Total projected costs increase 28%, 2014 - 2018

Key factors to the increase:
- Total covered employees increased 5.8% 2014 - 2017
- Annual medical inflation rates hover between 6 and 7% and are projected to increase 6.5% in 2018
- Number of individuals with high cost claims ($100K +) increased 21% in 2016 and are trending higher for 2017
- Chronic condition spend continues to increase, from 49.8% total costs in 2014 to 60% in 2016

Costs are increasing unequally

Since 2014:
- Employer costs have increased 39.1%
- Employee costs increased 4.3%
- Cost share is shifting away from 70/30 to 80/20
Background

Chronic Condition:
A health condition or disease lasting three or more months (i.e. COPD, asthma, diabetes, coronary heart disease). Studies reveal 70% of chronic conditions can be controlled or eliminated through healthy behaviors.

<table>
<thead>
<tr>
<th>Chronic Condition</th>
<th>Total Plan Spend 2014</th>
<th>Total Plan Spend 2015</th>
<th>Total Plan Spend 2016</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Chronic Conditions</td>
<td>$77.4M</td>
<td>$95.5M</td>
<td>$101.9M</td>
</tr>
<tr>
<td>Percent of Total Health Care Costs</td>
<td>49.8%</td>
<td>60.8%</td>
<td>60.0%</td>
</tr>
</tbody>
</table>

Top 5 chronic conditions – Purdue University:
• Diabetes*
• Hypertension*
• Lipid Disorders*
• Depression*
• Persistent Asthma

* Can be moderated with healthy behaviors
2018 Wellness Incentives

Who is eligible and can be rewarded?

Benefit Eligible Employees AND Spouses on a Purdue medical plan

1. Identify Primary Care Provider –
   $50 Employee Only / $100 Employee & Spouse

2. Complete annual physical and biometrics –
   $100 Employee Only / $200 Employee & Spouse

3. Participate in 2 or more pre-approved wellness activities –
   $100 Employee Only / $200 Employee & Spouse
Primary Care Provider

What is a primary care provider?

A doctor or nurse practitioner who provides both the first point of contact, and continued comprehensive care for a patient that includes preventive, acute, and chronic care.

What are the advantages?

- More accurate diagnosis
- Lower costs
- Trust
- Comprehensive care
- Coordination of care
- Stay Healthier
- Have an advocate

29% of Purdue employees and spouses have not seen a primary care provider in the last 12 months. We want to do better.
Physical and Biometrics

What is an annual physical exam?
A regular physical examination that helps your primary care provider to determine the general status of your health.

Why is it important?
- Builds a relationship
- Screens for medical issues
- Assesses risk
- Helps with a healthy lifestyle

Only 38% of Purdue employees and spouses have had a physical in the last 12 months. We want to change that.
2018 Wellness Activity Categories

- Attend wellness education presentations/workshops. Participation must equal a minimum of 4 hours, may include multiple presentations. (virtual or in-person)

- Participate in a team sport or league.

- Complete a 5k or more - walk/run/bike

- Participate in a wellness education series. Series must consist of 3 or more sessions. (virtual or in-person)

- Participate in 4 or more health coaching sessions. May include health coach, stress management, mental health, personal trainer or registered dietician. (virtual or in-person)

- Participate in a weight loss program/group.

- Logging a minimum of 150 minutes per week of physical activity for 8 weeks.

- Participate in a disease management program (virtual or in-person).
Pre-approved wellness activity categories

- Two activities required to receive incentive
- Each activity must be from separate categories

All Healthy Boiler Wellness Incentive Activities must be completed and logged into portal between 1.1.18 – 9.30.18

Payment to HSA/HRA will be made quarterly

Incentives do not have to be completed in order, but payment for incentive 2 will not occur until incentive 1 is completed and payment for incentive 3 will not be made until incentive 1 and 2 are complete.
Register
- Register using PUID and name listed on paystub
- Spouses register using their name, but use the employee’s PUID

Things to do
- Set personal goals and track progress
- Find wellness events and resources
- Sign up for wellness education courses
- Set up competitions between friends, departments, etc.
- Log wellness activities (under the ‘Earn’ tab)
- And More!

Maintained by One to One Health and the Center for Healthy Living
2018 Healthy Boiler Communications

- Purdue Today
- Direct emails from Human Resources and One to One Health Communication to supervisors and department heads
- Wellness Blog
- Mailers
- Posters
- Social Media – Facebook, Twitter, etc.
- Benefit Ambassadors
Representatives from:

- APSAC
- Brian Lamb School of Communication
- College of Agriculture
- College of Pharmacy
- CSSAC
- Human Resources
- Office of Engagement
- Purdue Fort Wayne
- Purdue Northwest
- School of Nursing
- Student Life
- Student Health Center
- University Senate
Candace Shaffer  
Director, Benefits  
shaffe14@purdue.edu

Healthy Boiler Program Questions:  
healthyboiler@purdue.edu  
765-494-2222