

LARIMER COUNTY: Human Resources



# What are employers doing to control health care costs?

November 2019



# Healthcare Bluebook



**Healthcare  
Bluebook™**

## What is Healthcare Bluebook?

Healthcare Bluebook™ has been selected by your employer as an added benefit so you can shop for care, compare facilities, save money, and get the best quality for your medical services.

## How does Bluebook assign quality ratings?

Bluebook's quality ratings are designed to help patients understand each hospital's specific level of quality for a particular inpatient clinical area or procedure. Quality ratings are calculated for each clinical area by combining a hospital's performance in several areas: patient complications, patient safety, mortality, and compliance with standards of care. Calculations are based on a statistically significant sample drawn from Centers for Medicare and Medicaid Services (CMS) data. Our methodology is validated and published in peer reviewed medical journals.

Here's an example of dramatic price differences between one facility and another.



Bluebook's convenient color codes make it easy for you to identify those providers by cost and quality.

<b>COST RATINGS</b>	 At or Below Fair Price	 Slightly Above Fair Price	 Highest Price
<b>QUALITY RATINGS</b>	 Highest Quality	 Average Quality	 Lowest Quality

# Lifestyle Education

Medical Plan Members can be reimbursed up to \$500.

## Lifestyle Education Benefit

The purpose of this Lifestyle Education Reimbursement Credit is to encourage participation by the Medical Plan Members in educational classes and educational programs that provide members with the opportunity to gain knowledge and skills, with the intention of improving or maintaining personal health and well-being, including but not limited to:

- Weight management
- Smoking cessation
- Stress management
- Chronic disease management
- Disease prevention
- Nutrition
- Emotional health
- Financial Health

**STRESS LESS WITH BIOFEEDBACK**

**DCPP: Diabetes Prevention Program & Diabetes Education (UCHealth)**

**WEIGHT WATCHERS (In-person or online)**

**NOOM APP**

**SOURCE ENDURANCE: Training Center of the Rockies**

**12-WEEK FITNESS TRAINING & NUTRITION PROGRAM**

**SLEEP SOLUTIONS FOR CHILDREN**

**HEALTHY YOU: Weight Management & Mindful Eating Program (CSU)**

**MINDFULNESS-BASED STRESS REDUCTION**

# Grand Rounds



## When should I use Grand Rounds?

Use Grand Rounds when:

- You need a primary care physician or specialist for an in-person visit. We'll help you find trusted and experienced doctors within your insurance network and can even set the appointment for you.
- You'd like quick answers to medical questions. We can provide you with over-the-phone guidance and support from a Grand Rounds doctor.
- You're unsure about a diagnosis, or you've been recommended surgery as a form of treatment. We can arrange for you to get a remote second opinion from a leading expert specializing in your area of need.



Find trusted, experienced doctors.



Talk to a doctor over the phone.



Schedule doctor's appointments.



Get second opinions from world-leading medical experts.

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# Biometric Screening & Premium Incentive



Each checkup includes lab-accurate **diagnostic blood work**, a full medical history, a tailored **Personal Health Report** and a private consultation with a board certified Catapult **Nurse Practitioner** – all at the workplace and in just 30 minutes.

In most cases, Catapult Health's fees are processed through your health plan as a claim for preventive care.

Simple for employers. Simple for participants. No deductibles and no copays.



## Earn a \$480 or \$960 Premium Reduction on 2019 Wellness Plan (\$40/month)

Who is eligible? Health Plan Covered Employees & Spouses, hired before 12/15/2019 (see chart below)  
Program Year: February 1, 2019 - September 30, 2019

### Criteria to Receive Wellness Rate on 2020 Medical Insurance Plan

To receive the wellness rate in 2020, it is required that the employee and/or spouse on the plan has meet the criteria below. The employee must complete all requirements to earn the incentive, and employees can earn partial incentive without spouse participation.

1. **Have participated in the 2019 Biometric Screening Event**
  - NEW! If enrolled in the medical plan, YOUR SPOUSE may also participate in the Biometric Screening.
2. **Have two or more\* (out of five) biometric results in the following range for employee and/or spouse:**
  - BMI below 30, OR waist circumference of ≤35 inches for women and ≤40 inches for men.
  - Blood Pressure below 130/80 mmHg
  - Total Cholesterol below 200 mg/dL
  - Triglycerides below 150 mg/dL
  - Blood Glucose below 100 mg/dL
3. **Self Report that you are a Non-Tobacco User in SimplyWell (Employee Only)**
  - Or Complete Tobacco Cessation Program on the SimplyWell portal.
4. **Complete the Member Health Assessment in SimplyWell (Employee Only)**
5. **Complete two (2) Preventative Care screenings and enter on the SimplyWell portal (Employee Only)**

\* If 2/5 of the biometric results are not met, you can complete the Reasonable Alternative standard by reviewing your results with a physician and having them fill out the form [found here](#).

# Teladoc



## Healthcare happens here.

*Access licensed doctors by web, phone or app.*

### General Medical

- Board-certified doctors are available 24/7/365 by web, phone or app
- Treat flu, allergies, sinus infection, rash, sore throat and more

### Dermatology

- Log into your account to upload images of your skin issue
- Receive a response through Teladoc's secure online message center within two business days
- Treat on-going or complex issues like psoriasis, eczema, acne and more

### Behavioral Health

- Schedule a video or phone appointment seven days a week
- Support for anxiety, eating disorders, depression, family issues and more

### Psychiatrist

(initial visit)

### Psychiatrist

(ongoing visit)

**Psychologist,  
licensed clinical  
social worker,  
counselor or therapist**

# Clinic & Health Promotion and Outreach

Coming in 2020,  
Behavioral Health Provider

## THE WELLNESS CLINIC

The Wellness Clinic, operated by Marathon Health, focuses on helping people live the healthiest life possible. Services include primary care, health coaching, group wellness programs, more time with your provider, little to no wait time before your scheduled appointment, onsite medication dispensing, and online appointment scheduling.

<b>PRIMARY CARE SERVICES</b>	<ul style="list-style-type: none"> <li>Bronchitis</li> <li>Common cold</li> <li>Constipation</li> <li>Cough</li> <li>Diarrhea</li> <li>Ear pain</li> <li>Eye infections</li> <li>Headache</li> </ul>	<ul style="list-style-type: none"> <li>Hip pain</li> <li>Knee pain</li> <li>Nausea and vomiting</li> <li>Nosebleed</li> <li>Shoulder pain</li> <li>Sinus infections</li> <li>Skin infections/rash</li> <li>Strep throat</li> </ul>
<b>CHRONIC CONDITION COACHING</b>	<ul style="list-style-type: none"> <li>Asthma</li> <li>Coronary artery disease</li> <li>COPD</li> <li>Congestive heart failure</li> <li>Depression</li> <li>Diabetes</li> </ul>	<ul style="list-style-type: none"> <li>Gastroesophageal reflux disease</li> <li>Hypertension</li> <li>Low back pain</li> <li>Metabolic syndrome</li> <li>Osteoarthritis</li> <li>Rheumatoid arthritis</li> <li>Sleep Apnea</li> </ul>
<b>PREVENTION</b>	<b>HEALTH SCREENINGS</b> <ul style="list-style-type: none"> <li>Blood Pressure</li> <li>Body Mass Index</li> <li>Cholesterol</li> <li>Glucose</li> </ul>	<b>HEALTH COACHING</b> <ul style="list-style-type: none"> <li>Nutrition</li> <li>Physical activity</li> <li>Tobacco cessation</li> <li>Stress management</li> <li>Weight loss</li> </ul>

### Health Promotion and Outreach

Analysis and dedicated health programming for specific departments in the County.

- Rock Solid (Road and Bridge, Solid Waste and Natural Resources).
- Ergonomic evaluation of duty belts at the Sheriff's Office, research, presentation and participation in change to duty vests.
- Secondary trauma and support of peer support program in Human Services
- On the job evaluation of Social Caseworkers, identifying areas for improvement, mealtime, kits for cars, etc.
- Stretching program for Sworn, specifically prior to training and shifts.
- Colorado in Motion (physical therapy evaluation on site).

CLINIC LEAVE

THE FITNESS CENTER

# Additional Strategies

## Communication and Engagement

- Targeted Emails, example Woman over 40 for Mammogram Bus
- Text Messaging Sign up
- External Website [www.larimer.org/hr/benefits](http://www.larimer.org/hr/benefits)
- **Videos** – New Employee, Open Enrollment, Benefits
- Regular in person meetings and availability
- Graphic Design/Media for all communication
- Detailed Communication Plan

## What Else are we doing?

- Directly Contracting with Providers
- Centers of Excellence
- Financial Coaching (MSA)
- Employee Assistance Program (ComPsych)
- Benefit Integration with Wellness
- Massage/Acupuncture Coverage as well as onsite
- Physical Therapy onsite (Colorado in Motion)
- Wellness Mobile App
- Real Appeal Weight loss program (UMR)



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