar '18</u>	<u>Mar '19</u>	<u>Mar '20²</u>	<u>Jun '20²</u>	<u>Bnchmrk³</u>
5.1.1. # Enrolled	291	312	312	328	314	
5.1.1. % Enrolled	84%	86%	85%	85%	82%	
5.1.1. # Core Participation ⁴	289	308	304	242	317	
5.1.1. % Core Participation ⁴	84%	85%	83%	63%	82%	75%

Spouses—Comprehensive

5.1.2. # Enrolled	17	24	26	24	24	
5.1.2. # Core Participation	8	14	17	3	3	

Employees—Select⁵

5.1.3. # Enrolled	9	8	13	14	15	
5.1.3. % Enrolled	7%	4%	7%	9%	9%	

Spouses—Select

5.1.4. # Enrolled	3	3	3	3	3	
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Group Programs

	<u>Date</u>	<u># Participants</u>
5.1.5 Social Distancing Healthy Distractions Challenge	4/6 — 6/1	11
5.1.5 Positive Attitude Challenge	4/20 — 5/3	9
5.1.5 Food for Thought Webinar (2 times)	5/8	9
5.1.5 Address Stress, Build Resiliency Webinar	5/18	10
5.1.5 Fruit and Vegetable Challenge	6/15 — 7/5	8
5.1.5 Character Strength Survey & Webinar	6/25	14

Participation Incentive implemented January, '15. Benchmark participation first met September, '15.

¹Comprehensive 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, Jun.'20=385.

²Data skewed due to service interruption with COVID-19.

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

⁴Core components: Biometric Screening, Health Survey and Coaching.

⁵Select Program # of employees eligible (Irregular Part-time, Seasonal, Temporary, Per Diem): Mar.'17=128, Mar.'18=191, Mar.'19=191, Mar.'20=155, Jun'20=163. 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

	<u>Mar '17</u>	<u>Mar '18</u>	<u>Mar '19</u>	<u>Mar '20²</u>	<u>Jun '20²</u>	<u>Bnchmrk⁶</u>
2.1.1. Lifestyle Health Risk Factors ^{7,10}						
Low risk (0-2 risks)	64%	63%	61%	56%	57%	70%
Medium risk (3-4 risks)	26%	29%	29%	34%	33%	—
High risk (5+ risks)	10%	8%	10%	10%	10%	—
2.1.2. Zero Cardiovascular Disease Risk Factors ⁸	36%	38%	NA	NA	NA	—

Measured Health Risk Factors (low % desired):

2.1.3. Body Mass Index Overweight/Obese	79%	81%	82%	82%	80%	66%
2.1.4. % Body Fat Below Average/Poor ⁹	62%	63%	NA	NA	NA	NA
2.1.5. Waist at risk	50%	48%	53%	60%	55%	42%
2.1.6. High Blood Pressure Stage 1 ¹⁰	NA	NA	41%	NA	55%	
High Blood Pressure Stage 2 (140+/90+) ¹⁰	12%	15%	16%	17%	15%	13%
2.1.7. High Cholesterol (≥200)	33%	33%	35%	33%	35%	32%
2.1.8. Glucose at risk ¹⁰	0%	0%	3%	6%	7%	1%
2.1.9. Poor Fitness ¹⁰	16%	14%	29%	18%	20%	13%

Self-reported Health Risk Factors (low % desired):

2.1.10. No Exercise/Leisure-time Activity	10%	13%	14%	11%	9%	12%
2.1.11. Smoking	9%	8%	8%	7%	7%	12%
2.1.12. High Stress	33%	26%	31%	27%	28%	32%
2.1.13. Low Coping	3%	3%	2%	2%	2%	5%
2.1.14. Depression	10%	9%	13%	14%	13%	12%
2.1.15. Alcohol at risk	2%	3%	3%	11%	10%	4%
2.1.16. High Fat Consumption	19%	22%	29%	29%	33%	20%
2.1.17. Low Fiber Consumption	34%	32%	26%	27%	28%	30%
2.1.18. Sleep (<7 hours per night) ¹¹	NA	NA	45%	40%	39%	

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

⁷Lifestyle Health Risk Factors include 2.1.5. — 2.1.18. except 2.1.10.

⁸Cardiovascular 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, not per person.

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

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

¹¹Sleep (<7 hours/night) is new health risk factor as of 1/1/19.



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
1/2020—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	1/2015—3/2015	585,120
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	4/2015—6/2015	603,730
		7/2019—9/2019	552,596	7/2018—9/2018	764,044	7/2017—9/2017	665,137	7/2016—9/2016	949,647	7/2015—9/2015	711,768
		10/2019—12/2019	555,078	10/2018—12/2018	606,659	10/2017—12/2017	895,999	10/2016—12/2016	893,037	10/2015—12/2015	806,708

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

Date	Amount	Date	Amount	Date	Amount	Date	Amount	Date	Amount	Date	Amount
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	1/2015—3/2015	153,663
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	4/2015—6/2015	144,697
		7/2019—9/2019	216,140	7/2018—9/2018	192,355	7/2017—9/2017	213,390	7/2016—9/2016	235,438	7/2015—9/2015	186,217
		10/2019—12/2019	215,927	10/2018—12/2018	242,884	10/2017—12/2017	236,395	10/2016—12/2016	228,381	10/2015—12/2015	189,196

1.15. Comprehensive Worksite Wellness

<u>Apr—Jun 2020</u>		<u>Jan—Mar 2020</u>	
1.16. Wellness Vendor	30,102.82	1.16. Wellness Vendor	6,662.98
1.17. Wellness Administration	10,805.92	1.17. Wellness Administration	9,687.15
<u>1.18. Incentive</u>	<u>300</u>	<u>1.18. Incentive</u>	<u>0</u>
1.15. Total	41,208.74	1.15. Total	16,350.13

Period	Vendor	Administration	Miscellaneous	Incentive ¹²	Total
2013—To Date	486,455.16	282,814.44	3,549.42	410,655.00	1,183,474.02
2019	88,391.93	41,155.77	0	87,210.00	216,757.70
2018	81,069.48	39,567.97	45.39	83,145.00	203,827.84
2017	83,316.85	38,624.33	0	87,000.00	208,941.18
2016	82,319.91	35,524.10	0	81,300.00	199,144.01
2015	75,355.19	38,322.35	0	71,700.00	185,377.54
2014	29,236.00	35,278.76	49.99	NA	64,564.75
2013	10,000.00	33,848.09	3,454.04	NA	47,302.13

¹²2018 decrease due to accounting adjustment for state funding for Friend of the Court salary & wages.