

1. Please provide a brief description of this program.

The Oklahoma Employees Benefits Council (EBC) is the State's benefits office for active state employees. EBC offers the OKHealth mentoring program to state employees, which is designed to incorporate wellness, disease management, and health mentoring into a single comprehensive wellness program. The goal of the program is to impact health risk factors contributing to preventable illnesses by promoting healthy lifestyle choices and encouraging behaviors and attitudes among employees that are essential to good health and that will lower health premiums. This goal is accomplished through individualized one-on-one mentoring between the participant and a professional health mentor for one year. Participants are required to complete an orientation packet and detailed health risk assessment, which stratifies participants into one of five risk tiers, based on potential health problems. Each risk tier determines the frequency of mentoring as well as goals and action plans for the participants.

As OKHealth participants, employees are eligible to receive two wellness incentives. The first incentive includes an initial visit to a primary care physician and lab work at no out-of-pocket cost to the participants. The second wellness incentive is a discount at a participating fitness center. A third possible incentive being offered by some agencies is the OKHealth pay incentive. Agencies that have elected to offer a pay incentive are authorized to pay OKHealth participants \$100 (Bronze), \$300 (Silver), or \$500 (Gold) for successfully completing the program. The incentive consists of three separate payments payable to a participant upon completion of the (1) initial enrollment, (2) twelve-week follow up, and (3) achieving goals at the twelve-month follow up.

2. How long has this program been operational (month and year)?

On January 2006, the Oklahoma Employees Benefits Council offered the OK Health mentoring program to all 36,000 active state employees statewide on a voluntary basis after piloting the program for two years with Oklahoma's largest state agency, the Department of Human Services. During the pilot program, seventeen percent of the agency's 7,000 employees participated. The national average for employee participation in wellness programs is approximately ten percent. Employees completing one year in the pilot program lowered their health claims cost by thirty-one percent. In little more than two months of program implementation in January 2006, more than fifteen percent of the State's 36,000 employees have expressed an interest in the program. To date, sixty-five percent of those expressing an interest have completed the required health risk assessment.

3. Why was this program created? What problem[s] or issues does it address?

It has been estimated that preventable illness makes up approximately seventy percent of the total cost of health care. The OKHealth program was created to prevent illness and improve the health of Oklahoma's active state employees and to lower the cost of health care for employees by providing employees with a personal health mentor. Cardiovascular disease kills almost one million Americans each year. That's more than all forms of cancer and the next four leading causes of death combined. Closer to home, heart disease and stroke are the number one health problem for Oklahomans. Oklahoma has the highest death rate from heart disease compared to all other States.

4. Why is this program a new and creative method?

OKHealth is a program that incorporates wellness, disease management, and health mentoring into a single comprehensive wellness program. Most programs offer only wellness or disease management tools with no one-on-one contact and individualized attention and follow up. The key to the success of the program is based on “individualized mentoring” and establishment of individualized goals and action plans for one year. The mentoring program includes three main components: (1) Initial Enrollment, (2) Twelve-week Follow up, and (3) Twelve-month Follow up. After submitting the orientation packet to the Employees Benefits Council and completing the online Health Risk Assessment, a personal mentor will contact the employee and begin the initial mentor call as part of the initial enrollment (the online Health Risk Assessment is provided by InterVent USA, Savannah, Georgia through a contract with EBC). During the initial call, the employee will be instructed to schedule an initial visit with a primary care physician, which includes lab work. As part of the initial visit, the employee is required to complete a detailed health history questionnaire which is used assist the personal mentor and employee in establishing appropriate goals and action plans for the next twelve-months. Another creative part of the OKHealth program involves EBC’s contracts with HMOs. As part of the contracting requirements for HMOs being offered to active state employees by EBC, HMOs are required to enter into a “Wellness Partnership Agreement.” As health plans for employees participating in the program, the agreement obligates the HMOs to work with the Employees Benefits Council by reviewing goals and action plans established by the participant and the personal mentor. In an effort to lower utilization and the cost associated with a participant’s health care, it is important to involve the health plans in assessing baseline data. The health plans have

agreed to work with the Employees Benefits Council to evaluate the participant's success in lowering utilization through the program at the end of one year by measuring year-end data against the initial baseline data. The goal is to work with the contracted health plans to negotiate lower premiums as a result of lowering utilization through the program.

5. What was the program's start up costs? Provide detailed information about specific purchases for this program. Staffing needs and other expenditures.

Projected Fixed Cost, Chart #1

Item	Description	Estimated Cost
Mentors	10 mentors @ \$16.91/hour 40 hours x 52 weeks	\$351,728
Office Space	10 mentors @ 160 sqft x \$9.00/sqft	\$14,400
Office Equipment	Desks, Computers, Phone, Miscellaneous	\$35,000
	Total Projected Fixed Costs	\$401,128

Projected InterVent Cost, Chart #2

Item	Description	Estimated Cost
License	Annual license renewal fee	\$3,000
On-Site Assistance	20 visits @ \$1,000/visit, as needed by EBC	\$20,000
Mentor Training	Four day training program at EBC	\$4,000
Participation Fee	\$23.50/enrollment x 3,600 (EBC activate fee)	\$84,600
Platform Upgrade	Tracking pay incentive, agency, risk tier, etc	\$20,000
	Total Project InterVent Costs	\$131,600

Projected Total Cost, Chart #3

Item	Description	Estimated Cost
Chart #1	Projected Fixed Costs	\$401,128
Chart #2	InverVent Projected Cost	\$131,600
	Total Project Costs	\$532,728

Technology and staff already in place.

During the January 2006 implementation, the OKHealth program already had the necessary technology in place to begin the program; however, staffing was increased for the January 2006 program implementation.

6. What are the program's operational costs?

The operational cost for the program is approximately \$532,728.

7. How is this program funded?

The OKHealth program is funded through the Oklahoma Employees Benefits Council.

8. Did this program originate in your state?

There are other programs similar to the OKHealth program; however, to our knowledge, the OKHealth program including the incentive package offered to participants is unique and originated in Oklahoma.

9. Are you aware of similar programs in other states?

As stated in question number 8, there are other programs similar to the OKHealth program; however, to our knowledge, the OKHealth program is unique and originated in Oklahoma.

10. How do you measure the success of this program?

The success and return on investment for the OKHealth program will be measured by the percentage in which health care cost for state employees will be decreased. There are other advantages to improved health; i.e., less absenteeism, reduced worker compensation claims, etc.

11. How has the program grown and/or changed since its inception?

The OKHealth program grew from a pilot program offered to 7,000 employees to a fully implemented program offered to more than 36,000 employees. In little more than two months of program implementation, more than fifteen percent of the State's 36,000 employees have expressed an interest in the program. To date, sixty-five percent of those expressing an interest have completed the required health risk assessment.

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