



# Milwaukee County Employee Wellness Update

March 2018



# Employee Wellness Update

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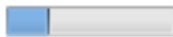


## General Updates

- 70% engagement in annual health assessments; goal is 75% participation
- Recognized by the Wellness Council of America in 2017 as a Gold Award Winner
- In 2017, we offered over 20 different wellness opportunities or programs
- Claims data analysis show employees engaged in wellness have lower medical and pharmacy spend and lower utilization of higher cost services



# Employee Wellness Engagement

Participants in the wellness program have lower utilization and spend than non-participants

	Engaged (N=1,769)	Not Engaged (N=584)
% of Members	 75%	 25%
% of Paid	 73%	 27%
Average Age (Employee)	47.0	46.5
Retrospective Risk Score	2.021	2.313
Prospective Risk Score	1.918	2.053
Well Members	486	143
At Risk Members	656	209
Chronic Members	546	196
Catastrophic Cases	26	13
ER Visits per 1000	159.4	236.3
Admissions per 1000	46.4	77.1
Prescriptions PMPY	10.6	11.8
Paid PMPM	\$420.92	\$483.00
% of Paid (CC)	30.9%	31.2%
Pharmacy Paid PMPM	\$122.91	\$162.72

Utilization

Spend

Note: Excludes early retirees and is only members continuously enrolled X 2 years

# Wellness Engagement by Intensity of Participation

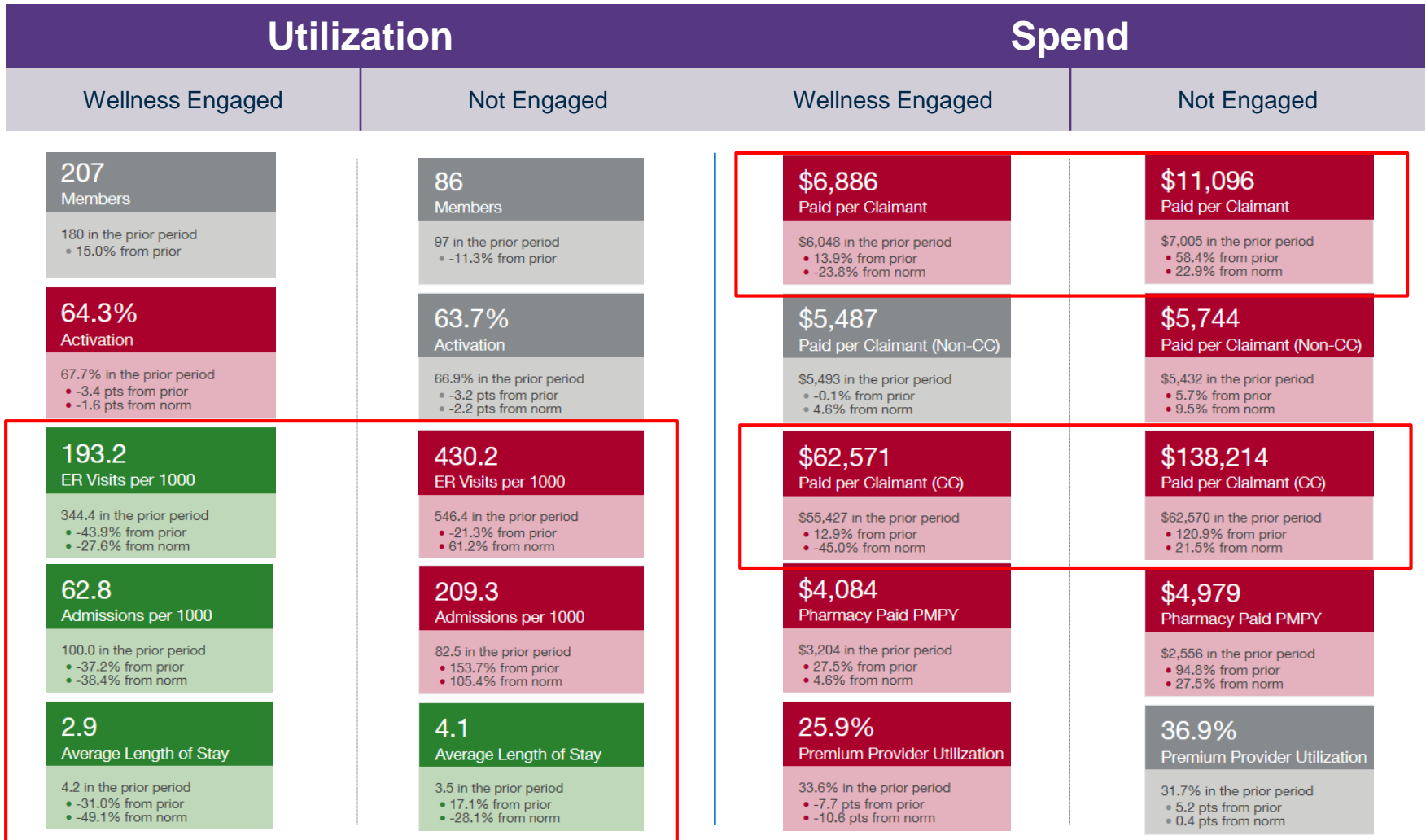
Highly Engaged employees have 14% higher risk but only 7.5% higher spend than Not Engaged employees

	Not Engaged	Behavioral Change (All)	Health Assessment Only	Health Assessment & Coaching
	584 employees \$4.53M paid	229 employees \$1.54M paid	1,163 employees \$6.91M paid	424 employees \$3.45M
Average Age (Employee)	46.5	47.2	46.2	49.0
Retrospective Risk Score	2.313	1.881	1.835	2.632
Prospective Risk Score	2.053	1.823	1.739	2.492
Well Members	143	60	373	60
At Risk Members	209	91	408	173
Chronic Members	196	72	320	178
Catastrophic Cases	13	4	14	8
ER Visits per 1000	236.3	126.6	158.2	176.9
Admissions per 1000	77.1	30.6	45.6	56.6
Prescriptions PMPY	11.8	11.3	9.0	15.0
Paid PMPM	\$483.00	\$405.47	\$389.36	\$519.00
% of Paid (CC)	31.2%	24.4%	30.5%	31.3%
Pharmacy Paid PMPM	\$162.72	\$155.45	\$105.36	\$157.62

# Employees with Diabetes

The power of partnership.

## Wellness engaged participants have lower utilization & lower spend



Tile color indicates change from prior period. **Green** indicates favorable change. **Red** is unfavorable. **Gray** is neutral.

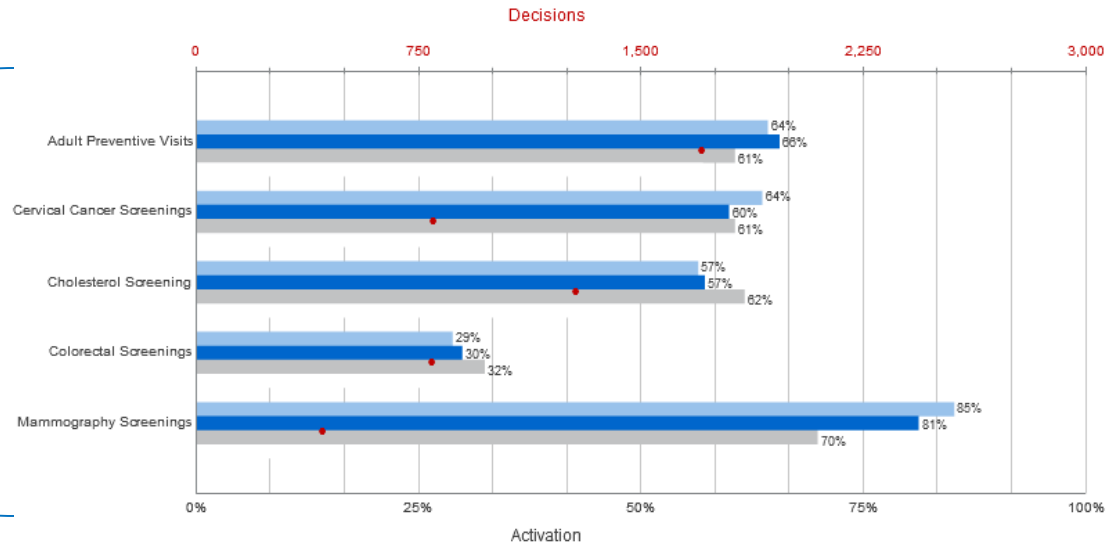
# Preventive Screenings

The power of partnership.

## Wellness engaged participants are more adherent with preventive care

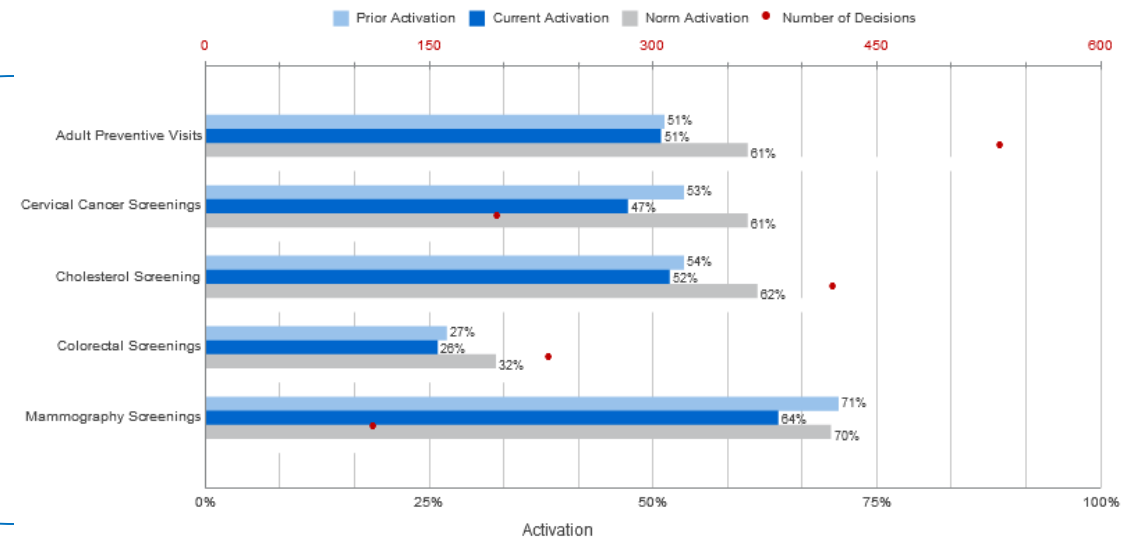
### Wellness Engaged

83% engaged with PCP



### Not Engaged

76% engaged with PCP



# Employee Wellness Update

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## Next steps...

- Continue with well-rounded programming
- Focus on those who are not engaged
- Increase the cutoff score for health coaching from 60 to 70
- Partner with leaders and managers to encourage engagement

