



AGENDA

State and Public School Life and Health Insurance Board Wellness Sub-Committee Meeting

April 6, 2017

1:00 p.m.

EBD Board Room – 501 Building, Suite 500

- I. *Call to OrderDr. John Vinson, Chair*
- II. *The Weight of the Nation Jayme Mayo, Nabholz Wellness Director*
- III. *Wellness Discussion..... Chris Howlett, EBD Executive Director*
- IV. *New TopicsDr. John Vinson, Chair*

Upcoming Meetings

To be determined.

NOTE: All material for this meeting will be available by electronic means only. Please contact ASEPSE-BOARD@dfa.arkansas.gov. Notice: Silence your cell phones. Keep your personal conversations to a minimum. Observe restrictions designating areas as "Members and Staff only"

**State and Public School Life and
Health Insurance Board
Wellness Discussion Committee
Minutes
April 6, 2017**

The Wellness Discussion Committee of the State and Public School Life and Health Insurance Board (hereinafter called the Committee) met on April 6, 2017, at 1:00 p.m. in the EBD Board Room, 501 Woodlane, Suite 500, Little Rock, Arkansas.

Members Present

Janis Harrison
Dr. John Kirtley
Dr. Joseph Thompson
Dr. John Vinson
Carla Haugen

Members Absent

Chris Howlett, Executive Director, Employee Benefits Division (EBD)

Others Present

Gerri Bemberg, UAMS; Jayme Mayo, Nabholz Construction; Marla Wallace, Ethel Whittaker, Eric Gallo, Stella Greene, Cecilia Walker, Drew Higginbotham, Shalada Toles, Terri Freeman, Stella Greene, EBD; Kristi Jackson, Com Psych; Sandra Wilson, AHM; Marc Watts, ASEA; Ronda Walthall, Wayne Whitley, AHTD; Randy Loggins, Mike Motley, Elizabeth Whittington, ACHI; Karyn Langley, Qualchoice; Greg Jones, MTI; Andy Davis, ADG

CALL TO ORDER

The meeting was called to order by John Vinson, Chair

APPROVAL OF MINUTES: *by John Vinson, Chair*

Vinson asked for a motion to approve the March 10, 2017, & March 17, 2017, minutes. Harrison motioned to approve March 10th minutes. Kirtley seconded; all were in favor. Dr. Thompson motioned to approve March 17th minutes. Harrison seconded; all were in favor.

Motions approved.

WELLNESS DISCUSSION by Jayme Mayo, Director of Wellness Nabholz Construction

Dr. Vinson introduced Jayme Mayo, Wellness Director Nabholz Construction. Mayo spoke regarding The Weight of the Nation, Nabholz wellness plan. Mayo reported in 2007 the company was fully-funded and after trial and error, moved to a self-funded plan. Nabholz began with screening employees on a voluntary basis. The company's ratio was 75% (750), employees who were screened for biometrics. A third-party administrator was hired to manage the plan. If an employee received the biometric screening, they would receive in return a wearable. Of the 75% of employees screened only 14% (85 – 90), used the pedometers. Therefore, the company invested funds for 1000 individuals per month with only 14% participation.

The company moved to a different activity-based strategy, which included attending lunch and learn sessions, participation in things like 5k's, dental, pap test, etc., In order to receive points and credits. Of the 1000 people screened, only 22% earned money based on the amount of their activity participation. The 22% were those who were healthy. The company terminated the costly method.

As a result, the company introduced an outcome-based strategy, which has had an impact on the employee's lives and the cost of the plan. An outcome-based approach rewards employees for improving their health. Every employee is screened and completes a Health Risk Assessment. Almost 99% of workers and 100% of spouses earn an incentive at a level based on their results. The result, when the members became responsible for their health, their behavior changed. Even having medicine versus actually consuming it changed, more members began taking their meds. The targeted categories are obesity, smoking, high blood pressure, diabetes, and cholesterol. Employees receive an incentive amount in each category for passing scores. If the member passed each group, they receive an additional monetary bonus of \$175.00, but they must pass each class. Therefore, missing one category that is worth \$25.00 is not a \$25.00 missed opportunity, but instead a \$200.00 missed opportunity.

Dr. Thompson inquired about the company's 1000 members: are they involved in case management with those that have critical illnesses? Dr. Thompson commented the division contracts for case management with concerns about the effectiveness of the management. There is also concern associating risk management with the entire population.

Mayo reported the goal of Nabholz is not to arrive at case management because at that level prevention is no longer an option. Mayo targets risk management and prevention to avoid the need for case management. Mayo and her team

target the top 25 people with a high rate of having a potential illness in the various categories. This is another preventive method adopted by the company.

Howlett inquired what is Mayo's perspective that would be the best focus area to begin the process? Mayo commented there needs to be more trust with the members. It is her opinion that the Division is not properly rewarding the employees.

Mayo reported the company pays 100% of the employee's premium in return for being screened. If the employee is not tested, the company will only pay 30% of their premium until the parameters are met. Parameters must be met by November 1st.

Dr. Thompson reported the Division allocates the members a \$75.00 monthly discount for participation in the wellness program. Previously it was meant to be a wellness visit, but operationally it has depleted to any visit. The Division is not capitalizing on its investment regarding action or outcomes. The challenge is, it's a large plan with 280 school plans. There has been discussion regarding the possibility of discontinuing the program. The opposite extreme would be performing biometrics statewide for the different locations and looking for options between that is operationally feasible that would have a positive impact on the health of the employees and not a huge adverse impact on the plan. The Division has discussed biometrics for tobacco, flu shots for eligibility, as well as ask for more detail regarding glucose and cholesterol. The health risk appraisal's BMI is higher than the state's, and the tobacco rate is lower than the state's. There are concerns that these rates are not accurate.

Dr. Thompson inquired if flu shots were the trigger event for the wellness visit, operational could members migrate in the middle of the plan year from a non-discounted premium to a discounted premium?

Howlett reported operationally it could be a challenge. However, there is a possibility that it could be successful.

Mayo inquired if flu shots are the driver of the high claims? Mayo recommended you must target the demand drivers.

Dr. Thompson inquired about Nabholz's' return on investment. Mayo commented spending \$900.00 annually for each member plus a physical is costly. Mayo encouraged the division to review this method for change to cut cost. Mayo reported Diabetes, cholesterol, and hypertension has improved, also claims have decreased by 5%. The company saves approximately \$1.1 million annually, and invests about \$ 600,000 per year.

Howlett reported there would be additional data provided at the next wellness meeting regarding another state wellness plan design.

FLU SHOT DATA: *by Izzy Whittington, ACHI*

UAMS requires the influenza, or flu, vaccination for all of its employees, volunteers, and students. The University of Arkansas for Medical Sciences is mandating influenza vaccination for all of its employees, similar to other required vaccinations such as MMR.

Whittington reported from 2015 – 2017 33% of Employee Benefits Division (EBD) members have received a flu vaccination. Of the 69,000 members who participated in the Health Risk Assessment, (self-reported data), 57% reported receiving a flu shot, and 42% not receiving the vaccination.

Dr. Vinson commented UAMS' decision to require the shots was not only to reduce claims but also that they are a health-care provider who takes care of patients and does not want to risk the spread of an active virus.

Dr. Thompson reported other health-care organizations have the requirement in place to protect the patients' health. Dr. Thompson said the Health Department also adopted the same requirement.

Whittington discussed this could potentially be Phase 1 consideration of the wellness plan design. If EBD would take UAMS approach and require flu shots; the members would be able to receive their vaccinations at their providers, the Department of Health, Pharmacies, and various work-sites. Whittington inquired are there other locations that members may be able to receive service to help meet the requirements?

Dr. Vinson reported the Department of Health has flu vaccination workshop kits whereby they work with religious organizations who provide such services as well as host Health Fairs.

Howlett commented the Division has used co-ops for such services.

Dr. Thompson inquired if the Division would adopt Nabholz wellness approach requiring the goals to be the full responsibility of the member, meaning if the goals are not met the member accepts full responsibility. Dr. Thompson commented there is a possibility such language could require legislation.

Dr. Vinson remarked if it took legislation there would need to be a special session, or it could take an additional two years to resolve the issue.

Haugen reported the Task Force could be an avenue for a resolution instead of the possibility of a special session.

Harrison stated the data is available for those who did not receive the wellness discount. The data could potentially be a resourceful guide.

Dr. Kirtley motioned to adjourn. Harrison seconded; all were in favor.

Meeting adjourned

DRAFT

EBD Flu Vaccinations

Flu Vaccinations within EBD Member Population (Pharmacy and Medical Claims)

	Pharmacy	Medical	Total	Total Member Enrollment
FY 2013	7,992	43,582	51,574	148,180
FY 2014	9,994	52,450	62,444	148,510
FY 2015	14,425	*37,056	51,481	146,293
FY 2016	13,165	*39,196	52,361	147,704
FY 2017	14,743	*31,357	46,100	150,002

*Flu vaccine rates for 2015-2017 medical pulled from EBD claims; prior years supplied by payers (QualChoice and Health Advantage)

Flu Vaccinations within EBD Member Population by Member Type (Medical Claims Only)

2014-2015 Flu Season (FY 2015)		2015-2016 Flu Season (FY 2016)		2016-2017 Flu Season (FY 2017)	
Plan Type	Adult Count	Plan Type	Adult Count	Plan Type	Adult Count
ASE	10,849	ASE	9,580	ASE	8,093
PSE	19,874	PSE	20,791	PSE	15,045
Total	30,723	Total	30,371	Total	23,138
Plan Type	Primary and Spouse	Plan Type	Primary and Spouse	Plan Type	Primary and Spouse
ASE	10,323	ASE	9,056	ASE	7,691
PSE	19,403	PSE	20,249	PSE	14,598
Total	29,726	Total	29,305	Total	22,289
Plan Type	Primary Only	Plan Type	Primary Only	Plan Type	Primary Only
ASE	8,068	ASE	7,448	ASE	6,262
PSE	18,154	PSE	19,169	PSE	13,625
Total	26,222	Total	26,617	Total	19,887
Total Member Enrollment 2015	146,293	Total Member Enrollment 2016	147,704	Total Member Enrollment 2016	150,002

Self-Reported Flu Shot Rates from 2015 Health Risk Assessment

Have you had a flu shot within the last 12 months?	Frequency	Percent
Y	39,662	57.43%
N	29,400	42.57%

*Total respondents = 69,062

EBD Flu Vaccinations

Flu Vaccination Locations:

1. Providers (Primary care, specialists, etc.)
2. Pharmacies
3. Worksites
4. Health Department/Local Health Units
5. Others?

Flu Shots

For Students, Volunteers, and Employees

*****2016/2017 FLU INFORMATION *****

UAMS is requiring the influenza, or **flu**, vaccination for all of its employees, volunteers and students. The deadline to receive this vaccination is November 16, 2016.

Request for exemptions, regardless of the reason, will be evaluated individually by Student Employee Health Services (SEHS) and the Office of Human Resources. Only those request submitted on the UAMS exemption forms will be considered. Exemption request are due to Student and Employee Health by November 16, 2016. See exemption request forms below.

For those who receive vaccinations at sites other than UAMS, written documentation must be provided to Student and Employee Health. This documentation should be faxed to 501-296-1230 or e-mailed to studentandemployeehealth@uams.edu.

A calendar of the mass influenza workstation dates, times and locations is posted on the SEHS Calendar. Students and employees should watch the UAMS Alerts for updates, or review the information posted on the UAMS Intranet.

For Individuals and Family Members

If you would like to protect your family against the flu, please call us to schedule an appointment. Flu shots are administered at the UAMS Preventive, Occupational & Environmental Medicine clinic which is conveniently located in the Family Medical Center on the ground level. Parking is right at our entrance on Cedar and 6th Street. There is typically very little wait time to get your vaccine.

You can also get your influenza vaccine in the Family Medical Center. The center is located at the corner of Jack Stephens Drive and 6th Street. Free parking is available at the back of the building on Cedar and 6th Street.

UAMS Flu Shot Policy/Documentation

University of Arkansas for Medical Sciences
Request for Medical or Religious Exemption from Influenza Vaccination

Employee Name _____ Date of Birth _____

SAP# _____

The University of Arkansas for Medical Sciences is mandating influenza vaccination for all of its employees, similar to other required vaccinations such as MMR. Each request for exemption, regardless of the reason, will be evaluated individually by Student Employee Health Services and/ or the Office of Human Resources.

Medical exemption _____

I understand that by requesting an exemption due to medical contraindications I will be required to provide documentation from my primary care physician. I also understand that the medical exemption must be based on standard criteria for medical exemptions recommended by the Centers for Disease Control and Prevention or Advisory Committees on Immunization Practices.

Religious exemption _____

I understand that by requesting an exemption due to religious beliefs I will be required to provide documentation such as a letter from my religious leader/pastor verifying my membership affiliation and the reasons and/or religious practices that do not support immunization.

I understand that I will be provided 10 business days to obtain the supporting documentation for either the medical or religious exemption.

I understand that I will receive written notification regarding status of exemption request within five (5) business days after the required documentation has been provided UAMS Student Employee Health Services.

I understand that if my exemption request is approved I will be recognized as compliant with the mandatory influenza vaccination requirement. Further, I understand that my protected medical and religious information will be maintained in my confidential Employee File in Human Resources. This information will not be provided to anyone outside of UAMS Human Resources.

I understand that I will be expected to follow infection control guidelines and care for patients admitted/seen with influenza-like illness as my job duties require. I will follow transmission-based precautions for patients with symptoms of influenza-like illness. I understand that if I develop an influenza-like illness, I must report to Student Employee Health Services for potential work exclusion until resolution of symptoms.

For any questions concerning these exemptions please contact, Student Employee Health Services at 686-6565 or the Office of Human Resources at 686-5650.

Employee Signature

Date

UAMS Flu Shot Policy/Documentation

UAMS Form for Medical Exemption from Influenza Vaccination

Employee Name _____ Employee Date of Birth _____
(Print) (Print)

Dear Physician:

The University of Arkansas for Medical Sciences is mandating influenza vaccinations for all of its employees, similar to other required vaccinations such as MMR. Your patient has requested a medical exemption from this vaccination requirement. A medical exemption from influenza vaccination is allowed for recognized contraindications only and any medical exemption request will be reviewed individually with medical information.

Please complete the form below to request a medical exemption for your patient. Should you have any questions, please call UAMS Student Employee Health Services at 501-686-6565. We may contact your office to confirm and discuss reasons for exemption.

UAMS Student and Employee Health provides the FLUBLOK for those employees with an allergy to eggs and this is no longer a valid exemption to the flu vaccine.

Employees with a severe allergic reaction to eggs should notify Student and Employee Health in order to receive the FLUBLOK.

- Defined as developing hives, swelling of the lips or tongue, difficulty breathing
- Does not generally include gastro-intestinal systems
- The amount of egg protein in influenza vaccines is extremely small. People who can tolerate eating foods prepared with eggs, such as baked goods, can generally tolerate the influenza vaccine.

My patient should not be vaccinated against influenza for the following reason:

History of previous severe allergic reaction to the influenza vaccine or component of the vaccine

- Defined as developing hives, swelling of the lips or tongue, difficulty breathing
- Does not include sore arm, local reaction, or subsequent upper respiratory tract infection.

History of Guillan-Barre syndrome within 6 weeks of receiving a previous vaccine

- People with this history can choose to receive the vaccine

Other, please describe below **(AS PER THE CDC NOT TO INCLUDE THOSE INDIVIDUALS WITH MILD ALLERGY TO EGGS, IMMUNOSUPPRESSED , CHRONIC MEDICAL CONDITIONS OR PREGNANCY)**

I certify that my patient has the above contraindication, and request medical exemption from influenza vaccination.

Physician Signature _____ Date _____
(Signature stamps not acceptable)

Physician Printed Name _____ Physician phone# _____

Fax Completed Form to: UAMS Employee Health Services 501-296-1230 OR E-MAIL Studentandemployeehealth@uams.edu

UAMS Flu Shot Policy/Documentation

UAMS FLU Schedule 2016-2017

This is a schedule of the mass FLU Clinics performed by UAMS Employee Health Services. No appointments. First come, first served.

September 19th through September 30th are also going to have biometric screenings so you have the option of completing your screening along with getting your FLU vaccination.

These sessions are open to employees and students of UAMS.

Check back often as more dates and locations may be added.

Last updated 10/06/2016

10/10/2016	MON	8:00am-11:00am	OPC, Internal Medicine South room 2/130
10/11/2016	Tue	11:00am - 1:00pm	Unit F7009 Conference Room
10/12/2016	WED	8:00am -11:00am	BioMed 1, 2nd Floor B205/B207
10/12/2016	WED	1:00pm - 3:00pm	Unit F8009 Conference Room
10/13/2016	THU	6:00AM - 1:00PM	WRCI 10th Floor Atrium (CI & ROTUNDA)
10/14/2016	FRI	11:00am - 1:00pm	Unit F6009 Conference Room
10/17/2016	Mon	7:30AM - 9:30AM	ACH Sturgis Bldg. S417-1
10/17/2016	Mon	1:30PM - 3:30PM	I-Dodd Wilson Building - Foyer
10/18/2016	Tue	6:00AM - 1:00PM	*Hospital Lobby Gallery
10/20/2016	Thu	8:00am - 9:30am	DFPM- 2nd Floor Large Conference Room
10/20/2016	Thu	12:00pm - 4:30pm	University Towers – Small Conference Room
10/24/2016	Mon	6:00am - 8:30am	Unit F6009 Conference Room
10/24/2016	Mon	11:00am - 1:00pm	College of Pharmacy - CPH 6th Floor Concourse
10/25/2016	Tue	8:00am - 12:30pm	Institute of Aging 1st floor rooms 1251/1253
10/26/2016	Wed	6:00am - 9:00am	Emergency Dept., Conference Room EG/124
10/27/2016	Thu	8:00am - 1:00pm	Jones Eye – 2nd Floor Auditorium Room J211
10/28/2016	Fri	12:00pm - 6:30pm	*Hospital Lobby Gallery
10/29/2016	SAT	9:00am - 12:00pm	*Hospital Lobby Gallery
10/31/2016	Mon	7:30am - 1:30pm	Spine Center Room 640
11/1/2016	Tue	2:00pm - 5:00pm	Emergency Dept., Conference Room EG/124
11/3/2016	Thu	11:30AM - 1:30PM	Sturgis Bldg. Chairman's Hall 1st Floor
11/3/2016	Thu	9:00am - 11:00am	Freeway Medical
11/4/2016	FRI	12:00pm - 6:30pm	WRCI 10th Floor Atrium (CI & ROTUNDA)
11/7/2016	Mon	6:00AM - 1:00PM	*Hospital Lobby Gallery
11/11/2016	FRI	Holiday	VETERAN'S DAY
11/15/2016	Tue	7:30am - 1:30pm	Spine Center Room 640
11/16/2016	Wed	6:00AM - 1:00PM	*Hospital Lobby Gallery