



2010-2013 City of Milwaukee

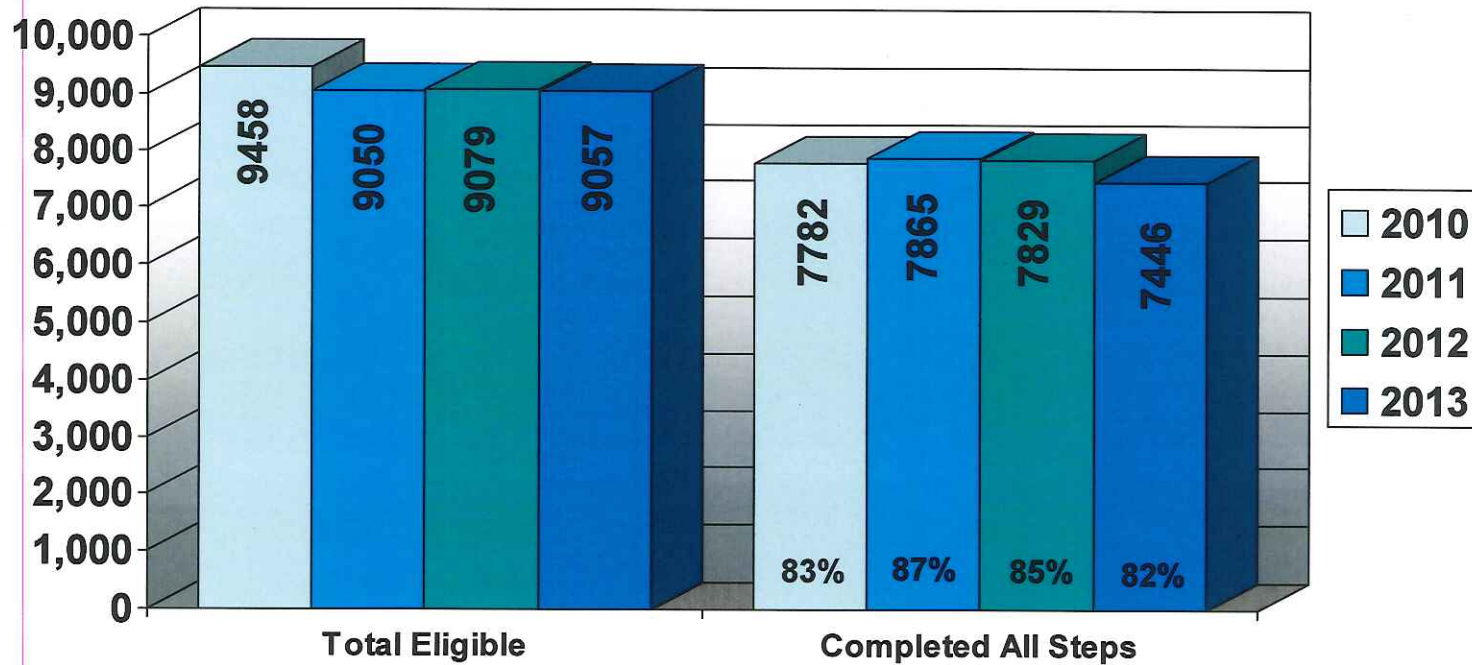


Overview

- ***Employee Participation***
- ***Onsite Programs***
- ***4-year Cohort and All Participants (Cohort is participants who were involved all 4 years and All Participants is for 2013)***
 - ***Average Biometrics***
 - ***Population Health Risk Score***
 - ***Improvements***
- ***Return On Investment***
- ***Initiatives for Change***
- ***Employee Satisfaction Evaluations***

City of Milwaukee Participation

Number of Participants



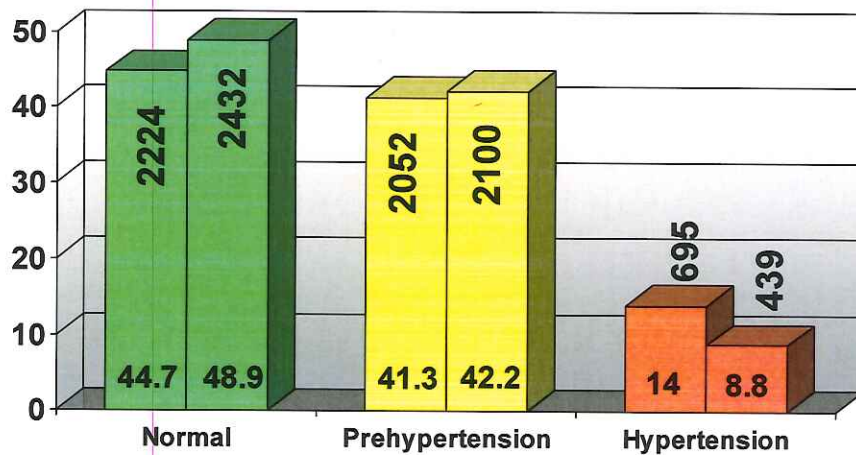
City of Milwaukee Cohort Report: Average Biometrics

This data compares only the participants that completed both the online assessment and the biometrics every year. N=4971

	Average Biometrics		Goal
	2010	2013	
Total Cholesterol	190.7	192.4	<200
LDL Cholesterol	114.9	109.0	<100/<130
HDL - Male	46.6	52.3	>40
HDL - Female	57.4	65.1	>50
Triglycerides	122.2	126.3	<150
Glucose	93.1	97.8	<100
Systolic BP	120.5	118.9	<120
Diastolic BP	76.0	75.7	<80
BMI	29.5	30.1	<25
Waist - Male	39.1	39.5	<40
Waist - Female	35.9	36.1	<35

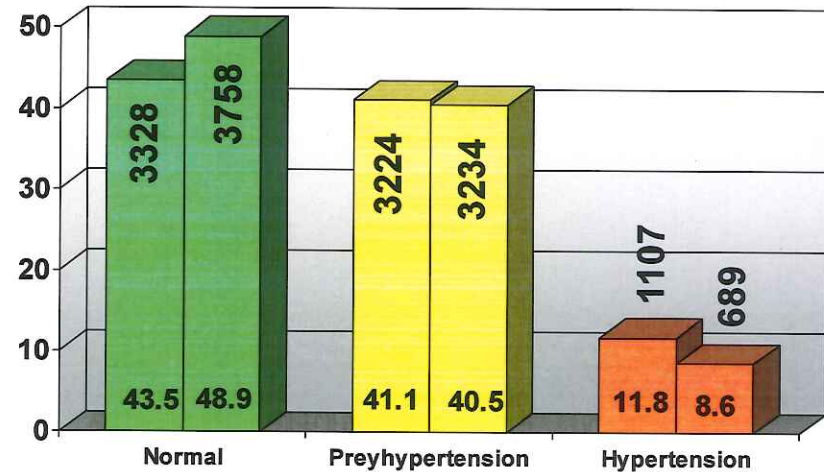
City of Milwaukee What Improved: Blood Pressure

Cohort Group
Percent of Participants



4971 people participated in all 4 years

All Participants
Percent of Participants



Left Bar: 2010
Right Bar: 2013

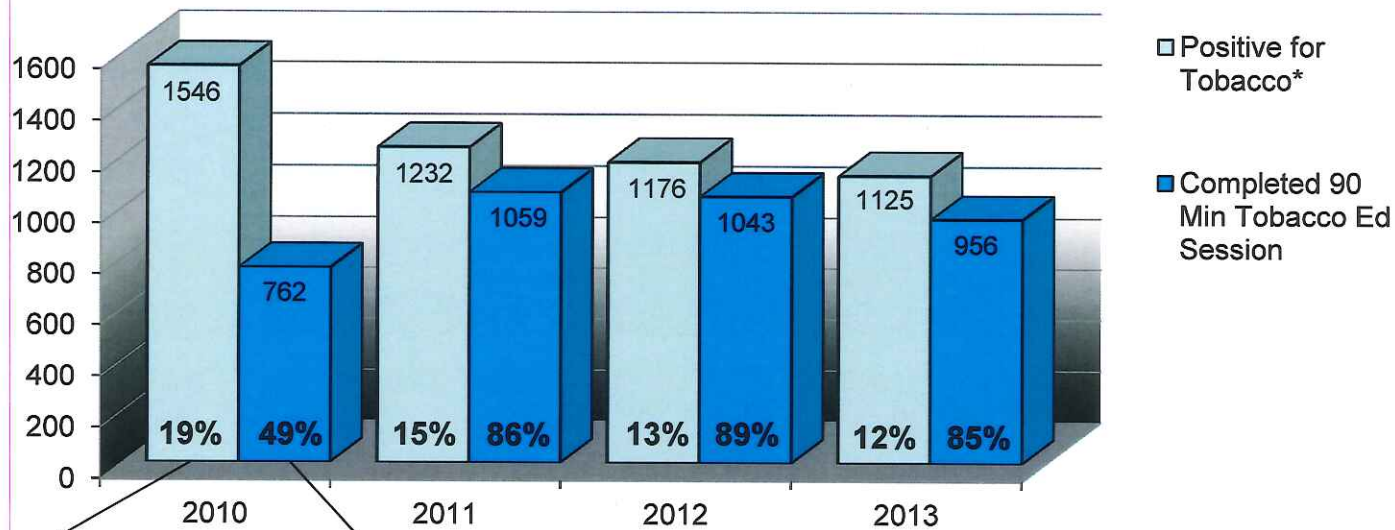
Literature Review: BP ROI data

- In 2006, for every 1000 working Americans aged 18-64 years, an estimated 181 work days, or 4.5 weeks of work, were lost due to hypertension.
- The average annual cost of presenteeism per employee with hypertension is estimated to be \$247
- Average reduction in sick leave absenteeism of 28% when BP controlled
- Average reduction in health costs of 26% when BP controlled



Tobacco Statistics- All Participants

Number of Participants



Percent: total positive/total number of labs

Percent: total complete/total number of positive



Workforce Health



**Either Nicotine or Cotinine*

Tobacco ROI data:

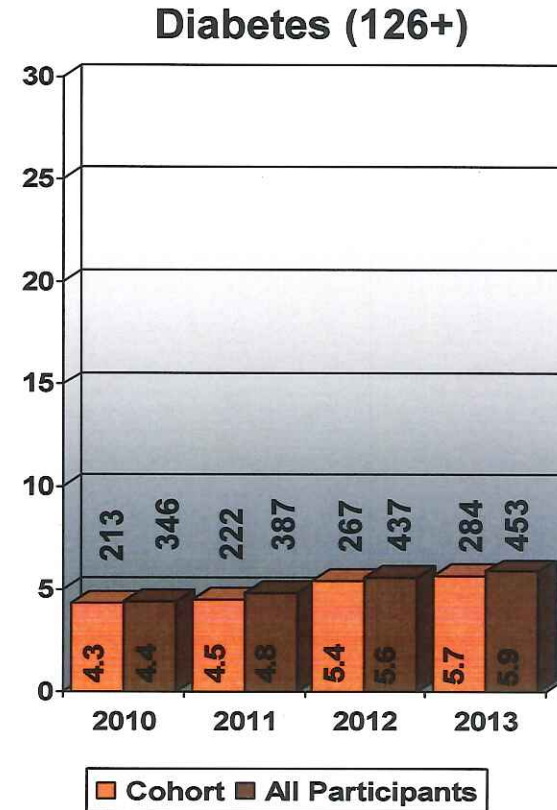
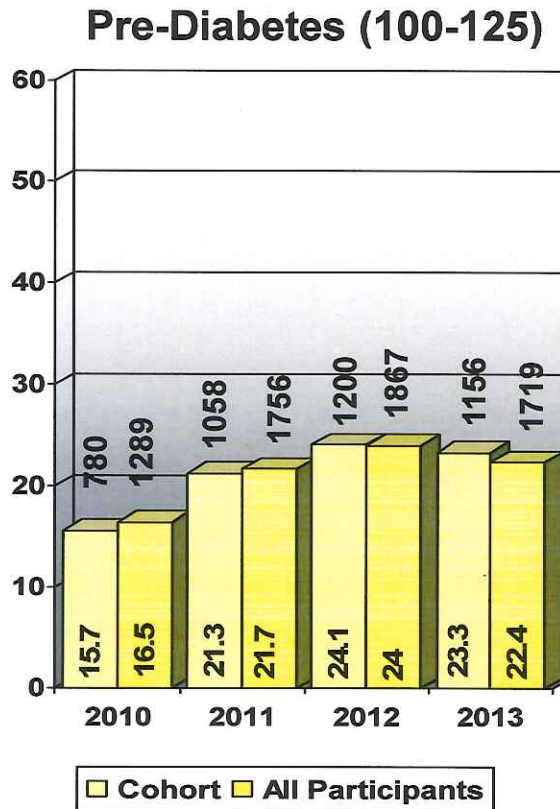
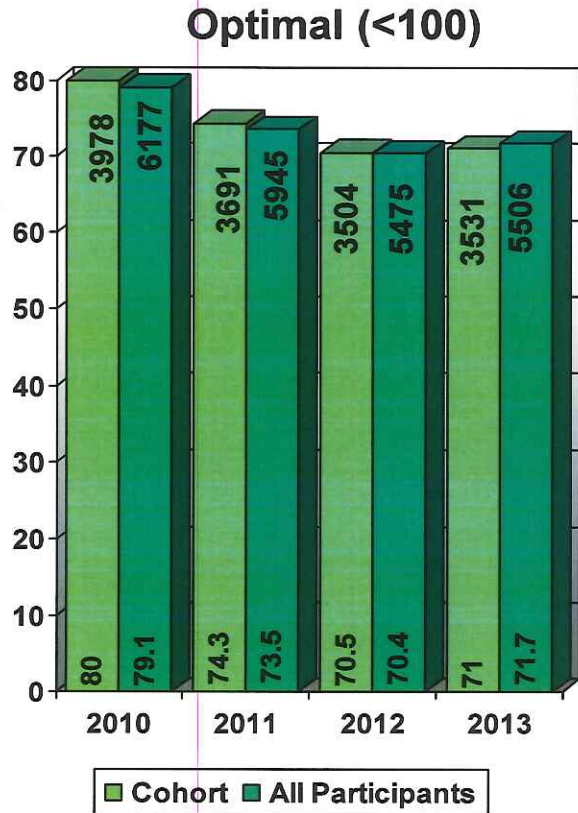
- 1546 positive in 2010
- 1122 positive in 2013
- Difference of 424 from 2010-2013
- \$4260 extra cost per positive/year

\$1.8 million in savings
(2010-2013)



City of Milwaukee: Glucose

Percent in each risk category



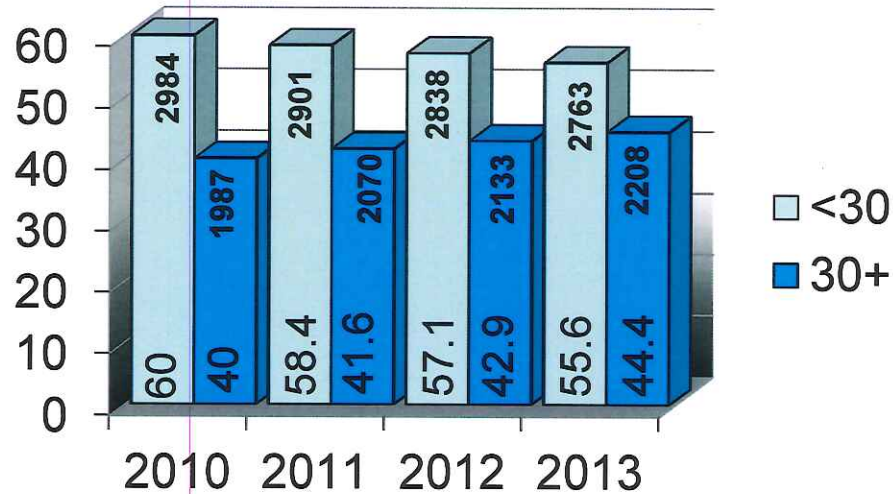
Diabetes ROI data:

- Literature review in 2008 identified reported findings that associated diabetes education (and disease management) with decreased cost, cost saving, cost effectiveness or positive ROI
- Total mean costs/patient were \$918 lower than projection from initial year of enrollment
- **Cost analysis of disease management program combined with diabetes education found a return on investment (ROI) of \$4.34:1**

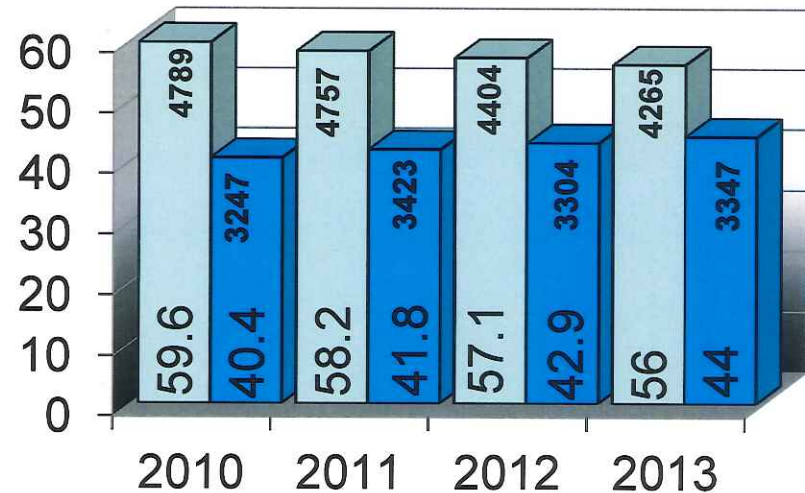
City of Milwaukee: BMI

Cohort Group Percent of Participants

4971 people participated in all 4 years

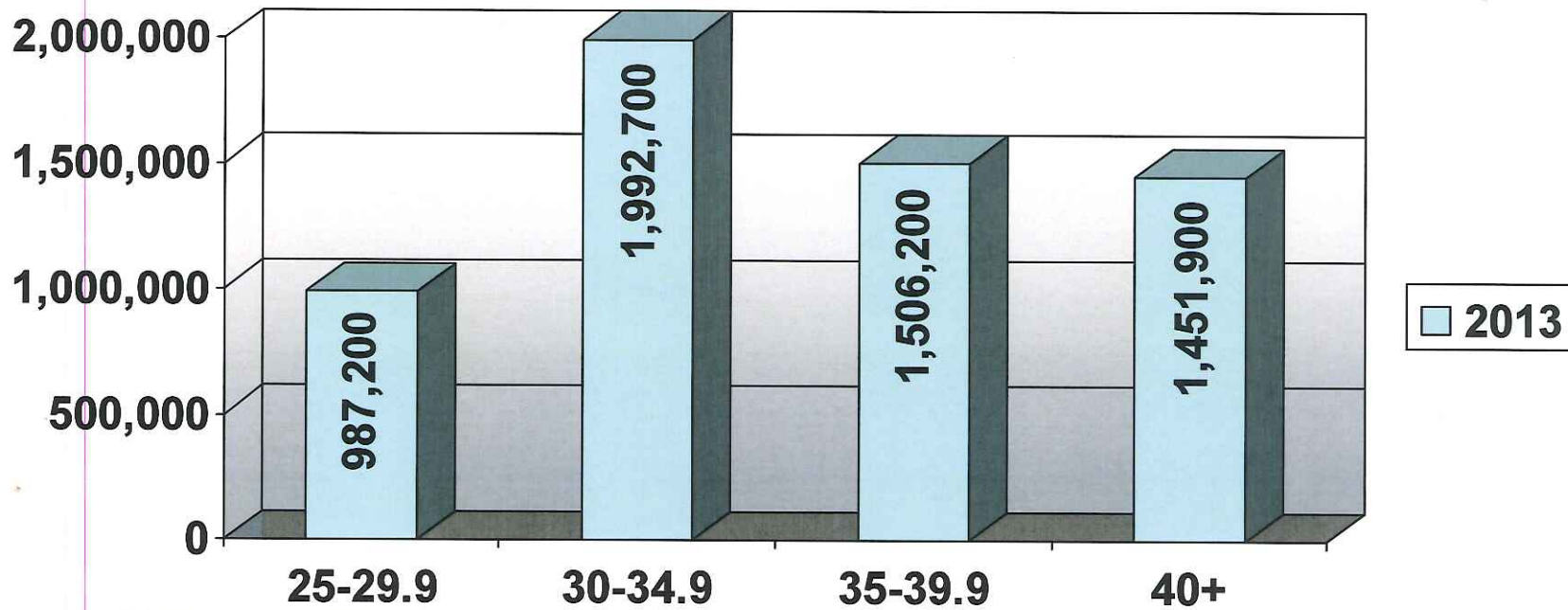


All Participants Percent of Participants



All Participants: BMI ROI data

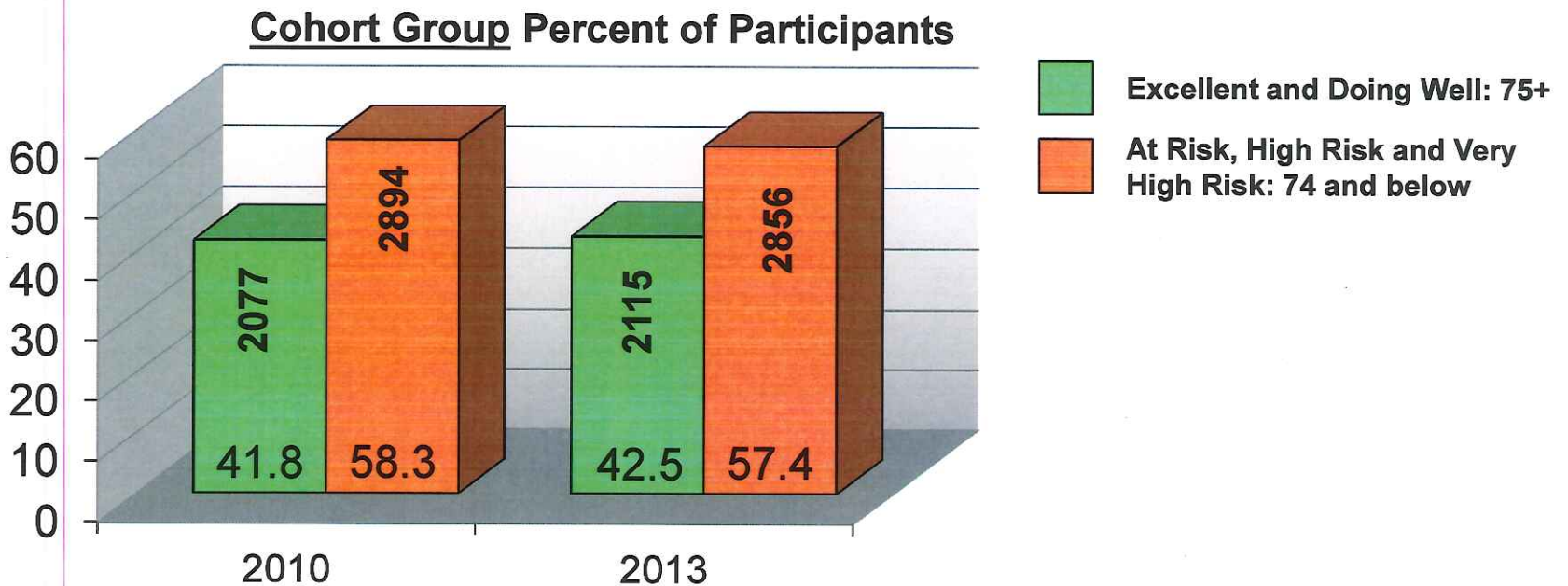
Total medical and work loss costs attributable to High BMI



Average per participant	\$374	\$1072	\$1758	\$2301
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Average Population Health Risk Score

Movement from 2010 to 2013: Becoming a Healthier Population



Risk Intervention Priorities

All Participants

	Weight	Blood Pressure	Diabetes
2010	76.7%	52.9%	21%
2011	77.8%	50.0%	27.7%
2012	78.1%	49.2%	29.6%
2013	78.3%	49.1%	28.2%
Risk Δ 2010-13	 1.6%	 3.8%	 7.2%

 Risk Increased
 Risk Decreased



What We Need to Work On

Percent of Participants who are at Risk

Top Needs	2013
Weight Management (BMI >24.9)	78.3%
Fitness (<5 days/week)	66.7%
Nutrition/Healthy Eating (6 or more risks)	61.7%
Sleep (<7-8 hours per night)	52.8%
Blood Pressure (>119 or >79)	49.1%
Total Cholesterol (>199)	38.8%
Diabetes (glucose >99)	28.2%

What should our goal be?

Choosing Which Programs to Offer

Top Needs	2013
Weight Management	78.3%
Fitness	66.7%
Nutrition/Healthy Eating	61.7%
Sleep	52.8%
Blood Pressure	49.1%
Cholesterol Reduction	38.8%

Recently Started or expressed a desire to change within the next 1 to 6 months	2013
Lose weight or maintain a healthy weight	48.4%
Be physically active	40.7%
Practice good eating habits	38.0%
Lower or maintain healthy cholesterol	32.1%

Top Health Interests of participants	2013
Weight Management	33.5%
Nutrition/Healthy Eating	28.2%
Cholesterol Reduction	25.4%
Reducing Diabetes Risk	19.8%
Reducing Blood Pressure	17.4%
Reducing Cancer Risk	17.2%

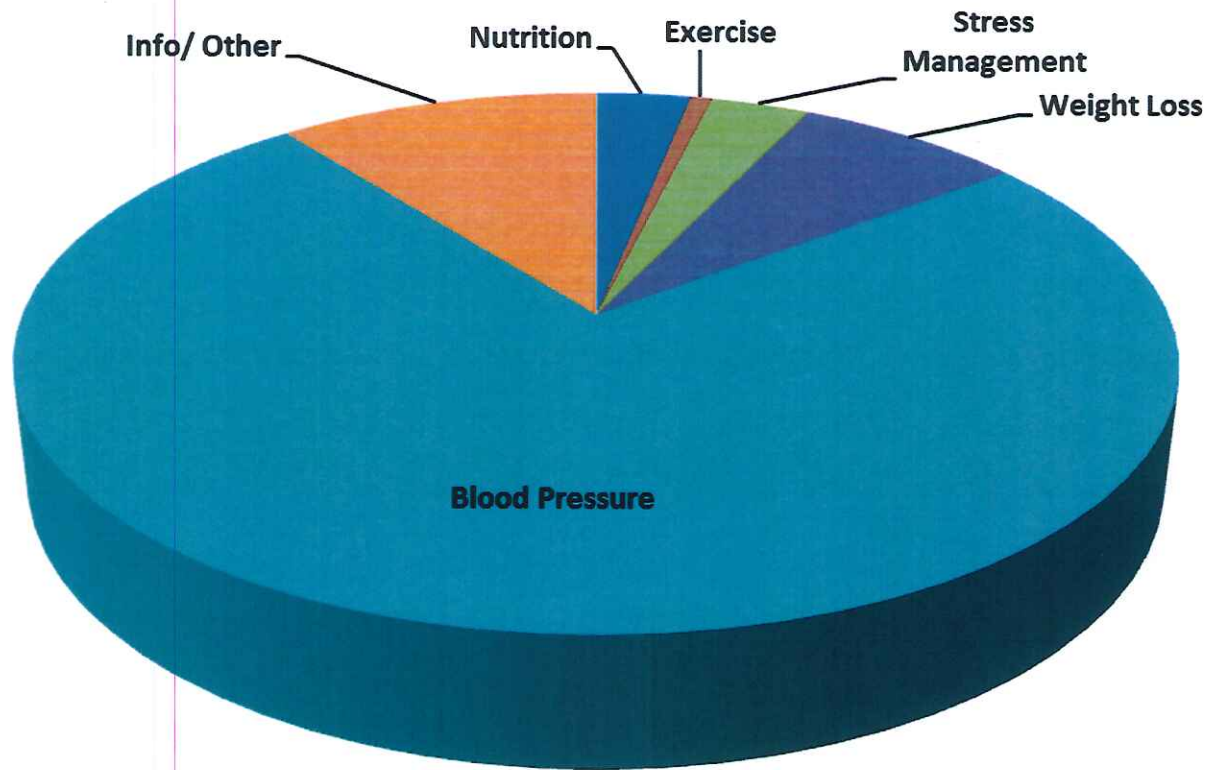
Program Recommendations

- City wide re-engagement strategies as defined in the proposed Wellness and Disease Management Initiatives
- City wide Weight Management Program
 - End date to coincide with start of biometric screening
- Diabetes programming (in coordination with YMCA/UHC)

Established 2013 Onsite Programs

- Wellness at Work
 - Wellness Center: 20 hours per week
 - DPW 3 Sites: Blood Pressure Checks: bi-monthly
- Programs
 - Health Department: “Changin’ My Weighs”, “Staycation”
 - Dept. of City Development: “Staycation”
 - Multiple departments: “Stair Challenge”

City of Milwaukee Onsite Programs: Wellness at Work 2013



Location	Number of Topics/Touches
City Hall*	704
DPW	1100
Total	1804

*Officially opened June 2013

Increasing Staff Engagement for 2014

- Health Fairs
 - ZMB Wellness Center, DPW Headquarters, DPW Garage
- Wellness Center
 - Two monthly health topic lunch and learns
 - Onsite dietitians
 - Monthly challenges
 - Walking program
 - Fresh fruit and healthy snacks

Increasing Staff Engagement for 2014

- Health Departments
 - Biggest winner program
 - Bi-monthly lunch and learns
- DPW Locations
 - Weekly blood pressure screenings for headquarters, garage, and electrical
 - Investigating additional locations for blood pressure screenings

Wellness and Disease Management Initiatives

Initiatives	Locations	Date Started
On-site nutrition coaching	DPW Headquarters, DPW Electrical and Wellness Center	4/1/2014
Wellness challenges	Wellness Center and Health Departments	1/26/14 and 6/1/14
Public Works Athlete (12-week safety program)	DPW Electrical	4/23/14
Walking program	Wellness Center	4/1/14
Lunch and Learns (every other month)	Milwaukee Health Department	4/1/14
Lunch and Learns (2 presentations a month)	City Hall and ZMB	4/1/14
Fresh fruit and snacks	Wellness Center	4/1/14
Health fairs	Wellness Center, DPW Headquarters and DPW Garage	4/3/14-4/15/14
On-site cholestech screenings	Wellness Center	4/15/2014



Planned Process Improvements

- New scheduling system
- Blood draw process
- Personalized year-to-year report
- Increased programing and engagement strategies

Employee Evaluation Comments

- This program has improved my health. Tremendously.
- I enjoyed discussing my health evaluation with the health educator. She was very informative.
- Fast and friendly experience with professionalism and easy to talk to staff.
- This health assessment we have been doing has helped educate me in regards to nutrition and making healthier choices.
- Information and process was extremely helpful!

Employee Evaluation Comments

- Staff was extremely friendly and accommodating, in no way intimidating. I am very impressed.
- Thank you and thank you city leaders! You are doing something about health and helping us at the same time. There is a lot we can do to be healthier and age well. The city's bottom line for health costs is actionable!
- This is a great service to offer for the City of Milwaukee employees and I hope this continues in the future!



Phase 2: Healthy Rewards Program City of Milwaukee



What is Healthy Rewards?

- Phase 2 of Wellness Your Choice Milwaukee
- All participants who completed the 3-step Health Assessment process in 2013 are eligible
- Must earn 100 points to receive a \$150 Health Reimbursement Account
- Points come from biometric results and healthy activities

What is the Timeline?

- Program runs from May 1-July 31, 2014
- Points must be submitted no later than July 31
- Can submit activities that took place from January 1, 2013 – July 31, 2014

Point Opportunities

- *Please refer to the 2-page points program document*
- **Biometric Measures**
 - Glucose, LDL, Blood Pressure, Waist Circumference & PCP Results Release
- **Activities**
 - Athletic Events, Health Coaching, Programs, Dental Exams, MyUHC

How to Submit Points

- Must use cover sheet
- Can be e-mailed, faxed or verified in person
 - Coming soon: An online web portal to check point totals
- All points must be submitted by Thursday, July 31 for credit

Request for Your Help

- Become advocates for this program!
- Remind others that all information can be found on the DER page under Benefits-Healthy Rewards
- Distribute information or email cityofmke@froedtert.com to have an info session in your area

Questions

