

Navarro County Wellness Strategy Overview

August 24, 2020

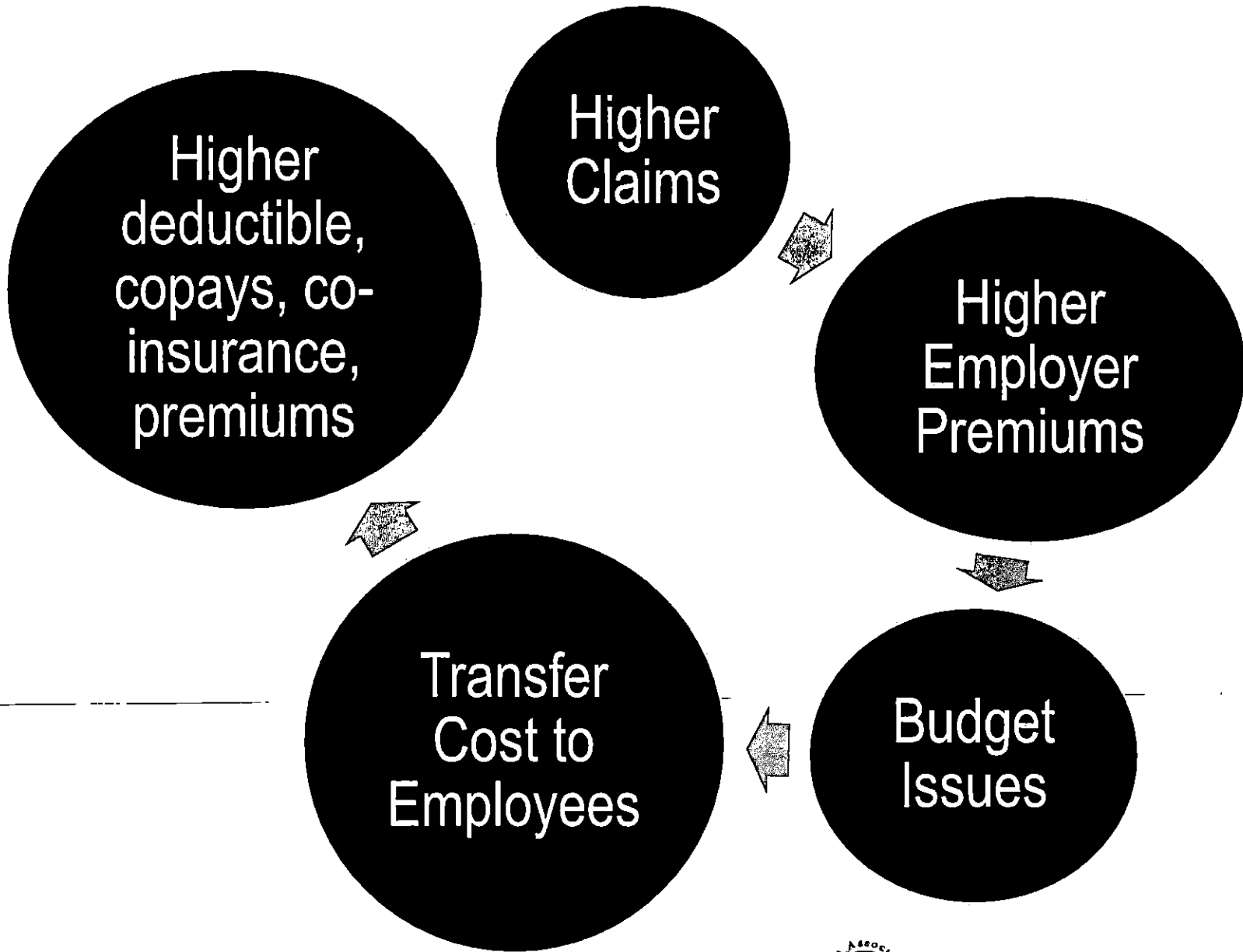
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Reality of How Benefits Work



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Navarro County Wellness Cost-Containment Strategy

1. Consider reducing your risk for preventable conditions such as high cholesterol, high blood pressure, heart disease and diabetes through a county specific incentive plan (see spreadsheet).
2. Require annual physical and/or tobacco affidavit with tobacco cessation education for county employees.
3. Once a county specific incentive plan has been designed and approved; a formal presentation to Commissioners Court will follow for a vote.



Annual Physicals

Purposes:

- ❖ Most adults have at least one medical problem - like obesity, asthma, anxiety or high blood pressure - or a prescription that warrants yearly monitoring.
- ❖ The top two Navarro County diagnosis categories in plan year 2019 were hypertension (high blood pressure) and hyperlipidemia (high cholesterol). Both of these conditions (even with genetic history) are preventable diseases with lifestyle modifications and awareness.
- ❖ Identify health problems about which the person was unaware, like high blood pressure or Type 2 diabetes, allowing patients and doctors to know each other well, so when problems arise, the patient can go to that doctor for appropriate and cost-effective care, tailored to that patient's needs.

Tobacco Cessation

Now is the time to quit smoking, and if employees need help, assistance is cost effective and easily administered.

Effects on County Health Care Costs:

- ❖ Navarro County diagnosis conditions in plan year 2019 triggering costs were asthma and chronic obstructive pulmonary disease (COPD). Smoking is the leading cause of chronic obstructive pulmonary disease (COPD). Smoking is also a trigger for COPD flare-ups.
- ❖ Smoking causes immediate damage to bodies, which can lead to long-term health problems.
- ❖ For every smoking-related death, at least 30 Americans live with a smoking-related illness.

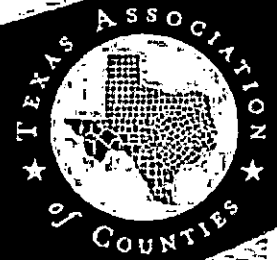
Wellness Incentive Plan Structure

❖ Incentive Design Details

- Earning Period: Oct. 1, 2020 – July 31, 2021
- Reward Period: Oct. 1, 2021 – Sep. 30, 2022
- New Hire Rule would be enforced for April 2021 and customized based on the needs of the county.
 - New Hires are not required to participate.

Design Option

Activities	Outcome	Reasonable Alternative	Opt-Out	Wellness Rate
Tobacco Affidavit	Tobacco Cessation Education	Enroll Tobacco Cessation Coaching with BCBSTX (12 weeks)	\$25/month towards health benefits	\$0/month towards health benefit or 1/2 day off of work
Annual Physical	Preventive Care	Complete a Biometric Screening <u>or</u> an Annual Physical	\$25/month towards health benefits	\$0/month towards health benefit <u>or</u> 1/2 day off of work



Questions



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