WELLNESS PROGRAMS:  
Is it a fit for you?

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Sterling Wellness Solutions
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Wellness Health Fairs
Julie Sullivan, Wellness Supervisor
Texas Association of Counties
WELLNESS PROGRAM COMPONENTS

- HRA Assessments
- Biometric Screenings
- Health Coaching
- Disease Management Programs
- Health Challenges
- Incentive Design & Tracking
BENCHMARKS FOR WELLNESS PROGRAMMING

WELCOA
(Wellness Councils of America)

7 Benchmarks for Successful Programs

- Capturing CEO Support
- Creating Cohesive Wellness Teams
- Collecting Data To Drive Health Efforts
- Carefully Crafting An Operating Plan
- Choosing Appropriate Interventions
- Creating A Supportive Environment
- Carefully Evaluating Outcomes
INTRODUCING WELLNESS IN THE WORKPLACE

- Distribute newsletters with health related tips.
- Introduce “Well Meetings”
- Offer lunch-n-learns to provide educational presentations to employees.
- Host on-site wellness screenings for preventative health.
- Create an incentive system for being healthy that includes contests and prizes. (PICs and NICs)
Assessing Your Employee Population

Healthy Employees. Healthy Bottom Line.

Incentives & Benefit Plan Design

Educate Your Employees

Measure Success

Provide Motivation for Change
Sterling Wellness Solutions

- Certified and experienced professionals
  - Medical Director, registered nurses, registered dietitians, fitness experts, certified wellness experts and health coaches, certified phlebotomists, with the support of a complete administrative staff and communications department.

- Customized programs that fit employer needs and budget

- On-site Health Screenings

- Specializing in the design, tracking and management of comprehensive incentive programs

- Customized web-based health management solutions technology (Health Park)

- Customized communications approach

- Complete data integration allows employers to calculate risks and track results
WELLNESS HEALTH FAIRS

A Path to a Healthier You...

Risk Factors and their affect on employee health

Risk Factors:
- Tobacco
- Weight
- Blood Pressure
- Glucose
- Alcohol
- Cholesterol
- Triglycerides
- Emotional Health
- Physical Activity
- Nutrition
- Safety

Degree of risk and combination of risks are considered for risk stratification.
Correlation Between Health Risks and Lost Productivity Cost

Findings:

- The higher the number of risk factors, the greater the health burden and loss of productivity associated with your population.

Mayo Clinic/Tufts University, 2006
WELLNESS HEALTH FAIRS

A Path to a Healthier You...

Our Approach:

1. Identify the problematic areas

2. Strategize to create a meaningful customized wellness program
   - Workplace Environment Changes
   - Communication Strategies
   - Wellness Services Options

3. Implement strategies

4. Measure outcomes

5. Repeat
WELLNESS HEALTH FAIRS

A Path to a Healthier You...

Your Health Values

- Cholesterol, Total (TC) 100/ma
- HDL ("Good" Cholesterol) 65/ma
- LDL ("Bad" Cholesterol) 35/ma
- Glucose (Blood Sugar) 100/ma
- Hemoglobin A1C 100/ma

You earned a total of 600 points out of a possible 700, earning you a B.

Mission: To inspire and empower personal well-being, one person, one health screening, and one partnership at a time.

WWE

Wyoming Health Fairs / Wellness Health Fairs

A Path to a Healthier You...

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- Founded in 1980 to serve only counties
- Current membership-194 Texas county entities
- Covering over 43,000 member lives in every corner of Texas
- The largest county-owned benefits pool in the United States
OVERVIEW OF HEALTHY COUNTY

COMMUNICATION
CONDITION MANAGEMENT
MEDICINE MATCH
INCENTIVES
WELLNESS PROGRAM
EXERCISE PROGRAMS
HEALTH ASSESSMENT
WEIGHT LOSS PROGRAMS
TOBACCO CESSATION
HEALTH PORTAL
Healthy County, the Texas Association of Counties Health and Employee Benefits Pool’s (TAC HEBP) wellness program, encourages covered members to take advantage of Medicine Match. It’s designed to make treating asthma, diabetes, cholesterol and high blood pressure more affordable.

Medicine Match’s condition management program helps members by advising, educating and supporting their efforts in leading a healthier, more productive life. A wide variety of services are available, like individualized telephone coaching and counseling from registered nurses, as well as communication and education resources related to your specific condition.

Medicine Match participants get:

- 50 percent reduction in co-pays for covered medications and supplies that treat these conditions including insulin, beta-blockers, statins, inhaled steroids and more;
- If your prescription plan has a deductible, it’s waived;
- Information and tools that can teach you to control your symptoms; and
- A personal advisor who walks you through each step and helps you learn to live better with your condition.

TAC HEBP members can sign up for Medicine Match through Blue Care Connections, by calling (866) 412-8795 and pressing option 4.
Each Year, TAC HEBP Increases Have Been Lower than National Health Care Trend
Worksite Wellness: The Verdict is In—It Works

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Total Blue Care Connection Total Estimated Cost Avoidance

$3,095,838
$15.17 PEPM