

State of Maryland Employee and Retiree Health and Welfare Benefits Program

2015 – 2017 Wellness Program Overview



Wellness Program Engagement

In a Rand Employer Survey, more than ½ employers had less than 40% of employees participate in worksite wellness programs.

The State's Wellness Program had more than 46% participation in its first year and has grown steadily since!

2015 Wellness Program

50,607 individuals completed PCP Copay Waiver Requirements

2016 Wellness Program

Additional 59,727 individuals completed PCP Copay Waiver Requirements

2017 Wellness Program

New benefit added of Reduced Specialist Copay
59,968 earned the added benefit of Specialist copay reduction

Cost of Chronic Conditions Reduced!

As shown below, costs associated with heart disease and elevated cholesterol/triglycerides have reduced since the inception of the Wellness Program.

	2014	2015	2016
Hyperlipidemia	\$90,640,707	\$87,023,262	\$83,703,344
Heart Disease	\$176,024,949	\$169,405,512	\$168,035,823

In 2017, significant increases occurred in key preventative screenings as shown below. Increases in these screenings will lead to improved well-being and greater cost reductions.

- *Breast cancer screening: ↑20.8%*
- *Cervical cancer screening: ↑16.1%*
- *Colorectal cancer screening: ↑31.7%*
- *Prostate cancer screening: ↑21.0%*

Wellness Plan – Increased Compliance with Key Preventive Screenings!

Condition	Compliance Metric	Year	Compliance Rate
Breast Cancer	Mammogram	2014	43.7%
Breast Cancer	Mammogram	2017	70.0%
Colorectal Cancer	Colonoscopy	2014	32.3%
Colorectal Cancer	Colonoscopy	2017	54.5%
Well Visit	Adult Physical	2014	16.8%
Well Visit	Adult Physical	2017	37.27%

Wellness Plan - Treatment Compliance - Diabetes

Compliance Metric	2014 No Wellness Program	2015 First Year of Wellness Program	2017 Third Year of Wellness Program	Change from pre-wellness program
Compliance rate for annual screening for diabetic nephropathy	52.6%	60.1%	78.7%	+26.1%
Compliance rate for 2+ A1C tests in 12 months	36.8%	45.6%	71.5%	+34.7%

Diabetes treatment compliance is critical for reducing risks of complications from diabetes, as well as for reducing health care costs associated with poorly managed diabetes.

CONGRATULATIONS!

Since the Wellness Program began in 2015, you've helped achieve:

- *Steady engagement rate growth*
- *Reduction of over \$16 million in costs associated with heart disease*
- *Increase of up to 70% in preventative cancer screenings*
- *Increase of up to 55% in other key preventative screenings*
- *Increase of up to 35% in diabetes treatment compliance*



Keep Up the Great Work!