

Health and Wellness Committee Minutes

October 3, 2017

3:00 pm

LEC Conference Room

Attending:

Craig Steig, Todd Trobaugh, Kevin Grieme, Mike Clayton, Rick Schneider, Ed Gilliland, Michelle Skaff, Karen James, Jeremy Taylor, Deb Twyford

Health Insurance Fund Updates:

Currently there is a \$2.9 million Health fund balance whereas the county was once one claim away from being broke in this fund. This is a very good position and shows that the 8% increase has taken us to solvency. Next year, we are looking potentially at 4 – 5%, but will gather more data before making a decision.

Comparable of the Claims vs Premiums from Previous Quarters:

Last quarter the county essentially broke even with claims and premiums, but the overall trend of claims is going down.

Update information regarding Specialty Drugs:

For the first 9 months of last year, the county paid \$153,000 in specialty meds and the first 8 months of this year paid \$144,000. County savings last year was approximately 20%.

Information Regarding EFR as our New EAP Provider:

One of the reasons Human Resources changed EAP provider is that employees were disappointed with the service that was provided. Human Resources also liked the idea of having counselors that are all based in Iowa.

Employees have the availability for six face-to-face visits per incident whereas, the previous provider only allowed three visits.

Chantix:

Smoking cessation is not covered under the county's health plan.

It was suggested to set up a fund up to \$20,000 with up to a certain matching amount per individual who would be interested in participating in smoking cessation classes, Chantix, or another alternative. Smoking cessation typically pays near immediate dividends. Therefore, we will ask Human Resources to craft a recommendation on how such a program may be administered.

Naturally Slim:

There were 50 individuals that applied for the Naturally Slim program and were accepted. While 3 never started. 55% participated in all ten weeks of the program. Most with very good results (see attached).

Human Resources will come back with a recommendation on how to allow those who desire to do Naturally Slim on a voluntary basis, perhaps with employees being incentivized to participate financially with “skin in the game”.

Follow up regarding work place fitness bands and information cards:

Human Resources will follow up on requests to make sure fitness bands and information cards are made available for those who are interested and will poll department heads and elected officials.

Woodbury County Fiscal 2016 -2017 Funding vs Claims and Expense

Total Funding		Claims and Expenses With Misc Exp	
\$	479,400	\$	600,000
\$	488,073	\$	464,856
\$	483,706	\$	505,839
\$	488,012	\$	420,007
\$	483,472	\$	419,837
\$	484,986	\$	661,368
\$	483,472	\$	347,726
\$	483,940	\$	374,728
\$	482,832	\$	501,518
\$	482,426	\$	492,595
\$	481,786	\$	435,490
\$	482,599	\$	514,446
\$	5,804,704	\$	5,738,410

\$ 66,294 Difference using some estimated expense.

Ed Gilliland

Subject: FW: Employee Assistance Program and Provider
Attachments: EAP-Employee-Brochure.pdf

From: Ed Gilliland
Sent: Friday, September 29, 2017 11:08 AM
To: Ed Gilliland <egilliland@woodburycountyowa.gov>
Subject: Employee Assistance Program and Provider

Good Morning Everyone,

Effective Sunday morning October 1, 2017

We are proud to announce that the County has upgraded our EAP or Employee Assistance Program to a company called EFR (Employee Family Resources out of Des Moines).

The reasons we moved to the new vendor?

1. 24/7 365 Phone Counseling available with all Masters Level or higher counselors answering the phone.
2. 7:00 am to Midnight the counselors are IOWA based counselors.
3. When process is followed there are 6 face to face visits with a local counselor for EACH incident.
4. They have specialized first responder/law enforcement benefits/counselors.

In addition there is some legal help available, financial counseling, help with child care, and elder care, and many other benefits.

800-327-4692 24/7/365

Please let us know if we may help. This is the new EAP beginning Sunday morning.

Respectfully,

Ed Gilliland
HR Director Woodbury County
712-279-6480

NATURALLY SLIM®

Foundations® Report

Program Start Date
07/10/2017



Measurably improve the health
of Woodbury County employees
and family.

OUR GOAL

Objectives: Achieve measurable weight loss, significant program engagement and receive positive participant feedback to aid in positioning Naturally Slim as a value-add to benefits for your health plan members.

Purpose of this report:

1. Foundations™ Phase Outcomes
2. Testimonials
3. Next Steps for Participants and Woodbury County

PARTICIPATION



Participation Overview



50

Accepted

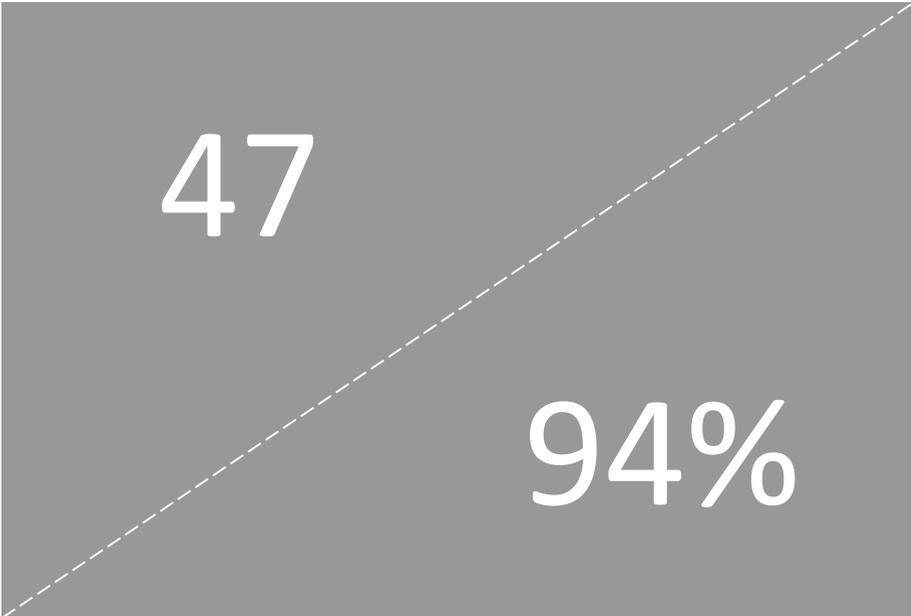
Number of individuals that applied and were accepted.



3

Never Started

Number of individuals that were accepted but never started.



47

94%

Started

Number of individuals that were accepted and started Week 1 of program.

Active Participant Demographic Highlights

48

Average Age

The average age of the U.S.
Workforce is 41

32.1

Average BMI

Normal: BMI 18.5 to < 25.0
Overweight: BMI 25.0 to < 30.0
Obese: BMI \geq 30.0

70%
Women

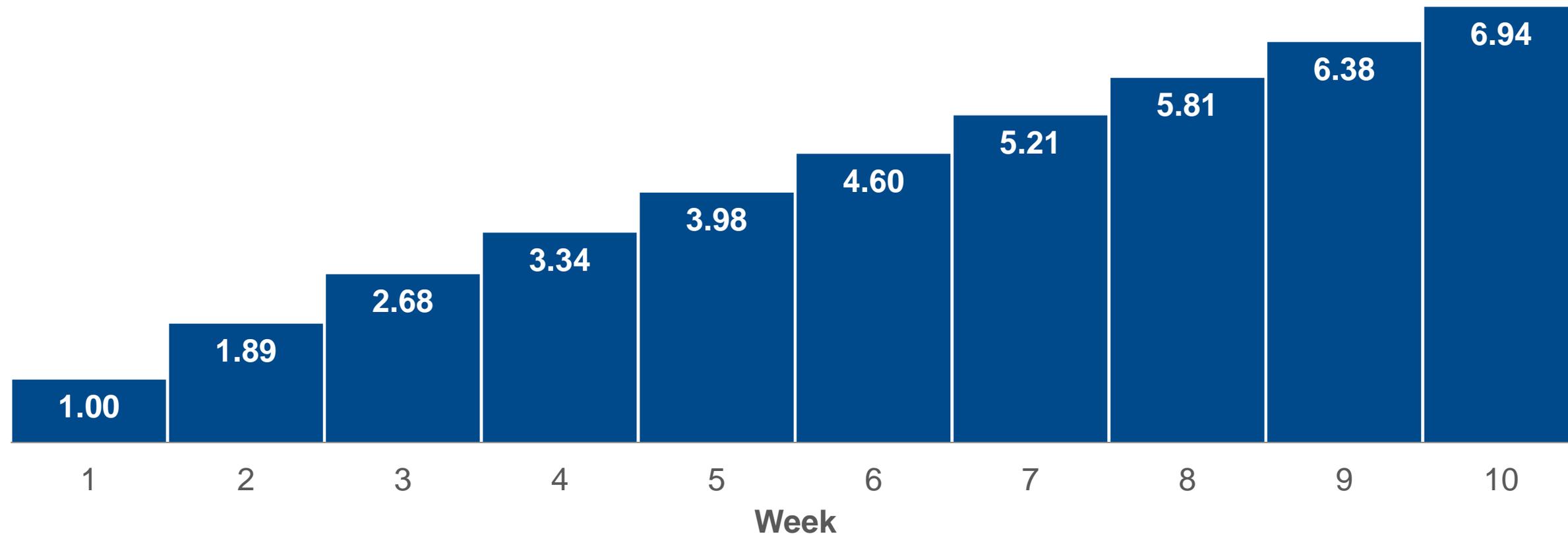
30%
Men

Participants

On average, male participants lose
more weight than female
participants.

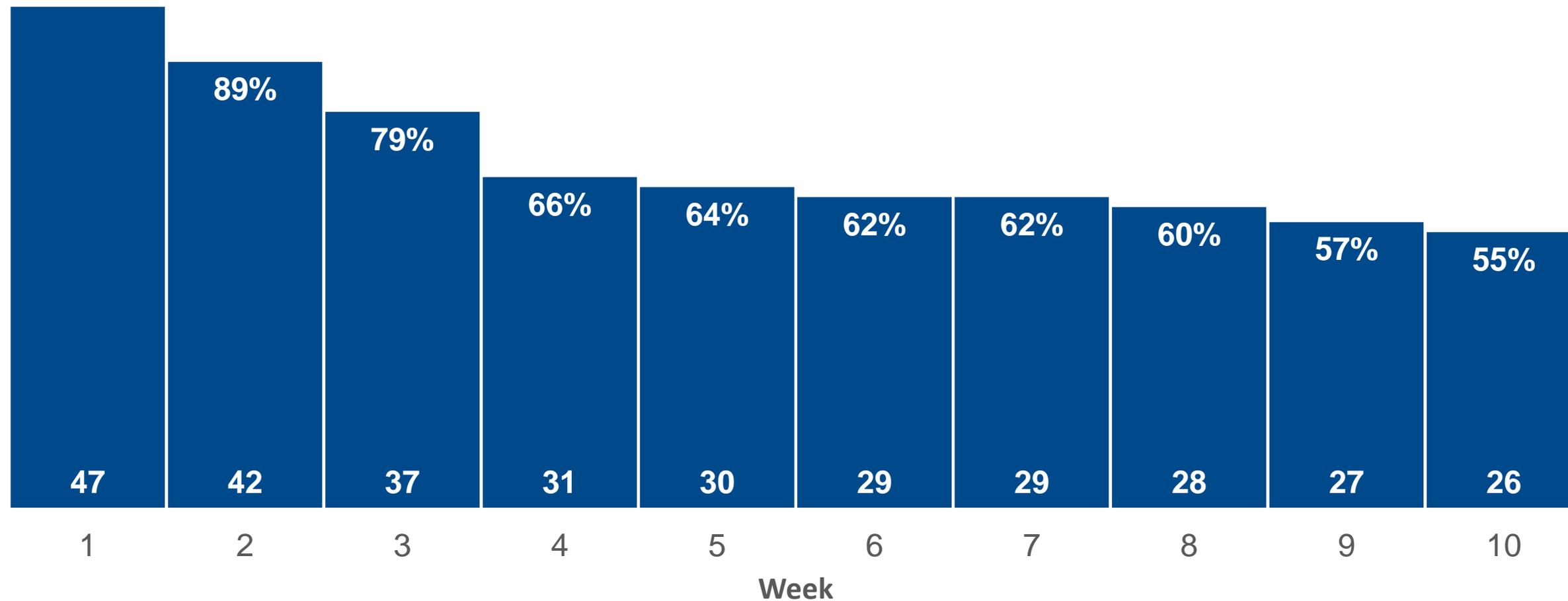
Participation Report

Average total of classes participated per participant per week



Participation Report

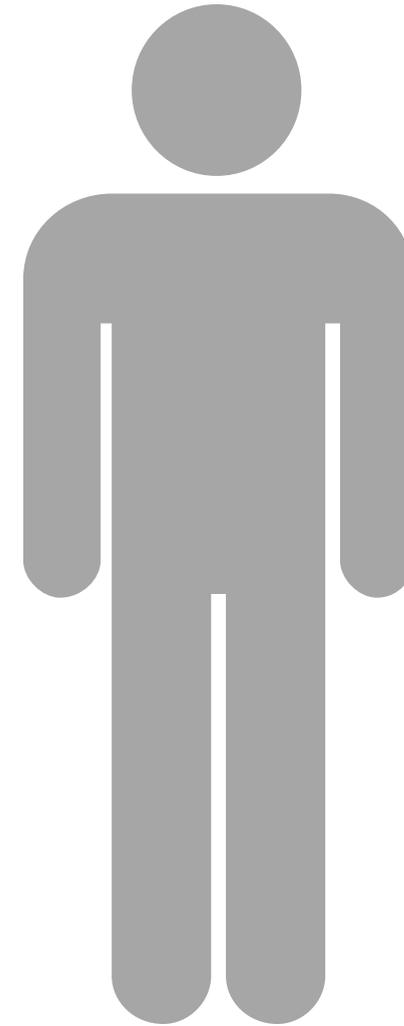
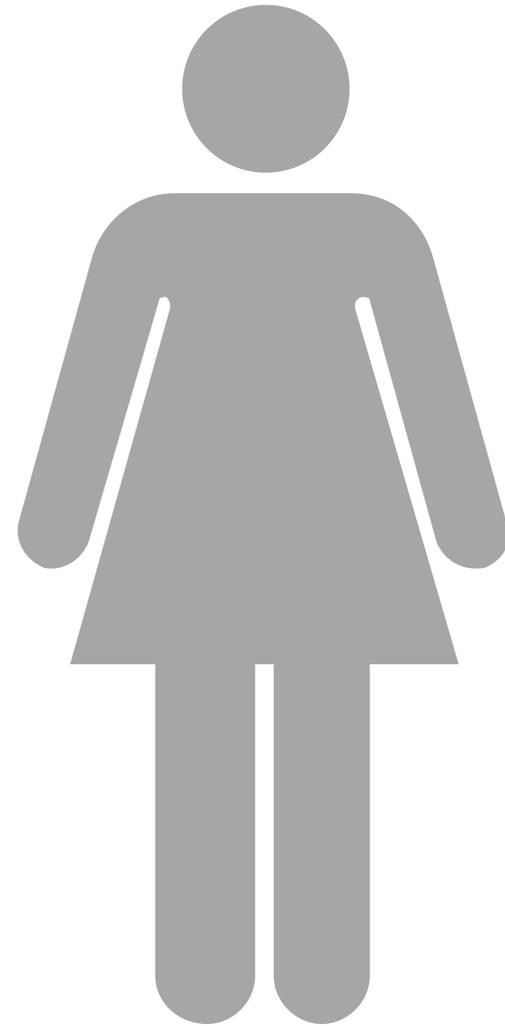
Weekly Participation



Participation Report: Female vs. Male

61%

20 Participated in 8
or More Weeks



57%

8 Participated in 8
or More Weeks

58%

19 Participated in all
10 Weeks

50%

7 Participated in all
10 Weeks

60%

28 Participated 8 or
more Weeks

55%

26 Participated in all
10 Weeks

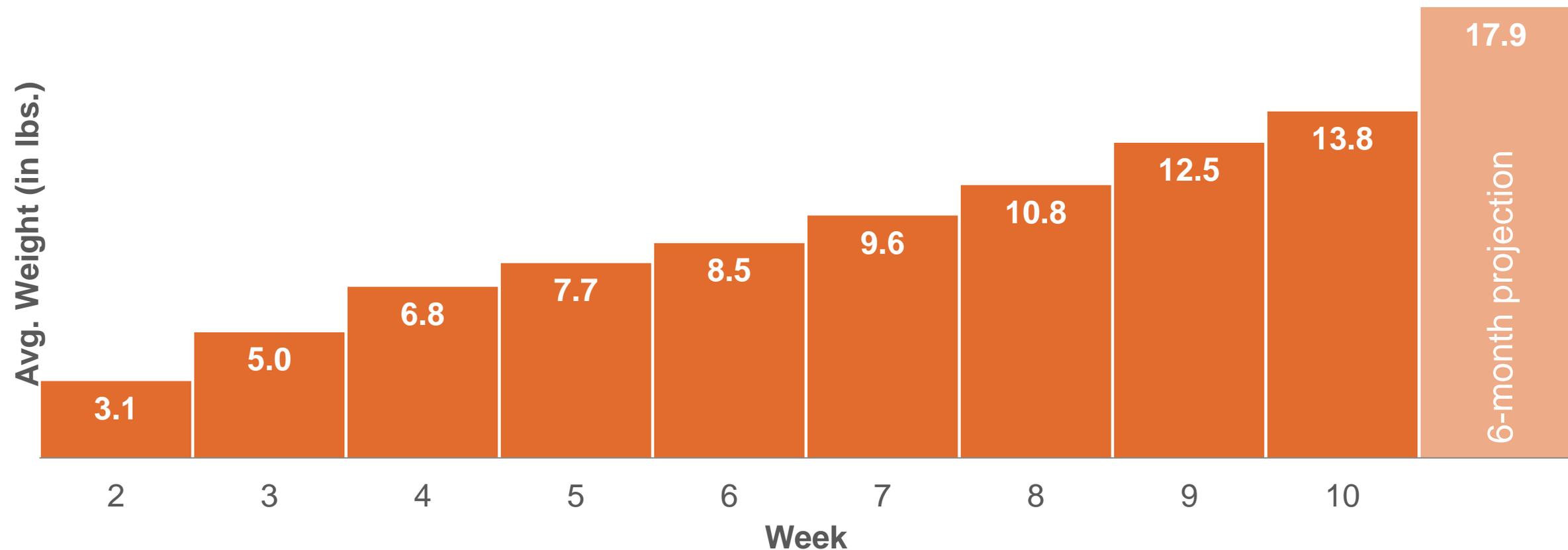
WEIGHT LOSS



Weight Loss by Week

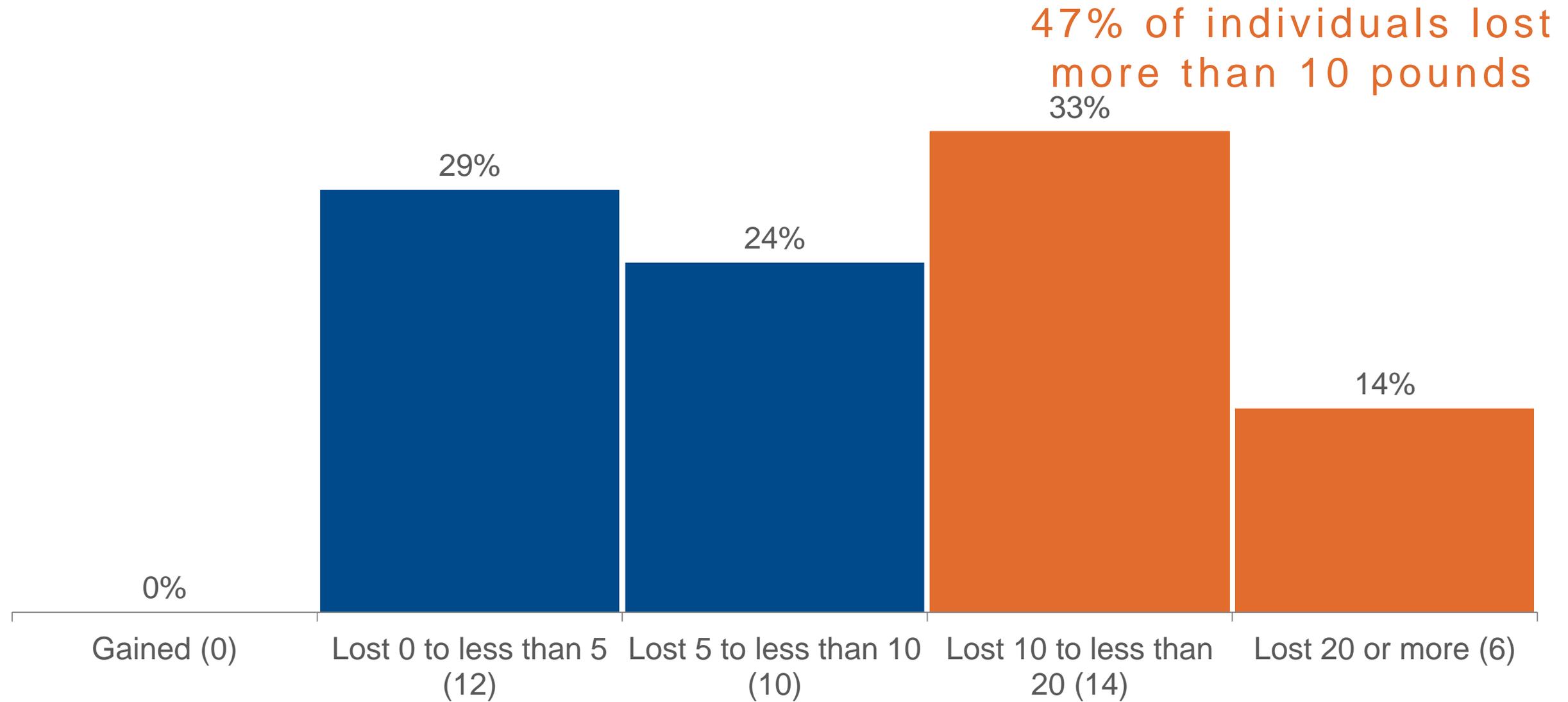
For active participants

Total Weight Loss Greater Than 400 lbs.



Weight Loss by Pounds

Percentage of total population recording weight more than once



N=42

**55% of individuals lowered their
diabetes risk.**

TESTIMONIALS



We are in week 5 and I have lost 23 pounds I feel a lot better
-Woodbury County Participant

I have learned that I can eat what I like and still loose weight as long as I eat 1 food at a time, eat slowly and take 25 min. to eat.
Thank you Naturally Slim.

-Woodbury County Participant

NEXT STEPS



What's next for participants?



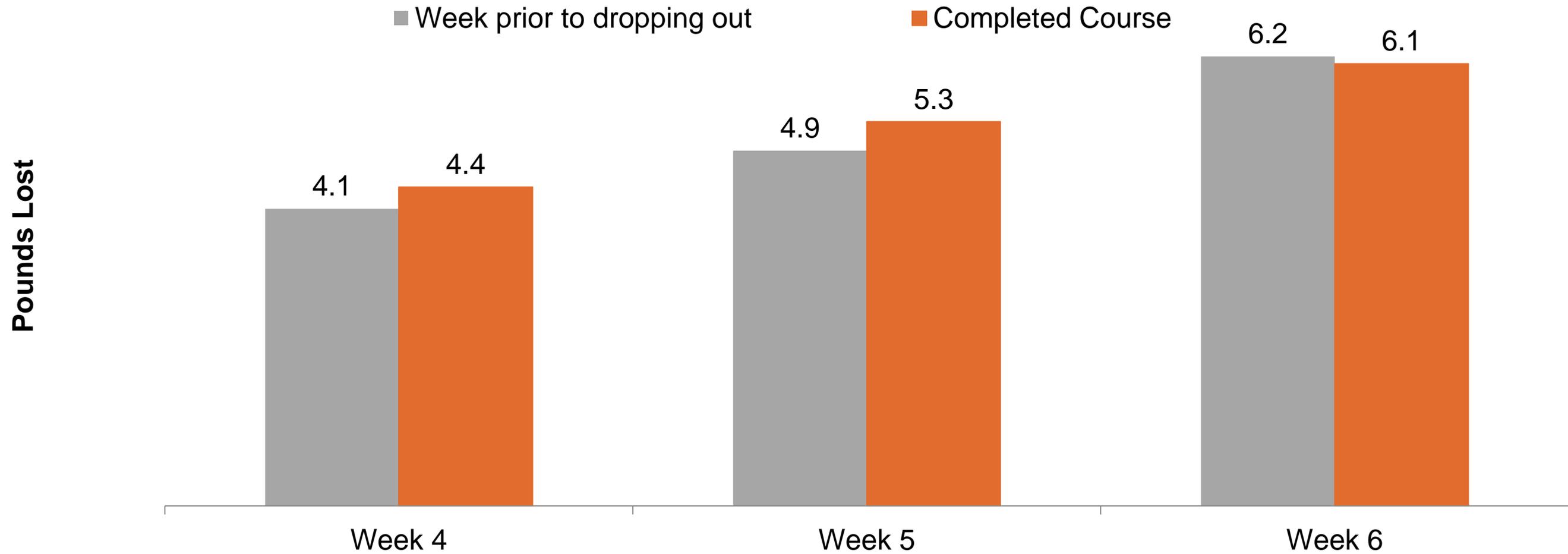
GLOSSARY & CLARIFICATIONS



What about the dropouts?

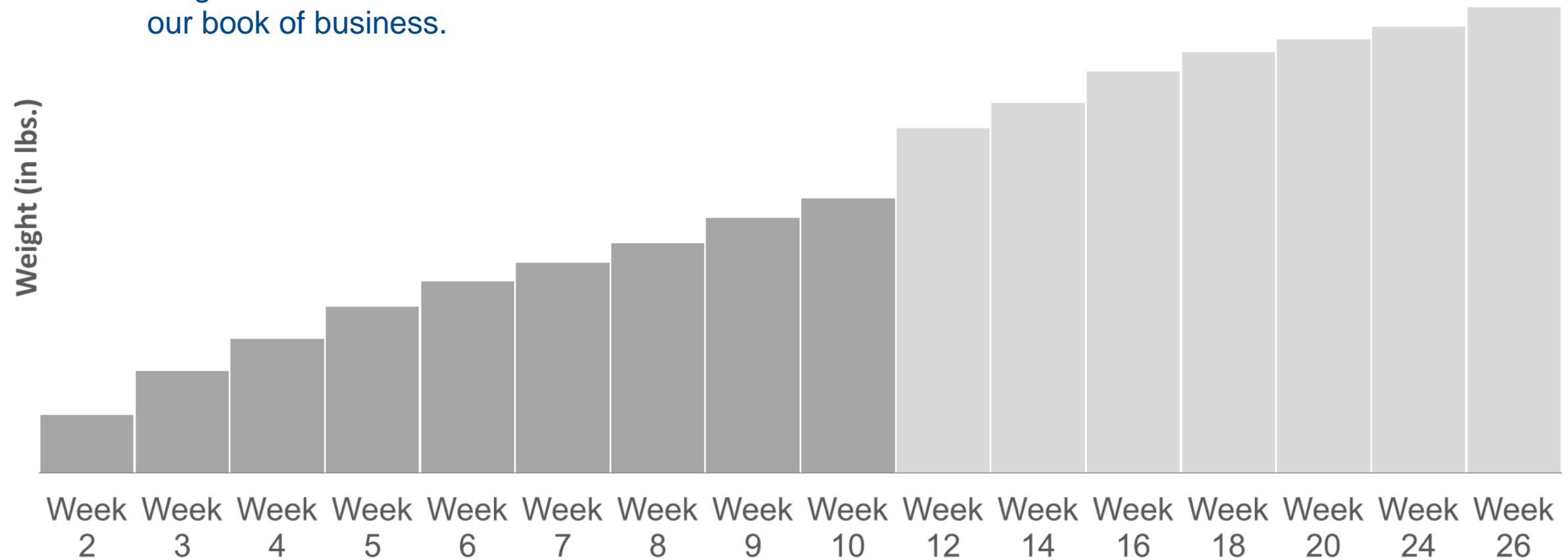
- Dropout does not necessarily equal failure
- Individuals drop out of weight loss programs for a variety of reasons
- We have observed that individuals who drop out of Naturally Slim have similar weight loss at the last recorded weight to those that complete Naturally Slim

The Dropouts



6-Month Weight Loss Projection

The projected 6 month weight loss is a conservative estimate of weight loss at 6 months based on our book of business.



Federal Treatment Guidelines: How much weight loss is clinically significant?

- The 2013 Federal Weight Loss Treatment Guidelines State:
“...sustained weight loss of as little as **3% to 5%** is likely to results in clinically meaningful reductions in levels of triglycerides, blood glucose, and glycated hemoglobin and in the risk of developing type 2 diabetes...”
- Based on these guideline clinically significant weight loss is defined as **3% or more**

Questions?

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