



Health Screening

Executive Summary Report for:

Santa Rosa County Schools

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Dates: 9/24/2013 - 12/03/2013

Florida Blue is a trade name of Blue Cross and Blue Shield of Florida, Inc.,
an Independent Licensee of the Blue Cross and Blue Shield Association.

The information obtained from the PHA is stored securely in alignment with industry standards and compliant with applicable regulations. Florida Blue uses the data in a large database for aggregate reporting back to your organization. This allows you to address overall employee health by offering specific interventions. Assessment and screening information may also be used to offer voluntary programs that may fit the health needs of participants, and they may be contacted about these programs.

Florida Blue provides screenings and Personal Health Assessments to employer groups as a value-added service. The total value of these services provided to your organization is approximately \$70 per participant, or \$126,000.

Santa Rosa County Schools Executive Summary

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SUMMARY

PARTICIPATION

	<u>2013</u>	<u>2012</u>
Eligible Screening Population	2,641	2,641
PHA Participation	1,556	1,575
Biometric Screening Participation	1,800	1,875
PHA Participation vs. Eligible	59%	60%
Florida Blue Member PHA Participants*	1,434	1,324
Members vs. PHA Participation	92%	84%

CRITICAL VALUES

	<u>2013</u>	<u>2012</u>
Number of Critical Values	39	26
Blood Pressure	35	24
Blood Glucose	3	2
Both	1	0
Critical Values vs. Attendance	2.5%	1.7%
Florida Blue Statewide Average	2.7%	2.7%
Non-member Critical Values	2	6
Accepted Follow-up (Members Only)	16	9
Member Follow-up Outcomes	16	9
Enrolled in Next Steps	5	1
Did not enroll in Next Steps	1	0
Did not respond to contact	10	8

TOP RISK AREAS

The top four at-risk areas for your organization are as follows. Percentages are based on the number of people who ranked "borderline" or "high risk" in each area.

Risk Area	Percentage	Number	Responses
Nutrition	84%	1312	1556
Diabetes	72%	1127	1556
BMI	63%	984	1556
Blood Pressure	61%	946	1541

* The number of Florida Blue member participants is determined by the number of people providing contract IDs that match the member listing on file. The denominator for each measure in this report varies based on the number of participants that complete the questions (subject to age and gender, where appropriate). The numerator for each measure shows the number of participants in each measurement category, based on their results. Values shown may not equal 100% due to rounding.

2013 OVERVIEW

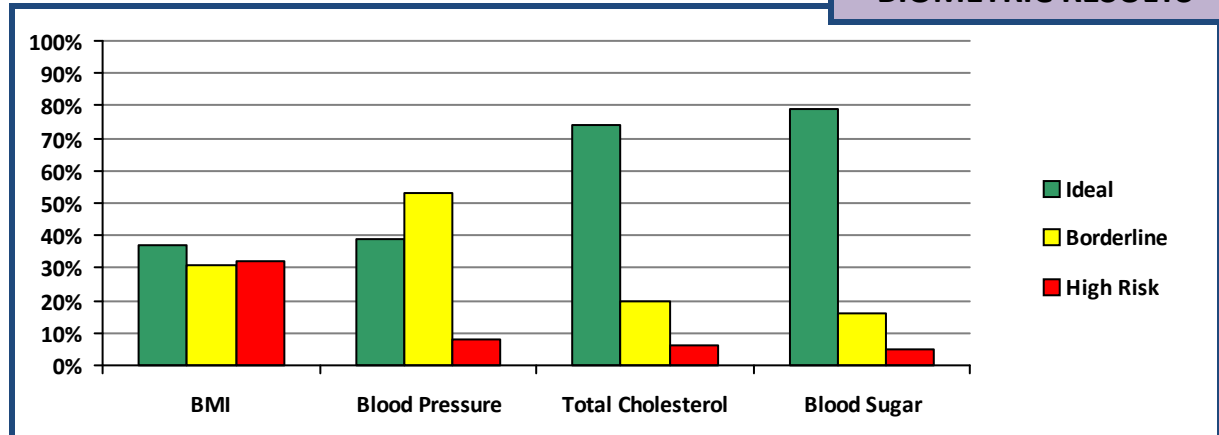
WELLNESS SCORE

Overall wellness score for participants in Santa Rosa County Schools' Health Screening:

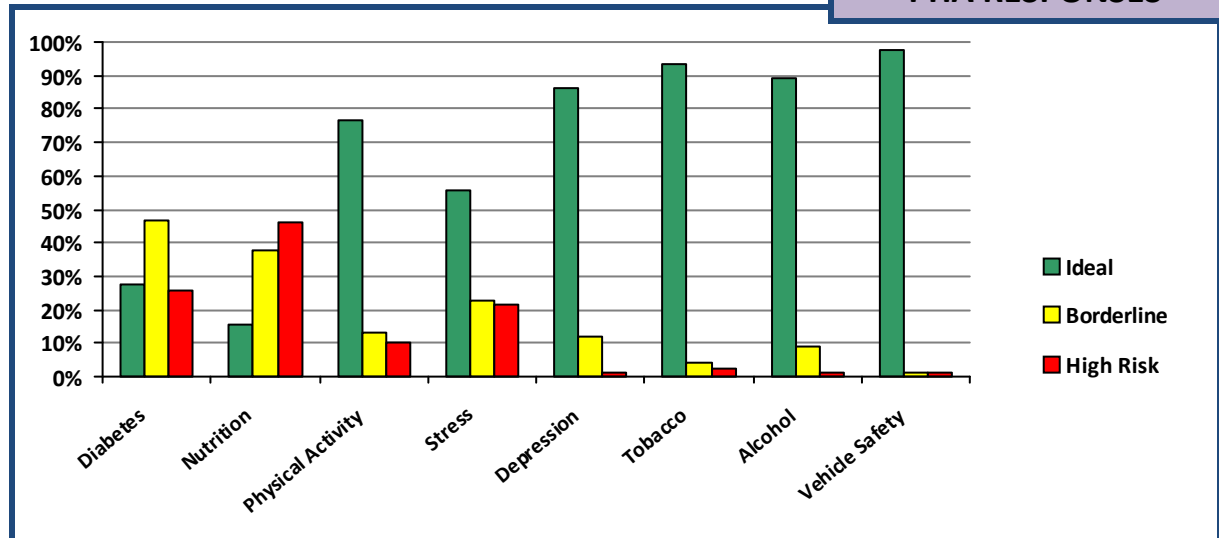
77

A score below 80 indicates an elevated likelihood that individuals will develop certain medical conditions.

BIOMETRIC RESULTS



PHA RESPONSES



The denominator for each measure in this report varies based on the number of participants that complete the questions (subject to age and gender, where appropriate). The numerator for each measure shows the number of participants in each measurement category, based on their results. Values shown may not equal 100% due to rounding.

DEMOGRAPHICS

AGE		
18 - 29	10%	(151)
30 - 39	17%	(262)
40 - 49	28%	(441)
50 - 59	31%	(490)
60 or over	14%	(212)

ETHNICITY		
African American	3%	(40)
American Indian/Alaska Native	1%	(17)
Asian or Pacific Islander	1%	(19)
Caribbean Islander	0%	(0)
Hispanic	2%	(25)
White	93%	(1,441)
Other	1%	(14)

What are these numbers based on?

The aggregate demographic data above comes from respondents' self-reported answers to questions on the Personal Health Assessment (PHA) regarding age and ethnicity.

Why is it important to consider demographics?

Knowing your organization's age and ethnic backgrounds can help you better understand risk stratification and make informed decisions about worksite wellness programming that may be most relevant to your population.

RISK PROFILE

Research indicates that individuals with multiple health risks incur higher costs than those with fewer health risks. Over time, a results-oriented worksite wellness program can help individuals decrease the number of health risks they have or prevent migration into higher risk categories. It is recommended that organizations aim for a low risk population of 70% - 85% to be successful over the long term.*

What are these numbers based on?

Health screening participants are categorized into one of three risk classifications based on their biometric results and responses to the Personal Health Assessment. The eight factors included in the risk profile are: BMI, Blood Pressure, Cholesterol, Diabetes, Physical Activity, Stress, Tobacco, and Depression.

Low Risk (0 to 2 risk factors)

- Individuals who are well-suited for health promotion and education programs to delay or prevent migration to the higher risk categories
- 61% of your organization's screening participants are in the low risk category as compared to 62% last year

Medium Risk (3 or 4 risk factors)

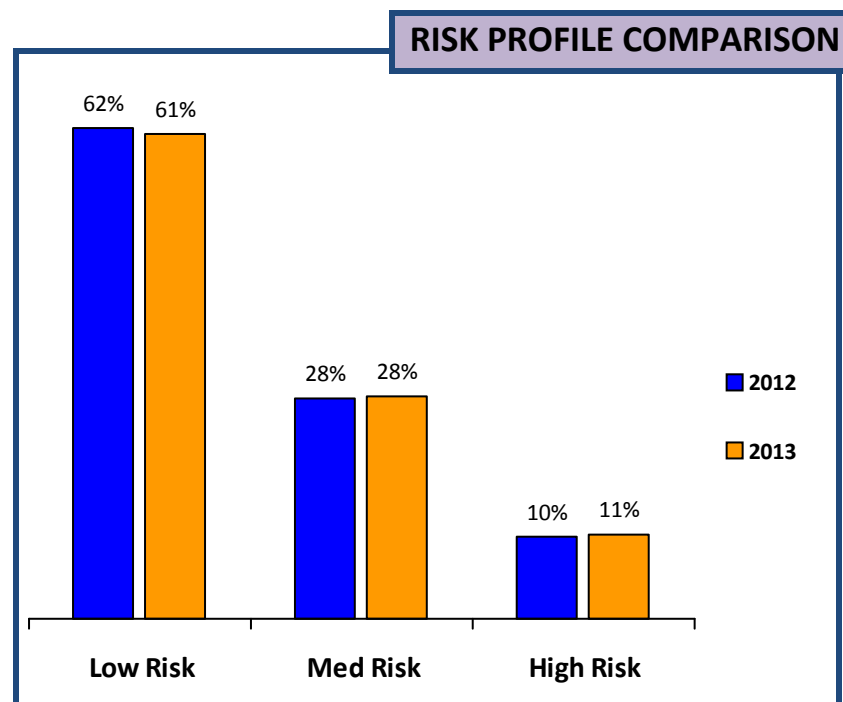
- Individuals who are likely to escalate into disease conditions and may be suited for behavior modification programs
- 28% of your organization's screening participants are in the medium risk category as compared to 28% last year

High Risk (5 or more risk factors)

- Individuals who are likely to have associated diseases amenable for disease management programs
- 11% of your organization's screening participants are in the high risk category as compared to 10% last year

How does Santa Rosa County Schools compare?

The statewide averages for risk categories among employer groups in the BYFB program are: 44% low risk, 40% medium risk, and 16% high risk



*Hunnicut, D. (2009). WELCOA Expert Interview: Dee Edington, PhD. WELCOA Expert Interview.

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BODY MASS INDEX (BMI)

OVERVIEW

BMI SCORE

67

Ideal	37%	(572)
Borderline	31%	(485)
High Risk	32%	(499)

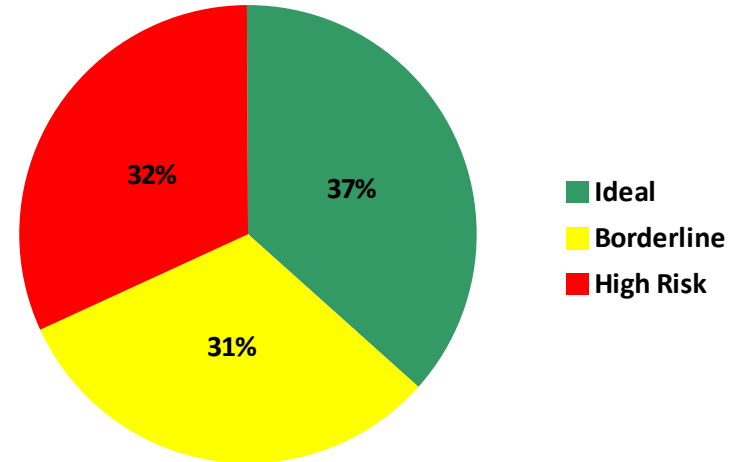
Total At-Risk for BMI

63%

The prevalence of BMI risk is 630 per 1,000.

Change in At-Risk for BMI Compared to Last Year

0%



What are these numbers based on?

Body Mass Index is calculated using the participants' height and weight, as reported on the Personal Health Assessment (PHA). Risk classification is determined in accordance with national guidelines as follows:

Ideal = BMI 18.5 to 24.9

Borderline = BMI 25.0 to 29.9

High Risk = BMI 30 or above (obese) or less than 18.5 (underweight)

How does Santa Rosa County Schools compare?

According to the CDC, 35.9% of adult americans over age 20 are obese; another 33.3% are overweight.

What is the financial impact for Santa Rosa County Schools?

The average increase in annual medical expenditures per obese employee is \$1,091*. Total annual increase in medical expenditures for obese employees in your organization is estimated at \$544,409.

*Ron Z. Goetzel, Xiaofei Pei, Maryam J. Tabrizi, Rachael M. Henke, Niranjana Kowlessar, Craig F. Nelson, and R. Douglas Metz. Ten Modifiable Health Factors Are Linked To More Than One-Fifth Of Employer-Employee Health Care Spending. *Health Affairs*, 31, no. 11 (2012):2474-2484.

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BLOOD PRESSURE

OVERVIEW

Blood Pressure Score

72

Ideal	39%	(595)
Borderline	53%	(820)
High Risk	8%	(126)

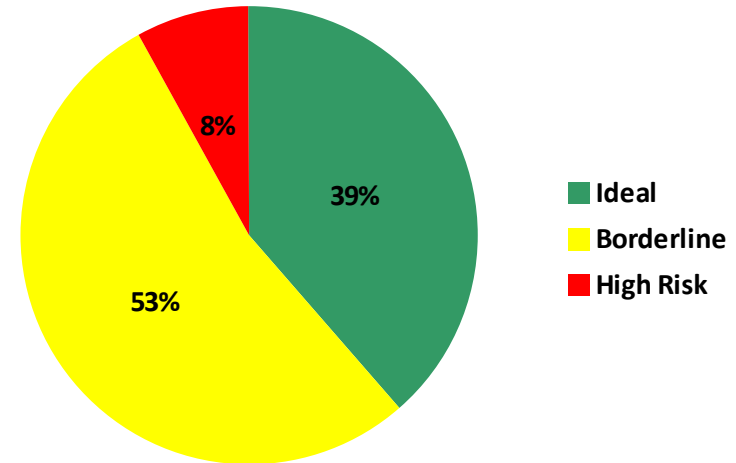
Total At-Risk for High Blood Pressure

61%

The prevalence of blood pressure risk is 610 per 1,000.

Change in At-Risk for High Blood Pressure Compared to Last Year

↑ 4%



What are these numbers based on?

Blood pressure score and rankings were determined by evaluating participants' blood pressure readings taken during the biometric screening, with ranges categorized in accordance with national guidelines as follows:

- Ideal = Less than 120/80
- Borderline = 120/80 to 139/89
- High Risk = 140/90 or higher

How does Santa Rosa County Schools compare?

According to the CDC, 25% of Americans have pre-hypertension ("borderline") and 31% have high blood pressure ("high risk").

What is the financial impact for Santa Rosa County Schools?

The average annual increase in medical expenditures per person with high blood pressure is \$1,378*. Total annual increase for employees with high blood pressure in your organization is estimated at \$173,628.

*Ron Z. Goetzel, Xiaofei Pei, Maryam J. Tabrizi, Rachael M. Henke, Niranjana Kowlessar, Craig F. Nelson, and R. Douglas Metz. Ten Modifiable Health Risk Factors Are Linked To More Than One-Fifth Of Employer-Employee Health Care Spending. *Health Affairs*, 31, no. 11 (2012):2474-2484.

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TOTAL AND HDL CHOLESTEROL

OVERVIEW

Cholesterol Ratio Score

87

Ideal	74%	(1,138)
Borderline	20%	(301)
High Risk	6%	(94)

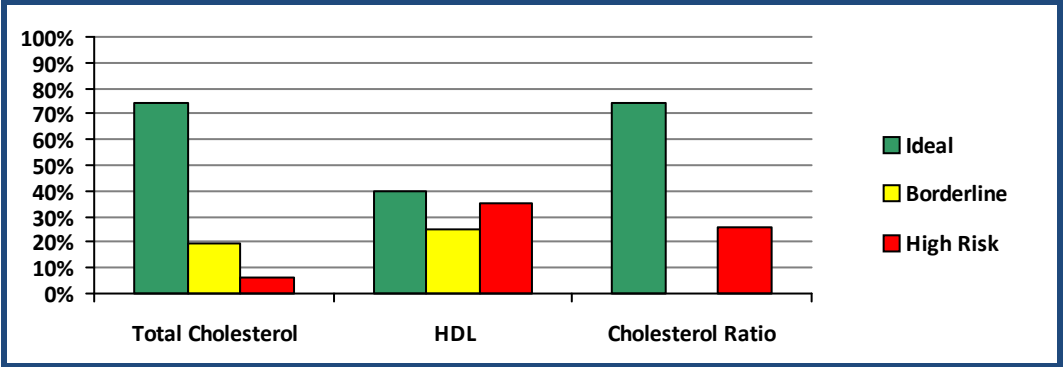
At-Risk for High Total Cholesterol

26%

The prevalence of cholesterol risk is 260 per 1,000.

Change in At-Risk for High Total Cholesterol Compared to Last Year

 **2%**



What are these numbers based on?

The biometric screening for cholesterol includes an assessment of both Total Cholesterol and HDL ("good" cholesterol). The cholesterol score was determined based on the ratio between these numbers. A ratio of less than 4.0 is considered ideal. National guidelines for Total Cholesterol and HDL are as follows:

Range	Total Cholesterol	HDL
Ideal	< 200	>= 60 for both men and women
Borderline	200 - 239	40 - 59 for men; 50 - 59 for women
High Risk	>= 240	< 40 for men; < 50 for women

How does Santa Rosa County Schools compare?

According to the CDC, approximately 13% of Americans currently have high total cholesterol.

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DIABETES

OVERVIEW

Diabetes Score

61

Total At-Risk for Diabetes

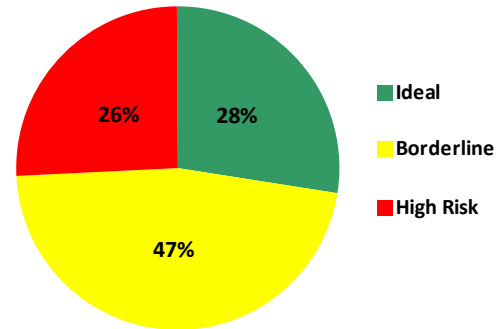
73%

The prevalence of Diabetes risk is 730 per 1,000.

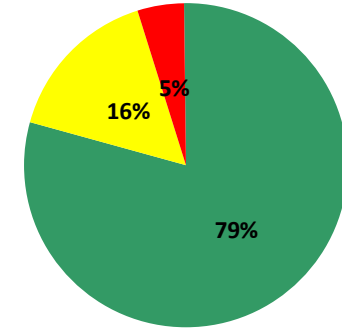
Change in At-Risk for Diabetes Compared to Last Year

↑ 1%

Diabetes Risk



Blood Sugar



What are these numbers based on?

The Diabetes score is based on multiple factors which may increase risk, such as age, activity level, and weight. Blood sugar levels are categorized in accordance with national guidelines as follows:

Ideal = Less than 100 mg/dL

Borderline = 100 - 125 mg/dL

High Risk = Higher than 125 mg/dL

How does Santa Rosa County Schools compare?

The prevalence of self-reported diabetes in your population is 67 per 1000 (6.7%). According to the CDC and the American Diabetes Association, approximately 8% of Americans 20 years and older have Diabetes, and another 35% have Prediabetes.

What is the financial impact for Santa Rosa County Schools?

The average annual increase in medical expenditures per person with high blood sugar is \$1,653*. Total annual increase for employees with high blood sugar in your organization is estimated at \$105,792.

*Ron Z. Goetzel, Xiaofei Pei, Maryam J. Tabrizi, Rachael M. Henke, Niranjana Kowlessar, Craig F. Nelson, and R. Douglas Metz. Ten Modifiable Health Risk Factors Are Linked To More Than One-Fifth Of Employer-Employee Health Care Spending. *Health Affairs*, 31, no. 11 (2012):2474-2484.

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HEMOGLOBIN A1c

What is Hemoglobin A1c?

Hemoglobin A1c (HbA1c) is a test used to evaluate blood sugar control in people who have Diabetes or to screen for the possibility that an individual has Diabetes. The test measures blood sugar control over several months.

What are these numbers based on?

HbA1c results were determined during the biometric screening with ranges categorized according to national standards as follows:

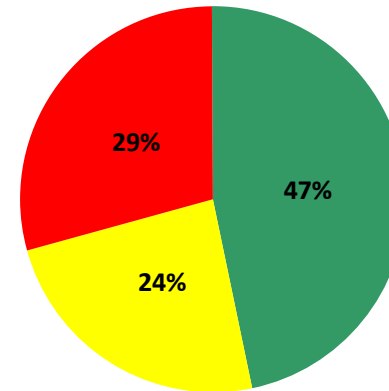
Normal = Less than 5.7

Prediabetes = 5.7 to 6.4

Diabetes = Greater than 6.4

How does Santa Rosa County Schools compare?

According to the CDC, approximately 33% of American adults have Prediabetes and most of them do not know it. The CDC also reports that 11% of people with Prediabetes will develop Type 2 Diabetes within 3 years.



■ Ideal	47%	(27)
■ Borderline	24%	(14)
■ High Risk	29%	(17)

NUTRITION

OVERVIEW

Nutrition Score

54

Ideal	16%	(244)
Borderline	38%	(591)
High Risk	46%	(721)

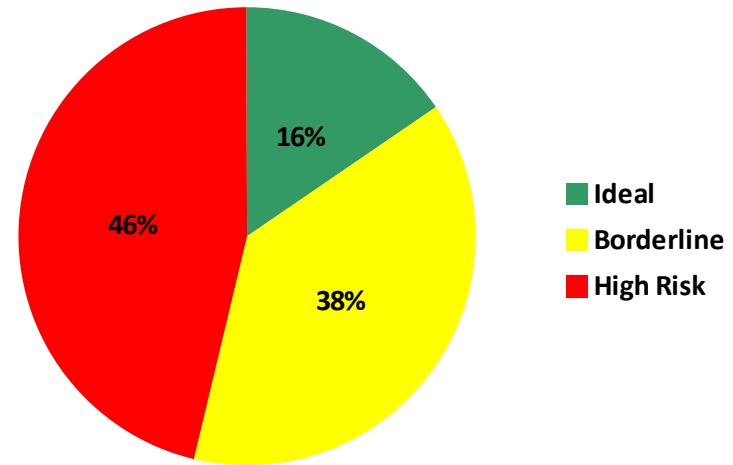
Total At-Risk for Nutrition

84%

The prevalence of nutrition risk is 840 per 1,000.

Change in At-Risk for Nutrition Compared to Last Year

 **2%**



What are these numbers based on?

Nutrition score and rankings were determined based on participants' self-reported responses to a variety of questions on the Personal Health Assessment (PHA) regarding dietary habits. These questions addressed frequency and amount of intake of saturated fats, simple and complex carbohydrates, fruits, and vegetables.

How does Santa Rosa County Schools compare?

The statewide averages for risk categories for nutrition among employer groups in the BYFB program are: 23% ideal; 37% borderline; 40% high risk.

PHYSICAL ACTIVITY

OVERVIEW

Physical Activity Score

84

Ideal	76%	(1,190)
Borderline	13%	(209)
High Risk	10%	(157)

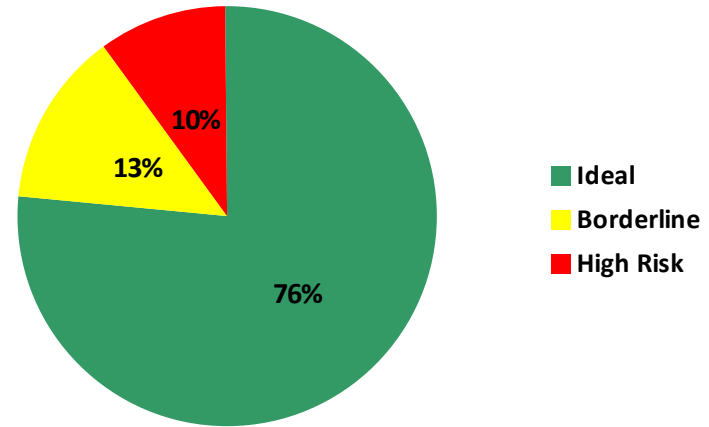
Total At-Risk for Physical Inactivity

23%

The prevalence of physical inactivity risk is 230 per 1,000.

Change in At-Risk for Physical Inactivity Compared to Last Year*

↑ 2%



What are these numbers based on?

Physical activity score and rankings are based on participants' responses on the Personal Health Assessment (PHA). Activity levels were categorized as follows:

Ideal	30 minutes or more of moderate activity at least 5 times per week, or 20 minutes or more of vigorous activity at least 3 days per week, or an equivalent combination of both
Borderline	At least 20 minutes of activity on at least 2 days per week but not enough to meet the ideal criteria
High Risk	Anything less than borderline

How does Santa Rosa County Schools compare?

According to the CDC, 48% of Americans are getting the recommended amount of aerobic activity, 36% have an insufficient level of activity (borderline) and 16% are at high risk due to inactivity.

What is the financial impact for Santa Rosa County Schools?

The average annual increase in medical expenditures per physically inactive person is \$606**. Total annual increase in medical expenditures for these employees in your organization is estimated at \$95,142.

*Risk classification for physical activity has changed to align with national guidelines. This change results in fewer participants identified as "at-risk" than in health assessments from previous years. Comparison data was adjusted to provide a more valid estimation of actual change in risk level for your population.

**Ron Z. Goetzel, Xiaofei Pei, Maryam J. Tabrizi, Rachael M. Henke, Niranjana Kowlessar, Craig F. Nelson, and R. Douglas Metz. Ten Modifiable Health Risk Factors Are Linked To More Than One-Fifth Of Employer-Employee Health Care Spending. *Health Affairs*, 31, no. 11 (2012):2474-2484.

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STRESS

OVERVIEW

Stress Score

68

Ideal	56%	(864)
Borderline	23%	(357)
High Risk	22%	(335)

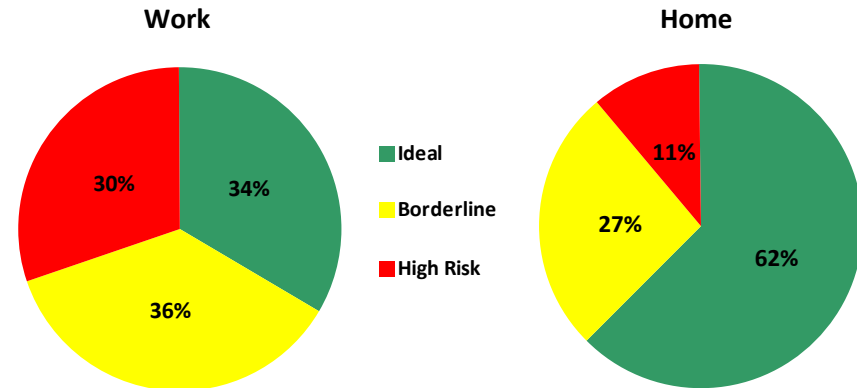
Total At-Risk for Stress

45%

The prevalence of stress risk is 450 per 1,000.

Change in At-Risk for Stress Compared to Last Year

 **3%**



What are these numbers based on?

Stress score and rankings were determined based on participants' self-reported responses to questions on the Personal Health Assessment (PHA) regarding stress at work and home.

How does Santa Rosa County Schools compare?

The statewide averages for stress risk for employers in the BYFB program are as follows:

Work Stress: 38% ideal; 39% borderline; 23% high risk.

Home Stress: 60% ideal; 29% borderline; 11% high risk.

What is the financial impact for Santa Rosa County Schools?

The average annual increase in annual medical expenditures per person with high stress is \$413*. Total increase for employees with high stress in your organization can be estimated at \$138,355.

*Ron Z. Goetzel, Xiaofei Pei, Maryam J. Tabrizi, Rachael M. Henke, Niranjana Kowlessar, Craig F. Nelson, and R. Douglas Metz. Ten Modifiable Health Risk Factors Are Linked To More Than One-Fifth Of Employer-Employee Health Care Spending. *Health Affairs*, 31, no. 11 (2012):2474-2484.

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DEPRESSION

OVERVIEW

Depression Score

84

Ideal	86%	(1,344)
Borderline	12%	(190)
High Risk	1%	(22)

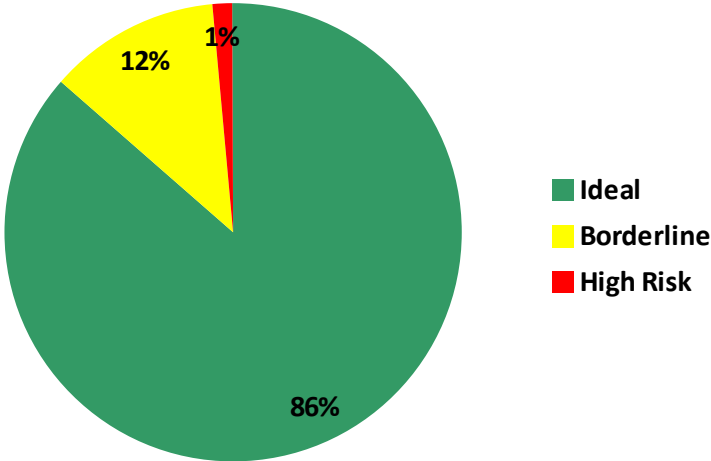
Total At-Risk for Depression

13%

The prevalence of depression risk is 130 per 1,000.

Change in At-Risk for Depression Compared to Last Year

0%



What are these numbers based on?

Depression score and rankings were determined based on participants' self-reported responses to questions on the Personal Health Assessment (PHA) regarding emotions, support, and life satisfaction .

How does Santa Rosa County Schools compare?

According to the CDC, approximately 5% of Americans over the age of 12 reported being depressed.

What is the financial impact for Santa Rosa County Schools?

The average annual increase in medical expenditures per person with depression is \$2,184*. Total annual increase in medical expenditures for employees with depression at your organization can be estimated at \$229,320.

*Ron Z. Goetzel, Xiaofei Pei, Maryam J. Tabrizi, Rachael M. Henke, Niranjana Kowlessar, Craig F. Nelson, and R. Douglas Metz. Ten Modifiable Health Risk Factors Are Linked To More Than One-Fifth Of Employer-Employee Health Care Spending. *Health Affairs*, 31, no. 11 (2012):2474-2484.

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TOBACCO

OVERVIEW

Tobacco Score

94

Ideal	93%	(1,449)
Borderline	4%	(64)
High Risk	3%	(41)

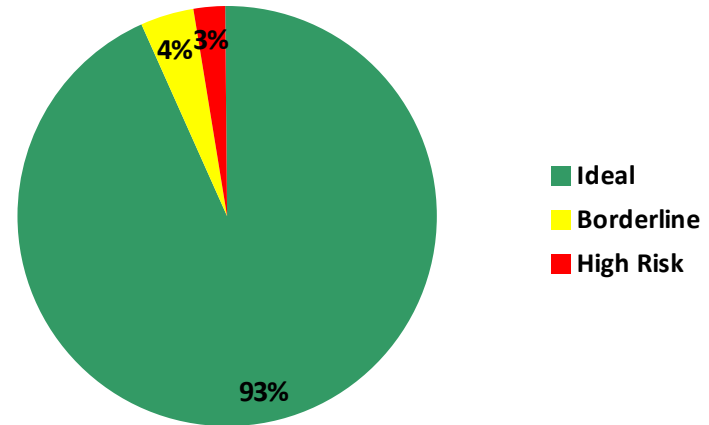
Total At-Risk for Tobacco

7%

The prevalence of tobacco use is 70 per 1,000.

Change in At-Risk for Tobacco Compared to Last Year

0%



What are these numbers based on?

Tobacco score and rankings were determined based on participants' self-reported responses to questions on the Personal Health Assessment (PHA) regarding use of cigars, pipes, smokeless tobacco, and cigarettes. Use is categorized as follows:

Ideal	No use of any tobacco products for 2 or more years
Borderline	No current tobacco use & quit 2 years ago or less, or occasional use of only one form of tobacco (less than 5 times per month)
High Risk	Anything more than occasional use of one tobacco product (using one form of tobacco 5 or more times per month, or using 2 or more tobacco products in any amount)

How does Santa Rosa County Schools compare?

According to the CDC, approximately 19% of Americans currently smoke cigarettes.

What is the financial impact for Santa Rosa County Schools?

The average annual increase in medical expenditures per employee currently using tobacco is \$587*. Total annual increase in medical expenditures for these employees in your organization is estimated at \$24,067.

*Ron Z. Goetzel, Xiaofei Pei, Maryam J. Tabrizi, Rachael M. Henke, Niranjana Kowlessar, Craig F. Nelson, and R. Douglas Metz. Ten Modifiable Health Risk Factors Are Linked To More Than One-Fifth Of Employer-Employee Health Care Spending. *Health Affairs*, 31, no. 11 (2012):2474-2484.

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ALCOHOL

OVERVIEW

Alcohol Score

90

Ideal	89%	(1,392)
Borderline	9%	(142)
High Risk	1%	(22)

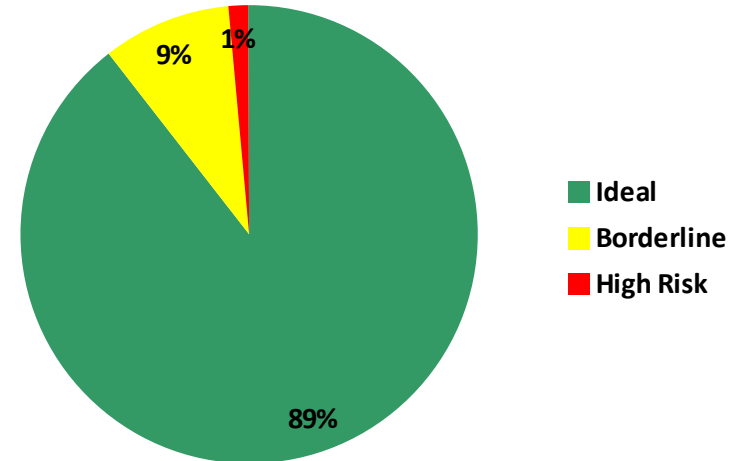
Total At-Risk for Alcohol Use

10%

The prevalence of risky alcohol use is 100 per 1,000.

Change in At-Risk for Alcohol Use Compared to Last Year

 **2%**



What are these numbers based on?

Alcohol score and rankings were determined based on participants' self-reported responses to questions on the Personal Health Assessment (PHA) regarding frequency and quantity of alcohol use.

How does Santa Rosa County Schools compare?

According to the CDC, excessive alcohol use, either in the form of heavy drinking (more than two drinks per day for men or more than one drink per day for women) or binge drinking (drinking 5 or more drinks during a single occasion) occurs in 15% of the population.

VEHICLE SAFETY

OVERVIEW

Vehicle Safety Score

94

Ideal	97%	(1,515)
Borderline	1%	(21)
High Risk	1%	(20)

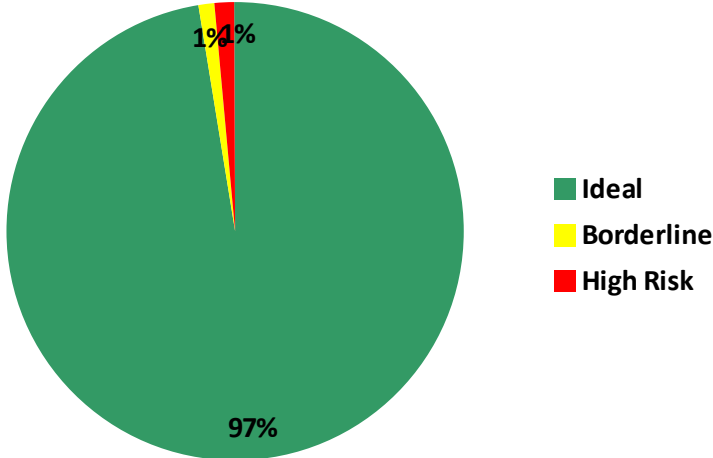
Total At-Risk for Vehicle Safety

2%

The prevalence of vehicle safety risk is 20 per 1,000.

Change in At-Risk for Vehicle Safety Compared to Last Year

↓ 1%



What are these numbers based on?

Vehicle safety score and rankings were determined based on participants' self-reported responses to questions on the Personal Health Assessment (PHA) regarding three behaviors: riding with drivers who are under the influence of alcohol, safety belt use, and speed.

How does Santa Rosa County Schools compare?

The statewide averages for risk categories for vehicle safety for employer groups in the BYFB program are: 96% ideal; 2% borderline; 2% high risk.

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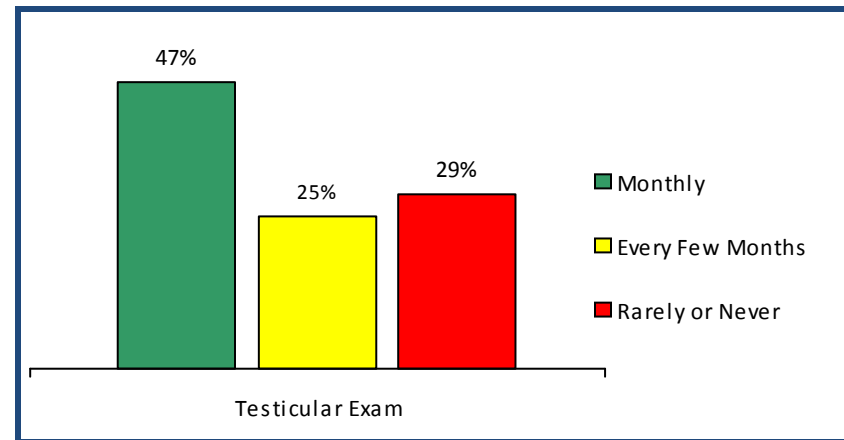
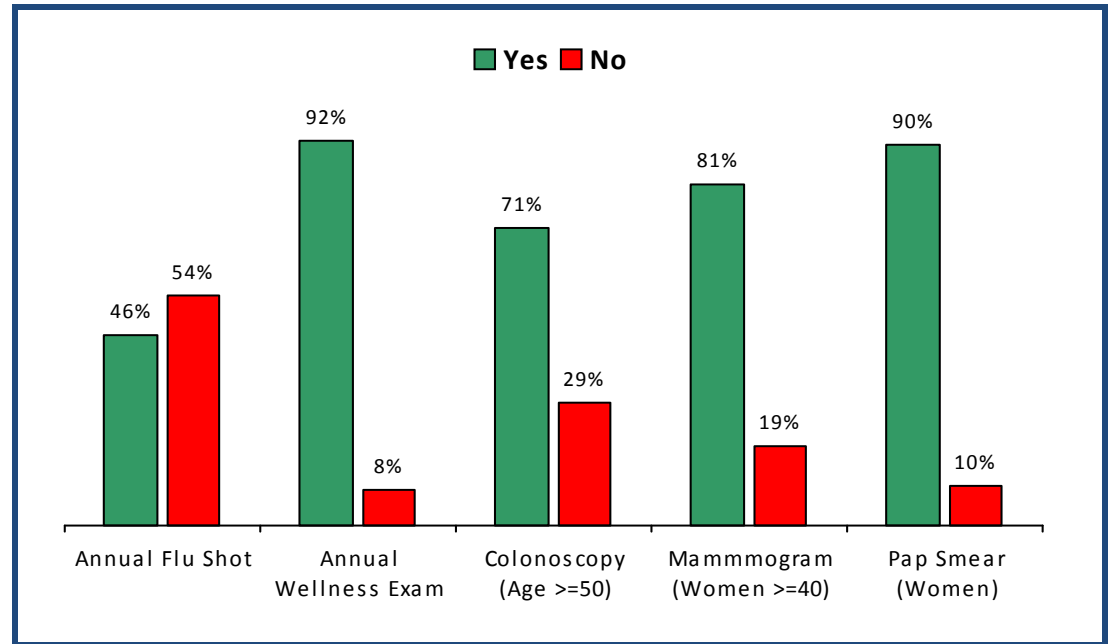
PREVENTIVE HEALTH

What are these numbers based on?

Participants answered questions related to preventive health on the Personal Health Assessment (PHA). The charts to the right show the percentage of respondents who are meeting recommended guidelines for frequency of various preventive health measures.

Nationally accepted guidelines are as follows:

- Everyone six months of age or older should be vaccinated against influenza annually.
- Adults should have a wellness exam with a physician annually.
- Adults age 50 and above should have a colonoscopy screening.
- Women age 40 and over should have a mammogram at least every two years.
- Adult women should have a pap smear at least every three years.
- Adult men should perform self-testicular exams monthly.



CRITICAL VALUE REPORT

All participants who are identified at the screening with biometric values considered critical are referred to an onsite nurse for immediate assistance and confidential counseling. These values are:

- Blood pressure at or above **160/100 mm Hg** (either or both values)
- Blood glucose at or above **300 mg/dL** for those who have been diagnosed with Diabetes
- Blood glucose at or above **200 mg/dL** for those who have *not* been diagnosed with Diabetes

Those participants identified with critical values who are Florida Blue members are sent a follow-up letter after the screening informing them of their own responsibility to urgently follow up with a doctor. They are also offered health coaching by a *Better You from Blue* Next Steps nurse. (This service is not provided to non-members.)

Critical Values	Non-Members		Members		Outcomes For Members				
	Diagnosed prior to screening	Identified during screening	Diagnosed prior to screening	Identified during screening	Enrolled in Next Steps	Did not enroll in Next Steps	Did not respond to contact	Visited doctor after screening	Currently on medication
Blood Pressure	1	1	20	13	3	19	10	19	20
Blood Glucose	0	0	1	2	2	1	0	2	1
Blood Pressure and Blood Glucose	0	0	1	0	0	1	0	0	1
TOTAL	2	1	37	15	5	21	10	21	22

The denominator for each measure in this report varies based on the number of participants that complete the questions (subject to age and gender, where appropriate). The numerator for each measure shows the number of participants in each measurement category, based on their results. Values shown may not equal 100% due to rounding.

COMPARISON REPORT

SANTA ROSA COUNTY SCHOOLS		WELLNESS SCORE	PARTICIPATION		DEMOGRAPHICS					
Screening Site	Screening Date	Site Score	Total Participants	Group Percent	Percent Male	Percent Female	Majority Age Group	Percent	Majority Ethnicity	Percent
Online PHA	9/24/2013 - 12/3/2013	77	1,556	100%	19%	81%	50 - 59	31%	White	93%
Year		Overall Score	Total	% Eligible Attended	Percent Male	Percent Female	Majority Age Group	Percent	Majority Ethnicity	Percent
2013 Overall		77	1,556	68%	19%	81%	50 - 59	31%	White	93%
2012 Overall		77	1,575	N/A	17%	83%	50 - 59	32%	White	93%

The percentage shown in all "At Risk" columns in this comparison report includes those who ranked "borderline" and "high risk".
 The denominator for each measure in this report varies based on the number of participants that complete the questions (subject to age and gender, where appropriate).
 The numerator for each measure shows the number of participants in each measurement category, based on their results. Values shown may not equal 100% due to rounding.

COMPARISON REPORT

SANTA ROSA COUNTY SCHOOLS		BIOMETRICS					DIABETES	
Screening Site	Screening Date	BMI (% At Risk)	Blood Pressure (% At Risk)	Cholesterol (% At Risk)	Cholesterol Ratio	Blood Sugar (% At Risk)	Self-Reported Having Diabetes	Overall Diabetes (% At Risk)
Online PHA	9/24/2013 - 12/3/2013	63%	61%	26%	3.47	21%	7%	73%

Screening Site	BMI (% At Risk)	Blood Pressure (% At Risk)	Cholesterol (% At Risk)	Cholesterol Ratio	Blood Sugar (% At Risk)	Self-Reported Having Diabetes	Overall Diabetes (% At Risk)
2013 Overall	63%	61%	26%	3.47	21%	7%	73%
2012 Overall	63%	57%	28%	3.34	29%	6%	72%

The percentage shown in all "At Risk" columns in this comparison report includes those who ranked "borderline" and "high risk".
 The denominator for each measure in this report varies based on the number of participants that complete the questions (subject to age and gender, where appropriate).
 The numerator for each measure shows the number of participants in each measurement category, based on their results. Values shown may not equal 100% due to rounding.

OVERVIEW OF RISK FACTORS

Risk Factor	Score		Ideal		Borderline		High Risk	
	2013	2012	2013	2012	2013	2012	2013	2012
BMI	67	68	37% (572)	37% (587)	31% (485)	31% (487)	32% (499)	32% (501)
Blood Pressure	72	74	39% (595)	43% (673)	53% (820)	49% (758)	8% (126)	8% (124)
Total Cholesterol	82	82	74% (1,138)	72% (1,117)	20% (301)	22% (336)	6% (94)	6% (88)
HDL Cholesterol	62	69	40% (544)	49% (624)	25% (345)	26% (339)	35% (476)	25% (323)
Cholesterol Ratio	87	89	74% (1,119)	79% (1,200)	24% (361)	20% (300)	2% (30)	1% (18)
Diabetes Risk	61	61	28% (429)	28% (434)	47% (726)	48% (756)	26% (401)	24% (385)
Blood Sugar	90	86	79% (1,076)	71% (915)	16% (217)	22% (280)	5% (64)	7% (87)
Nutrition	54	54	16% (244)	15% (232)	38% (591)	38% (593)	46% (721)	48% (750)
Physical Activity	84	86	76% (1,190)	79% (1,240)	13% (209)	13% (209)	10% (157)	8% (126)
Stress	68	67	56% (864)	52% (813)	23% (357)	26% (417)	22% (335)	22% (345)
Depression	84	85	86% (1,344)	86% (1,359)	12% (190)	12% (194)	1% (22)	1% (22)
Tobacco	94	94	93% (1,449)	94% (1,471)	4% (64)	4% (56)	3% (41)	3% (46)
Alcohol	90	89	89% (1,392)	88% (1,386)	9% (142)	10% (163)	1% (22)	2% (26)
Vehicle Safety	94	93	97% (1,515)	97% (1,530)	1% (21)	1% (21)	1% (20)	2% (24)

Risk Factor	Yes		No	
	2013	2012	2013	2012
Testicular Exam (Men)	71% (210)	67% (183)	29% (84)	33% (89)
Pap Smear (Women 21+)	90% (1,141)	92% (1,200)	10% (121)	8% (103)
Mammogram (Women 40+)	81% (758)	84% (815)	19% (177)	16% (155)
Colonscopy (Age 50+)	71% (496)	71% (497)	29% (206)	29% (199)
Annual Wellness Exam (All)	92% (1,426)	93% (1,471)	8% (130)	7% (104)
Annual Flu Shot (All)	46% (708)	45% (701)	54% (848)	55% (874)

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Santa Rosa County School RISK REDUCTION INTERVENTION GUIDE

There are many wellness interventions your organization can implement to address the top risk factors identified in this report. Better You from Blue offers interventions for all major risk factors in three formats – onsite, online and telephonically. Many community programs and organizations may also be useful.

Risk Factor	Florida Blue
ALL	<ul style="list-style-type: none"> • Monthly <i>Wellness Update</i> Newsletter delivered to employees via email or print copies (covers a variety of wellness topics) • Better You from Blue <i>Next Steps</i> program <ul style="list-style-type: none"> ○ Individual coaching with a dedicated registered nurse health coach for assistance making lasting behavior change in virtually any area of health ○ (800) 477-3736, ext. 54837 or nextsteps@floridablue.com • Health Dialog <ul style="list-style-type: none"> ○ Access to health coaches, registered nurses, dieticians and respiratory therapists 24/7 ○ Web-based information and tools on more than 1,900 clinical topics ○ Free audio, video and print information ○ (877) 789-2582 or www.floridablue.com • Florida Blue Member Portal <ul style="list-style-type: none"> ○ Access to benefits, personal health statements, claims status, ID cards and tools designed to help make wise healthcare choices ○ Online suite of wellness interventions powered by WebMD, including My Health Assistant, a personalized online health coaching tool ○ www.floridablue.com • Florida Blue Mobile App (for members and non-members) <ul style="list-style-type: none"> ○ From any Smartphone, access health information and tools on the go ○ Type in floridablue.com from your mobile browser or download the FREE app for your iPhone or Droid • Blue 365 <ul style="list-style-type: none"> ○ Save up to 60% on discounts for fitness clubs, exercise equipment, contact lens and glasses, nutrition and weight management programs, massages, vitamins and more ○ www.floridablue.com

Risk Factor	Better You from Blue	Other
BMI	<ul style="list-style-type: none"> • <i>Healthy Words of Wisdom</i> on weight management, nutrition and physical activity • Onsite wellness presentations on weight management, nutrition and physical activity • 8-week <i>Am I Hungry?® Mindful Eating</i> Weight Management Workshop (onsite or via webinar) • Online Brainshark™ multi-media presentations on weight, nutrition and physical activity • <i>Walking Works</i> online physical activity tracking program 	<ul style="list-style-type: none"> • <i>Weight Watchers at Work:</i> www.weightwatchers.com • <i>Choose MyPlate</i> website: www.choosemyplate.gov • American Cancer Society's <i>Eat Right and Get Active</i> Challenge: http://eatrightgetactive.org • Overeaters Anonymous: www.oa.org
Blood Pressure	<ul style="list-style-type: none"> • <i>Healthy Words of Wisdom</i> on Blood Pressure • Onsite wellness presentations on blood pressure and heart health • Online Brainshark™ multi-media presentation on blood pressure and heart health • Florida Blue Retail Center blood pressure screening 	<ul style="list-style-type: none"> • Dietary Approach to Stop Hypertension (DASH): www.dashdiet.org • American Heart Association: www.heart.org
Cholesterol	<ul style="list-style-type: none"> • <i>Healthy Words of Wisdom</i> on Cholesterol • Onsite wellness presentations on cholesterol and heart health • Online Brainshark™ multi-media presentation on cholesterol and heart health • Florida Blue Retail Center cholesterol screenings 	<ul style="list-style-type: none"> • American Heart Association: www.heart.org • The National Coalition of Women with Heart Disease: www.womenheart.org
Diabetes	<ul style="list-style-type: none"> • <i>Healthy Words of Wisdom</i> on Diabetes • Onsite wellness presentations on diabetes prevention and management • Online Brainshark™ multi-media presentation on Diabetes • Florida Blue Retail Center blood glucose screenings 	<ul style="list-style-type: none"> • American Diabetes Association www.diabetes.org
Nutrition	<ul style="list-style-type: none"> • <i>Healthy Words of Wisdom</i> on Nutrition • Onsite wellness presentations on various nutrition topics • Online Brainshark™ multi-media presentation on various nutrition topics • 8-week <i>Am I Hungry?® Mindful Eating</i> Workshop (onsite or via webinar) • 6-week <i>Nutritious You from Blue</i> Nutrition Series (onsite or via webinar) 	<ul style="list-style-type: none"> • <i>Weight Watchers at Work:</i> www.weightwatchers.com • <i>Choose MyPlate:</i> www.choosemyplate.gov • Dietitian at Academy of Nutrition and Dietetics: www.eatright.org • <i>Meals Matter:</i> www.healthyeating.org


Risk Factor	Better You from Blue	Other
Physical Activity	<ul style="list-style-type: none"> • <i>Healthy Words of Wisdom</i> on Physical Activity • Onsite wellness presentations on various physical activity topics • Online Brainshark™ multi-media presentation on various physical activity topics • 6 week <i>Color Me Fit</i> Physical Activity Program (onsite or webinar) • <i>Walking Works</i> online physical activity tracking program 	<ul style="list-style-type: none"> • Center for Disease Control: www.cdc.gov/physicalactivity • USD of Health and Human Services: www.health.gov/paguidelines • Walking clubs at work • Participate in <i>National Walk at Lunch Day</i> • Independent physical activity programs and team challenges • Onsite fitness classes led by community fitness professionals
Stress	<ul style="list-style-type: none"> • <i>Healthy Words of Wisdom</i> on Stress Management • Onsite wellness presentations on stress management • Online Brainshark™ multi-media presentation on stress management 	<ul style="list-style-type: none"> • Institute of Stress: www.stress.org • Internal Employee Assistance Program (EAP) • Onsite Yoga or Meditation classes led by certified community professionals • Onsite chair massage
Depression	<ul style="list-style-type: none"> • <i>Healthy Words of Wisdom</i> on Depression and Stress Management • Onsite wellness presentations on depression and stress management • Online Brainshark™ multi-media presentation on stress management 	<ul style="list-style-type: none"> • Internal Employee Assistance Program (EAP)
Tobacco	<ul style="list-style-type: none"> • <i>Healthy Words of Wisdom</i> on Tobacco • Onsite wellness presentations on tobacco use and preventive care • Onsite Tobacco Cessation programs • Online Brainshark™ multi-media presentation on tobacco 	<ul style="list-style-type: none"> • American Lung Association (ALA): www.ffsonline.org • Florida Area Health Education Center (AHEC): www.ahectobacco.com • Tobacco Free Florida / Florida Quit-line: www.tobaccofreeflorida.com or 1-800-U-Can-Now • US Department of Health and Human Services Tobacco Cessation website: www.betobaccofree.gov

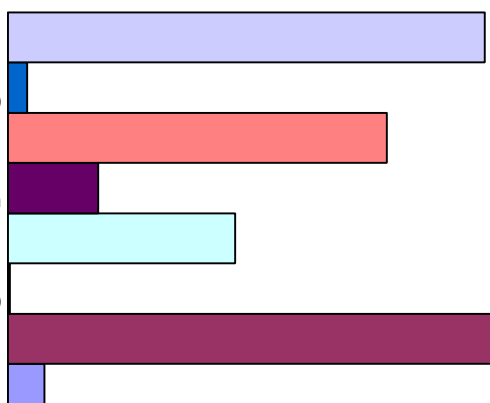
Risk Factor	Better You from Blue	Other
Preventive Health	<ul style="list-style-type: none"> • <i>Healthy Words of Wisdom</i> on men’s health and women’s health • <i>Preventative Screening Guidelines</i> for adults and children • Onsite wellness presentations on preventative care, men’s health, women’s health and heart healthy living • Online Brainshark™ multi-media presentation on cancer, stroke awareness and heart health 	<ul style="list-style-type: none"> • Promote or incentivize annual screenings • Center for Disease Control: http://www.cdc.gov
Alcohol	<ul style="list-style-type: none"> • <i>Healthy Words of Wisdom</i> on Risky Drinking • Online Brainshark™ multi-media presentation on stress management and risky drinking 	<ul style="list-style-type: none"> • Alcoholics Anonymous www.aa.org • Internal Employee Assistance Program (EAP)

In addition to the interventions listed in this guide for all major risk factors, Better You from Blue offers a variety of resources to help ensure expectant mothers have a healthy pregnancy. Other resources are available in the community as well.

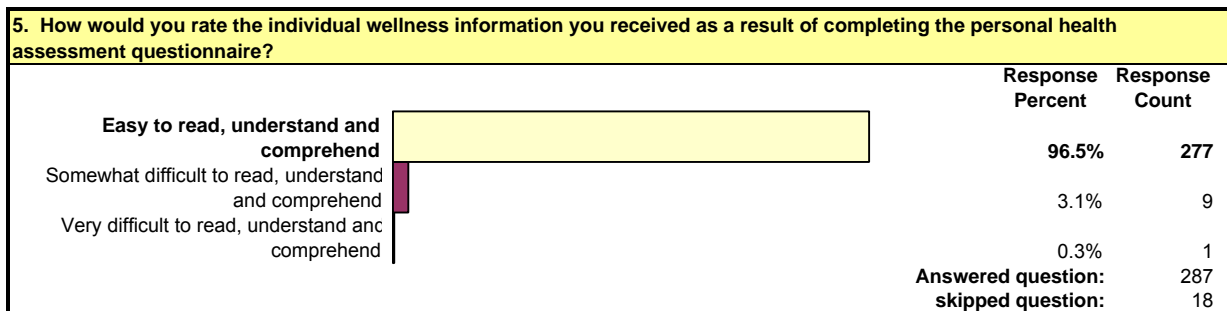
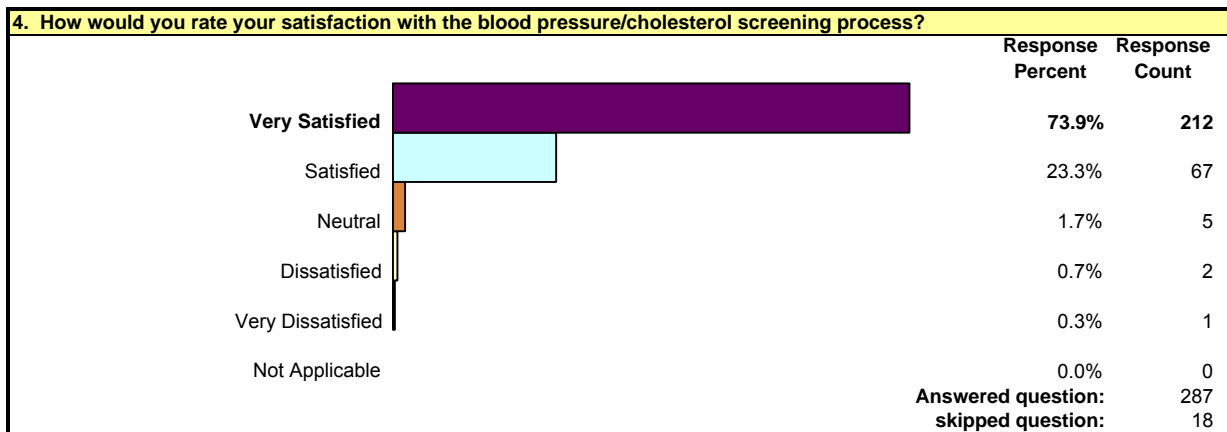
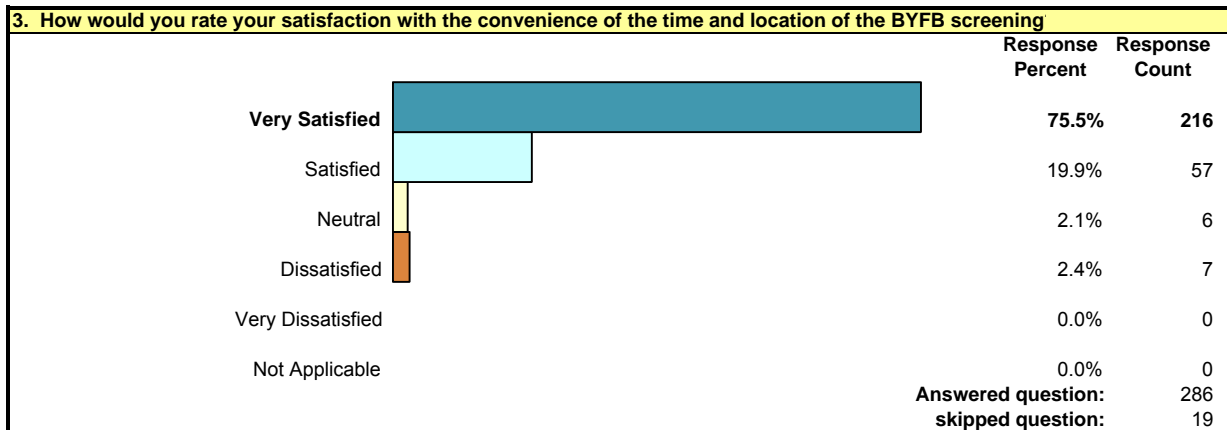
Better You from Blue	Other
<ul style="list-style-type: none"> • Healthy Addition® Prenatal Program: Free program for expectant mothers that provides risk screening, monitoring, education, information and emotional support during pregnancy. For more information or to enroll: 1-800-955-7635, option 6 or healthyaddition@floridablue.com • <i>Healthy Words of Wisdom</i> on Pregnancy • Online Brainshark™ multi-media presentation explaining Healthy Addition and high risk pregnancy indicators 	<ul style="list-style-type: none"> • March of Dimes www.marchofdimes.com • The American College of Obstetricians and Gynecologists www.acog.org • American Academy of Pediatrics www.aap.org

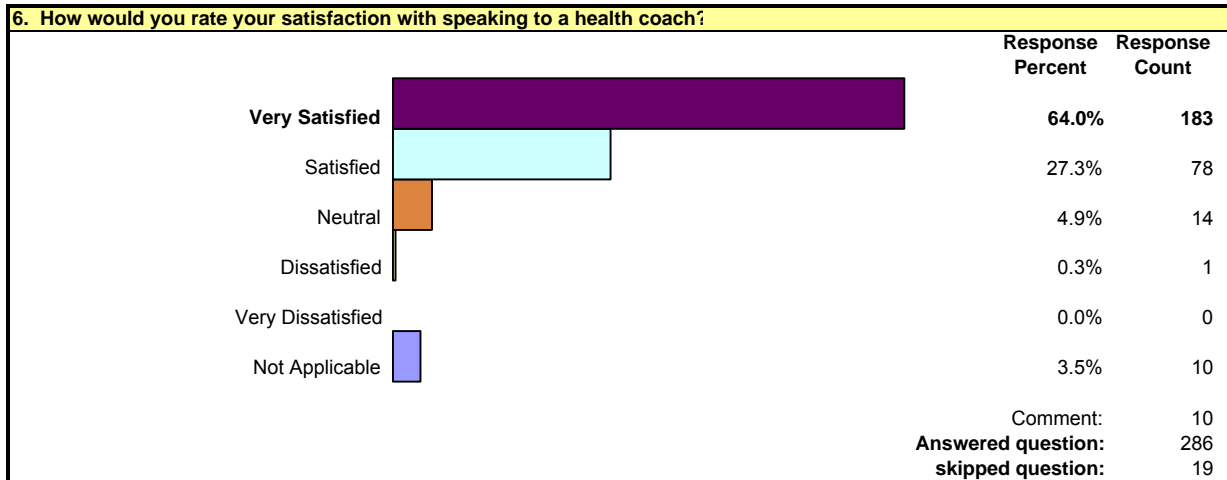
Santa Rosa County Schools Health Fair Evaluation Summary

1. Did you attend the Better You from Blue health screening?			
		Response Percent	Response Count
Yes		94.4%	288
No		5.6%	17
Answered question:			305
skipped question:			0

2. What motivated you to participate in the Better You from Blue (BYFB) health screening? (Check all that apply)			
		Response Percent	Response Count
Free Health Screenings		68.2%	195
Chair massage (if offered)		2.8%	8
Ability to attend during work hours		54.2%	155
Opportunity to speak to a Health Coach		12.9%	37
Availability of health and wellness information		32.5%	93
Prizes and Drawings (if offered)		0.3%	1
My employer gives incentives or points for attending		70.6%	202
Other (please specify)		5.2%	15
Answered question:			286
skipped question:			19

Other (please specify)
Money
incentive with discount
20.00 a month saving on insurance
Discount on health insurance
pls. add prizes/drawings
\$20 off insurance
\$20.00 per month off Insurance
\$20 off monthly premium
The \$20 taken off of our Insurance
lower insurance cost per month
incentive--reduction in monthly premium
saving \$20.00 off of premium for health insurance
reduction in monthly insurance fee
health insurance discount
cholesterol readings





Comment:

didn't have to talk to one.

Under the care of physician already for issue so the consultation for me was not necessary, other readings were great

Very helpful and informative

Health coaches are fine, but I already know what they are telling me

She was very informative and a patient lady

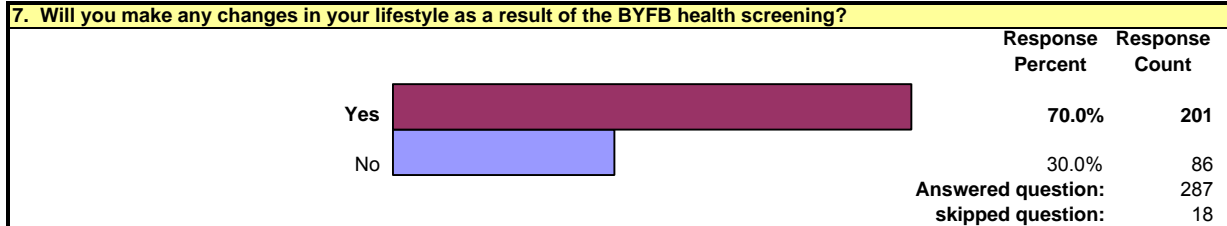
Time: it would be more convenient if they could come earlier before the schoolday starts, but overall I'm very satisfied with how convenient the process is.

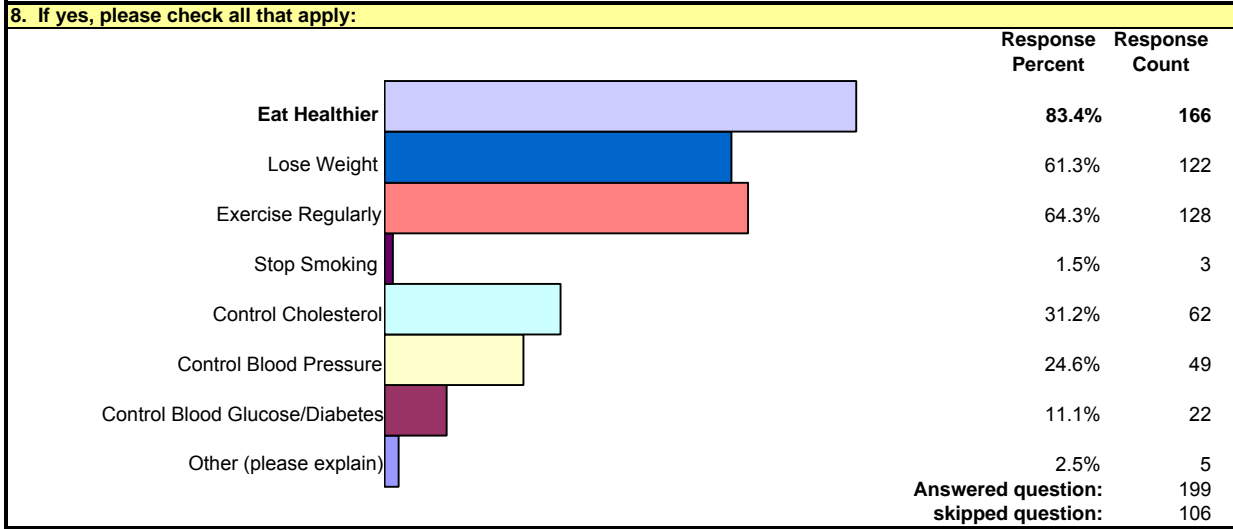
She was wonderful :)

Loved having the same person do all of the screening so we didn't have to move from person to person

While I had no major health issues, the coach was condescending. I have not had a bad experience with a health coach previously to this year.

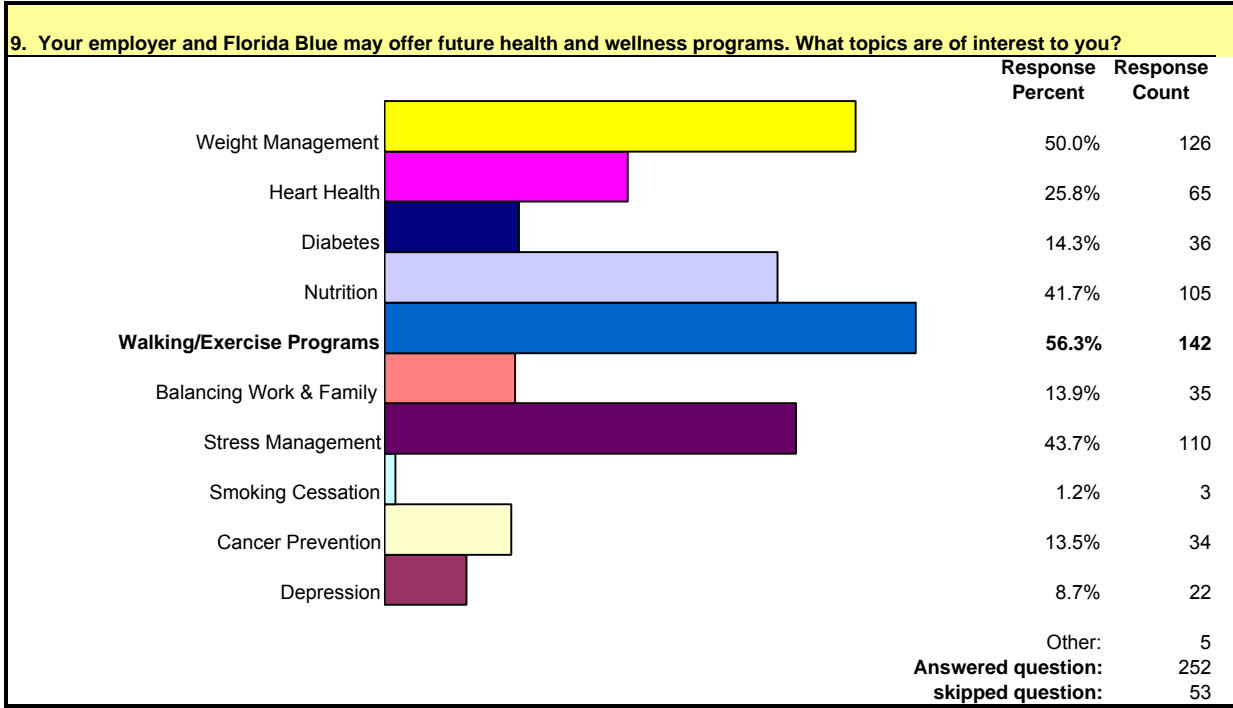
Very Nice People. Excellent Job!






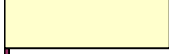


Other (please explain)

eat more fruits.
Get another cholesterol test
alcohol intake
reduce stress
increase good cholesterol



Other:

How to use free weights safely to avoid injury
Improving HDL levels
nothing
I expect anything offered will be lightweight and essentially useless
low cholestreol diet choices/planning

10. What is your overall rating of the BYFB health screening?			
		Response Percent	Response Count
Excellent		75.6%	217
Good		23.3%	67
Fair		0.7%	2
Poor		0.3%	1
Answered question:			287
skipped question:			18

11. Please share your comments / suggestions

This is an excellent program. I am so pleased that BCBS offers this opportunity. Thank you!

So convenient for this service to be offered in our workplace. Thank you.

People often get too busy with their schedules, that health screenings get overlooked. This program is a good incentive to watch our health. I'm so pleased that this is provided for us. Thank you.

Professional and quick! Loved the change of equipment to move along the results more expeditiously.

Worthwhile and hope that this is continued! ☐

The person that did the cholesterol finger prick seemed to inflict pain that was lingering of which I had not experienced before when having this done.

The group that come to our school was delightful!

Thanks

It was great! Thanks for offering this!

I think this whole process and screening is to benefit BCBS. They want to see how healthy/unhealthy we are, then base premiums, etc. on that. I think the last thing on their mind is our well being, but they sure do market that well, ha! I do not care for BCBS, their business side and organization of records SUCK!!

I would go even if we did not have incentives! I know that this does make a big difference for other people.

It would be great if this could be completed during planning time before school. Teachers really do not enjoy leaving their classrooms during the school day.

Need to really put in place wellness programs not just ask question and never move forward implementing. I feel Santa Rosa and BCBS could do a better job with that aspect.

If this is offered each year, I will continue to go, especially if it includes a reduction in my monthly insurance cost.

THE COACH WAS VERY HELPFUL AND THE INFO SHE SHARED WAS EASY TO UNDERSTAND AND THE SUGGESTIONS WERE SIMPLE AND OBTAINABLE. THE COACH MADE ME FEEL RELAXED AND SHE HAD HELPFUL SUGGESTIONS WITHOUT BEING JUDGEMENTAL. THANKS!!

None.

It is wonderful that this opportunity is offered to the Santa Rosa school districts' employees and is available at their school site.

I do NOT want BCBS health coaches calling my home phone! I will call health coaches when I need to seek information or if I have a problem! Please do not call ME!

It would be nice if the screening could take place early in the day, before our classes begin so we don't have to miss seeing our students. Our school, this year, had it during class time. This didn't work out well for many of us.

I actually had to visit the location on 9th Avenue on a Saturday due to my schedule and they spent a great deal of time with me. I had a BM conducted as well.

The wait time was tremendous at the time of my scheduled appt. I went later and the time was less. Maybe more screeners during lunch hours

very good program

I think your program is great.

Very informative. I love the handouts. Keep up the good work.

Thanks to this information, my doctor prescribed blood pressure medication for me, and now my blood pressure is within normal limits. Who knows what might have happened if I hadn't had the screening done because I didn't realize my b.p. was a major issue.

It would be nice if previous years' information was available in a database. This would allow comparisons and monitoring of changes.

I hope we have the screening again next year

I have not heard about the Shingles vaccine. I was told it was to be ordered for me and I would receive a call when it was in. I have not received any calls or letters to notify me!

It's an excellent program. Thank you!

Experience was pleasant and the people were friendly and seemed competent. I cannot imagine how it does ANYTHING positive for me, however.

The nurses really do seem to care and help make you more comfortable.

I think it is important for individuals to monitor their health. This environment is great for getting base line information and individuals to be proactive with their health.

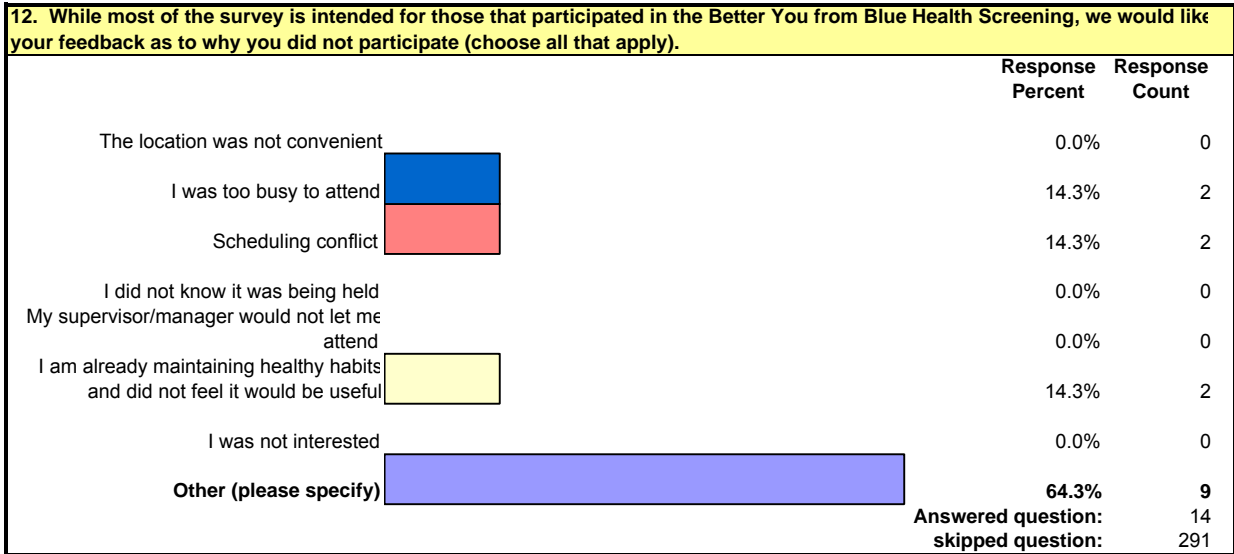
I was ill on the day of screening and was told my blood pressure was probably high as a result. This happened to me last year also. So now I'm listed as having high blood pressure when I have never had it in my entire life. I wasn't pleased to enter that information onto the website.

I take part in our health screening each year, even though I do not use the medical insurance. I hope my employer continues to do the health screenings.

I like the fact that when taking the health screening they could read you the results and give you feedback on how to fix it. I will do this again next year if offered. I still do an annual physical with my family doctor as well.

Felt screening wasn't as accurate as going to Primary care physician for checkup

If possible, it would be nice to receive a reading on my LDL cholesterol at the screening, also.



Other (please explain)

I do not have health insurance coverage with the Santa Rosa County School System; therefore the \$20.00 credit per month did not apply to me. Perhaps if an incentive had been provided for such cases; I probably would have attended.

I am retiring on December 31st,

I was scheduled to attend, however our granddaughter was born three weeks early with a life threatening Diaphragmatic Hernia and was born at Shands Hospital in Gainesville. She was placed on ECMO-a heart lung bypass machine for nine days. If she had not been she would have died within hours. Then repair surgery followed. She was in the NICU 3 on a ventilator for six weeks and as a result I missed the opportunity to participate. There was no choice other than to be with our daughter and her husband and our granddaughter during this most difficult time. I had an appointment at my physician the week prior where all of the same screening info was done. Of course I understand that I miss-out on the discount, although I think given the circumstances there should have been an exception made. I was gone from 10/09-11/19. I had made arrangements to attend a screening at another school 2 weeks prior to the one at my school and then also had an appt. at the BCBS office in Pensacola and again was still in Gainesville. I even called the Gainesville office and was told that they were unable to help.

I have no trust/faith in BCBS regarding their motives to truly "help" employees or have concern for employees' health

I don't like needles.


I have the same tests completed at my doctor's office every 6-12 months and don't feel I need to repeat them again. Also - I noticed that the employees doing the screening write your name on the sheets so that is not confidential. Even though I'm very healthy, I don't think my name should be written on those sheets - it can be tracked.

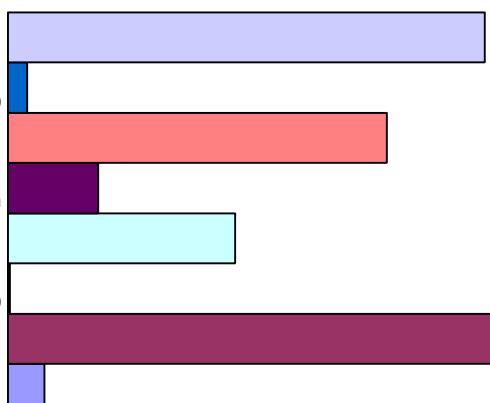
I was scheduled to attend, but I ended up having a last minute meeting

I don't carry our health insurance.

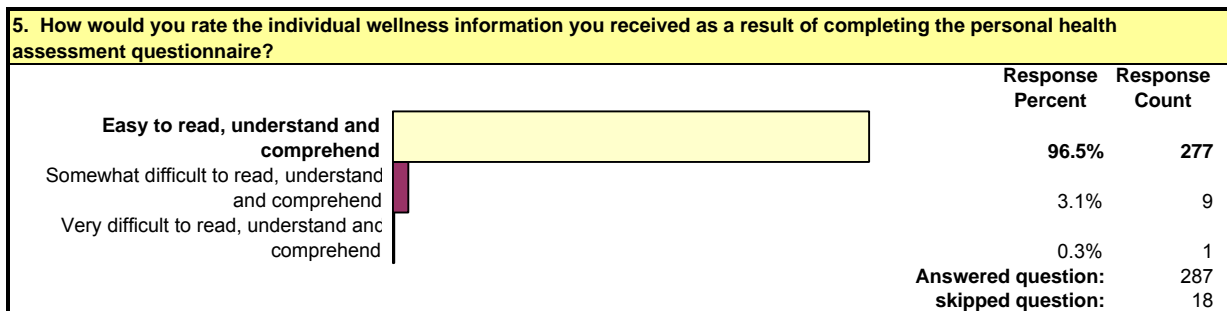
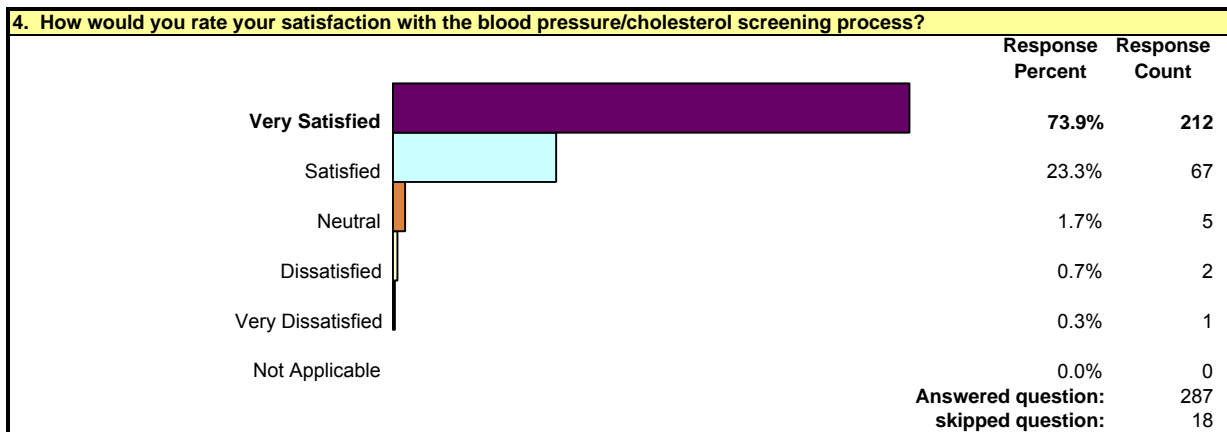
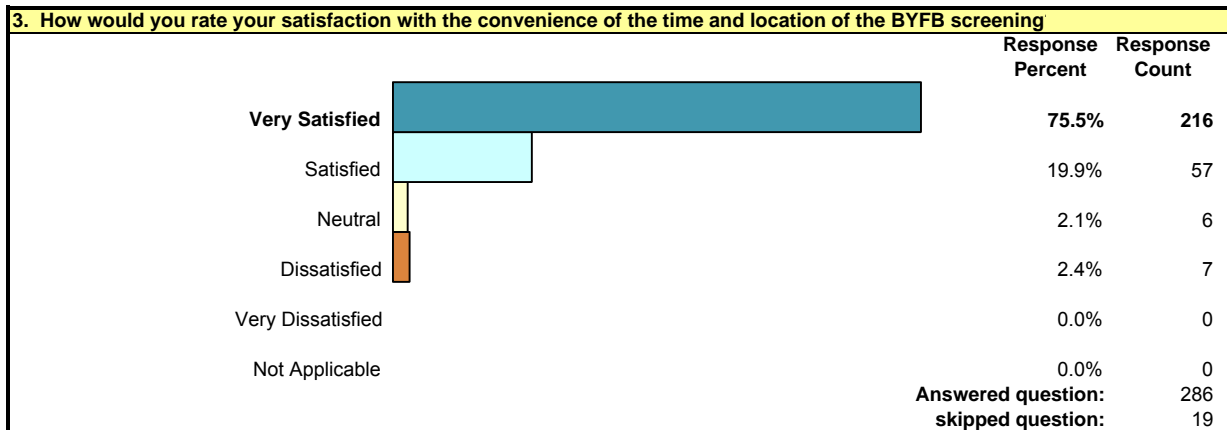
online privacy concern

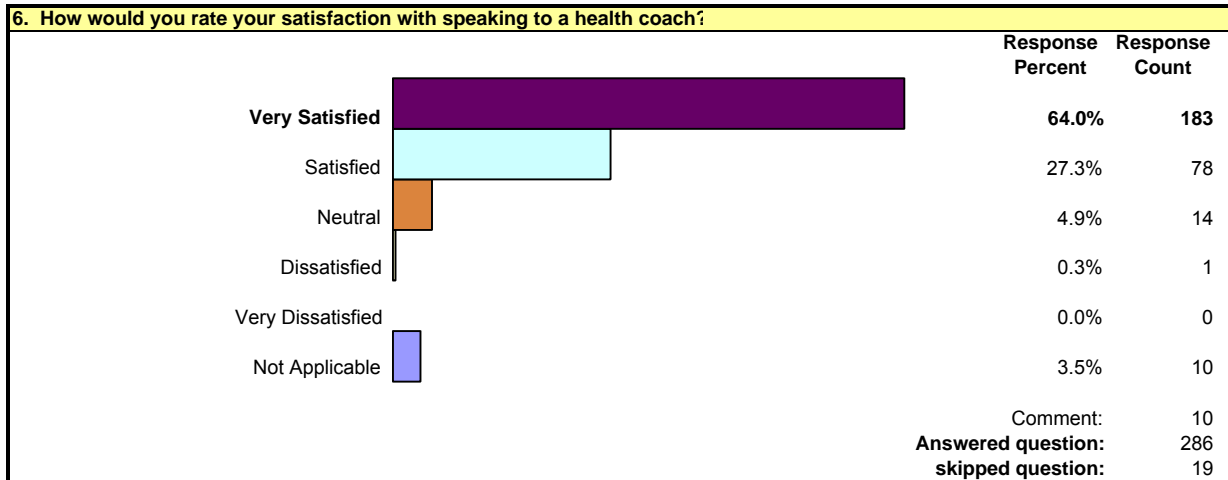
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Chair massage (if offered)		2.8%	8
Ability to attend during work hours		54.2%	155
Opportunity to speak to a Health Coach		12.9%	37
Availability of health and wellness information		32.5%	93
Prizes and Drawings (if offered)		0.3%	1
My employer gives incentives or points for attending		70.6%	202
Other (please specify)		5.2%	15
Answered question:			286
skipped question:			19

Other (please specify)
Money
incentive with discount
20.00 a month saving on insurance
Discount on health insurance
pls. add prizes/drawings
\$20 off insurance
\$20.00 per month off Insurance
\$20 off monthly premium
The \$20 taken off of our Insurance
lower insurance cost per month
incentive--reduction in monthly premium
saving \$20.00 off of premium for health insurance
reduction in monthly insurance fee
health insurance discount
cholesterol readings





Comment:

didn't have to talk to one.

Under the care of physician already for issue so the consultation for me was not necessary, other readings were great

Very helpful and informative

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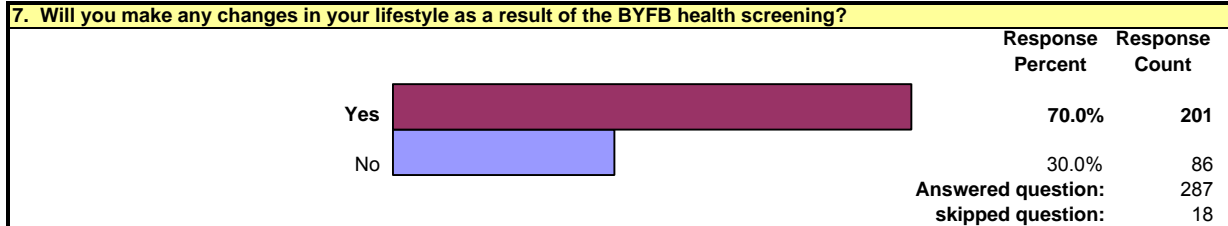
Time: it would be more convenient if they could come earlier before the schoolday starts, but overall I'm very satisfied with how convenient the process is.

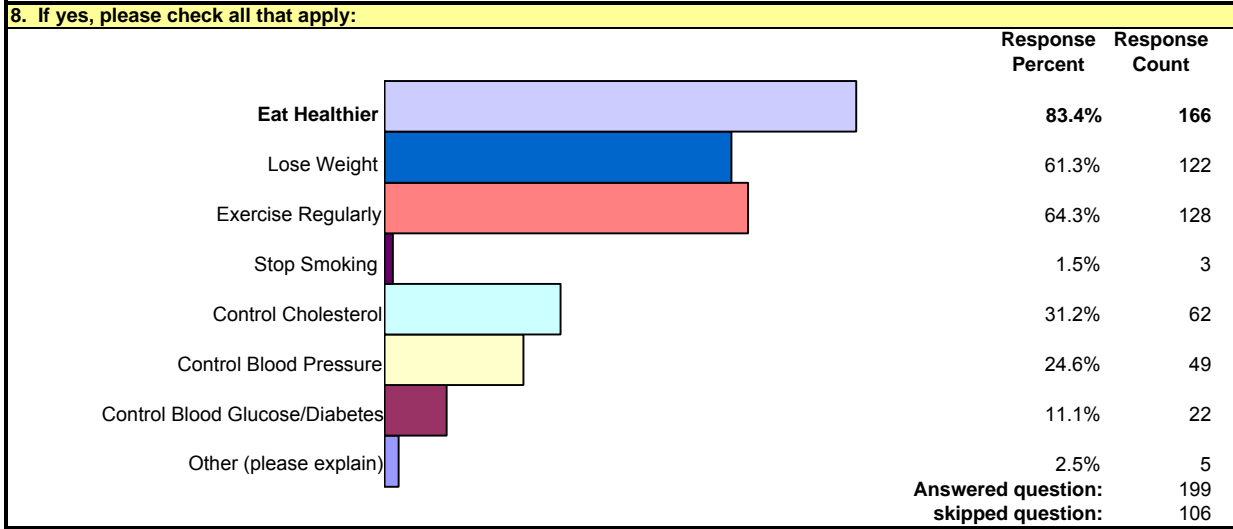
She was wonderful :)

Loved having the same person do all of the screening so we didn't have to move from person to person

While I had no major health issues, the coach was condescending. I have not had a bad experience with a health coach previously to this year.

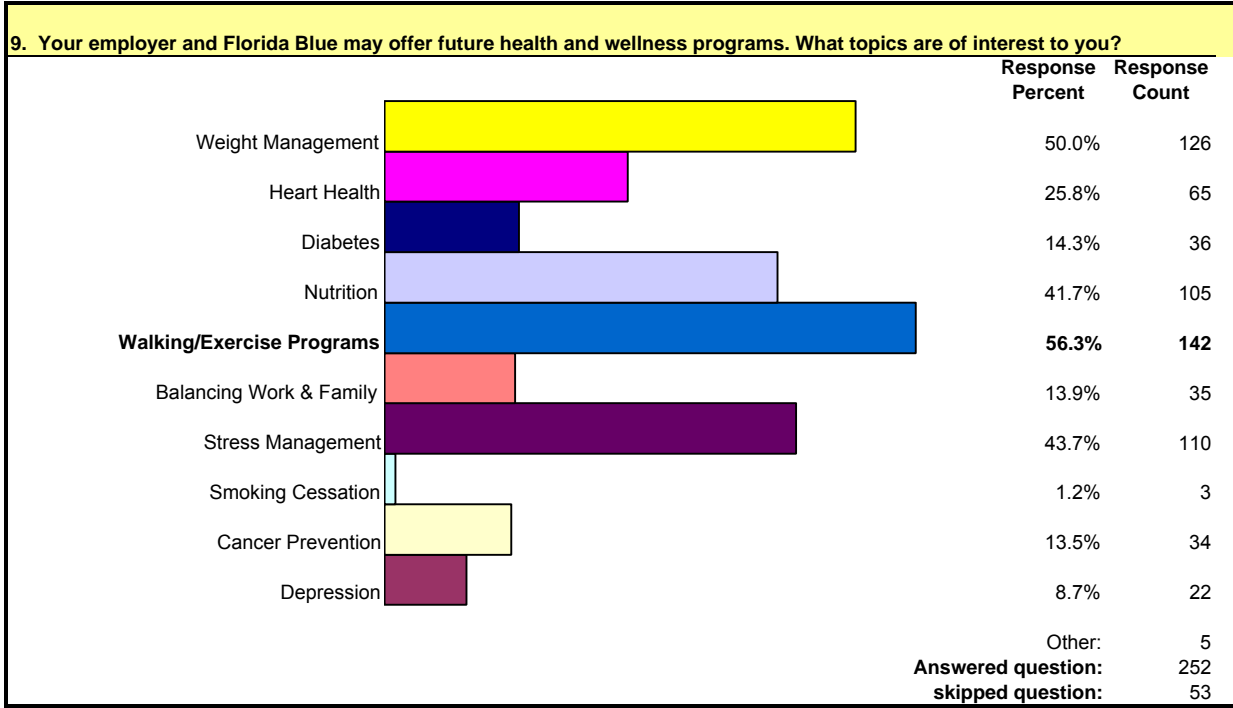
Very Nice People. Excellent Job!






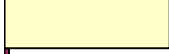


Other (please explain)

eat more fruits.
Get another cholesterol test
alcohol intake
reduce stress
increase good cholesterol



Other:

How to use free weights safely to avoid injury
Improving HDL levels
nothing
I expect anything offered will be lightweight and essentially useless
low cholestreol diet choices/planning

10. What is your overall rating of the BYFB health screening?			
		Response Percent	Response Count
Excellent		75.6%	217
Good		23.3%	67
Fair		0.7%	2
Poor		0.3%	1
Answered question:			287
skipped question:			18

11. Please share your comments / suggestions

This is an excellent program. I am so pleased that BCBS offers this opportunity. Thank you!

So convenient for this service to be offered in our workplace. Thank you.

People often get to busy with their schedules, that health screenings get overlooked. This program is a good incentive to watch our health. I'm so pleased that this is provided for us. Thank you.

Professional and quick! Loved the change of equipment to move along the results more expeditiously.

Worthwhile and hope that this is continued! ☐

The person that did the cholesterol finger prick seemed to inflict pain that was lingering of which I had not experienced before when having this done.

The group that come to our school was delightful!

Thanks

It was great! Thanks for offering this!

I think this whole process and screening is to benefit BCBS. They want to see how healthy/unhealthy we are, then base premiums, etc. on that. I think the last thing on their mind is our well being, but they sure do market that well, ha! I do not care for BCBS, their business side and organization of records SUCK!!

I would go even if we did not have incentives! I know that this does make a big difference for other people.

It would be great if this could be completed during planning time before school. Teachers really do not enjoy leaving their classrooms during the school day.

Need to really put in place wellness programs not just ask question and never move forward implementing. I feel Santa Rosa and BCBS could do a better job with that aspect.

If this if offered each year, I will continue to go, especially if it includes a reduction in my monthly insurance cost.

THE COACH WAS VERY HELPFUL AND THE INFO SHE SHARED WAS EASY TO UNDERSTAND AND THE SUGGESTIONS WERE SIMPLE AND OBTAINABLE. THE COACH MADE ME FEEL RELAXED AND SHE HAD HELPFUL SUGGESTIONS WITHOUT BEING JUDGEMENTAL. THANKS!!

None.

It is wonderful that this opportunity if offered to the Santa Rosa school districts' employees and is available at their school site.

I do NOT want BCBS health coaches calling my home phone! I will call health coaches when I need to seek information or if I have a problem! Please do not call ME!

It would be nice if the screening could take place early in the day, before our classes begin so we don't have to miss seeing our students. C school, this year, had it during class time. this didn't work out well for many of us.

I actually had to visit the location on 9th Avenue on a Saturday due to my schedule and they spent a great deal of time with me. I had a BM conducted as well.

the wait time was tremendous at the time of my scheduled appt. I went later and the time was less. maybe more screeners during lunch hours

very good program

I think your program is great.

Very informative. I love the handouts. Keep up the good work.

Thanks to this information, my doctor prescribed blood pressure medication for me, and now my blood pressure is within normal limits. Who knows what might have happened if I hadn't had the screening done because I didn't realize my b.p. was a major issue.

It would be nice if previous years' information was available in a databas. This would allow comparisons and monitoring of changes.

I hope we have the screening again next year

I have not heard about the Shingles vaccine. I was told it was to be ordered for me and I would receive a call when it was in. I have not received any calls or letters to notify me I

It's an excellent program. Thank you!

Experience was pleasant and the people were friendly and seemed competent. I cannot imagine how it does ANYTHING positive for me, however.

The nurses really do seem to care and help make you more comfortable.

I think is important for individuals to monitor their health. This environment is great for getting base line information and individuals to proactive with their health.

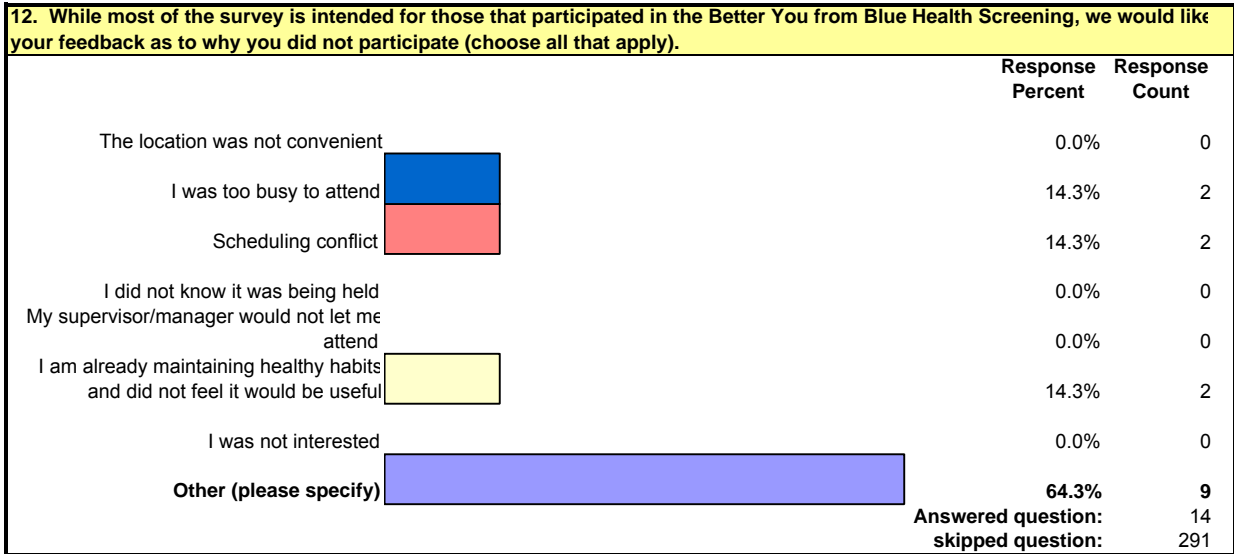
I was ill on the day of screening and was told my blood pressure was probably high as a result. This happened to me last year also. So now I'm listed as having high blood pressure when I have never had it in my entire life. I wasn't pleased to enter that information onto the website.

I take part in our health screening each year, even though I do not use the medical insurance. I hope my employer continues to do the health screenings.

I like the fact that when taking the health screening they could read you the results and give you feedback on how to fix it. I will do this again next year if offered. I still do an annual physical with my family doctor as well.

Felt screening wasn't as accurate as going to Primary care physician for checkup

If possible, it would be nice to receive a reading on my LDL cholesterol at the screening, also.



Other (please explain)

I do not have health insurance coverage with the Santa Rosa County School System; therefore the \$20.00 credit per month did not apply to me. Perhaps if an incentive had been provided for such cases; I probably would have attended.

I am retiring on December 31st,

I was scheduled to attend, however our granddaughter was born three weeks early with a life threatening Diaphragmatic Hernia and was born at Shands Hospital in Gainesville. She was placed on ECMO-a heart lung bypass machine for nine days. If she had not been she would have died within hours. Then repair surgery followed. She was in the NICU 3 on a ventilator for six weeks and as a result I missed the opportunity to participate. There was no choice other than to be with our daughter and her husband and our granddaughter during this most difficult time. I had an appointment at my physician the week prior where all of the same screening info was done. Of course I understand that I miss-out on the discount, although I think given the circumstances there should have been an exception made. I was gone from 10/09-11/19. I had made arrangements to attend a screening at another school 2 weeks prior to the one at my school and then also had an appt. at the BCBS office in Pensacola and again was still in Gainesville. I even called the Gainesville office and was told that they were unable to help.

I have no trust/faith in BCBS regarding their motives to truly "help" employees or have concern for employees' health

I don't like needles.

I have the same tests completed at my doctor's office every 6-12 months and don't feel I need to repeat them again. Also - I noticed that the employees doing the screening write your name on the sheets so that is not confidential. Even though I'm very healthy, I don't think my name should be written on those sheets - it can be tracked.

I was scheduled to attend, but I ended up having a last minute meeting

I don't carry our health insurance.

online privacy concern

Statistical Summary

Group and Health Fair Data

Group Size 2,641

Health Fair Attendance

Screening 1,800

<i>Sims Middle School</i>	48
<i>S.S. Dixon Intermediate School</i>	47
<i>Firehouse Road Administrative Complex</i>	59
<i>King Middle School</i>	43
<i>East Milton Elementary</i>	70
<i>Locklin Technical & Santa Rosa High School</i>	42
<i>Jay Elementary School & Jay High School</i>	70
<i>Chumuckla Elementary School</i>	28
<i>Central High School</i>	44
<i>S.S. Dixon Primary</i>	50
<i>Pace High School</i>	76
<i>Hobbs Middle School</i>	40
<i>Berryhill Elementary School</i>	51
<i>Bennett Russell Elementary School</i>	73
<i>Avalon Middle School</i>	47
<i>Holly Navarre Intermediate</i>	40
<i>West Navarre Intermediate School</i>	55
<i>Gulf Breeze Middle School</i>	53
<i>Gulf Breeze High School</i>	66
<i>Berryhill Administrative Complex and Canal Street</i>	63
<i>Rhodes Elementary School</i>	70
<i>Bagdad Elementary School</i>	50
<i>Jackson Pre-K School</i>	42
<i>Woodlawn Beach Middle</i>	45
<i>Oriole Beach Elementary</i>	58
<i>Milton High School</i>	85
<i>Holley Navarre Primary</i>	50
<i>Holley Navarre Middle</i>	49
<i>Pea Ridge Elementary School</i>	49
<i>Gulf Breeze Elementary</i>	43
<i>West Navarre Primary School</i>	54
<i>Navarre High School</i>	70

Make-Up Site

Florida Blue Retail Center 70

HRA Completion 1,555

Participation Percentages:

Percent Screened vs. Group Size	68.2%
Percent HRA Completion vs. Group Size	58.9%
Percent HRA Completion vs. Number Screened	86.4%

Participants Identified as Members

1,434

Measured by the number of people providing contract ID's that match the member listing on file

Percentage Members vs. Participants

92.2%

Critical Values

Number of Critical Values

39

Recommended for Immediate Physician Attention

Percentage Critical Values vs. Participants

2.2%

BCBSF 2010 Statewide Critical Value Percentage

2.7%



Santa Rosa County Schools

Personal Health Assessment

Health Risk Management Report

2013

Florida Blue 

In the pursuit of health®



Risk Analysis Methodology



- This report was created using the information sources listed below:
 - Subscriber medical and pharmacy claims
 - Detailed PHA data
 - Enrollment records and associated demographic
- To be included, each participant must be age 18 or over and have 6 months of enrollment.
- Total claim allowed amount for each participant (all locations combined) is capped at \$75,000 .
- Retirees and COBRA members are excluded.



Personal Health Assessment (PHA) Analysis

Study Population Overview Employee Subscribers Only



- A higher percentage of females participated than males.
- Total PMPY costs (allowed) for Non-Participants were higher than (12.13%) those of PHA participants.
- Physician costs were lower for PHA Participants (-3.65%).
- Emergency Room costs were lower for PHA participants (-44.57%).
- Inpatient costs were lower for PHA participants (-24.70%).
- Outpatient costs were lower for PHA participants (-1.56%).
- Pharmacy costs were lower for PHA participants (-5.68%).

	Covered Employee Subscribers	PHA Non Participants	PHA Participants
Subscribers	1694	422	1272
% Female	79.7%	74.6%	81.4%
Avg. Age Female	47.3	47.4	47.3
% Male	20.3%	25.4%	18.6%
Avg. Age Male	46.2	46.0	46.2
PMPY Costs			
Total	\$4,595.96	\$5,006.57	\$4,465.03
Physician	\$1,237.56	\$1,272.76	\$1,226.34
Inpatient	\$833.99	\$1,026.19	\$772.70
Outpatient	\$1,359.80	\$1,376.11	\$1,354.60
Emergency Room	\$246.03	\$371.61	\$205.98
Pharmacy	\$918.58	\$959.90	\$905.41

This analysis includes employee subscribers with Blue Cross and Blue Shield coverage for at least 6 months in the claims period. The PHAs were completed through November, 2013. The claims were incurred between October, 2012 and September, 2013. Total participant costs over \$75,000 are adjusted down to this amount. Employee subscribers with no claims experience are included. Retirees and COBRA subscribers are excluded.



PHA Risk Analysis

Risk Profile



Studies report that individuals with multiple health risks incur higher costs than those with fewer health risks.

High Risk assumes five or more risk factors

- 11.9% of the participant population falls into this category.
- These individuals typically have associated diseases amenable for disease management programs.

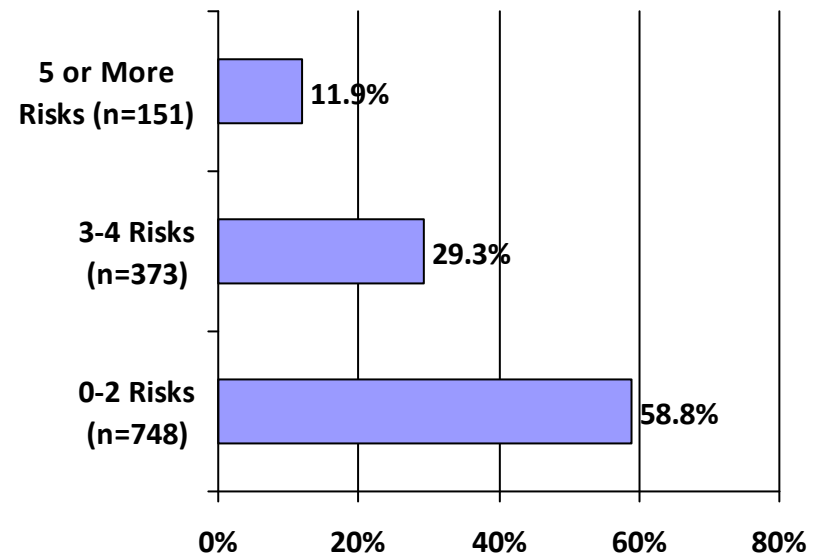
Medium risk assumes three or four factors

- 29.3% of the participant population falls into this category.
- These individuals are most likely to escalate into disease conditions and may be suited for behavior modification programs.

Low risk assumes zero to two risk factors

- 58.8% of the participant population falls into this category.
- This group shows fewer risks, either because of healthy behaviors or youth. These individuals are well suited for health promotion and education programs to delay or prevent movement to the Medium risk group.

Risk Profile





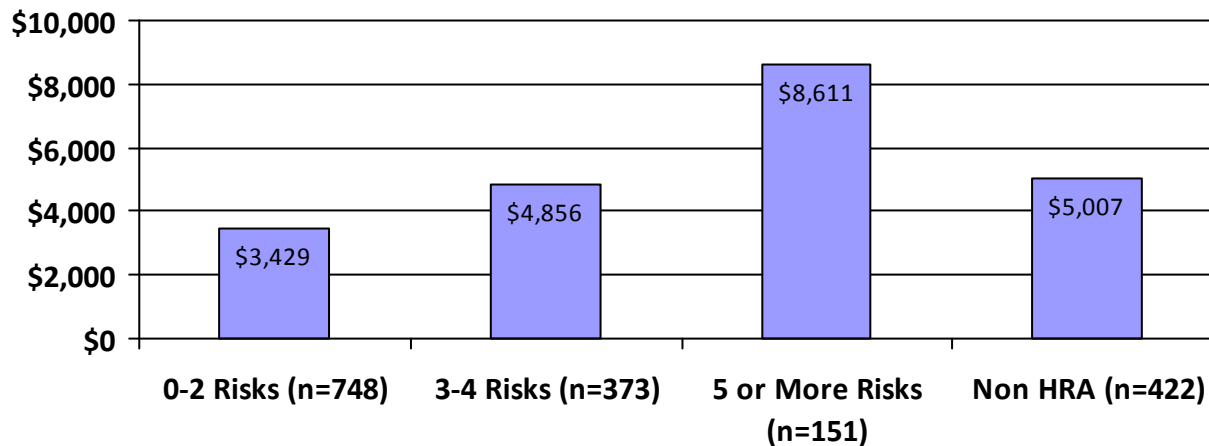
PHA Risk Analysis

Per Member Per Year by Health Risks



- Normally as the number of health risks increase in a population, so do excess health care costs. For this population, those in the 5 or More Risks population had the highest PMPY cost.
- Our findings also highlight the importance of intervening with the moderate group as well as continuing to focus on keeping low risk individuals from moving to a different risk status.
- There remains a significant opportunity to engage those who are not participating in the PHA.

PMPY Costs by Health Risks



Eight areas are identified in the PHA: Diabetes, Blood Pressure, Cholesterol, Depression, Exercise, Stress, Tobacco, and Weight.



PHA Risk Analysis

Analysis of Claims Experience for Participants with 5 or More Risk Factors



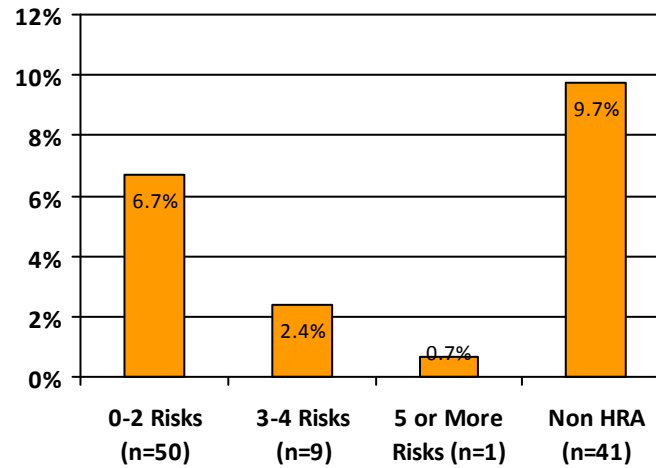
- Within this population, 1 individual with 5 or more risk factors (0.66%) did not incur claims within the analysis period.
- 1 participant with 5 or more risk factors incurred claim costs of \$75,000 or more in this time period.

	Members	% of Total
Has Claims Experience	150	99.3%
No Claims Experience	1	0.7%
Grand Total	151	100.0%

	Members	% of Total
At or Above \$75,000	1	0.7%
Below \$75,000	150	99.3%
Grand Total	151	100.0%

Claims experience for participants with 5 + risks

No Claims % By Risk Level



No claims experience across all risk groups

This analysis includes employee subscribers with Blue Cross and Blue Shield coverage for at least 6 months in the claims period. The PHAs were completed through November, 2013. The claims were incurred between October, 2012 and September, 2013. Total participant costs over \$75,000 are adjusted down to this amount. Employee subscribers with no claims experience are included. Retirees and COBRA subscribers are excluded.

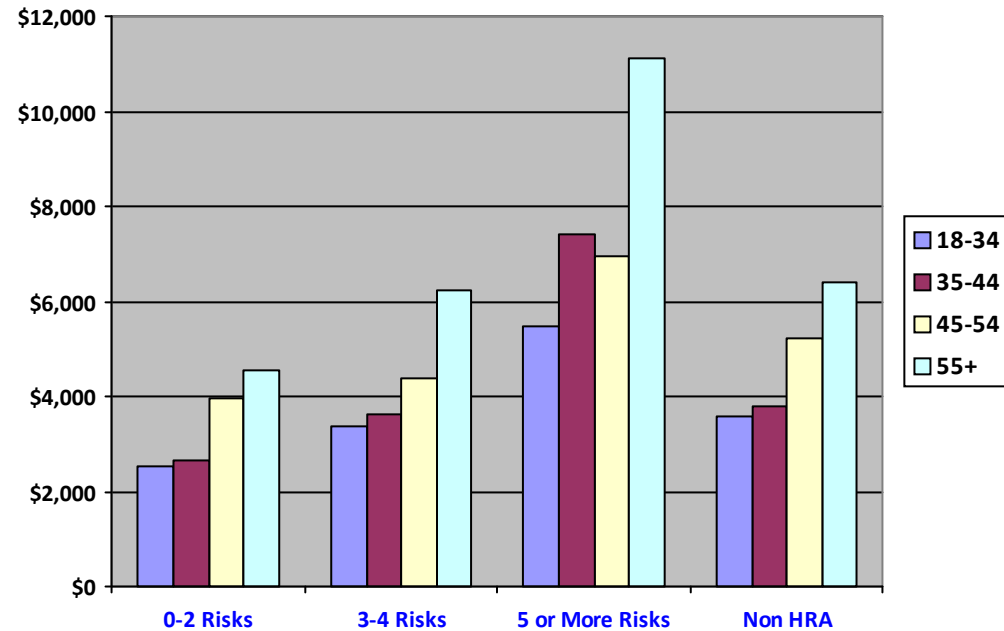


PHA Risk Analysis By Age and Health Risks



PMPY by Health Risk and Age

- Costs are typically higher for the older population.
- Usually the number of risk factors also drives costs. However this is not always the case and can be influenced by many factors.
- High PMPY outlier values in age bands (such as Age 35-44 with 5 or More Risks) are often the result of high dollars coupled with low participant volume.



This analysis includes employee subscribers with Blue Cross and Blue Shield coverage for at least 6 months in the claims period. The PHAs were completed through November, 2013. The claims were incurred between October, 2012 and September, 2013. Total participant costs over \$75,000 are adjusted down to this amount. Employee subscribers with no claims experience are included. Retirees and COBRA subscribers are excluded.



PHA Risk Analysis Individual Risk Migration Between Periods



2012 Risk Group		2013 Risk Group					
		0-2 Risks		3-4 Risks		5+ Risks	
		600		305		126	
0-2 Risks	604	516	85%	85	14%	3	0%
3-4 Risks	307	78	25%	181	59%	48	16%
5+ Risks	120	6	5%	39	33%	75	63%

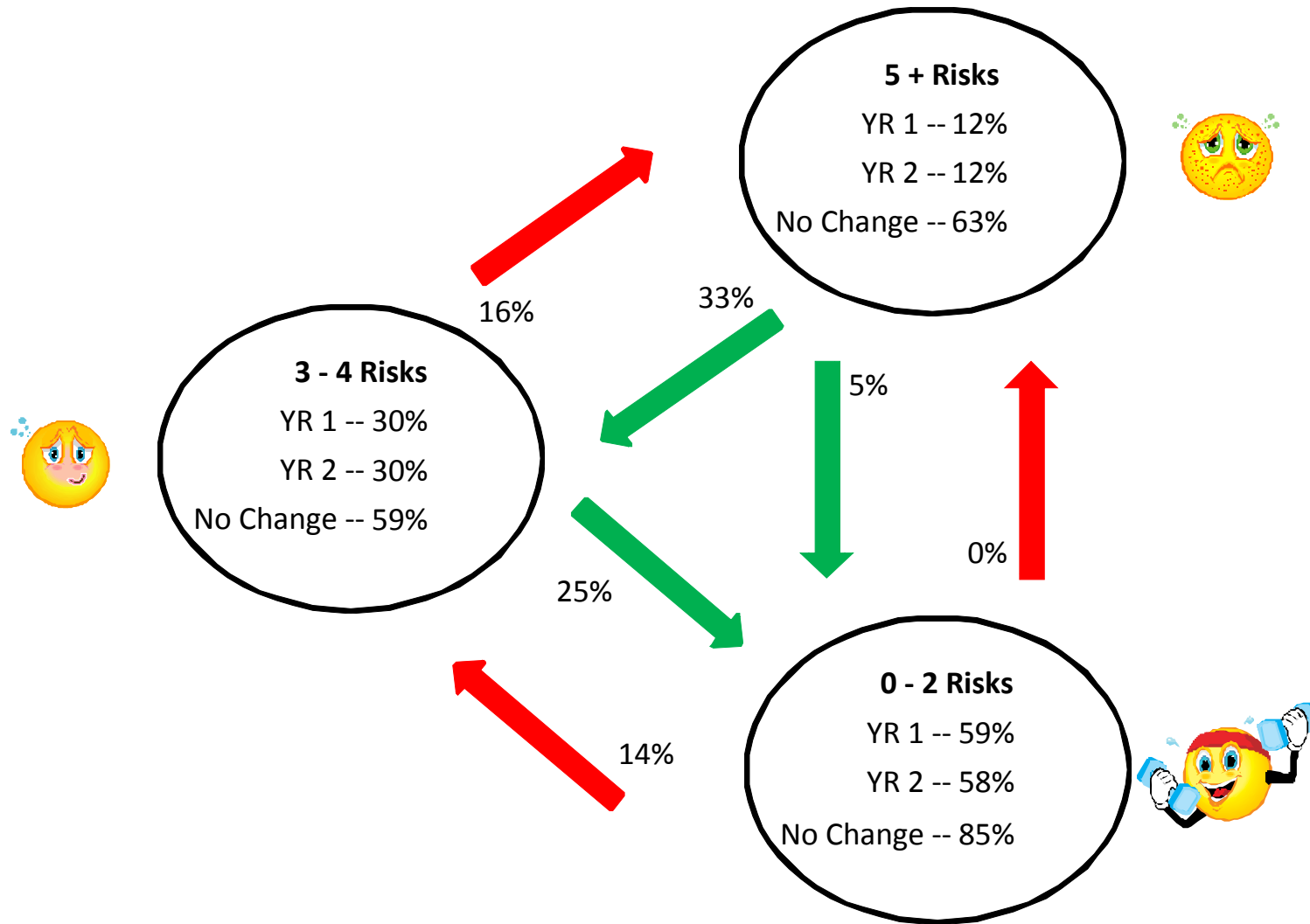
- This information includes data for participants who took the Health Assessment in both periods.
- Desired shifts between categories are shown in green. Undesired shifts are shown in red.
- Individuals in an actively engaged population will generally maintain categories or shift to lower ones.

Eight areas are identified in the PHA: Diabetes, Blood Pressure, Cholesterol, Depression, Exercise, Stress, Tobacco, and Weight. Population includes BCBSF members only with at least 6 months enrollment in each period.



Risk Group Migration

Percentages and Movement Between Groups



Eight areas are identified in the PHA: Diabetes, Blood Pressure, Cholesterol, Depression, Exercise, Stress, Tobacco, and Weight. Population includes BCBSF members only with at least 6 months enrollment in each period. Total claim allowed amount for each participant (all locations combined) is capped at \$75,000 .



PHA Risk Analysis

Individual Risk Migration with Change in Allowed Dollars Between Periods



2012 Risk Group		2013 Risk Group					
		0-2 Risks		3-4 Risks		5+ Risks	
		\$3,514		\$5,225		\$7,987	
0-2 Risks	\$3,207	516	\$386	85	\$121	3	\$6,807
3-4 Risks	\$5,600	78	(\$1,903)	181	(\$188)	48	\$701
5+ Risks	\$7,323	6	(\$8,726)	39	\$1,674	75	\$1,091

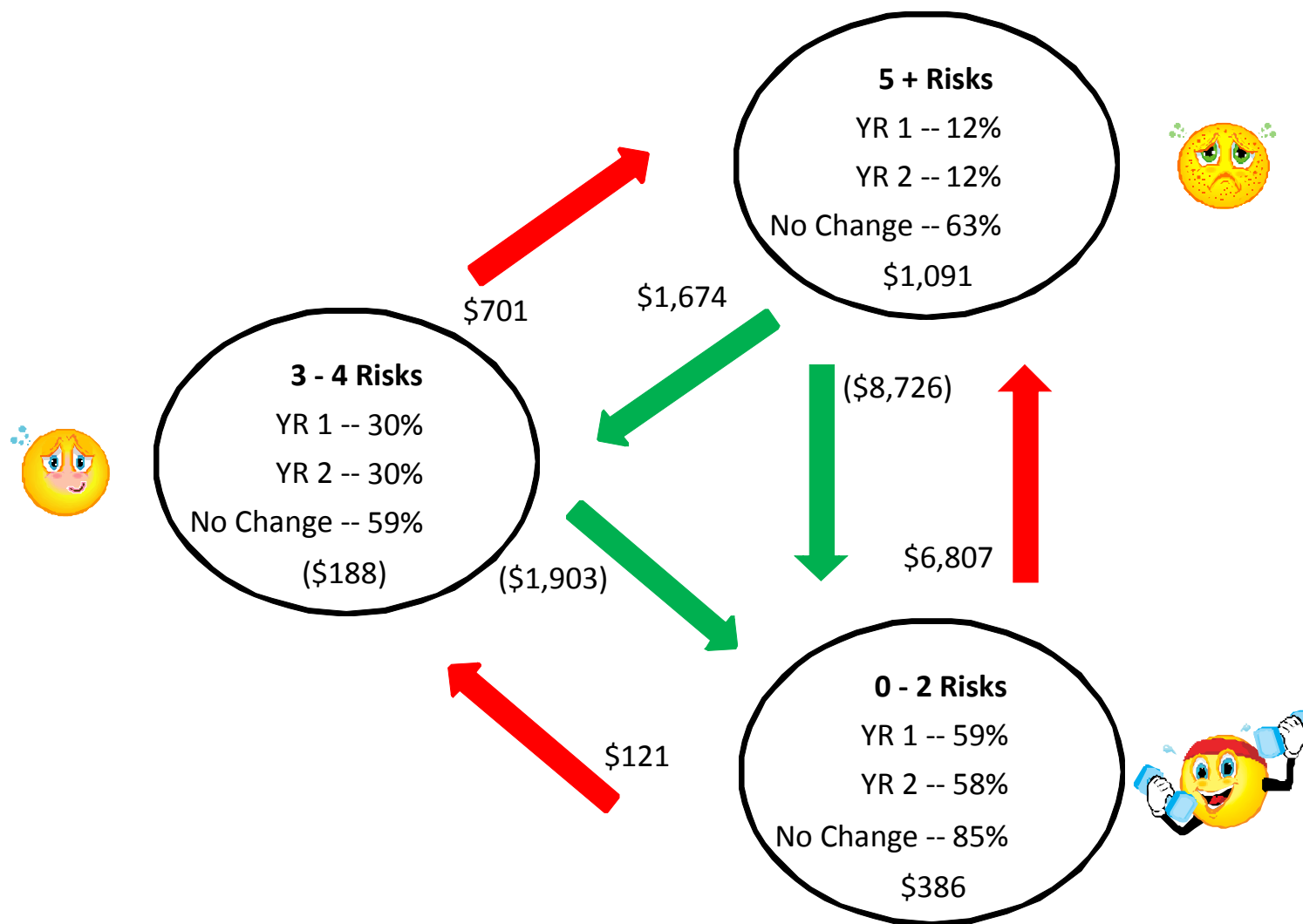
- This information includes data for participants who took the Health Assessment in both periods.
- Desired shifts between categories are shown in green. Undesired shifts are shown in red.
- Individuals in an actively engaged population will generally maintain categories or shift to lower ones.

Eight areas are identified in the PHA: Diabetes, Blood Pressure, Cholesterol, Depression, Exercise, Stress, Tobacco, and Weight. Population includes BCBSF members only with at least 6 months enrollment in each period.



Risk Group Migration

Percentages and Allowed Cost Change Between Groups



Eight areas are identified in the PHA: Diabetes, Blood Pressure, Cholesterol, Depression, Exercise, Stress, Tobacco, and Weight. Population includes BCBSF members only with at least 6 months enrollment in each period. Total claim allowed amount for each participant (all locations combined) is capped at \$75,000.



Information from the Industry

Suggestions for Creating and Maintaining a Healthy Workforce



Five pillars to support a culture of health are:

- Health Risk Appraisal – Need 85-95% of employees to participate
and
- Biometric Screenings and Counseling must be part of this process
and
- Employees must contact a health advocate, not be contacted by one
and
- Two other activities

Natural Flow of a Population is towards high risks and high costs

- Need companies to take on health as a serious business strategy (gives companies a competitive advantage)
- Mission – change the health and disability strategy to an economic strategy
- Solution – Zero trends
- To achieve Zero Trends - 75 – 85% of population must be low risk (0-2 risks)
- Will not happen immediately, but year over year, trends approach zero if you get participation in all five pillars

Champion health companies with zero trends have the following:

- Vision from senior leaders
- Healthy system & culture – “You can’t put a changed person back into the same environment and expect the change to hold”
- Everyone a self-leader – “Create winners one step at a time and the first step is 'Don’t get worse' ”
- Recognize positive actions – “What is rewarded is what is sustained”
- Progress in all areas assessed



PHA Risk Analysis

Claims Dollar Distribution by Age and Risk Groups



- This table can help in understanding the impact of claims distribution across groupings used in this report.
- The dollars and enrollment shown throughout this report will not match other reports produced due to timing, exclusion logic, and claims thresholds applied to the data.

Age Group	Employees \$ Paid	0-2 Total Risks				3-4 Total Risks				5+ Total Risks				Non-HRA			
		0-10k	11-25k	26-50k	51k +	0-10k	11-25k	26-50k	51k +	0-10k	11-25k	26-50k	51k +	0-10k	11-25k	26-50k	51k +
18-34	278	156	7	2	0	24	3	0	0	6	0	1	0	71	6	2	0
	788,529	229,918	120,786	60,120	0	48,907	37,646	0	0	8,246	0	28,754	0	101,474	94,874	57,805	0
35-44	395	189	8	0	1	66	4	2	0	18	2	3	0	92	8	1	1
	1,308,613	295,071	145,819	0	75,000	136,153	67,571	54,160	0	45,340	34,645	90,437	0	127,002	129,578	32,837	75,000
45-54	507	197	12	3	3	121	11	2	1	52	6	1	2	85	5	5	1
	2,328,915	362,332	189,481	105,755	182,430	277,195	196,155	59,543	53,978	179,747	76,486	35,620	127,859	165,031	71,835	170,470	75,000
55+	514	154	9	6	1	123	7	7	2	41	11	7	1	124	12	7	2
	3,207,838	354,373	144,294	210,343	61,895	376,992	95,578	259,897	128,799	147,634	177,363	271,378	69,642	345,673	201,683	225,849	136,446

This analysis includes employee subscribers with Blue Cross and Blue Shield coverage for at least 6 months in the claims period. The PHAs were completed through November, 2013. The claims were incurred between October, 2012 and September, 2013. Total participant costs over \$75,000 are adjusted down to this amount. Employee subscribers with no claims experience are included. Retirees and COBRA subscribers are excluded.



Appendix 1 Health Risk Definitions



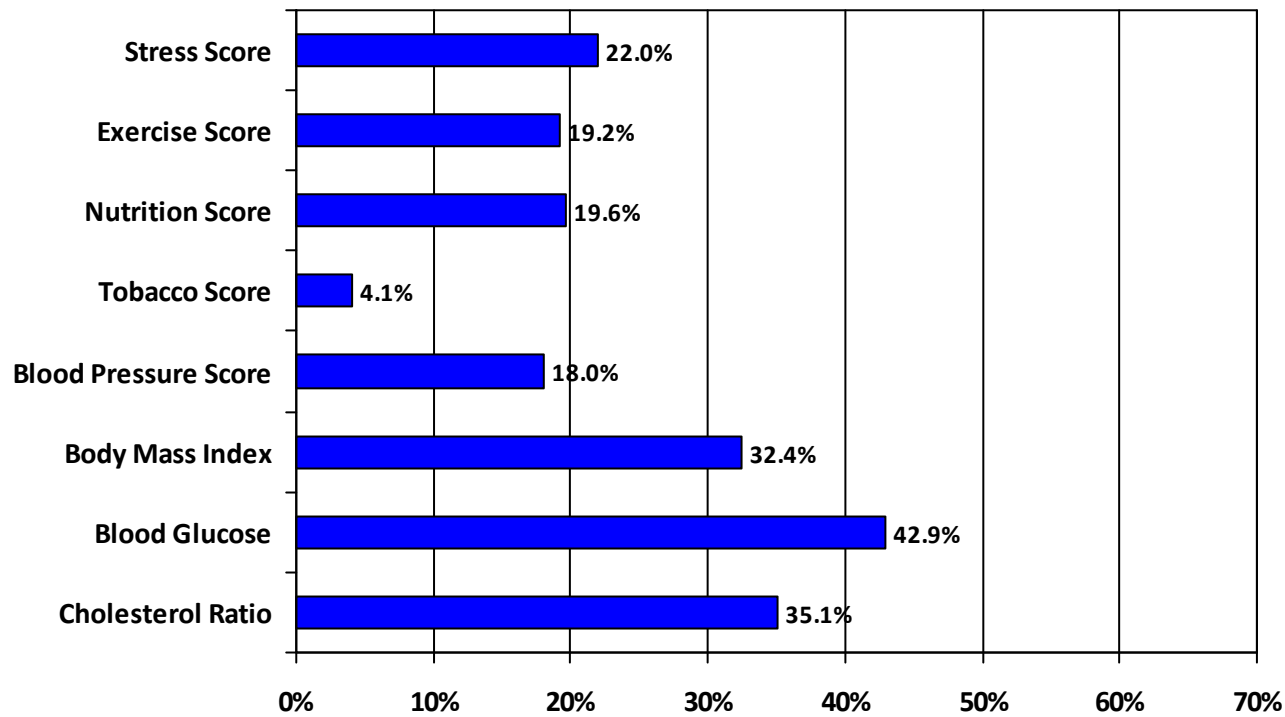
Risk Category	Question	Risk Criteria
Blood Pressure	Values for Systolic blood pressure, Diastolic blood pressure	Systolic > 139 or Diastolic > 89
Blood Pressure	Do you currently have high blood pressure?	"Yes"
Cholesterol	Total Cholesterol value	> 239
Cholesterol	Cholesterol - HDL value	< 35
Cholesterol	Cholesterol - LDL value	> 160
Cholesterol	Do you currently have high cholesterol?	"Yes"
Depression	At any time during the past year, how often have you felt downhearted or sad?	"Often" or "Almost Always"
Depression	Do you currently have depression?	"Yes"
Diabetes	Scoring algorithm based on Age, BMI, and Exercise. Score range is 1-5, with "5" representing the lowest risk.	Score < 3
Exercise	How many days a week do you do at least 20-30 minutes of physical activity, without stopping, in which you breathe heavier and your heart beats faster?	"Never" or "One time per week"
Stress	How much stress do you feel in these areas of your life? Work/Job? Family?	"Overwhelming" or "A Lot"
Stress	Do you feel you are effective in managing the stress in your daily life?	"I am not effective" or "I try to manage my stress but it doesn't seem to help"
Tobacco	How many cigars or pipes do you smoke per day? How many times do you use smokeless tobacco (snuff or chewing tobacco)?	"1 or less" or "2 or more"
Tobacco	Do you smoke cigarettes?	"Yes"
Weight	Height, Weight	BMI > 27.5 or < 18.5



Health Score Improvements Santa Rosa County Schools



- As people age, their health risks increase. With increased risk comes increased cost. Without intervention or lifestyle changes, many health risks or associated conditions will get worse.
- The chart below shows the percent of participants with positive change in year-over-year comparisons of individual biometrics or risk scores. This information might be used to determine appropriate next steps for addressing the health risks of your population.



2012: 1209

2013: 1272

Repeats: 1031

Percentage of Participants with Positive Change

This analysis includes employee subscribers with Blue Cross and Blue Shield coverage for at least 6 months. The PHAs were completed through November, 2013. Retirees and COBRA members are excluded.

* Dee Edington, University of Michigan, 2009