



**2010-2012**

**City of Milwaukee**

**Finance and Personnel Committee March 14, 2013**

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**Froedtert HEALTH**  
Workforce Health

# Overview

- *Participation*
- *Group Progress Report- 3 year cohort*
- *Population Health Information- all participants*
- *Success Stories*
- *Current Programs*

# Legend



- Self-Reported Data



- Clinical Biometric Data

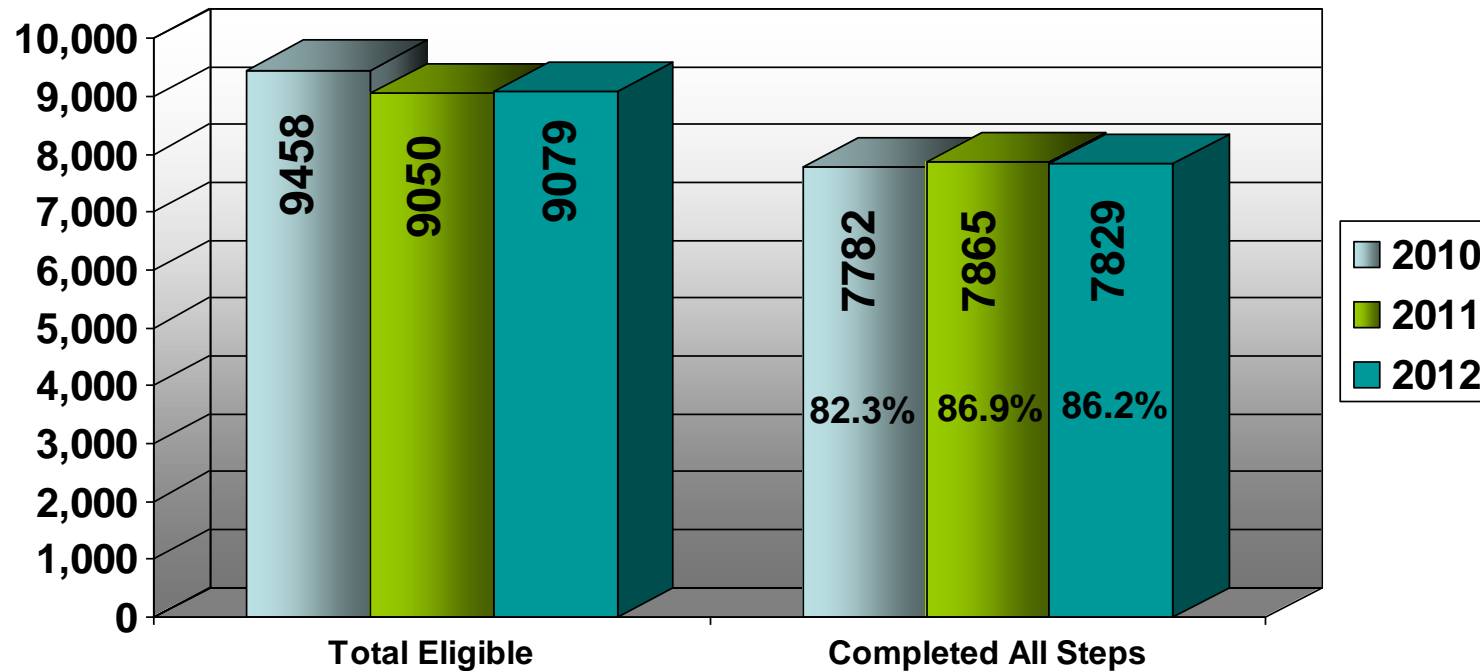


- Combination Data

*These symbols are on each page in the upper right corner designating how data was gathered*

# Population Health Information- General Population

## Number of Participants



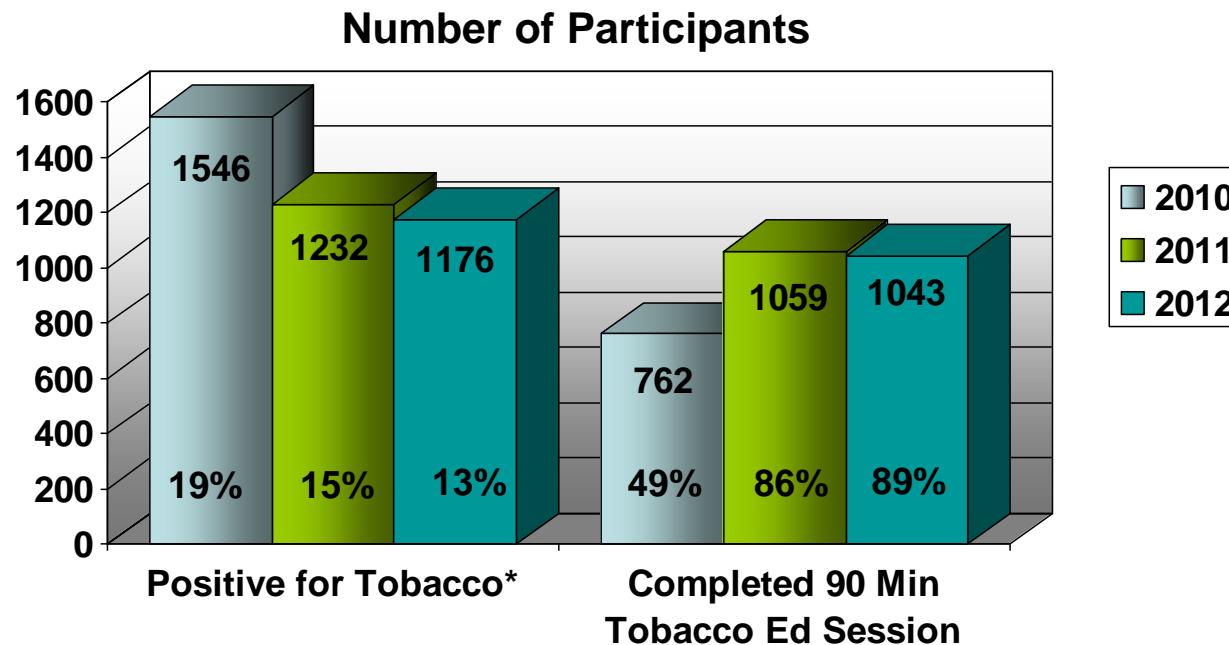
# Group Progress Report- GPR

*The Group Progress Report compares only the participants that completed the Online Health Assessment in all three years.*

*This report shows changes in that cohort from one year to the next.*

	2010-2012
Number of participants that participated in all three years	5841

# Tobacco Statistics- All Participants



# Tobacco ROI data:



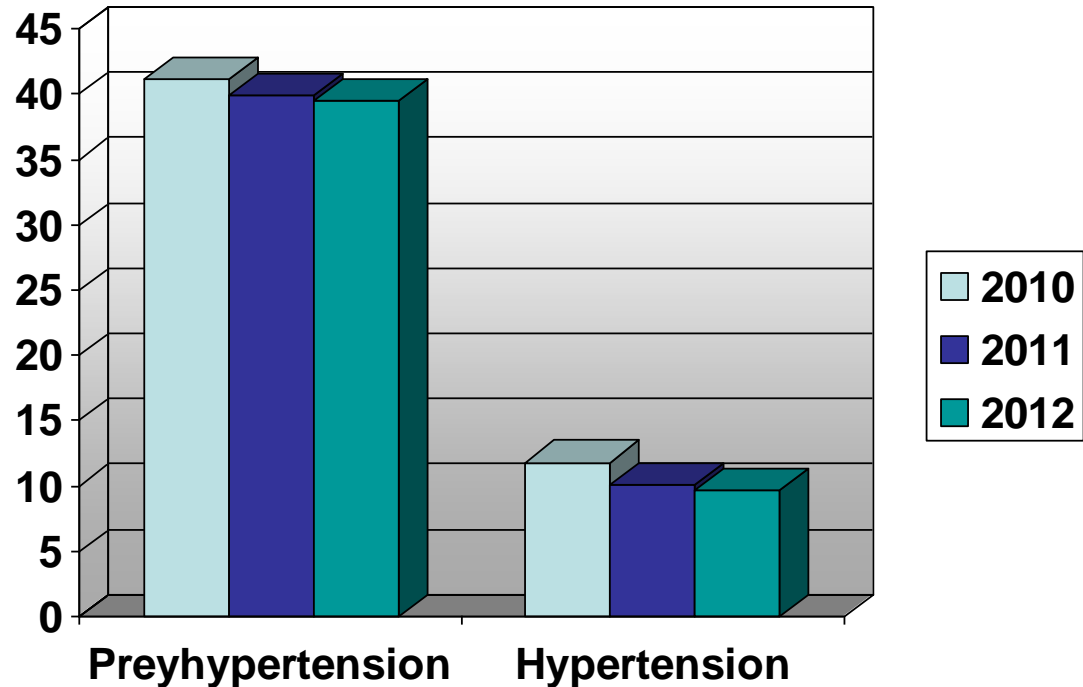
- 1546 positive in 2010
  - 1232 positive in 2011
  - 1176 positive in 2012
  - Difference of 370 from 2010-2012
  - \$3391 extra cost per positive/year
- **\$1.25 million in savings**

# Blood Pressure- General Population



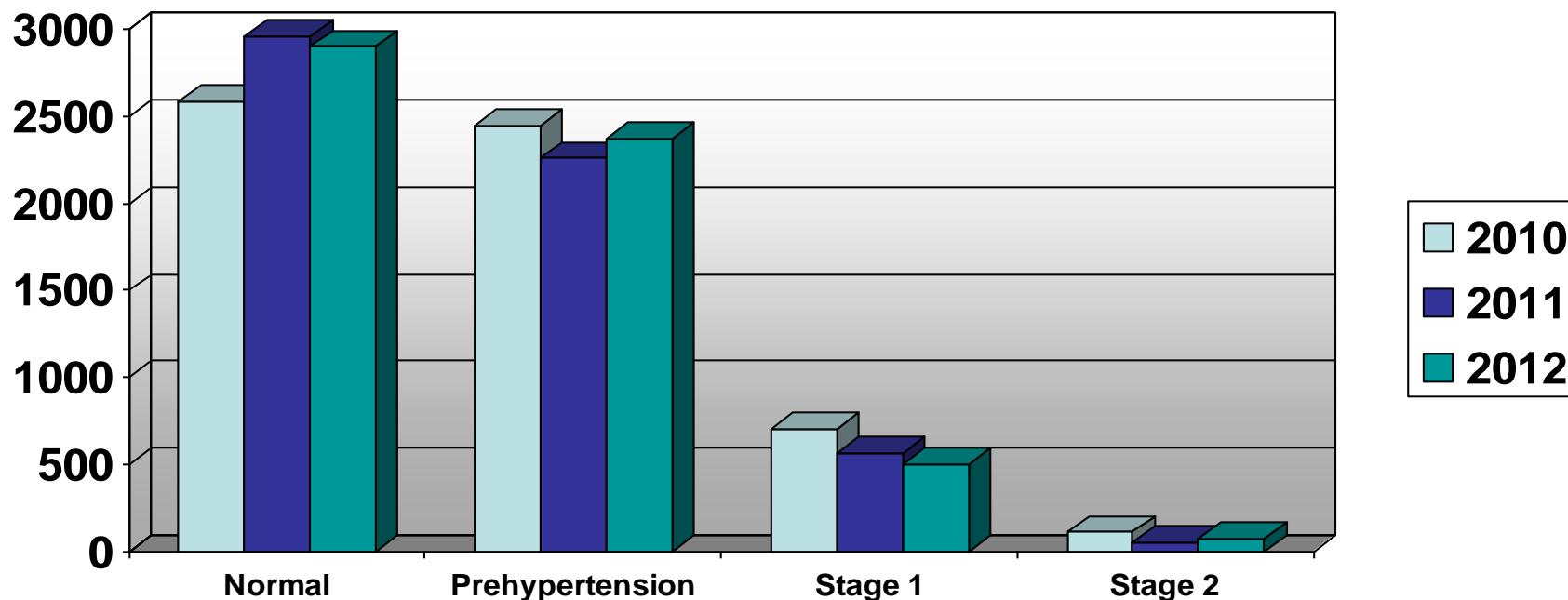
- Having high blood pressure by the age 55 increases risk for heart disease or stroke between 42% and 69%.
- The risk of stroke is directly related to how high the blood pressure is.

Source: WebMD





# Participated all 3 years (GPR): Blood Pressure



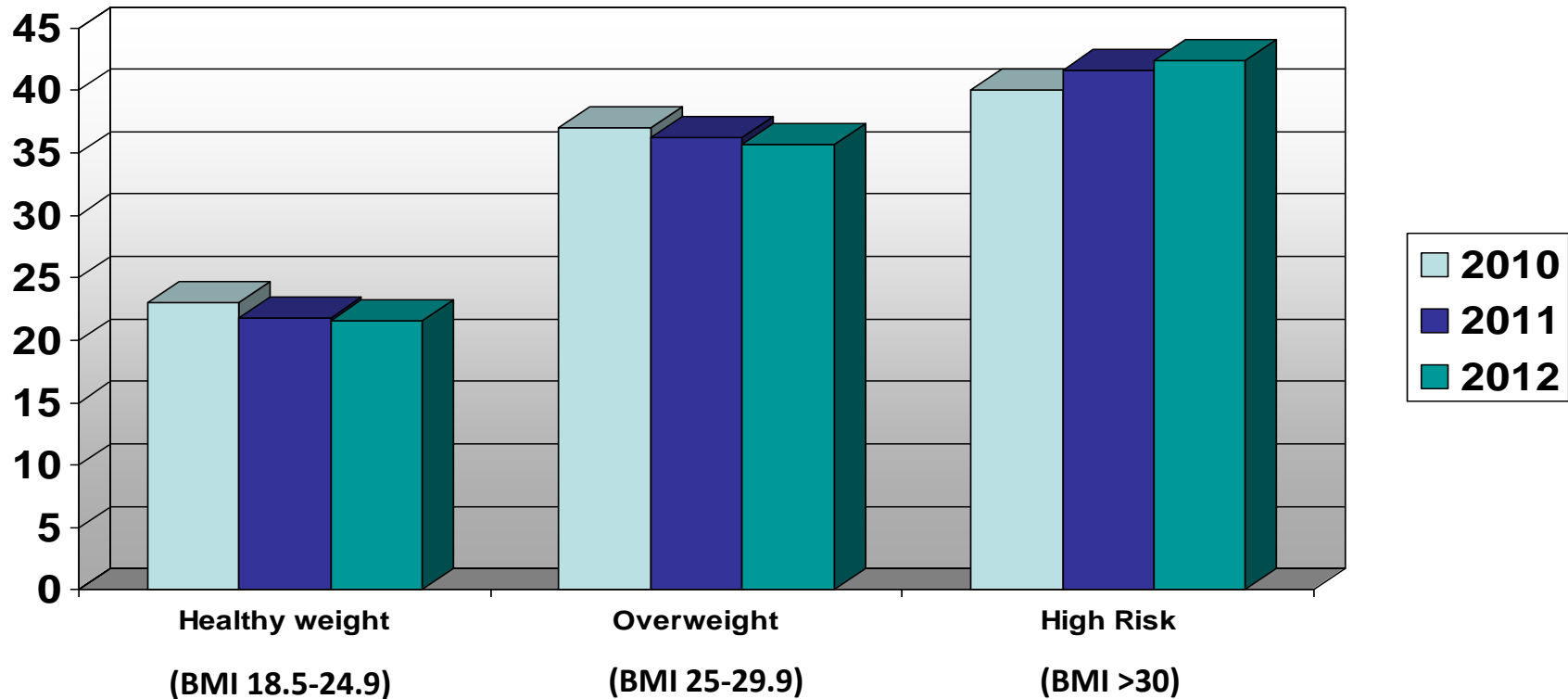
# BP ROI data:

- 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 ROI of \$5.93 for every \$1 spent on workplace care management programs**
- Average reduction in sick leave absenteeism of 28%
- Average reduction in health costs of 26%

# Weight- All Participants



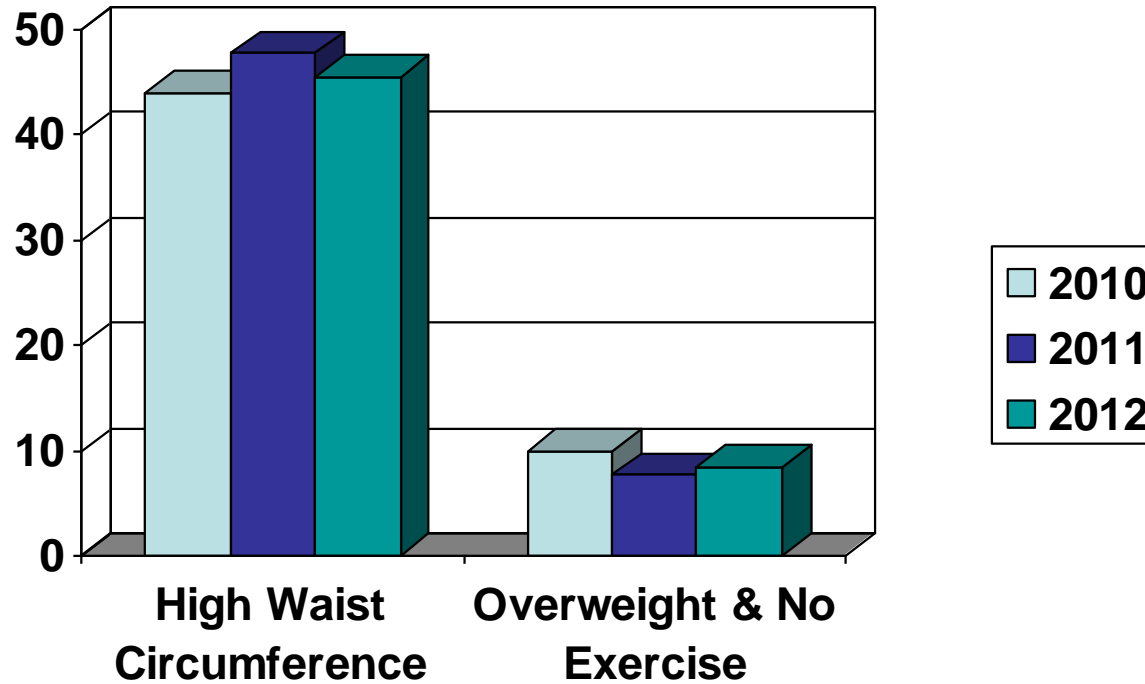
Percent of participants



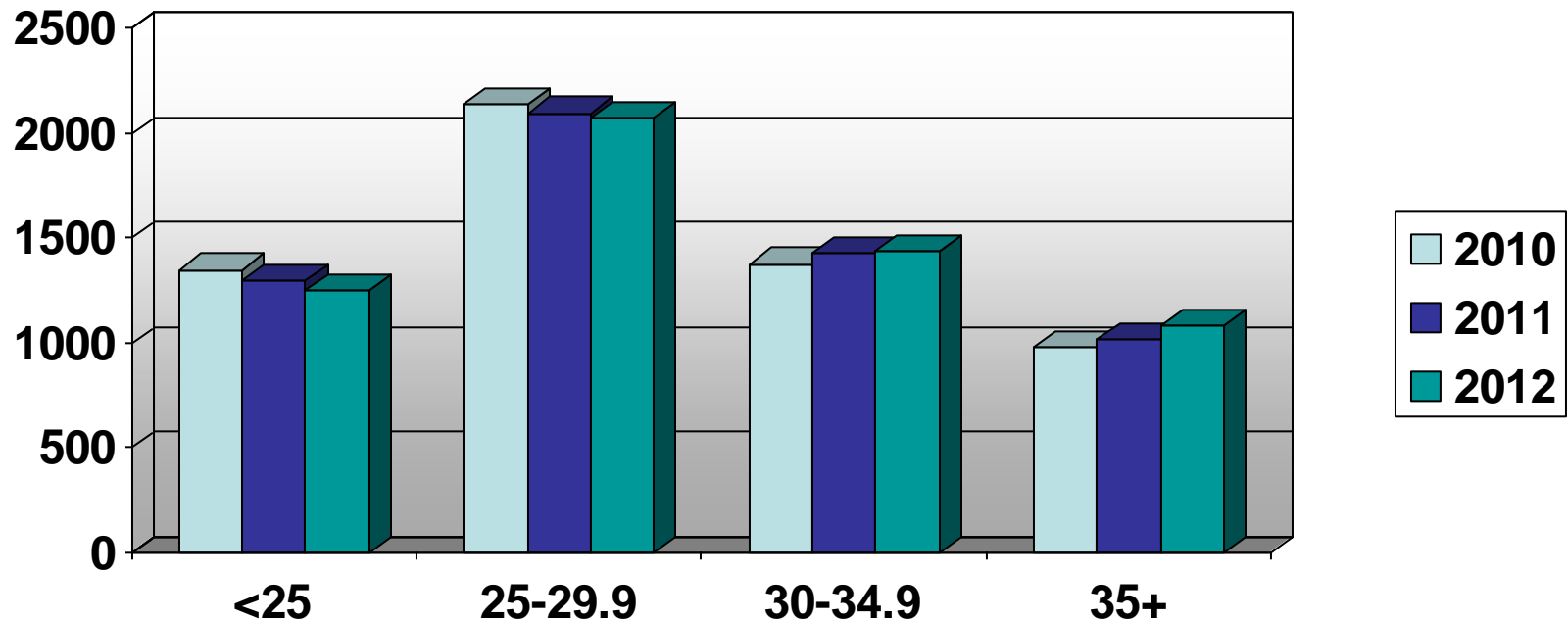
# Weight- All Participants



Percent of Participants

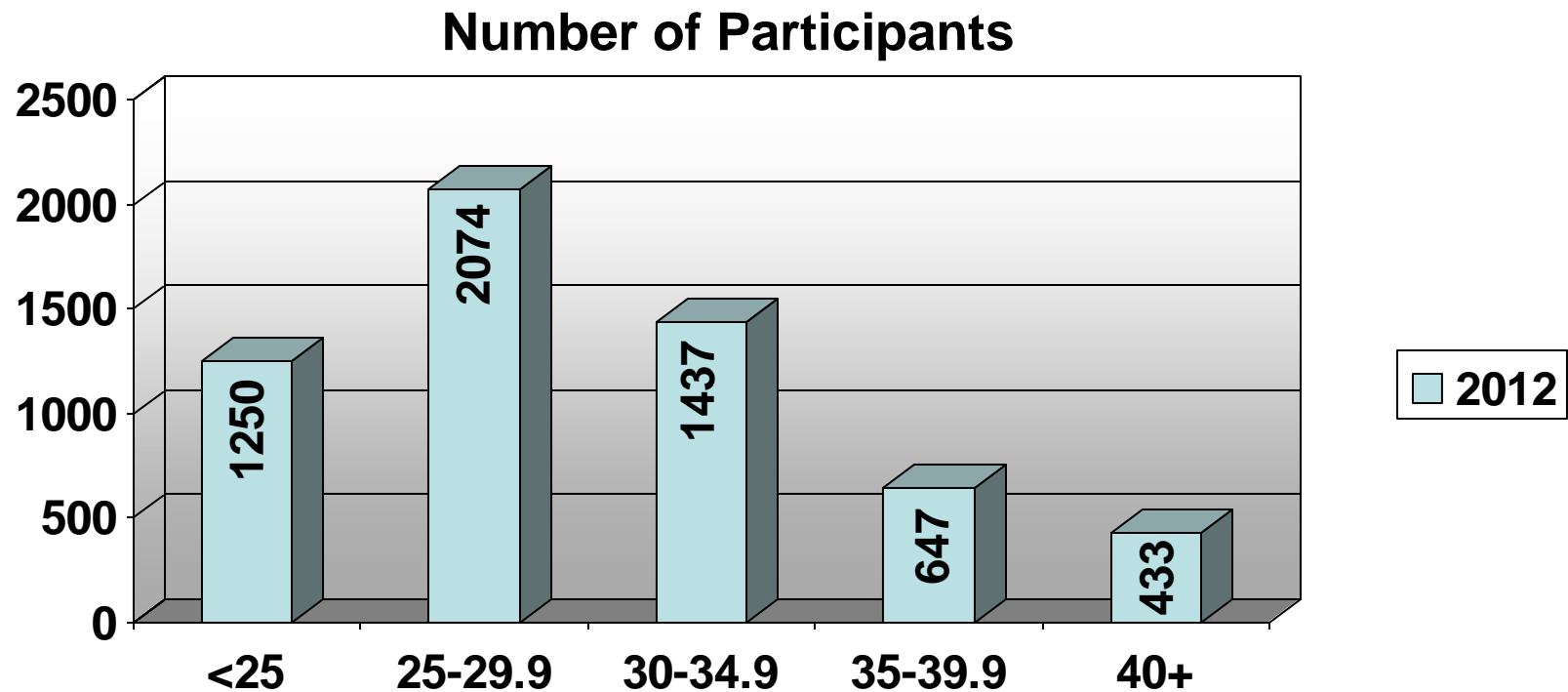


# Participated all 3 years (GPR): BMI



5841 people participated in all 3 years

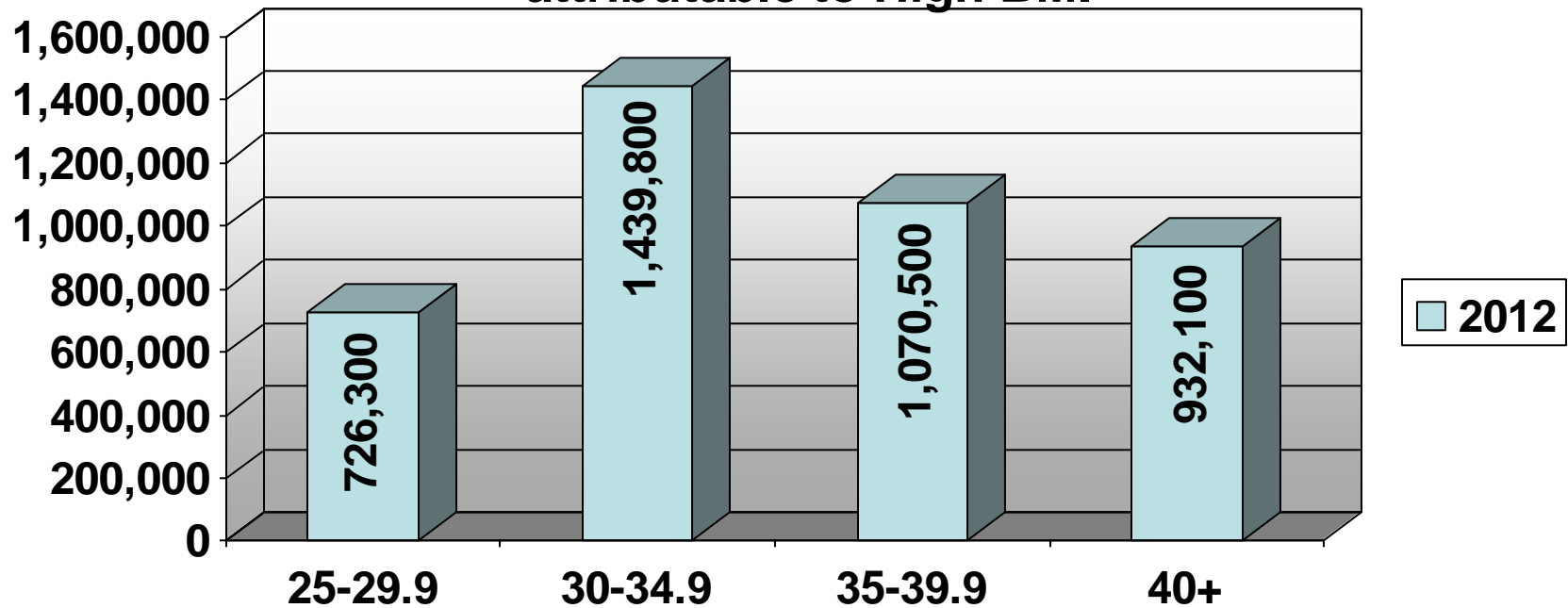
# BMI ROI data:



# BMI ROI data:



**Total medical and work loss costs attributable to High BMI**

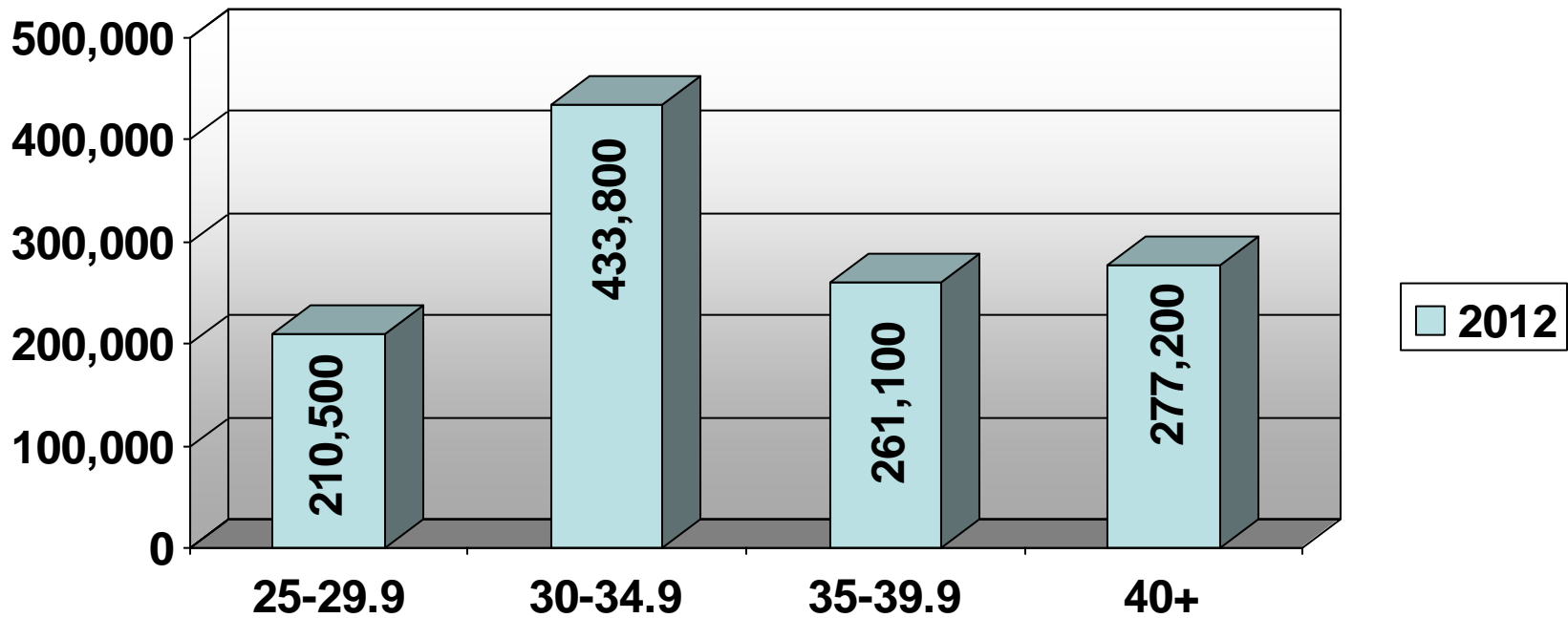


Average per participant	\$350	\$1002	\$1655	\$2153
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# BMI ROI data:



Annual work loss costs attributable to High BMI



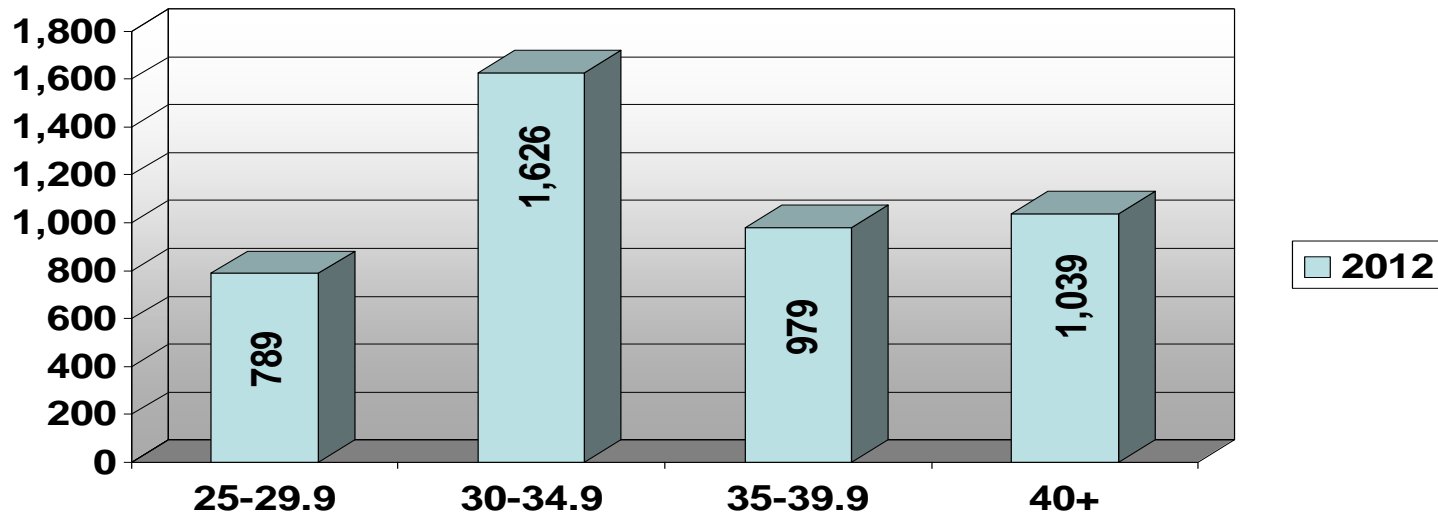
Average per participant	25-29.9	30-34.9	35-39.9	40+
	\$101	\$302	\$404	\$640



# BMI ROI data:



## Annual work days lost

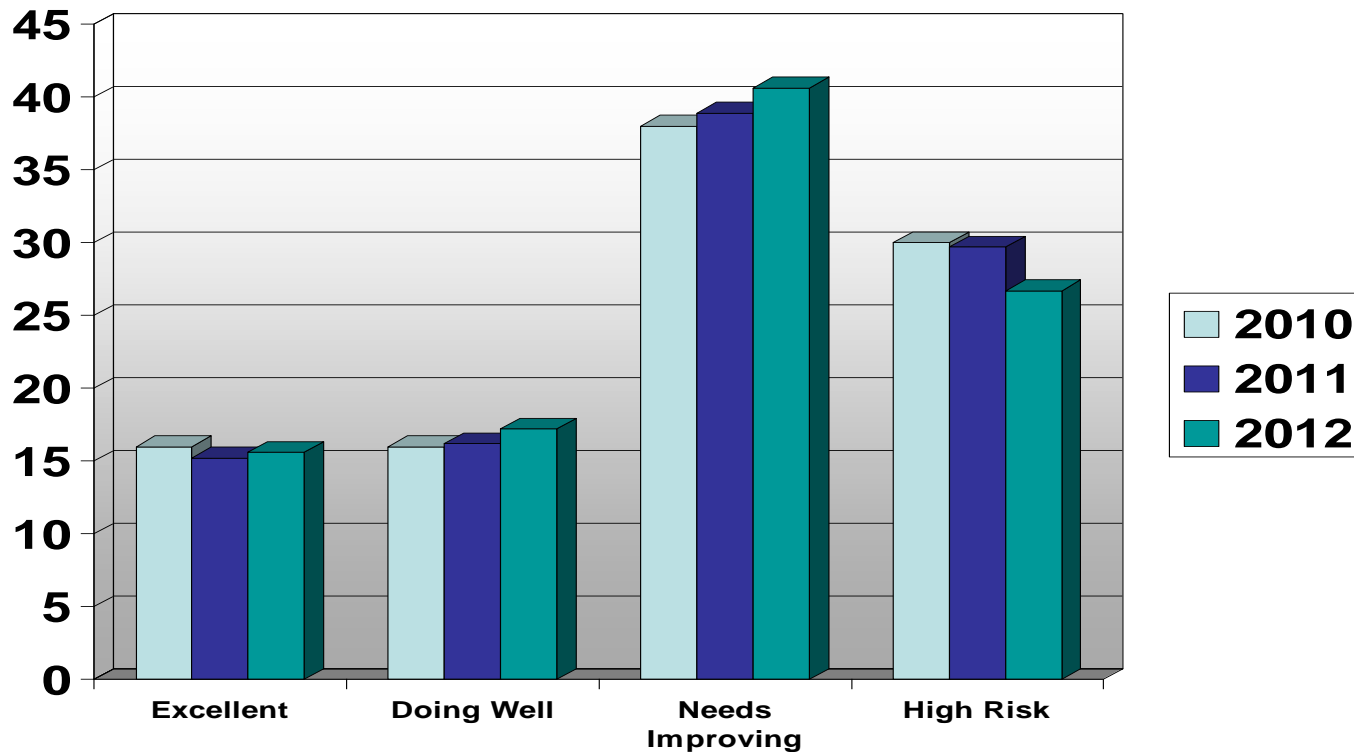


Average per participant	0.4 days	1.1 days	1.5 days	2.4 days
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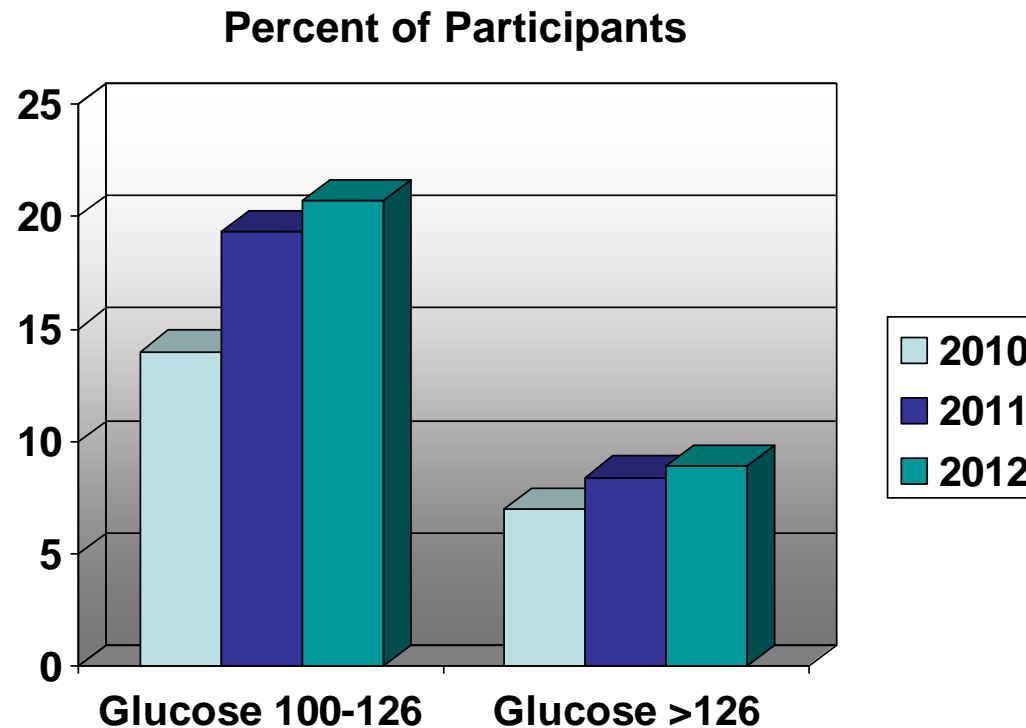
# Diabetes- General Population



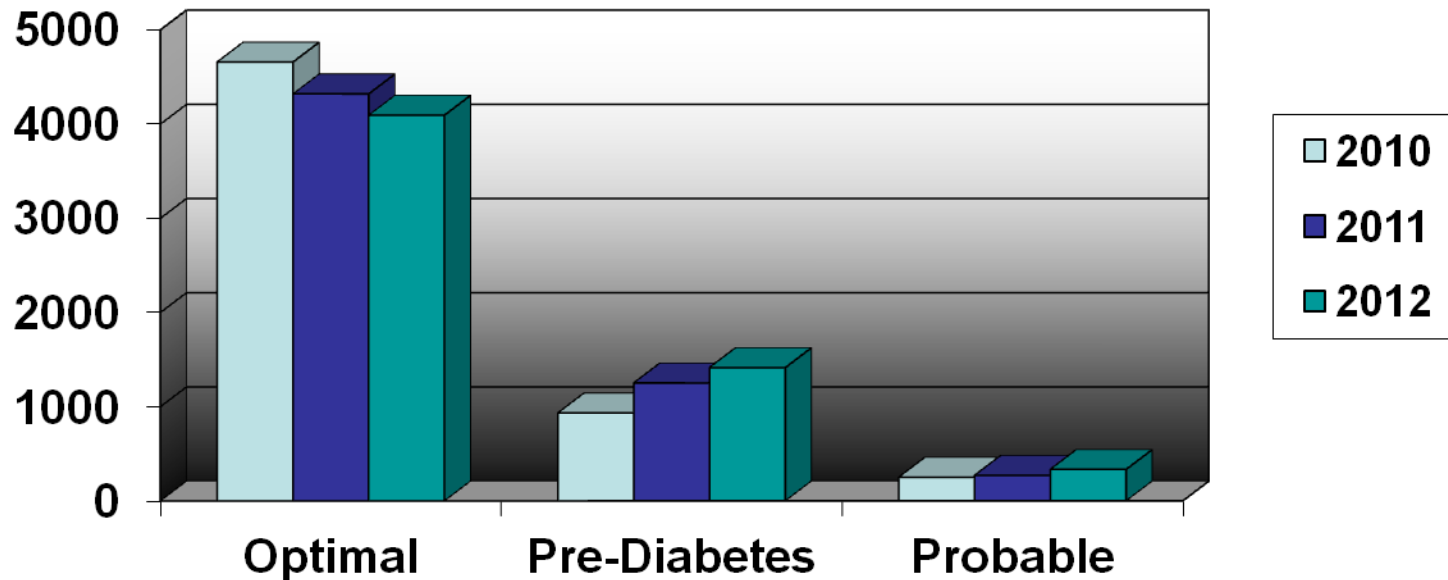
Percent of participants



# Diabetes- General Population



# Participated all 3 years (GPR): Glucose







5841 people participated in all 3 years

# 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**

# Risk Intervention Priorities (GPR)



	Tobacco Use	Blood Pressure	Weight	Diabetes
2010	19%	52.9%	76.7%	21%
2011	15%	50.0%	77.8%	27.7%
2012	13%	49.2%	78.1%	29.6%
<i>Risk</i> $\Delta$ 2010-12	 6.0%	 3.7%	 1.4%	 8.6%

 Risk Increased

 Risk Decreased

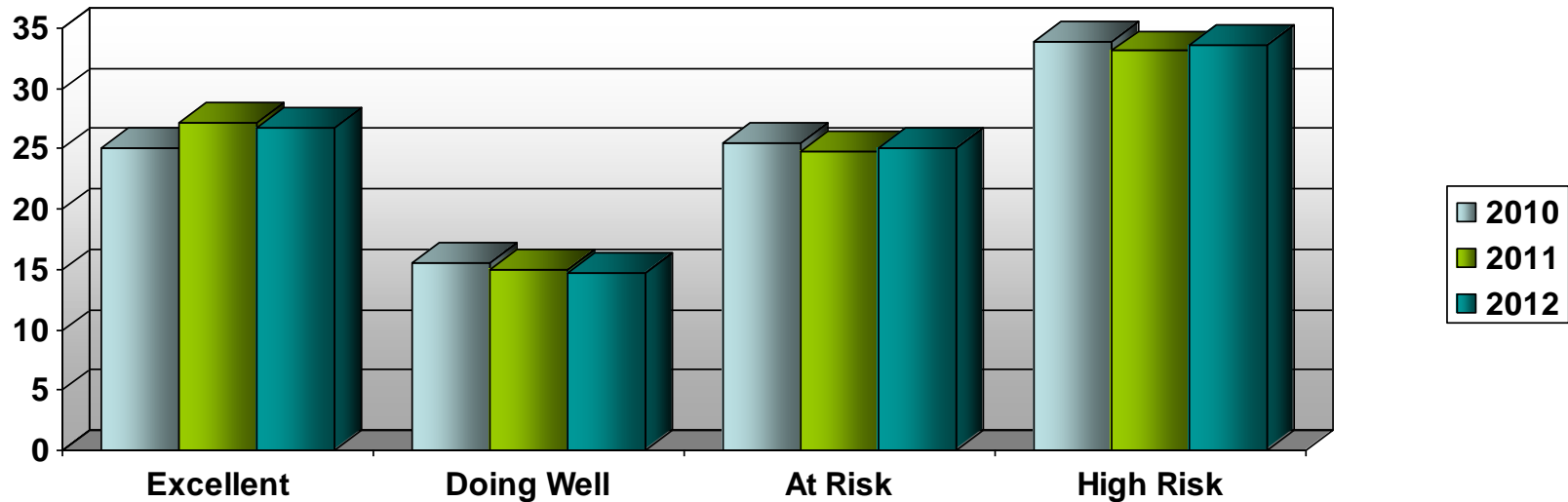
# Population Health Risk Score



- Biometrics Driven score
  - BMI
  - Waist
  - Blood Pressure
  - Total Cholesterol
  - LDL
  - HDL
  - Non-HDL
  - Triglycerides
  - Blood Glucose
  - Tobacco Use

**This is what we  
actually measure**

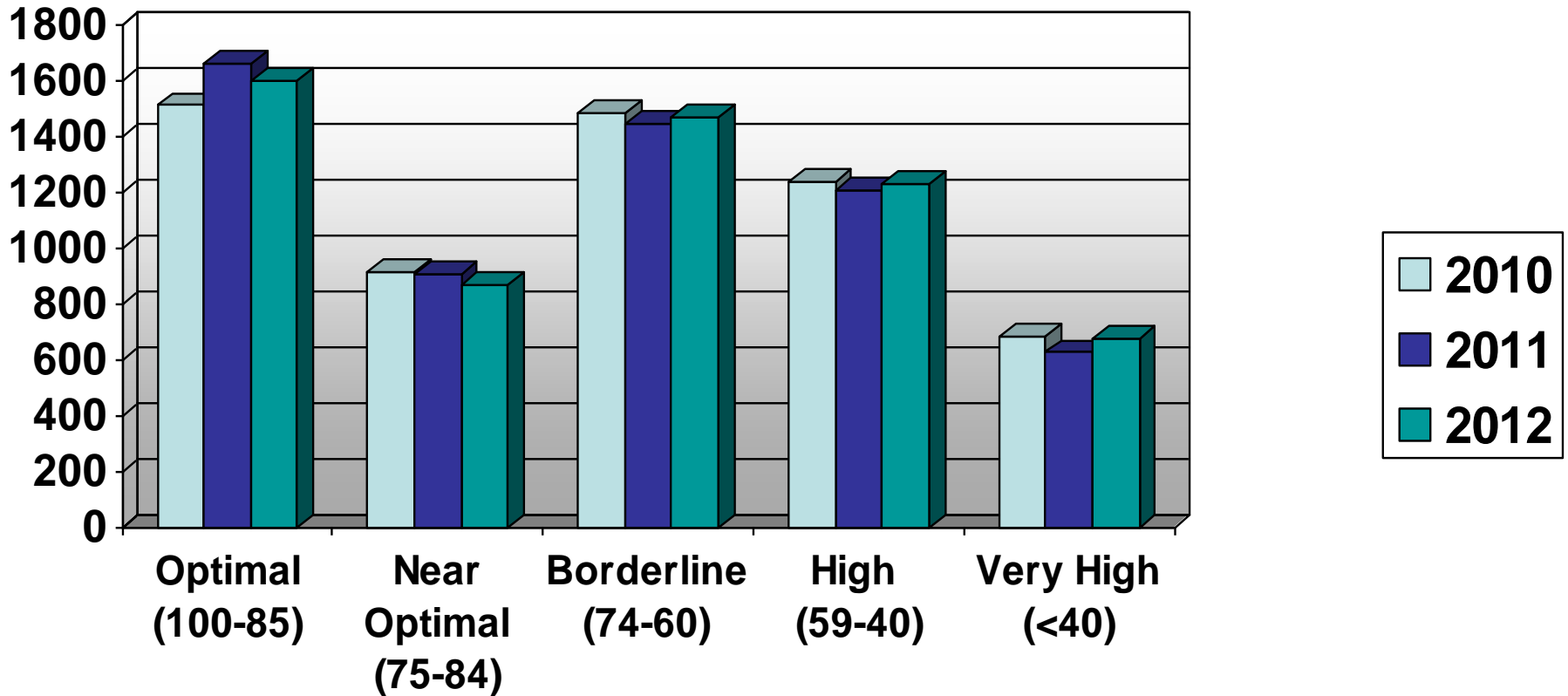
# Population Health Risk Score- General Population



Scores	PHRS Score				
	Average Score	Excellent 85+	Well 75-84	At Risk 60-74	High Risk <60
2010	67.02	25.0%	15.5%	25.5%	33.9%
2011	67.91	27.1%	15.0%	24.8%	33.1%
2012	67.36	26.7%	14.7%	25.1%	33.6%



# Participated all 3 years (GPR): PHRS Risk Category



5841 people participated in all 3 years

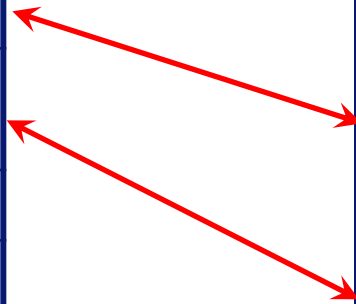
# Top Health Interests vs. Top Needs- PHI



Top Health Interests of participants	2012
Weight Management	29.9%
Nutrition/Healthy Eating	34.8%
Reducing Cancer Risk	19.8%
Blood Pressure Reduction	17.3%



Top Needs	2012
Weight Management	78.1%
Fitness	66.8%
Nutrition/Healthy Eating	62.3%
Blood Pressure	49.2%
Diabetes	29.6%



# Success Stories!!!

I had some really positive changes over the past few years, and it allowed me to go off insulin and reduce medications for a period of time. The key factors for positive results for me were:

- Being proactive and thoughtful about what I was doing and eating;
- Partnering with my primary care physician to stay on top of things;
- Scheduling active exercise regularly;
- Journaling my activity and eating;
- Joining Take Off Pounds Sensibly (TOPS) to give me an accountability group, encouragement and weekly programs.

I have not done as well this past year because of a number of issues, but because I know the steps to take to see new improvement, I know that 2013 will be a good year. I feel better when my weight is better managed and when I exercise regularly.

# Success Stories!!!

I would like to say that this program has changed the way I eat, I have joined Weight Watchers and am down about 100lbs. I have started on preventative cholesterol medication due to a family history of heart disease. I have joined the gym attending at least 3 times a week at 4:30 am before going to work. I have also picked up Zumba twice a week and I can tell you what a great feeling it is to be an example at home and at work to promote a healthy lifestyle. It has trickled down to my entire family, we have all changed the way we eat and increased exercise. Thanks Wellness!!!

# Lessons learned

- I know something is wrong
- I need to make a change
- I realize that I am responsible for making a change
- I am determined to make specific changes
- I need to engage with family, health coach, providers to get support
- I have made improvements- and found SUCCESS!

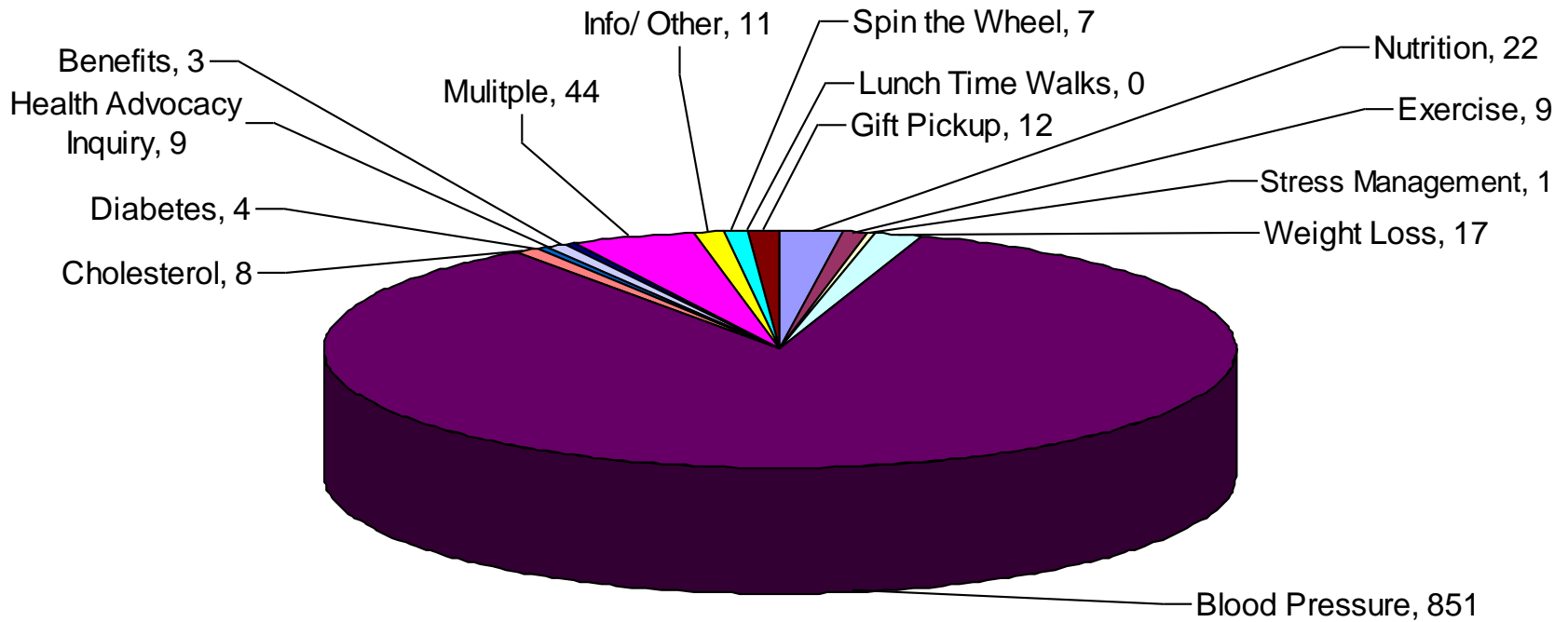
# Current programs: Wellness at Work

A Froedtert Health Workforce Health staff person is onsite to meet with employees to answer general health and wellness questions. This is a walk in service available at no cost to employees.

Currently available at City Hall and a few Department of Public Works locations. City Hall has been weekly, DPW has been 2 times per month, from February through August, and once per month September through December.

	Total Visits
City Hall	106
DPW	892

# Current programs: Wellness at Work



**Total Visits: 998**

# Current programs:

## Presentations/Wellness Booth

- Presentations offered at City Hall (ZMB), DPW, Central Library, Health Centers and Neighborhood Services
- Topics coincide with monthly health observances

### 2013 Plan

- Presentations on a variety of health related topics
- Frequency varies depending on location
  - City Hall and Health Department: As scheduled
  - DPW: coordinated with safety meetings
  - Additional presentations offered at each of the four health centers



# Current 4-Week Tobacco Cessation

- Smoking and Chewing Education Program
- 1232 Participants who tested positive were sent a letter “inviting” them to attend.
  - 2012 ~ 6 Participants
  - 2013 ~ 4 Participants (as of 02/05/13)

# Fire Department

## 2013 Plan

- Nutrition programs options include:
  - Grocery Store Tour
  - Monthly Nutrition Class for Cadets
  - Nutrition Class for Peer Fitness/Peer Support Team
  - Poster Campaign for Recruits
  - Cooking Class/Competition for MFD Cooks

# Health Departments

- “Wellness At Work” Program begins March 11; 9-week program
- Alternating on-site health educator and/or RD for 4 hours, combined with booths and handouts
- Rotating weekly at each of the 4 sites (SSHC, NWHC, Keenan, ZMB)
- “Changin’ Your Weighs” Program

# Questions

