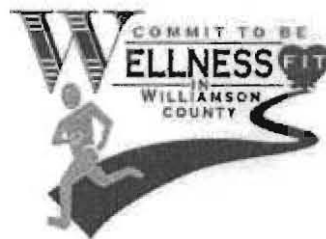


WILLIAMSON COUNTY COMMISSIONERS COURT

October 26, 2010



Bonnie Stump, MD

- Resident of Georgetown since 1971
- Ob/Gyn physician since 1982
- Private practice in Georgetown 1998-2008
- Signed many Wilco wellness forms
- Residency in occupational/environmental medicine UT Health Science Center at Tyler 2008-2010

Employee and Employer Goals

- Continue Incentive Program
- Tobacco-free Premium Discount
- Increase and **evaluate** effectiveness
 - Better Health
 - Better ROI
- Avoid invasion of employees' privacy

Employee Survey

- On-line questionnaire
 - Over 400 responses
- Focus groups
 - 14 participants from 6 departments
 - Brought opinions from co-workers

Survey Highlights

- Money is the prime motivator (program is widely perceived as a Christmas bonus)
- Many would not have an annual physical without this incentive
- They like being encouraged to exercise
- 81.9% of respondents try to get maximum points
- 9.9% stated they do not participate
- Watching videos was widely disparaged as unproductive

Survey Highlights, cont.

- 55.3% were in favor of making financial rewards dependent on achieving a certain objective goal, such as cholesterol, BP, or BMI
 - They felt this would penalize some people with hereditary problems, arthritic joints
 - How would relapses be punished?
 - Worried about discrimination against the less healthy
 - Privacy issues

Tobacco

- 89.5% agree with a premium discount for non-users of tobacco products
- Non-tobacco users were not opposed to the idea of verification of status by urine testing

Proposal for New Wellness Program

- Eligible Participants would consist of Employees / Retirees / Spouses enrolled in the Medical Plan
- Combine wellness points with insurance premium discounts
- Encourage a "medical home"
- Leave details of employee health between the employee and his physician
- Tobacco-free affidavit & verification
- Continued promotion of effective and popular interventions such as diabetes education, tobacco cessation, weight loss and nutrition
- Institute a process of assessing effectiveness

Wellness Points

- Wellness Points accrued for
 - Annual wellness care (100)
 - Must include on-line health risk assessment
 - Annual dental care (25)
- These points available for 2011

Annual Wellness Care

- Blood pressure
- Weight and/or Body Mass Index
- Review and Update of your Immunization Status
- Review of your Health Risk Assessment and Targeted Counseling as Indicated
- Screenings / Test as Recommended by U.S. Preventive Services Task Force Clinical Prevention Guidelines and your Physician
- Initiation of discussions regarding Personal Health Care Preferences
- Coordination of Disease Management and Support Services

Tobacco-free Premium Discount

- Based on current cost and trend Williamson County anticipates Tobacco-free Medical Plan premiums for 11/1/2011-10/31/2012 will be \$360 - \$1,000 less per year than the premium of a tobacco user.
- The 11/1/2011 medical plan premiums cannot be determined until additional information is available.

Tobacco Cessation

- All covered tobacco users would be eligible to attend at no cost the Tobacco Cessation Program administered by the Health District.
- After completion of the program they may receive up to \$300 of aids such as prescription meds or nicotine replacement devices

Cotinine Testing

- Participants claiming the tobacco-free discount may be subject to submit a urine cotinine test at any time.
- Will begin with new hires whose insurance coverage takes effect November 1, 2011
- Can be obtained for \$20-30 per test at the same sites that currently perform random drug testing

Urine Cotinine Testing

- Cotinine is an inactive metabolite of nicotine
- Present in urine for 2-3 days after nicotine use
- Routinely used for life insurance
- Cleveland Clinic, Akron Med Center, Parma, General Hosp, Memorial Health Care System (Tenn), Scotts Miracle-Gro all require testing of new hires and actually rescind job offer if result positive

Typical Cotinine Levels

- Smoker <10 cigarettes/day – 646 ng/ml
- Smoker >10 cigarettes/day – 1100 ng/ml
- Non-smoker – 6 ng/ml
- Non-smoker living with smoker – 9-22 ng/ml
- Cigar smoker – 10-500 ng/ml
- Smokeless tobacco users have higher cotinine levels than smokers
- Cut-off for positive test usually 200 ng/ml

Lifestyle Education Programs

- Ten-week programs of nutrition info and trainer led exercise designed to change lifestyle habits
- Eligible participants who complete entire program would be reimbursed for course fee (up to \$150)
- Programs would need to be approved by HR

Diabetes Program

- Counseling with identified pharmacists would continue on a ongoing basis
- Participants receive approved diabetes meds and supplies at no cost, resulting in significant savings and ***improved compliance***
- The Health District will continue to offer Diabetes Education classes (no wellness points)

Assessment of Results

- To achieve results, we need to evaluate where we are currently, and follow certain metrics over time
 - Smoking prevalence
 - Compare participants to non-participants
 - Absenteeism
 - Prevalence of hypertension, diabetes, etc.
 - Medical expenditures
- This information would be obtained without violating privacy



Wellness Program Participation

2009 – 2010

65 % currently participating

528 submitted affidavits for
preventive exam

616 submitted affidavits for
dental exam/cleaning
(two per wellness program year)

YTD Tobacco Cessation
Reimbursement =
\$1,426.40

2010 – 2011

1,296 Employees +

62 Retirees + 574 Spouses =
1, 932 Eligible Participants

Annual Wellness Care =
\$126,000

Annual Dental Care =
\$32,000