

CITY OF MANITOWOC PERSONNEL COMMITTEE MEETING



PRESENTED BY:

Shawn Esslinger
Vice President,
Benefits Consultant

August 1, 2016



Associated Financial Group



2016 HEALTH CARE STRATEGIES

The City moved medical, prescription drug and dental TPA Services from Auxiant to Anthem BlueCross BlueShield

The Preferred Plus/HPS network and Focus Health hospital transparency arrangement was replaced with Anthem's Blue Priority Network

A new near-site clinic (Manty Health & Wellness Center) for City employees/family members was opened, together with the School District of Manitowoc – services provided are received at no cost to the member

Year-to-date clinic utilization results are provided below:

City of Manitowoc Visits	YTD Jun 2016
Primary Care	233
Total Patient Visits**	233
Unique Patient Counts	224



CLINIC UTILIZATION CONT....

Additional year-to-date clinic utilization results are provided below:

<i>Total Visit Types</i>	<i>YTD Jun 2016</i>
Office Visit, New Patient, Level II	5
Office Visit, New Patient, Level III	20
Office Visit, New Patient, Level IV	2
Office Visit, Est Patient, Level II	4
Office Visit, Est Patient, Level III	118
Office Visit, Est Patient, Level IV	72
Preventive Care, New Patient Age 40-64	1
Preventive Care, Est. Patient Age 12-17	2
Preventive Care, Est. Patient Age 18-39	3
Preventive Care, Est. Patient Age 40-64	6
Grand Total	233

<i>Vaccinations & Pre Employment</i>	<i>YTD Jun 2016</i>
90651 HPV VACCINE 9 VALENT	3
90715 TETANUS/DIPHTHERIA/ACELLULAR PERTUSSIS	5
90686 INFLUENZA QUADRIVALENT SPLIT P FREE > 3 YRS VACCINE	1
86580 TB INTRADERMAL TEST	2
OH143 RAPID TEST DRUG KIT & COLLECTION 10 PANEL	6
Grand Total	17



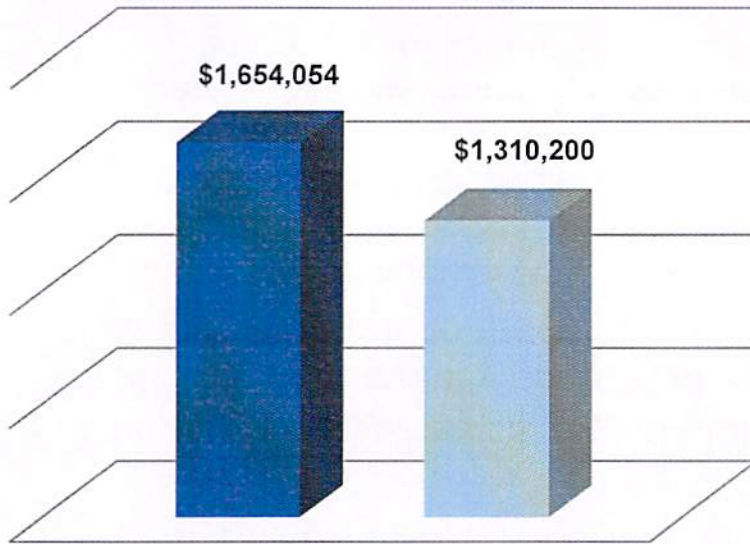
CLINIC UTILIZATION CONT....

Additional year-to-date clinic utilization results are provided below:

<i>Top 10 Diagnosis Codes - City of Manitowoc</i>		
<i>Dx Code</i>	<i>Diagnosis</i>	<i>Qty</i>
J02.9	Acute pharyngitis, unspecified	20
J40	Bronchitis, not specified as acute or chronic	13
J06.9	Acute upper respiratory infection, unspecified	11
J01.00	Acute maxillary sinusitis, unspecified	9
J01.10	Acute frontal sinusitis, unspecified	8
Z00.00	Encounter for general adult medical examination without abnormal findings	8
I10	Essential (primary) hypertension	6
R05	Cough	6
K21.9	Gastro-esophageal reflux disease without esophagitis	5
R21	Rash and other nonspecific skin eruption	5



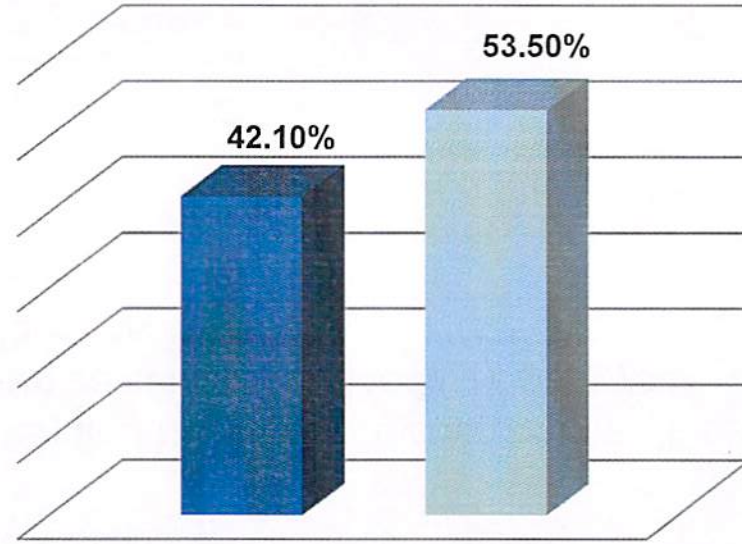
BLUE PRIORITY STRATEGY PERFORMANCE



■ 1/1/2015 - 6/30/2015 ■ 1/1/2016 - 6/30/2016*

Total Health Plan Costs

**Includes costs associated with the Manty Health & Wellness Clinic*



■ 1/1/2015 - 6/30/2015 HPS Network ■ 1/1/2016 - 6/30/2016 Anthem Blue Priority

Provider Network Discounts



2017 HEALTH PLAN RECOMMENDATIONS

- Renew with **Anthem BlueCross BlueShield** to provide 2017 health plan administrative services including these related partners in health:
 - Blue Priority Provider Network
 - Anthem Pharmacy, in partnership with Express Scripts and Accredo Pharmacy
- Current monthly medical and dental plan funding rates are provided below. In addition, AFG recently completed a midterm calculation for the 2017 plan year (without a change to the current plan designs) as follows:
 - **Medical Plan** (single/family)
 - 2016: \$532.35 / \$1,353.60
 - 2017: \$550.75 / \$1,396.55 (+3% to funding*)
 - **Dental Plan** (P)reventive Only / (E)nhanced Plan
 - 2016: P \$15.10 / \$34.61
 - 2017: E \$45.54 / \$110.51 (0% no change to funding)

**Estimate only: 2017 administrative/stop loss renewal not yet received*



WELLNESS PROGRAMMING

Biometric/HRA event will again be conducted by Aurora

- **New with this Fall's event:**
- Age appropriate PSA (male prostrate) and TSH (female thyroid) will be tested automatically
- A1C (fasting glucose) will be tested automatically if first glucose reading is ≥ 116
- If unable to attend onsite appointment, employee/spouse must schedule appointment at Manty Health & Wellness Center

Wellness Financial

Incentive:



- Participation based incentive applies to this Fall's event, as was provided last Fall to include: \$100 FSA contribution made to individual accounts in early **January 2017** (\$200 if both covered employee and spouse participate)
- **New This Fall** – Introduction to Biometric Based Premiums - Health Reward Program - Scorecard Results
- Incentive made available **January 2018** will be by way of discounted medical insurance premiums, and will be made available dependent on **Health Scorecard Results** that compare the Fall 2016 HRA/Biometric results to Fall 2017 results.



2017 City of Manitowoc Health Rewards Program



Employee's Name: _____

Screening	Qualifying Range	National Optimal Range	Your Results	 
Systolic Blood Pressure	≤ 139 mmHg	< 120 mmHg		
Diastolic Blood Pressure	≤ 89 mmHg	< 80 mmHg		
Fasting Glucose	< 100	< 100		
Tobacco Use	Non-User	Non-User		
Body Mass Index (BMI)	≤ 30.9	< 25		
LDL Cholesterol	≤ 159	LDL < 130		
HDL Cholesterol	≥ 36	HDL > 45		

Score Needed to Qualify for Wellness Incentive: A Thumbs-Up in each screening category (6 Thumbs-up in total)*

In addition to the results of this wellness scorecard, failure of the Employee to complete the Health Risk Assessment, including biometric measurements and questionnaire, will automatically result in the Employee being ineligible for the health insurance premium discount.

Employees who score less than 6 thumbs-up must meet with an Aurora Health Coach via telephone in order to earn back lost points to receive the insurance discount. At a minimum, each Employee scoring less than all thumbs-up on their scorecard must meet with a health coach four times throughout the year, once to develop a goal(s) and the additional three times to determine whether satisfactory progress has been made. Final determination by the health coach of satisfactory progress towards the goal(s) must be completed by December 31, 2017. **Dependent upon satisfactory progress towards the goal(s), Employees may be granted the health insurance premium discount for 2018. Contact the Manty Health & Wellness Clinic or email _____ to schedule an appointment with an Aurora Health Coach to start developing your personal health goal(s). You might also be able to qualify for the premium discount by a different means. Aurora will work with you and, if you wish, with your doctor to find a wellness program with the same premium discount that is right for you in light of your health status. City of Manitowoc is committed to helping you achieve your best health.**

Note: If your triglyceride level is higher than 400mg/dl, your LDL cholesterol value cannot be calculated and will not show up on your Health Rewards score and you receive 0 points for your LDL result value.



WELLNESS PROGRAMMING CONT.

- Planning with HR/Finance, AFG and Aurora is ongoing to integrate this Fall's Biometric/HRA event with:
 - **OneCommunity** – onsite system used by Aurora and where City Employees complete their HRA questionnaire, and gain access to biometric results. OneCommunity will also be the venue in which the Scorecard results (thumbs-up/down) will be stored for employees and spouses participating.
 - **Manty Health & Wellness Center** – employee/spouse not receiving 6- thumbs up will need to connect with the Nurse Practitioner to put together a personal health plan to improve health. Initial appointment, and up to 3 additional appointments may be needed during the 2017 plan year, in order to be eligible for the 2018 discounted insurance premium.
- Additional review is currently taking place to decide whether wellness activities/programming and participation in such events will be added into the OneCommunity system to be included in the **2018 financial incentive** as well biometric results. This topic will be discussed by the City's wellness committee in the near future.



QUESTIONS?

