

COUNTY OF EL PASO

HUMAN RESOURCES DEPARTMENT



RISK MANAGEMENT DIVISION

2021 RISK POOL BOARD ANNUAL REPORT

RISK POOL BOARD

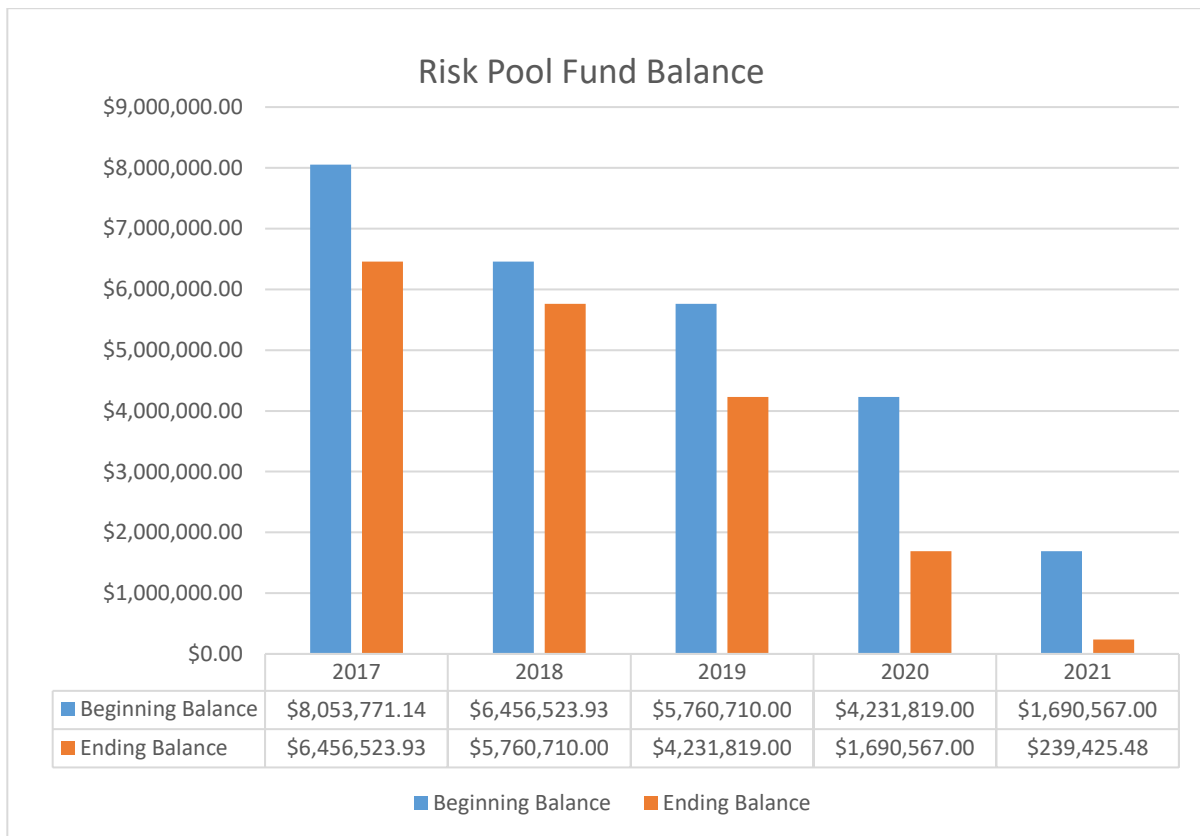
The Board of Trustees ("Board") of the Risk Pool for the El Paso County Health Benefits Program ("Risk Pool"), established by the Commissioners Court of El Paso County pursuant to Chapter 172 of the Texas Local Government Code, and in accordance with its duty to supervise the operations of the Risk Pool.

Due to the County of El Paso Declaration of Local Disaster for the Public Health Emergency regarding COVID-19 Virus and Commissioner Court order on March 16, 2020, requiring County boards be cancelled or conducted through electronic conferencing, Risk Pool Board meetings after March 16, 2020 were conducted via TEAMS virtual conferencing.

HIGHLIGHTS:

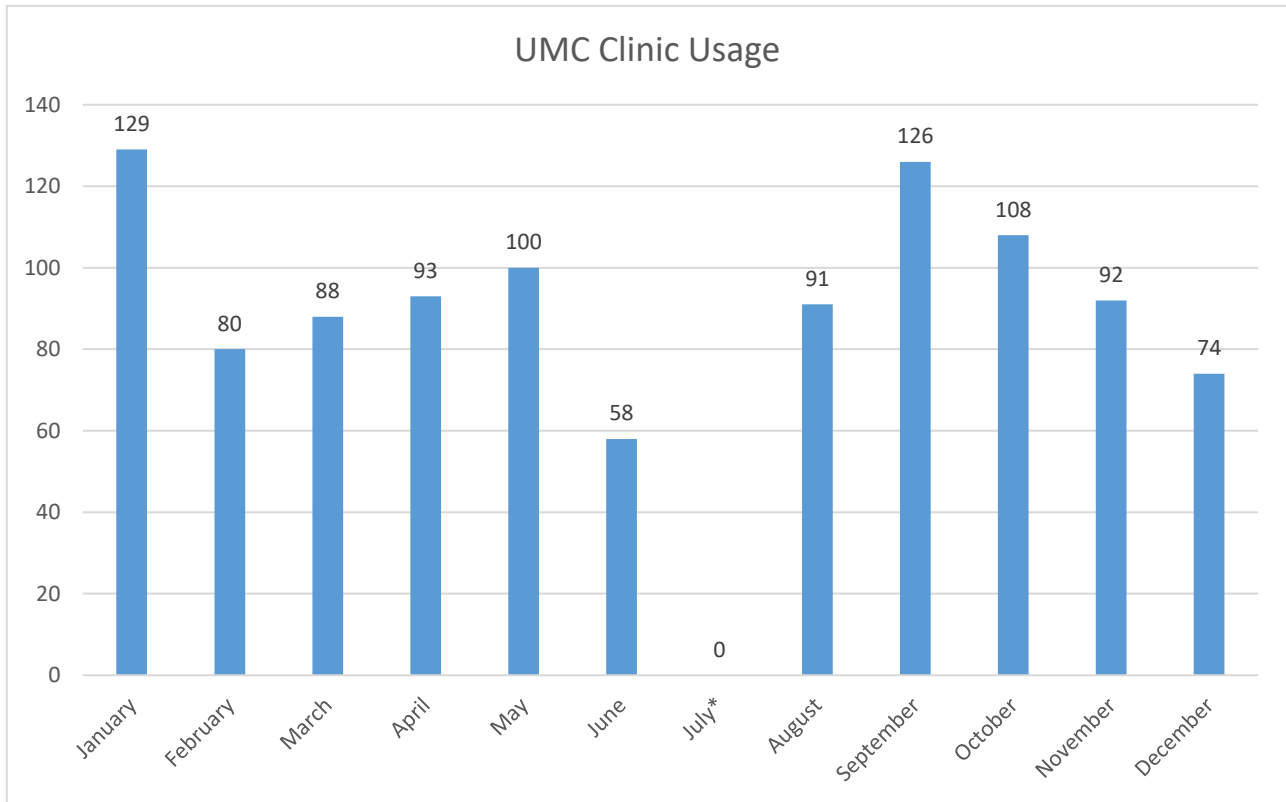
- Accepted action to rescind the board's approval on December 16, 2020 of establishing a contract between the County of El Paso and the Risk Pool Board regarding a financial loan for the Risk Fund.
- New board member, Mary Sue Femath was appointed by Commissioner Holguin. First meeting was on February 17, 2021. Trustee Femath replaced Trustee Jorge Reyes.
- Approved restatement of the Health and Dental Plan Summary.
- Approved continuation of current tier system for Health and Dental plans for plan year 2022.
- Approved continuation of HRA/Health Screening and Tobacco free medical premium incentive.
- Approved continuation of wellness budget and wellness coordinator
- Approved implementation of Narrow Network (ACO).
- New board member, Marcella Van Hoove was appointed by Commissioner Holguin. First meeting on June 16, 2021. Trustee Van Hoove replaced Trustee Mary Sue Femath.
- Approved Restatement to the Health Care Spending Account, Health Savings Account, Dependent Care Flexible Spending Account, and Premium only plan summary plan description.
- Approved implementation of 60-day waiting period for benefit eligibility.

- Approved renewal of the contract between the County of El Paso and T.E.B Benefits Group Inc. for the Online Benefit Enrollment System.
- Approved the Third Amendment to Aetna Master Service Agreement for the plan year 2022.
- Approved the final two 1-year option to renew contract between the County of El Paso and HUB International for Health and Dental Consultation Services.
- Approved the Aetna Stop Loss for plan year 2022.
- Approved Option 2 for the Risk Pool Board Meeting Schedule to continue meeting monthly for plan year 2022.
- Accepted the Aetna Pharmacy, Medical, and Clinical Mid-Year Report for 2021.



UMC CLINIC REPORT

A monthly University Medical Center report is provided to the Risk Pool Board. Below you will find the 2021 UMC clinic usage, by County employees and their dependents. *Onsite clinic was moved to the West Side UMC Clinic due to the COVID19 pandemic and the County Judge's Stay at home orders.



**Dr Nayak was on vacations for July; therefore, no County Employees or Retiree were*

EMPLOYEE BENEFITS

The County of El Paso is a self-insured entity that provides a variety of employee benefits including:

- Medical and Dental Health Plan
- FSA, HSA, Dependent Care
- Vision Insurance
- Long Term Disability
- Short Term Disability
- Basic Life & Supplemental Life Insurance
- Prepaid Legal
- 457 Deferred Compensation Plan
- Employee Assistance Programs
- 132 Parking Benefits Plans
- Retirement pension (TCDRS)
- Education Assistance Program

➤ Total number of benefit eligible employees by year:

2017	2018	2019	2020	2021
*2702	*2717	*2766	*2778	*2873

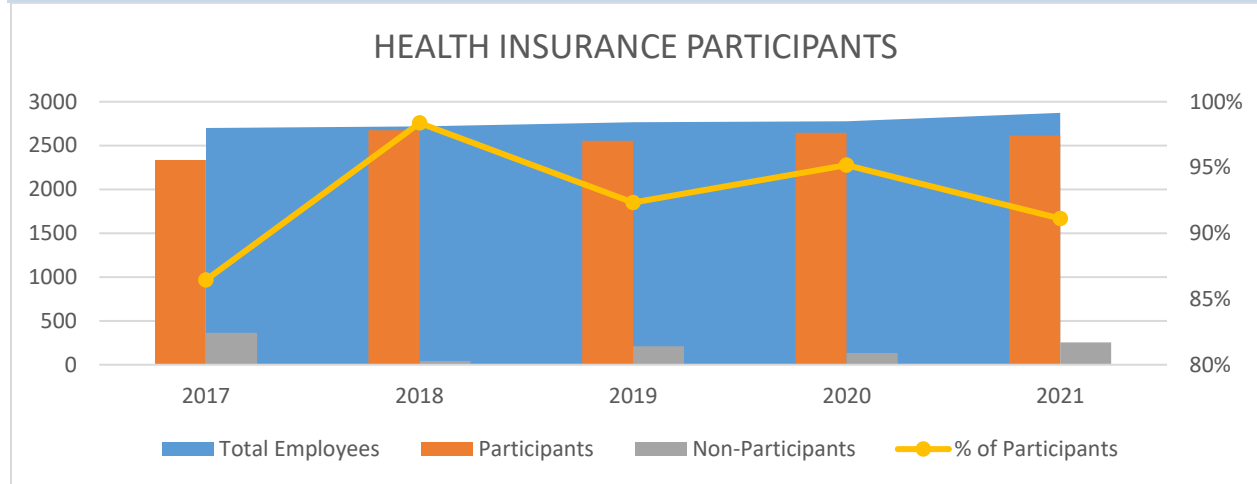
Full-Time Regular Employees Only

Highlights:

- Continued with the International plan (preferred providers in Mexico)
- In 2021, Commissioners Court approved:
 - \$600 contribution towards the health savings account, for members who elected the consumer health driven plan for benefit year 2022; and
 - Implementation of an ACO and Narrow network plans.

HEALTH INSURANCE					
	2017	2018	2019	2020	2021
Total Employees	2702	2717	2766	2778	2873
Participants	2336	2679	2554	2644	2618
Non-Participants	366	38	212	134	255
% of Participants	86.45%	98.60%	92.34%	95.18%	91.12%
% of Non-Participants	13.55%	1.40%	7.66%	4.82%	8.88%

HEALTH INSURANCE



El Paso County's Third-Party Administrator (TPA) is Aetna Life Insurance Company. Aetna provides certain administrative services under the Aetna medical benefits plan. These benefits are not insured with Aetna or any of its affiliates but are to be paid with County Risk Pool funds, as the County of El Paso is self-funded.

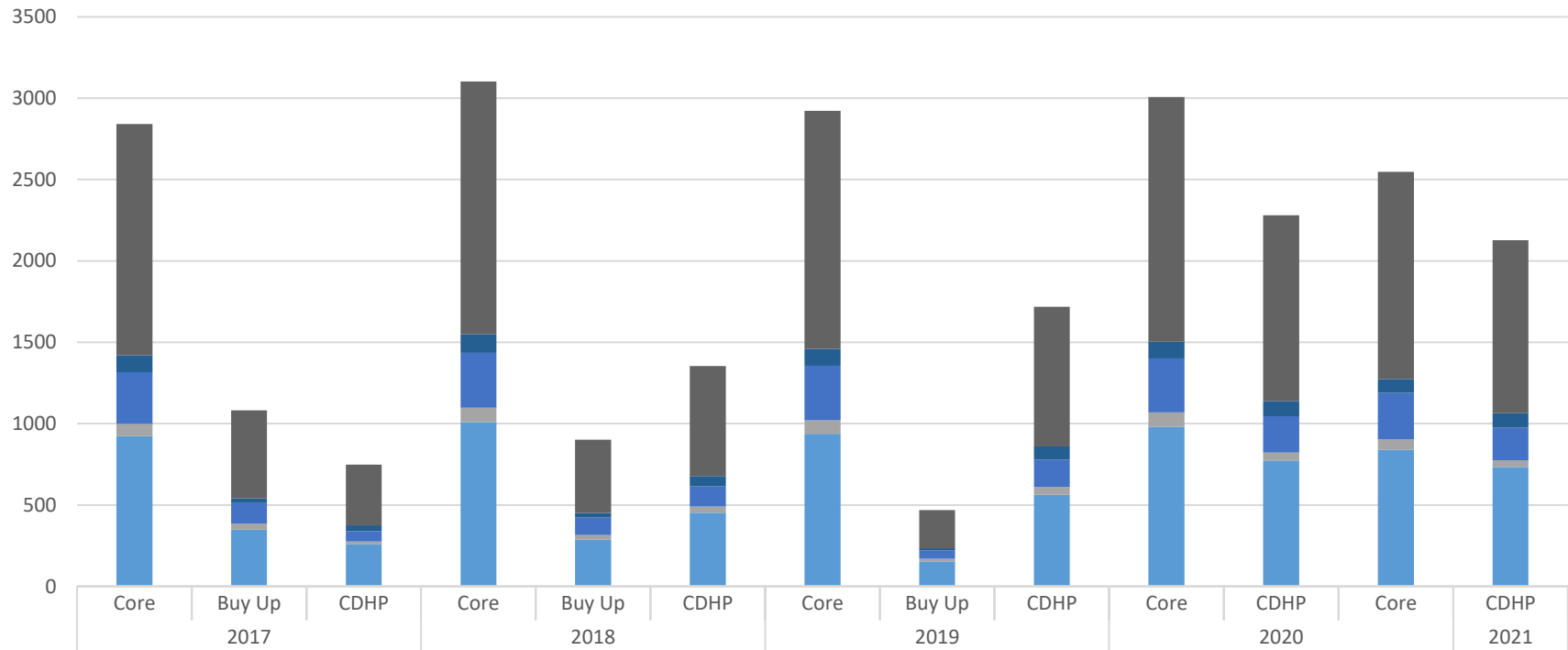
AETNA Administration Fees			
Year	Choice Pos II	PPO Dental	Total
2017	\$1,155,199.38	\$52,626.26	\$1,207,825.64
2018	\$1,263,614.18	\$55,694.58	\$1,207,919.60
2019	\$1,268,750.74	\$47,879.97	\$1,316,630.71
2020	\$1,341,857.00	\$50,840.96	\$1,392,697.96
2021	\$1,374,027.57	\$52,082.49	\$1,426,110.06

AETNA Stop Loss Medical Premium				
Year	Rate	AVG Lives/Month	AVG Premium/Month	Actual Total
2017	\$52.84	2448	\$129,369.93	\$1,552,439.20
2018	\$59.81	2489	\$149,009.84	\$1,788,118.07
2019	\$57.48	2540	\$145,989.62	\$1,751,875.44
2020	\$72.25	2554	\$184,538.54	\$2,214,462.50
2021	\$83.81	2539	\$212,828.51	\$2,553,942.13

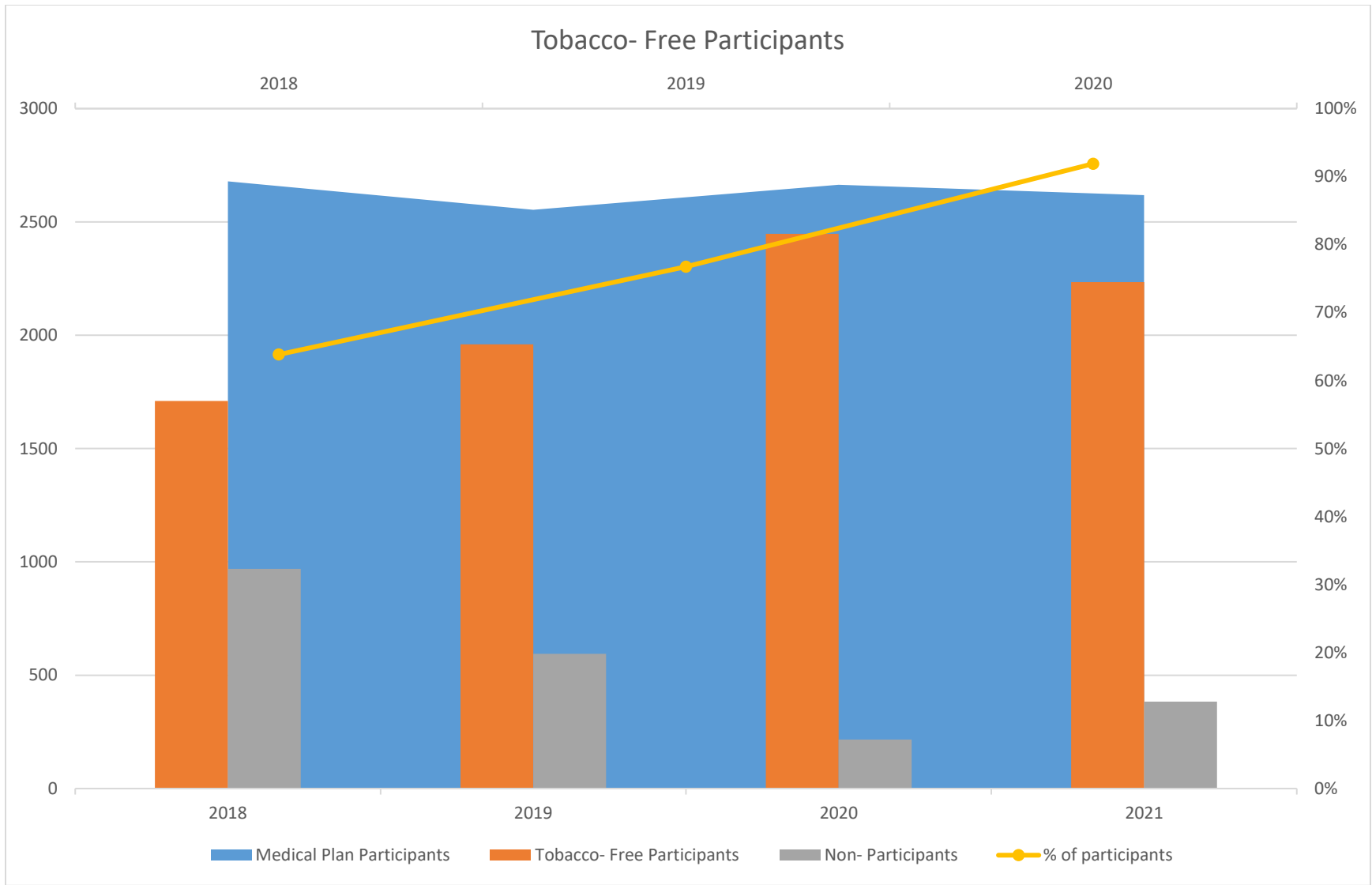
MEDICAL PLAN ENROLLMENTS

*In plan year 2021, the County of El Paso offered 2 medical plan options: Core and CDHP. Employees who participate in the medical plan automatically receive prescription drug coverage through CVS Caremark. Employees have the option to elect the following tiers: **Employee Only, EE & Spouse, EE & Children, and EE & Family.***

Medical Plan Enrollments

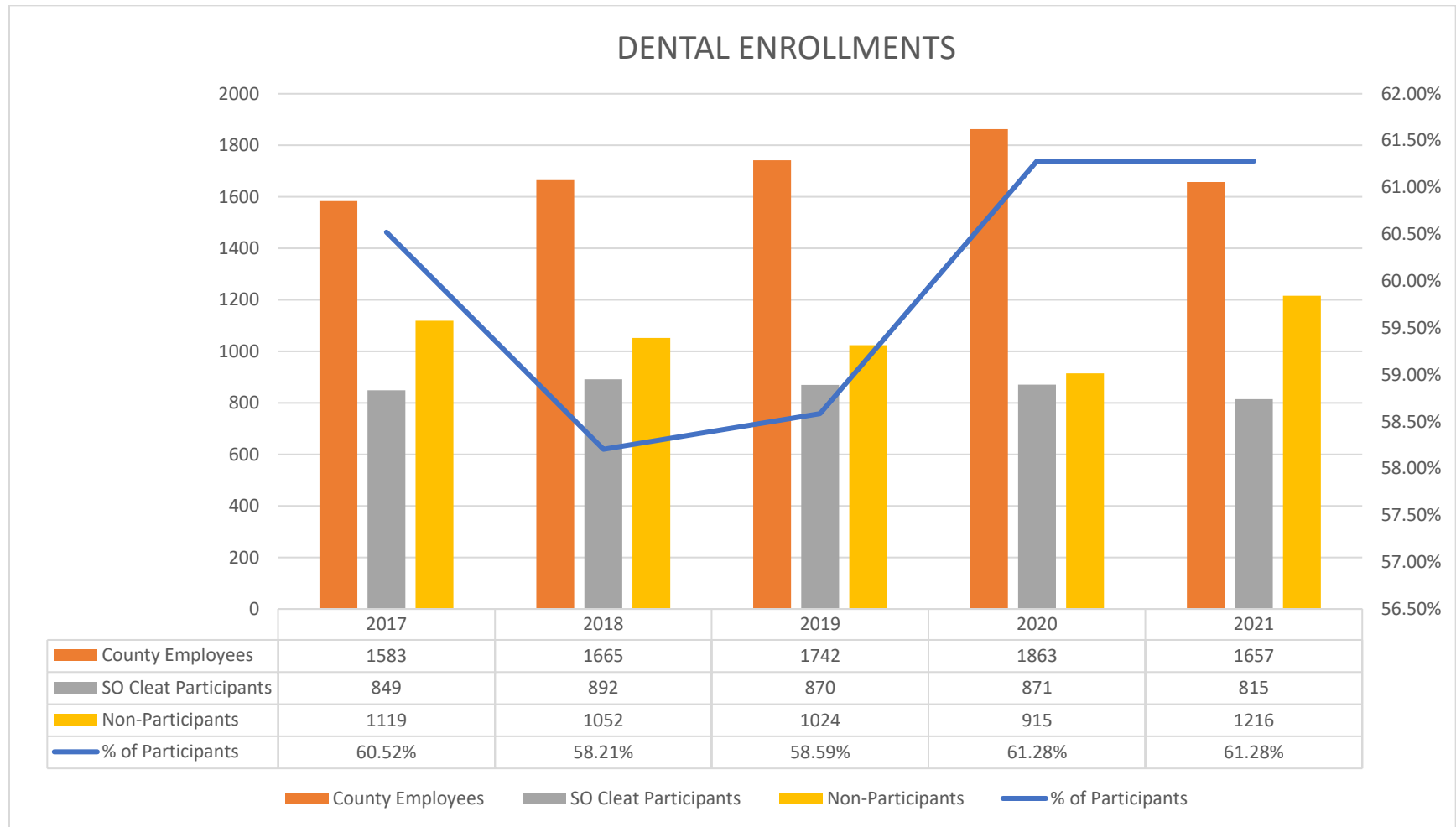


■ Total	1421	541	374	1551	451	677	1461	234	859	1504	1140	1274	1064
■ EE & FAMILY	105	25	36	116	27	63	106	13	81	104	94	85	88
■ EE & CHILDREN	317	131	63	338	108	124	334	51	167	332	225	286	201
■ EE & SPOUSE	77	38	18	87	29	37	84	18	49	87	47	63	41
■ EE ONLY	922	347	257	1010	287	453	937	152	562	981	774	840	734



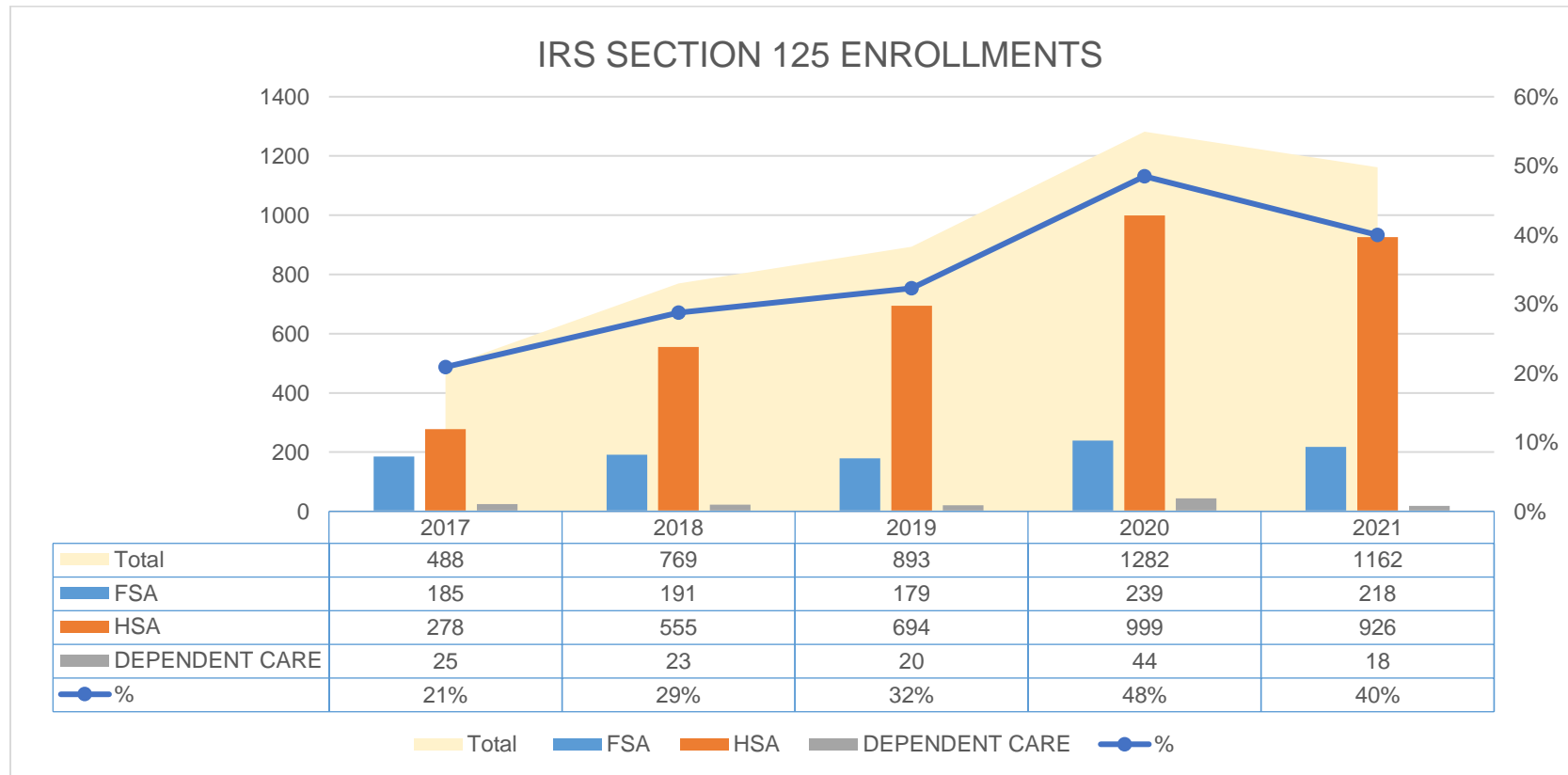
DENTAL

Dental coverage is offered through Aetna. Dental coverage for employee only is provided at no additional cost when enrolled in the County Medical plan. The Dental Plan has an annual maximum benefit of \$1,500/member. Employees have the option to elect the following tiers: **Employee Only, EE & Spouse, EE & Children, and EE & Family.**



IRS SECTION 125

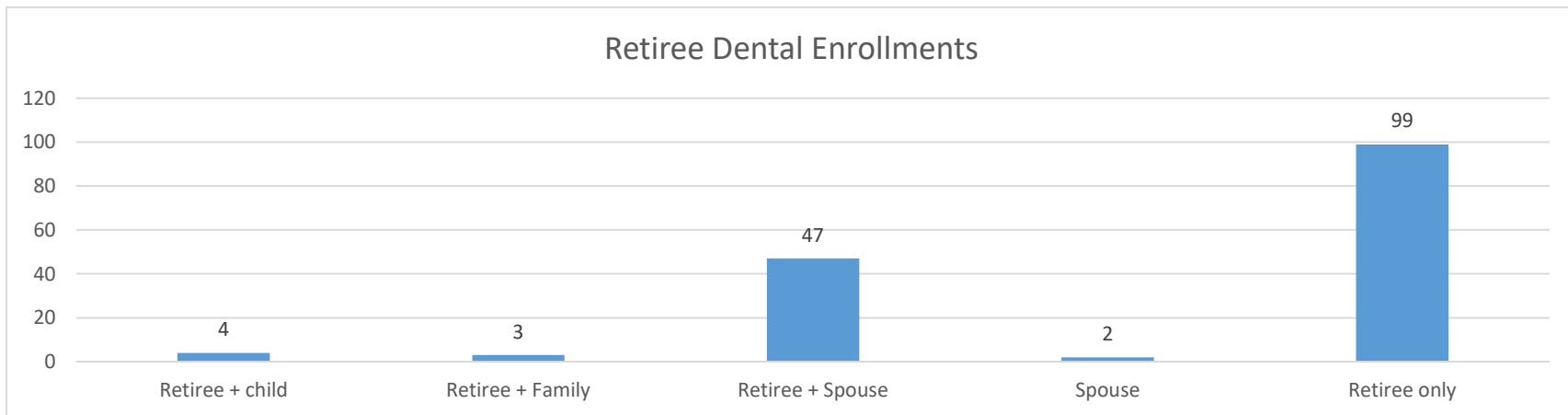
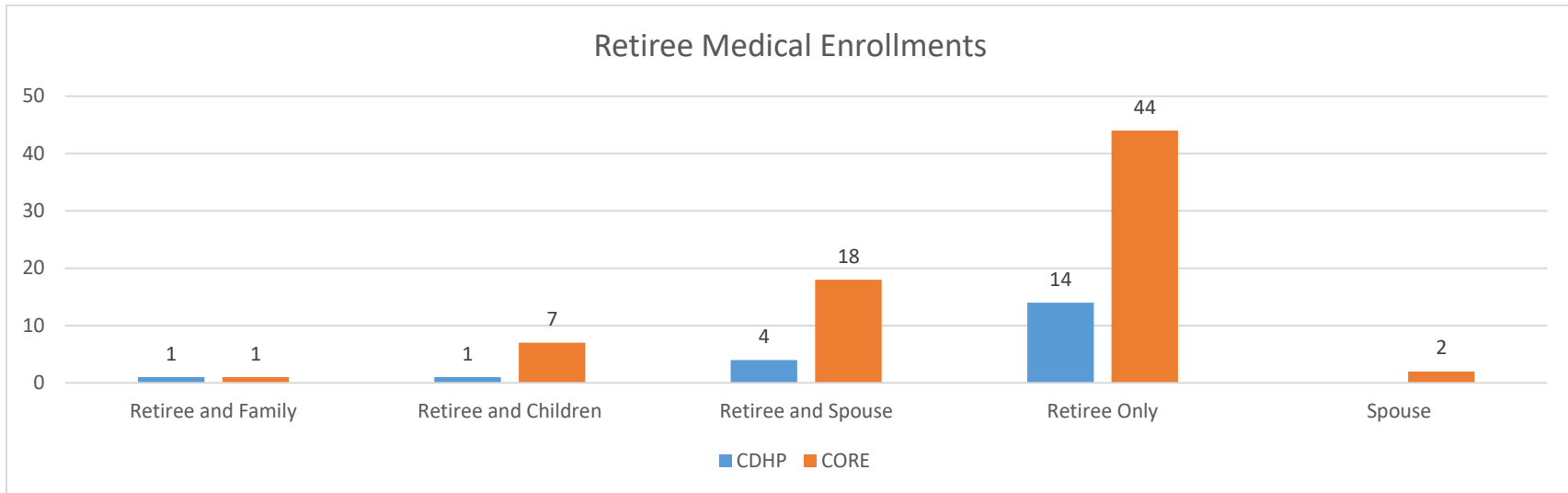
The Flexible Spending Account (FSA), Dependent Care (FSA) and Health Savings Account (HSA) is administered by PayFlex. These products are offered to employees, to pay for eligible health care expenses for them and eligible dependents with pre-tax dollars. Employees who participate in HSA, receive a County contribution dependent on when their benefits become eligible.



RETIREMENT

El Paso County offers Retiree health plan and coverage levels which are similar to active employee plans. A retiree has the opportunity to elect the Core or CDHP plan upon retirement. Additionally, a retiree dental plan is also available.

The graph below will provide a visual of Retiree enrollments in the Medical plan as of plan year 2021.



MEDICAL COUNTY PREMIUM CONTRIBUTION PERCENTAGE

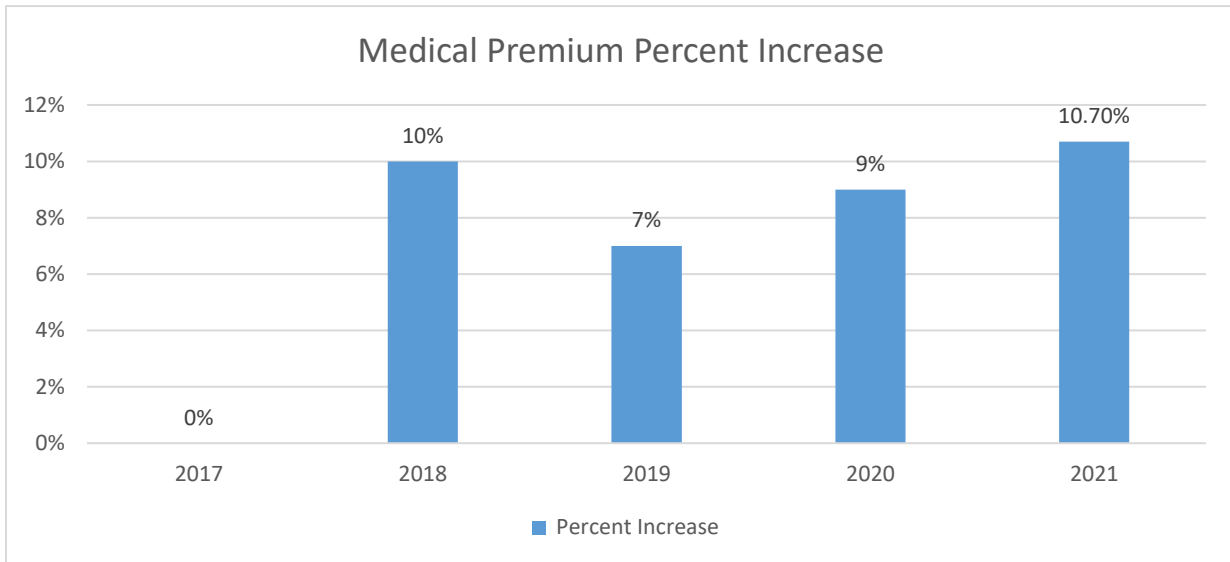
El Paso County currently contributes premiums towards each medical plan and tier for both the active employees and retirees.

2021- Active Employees	
	County Contribution percentage of the total premium cost
CDHP	
Employee Only	97.89%
Employee and Spouse	63.88%
Employee and Child(ren)	70.67%
Employee and Family	57.68%
CORE	
Employee Only	87.40%
Employee and Spouse	53.15%
Employee and Child(ren)	58.40%
Employee and Family	47.50%
2021- Retirees	
	County Contribution percentage of the total premium cost
CDHP	
Retire only	61.90%
Spouse only	61.90%
Child only (each)	61.90%
Family only	62.37%
Ret + Spouse	61.90%
Ret + Child	61.90%
Ret + Family	62.37%
CORE	
Retire only	61.90%
Spouse only	61.90%
Child only (each)	61.90%
Family only	62.37%
Ret + Spouse	61.90%
Ret + Child	61.90%
Ret + Family	62.37%
Medicare Advantage Plan	50%

MEDICAL PREMIUM INCREASE PERCENTAGES

*El Paso County as a self-funded plan reviews the Risk Fund balance each year and determines if a premium percentage increase is warranted. *Does not include Medicare Advantage plan*

Medical Premium					
	2017	2018	2019	2020	2021
Percent increase	0%	10%	7%	9%	10.7%



UTILIZATION

Rx Utilization Summary			
Year	Number of Utilizing Members	Number of Claims	Paid Amount
2017	3,165	44,931	\$4,073,994
2018	3,324	48,206	\$4,625,483
2019	3,449	43,345	\$5,372,053
2020	4,362	40,764	\$5,979,650
2021	4,271	39,383	\$6,756,492

Medical & Dental Utilization Summary				
	Funding Arrangement/Product	Member	Paid Amount	Total
2017	SI Aetna Choice POS II	4,173	\$14,658,175	\$15,283,209
	SI Dental PPO	2,797	\$625,034	
2018	SI Aetna Choice POS II	4,334	\$19,255,667	\$19,936,661
	SI Dental PPO	3,073	\$680,994	
2019	SI Aetna Choice POS II	4,372	\$16,386,780	\$17,113,735
	SI Dental PPO	3,073	\$680,994	
2020	SI Aetna Choice POS II	4,362	\$15,771,104	\$16,413,398
	SI Dental PPO	3,151	\$642,294	
2021	SI Aetna Choice POS II	4,271	\$20,751,866	\$21,501,703
	SI Dental PPO	3,074	\$749,817	

COVID-19 CLAIMS

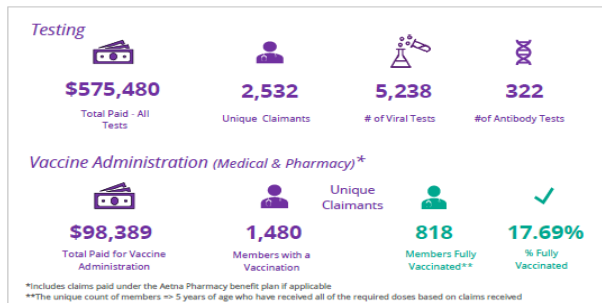
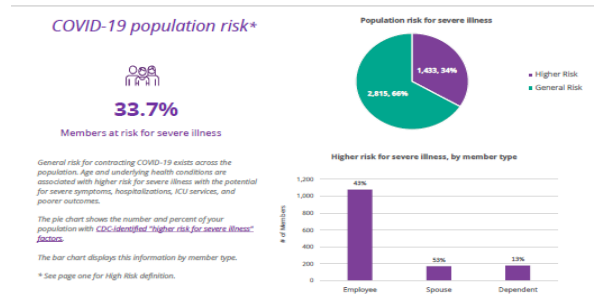
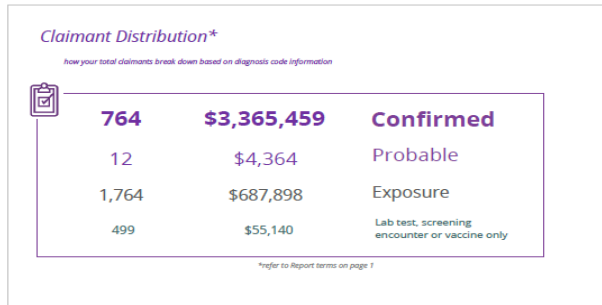
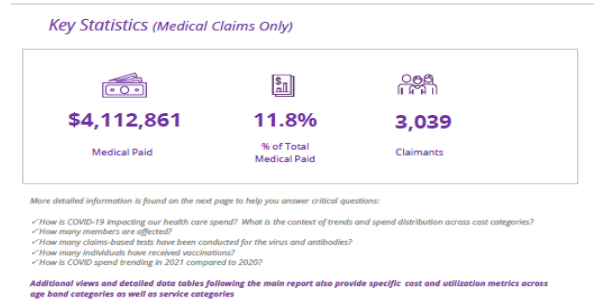
During plan year 2021, the COVID-19 pandemic continued to hit El Paso County which affected our medical plan claims.

At a glance

COVID-19 All-time experience

Average Members: 4,320

Time period: Jan 2020 - Dec 2021, paid through December 2021



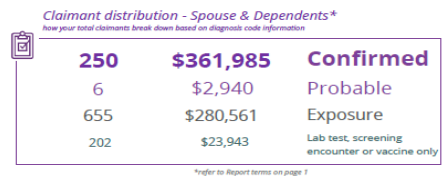
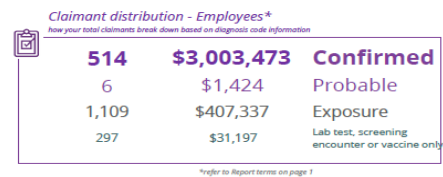
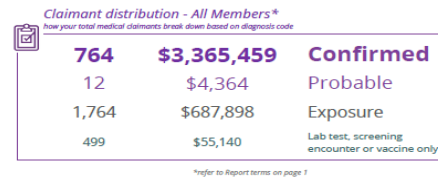
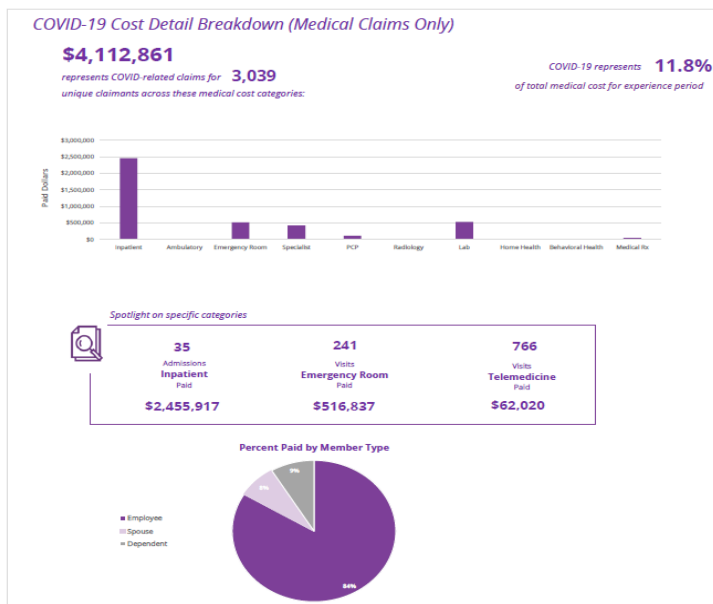
COUNTY OF EL PASO - 80626082
Group Number(s): 806233



COVID-19 All-time experience details

Average Members: 4,320

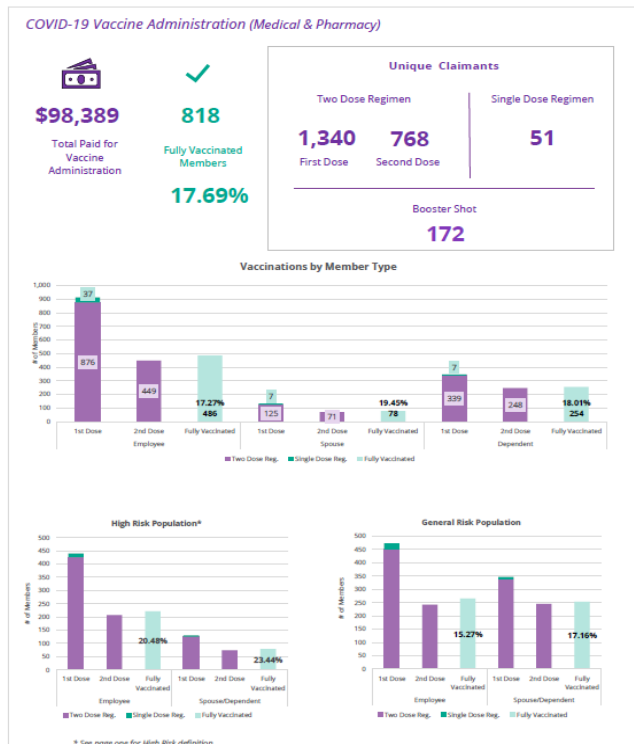
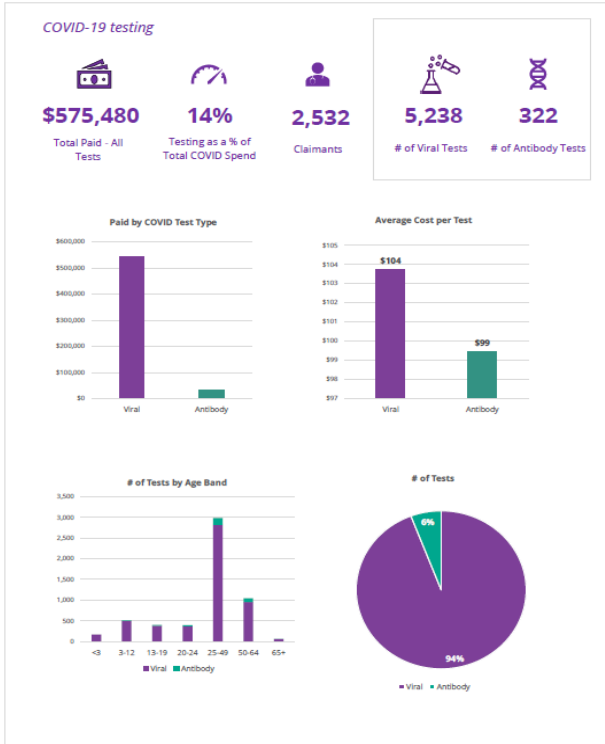
Time period: Jan 2020 - Dec 2021, paid through December 2021



COVID-19 All-time experience - Testing and Vaccination

Time period: Jan 2020 - Dec 2021, paid through December 2021

Average Members: 4,320



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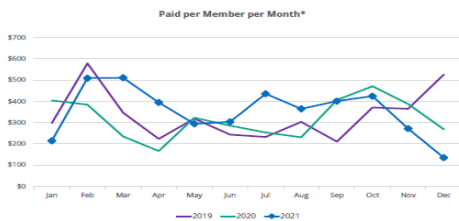
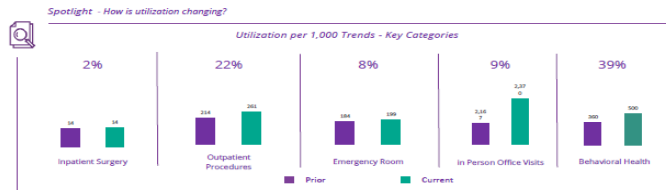
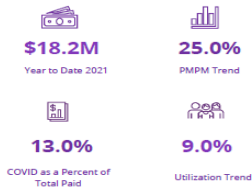
Total health plan experience - year over year

Current period: Claims incurred Jan - Dec 2021, paid through December 2020
Prior period: Claims incurred Jan - Dec 2020, paid through December 2020

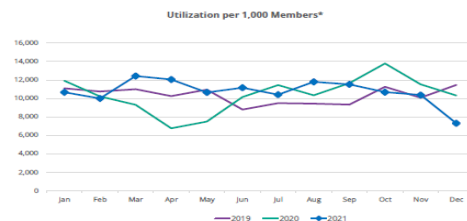
Average Current Members: 4,274

Overall Healthcare Services (Medical Claims Only)

How are services changing?



* Most recent months' claims are understated and will show lower results until claims become complete



* Most recent months' claims are understated and will show lower results until claims become complete

COVID experience - year over year

Average Current Members: 4,274

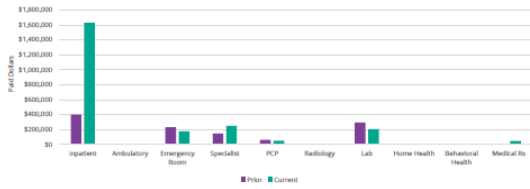
Current period: Claims incurred Jan - Dec 2021, paid through December
Prior period: Claims incurred Jan - Dec 2020, paid through December 2020

COVID-19 Cost Detail Breakdown (Medical Claims Only)

\$2,373,896
represents 2021 COVID-related claims for
unique claimants across these medical cost categories:

2,093

COVID-19 represents **13.0%**
of total medical cost for the current period



Current period spotlight on specific categories

16 Admissions Inpatient	119 Visits Emergency Room	\$42,581 Medical Paid Vaccine Administration Pharmacy* Paid
\$1,630,397	\$176,688	\$55,808

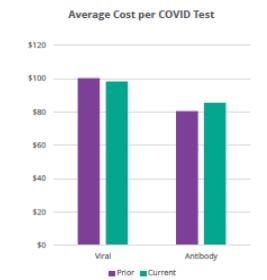
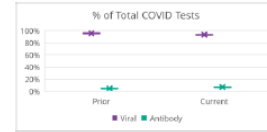
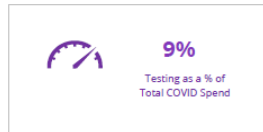
*For Aetna Pharmacy Benefit plans.

How is the impact of COVID-19 changing year over year?

+113.2% COVID PMPM Trend	+5.4 Change in COVID as a Percent of Total Paid	+17.5% Change in # of Unique Claimants
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Testing

\$217,694 Total Paid - All Tests Change -29%	1,374 Unique Claimants Change -18%	2,082 # of Viral Tests Change -29%	152 # of Antibody Tests Change +8%
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TELEDOC

Aetna has partnered up with TELEDOC. TELEDOC is a service that is offered to our county employees and their families, which allow them to have access to a doctor by phone or video 24/7! With TELEDOC, employees and their families will be connected with a doctor in minutes without leaving their homes or offices.

MEET OUR DOCTORS

Teledoc is simply a new way to access qualified doctors. All Teledoc doctors:

- Are practicing PCPs, pediatricians, and family medicine physicians
- Average 20 years' experience
- Are U.S. board-certified and licensed in your state
- Are credentialed every three years, meeting NCQA standards

GET THE CARE YOU NEED

Teledoc doctors can treat many medical conditions, including:

- Cold & flu symptoms
- Allergies
- Sinus problems
- Sore throat
- Respiratory infection
- Skin problems
- And more!

WHY TELADOC?

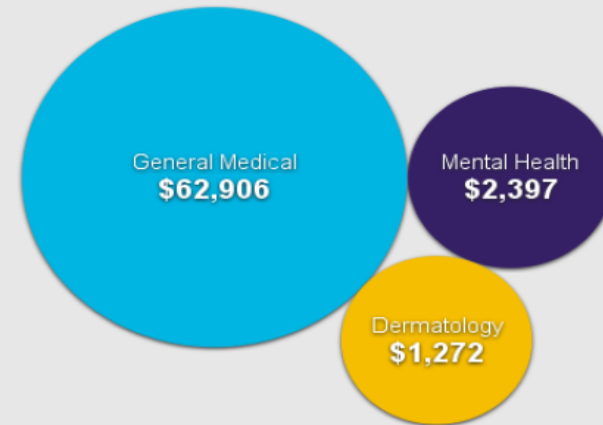
It is a convenient and affordable option for quality care.

- When you need care now
- If you're considering the ER or urgent care for a non-emergency issue
- On vacation, on a business trip, or away from home
- For short term prescription refills

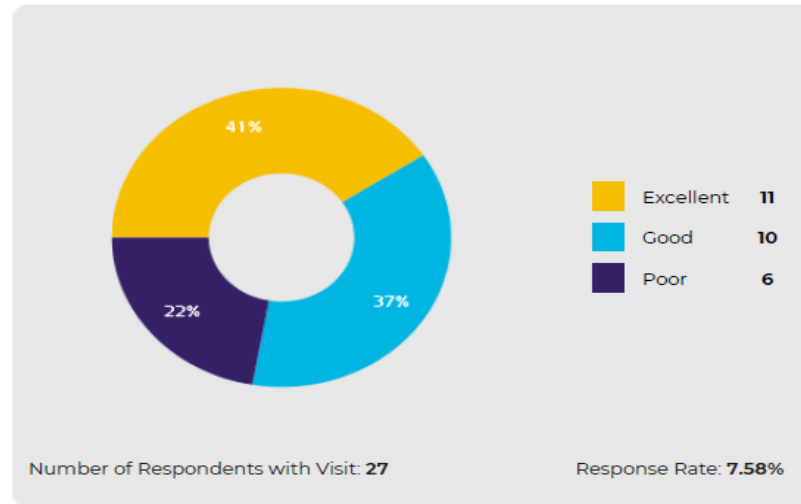
Summary

	Visits		Utilization*
	Report Period	YTD	Annualized
Total General Medical	37	318	7.4%
Total Mental Health	3	24	2.8%
Total Dermatology	0	14	1.3%

Total Net Claim Savings



Overall member satisfaction YTD



Gender

General Medical	Mental Health	Dermatology
56% Female	71% Female	50% Female
44% Male	29% Male	50% Male
0% Other	0% Other	0% Other

* Mental Health utilization is calculated assuming 20% of the population needs care in a given year. This is in accordance to a Kaiser Family Foundation Analysis of the 2015 National Survey on Drug Use and Health. Dermatology utilization is calculated assuming a 25% portion of the population needs care. This is in accordance to the American Academy of Dermatology in a 2013 report, Burden of Skin Disease

Redirection Claim Savings



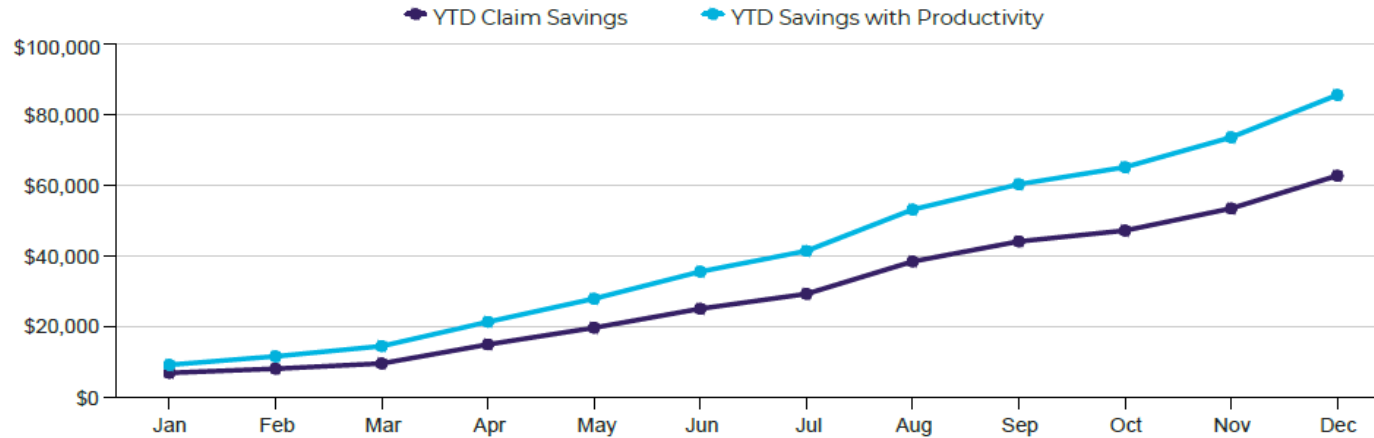
December 2021

YTD alternative care options

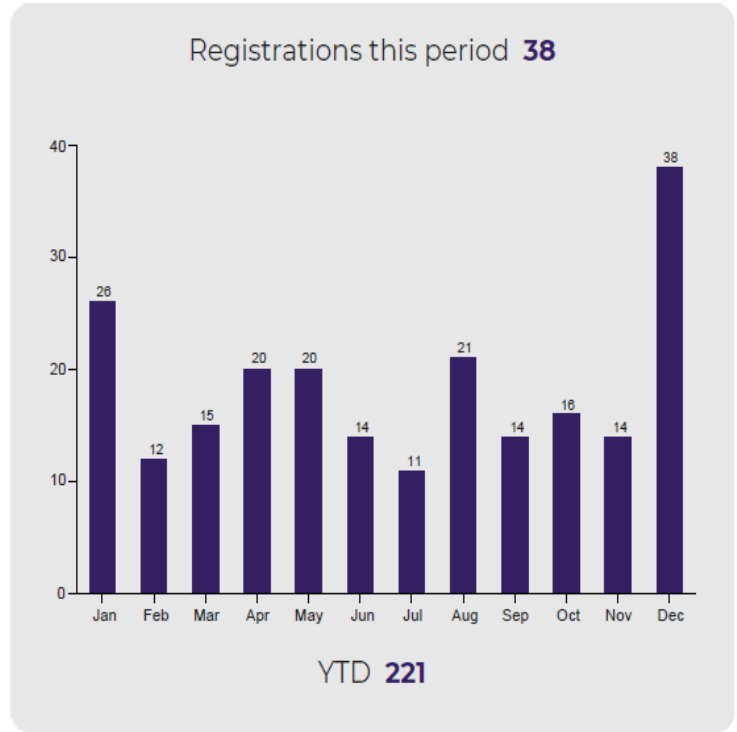
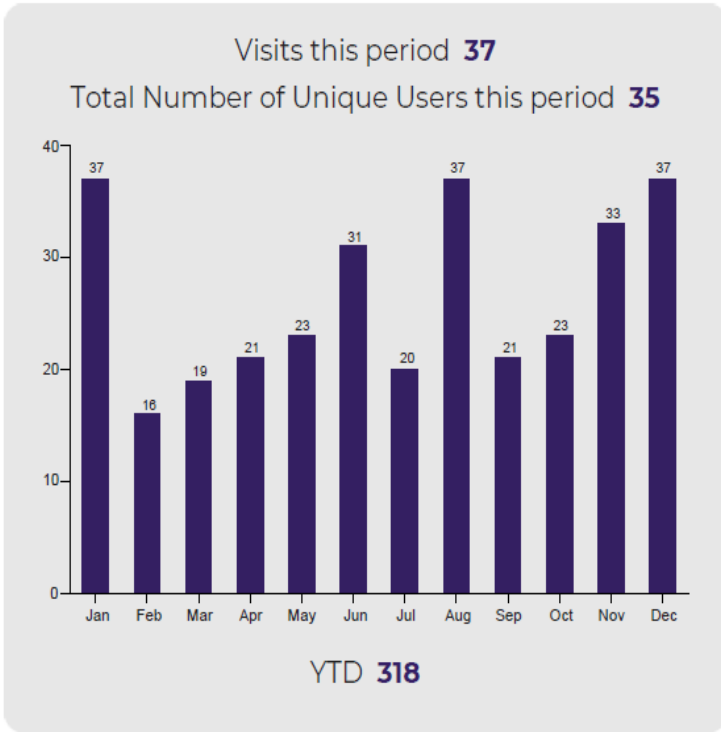
Alternative Name	Your YTD Consult Count	Average Industry Cost	Teladoc Consult Cost	Net Claim Savings per Consult	Total Net Claim Savings
Primary Care Physician	82	\$129	\$47	\$82	\$6,724
Specialist	8	\$193	\$47	\$146	\$1,168
Urgent Care Clinic	146	\$161	\$47	\$114	\$16,644
Emergency Room	29	\$1,456	\$47	Joanna Faudoa (JFaudoa@epcounty.com) is signed in	\$40,861
No Treatment	53	\$0	\$47	(\$47)	(\$2,491)
Total	318		\$47		\$62,906

*Savings calculation based on claims impact only using average healthcare blue book values and your specific employee redirection statistics; does not include monthly Teladoc Administrative fees. Please refer to your ROI statement for cost-savings analysis using your specific monthly Teladoc Administrative fees. (To obtain a current ROI statement, request through your Aetna Account Manager.)

Cost analysis illustration



Member Activity



	VISITS		MEMBERSHIP		REGISTRATIONS		MEDICAL HISTORY COMPLETIONS	
	Report Period	YTD	Report Period	YTD AVG	Report Period	Since Inception	Report Period	Since Inception
Primaries	31	261	2,516	2,531	33	649	23	398
Dependents	6	57	1,750	1,767	5	157	6	124
Eligible Lives	37	318	4,266	4,298	38	806	29	522

WELLNESS

Insurance premiums and health care costs continue to rise while employees and their families continue to face risks of developing chronic illnesses. By empowering employees to become healthier through awareness, education, and participation in health programs, health care costs can significantly decrease due to changes in lifestyle habits.

The El Paso County Wellness program focuses on preventative and proactive approaches that address critical health issues.

The mission is to improve the health and wellbeing of County of El Paso employees and their families through targeted disease fighting strategies, education, and activities that support healthy lifestyle changes creating a more productive and engaged workforce while achieving healthcare savings.

Highlight:

The Wellness team adjusted several processes to the wellness program in response to the COVID pandemic. These changes will allow the wellness team to strengthen our digital tools to help continuous education with our employees.

The following strategies have transitioned to a virtual capacity and are overseen by our Wellness Coordinator and Wellness Specialist:

Ongoing Strategies

- Health Risk Assessments
- Health Screenings
- Annual Healthy Wellness Visit
- Wellness Educational Courses
- Physical Fitness Classes
- Healthy Lifestyle Program
- Physical Fitness Events
- Tobacco/Smoking Cessation
- Wellness Ambassador Program
- Health/Lifestyle Coaching
- Wellness Incentive Program
- Gym Enrollments
- End of the year raffle

Implemented Strategies in response to the pandemic.

- Health Screenings to include home-kits
- Transitioned to Virtual Trainings
- Transitioned to Virtual physical fitness trainings.
- Electronic gift cards

HEALTH RISK ASSESSMENT (HRA)

A health risk assessment (HRA) is one of the most widely used screening tools and is often the first step in multi-component health promotion programs. The HRA's are a series of questions in survey form to help assess current overall health and to determine risk levels for developing certain diseases and medical conditions, such as diabetes, heart disease and asthma.

Based on self-reported data, this report identifies current health status, certain risks and areas of opportunity for further intervention and programming.

Demographic Composition										
Demographics	# of HA Participants					% of Total Participants				
	2014	2018	2019	2020	2021	2014	2018	2019	2020	2021
	(Baseline)	(Previous)	(Previous)	(Previous)	(Current)	(Baseline)	(Previous)	(Previous)	(Previous)	(Current)
Employees	342	790	318	915	771	100%	100%	100%	100%	100%
Dependents	0	0	0	1	1	0	0	0	0	0
Total	342	790	318	916	772	100%	100%	100%	100%	100%
Males	111	297	117	361	290	32%	38%	37%	39%	38%
Females	231	493	202	555	482	68%	62%	63%	61%	62%
Age										
18-44	199	470	199	524	423	58%	59%	62%	57%	55%
45-64	136	313	120	379	330	40%	40%	38%	41%	43%
65+	7	7	0	13	19	2%	1%	0	1%	2%

TOP 15 MOST PREVALENT MODIFIABLE RISK FACTORS

Based on aggregate results of the Health Assessment, out of the 15 modifiable risk factors assessed, the top ten most prevalent modifiable risk factors are presented in the following table for the current health assessment period.

Compass Health Assessments Risk Factors		
Risk Factors Identified - Current Reporting Period		
Risk Factor	Members at High Risk	Percent of Compass Completions
Risk Domain: Weight	382	60.40%
Risk Domain: Physical Activity	249	39.40%
Risk Domain: Preventative Care	157	24.80%
Risk Domain: Alcohol	137	21.70%
Risk Domain: Nutrition	124	19.60%
Risk Domain: Stress	88	13.90%
Risk Domain: Health Status	67	10.60%
Risk Domain: Social Support	61	9.70%
Risk Domain: Safety	34	5.40%
Risk Domain: Cardiovascular Risk	22	3.50%
Risk Domain: Work Productivity	20	3.20%
Risk Domain: Sleep	20	3.20%
Risk Domain: Pain	16	2.50%
Risk Domain: Tobacco	14	2.00%
Risk Domain: Life Outlook	9	1.40%
Total	1,400	N/A
Unique Members	632	N/A
Average Risk per Members	2.2	N/A

TOP 5 MOST PREVALENT HEALTH CONDITIONS

Based on aggregate results of the Health Assessment's Personal History section, out of the 10 health conditions assessed, the top five most prevalent health conditions are presented in the following table for the baseline, previous, and current health assessment period.

Top 5 Most Prevalent Health Conditions- Baseline (2014)		
Health Condition	# of HA Participants at Risk	% of Total HA Participants
Allergies	92	27%
High blood pressure	74	22%
High Cholesterol	73	21%
Obesity	50	15%
Lower back problems	49	14%
Top 5 Most Prevalent Health Conditions-Previous (2019)		
Health Condition	# of HA Participants at Risk	% of Total HA Participants
Allergies	81	25%
High blood pressure	68	21%
High Cholesterol	65	20%
Obesity	52	16%
Lower back problems	38	12%
Top 5 Most Prevalent Health Conditions- Current (2020)		
Health Condition	# of HA Participants at Risk	% of Total HA Participants
High blood pressure	128	33%
Anxiety	99	26%
Hyperlipidemia	83	21%
Asthma	79	20%
Depression	56	15%
Top 5 Most Prevalent Health Conditions- Current (2021)		
Health Condition	# of HA Participants at Risk	% of Total HA Participants
High blood pressure	17	38.6%
Anxiety	13	29.5%
Hyperlipidemia	10	22.7%
Asthma	9	20.5%
Depression	8	18.2%

TOP CONDITION ANALYSIS

An analysis of the most prevalent conditions was conducted for a total of 2,778 employees. The results of the analysis, tables below, will enable the County to develop wellness strategies that specifically target identified diseases especially preventable (diabetes, obesity, high blood pressure).

2020		2021	
Condition	# of employees with conditions	Condition	# of employees with conditions
Hyperlipidemia	591	Hyperlipidemia	764
Hypertension	535	Hypertension	655
Obesity	396	Obesity	482
Allergy	279	Nonspecific Gastritis/Dyspepsia	301
Nonspecific Gastritis/Dyspepsia	248	Diabetes Mellitus	288
Metabolic Syndrome	236	Metabolic Syndrome	258
Diabetes Mellitus	231	Allergy	251
Chronic Thyroid Disorder	205	Chronic Thyroid Disorder	243
Low Back Pain	184	Low Back Pain	204
Anxiety	161	Depression	200
Depression	147	Anxiety	189
Migraine and Other Headaches	128	COVID-19	165
Asthma	112	Migraine and Other Headaches	135
Periodontal Disease	82	Asthma	117
Menopause	58	Periodontal Disease	108
Benign Prostatic Hypertrophy	55	Benign Prostatic Hypertrophy	88
Osteoporosis	54	Osteoporosis	85
Ischemic Heart Disease	43	Ischemic Heart Disease	60
Iron Deficiency Anemia	34	Cataract	60
Peripheral Artery Disease	30	Menopause	59

Number of Conditions per Employee

2020		
Number of Conditions	Number of Employees	
1	421	Employees have 1 condition
2	275	Employees have 2 conditions
3	237	Employees have 3 conditions
4	165	Employees have 4 conditions
5	299	Employees have 5 or more conditions

2021		
Number of Conditions	Number of Employees	
1	410	Employees have 1 condition
2	309	Employees have 2 conditions
3	249	Employees have 3 conditions
4	189	Employees have 4 conditions
5	229	Employees have 5 or more conditions

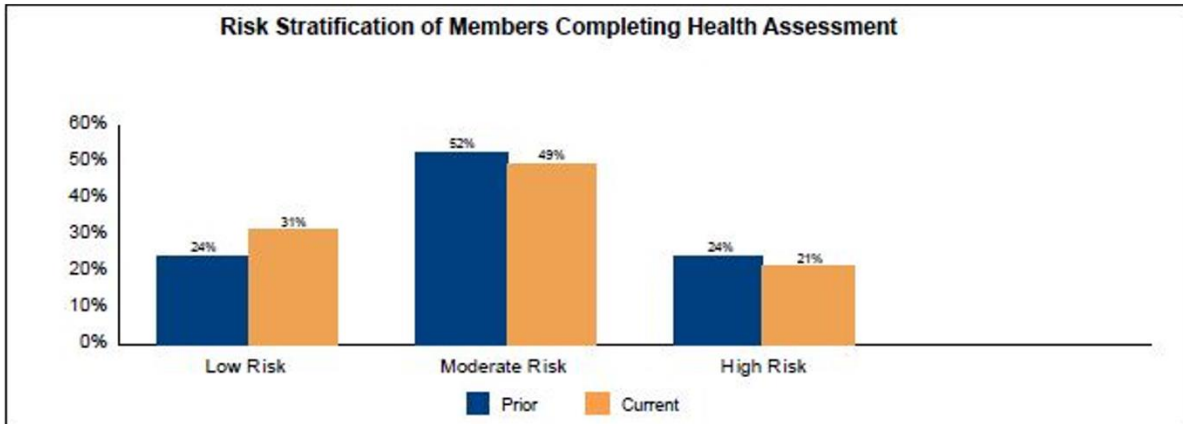
Number of Employees with Conditions that can be impacted.

2020	
Condition	Employees with Condition
Diabetes Mellitus	231
Hyperlipidemia	591
Hypertension	535
Obesity	396
<i>72 % of employees can be impacted by prevention and education</i>	

2021	
Condition	Employees with Condition
Diabetes Mellitus	288
Hyperlipidemia	764
Hypertension	655
Obesity	482
<i>69.9 % of employees can be impacted by prevention and education</i>	

OVERALL RISK LEVELS

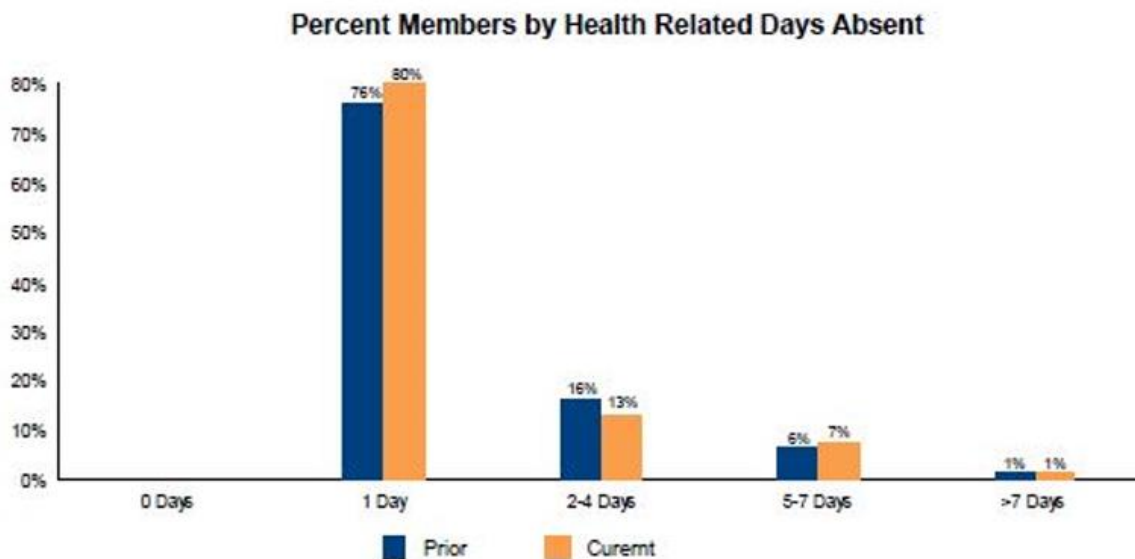
Overall risk levels assessed by the Health Assessment for EL PASO COUNTY are presented below for plan year 2021.



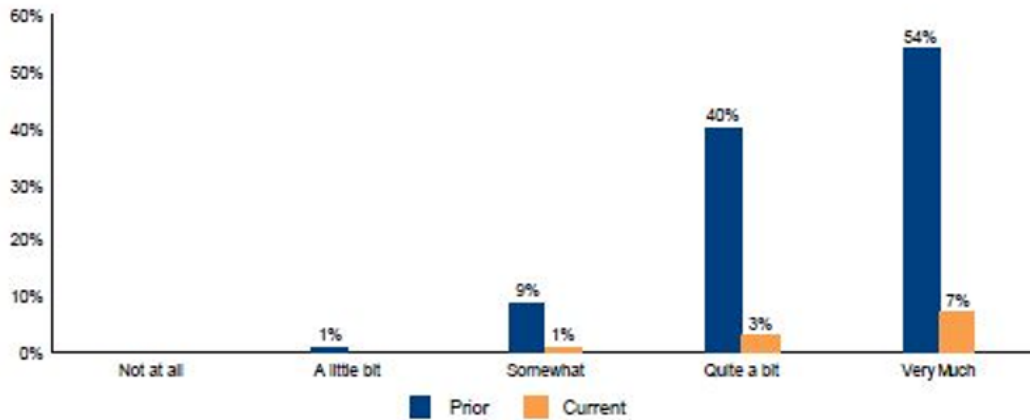
PERFORMANCE MEASUREMENTS

Presenteeism & Absenteeism-

The following table indicates the average percentage of productivity loss among HRA participants while the participants were at work and includes the percentage of productivity loss due to personal health problems and medical care in the prior two weeks, as reported by the participant's base health assessment.



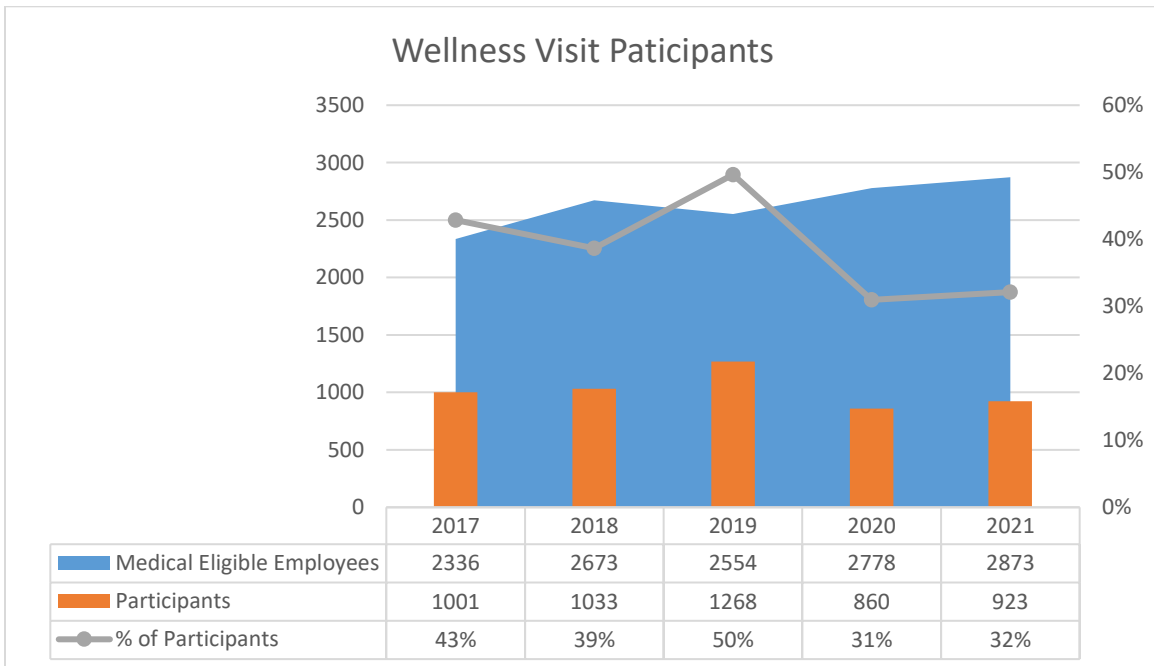
Percent Members by Productivity Levels



**Units measured are a combination of days, weeks, and months per individual employee and their level of productivity.

ANNUAL HEALTHY WELLNESS VISITS

Annual healthy wellness visit is a more comprehensive visit with the employee's primary care physician which includes annual age and/or gender appropriate preventive care visit such as Well-Woman visit. The visit may include a review of the employee's medical, family, and social history, certain screenings, shots and referrals for other care, if needed.



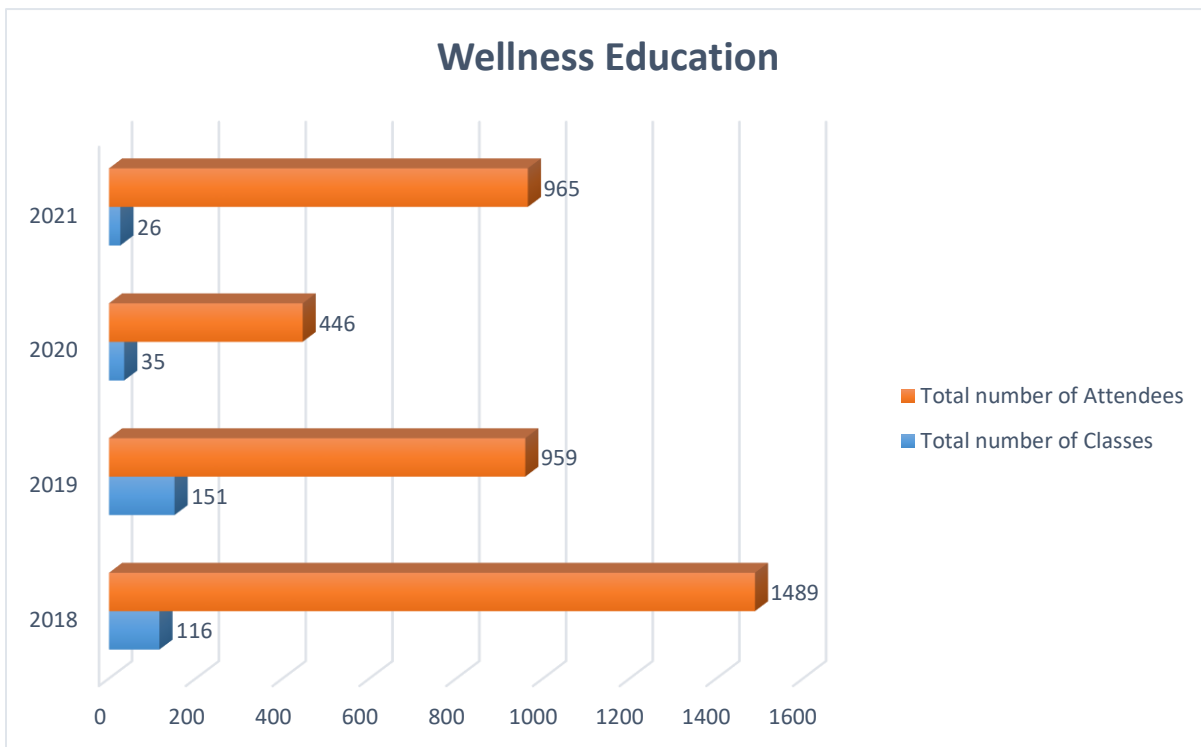
VACCINATIONS

Flu shots are available to all County employees at no cost. In 2021 onsite flu shots were provided at the East and West UMC Clinics on the following dates: November 20th from 9:00 am – 1:00 pm

FLU VACCINATIONS & COST					
	2017	2018	2019	2020	2021
# of Vaccinations	535	653	831	58	13
Cost Per Vaccination	\$21	\$21	\$25	\$5	\$5
Total cost	\$11,235	\$13,713	\$5,075	\$290	\$325

EDUCATION

Education is a key component to preventing health care issues. A gamut of educational courses was coordinated and developed in 2017 that emphasized preventive care and exercise. Due to the COVID pandemic, all in-person classes transitioned to a virtual capacity. Unfortunately, due to the quick transition to a virtual method, employees struggled with a tech barrier; therefore, participation rates drastically decreased. The number of classes offered were also affected due to vendor availability.



Classes:

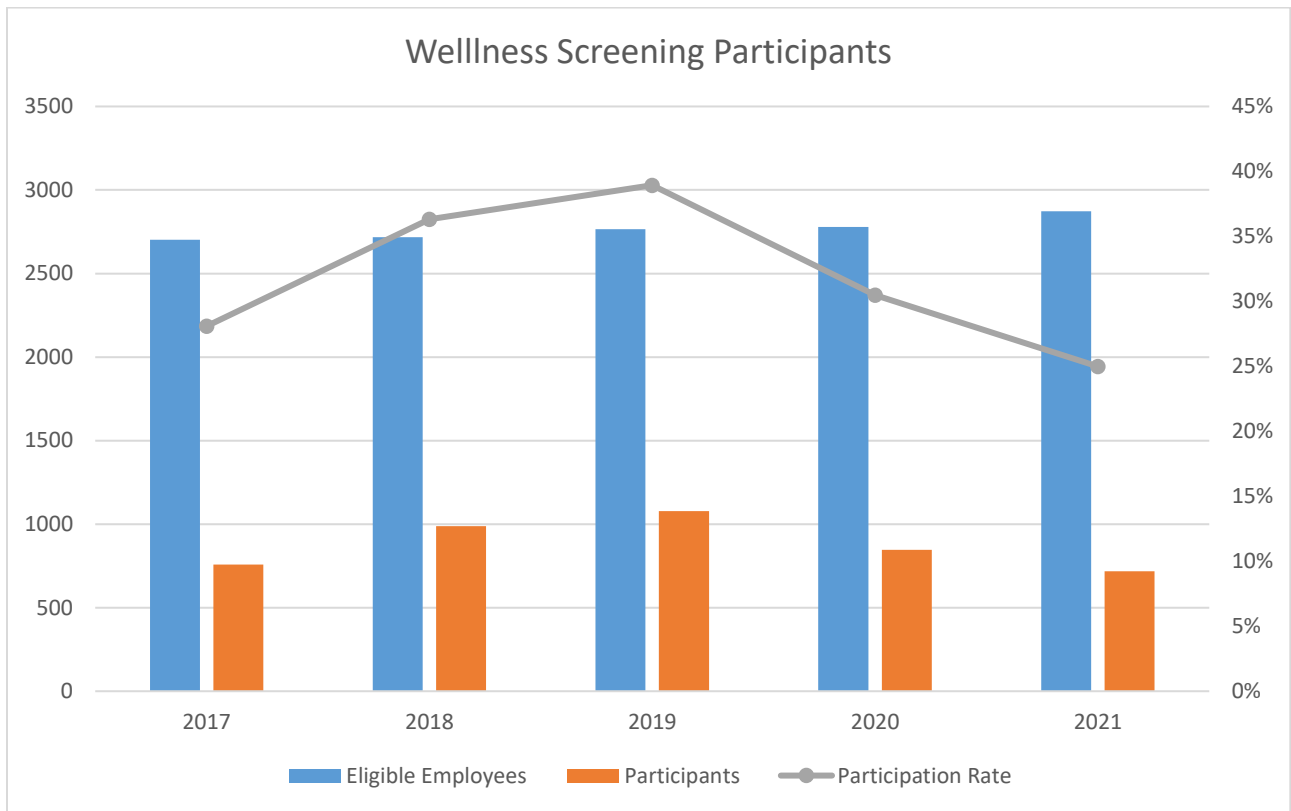
1. Nutrition Basics 2021
2. Weight Management
3. Healthy Relationships 2021
4. Dealing with Burnout 2021
5. The Financial Wellness Playbook
6. Money Basics: Let's build a plan
7. Dashing your way to Improved Health
8. Mental Health Awareness in the Workplace
9. Brian Health
10. Emotional Eating
11. Cholesterol Matters
12. Focusing on Self-Care
13. Diabetes Awareness
14. Taking Sleep Seriously
15. Recognizing Burnout
16. Coping with Anxiety
17. EP Fitness Training
18. Increasing Mental Toughness
19. Motivation and Persuasion
20. Breast Cancer Awareness: Mammography History & Myths
21. Breast Cancer Awareness: Understanding Results and Care After the Screening Mammogram
22. Adopting a Healthy Lifestyle: Fitness/Exercise (30 min)
23. Adopting a Healthy Lifestyle: Getting Support (30 min)
24. Adopting a Healthy Lifestyle: Healthy Eating (30 min)
25. Adopting a Healthy Lifestyle: Sleep/Relaxation (30 min)

WELLNESS SCREENINGS

A wellness screening provides several important measures that assist in determining the risk level of a person for certain diseases and medical conditions and helps establish a health baseline. When all the measurements are combined, the risk for heart disease, stroke and diabetes can be assessed.

With a goal of early risk detection and intervention, wellness screening services help evaluate health and are geared toward encouraging healthy lifestyles.

Participation



The Blueprint for Wellness screening was performed on a total of 718 of 2,873 eligible participants at El Paso County in 2021. This is a participation rate of 25%.

Executive Summary Report

A topline summary of your population that includes an overview of wellness screening participation, risk factor scorecard, and population trends.

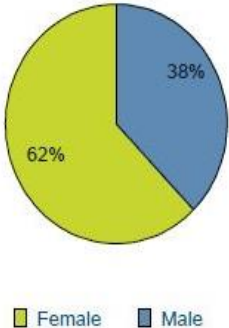
Participation

The Health & Wellness screening was performed on a total of 718 of 2,873 eligible participants at El Paso County FV in 2021. This is a participation rate of 25%.

- 85% (611) of participants were tested using a venipuncture modality.
- 11% (83) of participants were received through the Physician Result Form option.
- 4% (29) of participants were tested using the dried blood spot test modality.

25%
(718 of 2,873)
Participation
rate for 2021

Participation in 2021



Because participants may have been tested by multiple modalities, the sum of these participant counts may be greater than the overall participant total.

WELLNESS REPORT CARD

The Wellness Report Card provides an at-a-glance overview of the health risk factors for El Paso County employees.

Top 3 Risk identified for El Paso County Employees include BMI (Body Mass Index), Blood Pressure, and HDL cholesterol

2020

Executive Summary Report

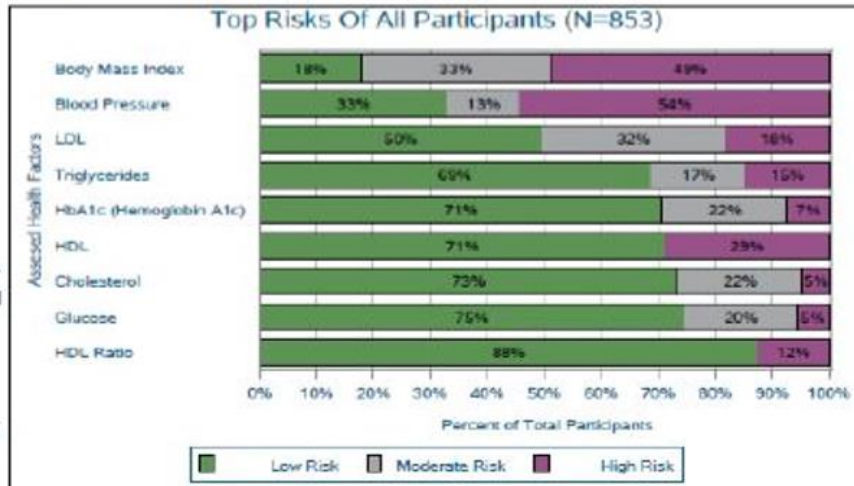
Wellness Report Card

The top 3 Risks identified for the El Paso County FV population include Body Mass Index, Blood Pressure, LDL.

82% of the employee population are at Moderate or High risk for **Body Mass Index**.

67% are at Moderate or High risk for **Blood Pressure**.

50% are at Moderate or High risk for **LDL**.



The table below describes the reference ranges for each risk factor.

Risk Factor	Low/Acceptable Risk	Moderate Risk	High Risk
Body Mass Index	18.5-24.9	<18.5 or 25-29.9	≥30.0+
Blood Pressure	<120 over <80	120-129 over <80	≥130 over ≥80
LDL	<100	100-129	≥130
Triglycerides	<150	150-199	≥200
HbA1c (Hemoglobin A1c)	<5.7	5.7-6.4	≥6.4
HDL	M(≥40)F(≥40)		M(<40)F(<40)
Cholesterol	<199	200-239	≥240
Glucose	65-99	100-125	≥126
HDL Ratio	<5.0		≥5.0

2021

Executive Summary Report

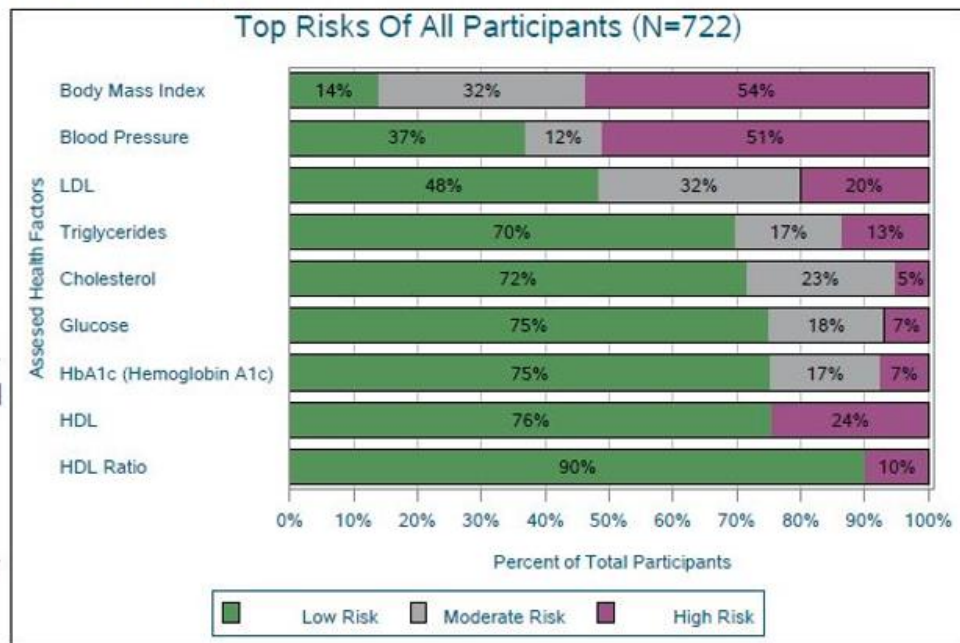
Wellness Report Card

The top 3 Risks identified for the El Paso County FV population include **Body Mass Index, Blood Pressure, LDL**.

86% of the employee population are at Moderate or High risk for **Body Mass Index**.

63% are at Moderate or High risk for **Blood Pressure**.

52% are at Moderate or High risk for **LDL**.



The table below describes the reference ranges for each risk factor.

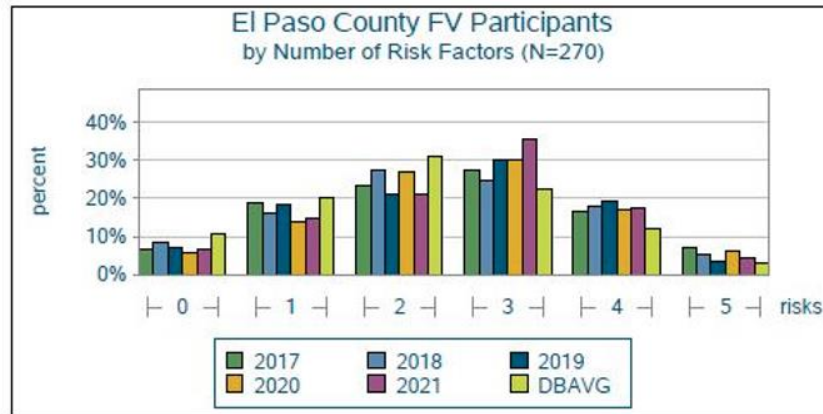
Risk Factor	Low/Acceptable Risk	Moderate Risk	High Risk
Body Mass Index	18.5-24.9	<18.5 or 25-29.9	30.0+
Blood Pressure	<120 over <80	120-129 over <80	>=130 over >=80
LDL	<100	100-129	>=130
Triglycerides	<150	150-199	>=200
Cholesterol	<199	200-239	>=240
Glucose	65-99	100-125	>=126
HbA1c (Hemoglobin A1c)	<5.7	5.7-6.4	>6.4
HDL	M(>=40)/F(>=46)		M(<40)/F(<46)
HDL Ratio	<5.0		>=5.0

Multiple Risk Factors

Employees with multiple risk factors cost employers more money in health care, absenteeism, and overall productivity. Multiple studies have shown that overall costs increase at a faster rate once an individual reaches and exceeds three risk factors.

57% having 3+ risk factors is more than the database average and is up from **51%** in 2017.

Database Average is an average of all Health & Wellness participants over the past four quarters.



Multi-Year Trends

All Participants	Initial to Current Year
Test	Net Change % IN Range
Blood Pressure	(4.3%)
Body Mass Index	(2.3%)
Glucose	(1.1%)
LDL Cholesterol	1.1%
Triglycerides	0.4%

Across all screened participants, **LDL Cholesterol** scores improved the most, while **Blood Pressure** scores decreased the most.

Cohort Participants	Initial to Current Year Cohort[N=268]		Potential Shift in Cost Risk
Test/Risk	Net Change from Highest Risk Level	HCUP*	Dollars Saved
Blood Pressure	21	\$5,342*	\$112,182
Glucose	1	\$4,311*	\$4,311
LDL Cholesterol	10	\$7,966*	\$79,660
Cohort table calculation derived by looking at the high risk participants that moved to a low risk status for LDL Cholesterol, Blood Pressure and Glucose.			\$196,153 Net Potential Cost Shift*

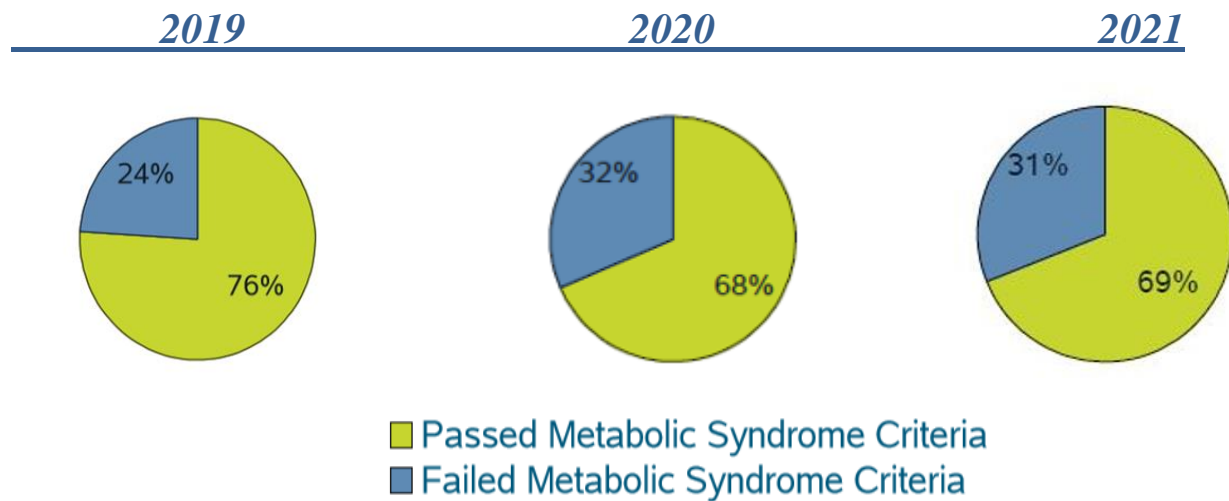
* Based on Healthcare Utilization Project (HCUP) Cost of One Hospitalization for Indicated Clinical Conditions.

METABOLIC SYNDROME

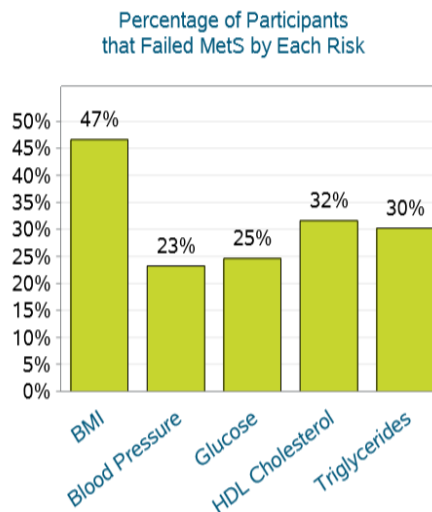
Metabolic syndrome has emerged as an accurate measurement of the disease risks associated with obesity. According to the CDC, we are facing an epidemic of obesity. The factors reflected by Metabolic Syndrome include blood pressure, glucose, triglycerides, HDL, cholesterol and waist circumference. BMI can be used in place of waist circumference if preferred.

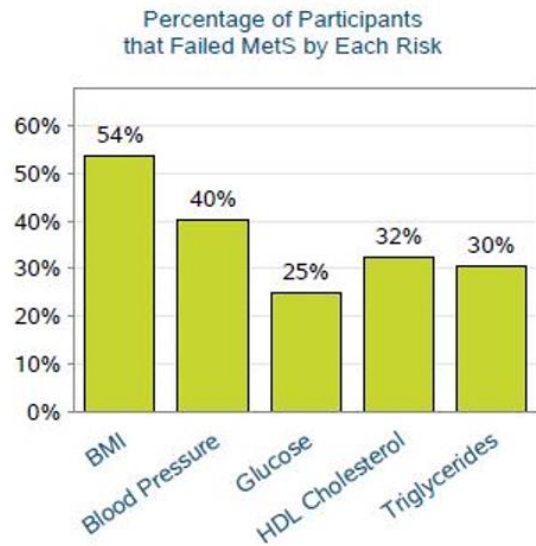
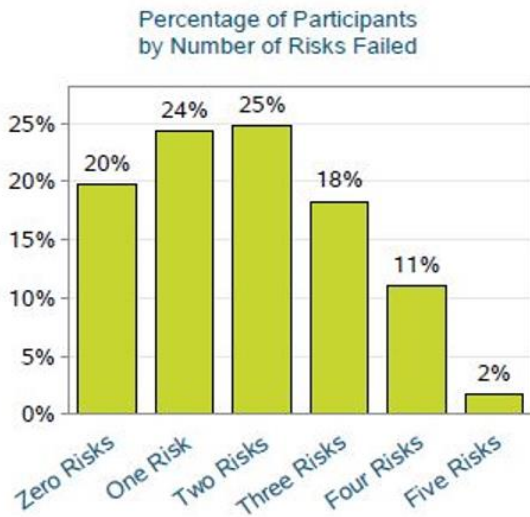
When the values for 3 or more of these measures fall within targets established for Metabolic Syndrome by the American Heart Association, participants receive a green light and are less likely to be at risk for heart disease, diabetes, and stroke. Participants with 2 or fewer target values receive a red light and are at greater risk. In fact, research indicates these individuals are 5 times more likely to become a diabetic and 2 or 3 times more likely to have a cardiovascular event. By understanding their risk profiles, participants can make lifestyle changes to reduce or eliminate their risk of Metabolic Syndrome.

Percentage of Participants With and Without Metabolic Syndrome



2020





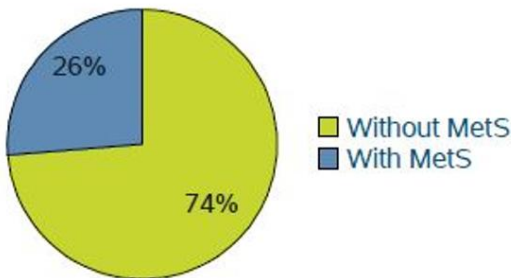
Metabolic Syndrome Report

Metabolic Syndrome Age and Gender Breakouts

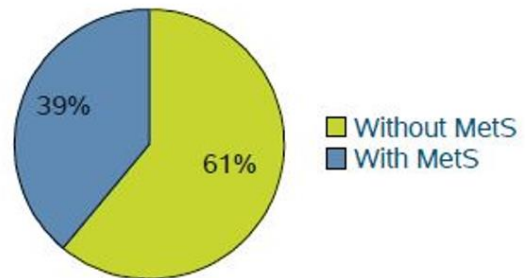
The average age of participants with 3 or more risk factors (Metabolic Syndrome) is **45**.

The average age of participants with 2 or fewer risk factors is **42**.

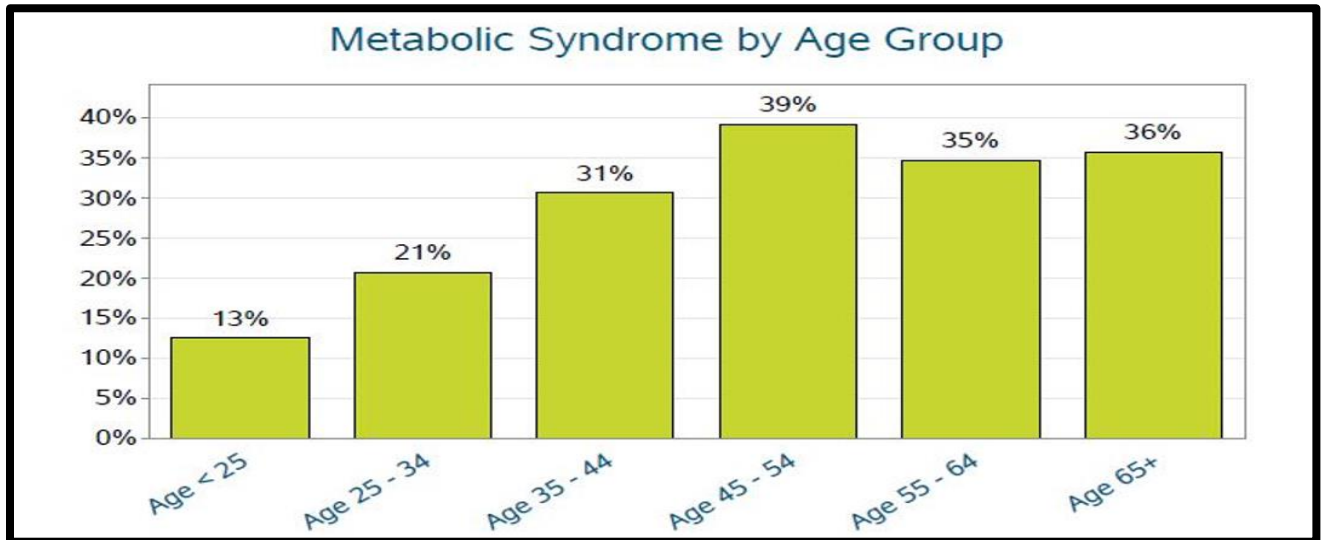
Percentage of Female Participants with and without Metabolic Syndrome



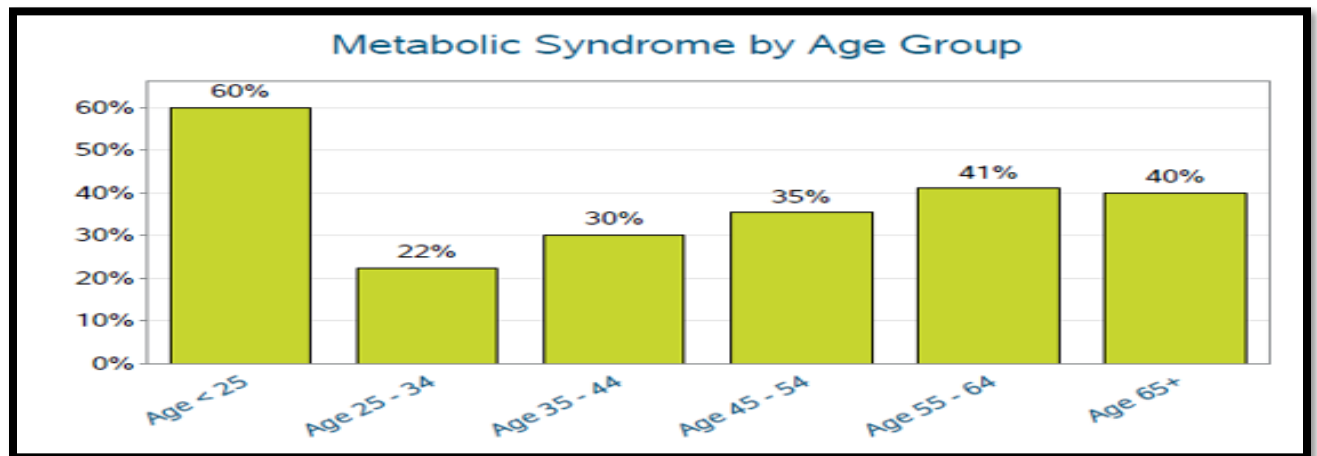
Percentage of Male Participants with and without Metabolic Syndrome



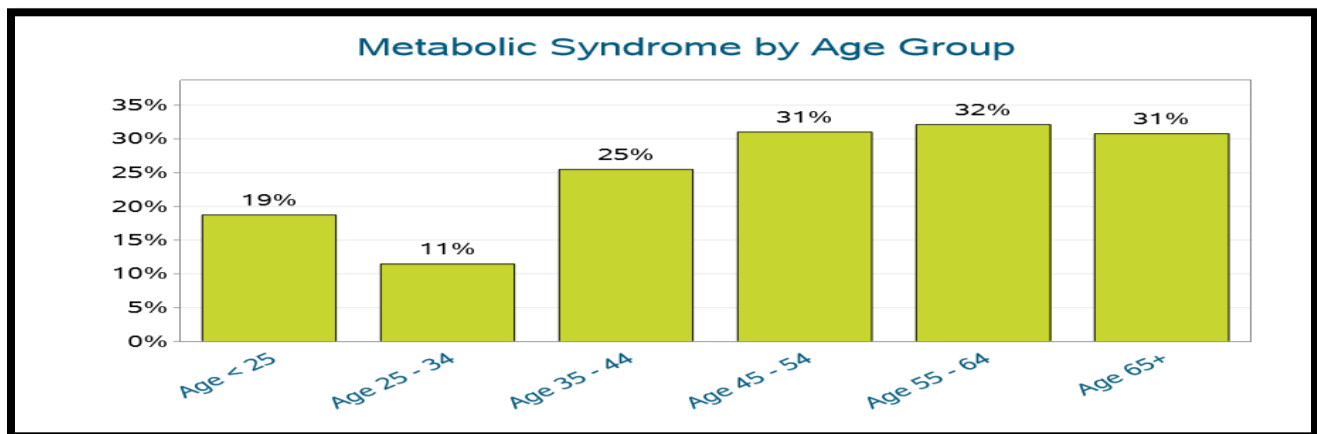
2021



2020



2019



Metabolic Syndrome Report

Summary Data	* Number in 2021 (n)	** % At Risk MetS	Systolic BP>=130 Diastolic BP>=85	Glucose >=100	HDL <40 M <50 F	Triglycerides >=150	BMI >=30
All	709	31.03%	40.06%	24.96%	32.44%	30.47%	53.60%
Female	442	26.24%	30.77%	20.14%	34.39%	24.66%	51.81%
Male	267	38.95%	55.43%	32.96%	29.21%	40.07%	56.55%
Age < 25	8	12.50%	12.50%	0.00%	25.00%	25.00%	25.00%
Age 25 - 34	179	20.67%	27.37%	11.73%	30.73%	26.26%	50.28%
Age 35 - 44	206	30.58%	37.38%	21.36%	34.95%	35.44%	49.51%
Age 45 - 54	204	39.22%	45.10%	31.86%	35.78%	30.88%	62.25%
Age 55 - 64	98	34.69%	55.10%	40.82%	24.49%	27.55%	57.14%
Age 65+	14	35.71%	78.57%	50.00%	28.57%	28.57%	21.43%

Summary Data	* Number in 2021 (n)	Zero Risk Factors	One Risk Factor	Two Risk Factors	Three Risk Factors	Four Risk Factors	Five Risk Factors
All	709	19.75%	24.40%	24.82%	18.34%	11.00%	1.69%
Female	442	25.11%	25.34%	23.30%	15.84%	9.73%	0.68%
Male	267	10.86%	22.85%	27.34%	22.47%	13.11%	3.37%
Age < 25	8	50.00%	25.00%	12.50%	12.50%	0.00%	0.00%
Age 25 - 34	179	26.82%	25.14%	27.37%	16.76%	3.35%	0.56%
Age 35 - 44	206	23.79%	20.87%	24.76%	17.48%	9.71%	3.40%
Age 45 - 54	204	14.22%	24.02%	22.55%	21.08%	17.16%	0.98%
Age 55 - 64	98	8.16%	32.65%	24.49%	16.33%	17.35%	1.02%
Age 65+	14	14.29%	14.29%	35.71%	28.57%	0.00%	7.14%

* In order to be included in the Metabolic Syndrome analysis the participant had to have results for all 5 factors.

** The "At Risk" percentage represents participants who have 3 or more factors that fall outside the target ranges.

Metabolic Syndrome Report

Database Average

Summary Data	* (%)	** % At Risk MetS	Blood Pressure (At Risk)	Glucose (At Risk)	HDL (At Risk)	Triglycerides (At Risk)	BMI (At Risk)
All	100.00%	22.55%	33.00%	28.20%	25.37%	24.94%	29.52%
Female	52.34%	19.06%	26.22%	22.63%	26.20%	19.47%	29.12%
Male	47.66%	26.38%	40.45%	34.33%	24.47%	30.96%	29.95%

Summary Data	* (%)	Zero Risk Factors	One Risk Factor	Two Risk Factors	Three Risk Factors	Four Risk Factors	Five Risk Factors
All	100.00%	29.06%	27.03%	21.36%	13.74%	6.80%	2.01%
Female	52.34%	33.92%	27.19%	19.82%	11.91%	5.62%	1.53%
Male	47.66%	23.71%	26.85%	23.06%	15.75%	8.10%	2.53%

* In order to be included in the Metabolic Syndrome analysis the participant had to have results for all 5 factors.

** The "At Risk" percentage represents participants who have 3 or more factors that fall outside the target ranges.

Metabolic Syndrome Report

Metabolic Syndrome Cohort Report Introduction

This report represents your participants Metabolic Syndrome status over multiple screening periods. Within this report you will first see an overview of your overall trend for your entire population for each screening period represented, followed by a deeper focus on the population cohort, meaning those that participated in every screening analyzed within this report.

Cohort: Those participants that took part in the screenings in 2017 and 2021 and had results for all 5 factors.

Total Participant Summary

The table below represents participants in each year of the program and the overall percent at risk for Metabolic Syndrome for all participants as well as the cohort participants in both screening periods, by their number of risk factors for each screening period. The change in percentage from 2017 to 2021 at each risk level is also displayed.

	All Participants		Cohort Participants		
	2017	2021	2017	2021	Change
Number of Participants	751	709	329	329	
% at Risk for MetS	30.63%	31.03%	29.79%	31.31%	+1.52%
Zero Risk Factors	22.77%	19.75%	23.71%	18.84%	-4.86%
One Risk Factors	23.17%	24.40%	23.10%	23.71%	+0.61%
Two Risk Factors	23.44%	24.82%	23.40%	26.14%	+2.74%
Three Risk Factors	16.78%	18.34%	15.81%	18.54%	+2.74%
Four Risk Factors	10.39%	11.00%	10.64%	11.55%	+0.91%
Five Risk Factors	3.46%	1.69%	3.34%	1.22%	-2.13%

Overall Cohort Participant Summary

In El Paso County FV there were 329 participants that took part in both screening periods represented in this report. In 2017 30% of those were at risk for Metabolic Syndrome and in 2021, 31% were at risk which is an increase of 2% at risk and is considered negative movement.

HEALTHY LIFESTYLE

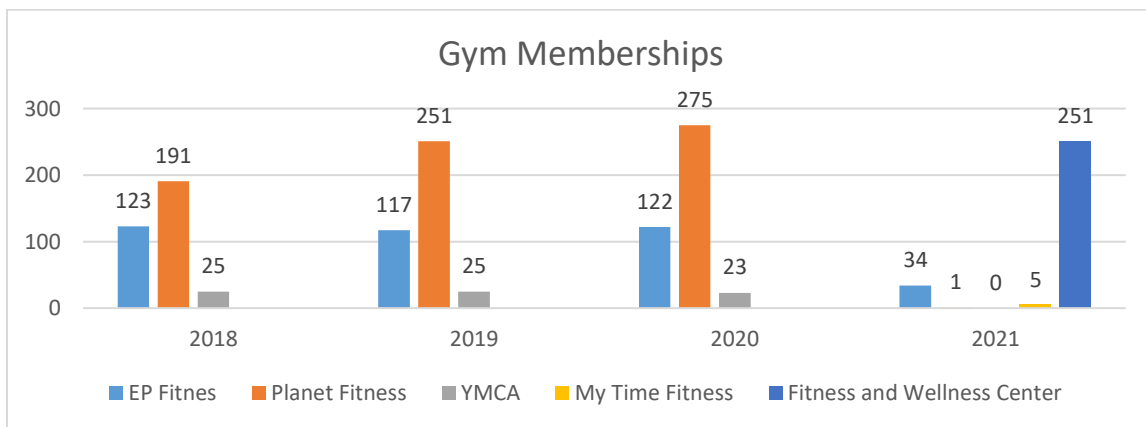
The Healthy Lifestyle Program offers eligible employees an additional incentive to adopt and maintain an active lifestyle. Employees must attend and participate in activities at eligible fitness facilities at least 8 times per calendar month for a total of 48 times during a consecutive 6 month period or 96 times for a 12 month period.

The basis of the plan aims to contribute to improving the employee's health by enrolling and participating in regular physical activity using large muscle groups, such as walking, running, or swimming, produces cardiovascular adaptations that increase exercise capacity, endurance, and skeletal muscle strength.

	2017	2018	2019	2020	2021
Total Number of Applications Received for Reimbursement	64	99	102	51	19
Total Reimbursed for 12-months Eligibility	\$1,903 (11)	\$4,772 (28)	\$4,320 (24)	\$2,322 (13)	\$1,192
Total Reimbursed for 6-months Eligibility	\$4,619 (53)	\$6,055 (71)	\$7,020 (78)	\$3,381 (38)	\$991
Total Amount Reimbursed	\$6,522	\$10,827	\$10,674	\$5,703	\$2,184

GYM ENROLLMENTS

In accordance with our El Paso County strategic health and wellness plan, employees are given the opportunity to enroll in a contracted gym facility with a monthly payroll deduction. The contracted gyms in 2021 were EP Fitness and My Time Fitness. Planet Fitness was contracted from January 2021- March 2021.



END OF THE YEAR RAFFLE

The end of the year raffle offers eligible employees an opportunity to win the main incentive prize of the year. The raffle consists of (4) \$1,000, (4) \$750 and (6) \$500 gift cards. Employees who are enrolled in the County medical plan are entered into the raffle by completing one or more wellness related items throughout the year such as: wellness trainings, completing wellness screenings or community event.

