

City of Houston Wellness Program Paragon Awards Presentation



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HBCH Paragon Awards



Baseline Assessment

- * Transactional
- * Decentralized HR
- * Rising health care costs
- * Fully-insured health plan: HMO/PPO
- * 67,000 enrollees
- * Low chronic disease engagement
- * Underdeveloped wellness program
- * Budget deficit of about \$50-70 million



Financial Starting Point

Health Benefits



Health Plan Expenditures (in millions)



Wellness Strategies

Three Strategies:

- 1) Completion of Health Assessment with biometric values
- 2) Tracking Emergency Room versus Urgent Care usage
- 3) Increasing medication adherence of chronic disease population





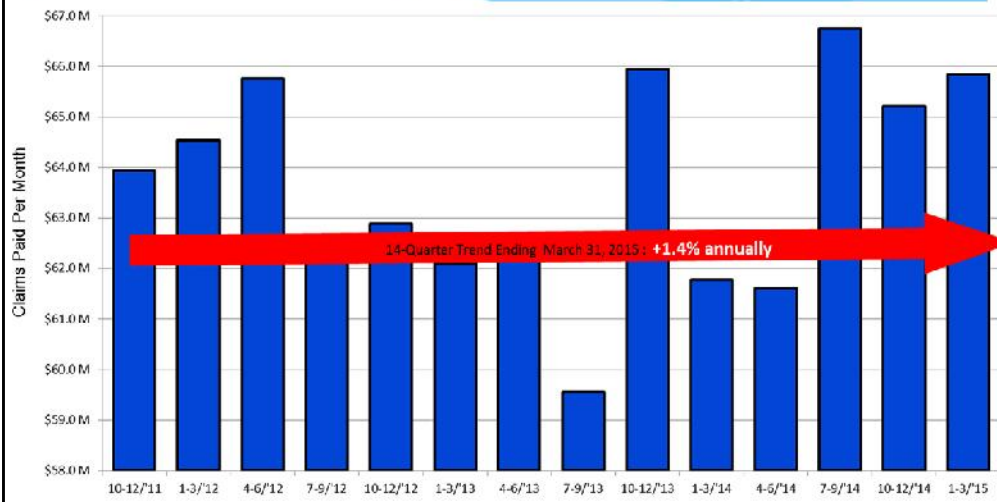
Results (2014-2015)

- * Health Assessment Completion Rate: 88.5%
- * 7.4% decrease in emergency room admissions
- * 7.6% increase in urgent care usage
- * 10.1% increase in diabetes medication adherence (mail order)
- * 9.4% increase in cholesterol medication adherence (mail order)

**Over the last 3 years - \$42 million savings
due to Wellness Program enhancement**



City of Houston Quarterly Cost Trends



Note: Trend rate is calculated from the claim costs per employee per month using a least squares regression analysis. Claims represent total City of Houston expenditures including pooled claims but excluding claims for Grand retirees and for Vision. No adjustment is made for plan design changes over the period. Experience from May through August 2011 is excluded due to influence of BCBS run-out.



Team Composition

- * Senior Leadership Support
- * Benefits Division Managers
 - * Strategic Benefits Planning & Design
 - * Operations & Administration
 - * Consulting Medical Director
- * Wellness Director
- * Senior Health Educators
- * Employee Wellness Advisory Council
- * Employee Assistance Program



Conclusions

