



# 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

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## 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

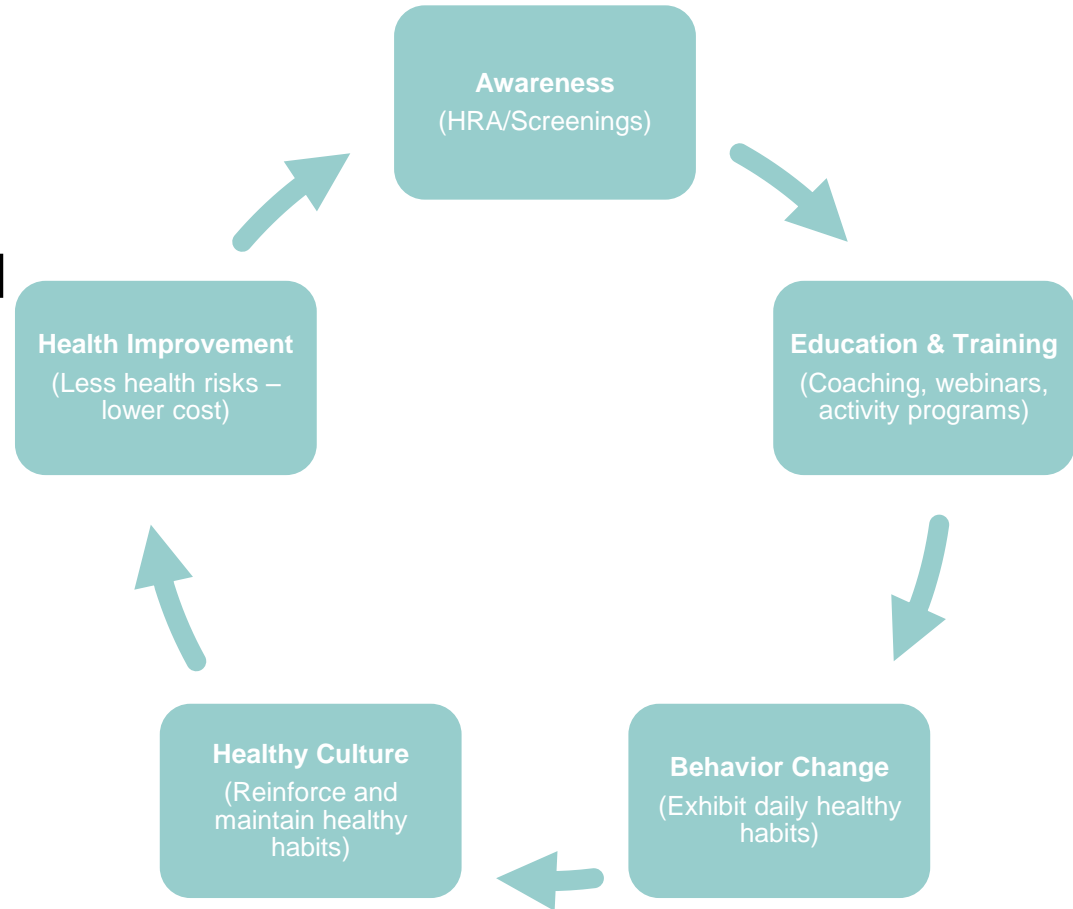
- Lunch N' Learn Programs.
- Healthy Lifestyle Competitions.
- Educational Materials.

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

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## 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

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## 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

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## Membership Level

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

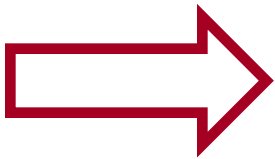
## Agency Level

- Wellness Ambassadors.
- Team Captains.
- Agency Wellness Committees.

# Feedback and Progress

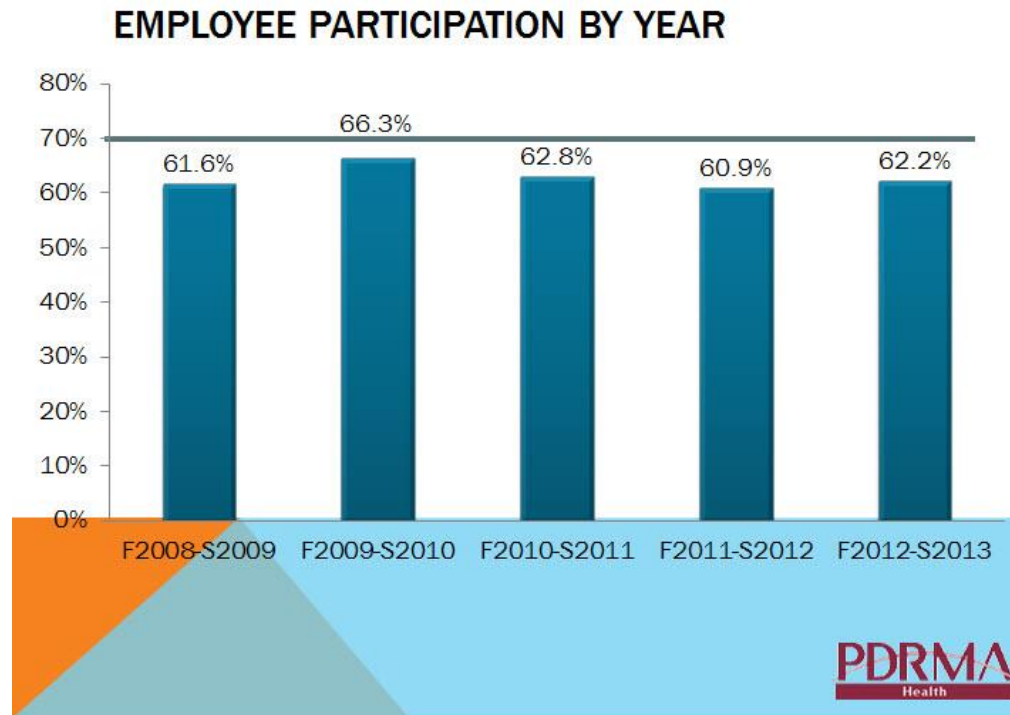
## Strategic Plan Measurements.

Cornerstones	Measures of Success	Comparisons	Objectives	Key Strategies
<i>For each of our key result areas...</i>	<i>What measures will tell us (and others) that we are succeeding?</i>	<i>For key measures, what is the best comparison by which we can evaluate our performance?</i>	<i>For key measures, how good do we need to be?</i>	<i>What do we need to do to accomplish our objectives?</i>
Financial strength (continued)	Return on investment portfolio	Fixed income -- Barclay's intermediate U.S. government/credit bond  Equity -- S&P 500  FTSE All-World X-US	Meet benchmark net of fees  Meet benchmark net of fees	
Loss prevention and loss control	HRA participation  Biometric results <ul style="list-style-type: none"> <li>• BMI</li> <li>• Blood pressure</li> <li>• Cholesterol</li> <li>• Blood sugar</li> <li>• Nicotine</li> </ul> Average Health claim payment per covered life per year	Healthways' participation rate for groups with similar participation criteria and incentives  Healthways' biometric for all participants  Year-to-year average of prior 5 years of PDRMA claim payments per covered life per year	70 percent participation  Equal to or better than Healthways' book of business  Most recent year-to-year average claim payment per covered life is at or below 5-year average	Reduce losses by focusing programs (E&T, RMS, Wellness) on key loss drivers  Advocate to protect members' rights in the Illinois legislature, the courts and the administrative agencies



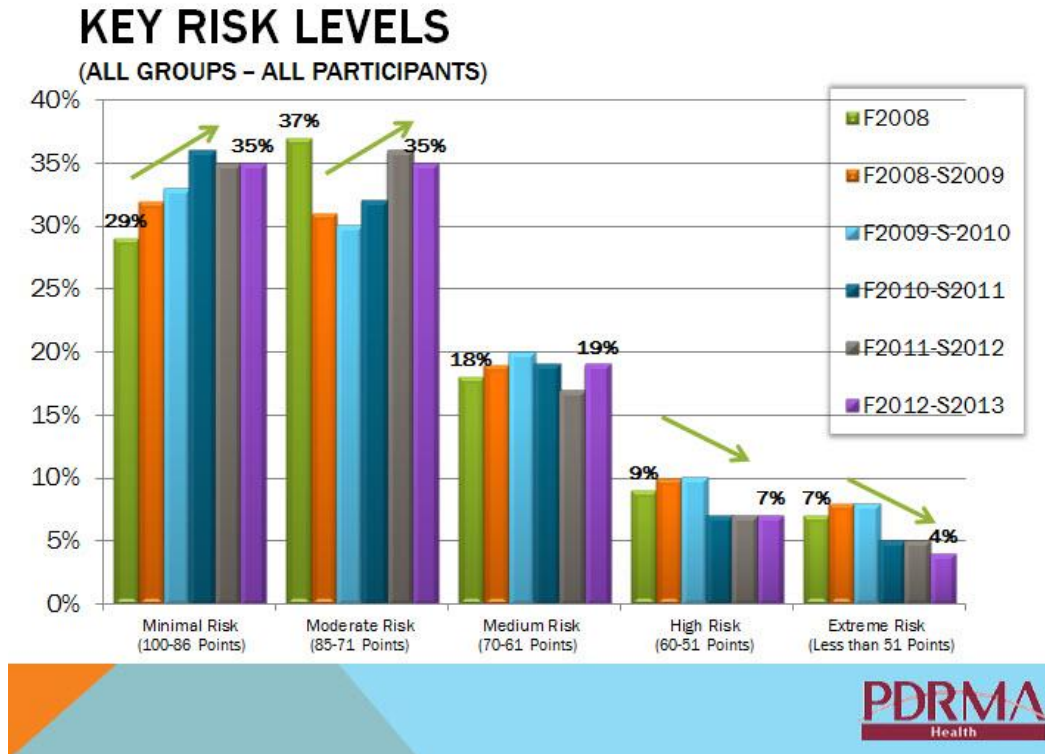
# Feedback and Progress

Participation and risk level feedback.



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Participation and risk level feedback.







Thank You!