

Rockwood School District

Background

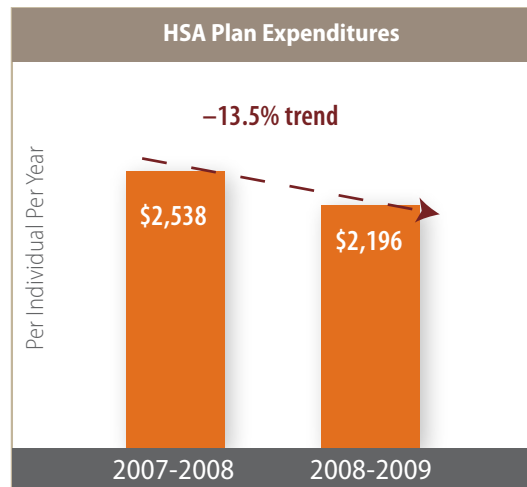
The Rockwood School District is one of the largest public school systems in St. Louis, Missouri, serving more than 22,000 students. The organization began its partnership with CIGNA in November 2006 to implement a wellness strategy that would improve the health of its employees and reduce medical costs.

Rockwood offers its employees the option of three CIGNA medical plans: two Open Access Plus (OAP) plans and one Health Savings Account (HSA) plan. Approximately 17% of the participants choose the HSA plan and the remaining 83% choose the OAP plans.

2006: Health Assessment Identifies Direction

During the 2006 enrollment process, Rockwood employees were encouraged to complete a health assessment. Of those employees who completed the assessment, a summary report showed that 14% of the population has five or more health risks. Average annual medical costs for this high-risk group are about \$6,548 per individual – a cost that is 3.2 times greater than the costs for individuals with low health risks.

Allergies, back pain, high blood pressure, weight and stress were among the highest health risks reported by Rockwood employees. The health assessment also identified an encouraging statistic – 95% of these employees indicated that they wanted to make a change to improve their health within the next six months.



POPULATION FACTS

- 2,544 employees belong to the District's CIGNA medical plan. With dependents, the total is 4,484 customers.
- Of the employees who completed a health assessment:
 - 14% have five or more health risks, including allergies, back pain, high blood pressure, weight and stress.
 - Average health care costs are \$6,548 per individual/per year. Costs for high risk participants are 3.2 times greater than the costs for low risk participants.
 - Top disease prevalence:
 - Cancer-related conditions (\$606k)
 - Musculoskeletal (\$395k)
 - Heart/Circulatory (\$351k)
 - 95% stated they want to make a change to improve their health

ACTIONS

- In 2006, the District selected CIGNA to help develop a worksite wellness program, and formed a wellness committee.
- Wellness committee organized monthly onsite activities, including:
 - Flu shots
 - Weight Watchers®
 - Mammograms and biometric screenings
 - Core strengthening classes
 - CPR classes
- In 2007, various initiatives were promoted, including a walking program.
- In 2009, CIGNA's Incentive Points Program was implemented for programs to reduce stress, manage weight and quit tobacco.
- Also in 2009, the Healthy Lifestyles program was initiated to focus on metabolic syndrome and weight loss.



2007-2009: Health Improvement Begins

In collaboration, CIGNA and Rockwood's wellness committee developed an annual health improvement strategy. The wellness committee prepared monthly onsite wellness activities that included flu shot clinics, Weight Watchers meetings, fitness and CPR classes, and biometric screenings and mammograms.

In 2007, various wellness programs were also promoted, including a 16-week "Just Walk 10K Steps" exercise program. In 2009, the Healthy Lifestyles program was initiated; a program that focuses on metabolic syndrome and weight loss.

Also in 2009, they introduced CIGNA's Incentive Points Program to drive additional healthy activity. Employees were rewarded for participating in the health assessment as well as lifestyle management programs where employees work with coaches to manage weight, reduce stress and quit tobacco. With the Incentive Points Program in place, Rockwood saw an additional 162 health assessments completed. In addition, 161 individuals participated in one or more coaching programs – 31 opting to participate online.

Other significant wellness results include:

- 46 individuals were referred to a wellness program based on their health assessment results.
- Between 9/1/08 and 8/31/09, 592 individuals participated in disease management programs for medical savings of \$301,484 and productivity savings of \$84,264.
- Disease management programs helped increase diabetes clinical compliance by 18% and decrease the number of inpatient hospital days by 24%.
- 78% of Rockwood employees now follow medical compliance guidelines (the norm is 71%).

Beyond 2009: Improvement Continues

Increasing participation in the health assessment, lifestyle management and disease management programs, and the Incentive Points Program will be the primary initiatives in the coming year.

Working with CIGNA, the Rockwood School District will develop an ongoing multi-year health improvement strategy. They plan to use the data collected in 2008 and 2009 to identify individuals with high-risk issues and refer them to condition-specific programs. CIGNA will provide ongoing assessment and evaluation of Rockwood's program, including its participation rates and impact on employee wellness and related costs. CIGNA will also continue to help the District promote and conduct the various onsite programs its wellness committee has planned.

HIGHLIGHTS OF RESULTS

- Following health assessments, 46 individuals were referred to wellness programs.
- Between 9/1/08 and 8/31/09, 592 individuals participated in disease management programs for medical savings of \$301,484 and productivity savings of \$84,264.
- Disease management program participation also impacted:
 - Diabetes clinical compliance (improved by 18%).
 - Number of inpatient hospital days (decreased by 24%).
 - 78% of individuals follow medical compliance guidelines (norm is 71%).

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