

### 3. HEALTH & WELFARE

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*Goal: To maximize value and minimize costs of our Health and Welfare Program.*

#### DESIRED OUTCOMES

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To ensure maximized value of Members' health and welfare benefits; to ensure affordable health care benefits; to provide sustainable health plan options; and to encourage Members to adopt a lifestyle of wellness.

- LACERS strives to offer its Members a complete health benefits package that is cost-effective
- Health care costs continue to rise at rates higher than inflation
  - Over the past 10 years, the **assumed actuarial medical trend rate** has averaged **8.3%**, whereas **LACERS medical plan costs** have increased at an average rate of just **4.8%**

#### INITIATIVES

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##### DATA INITIATIVE

COMPETITIVE BIDS

CONTRACT NEGOTIATIONS

PLAN DESIGN CHANGES/COST-SHARING

##### WELLNESS PROGRAM INITIATIVE

**DATA INITIATIVE:** Review medical plan utilization and chronic condition data to identify medical plan cost-drivers that have the potential to be changed. In partnership with the medical plan carriers, strategies will be developed to mitigate the impact of those cost drivers.



## PROGRESS

Staff, with its health and welfare consultant, **Keenan and Associates**, and the medical plan carriers, have reviewed utilization data reports and identified areas of focus. Keenan has developed financial dashboards and health management dashboards.

The latest financial dashboards will be presented to the Benefits Administration Committee in March 2018.

## FOCUS AREAS

### HEALTH MANAGEMENT

Identified areas of focus include:

#### Chronic Conditions

- Obesity
- Musculoskeletal (Osteoarthritis)
- Circulatory (Heart Disease)
- Cancer
- Diabetes
- Depression
- Wellness Program Initiative

#### Preventive Care

- Annual visits
- Screening rates
- Immunizations
- Health risks
- Health management program participation

## WELLNESS PROGRAM INITIATIVE:

The goal of **LACERS Well** is to educate Members on the various programs and benefits available through their LACERS medical plans so that they can maintain or improve their health.

By encouraging Members to have annual visits with their doctors and engaging Members in their health care, LACERS aims to reduce claims costs and minimize premium increases.

LACERS is one of the few retirement systems to have a fully-developed retiree-focused wellness program. The program is funded through LACERS medical plan carriers.

- Members registered with **LACERS Well** receive monthly wellness updates via email and can participate in incentive programs
- The **LACERS Well** website is updated regularly and contains information about upcoming and past events, quarterly wellness challenges, online resources, and health information
- Program goals are to increase:
  - Interaction between Members and their physician
  - **LACERS Well** Champion participation
  - Member participation in the **LACERS Well** program
  - Member engagement in their health care



## 2017 RESULTS

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- In 2017, the number of Members registered for **LACERS Well** increased from the previous year by **527**, from **2,088** to **2,615**
- The number of **LACERS Well Program Champions** (LACERS Members who assist in wellness program activities) increased from **83** in 2016 to **93** in 2017, a **12%** increase
- The total number of **Champion Leaders** (Champions who lead activities in their communities for other LACERS retired Members) increased from **15** to **17** and the total number of Champion-led events increased from **173** to **324**
- **LACERS Well** Initiatives
  - **Passport to Health** – **388** completed passports were received for entry into monthly drawings

- **Move *Well* to Be *Well* Mobility Screenings** – a 10-week stretching program with **109** initial participants and **45** “graduates”
- **Preventive Healthcare Verification Screening** – **183** Members returned completed forms
- **LACERS *Well* Events**
  - **Annual Extravaganza – Make Your Move** – March 1  
Attendance: **140**
  - **Technology Workshop, by AARP Tek** – August 15  
Attendance: **134**
  - **Healthier Living with Chronic Conditions Workshops (six-week course)** – February and September  
Attendance: **23**
  - **Be Mentally Resilient Workshop** – August 28  
Attendance: **134**

## CONTINUING/NEW INITIATIVES FOR 2018

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### WELLNESS PROGRAM INITIATIVE

- For 2018, LACERS health plan carriers are contributing more than **\$207,000** to help fund our wellness efforts. Carrier contributions are being used to fund a wellness program manager who is dedicated to developing and promoting the wellness program, as well as communications and incentives.
- **LACERS *Well*** will aim to promote preventive health, wellness, and health management programs available through LACERS medical plans.
  - Theme: **Healthier, Leaner, Stronger**
  - 2018 Campaign: **Diabetes Awareness, Prevention, and Management**  
Promote pre-diabetes screenings and enrollment in Kaiser’s or Anthem’s Diabetes Prevention Programs, three diabetes-themed Extravaganzas in different regions, and three webinars.
- Dental and Vision Checkup Initiative
- **The 6-week Healthier Living Workshops** – focus on practical, everyday self-help topics such as:
  - Problem-solving
  - Nutrition
  - Relaxation techniques



- **Technology Workshop**

- **Champions Who Care** – volunteer efforts determined by Champions
- **Three Champion Summits** – to engage and get feedback from Champions on the program
  - Increased promotion of the updated **LACERS Well** “Passport to Health”
    - Members earn points for participating in **LACERS Well** events
    - Members need 5 points to complete a passport, at which time they can turn it for a monthly drawing
  - A wellness newsletter, **Your Health Matters**, will be sent out twice in 2018, in between LACERS’ regular newsletters
  - Start a **LACERS Well** Facebook group page
  - Champion-led events will continue to be offered throughout the year
  - Areas to continue exploring:
    - Purpose workshops for 2019
    - Coordinating events with other local agencies
    - Combining efforts with the City’s Personnel Department
      - The City’s Joint Labor Management Benefits Committee directed the Personnel Department to coordinate efforts with LACERS
    - Researching more stable funding of the program