Wellness Strategy
Who We Are

February 1, 1990
• 25 Member Agencies.
• Just under 500 employee lives.

Today
• 91 Member Agencies.
• 2,500 employee lives.
• $33.5 million member contributions expected in 2014.
Who We Are

Self-Insured Health Program
  • Premiums include wellness programs and incentives.
  • Agencies set their own contribution strategy.

Plans offered
  • PPO.
  • HMO.
  • Dental.
  • Vision.
  • Life.
  • EAP.
Why Wellness

Loss Prevention and Loss Control
• The key to reducing costs is reducing losses.
• Same guiding principle that has made PDRMA’s Property/Casualty Program successful.
• Controlling losses through smart health risk management.

Wellness = Loss Prevention & Loss Control
Evolution

PDRMA delivered to agency
  • Lunch N’ Learn Programs.
  • Healthy Lifestyle Competitions.
  • Educational Materials.

Gradual shift beginning in 2007 – more program components, PDRMA supporting the agency.
  • Created Wellness Ambassador role.
  • Narrowed target employee population.
  • Offered bigger financial incentives.
Long Term Strategy

- Small improvements over a long period of time.
Wellness Programs

Health Risk Assessment & Biometric Screenings

• Annual.
• Each agency receives their own screening event.
• Full-time employees & spouses/adult dependents enrolled in health plan.
• Cash Incentives (full-time employees only):
  • Participation Incentive.
  • Outcomes Based Incentive.
• Telephonic health coaching available.
Wellness Programs

Physical Activity & Healthy Habit Competitions

- Bi-annual.
- 8-12 week program.
- All employees eligible.
- Cash Incentives:
  - Raffle format.
    - Milestones.
    - Overall Goal.
Wellness Programs

Medical Self-Care

• All employees eligible.
• Online Video & Tutorials.
• Online Support Documents.
• *Self-Care Essentials* Handbook.

Employee Wellness Grant

• Annual.
• Up to 3 - $1,000 grants awarded.
• Winners selected by the Wellness Committee.
• Summary reports received from each recipient.
Wellness Programs

Wellness Wisdom Webinar Program

- Bi-annual.
- All employees eligible.
- Health education webinars.
- Topics related to the annual HRA program.
Wellness Programs

Additional Wellness Resources

• Employee Assistance Program (all employees eligible).
• 24/7 Nurseline (PPO plan participants only).
• Tobacco Cessation benefit.
• HealthInAction Newsletter.
• PDRMA website.
Wellness Programs

Agency Wellness Culture Support

• Certified Wellness Culture Coach.
• Focus on the five dimensions within the workplace.
• Strategies for the workplace and home.
• Offer programs to all employees - supports and encourages a healthy wellness culture.
Partnership with our Members

Membership Level
- Board of Directors.
- Health Program Council.
- Operational Committees.
  - Health Benefits Committee.
  - Wellness Committee.

Agency Level
- Wellness Ambassadors.
- Team Captains.
- Agency Wellness Committees.
## Feedback and Progress

### Strategic Plan Measurements.

<table>
<thead>
<tr>
<th>Cornerstones</th>
<th>Measures of Success</th>
<th>Comparisons</th>
<th>Objectives</th>
<th>Key Strategies</th>
</tr>
</thead>
<tbody>
<tr>
<td>For each of our key result areas...</td>
<td>What measures will tell us (and others) that we are succeeding?</td>
<td>For key measures, what is the best comparison by which we can evaluate our performance?</td>
<td>For key measures, how good do we need to be?</td>
<td>What do we need to do to accomplish our objectives?</td>
</tr>
<tr>
<td>Loss prevention and loss control</td>
<td>HRA participation</td>
<td>Healthways' participation rate for groups with similar participation criteria and incentives</td>
<td>70 percent participation</td>
<td>Reduce losses by focusing programs (E&amp;T, RMS, Wellness) on key loss drivers</td>
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<tr>
<td></td>
<td>Biometric results</td>
<td>Healthways' biometric for all participants</td>
<td>Equal to or better than Healthways' book of business</td>
<td>Advocate to protect members' rights in the Illinois legislature, the courts and the administrative agencies</td>
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<td>• BMI</td>
<td>Year-to-year average of prior 5 years of PDRMA claim payments per covered life per year</td>
<td>Most recent year-to-year average claim payment per covered life is at or below 5-year average</td>
<td></td>
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Feedback and Progress

Participation and risk level feedback.

EMPLOYEE PARTICIPATION BY YEAR

- F2008-S2009: 61.6%
- F2009-S2010: 66.3%
- F2010-S2011: 62.8%
- F2011-S2012: 60.9%
- F2012-S2013: 62.2%
Feedback and Progress

Participation and risk level feedback.

**KEY RISK LEVELS**
(ALL GROUPS – ALL PARTICIPANTS)

Thank You!