

# A Healthier Workforce

## *A Healthier YOU!*

While the bulk of United Regional’s focus is on taking care of people when they have a health need, we have also been building a focus on helping build and maintain a healthy lifestyle, preventing the need for health intervention and care, for our employees. For several years, United Regional has provided employees with an opportunity to “know your numbers”, and following the screenings each year, we use the aggregate results to set the direction of the Bee Healthy programs. But more than that, we use it as an indicator of our employee population’s health status overall.

From 2010 to 2011, we saw an improvement in our total Health Score, however 2012 results showed a decline in the Health Score since 2011. Additionally, we are seeing higher prevalence of disease among our health plan members, with a lower compliance rate and higher costs per person. Something isn’t working, so we are making some changes to our health and wellness programs to provide additional support, prevention, and intervention when needed.

	2010 Prevalence	2011 Prevalence		2010	2011
Back Pain	4.1%	6.2%		134 Members 79% Compliance \$8,121 PMPY*	196 Members 71% Compliance \$8,716 PMPY*
Hypertension	5.4%	8.5%		179 Members 73% Compliance \$6,038 PMPY*	268 Members 59% Compliance \$7,057 PMPY*
Hyperlipidemia	2.4%	4.1%		79 Members 85% Compliance \$6,483 PMPY*	129 Members 79% Compliance \$7,035 PMPY*
Depression	2.5%	4.2%		82 Members 89% Compliance \$4,648 PMPY*	132 Members 85% Compliance \$6,322 PMPY*
Diabetes	4.4%	5.8%		145 Members 26% Compliance \$6,871 PMPY*	182 Members 18% Compliance \$8,965 PMPY*

*Also increasing in both costs & prevalence are Asthma, Chronic Obstructive Pulmonary Disease (COPD), Coronary Artery Disease (CAD), and Osteoarthritis. \*PMPY=Per Member Per Year*

United Regional remains committed to supporting a healthy workforce – YOU, the employee – providing activities and resources that can improve your health and reduce your risk factors, helping you live a longer, richer, more productive life. The remainder of this newsletter will provide more information on the programs and incentives available to you.

Wellness Incentive for **2013**

The Wellness Incentive for 2013 will continue to be a reduction in health plan premiums, and the savings amount will be **increasing to \$50 per pay period**.

To qualify for the incentive that will start April 1, 2013, you must meet **all three** criteria listed below:

<p>Complete the Bee Healthy Basics Course</p>	<p>Bee Healthy Basics will provide the essential information on activity, stress management, and nutrition needed to promote health and wellness. The course will be assigned to all employees in NetLearning and available for completion from October 1, 2012 through February 28, 2013. <i>Complete prior to March 2013.</i></p>
<p><b>AND</b></p> <p>Be Tobacco Free</p>	<p>Complete a qualified Tobacco Cessation Program <i>Complete between April 1, 2012 &amp; February 28, 2013</i> <i>Submit completion certificate to URHCS Wellness Coordinator</i></p>
<p><b>AND</b></p> <p>Achieve Health Score <math>\geq 80</math></p>	<p>Complete one Participation Alternative</p> <ul style="list-style-type: none"> <li>• Achieve &amp; maintain compliance in a UMR Disease Management Program</li> <li>• Designated Bee Healthy programs             <ul style="list-style-type: none"> <li>o Beach Body Challenge <i>summer 2012</i></li> <li>o Hold the Holidays <i>winter 2012/2013</i></li> <li>o Fall into Fitness Challenge <i>fall 2012</i></li> <li>o Bee Healthy Coaching</li> <li>o Bee Healthy for Life <i>winter 2013</i></li> </ul> </li> <li>• 12 weeks of Weight Watchers <i>submit documentation to Wellness Coordinator</i></li> </ul> <p><i>Complete between April 2012 &amp; February 2013</i></p>

Improve Health Score by  $\geq 10$  points over 2012 Health Score  
*even if your score is still less than 80*

At any time throughout the year, you may be retested (lab draw) to determine if you meet the criteria for the wellness incentive.

More information on the screenings and annual enrollment processes will be sent in January 2013. Please direct questions to Sue Morris, Benefits Coordinator x7812, Aketa Thomas, Wellness Coordinator x7260, or Heather Hormel, Director x7803.

## 2014 Employees AND Spouses

The 2014 wellness incentive criteria have been established and are being shared now to allow 17 months to prepare for earning the incentive. To receive the 2014 Wellness Incentive, employees AND spouses must complete the following by February 28, 2014. Below are some key points you need to know.



The 2014 wellness incentive criteria will be almost identical to the 2013 criteria, with three components centered on a basic information course, tobacco-free status (or alternative), and Health Score of 80 (or alternative).



The 2014 wellness incentive criteria will require covered **spouses** to meet the same criteria as the covered employee. Spouses continue to be our most costly health plan members. The long-term success of our plan and being able to maintain competitive premiums for spousal coverage will rely heavily on ensuring appropriate identification of, care for, and supportive intervention related to health risks for spouses. We will continue to offer programs to assist spouses in their wellness journey as they prepare over the next 17 months to meet the criteria in February 2014.



Healthcare reform will allow an even greater reduction in premiums for those who meet the wellness incentive criteria. As focus continues to build on wellness and better disease management, the market is responding with greater incentives tied to wellness participation and results. With our compensation philosophy of maintaining market-based benefits, we will continue to be diligent in ensuring our plans and incentives are at market.

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**CONFIDENTIALITY** As in the past, your individual results will remain confidential. Catapult will compile & calculate the Health Score, using the same criteria as we used in the past, reporting to HR only those employees and spouses who completed the screening, as well as which employees are eligible for the wellness incentive. Your results will be shared with UMR for the purposes of identifying those eligible for the UMR Disease Management program, but again, HR and United Regional will not be given any individual health information.

## New Programs

### UMR Disease Management and Optum RX Diabetic Engagement Program

Earlier this month, we teamed up with UMR to offer a Disease Management program to help all employees and their dependents with health coverage better manage chronic conditions. When your health and any chronic conditions are well controlled, you feel good and can do the things you really want to and need to do.

**Asthma • Congestive heart failure • Diabetes • Heart disease • Hypertension • COPD • Depression**

If you have one of the listed conditions, you will be paired with a coach to work on new ways to improve your health. After completing your coaching sessions, you may receive periodic phone calls and informational materials to help you stick with your new healthier habits.

! Participation in the Disease Management (DM) program will also now serve as a participation alternative to earning the wellness incentive.

In coordination with UMR's program, United Regional is also teaming up with OptumRx to provide a Diabetes Engagement Program including diabetes support, access to mail order supplies and medications, and generic savings. Our goal with offering this program is to help individuals best manage their condition, adhering to medication while providing money saving opportunities...and it's all FREE to all covered members on our health plan!

Some benefits of the program include:

- Understanding diabetes, its implications and how to reduce or eliminate risk factors
- Understanding connection between health and wealth
- Maintaining a healthy lifestyle
- Adhering to medications and other regimens
- Guidance for cost savings through generics and mail service

**Enrolling in either program is easy. Call UMR Disease Management at 1-866-575-2540.**

### **A Healthy Workforce** = *Supporting YOU* **Encouraging Healthy Lifestyles**

We are continuing to support the improvement of your health by offering programs that provide convenient & affordable solutions that encourage healthy lifestyles. While maintaining confidentiality of every person's data, we have taken the following steps:

- **Improved our Screenings process**—*CatapultHealth (additional information forthcoming)*
- **Integrated Screenings results with Health/Prescription Plan Claims data (by Lockton Benefits Consulting) to determine if individuals with moderate to high risk are seeing a physician to care for identified conditions**—*182 members identified with untreated diabetes and/or high blood pressure; Over 500 members identified with low risk due to appropriate care*
- **Reviewed health/prescription claims data (by UMR) to identify members who might benefit from additional support**—*UMR Disease Management program has identified 384 members with untreated health conditions*
- **Enhanced the Bee Healthy programs available with a more one-on-one approach to healthy coaching**—*Onsite Fitness Center & Bee Healthy programs with a dedicated Wellness Coordinator*