

Wellness 3rd Quarter Report - Report Date 11/5/2020 – Overall Summary

- The Wellness report is a Quarterly update and reflects data through September 2020.
- **Page 1** provides an overview of the **6 Primary Objectives** established for the Wellness Initiative by Allegan County along with the Board of Commissioners.
- **Page 3** includes Health Insurance and Wellness Initiative Expenditures.
 - We had **several high cost claims** hit in the 3rd Quarter specific details are being investigated by Gibson our benefits broker with assistance from Gallagher the broker of the West Michigan Health Insurance Pool.
- **Page 2** includes metrics from Holtyn wellness, under the related established objective.
- On Page 3 of the Quarterly Report, at the top, 2. 1. 1. shows our **Health Risk Stratification**. This summarizes the health risk metrics listed below it, and shows employees in 3 groups: Low, Medium & High Risk. The goal is to bring employees **from High and Medium risk** to Low risk, and **keep Low risk** employees healthy.
- Showing at the **top left**, the employee **participation rate** for Wellness Assessment & Coaching is currently **86%**. This exceeds the **best-practice b Highlights Narrative benchmark** goal of 75%. We have maintained or exceeded this best-practice goal since 2015, the year the \$300 Participation Incentive payment was implemented.

Highlights Narrative

- The Wellness Strategic Focus for 2020 and 2021, determined in 2019, is to support physical and mental health, and this has been very fitting for our challenges in today's environment.
- Earlier this year when Covid-19 hit, we revised **programming** to continue to safely support health & well-being. All in-person activities were changed to virtual or telephonic delivery, and we are currently still operating that way. With the changes made, we received positive feedback from a few employees, and no negative feedback on the revised format.
 - **Assessment, Coaching and Incentives.** In response to questions and concerns received regarding continuing assessments and incentives during COVID-19, all 3rd Quarter Assessment & Coaching (and about 1/3 in 1st & 2nd Quarter) was done telephonically, which excluded coach-measured biometrics. Wellness coaches continue to make EAP referrals as individual needs are discovered. We are seeing an increase in individuals experiencing anxiety.
 - These changes were **rolled into the 2020 Participation Incentive Payment** and it took place on Oct. 30, as scheduled.
 - **Educational Group programs** also shifted and were delivered in webinar format and they will remain that way through 2020.
 - In July our EAP program hosted a webinar titled Health and Wellbeing in Today's Environment and the video is available for staff access.
 - The Wellness intranet home pages lists Tips for Wellness in Today's Environment – behaviors that support a healthy immune system, physical and mental health.
 - **Healthy Behavior Challenges** continued as usual, as they are **done individually** and include email support from a wellness coach.
 - An activity challenge was added at the beginning of social distancing called Social Distancing: Healthy Distractions that highlighted healthy simple and specific behaviors for coping through the pandemic - in the areas of exercise, nutrition, and relaxation.
 - **Fitness Centers.** HR and Wellness Team members received over a dozen questions regarding Fitness Centers reopening when Michigan lifted its Gym closure rule. The Fitness Centers were closed at the beginning COVID-19. Consistent with the Board approved COVID-19 Preparedness, Response and Safe Work plan, they remain closed. Questions were addressed during the September

18, 2020, organization-wide meeting with the Administrator. We continue to focus on how people can maintain fitness in so many other ways while the physical equipment is unavailable (as outlined above).

- Some challenges that show up in our data are:
 - In 2. 1. 13. We are seeing decreased **Ability to Cope with Stress** from 1st Quarter to 3rd Quarter.
 - 2. 1. 15 shows **Alcohol at Risk** has increased from 3% in 2019 to 11% in 2020.
 - Priority Health reported 58 members were treated for **Depression** in the 3rd Quarter, an increase from 42 members in 2nd Quarter. This is not directly reflected on this report – keep in mind this report includes data on our 86% wellness participants, and PH reports show data on all of our health insurance participants.
- **OTHER COVID ISSUES (not reflected on the Wellness Report),**
 - As can be expected, there are daily operational issues surrounding COVID-19. We have responded to many concerns throughout the pandemic.
 - Recently more employee related cases rising.
 - As stated through Public Health, a key challenge in managing the pandemic has been the different views (personal, political, or otherwise) held by individuals regarding COVID-19. Organizationally, this had held true. It is difficult to have each area abide by and support a standard of safety.
 - The COVID-19 Preparedness, Response and Safe Work plan has served us very well to be able to manage the environment organizational during the pandemic

This completes our update for you today. We **thank you for your time** and welcome any **questions** you may have.

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

Employees—Comprehensive ¹	Mar '17	Mar '18	Mar '19	Mar '20 ²	Sep '20	Bnchmrk ³
5.1.1. # Enrolled	291	312	312	328	324	
5.1.1. % Enrolled	84%	86%	85%	85%	84%	
5.1.1. # Core Participation ⁴	289	308	304	242	332	
5.1.1. % Core Participation ⁴	84%	85%	83%	63%	86%	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	Date	# Participants
5.1.5 Physical Activity Challenge	7/20—8/9	23
5.1.5 Exercising Optimism Webinar	8/19	8
5.1.5 Happiness Challenge	9/14—9/27	14
5.1.5 Increasing Self-Compassion Webinar	9/30	12

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, Sep.'20=384.

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, Sep.'20=151. 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 ²	Sep '20	Bnchmrk ⁶
2.1.1. Lifestyle Health Risk Factors ^{7,10}						
Low risk (0-2 risks)	64%	63%	61%	56%	62%	70%
Medium risk (3-4 risks)	26%	29%	29%	34%	29%	—
High risk (5+ risks)	10%	8%	10%	10%	9%	—
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%	51%	42%
2.1.6. High Blood Pressure Stage 1 ¹⁰	NA	NA	41%	NA	53%	
High Blood Pressure Stage 2 (140+/90+) ¹⁰	12%	15%	16%	17%	8%	13%
2.1.7. High Cholesterol (≥200)	33%	33%	35%	33%	33%	32%
2.1.8. Glucose at risk ¹⁰	0%	0%	3%	6%	6%	1%
2.1.9. Poor Fitness ¹⁰	16%	14%	29%	18%	NA	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%	6%	5%
2.1.14. Depression	10%	9%	13%	14%	12%	12%
2.1.15. Alcohol at risk	2%	3%	3%	11%	11%	4%
2.1.16. High Fat Consumption	19%	22%	29%	29%	30%	20%
2.1.17. Low Fiber Consumption	34%	32%	26%	27%	30%	30%
2.1.18. Sleep (<7 hours per night) ¹¹	NA	NA	45%	40%	43%	

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
7/2020—9/2020	1,342,166	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
7/2020—9/2020	225,090	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>Jul—Sep 2020</u>		<u>Apr—Jun 2020</u>		<u>Jan—Mar 2020</u>	
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	9,485.13	1.17. Wellness Administration	10,805.92	1.17. Wellness Administration	9,687.15
<u>1.18. Incentive</u>	<u>300.00</u>	<u>1.18. Incentive</u>	<u>300</u>	<u>1.18. Incentive</u>	<u>0</u>
1.15. Total	18,336.88	1.15. Total	41,208.74	1.15. Total	16,350.13

Period	Vendor	Administration	Miscellaneous	Incentive ¹²	Total
2013—To Date	495,006.91	292,299.57	3,549.42	410,955.00	1,201,810.90
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.