Y-12 Health and Wellness

A Health and Productivity Management Program

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Y-12 National Security Complex

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Y-12 Health and Wellness Program

As defined by the Academy of Health and Productivity Management:

• Accomplishes a comprehensive approach to reducing or eliminating health and injury risks.

• Embraces the integration of all organizational departments.

• Enhances the portion of personal performance that relates to health, wellness, and quality of life.
Y-12 Health and Wellness Program

HPM Framework

**Needs**
- Health Risks
- Medical Costs
- Injury Rates
- Chronic Illness
- Disabilities
- Absenteeism
- Presenteeism

**Interventions**
- Policy changes
- Education
- Plan design changes
- Individual intervention
- Incentives
- Administrative change
- Cultural changes

**Effects**
- More Productive Employees
- Healthier Employees
- Behavior Change

**Impact**
- **Improved Quality of Life**
- Improved Functionality
- Improved Mental Health
- **Economic Gains**
- Health care costs
- Sick leave costs
- Workers’ comp cost
- Disability cost
- **Productivity Gains**
- Presenteeism
- Stamina & resilience
- Strength and flexibility
- Company loyalty
- Morale
- Recruitment
- Retention
- Turnover
Justification of Need

- Y-12 healthcare expenditures are increasing due to an aging workforce that has a disproportionate amount of obesity and chronic illnesses.
- 99% of all Y-12 healthcare expenditures are related to these chronic/complex conditions.

Y-12 Disease Prevalence

- Diabetes: 13%
- Chronic Back Pain: 11%
- Coronary Artery Disease: 5%
- Asthma: 2%
- Chronic Obstructive Pulmonary Disease: 41%
- Heart Failure: 29%
5% of claimants account for 48% of the health care costs:

The Y-12 Health & Wellness Program focuses on the high risk population, disease management, and conditions that drive these costs.

60% of claimants account for 9% of the health care costs:

The Y-12 Health & Wellness Program coordinates health education, fitness, and other human resources for the low risk population, but also focuses on those at high risk to provide magnified results.
Medical claims costs have increased more than 25% since 2006.

The Y-12 Health & Wellness Program targets conditions that contribute to these costs.
Performance Metric

**LiveWise**: Medical Claims Cost

**Discussion/Description of Data**
Data represents Y-12 annual medical claims cost.

**Actions to Improve**
TBD

**Grading Criteria**
- Outstanding: TBD
- Very Good: TBD
- Good: TBD
- Satisfactory: TBD
- Unsatisfactory: TBD

**Manager**: Michelle Reichert  
**Contact**: Doug LeVan  
**Update**: LiveWise: Medical Claims Cost
## Justification of Need

<table>
<thead>
<tr>
<th>Year</th>
<th>Total Absence Hours Paid</th>
<th>Number of Employees</th>
<th>Absence per Employee (Hours)</th>
<th>FBLR</th>
<th>Cost per Employee</th>
<th>Total Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>2005</td>
<td>306,963</td>
<td>4,593</td>
<td>66.8</td>
<td>$72.98</td>
<td>$4,877</td>
<td>$22,402,159</td>
</tr>
<tr>
<td>2006</td>
<td>313,599</td>
<td>4,554</td>
<td>68.9</td>
<td>$75.75</td>
<td>$5,216</td>
<td>$23,755,124</td>
</tr>
<tr>
<td>2007</td>
<td>324,931</td>
<td>4,583</td>
<td>70.9</td>
<td>$81.22</td>
<td>$5,758</td>
<td>$26,390,895</td>
</tr>
<tr>
<td>2008</td>
<td>324,011</td>
<td>4,440</td>
<td>73.0</td>
<td>$81.86</td>
<td>$5,976</td>
<td>$26,523,540</td>
</tr>
<tr>
<td>2009</td>
<td>313,903</td>
<td>4,638</td>
<td>67.7</td>
<td>$82.90</td>
<td>$5,611</td>
<td>$26,022,558</td>
</tr>
</tbody>
</table>

NOTE: Paid absences include Sick Leave, FMLA Sick Leave, Non Occupational Injury, Occupational Injury, and Occupational Disability FMLA; Holiday and Vacation costs are excluded.

The Y-12 Health& Wellness Program targets injuries and conditions that contribute to these costs.
Performance Metric

DISCUSSION/DESCRIPTION OF DATA
Data represents the annual number of Hourly, Weekly, and Monthly work hours missed due to:
• Paid Sick Leave
• Paid Sick Leave FMLA
• Paid Occupational Injury
• Paid Non Occupational Injury
• Paid Occupational Disability FMLA

ACTIONS TO IMPROVE
TBD

GRADING CRITERIA
Outstanding TBD
Very Good TBD
Good TBD
Satisfactory TBD
Unsatisfactory TBD

LiveWise : Absenteeism (Work Hours Missed)
## Justification of Need

<table>
<thead>
<tr>
<th>BMI</th>
<th>CATEGORY</th>
<th>% OF INJURIES</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;18.5</td>
<td>Underweight</td>
<td>0%</td>
</tr>
<tr>
<td>18.5 – 24.9</td>
<td>Normal</td>
<td>20%</td>
</tr>
<tr>
<td>25.0 – 29.9</td>
<td>Overweight</td>
<td>29%</td>
</tr>
<tr>
<td>30.0 – 34.9</td>
<td>Class I Obesity (Obese)</td>
<td>25%</td>
</tr>
<tr>
<td>35.0 – 39.9</td>
<td>Class II Obesity (Morbidly Obese)</td>
<td>18%</td>
</tr>
<tr>
<td>&gt;40.0</td>
<td>Class III Obesity (Super Obese)</td>
<td>8%</td>
</tr>
</tbody>
</table>

NOTE: 80% of FY09 Recordable Injuries happened to employees who were “overweight”.

The Y-12 Health & Wellness Program targets weight control and associated conditions.
**Return on Investment**

A study by Heirich and Associates found that the most effective programs reviewed involved access to a fitness facility, outreach, personal counseling, dietary consultation and organizational changes that facilitated participation during work hours.

<table>
<thead>
<tr>
<th>Company</th>
<th>ROI (per $1 invested)</th>
<th>Years since inception</th>
</tr>
</thead>
<tbody>
<tr>
<td>AXA Equitable Life Insurance Company</td>
<td>$5.52</td>
<td>1</td>
</tr>
<tr>
<td>Blue Cross Blue Shield Association</td>
<td>$2.51</td>
<td>5</td>
</tr>
<tr>
<td>Citibank</td>
<td>$4.56</td>
<td>5</td>
</tr>
<tr>
<td>Coors Brewing Company</td>
<td>$6.15</td>
<td>6</td>
</tr>
<tr>
<td>DuPont</td>
<td>$2.05</td>
<td>6</td>
</tr>
<tr>
<td>General Mills</td>
<td>$3.90</td>
<td>1</td>
</tr>
<tr>
<td>Kennecott Copper</td>
<td>$5.78</td>
<td>4</td>
</tr>
</tbody>
</table>
**Performance Metric**

**LiveWise: Return on Investment**

- **DISCUSSION/DESCRIPTION OF DATA**
  - ROI = \( \frac{\text{Payback} - \text{Investment}}{\text{Investment}} \)

- **ACTIONS TO IMPROVE**
  - TBD

- **GRADING CRITERIA**
  - Outstanding: TBD
  - Very Good: TBD
  - Good: TBD
  - Satisfactory: TBD
  - Unsatisfactory: TBD

**Graph Details**

- **Dollars (K)**
- **FY10, FY11, FY12, FY13, FY14**

- **Legend**
  - Blue: Health Care Cost Savings
  - Yellow: Return-to-Work Gains
  - Red: Productivity Gains
  - Blue: Investment

**Manager:** Michelle Reichert  
**Contact:** Doug LeVan  
**Update:**

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**LiveWise:** Return on Investment
GOAL – Healthy People at Work

Helping Employees Achieve Long Term Health

• Chronic Disease Mentoring:
  – Chronic condition screening / monitoring
  – Education
  – Optimal Health outreach
  – Dieticians
  – Pharmacists

• Organizational Health:
  – Return-to-Work
  – Stay-at-Work

• Environmental Health:
  – Risk Communication
**Performance Metric**

**DISCUSSION/DESCRIPTION OF DATA**
Data represents the percentage of health care costs related to the top chronic conditions of Y-12 employees.

**ACTIONS TO IMPROVE**
TBD

**GRADING CRITERIA**
- Outstanding: TBD
- Very Good: TBD
- Good: TBD
- Satisfactory: TBD
- Unsatisfactory: TBD

**LiveWise: Chronic Condition Costs**

- **FY09**: Diabetes 20%, Chronic Back Pain 10%, Coronary Artery Disease 20%, Asthma 30%, COPD 10%, Heart Failure 10%
- **FY10**: Diabetes 15%, Coronary Artery Disease 30%, Asthma 30%, COPD 10%, Heart Failure 10%
- **FY11**: Diabetes 10%, Coronary Artery Disease 15%, Asthma 30%, COPD 10%, Heart Failure 20%

**Legend**
- Diabetes
- Chronic Back Pain
- Coronary Artery Disease
- Asthma
- COPD
- Heart Failure

**RATING**
- NO TREND

**MANAGER**: Michelle Reichert  
**CONTACT**: Doug LeVan  
**UPDATE**:  

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**NATIONAL SECURITY COMPLEX**
Performance Metric

DISCUSSION/DESCRIPTION OF DATA
Data represents the percentage of temporary medical restrictions accommodated.

ACTIONS TO IMPROVE
TBD

GRADING CRITERIA
Outstanding  TBD
Very Good  TBD
Good  TBD
Satisfactory  TBD
Unsatisfactory  TBD

LiveWise : Return To Work (RTW)
GOAL – Healthy People at Work

Lifestyle Intervention For Employees

• Testing & Assessment:
  – Health Risk Assessments
  – Fitness Testing
  – Wellness Coaching

• Fitness & Therapeutic Activities:
  – Trainers
  – Facilities / Equipment
  – Physical Therapy

• Weight Management:
  – Weight Management
  – Dieticians
  – Education / Seminars
  – Healthy Food Choices
LIFE Center Locations
Dedication of Y-12’s First Wellness Center  

June 15, 2010
Typical Life Center Equipment
Use of Modular Buildings to Expand Capacity

August 26, 2010