

# The Serigraph Prescription

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**Serigraph Inc.**

Board	Mtg Date	Item #
GIBSPW	4/16/14	5A

# Essence of Serigraph Health Plan

- **Self-insured with 1000 lives**
- **Consumer-driven plan features**
  - **Multiple level:**
    - **deductible**
    - **co-insurance**
    - **health reimbursement account**
    - **premiums**
    - **maximum out-of-pocket**



# Essence of Serigraph Health Plan

- **Flexible spending accounts**
- **Transparency site for quality, price**
- **Free generic, inexpensive prescription drugs**
- **Free primary care doctor**
- **Free on-site clinic**
- **Coming in 2014: on-site mental health care**



# Essence of Serigraph Health Plan

- **Free prevention: mammograms, Pap and prostate tests, colonoscopies**
- **Required annual mini-physicals**
- **Individual health report cards**
- **Individual health plans for co-workers**
- **Metrics on workforce health**



# Essence of Serigraph Health Plan

- **Elective surgeries at no cost to employees**
- **Rebates up to \$2000 at Centers of Value**
- **Bundled, all-in prices**
- **Free hospice care**
- **Medical tourism**



# Prevention/Early Intervention

- **Make it easy**
- **Generate good metrics**
- **Eliminate excuses**
- **Reward good/improved behavior**



# Utilization of Medical Services

- **Three objectives:**
  - Stop disease early
  - Increase use of primary care
  - Decrease use of ER, specialists, hospitals
- **Identify obstacles to use of primary care and regular doctor visits:**
  - Time to see doctors
  - Out-of-pocket costs – where HD plans fail



# Personal Responsibility

- **Understand linkage between health and bottom line**
- **Provide resources for improvement**
- **Health Risk Assessment**
- **Health Report Card**
- **Incentivize change**
- **Reward change**
- **Manage chronic disease**





# Health Risk Appraisals

- **Began voluntarily in mid 90's**
- **Began mandatory in 2001**
- **15 years of available data**
- **Measure blood pressure, body fat, cholesterol, blood sugar, tobacco, prostate**
- **Free to all co-workers and spouses**
- **COBRA rates apply if do not participate**



# On-Site Services

- **Initial cost - \$150,000**
- **Reduced primary visits - \$190,000**
- **Reduced Workers' Comp 1<sup>st</sup> year - \$40,000**
  - **Subsequent years - \$70,000+**



# Wellness Incentives

- **Based on quantitative results re: wellness activities**
- **Lunch and Learn opportunities**
- **Preventive health care**
- **Diabetes control**
- **Weight loss/management**
- **Fitness activities**
- **Free preventive procedures**
- **Free generic meds**



# Chronic Disease Management

## Healthy Design for Life (Nutrition and Fitness)

- **Sign six-month commitment statement**
- **Consultation with exercise physiologist**
  - Complete fitness assessment
  - Submit weekly exercise log
- **Nutrition assessment with dietician**
  - Submit two nutrition logs monthly
- **Attend at least two lunch and learn sessions**
- **Bi-weekly weigh-in**



# Individual Health Plan

- **Based on annual HRA results, personal health issues, physicals, and age-relevant preventive care**
- **Quarterly goal setting**
- **Health coach/driver**
- **End results rewards**



# Health Report Card, Plan

InHealth Risk Report™ | 2013

## My Screening Profile

Name	Jane Smith
Employee ID	123456
Gender	F
Age	48
Tobacco Use	No
Height	65
Weight	148
Phone	000.000.0000
Email Y/N	jane.smith@gmail.com

## Preventive Exams & Screenings

Recommendations based on your current age and gender.  
Checked boxes indicate exams needed.

- Annual Physical Exam March 2012
- Vision Exam Jan 2012
- Skin Exam March 2012
- Hearing Exam \_\_\_\_\_
- Pap Test March 2012
- Mammogram/Breast Exam March 2012
- Colonoscopy 2011
- Digital Rectal Exam NA
- PSA Test NA
- Dental Check Jan 2013

## My Biometric Summary

Biometric Tested	Result	Recommended Range
Percent Body Fat	30%	Females <28%; Males <22%
Body Mass Index (BMI)	23.1	18.5 - 24.9
Waist Circumference		Females 18-35; Males 16-40 inches
Blood Pressure	100/64	Systolic <120 / Diastolic <80 is optimal.
Total Cholesterol	173	TC < 200mg/dL is desirable.
Triglycerides	136	TRG <150 mg/dL is optimal.
HDL ("Good Cholesterol")	33	Men: HDL ≥40 mg/dL AND Women: HDL ≥50 mg/dL is optimal.
LDL ("Bad Cholesterol")	113	LDL <100 mg/dL is optimal.
TC/HDL Ratio	5.3	A ratio of <3.5 is optimal.
Glucose	93	Fasting glucose <100mg/dL is desirable.

## Risk Assessment

The following areas need attention.

- Nutrition Habits \_\_\_\_\_
- Physical Activity X
- Lung Health \_\_\_\_\_
- Skin Health \_\_\_\_\_
- Heart Health X
- Diabetes Awareness \_\_\_\_\_
- Digestive Health \_\_\_\_\_
- Emotional Health \_\_\_\_\_
- Personal Safety \_\_\_\_\_
- Advanced Directives \_\_\_\_\_

## Plan for the Year

Main behavior change focus: Physical activity

Recommended programs at Serigraph:

Healthy Habits, Healthy Living ( Diabetes  Heart Health)  LME Programs: \_\_\_\_\_

Appointment with Chiropractor, Dietitian, Health Coach, Nurse Practitioner \_\_\_\_\_

Short-term goal: 3x week 30 mins = 90 mins/wk

Long-term goal: consistent exercise routine

I plan to work towards my wellness goals and consent to have the health coach reach out to me during the year.

Coach Jones  
Coach Signature

Jane Smith  
Participant Signature

3/1/13  
Date

Confidential Information

Interra Health 1675 N Barker Rd Brookfield WI 53045



# Individual Plan Incentives

- **Quarterly goals**
- **Individually identified improvements**
- **Gift cards for 1 or 2 quarters**
- **Paid time off for 3 or 4 quarters of involvement**



# Transparency: Fog Lifts on Quality, Price

- Hip replacement: \$27,500 to \$50,000
- Colonoscopies: \$2,000 to \$9,000
- MRI: \$525 to \$6,000

## Bottom Line:

Price variations of 300% exposed, eliminated





# Consumerism

- Make comparison of costs easy

Knee Cartilage Repair (using Arthroscopy)				
<u>The ranges are bundled pricing</u>				
The green star indicates facility/hospitals eligible for a rebate for this procedure. This facility/hospital combines a high number of procedures done with good discounted pricing.				
Employees may choose any hospital they prefer and Serigraph is not liable for the decisions made by the employee.				
Knee Repair 1/2013		Rebate \$500		
Facility/Hospital	# of Procedures/yr	Address, Phone Number	Estimated cost	*
Menomonee Falls Ambulatory Center	Not available	W180N8045 Town Hall Rd. 262-250-0950	\$3068 - \$3944	*
Sheboygan Surgery Center	119	3141 Saemann Ave. 920-783-5000	\$3068 - \$3944	*
West Bend Surgery Center	Not available	1710 Vogt Dr. 262-334-6165	\$3945 - \$4820	*
Aurora Medical Center (Hartford)	Not available	1032 E. Sumner Ave. 262-673-2300	\$4820 - \$5697	*
East Mequon Surgery Center	Not available	12203 Corporate Pkwy 262-387-8383	\$4820 - \$5697	*
Orthopaedic Surgery Center (Waukesha)	Not available	W238N1610 Busse Rd. 262-522-8888	\$5698 - \$6573	*
Aurora Sheboygan Memorial Medical Center	Not available	2629 N. 7th St 920-451-5000	\$6570 - \$7450	
Orthopaedic Hospital of Wisconsin	Not available	575 W. River Woods Pkwy 414-961-6800	\$7450 - \$8320	
Wisconsin Surgery Center	92	3305 S 20th St. Suite 150 414-384-2100	\$7450 - \$8320	
Wheaton Franciscan Healthcare - (St. Joseph Hospital Milwaukee)	214	5000 W. Chambers St. 414-778-7000	\$7450 - \$8320	
Froedtert Surgery Center	Not available	840 N 87th St. 414-805-9500	\$8320 - \$9200	
Wheaton Franciscan Healthcare - Elmbrook Memorial (Brookfield)	164	19333 W. North Ave. 262-785-2000	\$8320 - \$9200	
Waukesha Memorial Hospital	84	725 American Lane 262-928-2247	\$9220 - \$10,080	
Wheaton Franciscan Healthcare - (St. Francis Hospital Milwaukee)	226	3237 S 16th St 414-647-5000	\$10,080 - \$10,950	
Froedtert Hospital	Not available	9200 W. Wisconsin Ave. 414-805-3000	\$10,297 - \$11,059	
St. Mary Hospital Ozaukee	Not available	13111 N. Port Washington Rd. 262-243-7300	\$11,830 - \$12,700	



**Thank You!**

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