

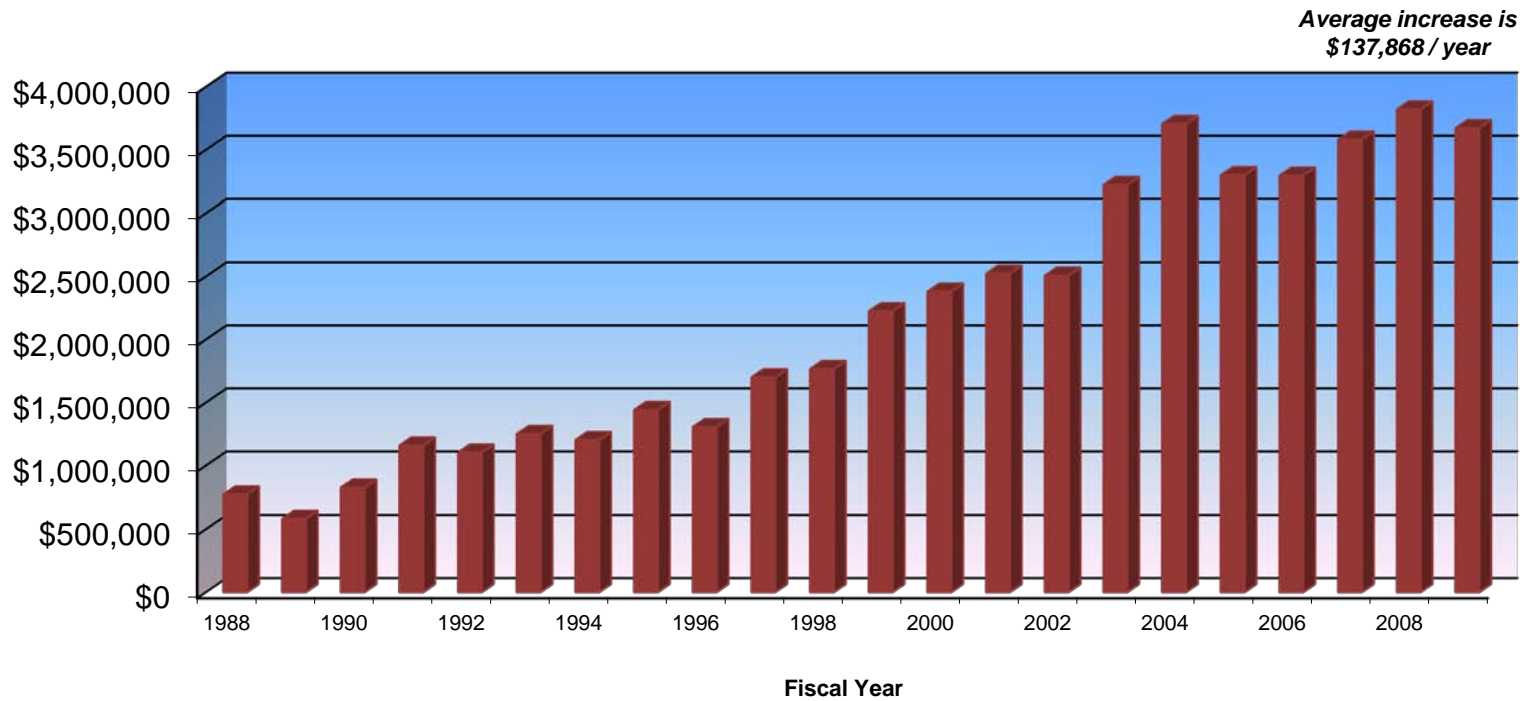
City of Rock Island's

Employee Health Improvement and Cost Reduction Initiatives



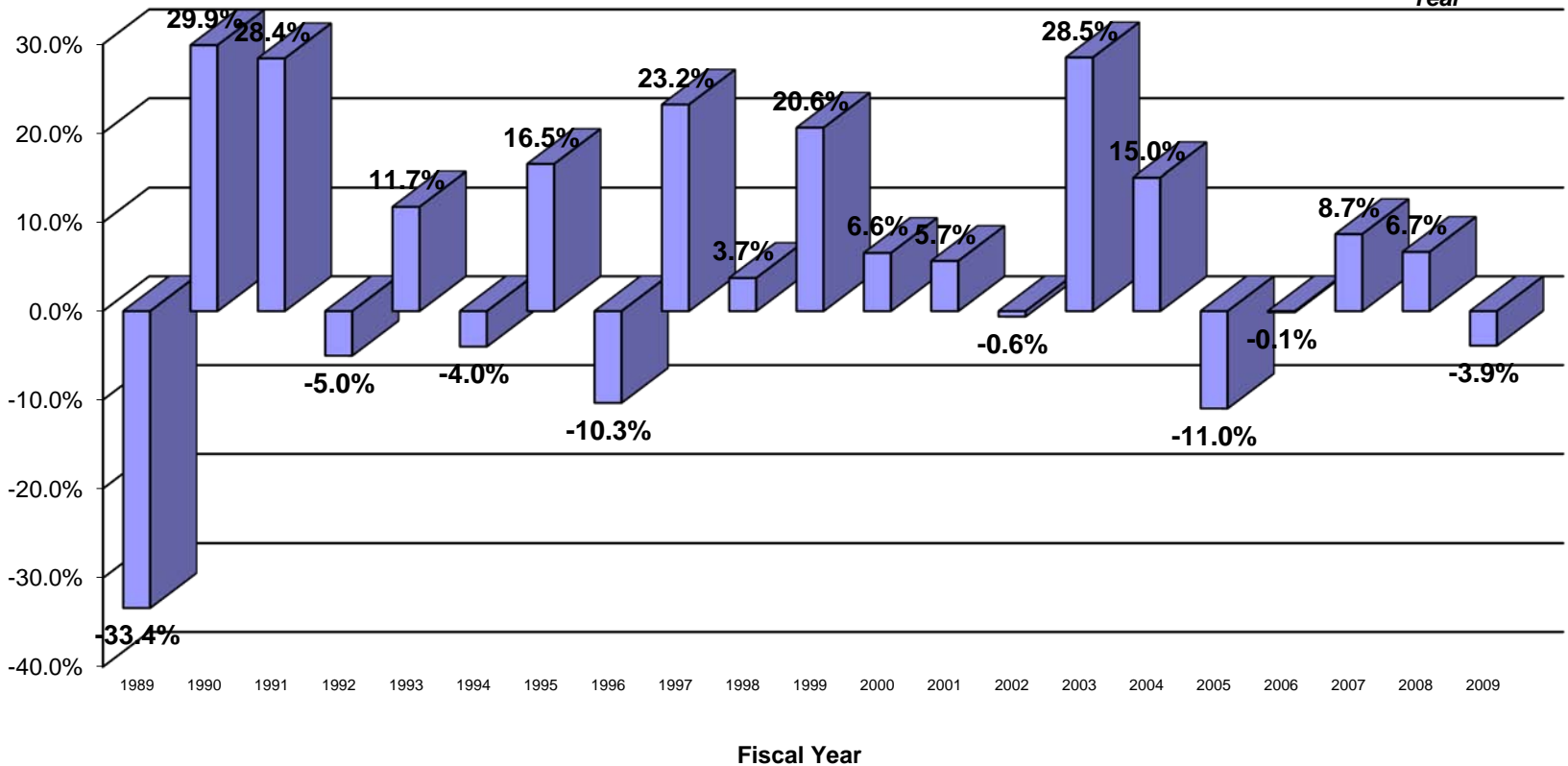
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Health Care Expenses

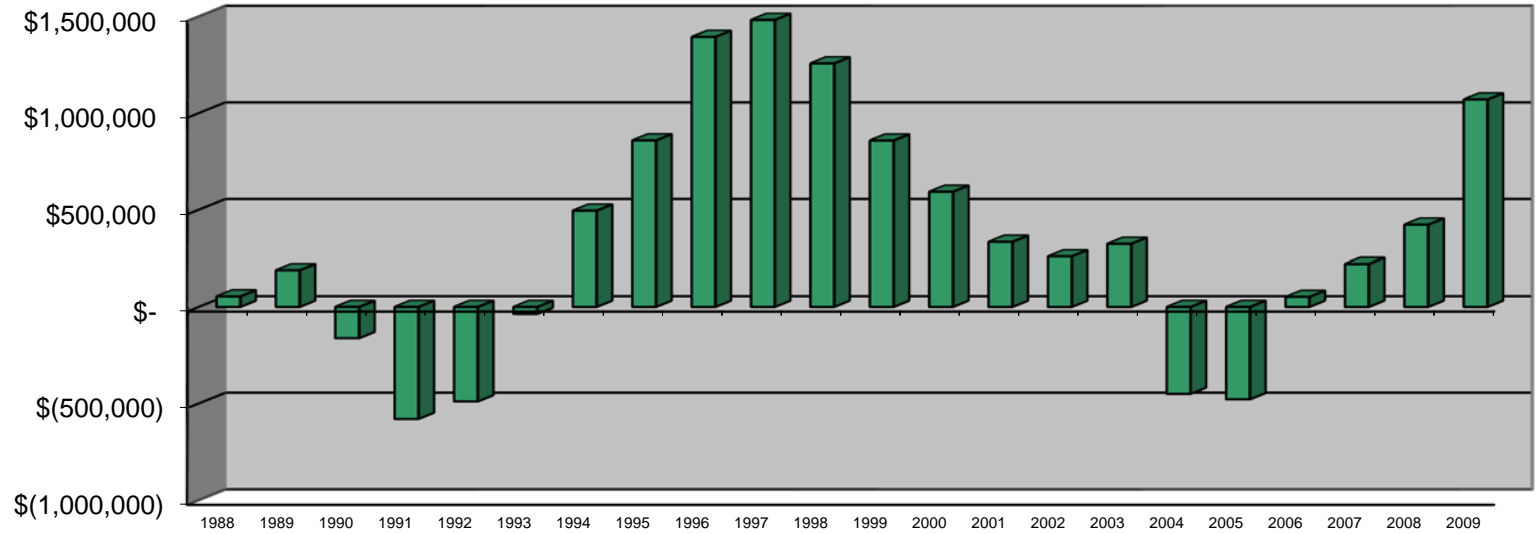


Percentage Health Plan Cost Increase (Decrease) by Fiscal year

6.5% Average Increase / Year



Fund Balance



Fiscal year



Original Health Plan

- **Expanded benefits**
 - (100% hospitalization for HMO plan, 90% for PPO plan, free drug plan for Medicare retirees, no deductibles, low co-pays)
- **Reduce the fund balance (\$1.5 million)**
- **Premiums set below medical inflation**



Why Changes Were Necessary

- **Benefit levels could not be sustained without significant cost increases by city and employees**
- **70% of plan members had medical costs between \$0 - \$1,000**
- **Employee survey**
 - 62% strongly opposed increasing premiums
 - 47% strongly proposed establishing user fees as acceptable
- **Minimal impact on majority of plan users, but “frequent” plan users will pay more.**



Health Care Planning Committee

- Started in June 1996
- Modeled after City of Peoria
- Concept was to have a single unified plan
- Remove health issues from bargaining process
- Empowered employee groups in decision making of health plan issues



HCPC Organization

- **Members from 6 bargaining units (AFSCME A, AFSCME B, COA, FOP, IAFF, UAW), Park non-affiliated, management, city council**
- **3 subcommittees (affordability, wellness, quality) + ad hoc committees (appeals, fund balance)**
- **Education of current health care issues**
- **Joint Administration Agreement**
- **Change based on consensus**



Changes to Health Care Plan

1. **Office Visits (\$20/visit)**
2. **Chiropractor Lab & X-ray (included in \$250 yearly max)**
3. **Diagnostic Lab & X-ray**
(PPO-90% after in-network deductible)
(Non-PPO-70% after out-of-network deductible)
4. **In-network deductible (\$200-single & \$400-family)**
5. **Out-patient surgery**
(PPO-\$100 Copay, 90% after in-network deductible)
(Non-PPO-\$300 Copay, 70% after out-of-network deductible)
6. **Increase In-Network Copay (\$20/visit)**



Changes to Health Care Plan

7. Increase Emergency Room Copay (\$100/visit for PPO & Non-PPO Network)
8. Increase Chiropractor Copay (\$20/visit) included in the \$250 yearly max.
9. Inpatient Surgery
(PPO-\$200 copay, 90% after in-network deductible)
(Non-PPO-\$600 copay, 70% after out-of-network deductible)
10. Increase Out-Of-Network Deductible (\$500 single & \$1,000 family)



History

RFP

- Mailed out 12/22/08
- Returned by 1/23/09
- 2/2009 Interviewed candidates
- 3/2009 City Council presentations & approval
- 3/2009 Offered Concentra contract
- 3/2009 Set up on site clinic
- 4/13/09 RN started 20 hrs/week
- 1/11 Proposal to Rock Island County
- 4/11 Added NP 20 hrs/week
- RN 20 hrs/wk and NP 20 hrs/wk
- 4/11 Rock Island County Employees started to use the clinic
- Review of data & services at monthly HCPC meeting
 - *It's all about the data*
 - *It's all about the data*
 - *It's all about the data*



Intergovernmental Agreement between the City and the County

- It is a 2 year contract
- The City has 450 employees that can use the clinic
- The City has 377 employees on their health plan- BCBS of IL and any dependent on the plan can use the clinic
- Originally the City was only going to have 12 hours/week of a mid-level
- Rock Island County has 1100 employees
- Only employees on their health plan – United Health Care can use the clinic, that number is 700
- Their dependents can not use the clinic
- The County is only utilizing the clinic for group health services
 - No worker comp
 - No drug screening
- The County will reimburse the City for 40 % of the monthly fees
- The % will be reevaluated after 1 year of data collection to determine if the number is right



Clinic Features

- Integration of employee health, urgent care, primary care and preventive services
- Patient focused
- Longer patient – clinician encounters
- Communicates with community providers
- Convenient
- No co-pay
- Family and community orientation
- Minimal wait times
- Shared agenda with employees
- User friendly
- Health education
- Health coaching
- Improves delivery of preventive services
 - Immunizations
 - Screenings
 - Health habit counseling
 - HRA's
 - Biometrics



Benefit to employer:

- Creates “culture of health”
- Fixed costs----NOT fee for service
- Early detection reduces over-all health care costs long term
- Targeted wellness promotion and intervention campaigns
- Limited costs for lab
- Limited costs for diagnostics
- Employee good will

Employer Investment:

- Healthcare coverage
- Wellness Programs
- Urgent care
- Primary care—problem focused
- Prevention
- Building a culture of wellness
- Plan for investment of your employees’ health and your bottom line over years not months



The results of the investment is:

- Better attendance
- Increased productivity
- Healthier employees
- Increased moral
- Reduced health plan costs

Software:

- Medgate
- Eligibility Files
- Ability to provide each employer separate, distinct reports

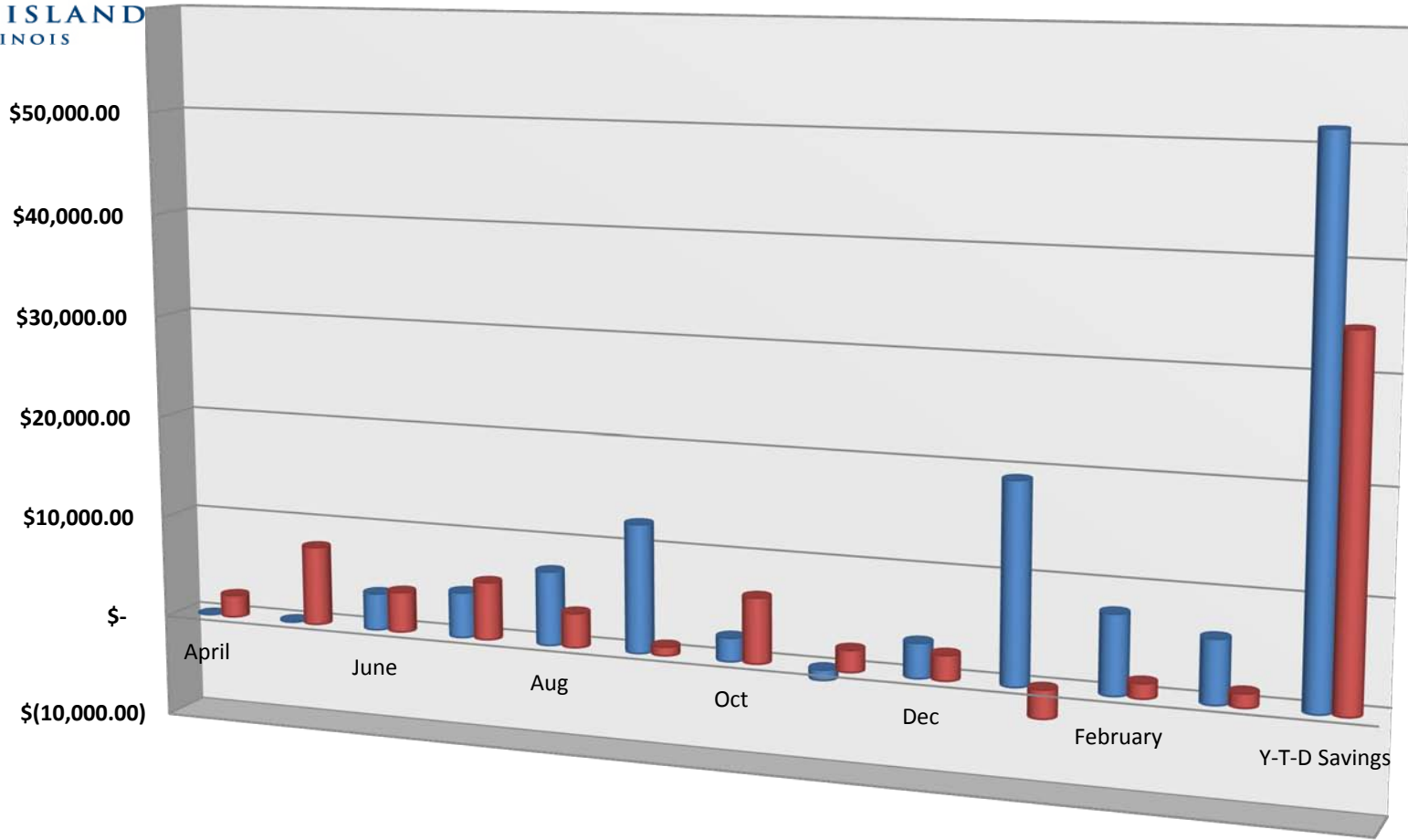


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City of Rock Island Onsite Nurse Data

April 2009
March 2011

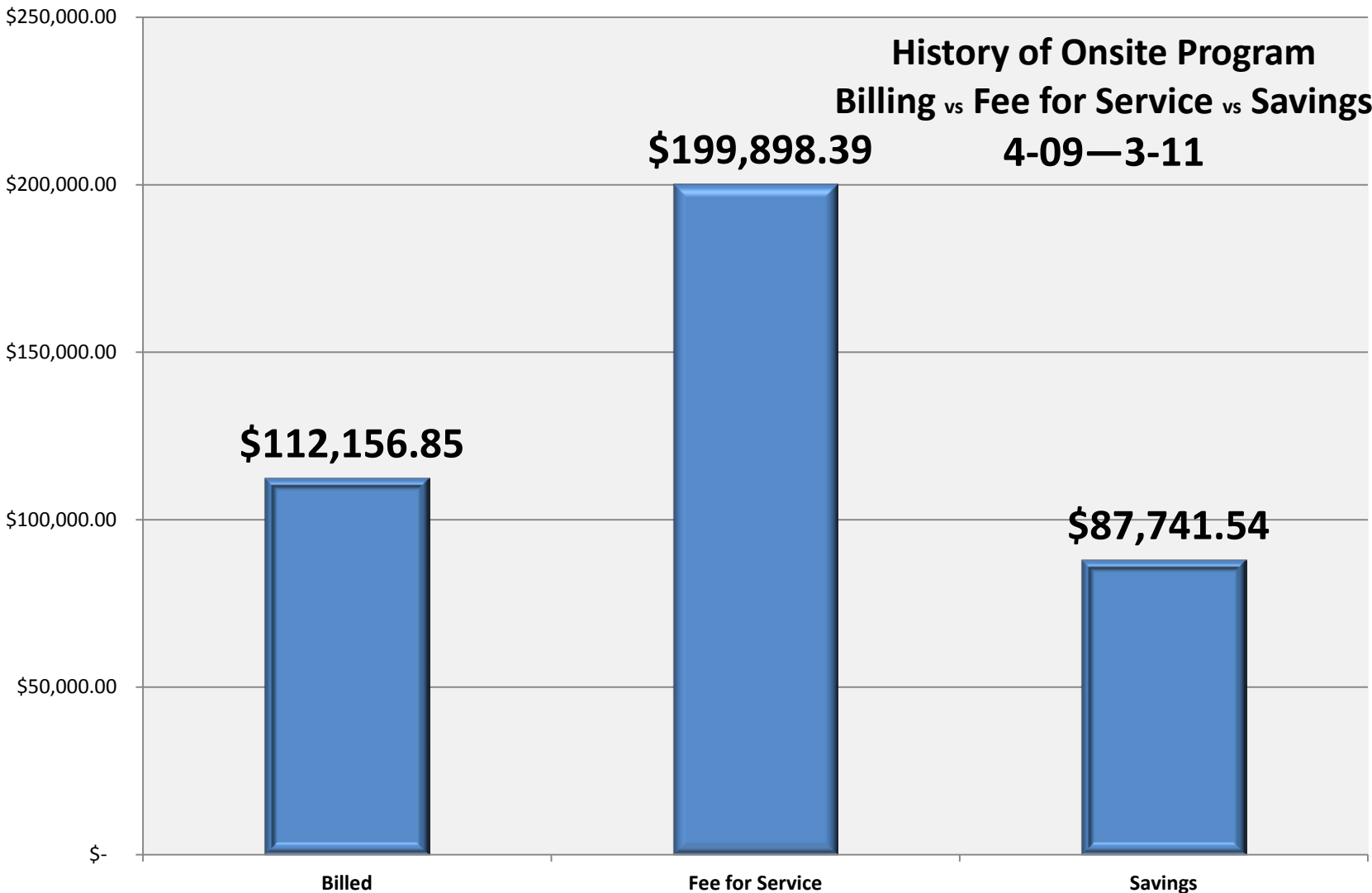
FY Comparisons



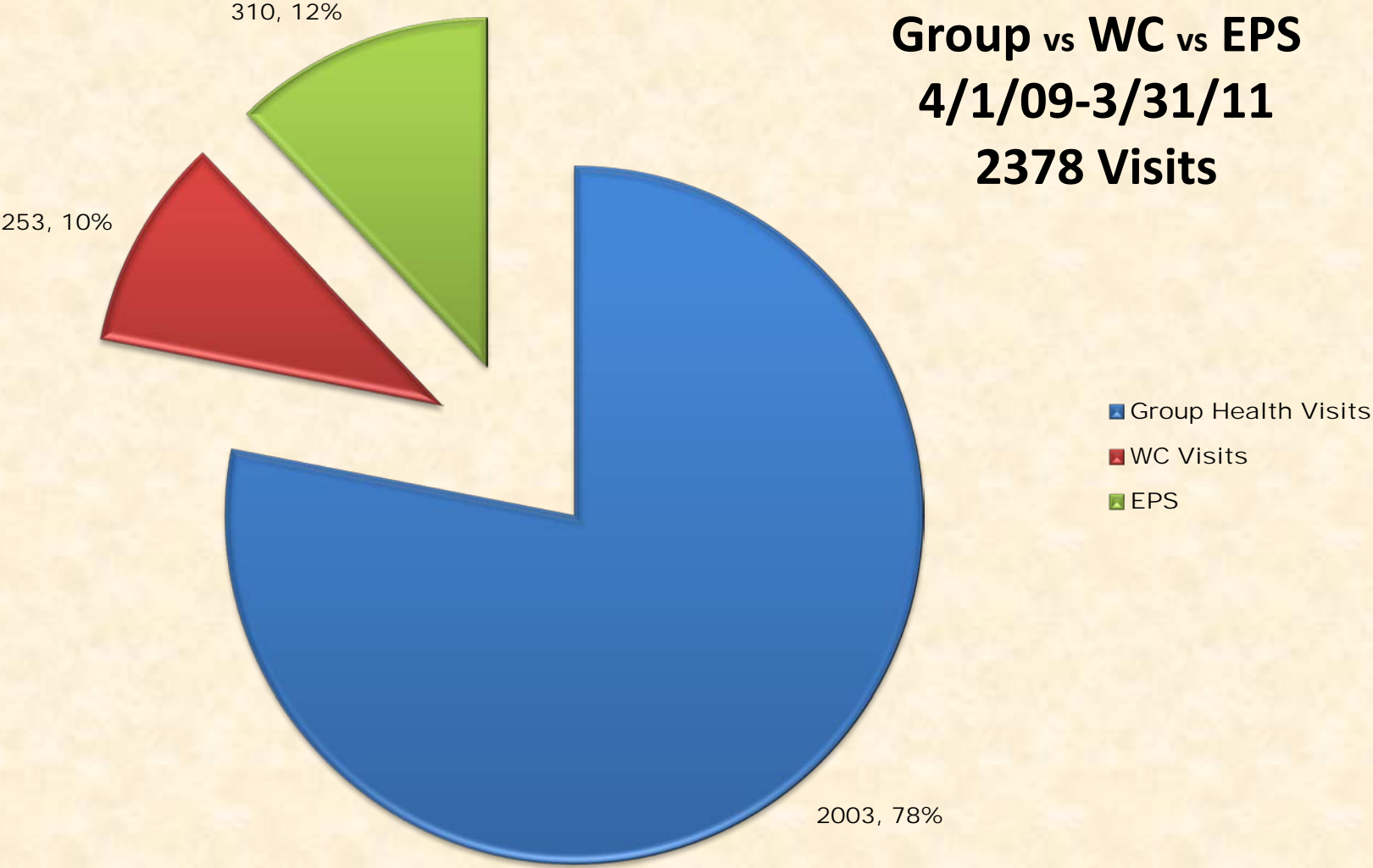
	April	May	June	July	Aug	Sept	Oct	Nov	Dec	Jan	February	March	Y-T-D Savings
■ 2009-2010	\$-	\$87.01	\$3,574.24	\$4,410.05	\$7,200.56	\$12,471.0	\$2,262.22	\$(984.01)	\$3,336.32	\$19,189.0	\$7,611.67	\$6,077.67	\$51,546.45
■ 2010-2011	\$2,132.06	\$7,703.45	\$3,924.00	\$5,615.49	\$3,326.15	\$831.61	\$6,331.12	\$2,100.76	\$2,413.73	\$(2,734.2	\$1,410.74	\$1,309.98	\$34,364.8

**History of Onsite Program
Billing vs Fee for Service vs Savings**

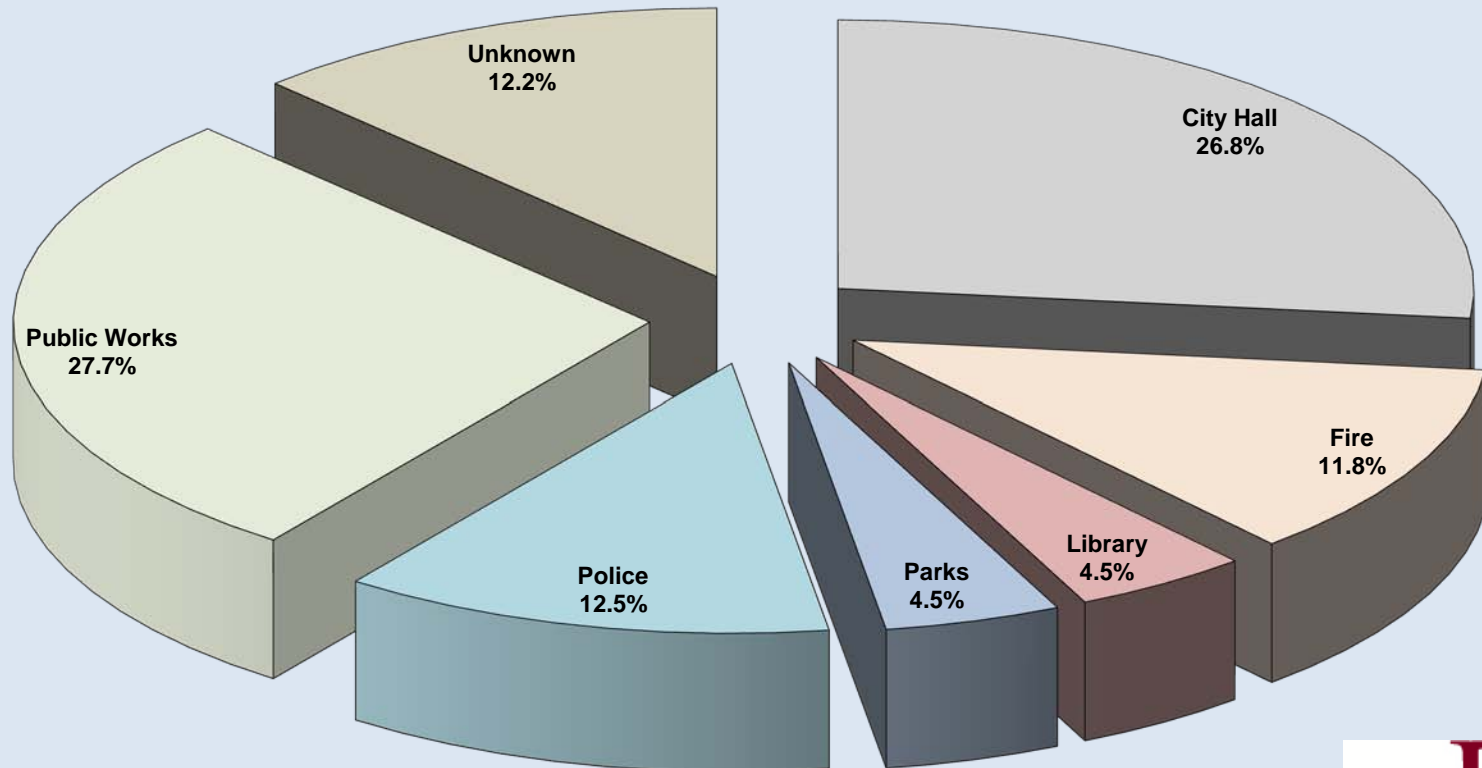
4-09—3-11



Group vs WC vs EPS
4/1/09-3/31/11
2378 Visits



**City of Rock Island
Visits by Division
May 2009 to November 2009
Total Visits: 736**

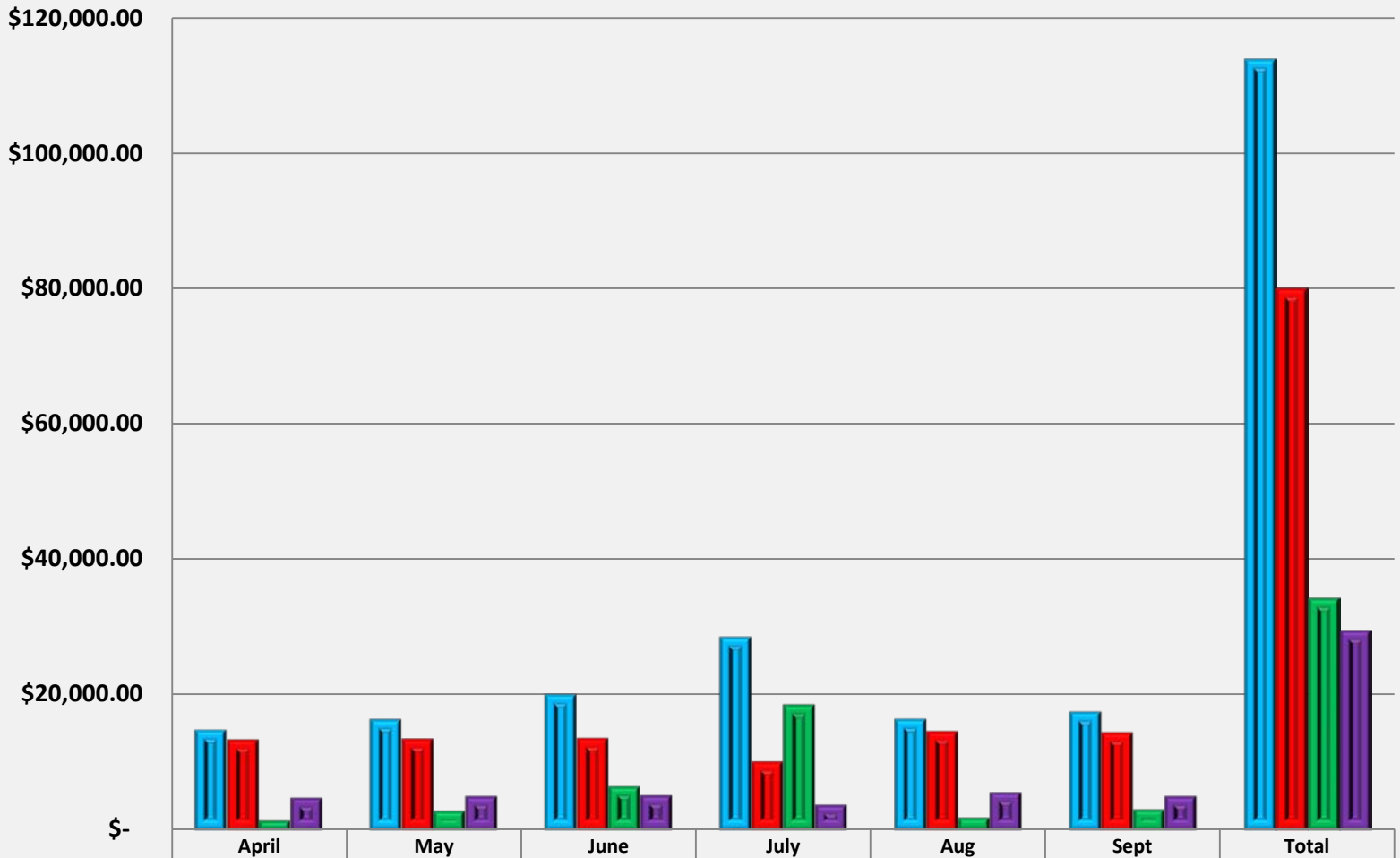


Nurse Practitioner Primary Care Problem Focused

- Provide primary care problem focused services for adults and children
- Diagnosis , evaluate, treat, and manage acute illness, disease or injury
- Order, interpret, or perform, diagnostic studies such as routine lab tests, x-rays, EKGs
- Prescribe drugs/medications for acute illness, disease or injury
- Obtain medical histories
- Conduct physical examinations such as school physicals
- Prescribe physical therapy and other rehabilitation treatments
- Health-maintenance orders or care for adults
- Counseling and educating patients on health behaviors, self-care skills, and treatment options

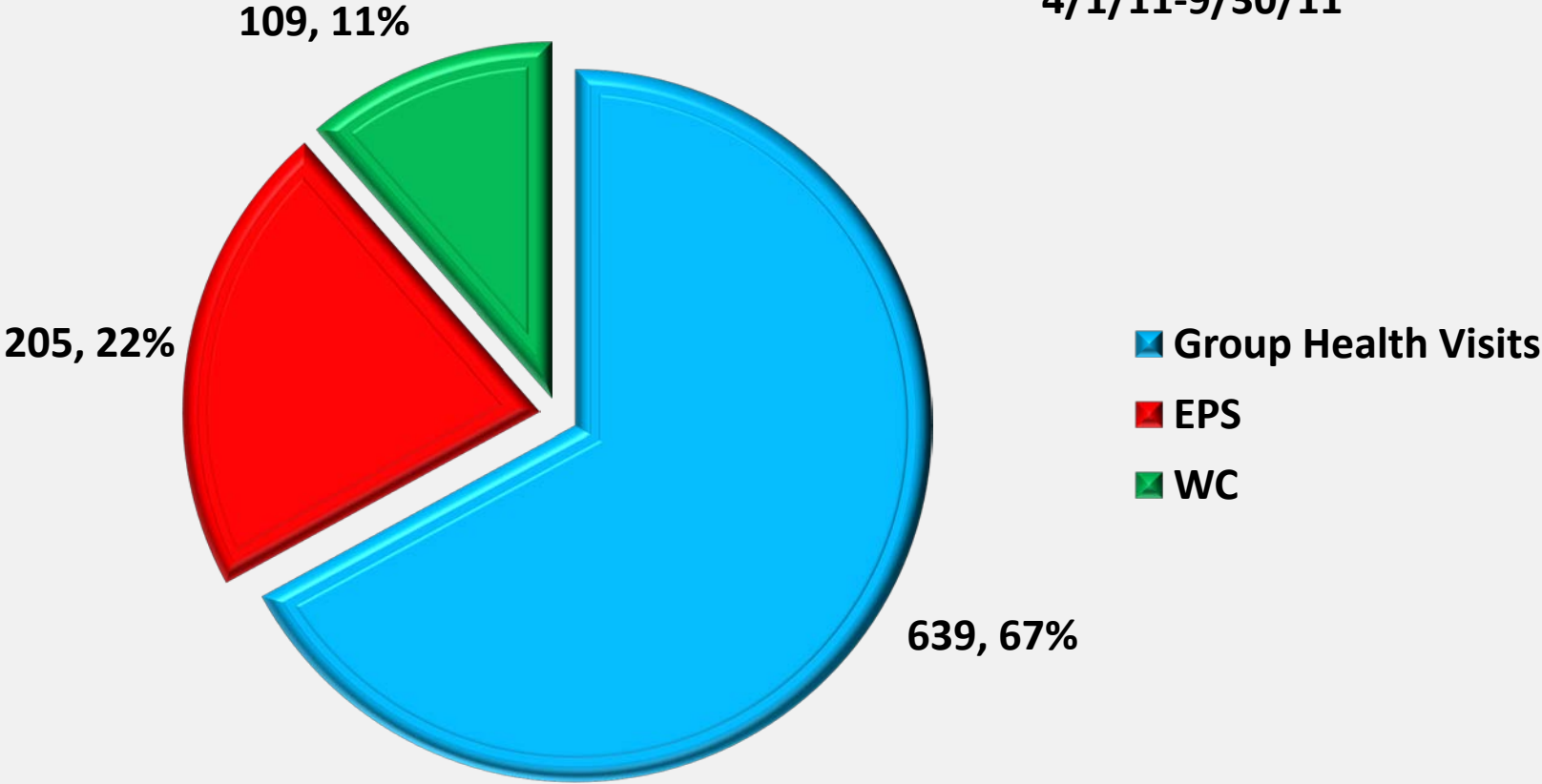


ROI
4/1/11-9/30/11



■ Fee for Service	\$14,840.62	\$16,409.61	\$20,116.38	\$28,584.77	\$16,479.96	\$17,534.77	\$113,966.11
■ Total of Concentra & Metro Bills	\$13,429.22	\$13,547.58	\$13,643.09	\$10,146.90	\$14,645.53	\$14,474.72	\$79,887.04
■ Program Savings	\$1,411.40	\$2,862.03	\$6,473.29	\$18,437.87	\$1,834.43	\$3,060.05	\$34,079.07
■ Rock Island County Invoice	\$4,774.52	\$5,040.81	\$5,154.93	\$3,741.63	\$5,582.15	\$5,037.25	\$29,331.29

**Number and Percentage of Visits
4/1/11-9/30/11**



Employee Savings April 1- September 30, 2011

This is a combination of savings from NP, RN & Metro Lab Co -Pays



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**Premium Incentive Pilot Program
Fiscal Year 2011-2012**

Pilot Objective: This Premium Incentive Pilot Program will provide encouragement to live a healthy lifestyle and will be managed by onsite clinic staff.

Reduced risk factors = reduced claims = reduced premiums.

Who is eligible: Employees on the City's health plan.

Application Process: All applicants must complete a biometric screening with the employee nurse in the month of April.

Selection Process: The City's NP will review applicants and select 50 participants based on risk factors (more risk factors – more qualified).

Incentive: Premium discount for participating (discounts began in July):
\$15 /pay period
\$390 annually

Incentive Program Requirements:

- 1.HRA--- thru BCBS
- 2.Physical--- annually
- 3.Documentation of a regular exercise program---thru Blue Access/BCBS
- 4.Dental cleanings---2/yr
- 5.Weight loss program (Clinically Obese)
- 6.Smoking Cessation (Smokers) ---Length of time TBD

Pilot Analysis: Follow-up screenings will be conducted in March 2012. Aggregate Clinical comparisons will be provided for future expansion possibilities.



1. Annual Fire Fighter Physicals - June

- 27 were done this year
- Work up done by Cindy
- Physical by Katy
- Hazmat team and TRT (technical rescue technicians) who can be deployed to national emergencies i.e. Joplin, MO.
- To be deployed you must show proof of an annual physical

2. Sports physicals

- Campaign started in July—70+

3. Prostate Cancer Awareness Campaign---September

4. Breast Cancer Awareness Campaign---October

5. Flu Campaign---October

6. Campaign about employee savings



Questions or Comments



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Thank you

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