



2010-2014 City of Milwaukee

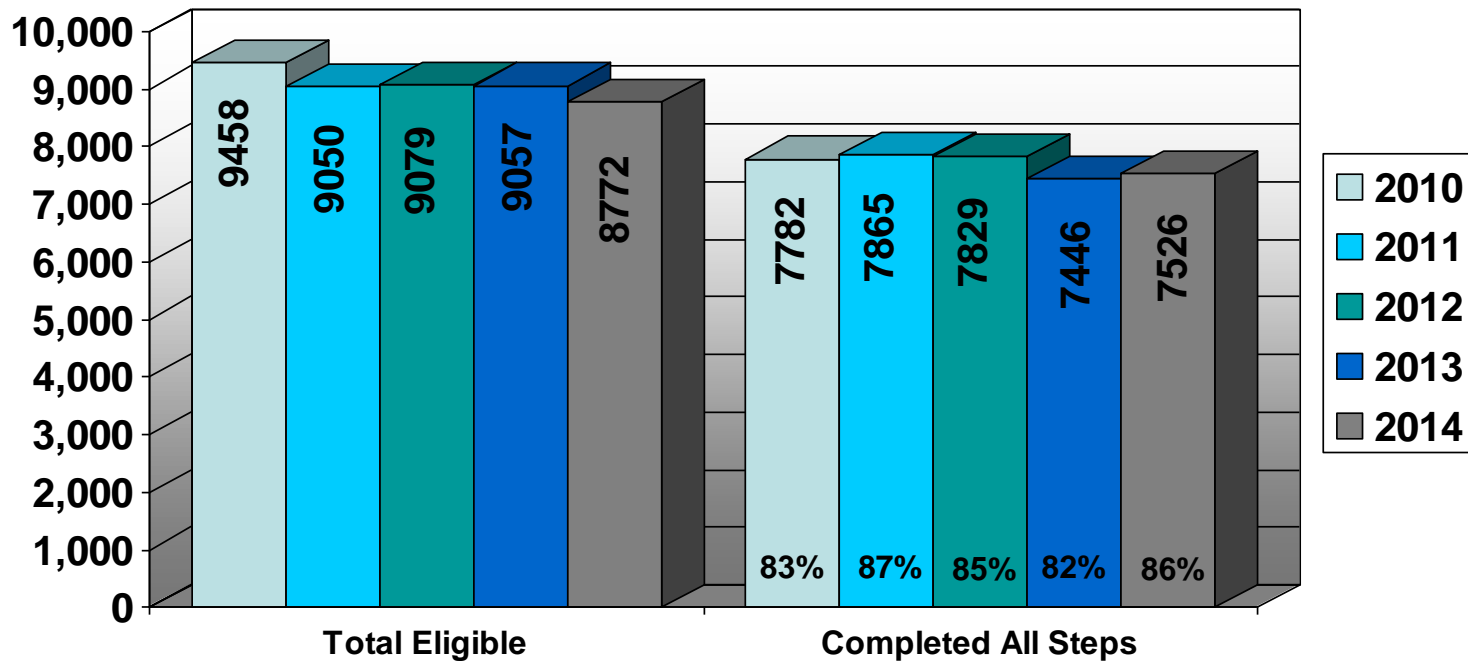


Overview

- ***Employee Participation***
 - ***Total Participation***
 - ***Blood Pressure***
 - ***Tobacco***
 - ***Glucose/Diabetes***
 - ***BMI***
- ***Risk Factor Improvements***
- ***Current and Future Wellness Initiatives***

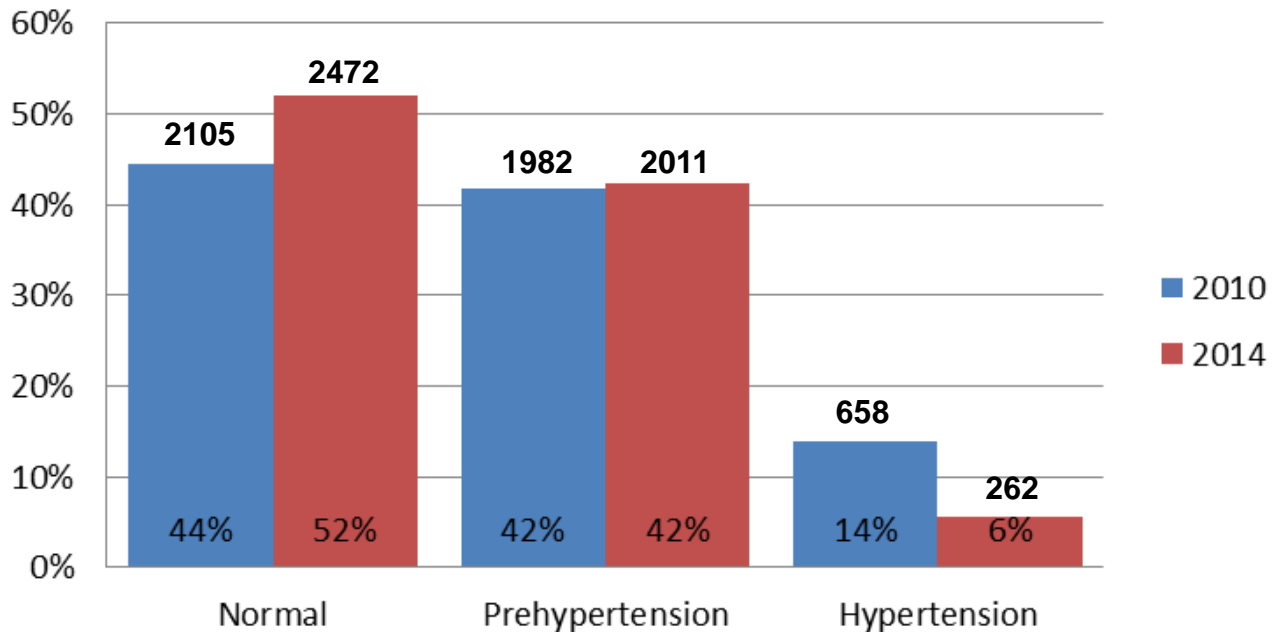
City of Milwaukee Participation

Number of Participants



City of Milwaukee What Improved:

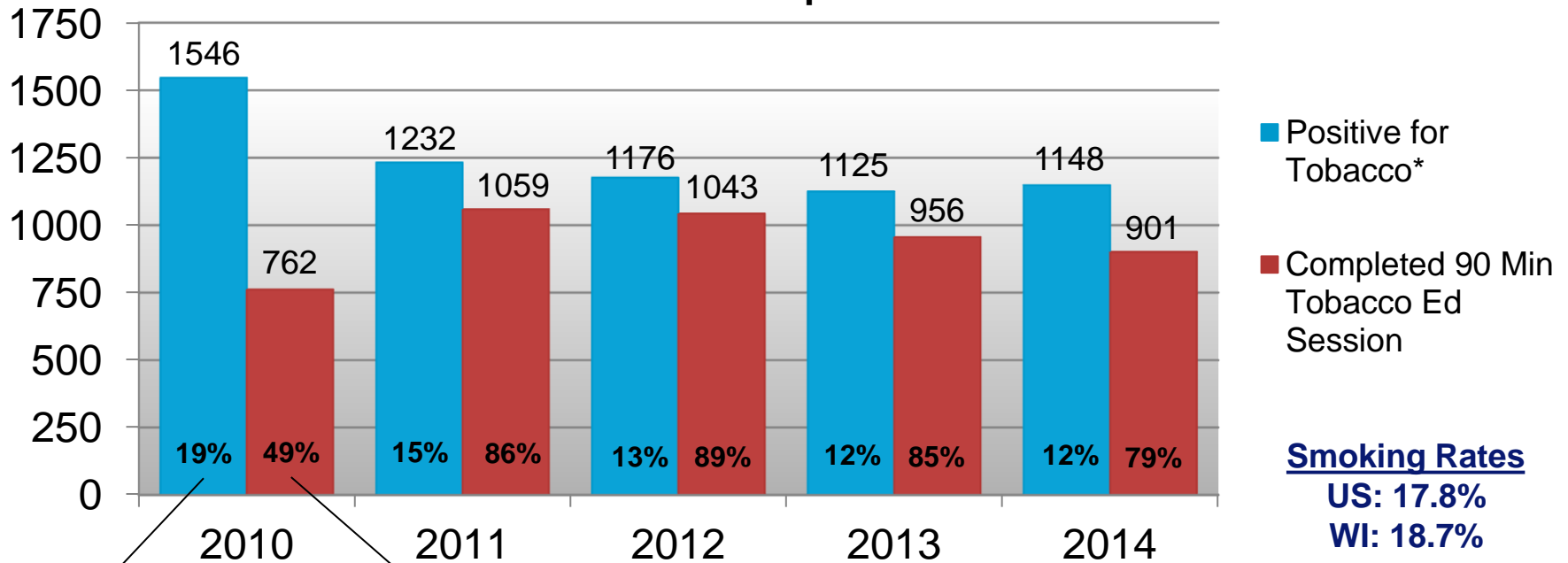
Blood Pressure: All Year Cohort



4745 people participated in all 5 years

Tobacco Statistics- All Participants

Number of Participants



Smoking Rates

US: 17.8%

WI: 18.7%

Percent: total positive/total number of labs

Percent: total complete/total number of positive

**2010-2013: Either Nicotine or Cotinine
2014: Cotinine*



Workforce Health



US Smoking Rate: <http://www.cdc.gov/media/releases/2014/p1126-adult-smoking.html>
 WI Smoking Rate: <http://www.countyhealthrankings.org/app/#!/wisconsin/2015/overview>

Tobacco ROI data:

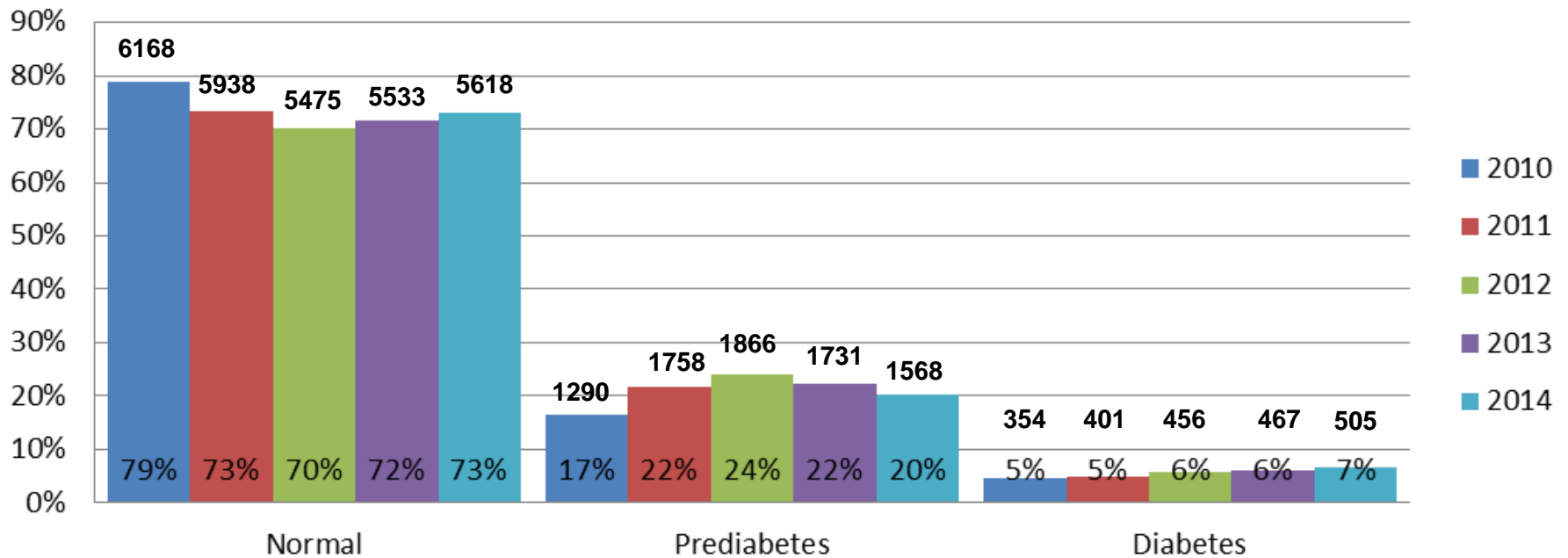
- \$5816 extra cost per positive/year
- Lab Cohort: N=7703
- 425 Quit:
 - Tested positive in 2010 then negative in 2014

**\$2.47 million
in savings**



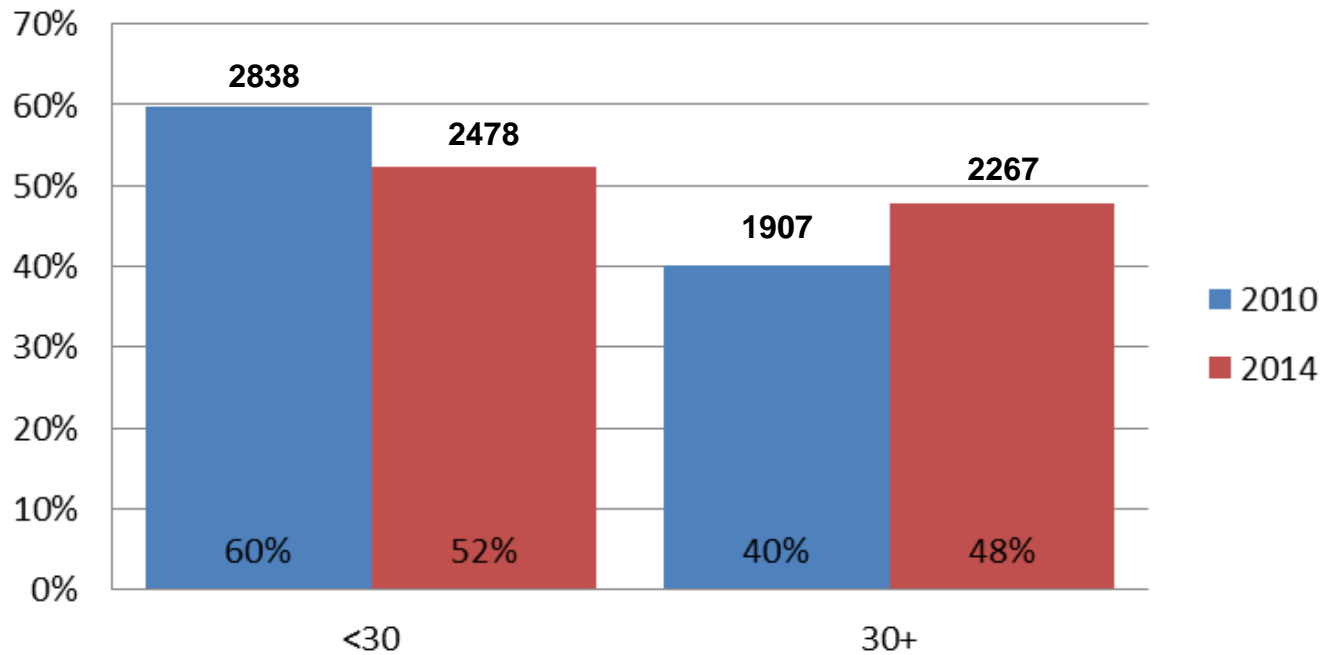
City of Milwaukee: Glucose

Glucose: All Participants



City of Milwaukee: BMI

BMI: All Year Cohort



4745 people participated in all 5 years

Current Wellness Initiatives

- Healthy Rewards
- Onsite Programming:
 - City-wide Weight Management Programs
 - Athlete's Among Us – 12 week pilot at Southside Health Center
 - Public Works Athlete Program – Expanding to all DPW employees
 - Traveling Wellness Center – Monthly Wellness Challenges
- Onsite Services:
 - Nutrition Coaching – Fire & Police Academy, DPW Electrical and DPW Tower
 - Bi-weekly Blood Pressure Screenings – DPW Electrical, Tower, Garage, Ruby, and Lincoln
 - Traveling Wellness Center (Municipal Court and surrounding City departments)
 - Monthly Nutrition Lunch and Learns at City Hall
 - Evening Wellness Presentations

Future Wellness Initiatives

- Healthy Rewards
- Wellness Programming at Milwaukee Police Departments
- Additional City-wide Weight Management Programs
- Diabetes Programming (in coordination with YMCA/UHC)
- Expanding Athlete's Among Us Program
- Support City with Quarterly Wellness Newsletter

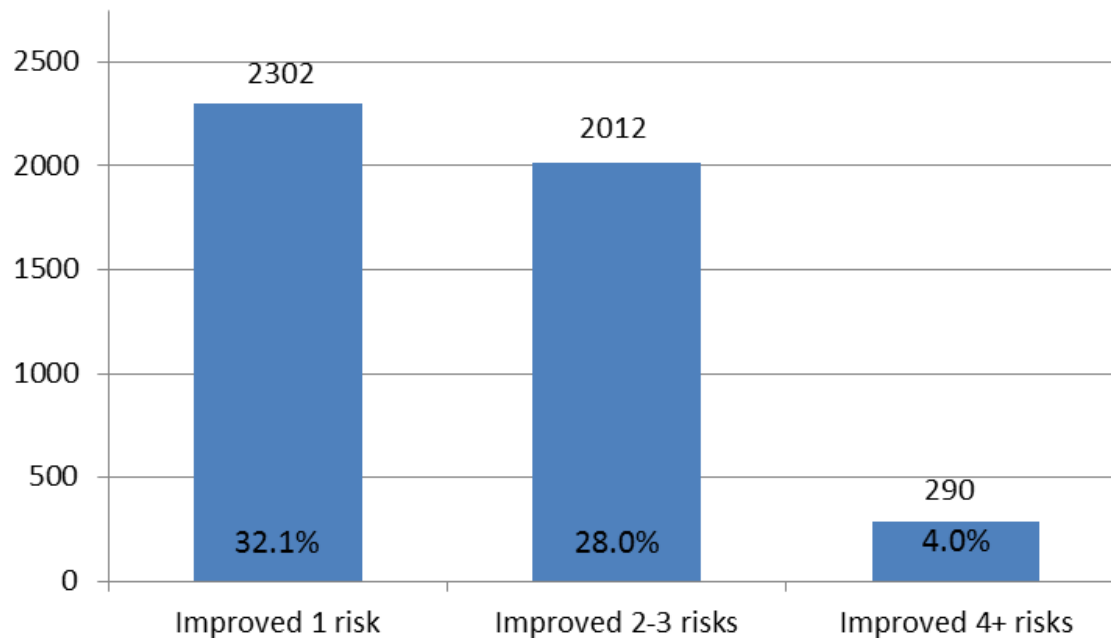


2010-2014 Additional Data



Risk Factor Improvement

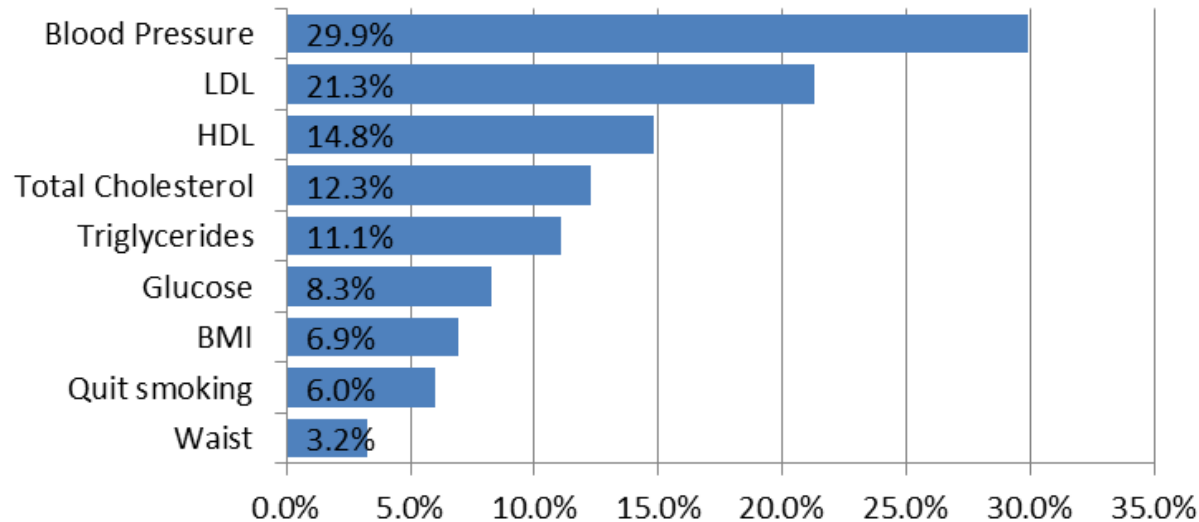
2 Year Cohort:
Improved by One or More Risk Level



2 Year Cohort: Improved Risk

Improved one or more biometric risks by at least one risk level.

2 Year Cohort: Improved by One or More Risk Level



Evaluation: Percent of Responses

2014 HRA	Yes	Extremely/ Very Likely	Excellent/ Good
Did you feel that your privacy was maintained throughout the Health Assessment (HA) process?	97.8%		
Was the health education information given to you tailored to your personal HRA?	97.8%		
How likely are you to follow up on the recommendations made by the health educator today?		90.9%	
How would you rate the professionalism of the staff?			99.0%
How would you rate the knowledge of the staff completing your health education?			98.5%
How would you rate your overall experience with this service?			89.1%

Evaluation: Percent of Responses

2013 HRA	Yes	Extremely/ Very Likely	Excellent/ Good
Did you feel that your privacy was maintained throughout the Health Assessment (HA) process?	95.6%		
Was the health education information given to you tailored to your personal HRA?	98.3%		
How likely are you to follow up on the recommendations made by the health educator today?		92.2%	
How would you rate the professionalism of the staff?			99.7%
How would you rate the knowledge of the staff completing your health education?			99.0%
How would you rate your overall experience with this service?			93.0%

City of Milwaukee Cohort Report: Average Biometrics

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

Cohort = 4745	Optimal Range	Average Biometrics	
		2010	2014
Total Cholesterol	<200	190.6	197.5
LDL Cholesterol	<100	115.0	113.9
HDL - Male	>40	46.5	51.8
HDL - Female	>50	57.3	64.7
Triglycerides	<150	122.0	131.9
Glucose	<100	93.1	98.2
Systolic BP	<120	120.5	118.6
Diastolic BP	<80	76.1	74.9
Waist - Male	≤40	39.1	40.0
Waist - Female	≤35	35.8	36.7
PHRS Score	≥85	74.0	73.2

Green cells indicate improvement

City of Milwaukee: Trend Report

	Optimal Range	Average Biometrics All Participants				
		2010	2011	2012	2013	2014
Total Cholesterol	<200	191.0	188.6	206.6	192.5	197.3
Triglycerides	<150	123.8	125.3	128.0	126.3	131.0
Glucose	<100	93.9	96.5	98.6	97.8	98.1
Systolic BP	<120	120.8	118.6	118.8	119.0	118.4
Diastolic BP	<80	76.1	74.7	75.0	75.7	74.8
Waist - Male	≤40	39.0	39.3	39.1	39.7	39.8
Waist - Female	≤35	35.8	35.9	35.8	36.6	36.7
BMI	<25	29.6	29.8	30.0	30.1	30.5
PHRS Score	≥85	73.4	74.1	73.4	73.3	72.9

Key: Optimal Near Optimal High Risk Very High Risk



Workforce Health



Population Health Risk Score

Participants with Optimal Biometrics (percent of participants)									
Year	Blood Pressure	Total Chol	HDL	LDL	Trig	Glu	BMI	Waist	BMI & Waist
2010	43.3%	62.2%	65.7%	34.2%	75.7%	79.0%	22.8%	61.5%	22.2%
2011	49.3%	64.3%	75.6%	42.7%	74.0%	73.3%	21.8%	58.7%	21.9%
2012	49.0%	60.6%	74.5%	38.8%	73.4%	70.2%	21.2%	59.9%	21.5%
2013	48.9%	59.8%	79.8%	41.2%	74.2%	71.6%	20.9%	55.3%	21.2%
2014	53.0%	55.6%	77.2%	35.3%	73.0%	73.0%	19.1%	54.1%	19.4%

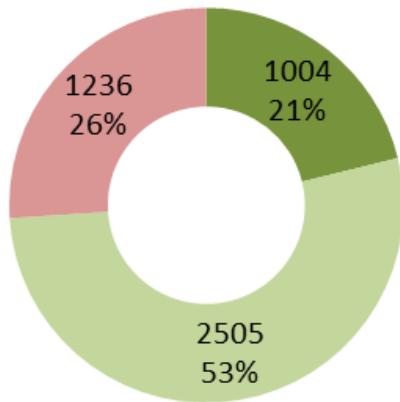
Includes all participants with completed biometrics

Population Health Risk Score

Participants with Optimal Biometrics									
	Total Cholesterol	HDL-C	LDL-C	Triglycerides	Glucose	Blood Pressure	BMI	Waist	Waist & BMI
2010	62.7%	65.9%	34.2%	76.1%	80.2%	44.4%	22.1%	34.9%	22.5%
2014	55.2%	77.6%	35.1%	72.7%	71.7%	52.1%	18.3%	30.6%	18.6%
Maintained optimal risk or improved risk category: Cohort = 4745									
	Total Cholesterol	HDL-C	LDL-C	Triglycerides	Glucose	Blood Pressure	BMI	Waist	Waist & BMI
	77.0%	84.1%	46.8%	75.6%	72.7%	63.9%	22.4%	31.5%	18.6%

Includes All Year Cohort

All Year Cohort: PHRS by Risk Category



■ Improved
■ Same
■ Worse

Improved one or more risk levels starting from this risk category

Very High Risk: 2.4%

High Risk: 6.8%

At Risk: 6.9%

Doing Well: 5.0%

Stayed Excellent: 24.9%

Participated All Years N= 4745

All Year Cohort Movement by Risk Category

All Year Cohort					
Changed PHRS Risk Category					
To From	Excellent	Doing Well	At Risk	High Risk	Very High Risk
Very High Risk	0.04%	0.11%	0.55%	1.75%	2.04%
High Risk	0.46%	1.12%	5.21%	7.71%	1.79%
At Risk	2.15%	4.74%	11.25%	5.99%	0.51%
Doing Well	5.04%	6.91%	6.22%	1.35%	0.13%
Excellent	24.87%	6.74%	2.87%	0.42%	0.04%

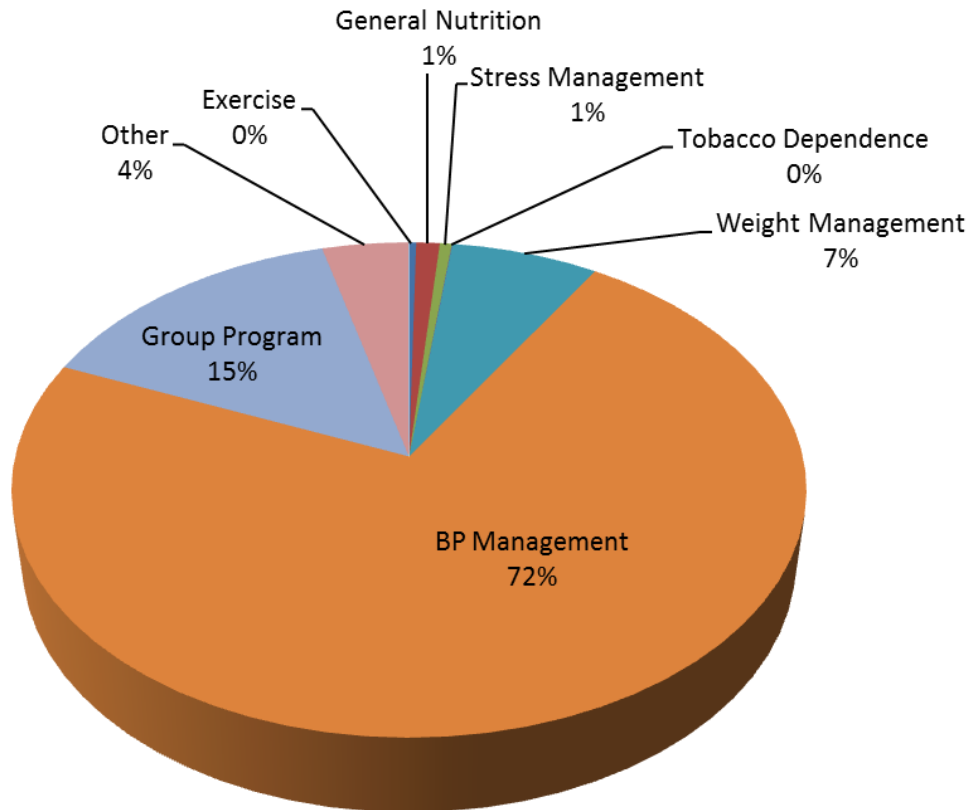
All Year Cohort Movement by Risk Category

All Year Cohort					
Changed PHRS Risk Category					
To \ From	Excellent	Doing Well	At Risk	High Risk	Very High Risk
Very High Risk	2	5	26	83	97
High Risk	22	53	247	366	85
At Risk	102	225	534	284	24
Doing Well	239	328	295	64	6
Excellent	1180	320	136	20	2

2 Year Cohort: Highlights

- 2 Year Cohort: Participated at least twice, current year and any prior year
- 4604 (64.1%) improved 1 or more health risk factors by 1 or more risk levels
 - Ex: BP Improved from Stage 2 to Stage 1 Hypertension or better
- 1755 (24.5%) stayed in the Excellent PHRS Risk Category
 - 34 improved from Very High Risk or High Risk to Excellent
 - 84 improved from Very High Risk or High Risk to Doing Well
 - 151 improved from At Risk to Excellent
 - 330 improved from At Risk to Doing Well

City of Milwaukee Onsite Programs: Wellness at Work 2014



Location	Number of Topics/Touches
City Hall	1118
DPW*	3386
Total	4504

***3 sites: Electrical Services, Central Garage, DPW Headquarters**






Workforce Health



Risk Intervention Priorities

All Participants

	Weight	Blood Pressure	Glucose
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%
2014	78.4%	45.9%	27.9%
Risk Δ 2010-14	 1.7%	 7.0%	 6.9%

Source:
Wellscore

Challenges We Need to Work on

Percent of Participants who are at Risk

Top Needs	2014
Weight Management (BMI >24.9)	78.4%
Fitness (<5 days/week)	67.2%
Nutrition/Healthy Eating (6 or more risks)	62.2%
Sleep (<7-8 hours per night)	54.0%
Blood Pressure (>119 or >79)	45.9%
Total Cholesterol (>199)	44.2%
Diabetes (glucose >99)	27.9%

Source: Wellsource

What should our goal be?

Choosing Programs to Offer

Top Needs	2014
Weight Management	78.4%
Fitness	67.2%
Nutrition/Healthy Eating	62.2%
Sleep	54.0%
Blood Pressure	45.9%
Total Cholesterol	44.2%

Top Health Interests of participants	2014
Weight Management	30.8%
Nutrition/Healthy Eating	25.9%
Stress Reduction	23.7%
Cholesterol Reduction	18.0%
Reducing Cancer Risk	16.5%
Reducing Diabetes Risk	14.5%

Recently Started or expressed a desire to change within the next 1 to 6 months	2014
Lose weight or maintain a healthy weight	47.7%
Be physically active	40.2%
Practice good eating habits	35.8%
Lower or maintain healthy blood pressure	17.1%

Additional Questions requested by City of Milwaukee

	2011	2012	2013	2014
	Yes	Yes	Yes	Yes
Do you have a Primary Care Physician?	---	---	---	7177 (93%)
Have you seen your Primary Care Physician within the last two years?	7369 (90%)	6379 (92%)	7149 (90%)	6928 (90%)
Do you use other tobacco products?	400 (8%)	439 (6%)	698 (9%)	526 (7%)
Have you quit smoking since the COM Wellness Program Started?	---	---	---	1391 (18%)

Additional Questions requested by City of Milwaukee

	2011	2012	2013	2014
How many hours a day do you sit at your job?	Yes	Yes	Yes	Yes
< 3 hours/day	3511 (43%)	2942 (42%)	3409 (43%)	3136 (41%)
Between 3 and 6 hours/day	2800 (34%)	2477 (35%)	2773 (35%)	2807 (36%)
> 6 hours/day	1687 (21%)	1590 (23%)	1745 (22%)	1778 (23%)

Employee Evaluation Comments

- I appreciate how accommodating everyone is at WFH!!
- Great assessment ideas for maintaining health. Thanks!
- ... I've already shared my lab results with my physician. He was impressed with the range of analyses.
- The nurse was so patient and caring. I felt so comfortable.
- The Wellness Program is a positive action for better health
- Lab work was better this year
- Great professionalism and assistance by Workforce Health
- Excellent program. Keep it up

Employee Evaluation Comments

- Very happy with the changes online, much easier. Staff at assessment was very nice!
- Very informative, friendly, professional
- Overall very well managed program. I am very pleased with the program
- I received valuable information and feedback from the HA
- Excellent service - thank you!
- Great - keeps me on track to improve my health
- I will say everyone I interacted with were "10's" - very helpful, professional, & knowledgeable.

Questions

