

**CITY OF CINCINNATI
HEALTH CARE INITIATIVES
2010**



City of Cincinnati Profile

City Priority Goal

To be the best governed city by providing efficient and effective services to the citizens making Cincinnati a better place in which to live, work and play.

Profile of the Government

Cincinnati was founded in 1788, chartered as a Village in 1802, and incorporated as a City in 1819. Major revisions to the City Charter were approved by voters in 1926 to provide for home rule and the council-manager form of government. Commencing in December 2001, the City's form of government was modified based on a charter amendment approved by the voters in 1999. A strong Mayor form of government was adopted in 2001. The Mayor is chosen through a direct election and the nine-members of City Council are chosen in a separate at-large election.

The Mayor is elected to a four-year term and the City Council members are elected to two-year terms. Term limits enacted in November 1993 limit members of City Council to four consecutive two-year terms. The Mayor is limited to two consecutive four-year terms. The City Manager is appointed by the Mayor subject to prior approval of the City Council.

The City provides the full range of municipal services including police and fire protection, parks, recreation, public services (highways, streets, and waste collection), health and human services, culture, public improvements, planning and zoning, general administrative, water and sewer services.

Population

	<u>Census 2000</u>	<u>Census 1990</u>	<u>Census 1980</u>	<u>Census 1970</u>	<u>Census 1960</u>
Cincinnati - City	331,285	364,040	385,457	453,514	502,550
Hamilton County	845,303	866,228	873,224	925,944	864,121
Metropolitan Area	1,646,395	1,452,645	1,401,491	1,387,207	1,268,479
<u>Age Distribution</u>					
0 - 4	23,862	30,595	28,781	38,520	56,316
5 - 19	68,724	73,156	82,125	119,261	118,827
20 - 64	198,045	209,563	218,839	235,884	268,796
65 - 99	40,654	50,726	55,712	58,859	58,611
<u>Race</u>					
White	175,492	220,285	251,144	325,394	392,865
Black	142,176	138,132	130,467	125,070	108,757
Other	13,617	5,623	3,846	2,060	928
<u>Employment</u>					
Labor Force	160,722	158,881	159,396	183,877	201,729
Male	81,347	79,866	85,303	105,618	127,816
Female	79,375	79,015	74,093	78,259	73,913

City Health Care Cost Trends 1999-2009

• 1999	\$20.6 million	+3%
• 2000	\$22.0 million	+7%
• 2001	\$25.2 million	+15%
• 2002	\$26.3 million	+4%
• 2003	\$31.9 million	+21%
• 2004	\$38.5 million	+21%
• 2005	\$35.6 million	-7%
• 2006	\$34.5 million	-3%
• 2007	\$37.8 million	+2%
• 2008	\$38.0 million	0%
• 2009	\$46.4 million	+22%

There was only a 4% increase in 2002 due to the elimination of the Community Preferred Health Plan. There was a 7% reduction in 2005 medical spend due to the adoption of the 80/20 plan.

2010 HEALTH PLAN - ACTIVE EMPLOYEES

ANTHEM BLUE ACCESS PLAN - 80/20

		<u>SINGLE</u>	<u>FAMILY</u>
PREMIUM SHARE (monthly @ 5%)		\$16.30	\$44.98
DEDUCTIBLE	NETWORK	\$300	\$600
	NON-NETWORK	\$600	\$1,200
COINSURANCE	NETWORK	20% to \$1,200	20% to \$2,400
	NON-NETWORK	50% to \$2,400	50% to \$4,800
OUT-OF-POCKET	NETWORK	\$1,500	\$3,000
	NON-NETWORK	\$3,000	\$6,000
RX (generic/brand/non-formulary)		\$10/\$20/\$30	\$10/\$20/\$30
RX (mail order)		90 DAY SUPPLY FOR TWO COPAYS	



Healthy Lifestyles Program





City of Cincinnati

Demographics



- 5174 total employees
- 8491 eligible participants
- 100 + locations
- 5 unions
- \$45 million annual health care bill
- 44 average age
- 68% Male / 32% Female
- Tremendous variety in type of jobs



Background Information

Background

- 2003 & 2004 Health care costs increase by 21% each year.
- 2005 City implements deductible/co-insurance health plan shifting more costs to employees.
- 2006 City begins evaluating wellness initiatives as a possible long-term health care strategy
- Vision to create a sustainable model incentive based health and wellness program to engage employees in the effort to control health care costs and to foster a culture of wellness.



Rationale for the Program

- Average employer spend in 2007 = \$6,800 / employee
- Average employee spend in 2007 = \$2,000
- Trend of 4 – 8% expected to continue
- Literature review supports health and wellness as a viable strategy to reduce spend.
- Need more focus on prevention and keeping people healthy
- Both negative (out-of-pocket expenses) and positive (wellness incentives) need to be aligned to encourage employees to take better care of themselves
- Program funding to come from the self-insurance care fund.



Developing the Idea



- Refining the program – what to include? what to exclude? what is the budget? How will the program be perceived?
- “Testing the Waters” – Survey of employees for interest in health and wellness activities
- Tapping into resources – Miami University School of Business conducts employee survey.
- Professional consultation – City enters into contract with TriHealth to assist in development of program and informatics
- Developing business plan – 3 year commitment – Participation – Measurement (ROI) - Results



Launching the Program

How It Was Accomplished

- Setting a launch date – June 1st, 2007
- Program branding & communications – Healthy Lifestyles – Home mailings, Broadcast email messaging, Health Fair Kick-Off Event
- Partnering with vendors – Health Insurer, Health Coaching, Fitness Clubs, Nutrition, Weight Management etc.
- Selecting a Wellness Coordinator – Contract with TriHealth to supply full-time coordinator. Coordinator hired with input from City.
- Forming a Wellness Committee – Represent each city department invited to participate.



Healthy Lifestyles Program

Overview

The Healthy Lifestyles Program is a wellness incentive program that encourages and rewards City of Cincinnati employees and their spouses for making positive choices for better health.

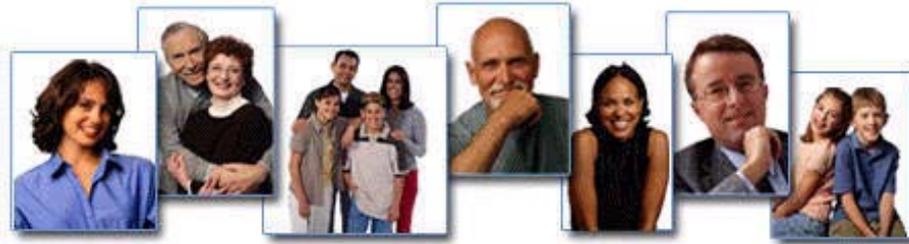
Employees and spouses who participate in Healthy Lifestyles can each earn up to \$500 per calendar year in financial incentives.

The incentives that employees earn are credited to a Health Reimbursement Account (HRA) which employees can use to manage their out-of-pocket healthcare expenses.



Healthy Lifestyles Program

Purpose



The Healthy Lifestyles Mission is to encourage and motivate City of Cincinnati employees and their spouses to adopt healthier lifestyles, positively impact the City's health costs, and develop and enhance a culture of organizational wellness and to foster improved health.



Who is Eligible to Participate?

All City employees who are eligible for benefits and all spouses covered under the City's Anthem health insurance program are eligible to enroll and participate in the Healthy Lifestyles Program.



Dependent children are not eligible to participate.

Personal Health Information



Katie Gioielli



Amy Driscoll

All Personal Health Information (PHI) shall be held strictly confidential by the Healthy Lifestyles Coordinator and Specialist, who are non-City employees.

The City will not have access to any individual participant's PHI, but may review data in aggregate form only.

Coordinator Contact Information:

Phone: 513-977-0053

Fax: 513-891-7286

Email: Katie_Gioielli@trihealth.com

Specialist Contact Information:

Phone: 513-977-0018

Fax: 513-891-7286

Email: Amy_Driscoll@trihealth.com



How the Program Works

Program Incentives

The Healthy Lifestyles Program offers incentives for various wellness related activities.

Incentives are organized into three tiers:

Tier 1: Biometric Measures & Exercise

Tier 2: Preventive Care Screenings

Tier 3: Programming & Events



Tier 1 Program Incentives

General Measures

	<u>Incentive Value</u>
Personal Health Assessment (PHA)	\$75
Health Assessment Score	\$35
Tobacco Free Pledge	\$35
Exercise / Activity Log	\$25 per qtr.



Tier 1 Program Incentives

Biometric Measures

Incentive Payments

Measure	\$50 Optimal	\$30 Borderline High	\$10 High Risk
Body Mass Index (BMI)	< 25	25 – 29.9	> 29.9
Blood Pressure (BP)	< 120/80	120/80 – 139/89	> 139/89
Total Cholesterol	< 200	200 – 239	> 239
HDL Cholesterol	> 60	40 – 59	< 40
LDL Cholesterol	< 130	130 – 159	> 159
Triglycerides	< 150	150 – 199	> 199
Glucose	< 100	100 – 125	> 125



Tier 2 Program Incentives

Preventive Care Screenings



<u>Screening</u>	<u>\$ Incentive</u>
Depression Screening	\$5 / year
Colon Cancer Screening	
• Fecal Occult Blood Screening	\$5 / year
• Colonoscopy	\$25 / year
Cervical Cancer Screening	\$5 / year
Breast Cancer Screening	\$5 / year
Prostate Cancer Screening	\$5 / year
Dental Exam & Cleaning	\$5 / per exam
Annual Flu Shot	\$10 / year
Eye Exam	\$5 / year



Tier 3 Program Incentives

Programming & Events

Program / Event

\$ Incentive

Wellness Program Events

\$10 / event

Health Fairs

\$10 / fair

Educational Classes

\$10 / class

Athletic League Participation

\$10 / league

Nutrition Consultations

\$25 / consult

Exercise/Lifestyle Programs

\$25 / program

Care Management

\$50 / program

Diabetes/Hypertension Coaching Program

\$100 / year

Health Club Membership

\$100 / year per person

Personal Training

\$100 / year per person

Personal Health Coaching

\$100 / year per person



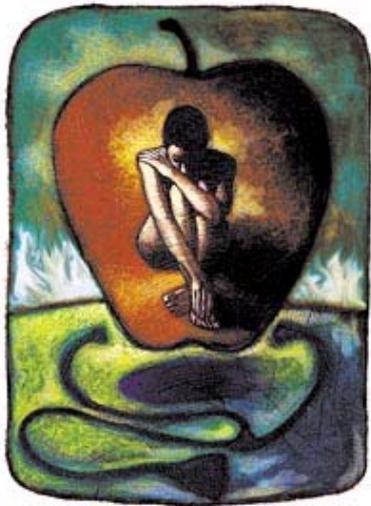
Personal Health Assessment

What is a PHA?

A Personal Health Assessment (PHA) is a questionnaire that assesses all areas of wellness: family history, nutrition habits, fitness habits, stress levels, biometric measures, etc.

PHA participants will receive a feedback report complete with a summary of their health risks and Health Assessment Score.

The PHA allows Healthy Lifestyles Participants to see how their lifestyle changes affect their overall well-being.



**HOW'S
YOUR
HEALTH?**



Health Screenings

Where Can I Get a Health Screening?



OPTION #1:

Schedule an appointment with your Primary Care Physician.

OPTION #2:

Call 1-877-MY-KROGER (877-695-7643) to schedule an appointment at a local Kroger Pharmacy.

OPTION #3:

Attend one of the City's Healthy Lifestyles Health Fairs and get a free Health Screening done. No appointment is needed.

OPTION #4:

Call the Healthy Lifestyles Coordinator to schedule an Health Screening for your department. Must have 50% of your department participate for this option.



DIABETES & HYPERTENSION

Coaching & Pt. Self-Management Program

An employer sponsored coaching and patient self-management program that encourages employees & dependents with diabetes and/or hypertension to seek counseling from Kroger pharmacists in regards to appropriate pharmaceutical care and use of self-management tools.

Participating Kroger pharmacists have completed diabetes certificate training and medication therapy management training. Patients will work with pharmacists through a series of meetings, determined by the pharmacist and patient, to promote a high level of compliance with recommended care.



DIABETES & HYPERTENSION

Coaching & Pt. Self-Management Program

Patients who participate will receive, at no cost, diabetes education, information about adherence, monitoring of diabetes and hypertension treatment goals, and assessments of patient's feet, blood pressure, weight, lipid values and glucose control.

The program is entirely voluntary, however patients participating in the program will realize the following benefits:

- A waiver of the drug copay per Rx for medications related to diabetes, hypertension and cholesterol
- A \$100 City contribution to your Health Reimbursement Account if enrolled in the Healthy Lifestyles program

HEALTHY LIFESTYLES STATISTICS

	7/1/07 - 12/31/07		1/1/08 - 12/31/08		1/1/09 - 12/31/09	
TOTAL # ELIGIBLE	7903		8293		8432	
TOTAL # ELIGIBLE EMPLOYEES	5179	65.5%	5334	64.3%	5318	63.1%
TOTAL # ELIGIBLE DEPENDENTS	2724	34.5%	2959	35.7%	3114	36.9%
TOTAL # PARTICIPANTS	1701	21.5%	2863	34.5%	3386	40.2%
TOTAL # EMPLOYEE PARTICIPANTS	1269	24.5%	2240	42.0%	2581	48.5%
TOTAL # DEPENDENT PARTICIPANTS	432	15.9%	623	21.1%	805	25.9%
TOTAL \$\$\$\$ EARNED	\$ 332,395		\$ 631,483		\$ 838,672	
TOTAL \$\$\$\$ SPENT FROM HRA's	\$ 209,500	63.0%	480,360	76.1%	????	
AVERAGE EARNED PER/PART.	\$ 195.41		\$ 220.57		\$ 247.69	
TOTAL # BIOMETRIC SCREENINGS	959	56.4%	1402	49.0%	1834	54.2%
TOTAL # PERSONAL HEALTH ASSESSMENTS	599	35.2%	1604	56.0%	2091	61.8%
TOTAL # PARTICIPANTS EARNING \$500	61	3.6%	300	10.5%	485	14.3%

KEY STATISTICS THAT NEED TO IMPROVE. TARGETS: 60% PARTICIPATION - 75% OF PARTICIPANTS TAKING THE PERSONAL HEALTH ASSESSMENT W/BIOMETRIC MEASURES

HEALTHY LIFESTYLES HRA INCENTIVES EARNED

	2007		2008		2009		ALL YEARS	
	# of part.	% of part.						
\$400 - \$500	203	11.9%	636	22.2%	757	22.4%	1596	20.1%
\$300 - \$399	249	14.6%	505	17.6%	458	13.5%	1212	15.2%
\$200 - \$299	398	23.4%	276	9.6%	276	8.2%	950	11.9%
\$100 - \$199	208	12.2%	269	9.4%	212	6.3%	689	8.7%
\$0 - \$99	643	37.8%	1181	41.2%	1683	49.7%	3507	44.1%
TOTALS	1701	100.0%	2867	100.0%	3386	100.0%	7954	100.0%

Target range for level of participation is > \$300

EMPLOYEE PARTICIPATION BY DEPARTMENT

(6/1/07 - 12/31/07)

DEPARTMENT		2007		
		# OF ELIGIBLE EMPLOYEES	# OF EMPLOYEE PARTICIPANTS	% of EMPLOYEE PARTICIPANTS
01 & 02	CITY COUNCIL	27	4	14.8%
03	MAYOR	6	0	0.0%
04	CLERK OF COUNCIL	6	2	33.3%
09	RCC	107	43	40.2%
10	CITY MANAGER	39	18	46.2%
11	LAW	64	16	25.0%
12	HR	23	7	30.4%
13	FINANCE	115	76	66.1%
16	COMM. DEVELOPMENT	68	23	33.8%
17	PLANNING/LIC.&PERMITS	71	12	16.9%
18	CITIZ. COMPLAINT AUTH.	7	5	71.4%
19	RECREATION	185	48	25.9%
20	PARKS	116	27	23.3%
222	POLICE	1330	194	14.6%
224	FIRE	884	122	13.8%
23	TRANSPORT. & ENGIN.	159	82	51.6%
24	CABLE, FLEET & PRKING	108	20	18.5%
25	PUBLIC SERVICES	417	48	11.5%
26	HEALTH	402	126	31.3%
30	WATER WORKS	527	243	46.1%
41	MSD	518	153	29.5%
		5179	1269	24.5%

EMPLOYEE PARTICIPATION BY DEPARTMENT

(1/1/08 - 12/31/08)

DEPARTMENT		2008		
		# OF ELIGIBLE EMPLOYEES	# OF EMPLOYEE PARTICIPANTS	% of EMPLOYEE PARTICIPANTS
01 & 02	CITY COUNCIL	26	7	26.9%
03	MAYOR	6	1	16.7%
04	CLERK OF COUNCIL	6	4	66.7%
09	RCC	105	39	37.1%
10	CITY MANAGER	46	34	73.9%
11	LAW	63	34	54.0%
12	HR	23	16	69.6%
13	FINANCE	117	80	68.4%
16	COMM. DEVELOPMENT	67	35	52.2%
17	PLANNING/LIC.&PERMITS	74	27	36.5%
18	CITIZ. COMPLAINT AUTH.	8	4	50.0%
19	RECREATION	188	60	31.9%
20	PARKS	117	25	21.4%
222	POLICE	1361	534	39.2%
224	FIRE	906	266	29.4%
23	TRANSPORT. & ENGIN.	165	86	52.1%
24	CABLE, FLEET & PRKING	103	17	16.5%
25	PUBLIC SERVICES	418	172	41.1%
26	HEALTH	431	242	56.1%
30	WATER WORKS	540	278	51.5%
41	MSD	564	279	49.5%
		5334	2240	42.0%

EMPLOYEE PARTICIPATION BY DEPARTMENT

(1/1/09 - 12/31/09)

DEPARTMENT		2009		
		# OF ELIGIBLE EMPLOYEES	# OF EMPLOYEE PARTICIPANTS	% of EMPLOYEE PARTICIPANTS
01 & 02	CITY COUNCIL	25	9	36.0%
03	MAYOR	6	2	33.3%
04	CLERK OF COUNCIL	6	5	83.3%
09	RCC	105	44	41.9%
10	CITY MANAGER	46	32	69.6%
11	LAW	67	38	56.7%
12	HR	22	17	77.3%
13	FINANCE	118	88	74.6%
16	COMM. DEVELOPMENT	67	48	71.6%
17	PLANNING/LIC.&PERMITS	74	26	35.1%
18	CITIZ. COMPLAINT AUTH.	8	4	50.0%
19	RECREATION	186	62	33.3%
20	PARKS	117	28	23.9%
222	POLICE	1352	497	36.8%
224	FIRE	902	286	31.7%
23	TRANSPORT. & ENGIN.	165	97	58.8%
24	CABLE, FLEET & PRKING	42	11	26.2%
25	PUBLIC SERVICES	477	254	53.2%
26	HEALTH	429	254	59.2%
30	WATER WORKS	539	424	78.7%
41	MSD	565	355	62.8%
		5318	2581	48.5%

HRA ACCOUNTING

2007 EARNED INCENTIVES	\$	332,395.00
2008 HRA EXPENDITURES	\$	(216,619.00)
2008 CARRYOVER BALANCE	\$	115,776.00
2008 EARNED INCENTIVES	\$	631,483.00
2009 HRA BALANCE	\$	747,259.00
2009 HRA EXPENDITURES	\$	(480,360.00)
2009 CARRYOVER BALANCE	\$	266,899.00
2009 EARNED INCENTIVES	\$	838,672.00
2010 HRA BALANCE	\$	1,105,571.00

TRIHEALTH - HEALTHY LIFESTYLES - INVOICES - 2009

	COORDINATOR	WEBSITE	ADM. SUPPORT	HRA - ONLINE	HRA - PAPER	TOTAL	OTHER	TOTAL
JANUARY	\$ 5,083.34	\$ 416.66	\$ 2,537.50	\$ 290.00	\$ 60.00	\$ 8,387.50	\$ -	\$ 8,387.50
FEBRUARY	\$ 5,083.34	\$ 416.66	\$ 2,651.25	\$ 500.00	\$ 80.00	\$ 8,731.25	\$ -	\$ 8,731.25
MARCH	\$ 5,083.34	\$ 416.66	\$ 2,800.00	\$ 840.00	\$ 13,020.00	\$ 22,160.00	\$ 23,496.00	\$ 45,656.00
APRIL	\$ 5,083.34	\$ 416.66	\$ 2,450.00	\$ 610.00	\$ 2,800.00	\$ 11,360.00	\$ 17,330.00	\$ 28,690.00
MAY	\$ 5,286.67	\$ 416.66	\$ 2,800.00	\$ -	\$ 60.00	\$ 8,563.33	\$ 540.00	\$ 9,103.33
JUNE	\$ 5,286.67	\$ 416.66	\$ 3,202.50	\$ 860.00	\$ 200.00	\$ 9,965.83	\$ 120.00	\$ 10,085.83
JULY	\$ 5,286.67	\$ 416.66	\$ 2,800.00	\$ 480.00	\$ 140.00	\$ 9,123.33	\$ -	\$ 9,123.33
AUGUST	\$ 5,286.67	\$ 416.66	\$ 2,310.00	\$ 410.00	\$ 80.00	\$ 8,503.33	\$ -	\$ 8,503.33
SEPTEMBER	\$ 5,286.67	\$ 416.66	\$ 3,080.00	\$ 770.00	\$ 7,700.00	\$ 17,253.33	\$ 14,378.00	\$ 31,631.33
OCTOBER	\$ 5,286.67	\$ 416.66	\$ 4,935.00	\$ 960.00	\$ 440.00	\$ 12,038.33	\$ 1,225.00	\$ 13,263.33
NOVEMBER	\$ 5,286.67	\$ 416.66	\$ 2,310.00	\$ 410.00	\$ 80.00	\$ 8,503.33	\$ -	\$ 8,503.33
DECEMBER	\$ 5,286.67	\$ 416.66	\$ 2,310.00	\$ 410.00	\$ 80.00	\$ 8,503.33	\$ -	\$ 8,503.33
TOTALS	\$ 62,626.72	\$4,999.92	\$ 34,186.25	\$ 6,540.00	\$ 24,740.00	\$ 133,092.89	\$ 57,089.00	\$ 190,181.89

654

1,237

1,891

OTHER INCLUDES:

INCENTIVE & WELLNESS TRACKING MODULE

LABS AND OTHER SCREENINGS

HEALTH FAIR EXPENSES

TRIHEALTH - HEALTHY LIFESTYLES - INVOICES - 2008

	COORDINATOR	WEBSITE	ADM. SUPPORT	HRA - ONLINE	HRA - PAPER	TOTAL	OTHER	TOTAL
JANUARY	\$ 5,083.34	\$ 416.66	\$ 1,041.25	\$ 720.00	\$ 340.00	\$ 7,601.25	\$ -	\$ 7,601.25
FEBRUARY	\$ 5,083.34	\$ 416.66	\$ 1,452.50	\$ 420.00	\$ 240.00	\$ 7,612.50	\$ -	\$ 7,612.50
MARCH	\$ 5,083.34	\$ 416.66	\$ 525.00	\$ 490.00	\$ 2,060.00	\$ 8,575.00	\$ 4,038.00	\$ 12,613.00
APRIL	\$ 5,083.34	\$ 416.66	\$ 1,181.25	\$ 190.00	\$ 480.00	\$ 7,351.25	\$ 706.00	\$ 8,057.25
MAY	\$ 5,083.34	\$ 416.66	\$ 2,030.00	\$ 160.00	\$ 8,820.00	\$ 16,510.00	\$ 16,197.95	\$ 32,707.95
JUNE	\$ 5,083.34	\$ 416.66	\$ 2,677.50	\$ 290.00	\$ 220.00	\$ 8,687.50	\$ 12,100.00	\$ 20,787.50
JULY	\$ 5,083.34	\$ 416.66	\$ 2,800.00	\$ 220.00	\$ 200.00	\$ 8,720.00	\$ -	\$ 8,720.00
AUGUST	\$ 5,083.34	\$ 416.66	\$ 2,520.00	\$ 320.00	\$ 140.00	\$ 8,480.00	\$ -	\$ 8,480.00
SEPTEMBER	\$ 5,083.34	\$ 416.66	\$ 2,607.50	\$ 270.00	\$ 80.00	\$ 8,457.50	\$ -	\$ 8,457.50
OCTOBER	\$ 5,083.34	\$ 416.66	\$ 5,967.50	\$ 1,330.00	\$ 4,560.00	\$ 17,357.50	\$ 4,410.00	\$ 21,767.50
NOVEMBER	\$ 5,083.34	\$ 416.66	\$ 1,820.00	\$ 1,090.00	\$ 160.00	\$ 8,570.00	\$ -	\$ 8,570.00
DECEMBER	\$ 5,083.34	\$ 416.66	\$ 2,800.00	\$ 1,630.00	\$ 520.00	\$ 10,450.00	\$ -	\$ 10,450.00
TOTALS	\$ 61,000.08	\$ 4,999.92	\$ 27,422.50	\$ 7,130.00	\$ 17,820.00	\$ 118,372.50	\$ 37,451.95	\$ 155,824.45

713

891

1,604

OTHER INCLUDES:

INCENTIVE & WELLNESS TRACKING MODULE

LABS AND OTHER SCREENINGS

HEALTH FAIR EXPENSES

Diabetes Coaching Results:

	Baseline Mean	Final Mean	Change in Mean	Number of Patients	Mean Months
Weight	217.26	217.21	-0.05	223	6.63
BMI	34.21	34.23	0.02	219	6.62
TC	167.8	158.73	-9.07	94	5.26
Triglycerides	141.29	130.61	-10.68	92	5.15
HDL	52.31	51.22	-1.09	93	5.13
LDL	85.29	81.36	-3.93	93	5.22
BP Systolic	136.61	131.85	-5.76	201	7.04
BP Diastolic	80.97	76.98	-3.99	201	7.04
HbA1c	7.58	7.06	-0.52	113	5.63

Heart Healthy Coaching Results:

	Baseline Mean	Final Mean	Change in Mean	Number of Patients	Mean Months
Weight	195.51	194.78	-0.73	191	5.93
BMI	31.11	31.07	-0.04	184	6
Total Cholesterol	180.43	178.39	-2.04	76	4.69
Triglycerides	129.82	135.41	5.59	73	4.77
HDL	52.41	49.87	-2.54	78	4.63
LDL	103.17	100.84	-2.33	77	4.68
BP Systolic	137.63	131.25	-6.38	194	5.92
BP Diastolic	82.64	79.83	-2.81	194	5.92

City of Cincinnati Active Employees
Change from Baseline:

	Baseline Mean	Final Mean	Change in Mean	Number of Patients	Mean Months
Weight	221.77	222.29	0.52	144	4.25
BMI	34.18	34.38	0.20	138	4.29
Total Cholesterol	180.39	166.61	-13.78	33	3.74
Triglycerides	141.22	142.78	1.56	32	3.73
HDL	50.24	45.85	-4.39	34	3.66
LDL	99.16	92.94	-6.22	32	3.73
BP Systolic	134.77	131.84	-2.93	140	4.22
BP Diastolic	84.46	81.42	-3.04	140	4.22
HbA1c	7.77	6.97	-0.80	23	3.76

City of Cincinnati Retirees
Change from Baseline:

	Baseline Mean	Final Mean	Change in Mean	Number of Patients	Mean Months
Weight	194.61	193.28	-1.33	226	7.62
BMI	31.43	31.26	-0.17	224	7.58
Total Cholesterol	172.26	170.21	-2.05	124	5.24
Triglycerides	129.13	127.38	-1.75	120	5.24
HDL	54.0	52.11	-1.89	124	5.17
LDL	92.61	91.80	-0.81	125	5.19
BP Systolic	139.77	131.68	-8.09	216	7.96
BP Diastolic	80.22	76.72	-3.50	216	7.96
HbA1c	7.29	6.90	-0.39	75	6.07

*% Patient in HbA1c Category:
City of Cincinnati Active Employees*

	Baseline:	Final:
HbA1c < 7	11	14
7 < HbA1c > 9	5	8
HbA1c > 9	7	1

*% Patient in HbA1c Category:
City of Cincinnati Retirees*

	Baseline:	Final:
HbA1c < 7	39	44
7 < HbA1c > 9	29	28
HbA1c > 9	7	3

*% Patients in LDL Category:
City of Cincinnati Active Employees*

	Baseline:	Final:
LDL < 70	5	9
LDL < 100	16	11
LDL < 130	6	9
LDL < 160	1	2
LDL > 160	4	1

*% Patients in LDL Category:
City of Cincinnati Retirees*

	Baseline:	Final:
LDL < 70	38	40
LDL < 100	36	35
LDL < 130	32	35
LDL < 160	18	13
LDL > 160	1	2

*% Patients in LDL Category:
All Enrollees (n=184)*

	Baseline:	Final:
LDL < 70	48	56
LDL < 100	62	60
LDL < 130	46	50
LDL < 160	23	15
LDL > 160	5	3

COC Pharmacy Utilization 2007 -VS- 2008

6/1-12/31 2007	Coaching Participants prior to Enrollment	Total Pharmacy Claims
COC Active	168	1080
COC Retiree	228	3662
COC Total	396	4742

6/1-12/31 2008	Total Number of Coaching Participants	Total Pharmacy Claims
COC Active	168	2347
COC Retiree	228	5155
COC Total	396	7502

Medication

Compliance Rate

Actives = 117%

Increase

Retirees = 40%

Increase

COC Actives: 2009 Enrollment Statistics

	Diabetes Coaching	Heart Healthy Coaching	Total
New Enrollees	62	88	150
Currently Enrolled (thru 12.31.09)	138	174	312
Dis-Enrolled	13	21	34
Number of Pharmacist Visits	564	704	1,268
Number of Dietitian Visits	27	36	63
Average # Visits per Enrollee	4.07	3.98	--
Total Lipid Panels / Healthcare Screenings	--	--	238
HbA1c Tests	--	--	34



COC Actives: Diabetes Coaching

Metric	Mean Baseline (n)	Mean 1-180 Days (n)	Mean 181-360 Days (n)	Mean 361-540 Days (n)	Mean 541-720 Days (n)
BMI	36.13 (125)	37.01 (117)	35.98 (80)	35.71 (52)	37.78 (11)
BP Diastolic	83.57 (124)	80.7 (112)	79.61 (80)	79.75 (51)	79.12 (11)
BP Systolic	135.69 (124)	131.94 (112)	130.78 (80)	131.85 (51)	129.58 (11)
HbA1c	7.94 (76)	7.16 (56)	6.84 (45)	6.83 (29)	6.9 (8)
HDL	47.53 (77)	43.59 (53)	45.72 (37)	43.69 (28)	50.25 (8)
LDL	93.22 (76)	86.66 (51)	86.19 (36)	77.81 (28)	78 (8)
TC	172.03 (78)	158.21 (54)	158.21 (37)	146.13 (28)	155.63 (8)
Triglycerides	184.12 (76)	140.23 (51)	141.94 (37)	121.49 (28)	105.93 (7)



COC Actives: Heart Healthy Coaching

Metric	Mean Baseline (n)	Mean 1-180 Days (n)	Mean 181-360 Days (n)	Mean 361-540 Days (n)	Mean 541-720 Days (n)
BMI	33.55 (172)	33.48 (165)	33.95 (104)	32.48 (67)	30.1 (16)
BP Diastolic	85.11 (176)	83 (173)	81.75 (106)	79.73 (67)	79.23 (17)
BP Systolic	133.99 (176)	130.14 (173)	127 (106)	126.25 (67)	125.47 (17)
HDL	48.55 (93)	46.91 (53)	49.36 (59)	47.22 (25)	49.6 (10)
LDL	106.6 (91)	101.13 (52)	103.19 (57)	96.32 (25)	96.4 (10)
TC	185.58 (93)	178.38 (53)	179.35 (58)	170.5 (26)	162.6 (10)
Triglycerides	147.89 (92)	153.25 (52)	135.85 (58)	117.82 (25)	121 (8)



COC Retirees: 2009 Enrollment Statistics

	Diabetes Coaching	Heart Healthy Coaching	Total
New Enrollees	24	11	35
Currently Enrolled (thru 12.31.09)	176	164	340
Dis-Enrolled	13	6	19
Number of Pharmacist Visits	669	479	1,148
Number of Dietitian Visits	22	11	33
Average # Visits per Enrollee	4.89	4.35	--
Total Lipid Panels	--	--	75
HbA1c Tests	--	--	43



COC Retirees: Diabetes Coaching

Metric	Mean Baseline (n)	Mean 1-180 Days (n)	Mean 181-360 Days (n)	Mean 361-540 Days (n)	Mean 541-720 Days (n)
BMI	33.23 (139)	33.3 (128)	33.6 (105)	33.31 (95)	33.24 (75)
BP Diastolic	78.99 (133)	75.46 (113)	74.97 (104)	72.32 (97)	72.3 (74)
BP Systolic	138.78 (133)	133.09 (113)	133.07 (104)	131.89 (97)	130.86 (74)
HbA1c	7.21 (110)	7.12 (79)	6.92 (82)	6.9 (74)	7.01 (41)
HDL	50.76 (105)	52.13 (66)	49.85 (64)	49.83 (66)	48.11 (35)
LDL	87.35 (104)	85.02 (68)	79.78 (62)	83.34 (67)	83.53 (35)
TC	164.33 (105)	165.98 (65)	155.25 (63)	158.49 (68)	156.15 (37)
Triglycerides	130.5 (105)	134.26 (65)	124.8 (64)	129.03 (65)	150.46 (34)

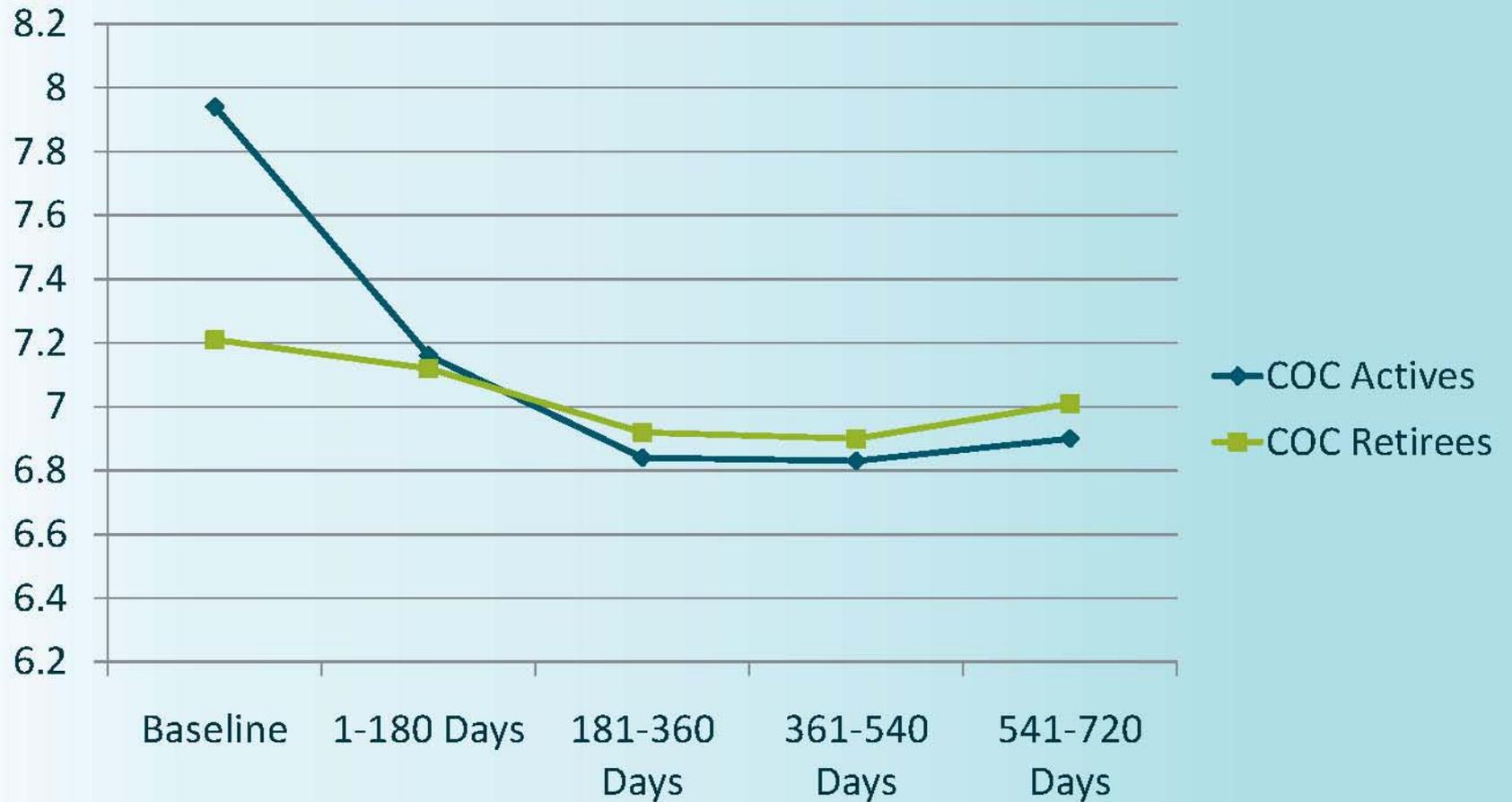


COC Retirees: Heart Healthy Coaching

Metric	Mean Baseline (n)	Mean 1-180 Days (n)	Mean 181-360 Days (n)	Mean 361-540 Days (n)	Mean 541-720 Days (n)
BMI	29.8 (118)	29.54 (112)	29.59 (94)	29.44 (87)	29.22 (67)
BP Diastolic	80.64 (120)	78.09 (118)	76.77 (94)	76.51 (86)	75.04 (67)
BP Systolic	138.48 (120)	132.89 (118)	130.46 (94)	129.04 (86)	130.72 (67)
HDL	53.24 (102)	51 (69)	50.61 (59)	49.84 (62)	52.58 (31)
LDL	99.52 (102)	99.8 (69)	107.15 (59)	98.07 (62)	92.66 (32)
TC	178 (102)	177.25 (68)	184.72 (59)	172.56 (63)	170.83 (32)
Triglycerides	126.56 (101)	127.68 (67)	139.11 (58)	118.77 (62)	131.31 (31)

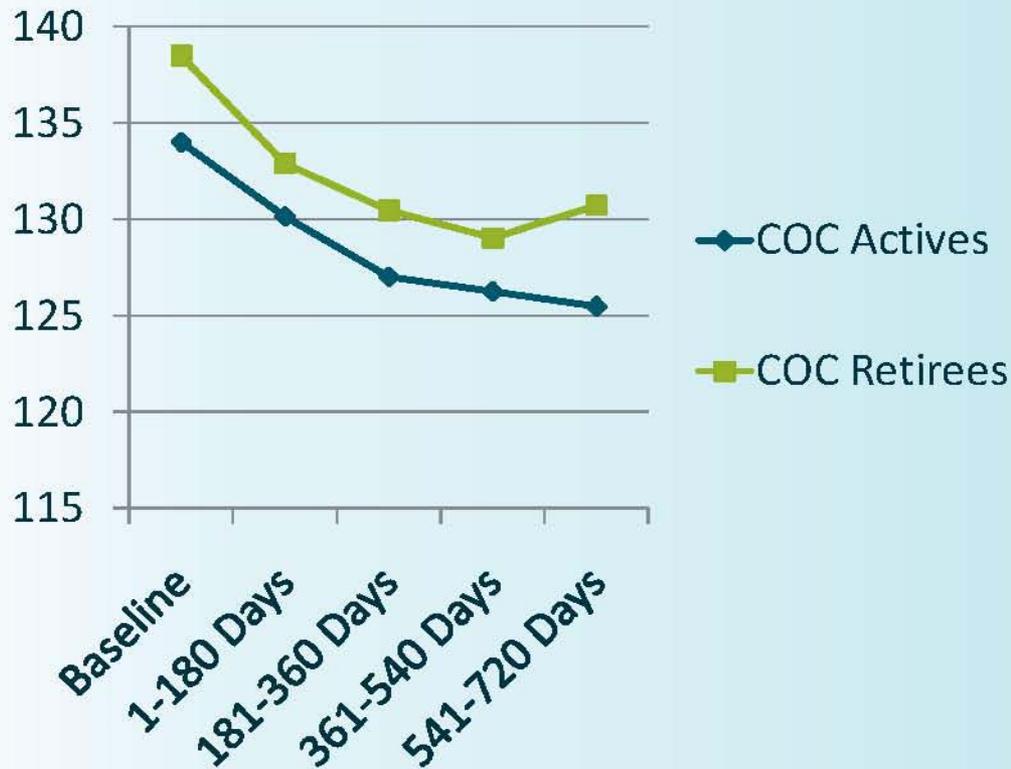


Hba1c Over Time: Diabetes Coaching

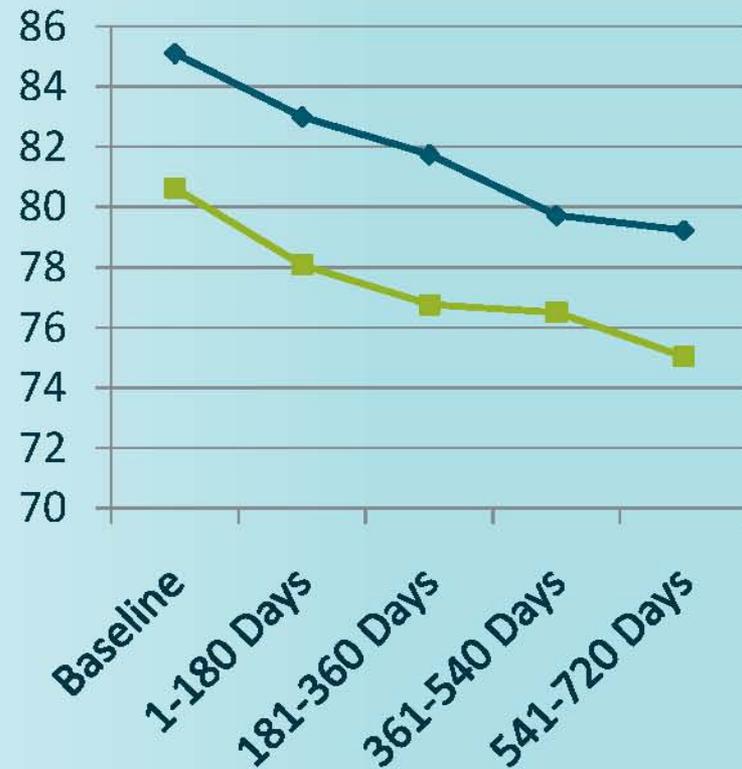


Blood Pressure Over Time: Heart Healthy Coaching

Systolic BP



Diastolic BP



DIABETES AND HYPERTENSION PROGRAM PARTICIPATION

1/1/08 - 2/28/10

GROUP	DIABETES	HYPERTENSION	TOTAL	FEES	AVERAGE
ACTIVES	152	181	333	\$ 218,639.24	\$ 656.57
RETIREEES	203	170	373	\$ 268,045.73	\$ 718.62
TOTALS	355	351	706	\$ 486,684.97	\$ 689.36
COPAYS WAIVED			706	\$ -	\$ -
TOTAL COSTS			706	\$ -	\$ -

	ELIGIBLE POOL	TOTAL PART.	% PARTICPATION
DIABETES	2188	355	16.2%
HYPERTENSION	3121	351	11.2%

DIABETES AND HYPERTENSION PROGRAM PARTICIPATION

1/1/08 - 12/31/08

GROUP	DIABETES	HYPERTENSION	TOTAL	FEES	AVERAGE
ACTIVES	90	95	185	\$ 63,445.67	\$ 342.95
RETIREES	133	118	251	\$ 125,778.12	\$ 501.11
TOTALS	223	213	436	\$ 189,223.79	\$ 434.00
COPAYS WAIVED			436	\$ 35,363.00	\$ 81.11
TOTAL COSTS			436	\$ 224,586.79	\$ 515.11

	ELIGIBLE POOL	TOTAL PART.	% PARTICIPATION
DIABETES	2188	223	10.2%
HYPERTENSION	3121	213	6.8%

1/1/09 - 12/31/09

GROUP	DIABETES	HYPERTENSION	TOTAL	FEES	AVERAGE
ACTIVES	152	181	333	\$ 130,214.64	\$ 391.03
RETIREEES	153	119	272	\$ 105,908.19	\$ 389.37
TOTALS	305	300	605	\$ 236,122.83	\$ 390.29
COPAYS WAIVED			605	\$ -	\$ -
TOTAL COSTS			605	\$ -	\$ -

	ELIGIBLE POOL	TOTAL PART.	% PARTICPATION
DIABETES	2188	223	10.2%
HYPERTENSION	3121	213	6.8%

Patient Satisfaction:

- 99% are satisfied with the counseling provided by the pharmacist
- 86% feel they have made good progress toward improving their condition
- 88% feel they are living a more healthy lifestyle than before the program
- 80.5% feel they need continued support in order to maintain lifestyle changes

Patient Satisfaction:

- 95% felt appointment times were convenient and flexible
- 94% felt visits were spaced and timed appropriately
- 94% felt it was beneficial to have labs done at the visit
- 98% would recommend this program to others

Patient Satisfaction:

- "Really good program. The accountability was extremely helpful. Just discussing problems of strategies is very important & helped me a lot. Ken is professional & yet very understanding & has never made me feel embarrassed about my lack of control on my earlier visits. He's very supportive."

AVERAGE CLAIMS COSTS**BY AGE RANGE AND GENDER****FOR THOSE SUBSCRIBERS AND SPOUSES PARTICIPATING IN THE WELLNESS PROGRAM****CLAIMS PAID JUNE 1, 2006 THROUGH MAY 31, 2007**

AGE RANGE	SEX	# OF MBRs.	DRUG PAID	MEDICAL PAID	TOTAL PAID	AVG DRUG PAID PER MBR	AVG MEDICAL PAID PER MBR	AVG PAID PER MBR
20 - 24	F	5	\$380.65	\$587.77	\$968.42	\$76.13	\$117.55	\$193.68
20 - 24	M	5	\$241.18	\$0.00	\$241.18	\$48.24	\$0.00	\$48.24
25 - 29	F	40	\$9,321.89	\$92,258.20	\$101,580.09	\$233.05	\$2,306.46	\$2,539.50
25 - 29	M	26	\$1,149.91	\$4,198.15	\$5,348.06	\$44.23	\$161.47	\$205.69
30 - 34	F	101	\$65,271.42	\$245,414.42	\$310,685.84	\$646.25	\$2,429.85	\$3,076.10
30 - 34	M	72	\$22,143.33	\$71,196.85	\$93,340.18	\$307.55	\$988.85	\$1,296.39
35 - 39	F	138	\$62,450.94	\$277,322.37	\$339,773.31	\$452.54	\$2,009.58	\$2,462.13
35 - 39	M	134	\$64,045.52	\$133,838.96	\$197,884.48	\$477.95	\$998.80	\$1,476.75
40 - 44	F	170	\$113,973.76	\$347,307.79	\$461,281.55	\$670.43	\$2,042.99	\$2,713.42
40 - 44	M	164	\$77,389.78	\$144,500.96	\$221,890.74	\$471.89	\$881.10	\$1,352.99
45 - 49	F	181	\$123,084.57	\$338,647.03	\$461,731.60	\$680.03	\$1,870.98	\$2,551.00
45 - 49	M	149	\$98,251.30	\$235,587.55	\$333,838.85	\$659.40	\$1,581.12	\$2,240.53
50 - 54	F	141	\$120,341.51	\$370,330.64	\$490,672.15	\$853.49	\$2,626.46	\$3,479.94
50 - 54	M	100	\$106,467.93	\$240,185.46	\$346,653.39	\$1,064.68	\$2,401.85	\$3,466.53
55 - 59	F	86	\$156,187.95	\$329,918.59	\$486,106.54	\$1,816.14	\$3,836.26	\$5,652.40
55 - 59	M	82	\$99,117.09	\$253,059.89	\$352,176.98	\$1,208.75	\$3,086.10	\$4,294.84
60 - 64	F	30	\$55,280.96	\$98,088.25	\$153,369.21	\$1,842.70	\$3,269.61	\$5,112.31
60 - 64	M	31	\$39,316.18	\$65,514.85	\$104,831.03	\$1,268.26	\$2,113.38	\$3,381.65
65 - 69	F	4	\$2,917.14	\$5,986.30	\$8,903.44	\$729.29	\$1,496.58	\$2,225.86
65 - 69	M	2	\$7,086.32	\$22,074.28	\$29,160.60	\$3,543.16	\$11,037.14	\$14,580.30
70 +	F	3	\$6,342.91	\$6,073.95	\$12,416.86	\$2,114.30	\$2,024.65	\$4,138.95
70 +	M	1	\$5,416.12	\$11,019.05	\$16,435.17	\$5,416.12	\$11,019.05	\$16,435.17
		1665	\$1,236,178.36	\$3,293,111.31	\$4,529,289.67	\$742.45	\$1,977.84	\$2,720.29

AVERAGE CLAIMS COSTS

BY AGE RANGE AND GENDER

FOR THOSE SUBSCRIBERS AND SPOUSES NOT IN THE WELLNESS PROGRAM

CLAIMS PAID JUNE 1, 2006 THROUGH MAY 31, 2007

AGE RANGE	SEX	MBR. MNTHS.	AVE. MBRS.	DRUG PAID	MEDICAL PAID	TOTAL PAID	AVG DRUG PAID PER MBR	AVG MEDICAL PAID PER MBR
Under 20	F	22	2	\$435.44	\$54.87	\$490.31	\$237.51	\$29.93
20 - 24	F	339	28	\$13,281.45	\$54,231.96	\$67,513.41	\$469.57	\$1,917.40
20 - 24	M	469	39	\$9,626.19	\$32,765.30	\$42,391.49	\$246.43	\$838.78
25 - 29	F	2,237	186	\$67,068.18	\$496,606.70	\$563,674.88	\$359.76	\$2,663.81
25 - 29	M	2,233	186	\$41,590.43	\$78,252.16	\$119,842.59	\$223.52	\$420.56
30 - 34	F	4,256	355	\$165,366.52	\$1,016,949.55	\$1,182,316.07	\$466.25	\$2,867.29
30 - 34	M	4,066	339	\$87,666.48	\$429,274.25	\$516,940.73	\$258.76	\$1,267.07
35 - 39	F	6,582	548	\$248,613.63	\$1,003,204.27	\$1,251,817.90	\$453.29	\$1,829.10
35 - 39	M	6,490	541	\$150,553.81	\$464,088.11	\$614,641.92	\$278.39	\$858.14
40 - 44	F	7,907	659	\$486,594.42	\$1,229,470.24	\$1,716,064.66	\$738.52	\$1,866.00
40 - 44	M	7,806	651	\$290,563.49	\$542,290.62	\$832,854.11	\$446.68	\$833.65
45 - 49	F	7,432	619	\$578,116.45	\$1,529,853.65	\$2,107,970.10	\$933.46	\$2,470.20
45 - 49	M	7,716	643	\$449,091.45	\$1,170,726.50	\$1,619,817.95	\$698.40	\$1,820.64
50 - 54	F	5,576	465	\$505,691.67	\$1,931,384.79	\$2,437,076.46	\$1,088.21	\$4,156.20
50 - 54	M	6,405	534	\$498,438.54	\$1,212,185.23	\$1,710,623.77	\$933.78	\$2,270.92
55 - 59	F	3,344	279	\$416,210.94	\$1,195,071.78	\$1,611,282.72	\$1,493.46	\$4,288.20
55 - 59	M	4,106	342	\$362,290.95	\$1,070,743.16	\$1,433,034.11	\$1,058.94	\$3,129.68
60 - 64	F	1,020	85	\$111,740.54	\$324,867.53	\$436,608.07	\$1,314.59	\$3,821.97
60 - 64	M	1,471	123	\$155,478.09	\$1,028,346.10	\$1,183,824.19	\$1,268.00	\$8,386.67
65 - 69	F	215	18	\$31,791.45	\$248,836.07	\$280,627.52	\$1,774.41	\$13,888.52
65 - 69	M	519	43	\$42,644.06	\$278,117.99	\$320,762.05	\$986.05	\$6,430.89
70 +	F	69	6	\$9,039.14	\$25,890.11	\$34,929.25	\$1,572.02	\$4,502.63
70 +	M	165	14	\$28,963.22	\$93,376.33	\$122,339.55	\$2,106.42	\$6,791.01
Non - P Participants			6,704	\$4,750,856.54	\$15,456,587.27	\$20,207,443.81	\$708.69	\$2,305.67
Participants			1,665	\$1,236,178.36	\$3,293,111.31	\$4,529,289.67	\$742.45	\$1,977.84
Totals			8,369	\$5,987,034.90	\$18,749,698.58	\$24,736,733.48	\$715.41	\$2,240.45



QUESTIONS???

