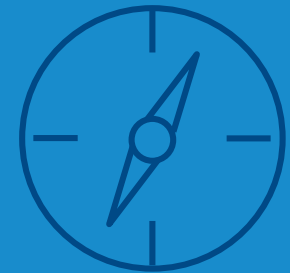


WORKPLACE WELLNESS: *THE INSIDE EDITION*



NCLGBA Winter Conference

2017

Together, all the way.™



Alamance County Wellness



Sherry Hook
Assistant County Manager/
Human Resources Director

Alamance County Wellness Initiatives:

Wellness Nurse—Coordinates wellness programs for the county

- Lunch and Learns
- Blood Panels
- Flu Shots
- Healthy Lifestyle Competitions
- Annual Wellness Fair

Alamance County Wellness Initiatives:

Alamance County Employee Exercise Facility—

- Small space
- Cardio equipment
- Weights (donated)
- Space to follow along with exercise videos

Alamance County Wellness Initiatives:

Alamance County Employee Health Clinic began in 2010—

- Arrangement with local hospital to provide Physician Extender and Medical Office Space and Supplies
- Fixed Rate contract on services
- Dedicated hours to Alamance County Employees
- 225-300 office visits/month over 25 hours/week

Alamance County Wellness Initiatives:

Alamance County Employee Health Clinic

Employee and County Benefits

- Speed of Care
- Reduced time away from work
- Relationship with Physician Extender
- Easy referral to specialists as needed

Alamance County Wellness Initiatives:

Alamance County Employee Health Clinic—

- Clinic savings calculated by comparison of cost avoidance compared to annual costs
- Fixed fees: staff costs
- Variable fees: testing and bloodwork

Results:

2011 cost avoidance: \$144,000 (11 months)

2016 cost avoidance: \$295,000

Alamance County Wellness Initiatives:

2018 Initiative:

Employees will be charged increased rates unless they complete 3 health initiatives:

- Biometric Screening
- Online Health Risk Assessment
- Annual Physical

Alamance County Wellness Initiatives:

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Improving Employee Well-Being While Reducing Overall Health Care Costs

*Sam Varner CSCS
Wellness Administrator
Randolph County Government
December 2017*

Presentation Overview

Learn How Randolph County
Government is Maximizing Employee
Health & Well-being and Cutting
Health Care Costs by Promoting a
Culture of Wellness.



History of Randolph County Employee Wellness

- **2011:** Started Employee Wellness Program – Established health standards with incentives
- **2015:** Created full-time position & hired first Wellness Coordinator
- **2015:** Strengthened screening standards
- **2016:** Moved from on-site screenings to choice of on-site and employee's doctor
- **2016:** Partnered with Wake Forest Baptist Health with HRA's and data collection
- **2017:** All Biometric Screenings done through employee's PCP



Purpose of the Employee Wellness Program

- To help our employees be healthier
- To help our employees be more effective and successful in their work and to live better lives
- To minimize health care costs for the employee and employer
- To promote a *culture of wellness*



Health Care Expenditures

- County spent \$5.5 million last year.
- Health Care expense is the 2nd largest departmental budget expenditure.
- Health insurance premiums have increased 9.7% annually over the last five years in the NC public sector.
- Randolph County's premium have increased 3.5% annually over the last five years.



Health Insurance is a Major Benefit

- The County budgets \$7,500 per employee per year for health care costs.
- 82% of employees earn the Wellness Reward through annual health screenings and pay \$0 Health Insurance Premiums.
- County employees have had no rate increase in six years.



Randolph County is Leading the Way

- **Randolph County is one of the few Counties in NC/SC to do Biometric Health Screenings through the employees' own doctor.**
- **Partnering with Wake Forest Baptist Health to track employee aggregate health data.**
- **Working with Cigna and Wake Forest Baptist Health to assess data and claims, determine trends and mitigate potential high-risk areas.**

Randolph County is Leading the Way

- Only one of eight NC Counties to implement Chronic Care Program for diabetes.
- Second County in NC to offer Chronic Care Program for “*pre-diabetics*.”
- Partnering with Randolph Community College to create first Health Coaching Course at a NC Community College.

Randolph County is Leading the Way

- Created *Corporate Wellness Coalition* for local organizations to share ideas & successes. Area organizations involved...
 - Asheboro City
 - MAS Acme
 - Plastics Color Corporation
 - Randolph County Government
 - Randolph County Schools
 - Randolph EMC
 - Randolph Hospital
 - Technimark
 - Timken
- Corporate Wellness Coalition is starting Community Diabetes Academy

Creating a Culture of Wellness

1. Annual Health Fair with health screenings
2. Wellness Lunch & Learns
3. Weight loss classes like *The Next 56 Days* & *Weight Watchers*
4. On-site chair massages & “pain-free clinic”
5. Employee discounts at local gyms and health food store
6. Prescription discounts
7. Weekly newsletter & wellness information via Intranet



Creating a Culture of Wellness

8. Access to certified Health Coach & Certified Personal Trainer
9. On-site group exercise classes
10. “Standing Desk” program
11. Tobacco-cessation classes w/ no cost cessation aids
12. On-site flu shot program & off-site medical clinic access
13. On-site Farmer’s Market for employees
14. On-site fitness rooms
15. Wellness chats at monthly staff meetings

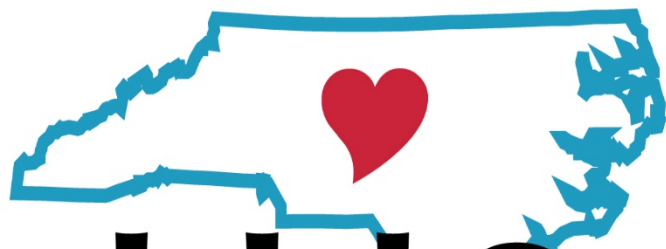


Creating a Culture of Wellness

16. Wellness Library & Relaxation Area with Aroma Therapy
17. Health Screening Area
18. Upgraded Break/Lunch Room at RCOB with Feng Shui emphasis
19. Cooking Demonstration Area in New Kitchen
20. Outside flower and vegetable garden
21. Coming Soon: Tobacco-Free Campuses



*“The Healthier We
Are... the Better
Able We Are to
Serve the Public”*



RandolphCounty
Serving with Heart from the
Heart of North Carolina

Health & Well-Being Program



History of Program

- Launched in 2006
 - Focused on the traditional exercise, nutrition, stress and tobacco use
 - Programs implemented required minimal investment
- Expanded in 2013
 - Focused on health risk factors, education and awareness
 - Investments in Employee Health Center, Diabetes Management Program and Biometric Screening Program
- Expanded in 2015
 - Focused on holistic, whole life approach and behavior change
 - Initiatives required larger financial investment and support

Rebranded Program



Evaluating our Success

- Quarterly review of medical claims
 - Employee PEPM cost has stayed flat
 - Decreased or flat costs for inpatient and professional services
 - Improved care gap index and risk index
 - Maintained HCC costs and stop loss thresholds
- Annual review of all data
- Robust scorecard of program metrics
- Annual vendor strategy summit

Key Components to our Success

- Executive support
- Vendor/Partner relationships
- Financial investment through various sources
- Ongoing evaluation of return on investment
- Comprehensive communication strategy
- Designated staffing resources

QUESTIONS & ANSWERS

