

**Background:**

Combining risk assessments with wellness education is the most powerful tool we have to improve the health of our workforce and lower our healthcare costs. A healthy workforce results in increased productivity which in turn helps our students perform better. There are numerous health topics that will help promote this goal: stress reduction, awareness of current health and how to improve, weight control, good nutrition, etc. Wellness programs are currently provided but will need to be expanded.

In 2014-15, when baseline data were established, 4.0% of the members in the health plans did not use their benefits and were not getting a yearly physical. There are a number of reasons to get a yearly physical: establishing a relationship with a medical provider; identifying medical conditions that, if left untreated, can lead to future chronic conditions; and establishing baseline metrics. Increasing the number of employees who get a yearly physical, the workforce will be healthier and more productive.

**Refer to Data Point Definitions for an explanation of the data.**

**Data:**

**Increase number of on-site wellness seminars**

Number of on-site wellness seminars

|                    | Baseline | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | Target |
|--------------------|----------|---------|---------|---------|---------|---------|--------|
| Number of seminars | 29       | 46      | 49      | *12     | 27      |         | 35     |

Data Source: Seminar tracking data

**Increase access to the number of webinars from vendors for all employees**

Number of available webinars

|                    | Baseline | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | Target |
|--------------------|----------|---------|---------|---------|---------|---------|--------|
| Number of webinars | 12       | 12      | 12      | 12      | 12      |         | 16     |

Data Source: Webinar tracking data

**Expand number of locations participating in on-site seminars**

Network of locations participating in on-site seminars

|                     | Baseline | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | Target |
|---------------------|----------|---------|---------|---------|---------|---------|--------|
| Number of locations | 12       | 23      | 23      | 7       | 10      |         | 16     |

Data Source: Seminar tracking data

**Increase criteria for Motivate Me as well as incentive for compliance**

Number of motivate me criteria and size of incentives

|                                   | Baseline | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | Target  |
|-----------------------------------|----------|---------|---------|---------|---------|---------|---------|
| Motivate Me Criteria / Incentives | 2/\$50   | 3/\$75  | 4/\$100 | 4/\$100 | 4/\$100 |         | 4/\$100 |

Data Source: Motivate Me Incentives Payment Records

\*Seminar requests were low. The Cigna Well-Being Coordinator completed 116 promotional visits at 67 unique locations.

**Reduce percentage of members not utilizing benefits in Target plan (Local Plus IN) which has least compliance, through campaigns to increase utilization**

Percent of members not utilizing benefits in Local Plus in-network plan

|                                | Baseline | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | Target |
|--------------------------------|----------|---------|---------|---------|---------|---------|--------|
| Members Not Utilizing Benefits | 5.7%     | 4.5%    | 4.7%    | 4.4%    | 4.1%    |         | 5.0%   |

Data Source: CIGNA data report.

**Reduce percentage of members in all plans that do not use benefits**

Percent of members in all plans not utilizing benefits

|                                | Baseline | 2015-16 | 2016-17 | 2017-18 | 2018-19 | 2019-20 | Target |
|--------------------------------|----------|---------|---------|---------|---------|---------|--------|
| Members Not Utilizing Benefits | 3.7%     | 3.6%    | 3.8%    | 3.6%    | 3.5%    |         | 3.0%   |

Data Source: CIGNA data report.

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**Data Point Definitions:**

|                            |  |
|----------------------------|--|
| Motivate Me program        | <p>What is the Motivate Me program?<br/>It is a wellness incentive program that has specific criteria such as an annual physical and an online health questionnaire. Based on the number of criteria completed, the member receives a financial incentive.</p> |
| Local Plus In-Network plan | <p>What is the Local Plus In-Network plan?<br/>A health plan option that provides enhanced benefits/reduced costs within a restricted network of providers.</p>  |
| Wellness Seminar           | <p>What is a wellness seminar?<br/>The wellness seminars provide members with informative health information on various topics such as Aging, Back Care, Cancer, Sleep, Stress, etc.</p>   |
| On-Site Seminar            | <p>What is an on-site seminar?<br/>On-site seminars are presented by qualified health professionals or educators at one of the OCPS locations for the employees.</p>   |

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**FINANCE/RISK MANAGEMENT**  
**Business Plan**  
**2015 – 2020**

|   |   |                    |               |                    |               |
|---|---|--------------------|---------------|--------------------|---------------|
| <b>Goal: High-Performing and Dedicated Team</b>   | <b>Division Priority: Encourage employees to lead healthy lifestyles through education and use of health benefits</b> |                    |               |                    |               |
| <b>Current Condition</b>  |   |                    |               |                    |               |
| <p>Combining risk assessments with wellness education is the most powerful tool we have to improve the health of our workforce and lower our healthcare costs. A healthy workforce results in increased productivity which in turn helps our students perform better. There are numerous health topics that will help promote this goal: stress reduction, awareness of current health and how to improve, weight control, good nutrition, etc. Wellness programs are currently provided but will need to be expanded.</p> <p>In 2014-15, when baseline data were established, 4.0% of the members in the health plans did not use their benefits and were not getting a yearly physical. There are a number of reasons to get a yearly physical: establishing a relationship with a medical provider; identifying medical conditions that, if left untreated, can lead to future chronic conditions; and establishing baseline metrics. Increasing the number of employees who get a yearly physical, the workforce will be healthier and more productive.</p> |   |                    |               |                    |               |
| <b>Theory of Action</b>   |   |                    |               |                    |               |
| <p>Providing the seminars and webinars to the employees will help make a healthier workplace. Through the onsite Cigna representative, seminars will be provided throughout the district. Increasing the number and size of incentives in the Motivate Me program will motivate members to utilize their healthcare services. Targeting the plan that has the most members who are not using the healthcare services should increase participation thus increasing participation overall.</p>   |   |                    |               |                    |               |
| <b>Measurable Objectives</b>  |   |                    |               |                    |               |
|   | <b>Baseline</b>   | <b>Midpoint</b>    |               | <b>Target</b>      |               |
|   | <b>2014 – 2015</b>  | <b>(3 Year)</b>    |               | <b>(5 Year)</b>    |               |
|   |   | <b>2017 – 2018</b> |               | <b>2019 – 2020</b> |               |
|   | <b>Actual</b>   | <b>Target</b>      | <b>Actual</b> | <b>Target</b>      | <b>Actual</b> |
| 1. Increase number of on-site wellness seminars   | 29  | 32                 | *12           | 35                 |               |
| 2. Increase access to the number of webinars from vendors for all employees   | 12  | 14                 | 12            | 16                 |               |
| 3. Expand number of locations participating in on-site seminars   | 12  | 14                 | 7             | 16                 |               |

❖ **Represents BROAD strategies**

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**FINANCE/RISK MANAGEMENT  
Business Plan  
2015 – 2020**

|   |        |         |         |         |  |
|---|--------|---------|---------|---------|--|
| 4. Increase criteria for Motivate Me as well as incentive for compliance  | 2/\$50 | 4/\$100 | 4/\$100 | 4/\$100 |  |
| 5. Reduce percentage of members not utilizing benefits in Target plan (Local Plus IN) which has least compliance, through campaigns to increase utilization | 5.7%   | 5.5%    | 4.4%    | 5.0%    |  |
| 6. Reduce percentage of members in all plans that do not use benefits   | 3.7%   | 3.5%    | 3.6%    | 3.0%    |  |

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**FINANCE/RISK MANAGEMENT**  
**Business Plan**  
**2015 – 2020**

| Year        | Strategies  | Owner                   |
|-------------|---|-------------------------|
| 2015 – 2020 | 1. Promote services available through the Cigna on-site wellbeing coordinator ❖ (FR-1)                                    | Chief Financial Officer |
| 2015 – 2020 | 2. Increase number of on-site seminars and number of unique locations ❖ (FR-1)  | Chief Financial Officer |
| 2015 – 2020 | 3. Increase the number of unique members to access webinars ❖ (FR-1)  | Chief Financial Officer |
| 2015 – 2020 | 4. Promote the Motivate Me program and reevaluate the plan after 3 years to assess effectiveness ❖ (FR-1)                 | Chief Financial Officer |
| 2015 – 2020 | 5. Initiate a campaign for the Local Plus In Network plan and continue to encourage participation of all members ❖ (FR-1) | Chief Financial Officer |
| 2015 – 2020 | 6. Contact members who have not utilized benefits ❖ (FR-1)  | Chief Financial Officer |

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