

Case Study:

Florida Health Care Plans



Business Need

Florida Health Care Plans came to Health Designs when they started seeing that compared to their own clients their employees were one of their highest risk groups. FHCP wanted to set an example, especially as a health care company. Their company goals: to reduce employee weight, BMI, and tobacco use among employees, all to result in lower health care costs. FHCP wanted Health Designs to come in as a third party vendor, allowing employees to feel comfortable and secure in knowing that all health coaching and screenings were confidential.

Health Designs Impact

According to research (Wright, Beard, Edington, JOEM, 2002), risk levels can be associated with several corporate cost measures, including: short-term disability, workers' compensation, absence, medical & pharmacy. Low Risk has been categorized as 0-2 risks, Medium as 3-4 risks, and High as 5 or more risks. In the research, costs associated with these risk levels have indicated that people in the medium risk category generally have twice the cost of low risk and people in the high risk level are generally three to four times more costly. We believe the 0 risk category should stand alone as an optimal achievement.

To learn more about our clients, we run a risk stratification using the following risks and parameters:

- Blood Pressure \geq 140/90
- Total Cholesterol $>$ 239
- Cigarette Smoker
- Body Mass Index \geq 27.5
- Physical Activity less than once per week
- TC/HDL Ratio $>$ 6.0
- LDL Cholesterol \geq 160
- High Risk score for Diabetes
- Alcohol $>$ 15/week
- Poor Motor Vehicle Safety – Wear seatbelt $<$ 80%
- High Risk for Depression
- High Risk for Stress

FIGURE: 1 Florida Health Care Plan achieved over 90% participation in their first year of Health Risk Assessments and screenings by Health Designs. During the 2nd year that cohort of “repeat participations” demonstrated improvement in health risks, with 77% now in the low risk category, while an impressive 31% illustrated no risk factors.

FIGURE: 2 In addition, Florida Health Care Plan asked us to track changes in BMI. FHCP participant results indicated 2015 lbs lost and 487 BMI points dropped. Through the HRA, we were able to track diabetes, smoking and stress risks, and observed significant decreases from 2007 to 2008.

FIGURE: 3 A research article in the Journal of Occupational and Environmental Medicine (Wang et al, JOEM, 2006) quantified the healthcare costs per unit increase in body mass index (BMI). A quote from the abstract summarizes it well –

“Within the BMI range of 25 to 45 kg/m2, medical costs and pharmaceutical costs increased \$119.7 (4%) and \$82.6 (7%) per BMI unit, respectively, adjusted for age and gender. The adjusted medical costs related to diabetes and heart disease increased by \$6.2 and \$20.3 per BMI unit. The likelihood of having any medical claim increased 11.6% per BMI unit for diabetes and 5.2% for heart disease.”

THE BOTTOM LINE: With every point increase in BMI (after a BMI of 25 and up to 45), medical & pharmaceutical costs increase by a total of \$202.30.

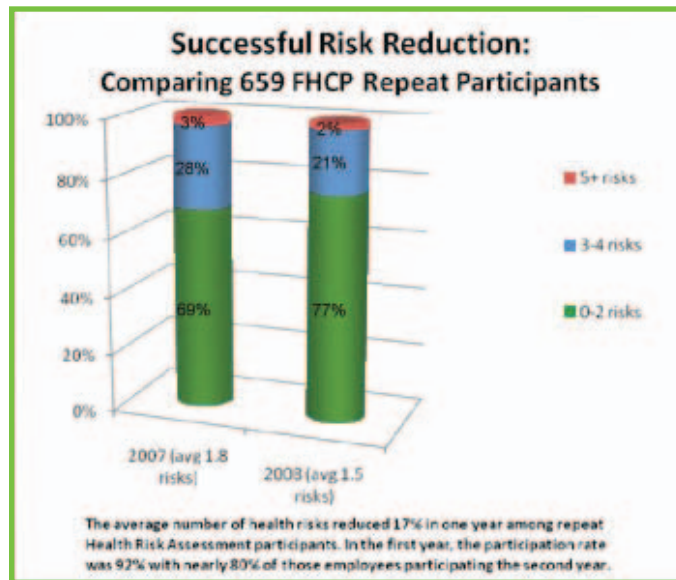


FIGURE: 1

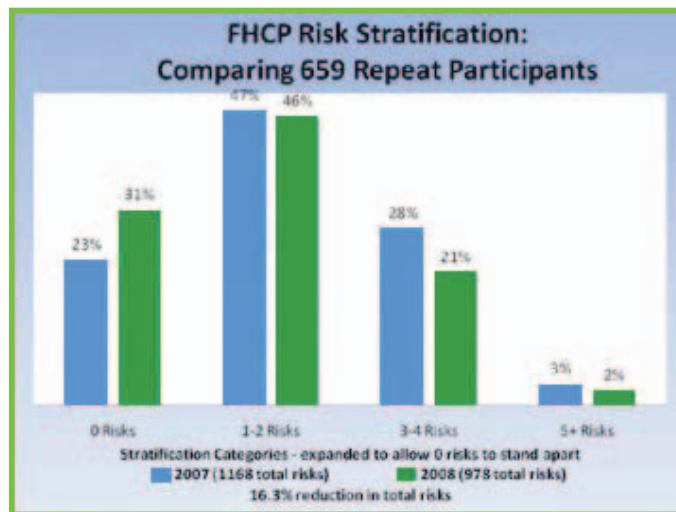


FIGURE: 2

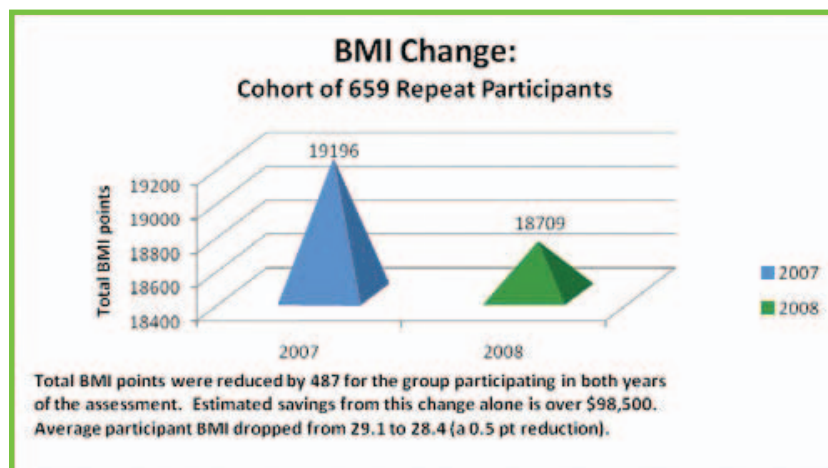


FIGURE: 3



About Florida Health Care Plans

Florida Health Care Plans has been providing health care benefits since 1974. Few organizations have been more active than FHCP in promoting good health and wellness for the members they serve. FHCP employs over 900 employees with varied skills and talents. FHCP offers challenging careers and an excellent benefit package.

Florida Health Care Plans believe that it is their responsibility to positively impact the overall health and wellness of their members, and are committed to creating a health care system to do just that.

<http://www.fhcp.com>

About Health Designs

At Health Designs we believe employee wellness is a core business investment. Specializing in Health Risk Assessments, Employee Health Screenings and Lifestyle Coaching, Health Designs combines and customizes these wellness initiatives for your company to help keep employees healthy and productive year after year.

From our work with Fortune 500 companies to mid and small size businesses, we know that an employer's greatest promise for containing health costs and enhancing productivity lies in the keeping workers healthy and creating a healthy workplace. This includes arming them with awareness about their current health status, then offering them the tools, motivation and one-on-one support needed to reach their personal health improvement goals. Employees and their health are at the center of all we do and it shows in our participation rates, our ability to facilitate behavior change and the positive impact on the organizational health of our clients.



www.healthdesigns.net



“Health Designs worked with me personally in the scheduling of our ten locations for our wellness fairs. Through this process I found Health Designs to be extremely flexible and helpful. We achieved a 92% participation rate in our program. This high percentage can be attributed to many different factors, including the professionalism shown by Health Designs. I would recommend this company to anyone who needs a seasoned company to conduct their wellness fairs.”

*– Kathy Evans, Human Resource Director
of Florida Health Care Plan*



Healthier Employees.
Healthier Results.

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