



Council Presentation Wellness Strategic Plan April 21, 2010

Benefits and Wellness Office
City of Portland



Today we seek

- ❑ The approval of the Wellness Strategic Plan.
- ❑ Your commitment to model healthy behaviors
- ❑ Your commitment to work with your Bureau Directors to model and encourage healthy behaviors
- ❑ Your commitment to ensure the Wellness Strategic Plan is implemented within your bureau portfolio
- ❑ Your commitment to participate actively in a challenge with fellow council members.



Wellness –

What have we learned over the last few years

- The City's Wellness Program must
- Gain active organizational support at the highest levels
- Be more effective in our communications
- Increase participation
- Provide more depth and accessibility to worksite program components
- Increase preventive compliance, case management and chronic disease management programs

Wellness – challenges

- **Dynamics of Healthcare for City of Portland**
 - 70% of City employees who participated in the blood screening program are overweight
 - 23% suffer from hypertension and 47% are pre-hypertensive
 - 45% of eligible female employees on CityCore had mammograms and a women's preventive cancer screening in 2008-09.
 - 41% of eligible male employees on CityCore had screening for prostate cancer.
 - 25% of participants had a wellness preventive exam in plan year 2008-09

Wellness – challenges

- **Dynamics of Healthcare for City of Portland**
 - 17.4% of CityCore participants have claims in excess of \$5,000, accounting for 75% of the total plan costs. (\$24.9 million)
 - 3.6% of CityCore participants have claims in excess of \$20,000, accounting for 43.7% of the total plan costs. (\$14.5 million)
 - 0.6% of CityCore participants have claims in excess of \$75,000, accounting for 19.2% of the total plan costs. (\$6.3 million)
 - 50% of the City's healthcare dollars in 2008-09 were spent treating diseases and conditions that are often preventable.



Paid Claims Historical Increases

Plan Year	Projected	Actual	YOY%
2009-10	37,637,011		18.6%
2008-09		31,735,787	7.8%
2007-08		29,441,996	8.1%
2006-07		27,216,632	1%
2005-06		27,037,358	9.1%
2004-05		24,778,202	

*Claims Data Through 3-31-10



Current Plan Year

- Claims data suggests increased health challenges over previous years related to:
 - Cancer: large volume of treatment related services
 - Knee/Hip Replacements
 - Back Surgery
 - Coronary Disease
 - With improvement to data and coding, we will be able to answer some of this in more detail next year. Are the challenges related to Obesity? Are the challenges treatment related? Are costs increasing because of medical inflation, or new technology?



Wellness – New Approach

- Improving the health of employees and their dependents is a more sustainable way to control long term healthcare costs, as well as better for our employees and their families.



Wellness – New Approach

- Establish strategic direction through 2013
- Build on successful program components
- Promote self-responsibility for health behaviors through plan design and participant involvement
- Continually communicate strategic goals, initiatives, progress and the “pay-off” to you and all employees



Wellness – Strategic Direction

- Vision: The City of Portland has an organizational culture that supports wellness, and every City of Portland employee owns responsibility to minimize preventable health risk factors by improving and maintaining their health and wellness
- Mission: Provide support and resources to motivate employees in taking personal responsibility to minimize preventable health risk factors



Wellness – Strategic Direction

- Primary Objectives of the strategic direction
 - Create an organizational culture that recognizes and supports wellness
 - Increase employee participation
 - Establish health benchmarks to measure outcomes, support behavioral changes and minimize risk factors.



Wellness – Strategic Direction

- Create an organizational culture that recognizes and supports wellness
 - A public commitment to Wellness by Council is essential to success
 - Work to establish wellness goals within bureaus and/or work groups by providing tools and training to directors, managers and supervisors to identify, model and encourage healthy behaviors
 - Regular cadence of marketing
 - Email, direct mail, digital media, social media, events
 - Work to understand and overcome current barriers by bureau (time, space, funds)



Wellness – Strategic Direction

- Increase employee participation
 - Implement appropriate tools measuring participation
 - Improve communication
 - Wellness portal and other tools
 - Regular onsite health education
 - Annual survey
 - Improve worksite health screening participation



Wellness – Strategic Direction

- Health Benchmarks
 - Obesity
 - Cancer
 - Cardiovascular Disease and Hypertension
 - Musculoskeletal and Structural Health
 - Stress and Depression
- Improve plan design, screening compliance and support of individuals seeking to improve individual health.



Wellness – Strategic Direction

Short Term

Culture Change, Communication and Benefit
Plan Design Support

Medium Term

Progress in Health Benchmarks

Decrease Obesity Rate, Tobacco Cessation, Improve preventive screening compliance

Long Term

Lower Health Care Costs and Improve Health



What Can You Do?

- ❑ Support strategic direction
- ❑ Model healthy behaviors
- ❑ Develop a personal wellness goal
- ❑ Participate in the programs
- ❑ Support an individual's commitment to change at an organizational level
- ❑ Set expectations for bureau managers and encourage your bureaus
- ❑ Support requests for resources
- ❑ Adopt the Resolution today supporting the Wellness Strategic Plan



Next Steps for HR/Benefits/CWC

- ❑ Create and prioritize a “To Do List” based upon the approved Strategic Plan
- ❑ Prioritize what steps are necessary to break barriers to wellness support (e.g. access, cost, value)
- ❑ Gain commitment for participation in Council Challenge



Council Challenge

- Choose a community activity with a wellness component by May 1st. (Events will be posted on the Wellness web page and linked from Commissioner Fritz's web page by May 3rd)
- Invite employees and their families to participate
- Challenge begins May 1 – Ends October 31
 - Any employee and family members that participate in all 5 activities selected will be invited to Council for recognition of their participation



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Questions?