

14TH ANNUAL OHIO

Employee Health & Wellness

Best-in-Class Wellness Programs ...
The Best-Rated Healthy Business Council of Ohio (HBCO) Worksite Gold Award Winner Based on Increased Engagement & Decreased Healthcare Costs

Stephanie Wheeler, M.S. CES, Director of Employee Health & Wellness, Mercy Medical Center, Canton

8:55 a.m. to 9:30 a.m.

Biographical Information

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Stephanie Wheeler M.S. CES, was appointed Director of Employee Health & Wellness for Mercy Medical Center in February 2017. She previously worked at Mercy Health & Fitness Center in North Canton for 15 years, where she helped others reach their personal wellness goals. As program coordinator, she oversaw the operations of the department and created wellness programs for the public. Stephanie also have years of experience in working in cardiac rehabilitation and health & wellness fields at other organizations. She has participated in numerous community events as a guest speaker and fitness class instructor. It brings her great joy and gratification when she can help others learn to live healthier lifestyles. Stephanie has over 22 years in the employee health, wellness and well-being field.



A Ministry of the Sisters of Charity Health System

Wellness Program - "My Healthy Choice"



Wellness Program - "My Healthy Choice"





Mission Statement

The mission of our wellness program is to establish and maintain a workplace that encourages physical, mental, and financial well-being. The wellness program shall foster a worksite culture to educate and support anyone's desire to make healthy lifestyle choices.



Leadership is Paramount

Successful Employee Wellness Programs require commitment from Leadership.

In order to have a successful wellness program the American Hospital Association states Seven Qualitative Health and Wellness Recommendations need to be achieved:

- Serve as a Role Model
- Create a Culture of Healthy Living
- Promote a Variety of Program Offerings
- Provide Positive & Negative Incentives
- Track Participation and Outcomes
- Measure for Return on Investment
- Focus on Sustainability



Goals of the Wellness Program

- Decrease overall health care costs
- Increase well visits & preventative screenings
- Decrease emergency room visits
- Improve Case Management &
 Disease Management which
 improves the healthcare of the high
 risk employee(s)
- What improvements in technology platform & onsite programming can be developed
- What interventions can be put in place to decrease high dollar healthcare spending

- Pro active wellness staff, committee, & champions
- Development of Program & Platform
- Communication to employees
- Create, maintain engagement
- Track Outcomes
- Variety of Resources/perks/incentives
- Creativity and willingness to change with the culture.



What is Mercy's Wellness Program?

Includes both preventive services offered by the insurance carrier and workplace wellness program services:

- 32 Covered Preventive Screenings offered through Mercy's current insurance plan
- Biometric Assessments & Free Lab work screening for Cholesterol and Blood Glucose
- Annual Health Fair
- Discounted Membership to Fitness Center and Free Fitness Classes
- Free Blood Pressure Clinic
- Wellness challenges (4 or more per year on topics of; Nutrition, Exercise, Sleep & Stress)
- Free Nutritional counseling with BMI >30 for insured employees Discount for non insured employees
- Live Well, Dining with a Dietitian, Free monthly taste testing, Employee appreciation-healthy treat days
- Discounted Weight Management Program-Nestle OPTIFAST
- Free Diabetic supplies for two years to employees who complete Diabetes Education Program
- Free Tobacco Cessation Program to dependents
- LifeWorks Employee Assistance Program: free telephonic counseling and referrals to area counselors for one-onone assistance.
- Discount on insurance premiums and rewards raffle for those who choose "My Healthy Choice Plan."
- WebMD Digital Health Manager (provides online or mobile app with risk assessment, goal setting, online health coaching, education)
- Disease management & case management



Annual Wellness Fair

Fun event, free screenings, prizes,





Wellness Challenges







Adios Adipose

Eight Week Escape



Mercy Wellness Challenges

- HealthyWage
- StressLess
- Eight Week Escape
- Healthy Selfie Challenge
- Steps Challenge/Team Walking Challenge
- Holiday Weight Loss Challenge
- Get More Zzzzz's
- BP Challenge
- Goals Challenge



Wellness Wednesdays + Lunch & Learns

- Hand Hygiene
- Fall Prevention
- Exercise Is Medicine
- Why use meal supplements? What products are on the market?
- Workplace StressManagement

- Importance of Well Visit & Preventive Screenings
- Know Your Numbers
- Dining with the Dietitian
- High Protein Do's & Don'ts
- Don't Diet, Eat Healthy
- Mindfulness Seminar
- Stress Less, Laugh More
- Distracted Driving



Cycling Challenge





Sunrise Yoga





Marathon & Relay Challenges, Running/Walking Group





Walk with a Doc





Mercy Weight Management

OUR PROGRAM OFFERS...

A supervised, weight-control program focusing on food and behavioral changes to promote weight loss.

- Customized, individual meal plan
- Weekly learning opportunities
- Coaching

OPTIFAST at Mercy Medical Center

- Medically monitored program
- Special discounts for our employees

Individual appointments with a dietitian are available for FREE to employees with a BMI over 30 and with Apex coverage

For more information call 330-588-4855



Diabetes Education Program

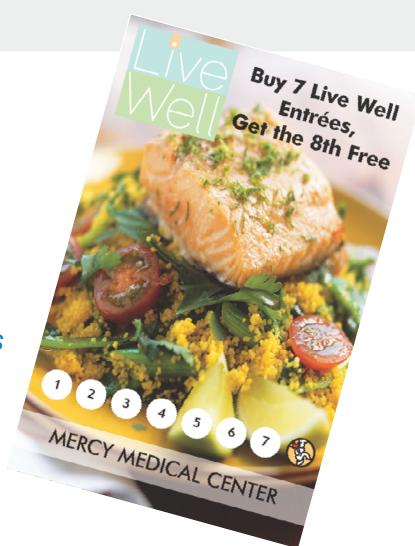
Check your benefit book for details on how to get FREE supplies





Live Well Program

- Healthy cafeteria options
- Buy 7 and get one FREE
- Salad Bar
- Healthy soups
- Nutrition labels on many items
- Food Tastings –First Wednesday of the month





Wellness program Platform/Portal



Plan Central provides convenient, secure access to your health benefits information, including benefit descriptions, claims history and authorization requests.

To learn how to view spouse and dependent information or to share your information with a family member, click on Manage My Access under My Settings.

Click on a name below to view details for an individual family member, claim history, deductible requirements and balance and benefit descriptions. Click on the contract holders name to view or update COB information.

Member Summary

Member Nbr	Member Name	Relationship	Plan Name	
A0068475900	WHEELER, STEPHANIE J	CONTRACT HOLDER	MERCY MEDICAL CENTER	

For a complete description of your benefits, please refer to the Evidence of Coverage, Certificate of Insurance or Policy document applicable to your plan.

Additional Resources













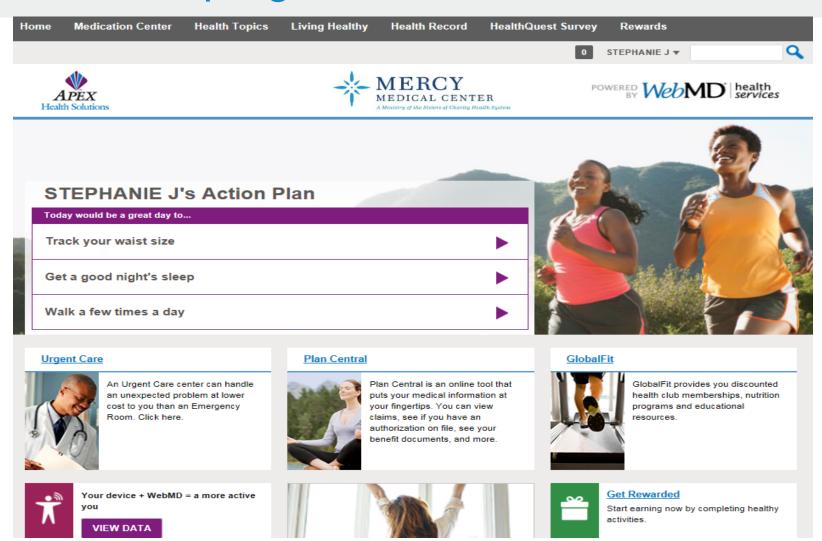








Wellness program Platform/Portal



Welcome to Mercy's "My Healthy Choice" Wellness program. This program is designed for you to become more aware of the wellness benefits you have available at Mercy. This program allows for you to actively participate in ways to improve your health and wellness. There will be opportunities for all Mercy employees to participate.

The first section applies to newly eligible employees only for the "My Healthy Choice" incentive reward. Newly hired employees are required to complete lab screening and health assessment within 60 days of hire to receive reward.

The next section applies only to existing Mercy Employees who are renewing or enrolling for "My Healthy Choice" incentive reward. This section requires a well visit or age/gender prevention screening.

The last section is an **OPTIONAL** section available for ALL Mercy employees who wish to complete wellness activities for entry into raffle for rewards. This program follows all Protected Health Information agreements made with your employer and health Insurance Company. When you complete a reward section below, you will get a congratulation announcement, including date of completion and a confirmation code.

Discount	Newly Eligible Employees Incentive Reward Earn reward by 12/31/2019	Start earning EARN NOW
Discount	Employees Renewing My Healthy Choice Incentive Reward Earn reward by 9/30/2019	Start earning EARN NOW
Raffle	Optional Raffle Incentive Reward Section Earn reward by 12/31/2019	Start earning EARN NOW



Newly Hired Employee Requirements

Discount	Newly Eligible Employees Incentive Reward Earn reward by 12/31/2019	Start earning
	Complete your lab work through Mercy's Lab and the WebMD HealthQuest survey. Due within 60 days of hire date.	
	ole Employees Incentive Reward	
Do All of these No	ole Employees Incentive Reward ewly Eligible Employees Incentive Reward activities to redeem this	
Do All of these No reward.	ewly Eligible Employees Incentive Reward activities to redeem this	I Did This
Do All of these No reward. Lab Work/Blood D	ewly Eligible Employees Incentive Reward activities to redeem this Oraw more	I Did This
	ewly Eligible Employees Incentive Reward activities to redeem this	I Did This



Existing Employee Requirements

Discount	Employees Renewing My Healthy Choice Incentive Reward Earn reward by 9/30/2019	Start earning
	Complete either your Annual Well Visit or Preventive Screening (whichever you are due for) between the dates of Oct. 1 st , 2018 and Sept. 30 th , 2019.	
	To ensure your annual well visit and preventive screenings are billed to insurance correctly, please use the terms "annual well visit" and "preventive screening" during the scheduling process.	
Employees	Renewing My Healthy Choice Incentive	
Reward	Renewing My Healthy Choice Incentive Employees Renewing My Healthy Choice Incentive Reward activities to rd.	
Reward Do One of these	Employees Renewing My Healthy Choice Incentive Reward activities to rd.	l Did This



Raffle	Optional Raffle Incentive Reward Section Earn reward by 12/31/2019 Five or more completed activities allows you entry into a raffle for a PTO day, \$100 gift card, free employee massage, and free one year gym membership. Completion	Start earning
	due between 1/1/19 and 12/31/19.	
•	Iffle Incentive Reward Section tional Raffle Incentive Reward Section activities to redeem this reward.	
Mercy's Diabetes Do this by 12/31/2019	Education Program more	I Did This
Mercy's Weight M Do this by 12/31/2019	lanagement/BMI Nutritional Counseling more	I Did This
Mercy's Employed Do this by 12/31/2019	e Assistance Program: Concern Counseling <u>more</u>	I Did This
Mercy's Tobacco Do this by 12/31/2019	Cessation Program <u>more</u>	I Did This
Mercy's Blood Pro Do this by 12/31/2019	essure Clinics more	l Did This
Mercy's Wellness Do this by 12/31/2019	Lunch and Learns more	I Did This
Mercy's Onsite Cl	hallenges more	I Did This
Do this by 12/31/2019		T Dia Tillo
Mercy's Onsite W Do this by 12/31/2019	/ellness Activities <u>more</u>	I Did This
-		
Mercy's Wellness Do this by 12/31/2019		I Did This



Apex's Health Management Program more Do this by 12/31/2019	I Did This
Other Screenings more	I Did This
Do this by 12/31/2019	1 Did Tills
Participate in Routine Exercise more	I Did This
Do this by 12/31/2019	
Fitness Center Membership more	I Did This
Do this by 12/31/2019	
Lab Work more	I Did This
Do this by 12/31/2019	15/4 11/3
Attend any Healthy Community Event more	I Did This
Do this by 12/31/2019	
Register Your Fitness Device with WebMD more	DO IT
Do this by 12/31/2019	
Update your HealthQuest survey more	I Did This
Do this by 12/31/2019	
Set and Achieve a Goal more	DO IT
Do this by 12/31/2019	
Research Any Health Topic more	DO IT
Do this by 12/31/2019	2011



LifeWorks Employee Assistance Program

Professional Counseling Service

The Employee Assistance Program (EAP) is a confidential service provided by your employer that offers help with personal and workrelated issues. Professionally trained advisors are available to help with family problems, marital concerns, financial and legal matters, stress, depression, and other issues affecting your personal or work life.

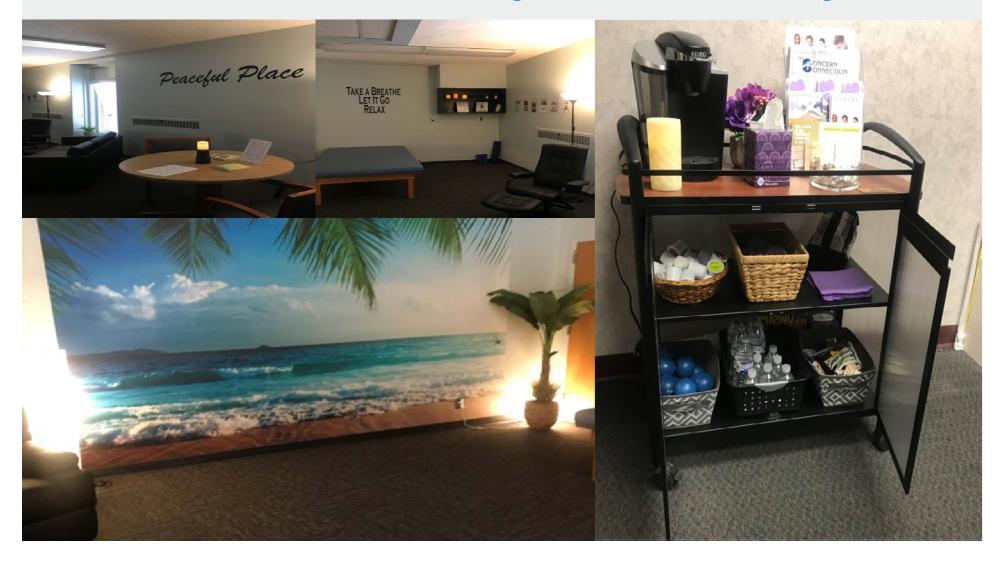
The EAP is free and confidential. Advisors are available to help 24 hours a day, 7 days a week, 365 days a year.

The EAP can provide support, referrals, and resources related to many issues, including the following:





Peaceful Place, Mother's Lounge, Code Lavender Program

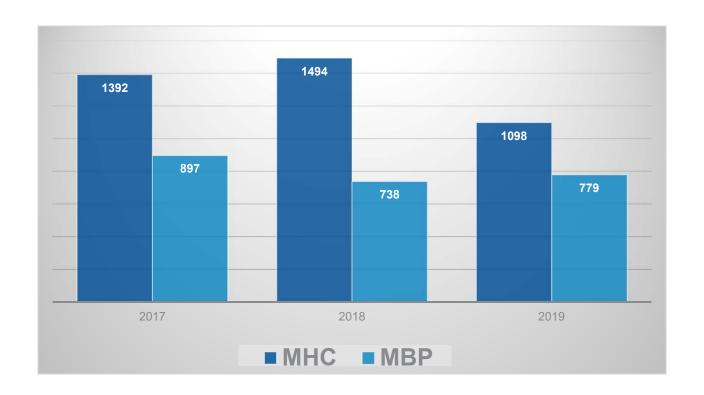




Employee Fitness Center

- Cardio room with an array of cardio machines including treadmills, elliptical, spin bike, rowing machine and stationary bikes
- Strength training area with cybex machines, kettle bells, and free weights
- Group classes each week including Circuit training, Boot Camp, Total Body
 Strengthening with medicine bands, kettle bells and balls, Yoga, Zumba and more.
- Mats and stretching area
- 3 Plasma HD TVs in the cardio area
- Plasma HD TV with DVD for group and individual sessions. We have a variety of DVDs for use when classes are not available.
- Gym friendly competitions and Cable multi-purpose strength machine
- Personal training and group orientations
- Weight management & health coaching







Average claims paid 2017 first blue line and through June 2018 second blue line. Last blue line current through 2019.

Wellness PEPM	NonWellneww PEPM
\$341.80	\$931.84
\$317.44	\$798.02
\$319.94	\$1,040.65
\$228.57	\$1,086.32
\$299.26	\$971.37
\$324.04	\$743.05
\$382.42	\$713.91
\$388.74	\$650.01
\$240.67	\$555.00
\$293.26	\$561.46
\$350.45	\$718.43
\$262.96	\$669.09
\$419.97	\$744.41
\$193.92	\$372.96
\$307.09	\$626.44



Number of active employees

Gym memberships: 457/514

Diabetes education: 45/63

OPTIFAST/weight management: 80

BP program/free clinic: 75/128

Wellness challenges: 480/560

Completed well visits: 458/496

Completed preventive screenings: 969/566

HRA Completion: 641/

Healthy Choice lab work: 524/102

EAP: 46/25

Lunch & Learns: 227/275

Wellness fair: 825/774

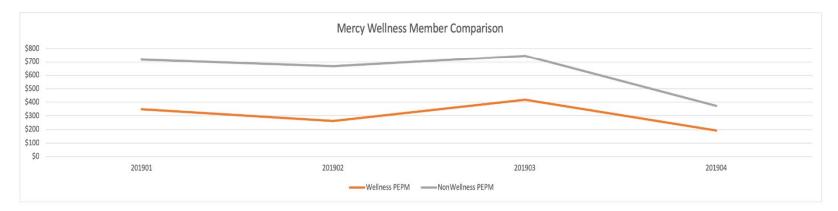
Case management: 11/15



Mercy Medical Center

Wellness Member Medical Claims Comparison 2017 Enrolled Wellness Members Claims Incurred From 01/01/2019 Through 04/30/2019 Claims Paid Through 04/30/2019





Healthcare cost per employee per month for My Healthy Choice members is currently \$100 less than the employee who does not participate in My Health Choice program.



Bottom Line

- Well designed workplace wellness programs averaged a 3:1 return on investment. Medical costs tend to fall by \$3.27 for every dollar that is spent on wellness programs-and absenteeism costs tend to fall by \$2.72 for every dollar spent.
- Employee wellness programs really should be beneficial for every employee involved, most employers care about their staff, the retention rates and employee satisfaction rates. If everyone stands to benefit financially and health-wise it is a win-win situation.
- Achieve a Culture of Healthy Living throughout your wellness program.
 Healthier employees means better productivity and less time off and an increase in quality of job tasks.



Promoting People. Mercy Proud.

