



# A Healthy Approach to Care Transformation

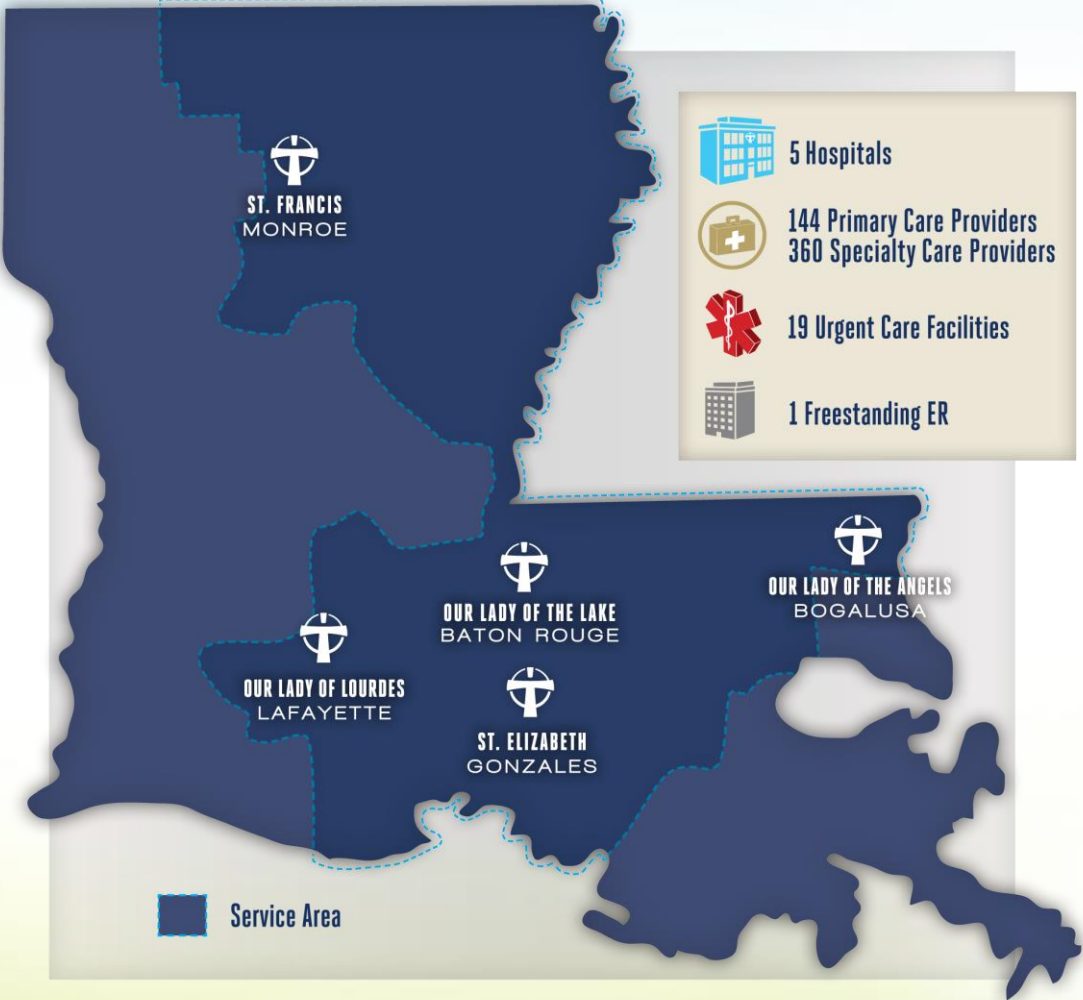
Practical solutions for population health

*Franciscan Health & Wellness Services, Inc.*

November 2016



# Our profile: FMOL Health System



# The Healthy Lives program

Implemented for FMOL Health System in November 2010

- >13,000 employees and >17,000 insured members
- 75% participation rate
- >\$20 million in savings over 5 years
- Quality measures exceed national benchmarks
- Five years in a row with no premium increase for members
- Recognized by the National Business Group on Health:  
*Best Employers for Healthy Lifestyles* in 2012-2016



# Driving value

## Program Services

**Medical Homes  
and Providers**

**Healthy Lives**  
Analytics  
Wellness Programs  
Health Coaching

### **Member Engagement**

*Healthy Lives Screening  
Healthy Lives Portal  
Healthy Lives Rewards*

## Employer Benefits



# Franciscan Health & Wellness Services

## Expanding our model

- Subsidiary of FMOLHS launched in June 2012
- 33 organizations in 9 states
- Fully and self insured companies ranging in size from 30 – 14,000 FTEs
- >85,000 lives total
- Variety of industries
  - Government and municipalities
  - Oil and gas
  - Education
  - Manufacturing
  - Banking
  - Health care
- Health care consulting and collaboration: 7 health systems
  - Population health management
  - Employer-based health and wellness programs
  - Infrastructure & support



# Healthy Lives program results\*

- Engagement > 75%
- Health care expense trends per member per month (PMPM)
  - 2012: ↑ 4%
  - 2013: ↓ 2%
  - 2014: ↑ 1%
  - 2015: ↓ 3%
- Acute care admission rates 70/1000, with a 13% decrease in average cost per episode in 2015
- Evidence-based quality measures exceed national benchmarks
- Overall program satisfaction >90%

\*Reflects Franciscan Health and Wellness performance metrics for >80,000 lives across 9 states



# The business case

## Health care expense trends\*

- Employer expense growth rates have slowed since 2010: 4-5%
- Premium increases outpace incomes in all states
  - Average annual premiums = 20-25% of median income
- Increased out-of-pocket expenses for workers
  - Employee premium contribution nearly doubled in the past decade, increasing 93 percent from 2003 to 2013
  - Deductible expense doubled from 2003-2013
  - High deductibles becoming the norm

# How do employers tackle this?

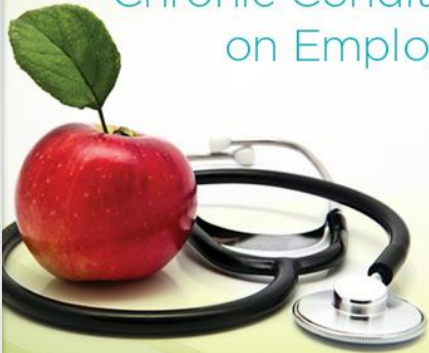
*“Companies seeking to achieve and sustain high performance need to develop clearly defined, comprehensive and aggressive multiyear strategies for maximizing their health care investments.”*

- Managing costs
- Adding value
- Improving employee engagement
- Exploring new options



# The impact of health and well-being

## Financial Impact of Chronic Conditions on Employers



OBESITY  
**\$73.1 billion**

DEPRESSION  
**\$35 billion**

ON-THE-JOB PAIN  
**\$47 billion**

Source: The Mayo Clinic's "True Cost of Poor Health" White Paper and U.S. Preventative Medicine



## WELLNESS with RESULTS

*Healthy Lives* is a complete solution to help employers improve their employees' health and productivity and reduce their healthcare costs.

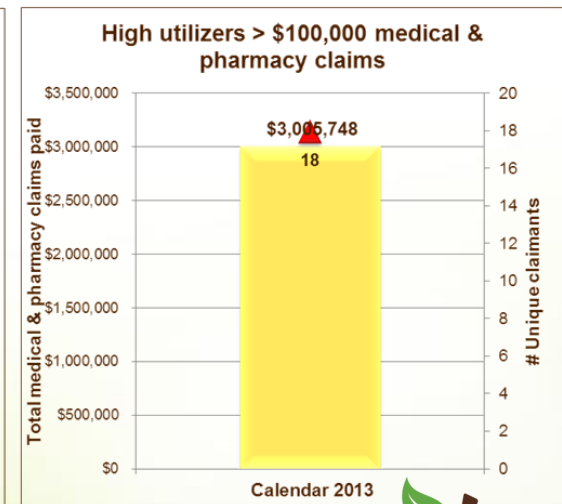
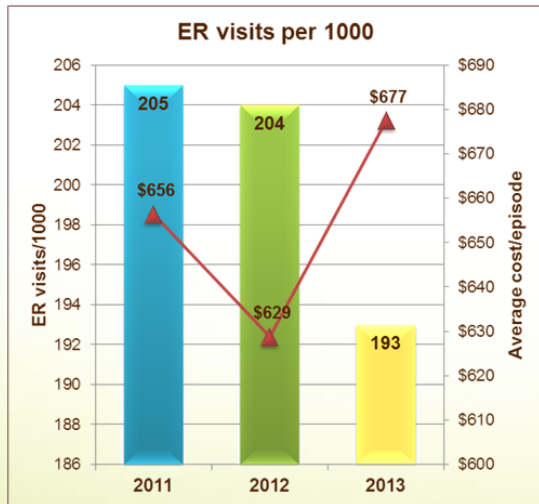
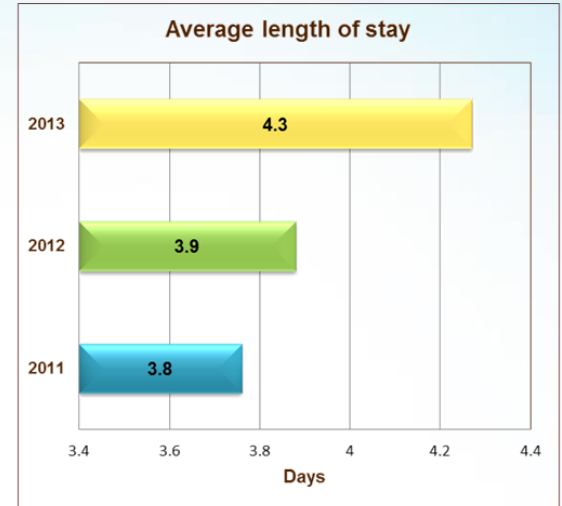
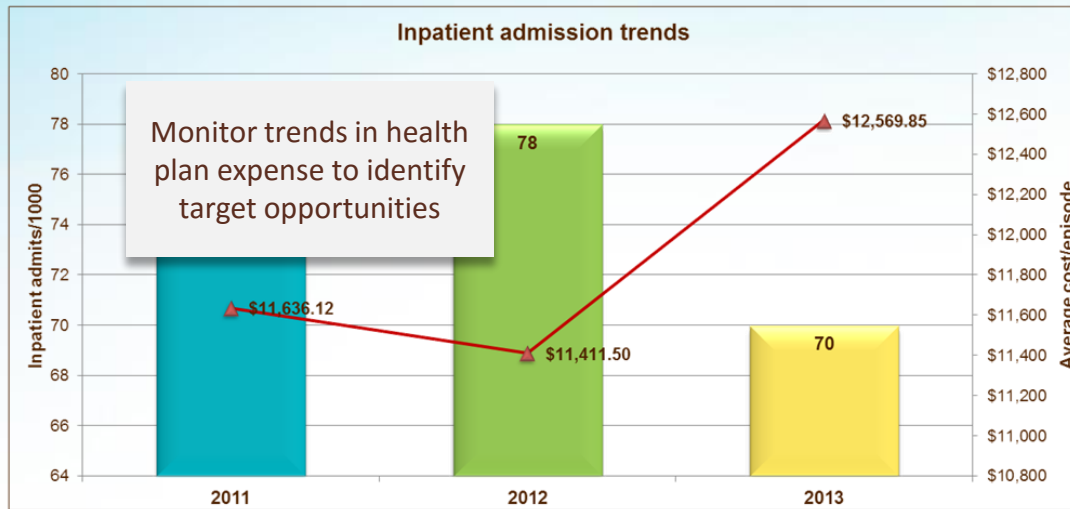
# Developing strategic touch points

- Focusing on “health” and not “hospital” care
- Driving value-based care: cost and quality
- Redesigning care: connecting silos across environments
- Fostering relationships with providers in care delivery
- Developing practical solutions in the face of competing priorities
- Linking to innovative payment models

# How it works...



# Healthy Lives analytics



# Population risk analysis

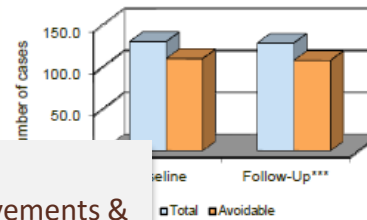
11% reduction in avoidable cases of chronic disease

- Blood pressure: 29% improvement
- Exercise: 17% improvement
- Smoking 14% improvement
- Cholesterol: 5% improvement
- Weight: 6% improvement

Identify improvements & quantify cost savings

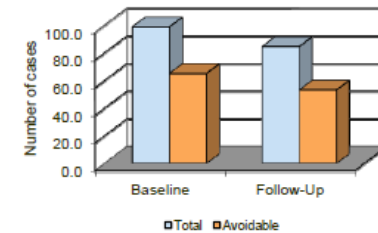
## Type 2 Diabetes

	Baseline	Follow-Up***	Change****
Total	129.9	128.3	-1%
Avoidable	109.6	107.6	-2%

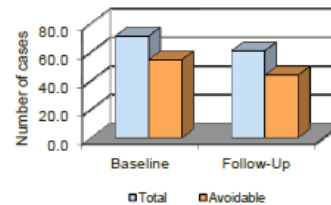


## Coronary Heart Disease

	Baseline	Follow-Up	Change
Total	98.8	84.6	-14%
Avoidable	65.1	53.1	-18%

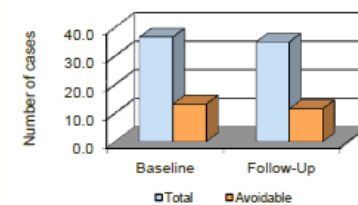


	Baseline	Follow-Up	Change
Total	71.1	60.8	-15%
Avoidable	54.5	43.8	-20%



## Heart Failure

	Baseline	Follow-Up	Change
Total	36.6	34.8	-5%
Avoidable	13.1	11.5	-12%



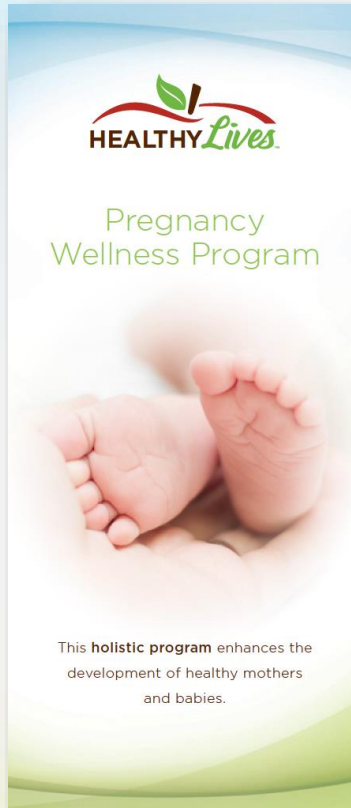
## Total Population:

N = 3900

Diseases	Baseline	Follow-Up	Difference
Type 2 Diabetes	\$3,228,989	\$3,189,217	-\$39,772
Coronary Heart Disease	\$2,414,425	\$2,067,413	-\$347,013
Stroke	\$2,007,331	\$1,716,536	-\$290,795
Heart Failure	\$600,789	\$571,242	-\$29,547
COPD	\$183,092	\$179,571	-\$3,521
Lung Cancer	\$88,740	\$79,866	-\$8,874
All Diseases	\$8,523,366	\$7,803,845	-\$719,521

# Healthy Lives wellness services

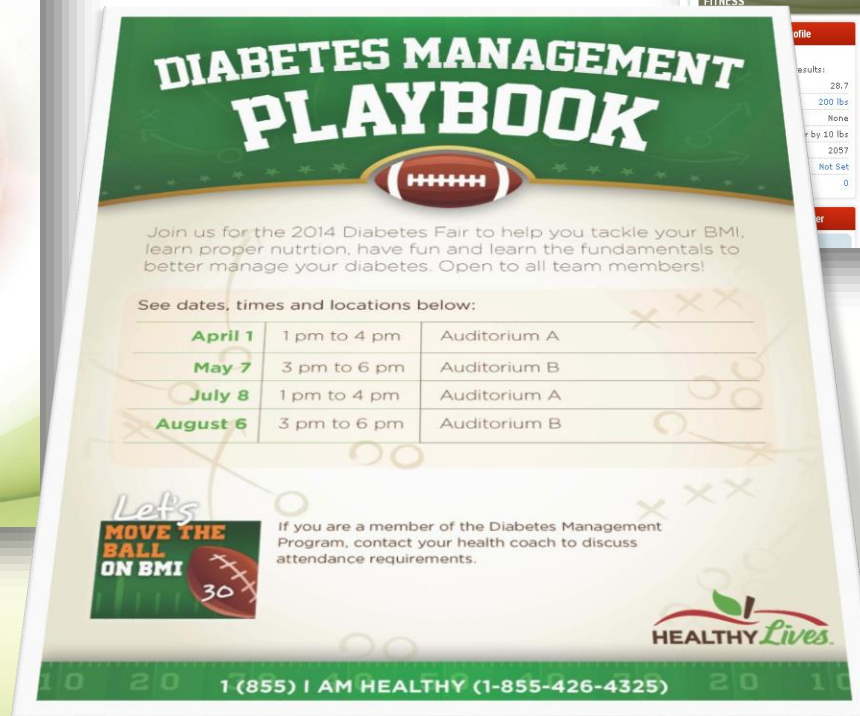
Programs tailored for your population



**HEALTHY Lives**

Pregnancy Wellness Program

This holistic program enhances the development of healthy mothers and babies.



## DIABETES MANAGEMENT PLAYBOOK

Join us for the 2014 Diabetes Fair to help you tackle your BMI, learn proper nutrition, have fun and learn the fundamentals to better manage your diabetes. Open to all team members!

See dates, times and locations below:

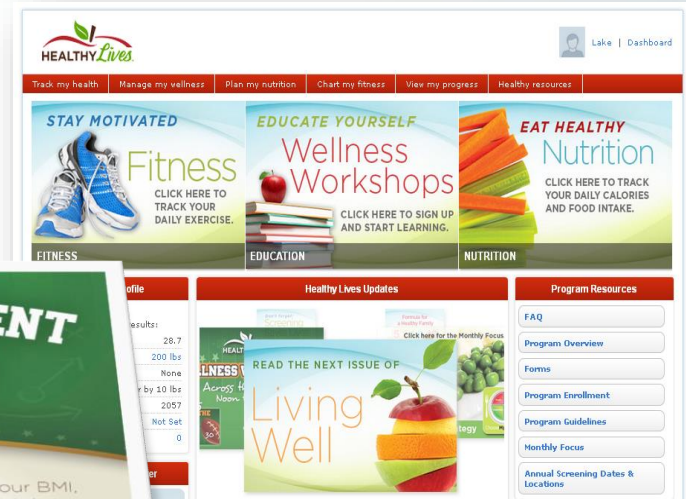
<b>April 1</b>	1 pm to 4 pm	Auditorium A
<b>May 7</b>	3 pm to 6 pm	Auditorium B
<b>July 8</b>	1 pm to 4 pm	Auditorium A
<b>August 6</b>	3 pm to 6 pm	Auditorium B

**Let's MOVE THE BALL ON BMI**

If you are a member of the Diabetes Management Program, contact your health coach to discuss attendance requirements.

**HEALTHY Lives**

1 (855) I AM HEALTHY (1-855-426-4325)



**HEALTHY Lives** Lake | Dashboard

Track my health | Manage my wellness | Plan my nutrition | Chart my fitness | View my progress | Healthy resources

**STAY MOTIVATED Fitness**  
CLICK HERE TO TRACK YOUR DAILY EXERCISE.

**EDUCATE YOURSELF Wellness Workshops**  
CLICK HERE TO SIGN UP AND START LEARNING.

**EAT HEALTHY Nutrition**  
CLICK HERE TO TRACK YOUR DAILY CALORIES AND FOOD INTAKE.

Healthy Lives Updates

Program Resources

- FAQ
- Program Overview
- Forms
- Program Enrollment
- Program Guidelines
- Monthly Focus
- Annual Screening Dates & Locations



# Healthy Lives incentives

## Programs tailored for your population

- Participation incentives
- Outcomes incentives
- Link to employer and community activities
- Customized for each population
- Automated incentive management

### Annual Rewards

**HEALTHY LIVES POINTS**

350+ POINTS <b>GOLD</b> \$50	300-349 POINTS <b>SILVER</b> \$20	250-299 POINTS <b>BRONZE</b> \$10
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**LAB TESTS AND SCREENINGS**  
Maximum Points: 100

Goals	Points
Blood Pressure: Maintain or achieve a blood pressure of 120/80 or lower or an acceptable alternative level as determined by your provider.	25
Blood Sugar: Maintain or achieve a blood sugar of 125 or lower or an acceptable alternative level as determined by your provider.	25

**WEIGHT MANAGEMENT**  
Maximum Points: 100

Goals	Points
Maintain or achieve a healthy Body Mass Index (BMI) of 18.5 - 24.9 by your annual screening session.	100
<b>IF YOUR BMI is 25 or more:</b>	
Achieve a weight loss of 5% or more from your baseline screening weight by your year end screening.	100
Achieve a weight loss less than 5% from your baseline screening weight by your year end screening.	50
Maintain screening weight, no weight gain throughout the year.	25

If you are pregnant, call Healthy Lives™ to set up alternative programs for this category at **1-855-426-4325**.

**TOBACCO**  
Maximum Points: 50

Goals	Points
Non-Smoker/Non-Tobacco User • Attend to be tobacco-free. • Successfully complete a tobacco screening test. • Remain tobacco free for the entire year.	50
Smoker/ Tobacco User • Attend 2 Smoking Cessation classes during the program year.	25

Find a list of approved tobacco cessation resources at [ourhealthylives.org](http://ourhealthylives.org).

### Annual Rewards

**GOALS**

GOALS	POINTS
Body Mass Index (BMI) is 18.5 - 24.9 or if BMI 25 or greater, meet 5% weight loss goal by your annual screening	200
Blood pressure less than 140/90	50
Total cholesterol level of 200 or less or an HDL of 60 or more	50
Glucose less than or equal to 125	50
Complete an age appropriate screening or annual wellness exam	50
<b>TOTAL</b>	<b>400</b>

**HEALTHY LIVES POINTS AND OUTCOME CATEGORIES**

400 POINTS <b>GOLD</b> \$50	300 POINTS <b>SILVER</b> \$20	250 POINTS <b>BRONZE</b> \$10
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**WEIGHT IS THE SINGLE BIGGEST RISK FACTOR FOR DEVELOPING A CHRONIC DISEASE, SUCH AS DIABETES AND HEART FAILURE.**

BMI is a measure of body fat based on height and weight. In order to move our collective BMI number, employees have a new incentive in 2014.

**NEW!**  
If we reach the goal to reduce our collective BMI score by 5%, all Healthy Lives members receiving a gold, silver or bronze personal reward level will receive an additional \$100.

**BONUS**

Your enrollment is committed to helping you achieve your best health. Rewards for participating in a wellness program are available to all employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact us at (252) 438-HEALTHY and we will work with you and, if you wish, with your doctor to find a wellness program with the same reward that is right for you in light of your health status.

Sample Outcome Based Rewards Flyer



# Healthy Lives care management



## HEALTHY

Focus on wellness



## AT-RISK GROUP

Focus on preventative care, nutrition, exercise, and avoiding chronic disease



## CHRONIC CONDITIONS

Focus on managing and treating chronic disease; work closely with primary care physicians and Health Coaches.



- Good Health



- Family History of Cancer
- Smoker
- Overweight
- High Cholesterol



- Heart Disease
- Diabetes
- Cancer



# Healthy Lives in action

- Integrated health & wellness “brand”
- Employer-based subscriptions in local markets
- Individual subscriptions for in-house fitness centers
- “Farm-to-work” programs for fresh fruits & vegetables
- Linkage to clinically integrated initiatives for at-risk populations





# Transforming Care

Creating a culture of wellness

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Franciscan Missionaries of Our Lady Health System

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