

City of Menasha 2015

Group Report

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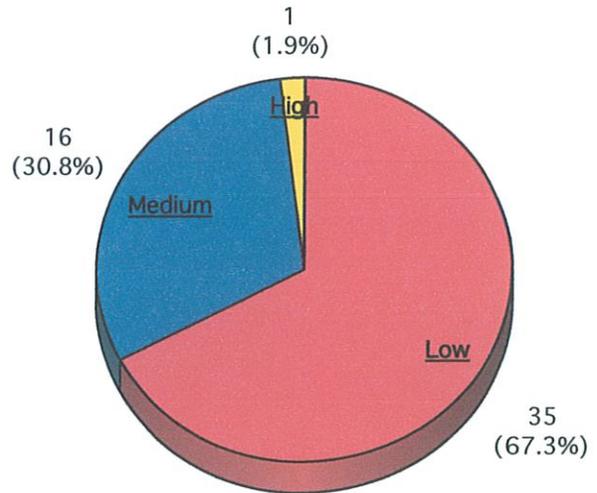
Healthy Life Analysis Group Report

This report summarizes the health risks in your group. The pie graph below shows the general health risk levels of your group. For people to fall into the low risk group, they have 0 to 1 risk factors. A medium risk person has 2 to 4 risk factors and a high risk person has 5+ risk factors. The key for lowering future health risks is to reduce the number of risk factors for each participant to the lowest level. These risk factors are all changeable lifestyle risks.

High risk participants have the highest chance for significant future health problems because of the large number of risk factors which, in combination, raise the chance of future serious health problems and costly claims.

Another way to look at the overall health of your group is to track their Wellness grades and the changes over time

Risk Factors



Here are the chronic health conditions in your group that could affect medical costs:

All participants this year who reported these key health conditions

Asthma	Cancer	Depression	Diabetes	Heart Disease	Hypertension	Stress
9.6%	7.7%	13.5%	1.9%	1.9%	7.7%	13.5%

People who consider their health fair or poor: 1.9%

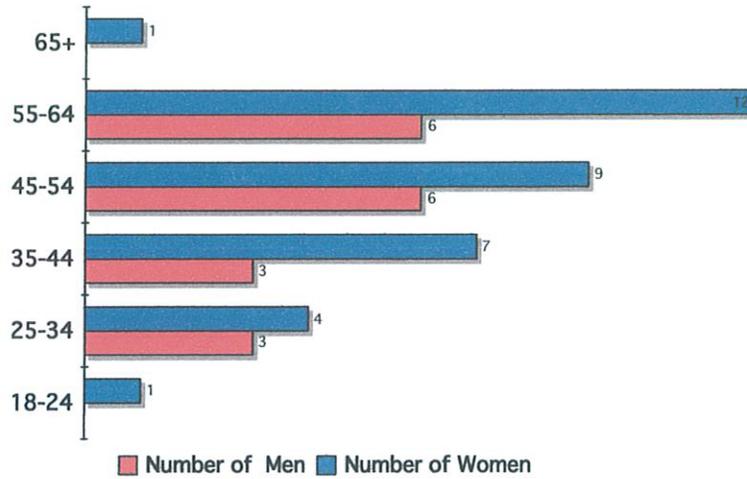
A key to controlling costs is to support healthy lifestyle change.

All participants this year who plan a change in these key lifestyle areas

Alcohol	Diet	Exercise	Stress	Tobacco	Weight
3.8%	57.7%	67.3%	48.1%	0%	59.6%

Demographics

Age and Sex Distribution



All Participants Demographics

	<u>2015</u>
Average Age	49
Men	18
Women	34

Participants

	<u>2015</u>
• Total Participants	52
• Avg. total points	41.8

All Participants Grades

	<u>2015</u>
• A	28.8%
• B	63.5%
• C	7.7%
• D	0.0%

Primary Cardiovascular Risk Factors: Lipids and Blood Pressure

National Targets: High Cholesterol

US Adults with a High Total Cholesterol: 15.0%

Healthy People 2020 target: less than 13.5% with a high Total Cholesterol

Your group had a LOWER (3.8%) percentage of participants with high Total Cholesterol than the U.S. Average (15.0%)!

	Ideal	Near Ideal	Elevated	High	Can't Calculate***	
Total Cholesterol	55.8%		40.4%	3.8%		
LDL Cholesterol	36.5%	38.5%	23.1%	0.0%	1.9%	<i>***=LDL not measureable due to very high Triglycerides</i>
Triglycerides	76.9%	---	11.5%	11.5%		
HDL Cholesterol	90.4%	---	7.7%*	1.9%**		

**HDL Low: 35-49 **HDL very low: <35*

All Participants Averages

	2015
• Average Total Cholesterol	189
• Average LDL	108
• Average HDL	57
• Average Triglycerides	121

National Targets: Hypertension

Healthy People 2020 Goal: more than 66% of US adults with Blood Pressure under 120/80

Of participants who reported having hypertension (see pg 1) only 25% of these people had a high BP reading at the screening! Of all participants, 7.7% had a high BP reading.

	Ideal	Pre HTN	HTN Stage 1	HTN Stage 2
Blood Pressure	50.0%	42.3%	7.7%	0.0%

All Participants Hypertension Categories

	2015	
• PreHypertension	42.3%	BP 120 to 139/80 to 89
• Hypertension Stage 1	7.7%	BP over 139/89
• Hypertension Stage 2	0.0%	BP over 159/99

The American Heart Association has a great list of tips to reduce blood pressure:

http://www.strokeassociation.org/STROKEORG/LifeAfterStroke/HealthyLivingAfterStroke/UnderstandingRiskyConditions/What-You-Can-Do_UCM_310279_Article.jsp#.TuZq8WD2Jcw

Many of these can be encouraged at work, especially healthy eating, reduced salt intake and exercise. The bonus is that these same interventions can also help other risk factors such as a high blood sugar, weight and high cholesterol!

Cardiac and General Health Risks: Diabetes, Tobacco, Weight and Exercise

National Targets: Cigarette Use

Current US adults who use cigarettes: 21%

Healthy People 2020 target: less than 12% who use cigarettes

Your group had a LOWER percentage of cigarette smokers (0%) than the U.S. Average (21%) while 0% of your group use other forms of tobacco.

All participants: Tobacco users

2015

0%

Separating current tobacco users into categories:

- no one smokes cigarettes
- no one smokes a pipe
- no one smokes cigars
- no one uses smokeless tobacco

E-Cigarettes: 0 tobacco users and 0 non Tobacco users use them.

(note: some tobacco users fall into multiple categories)

National Targets: Weight:

Current US adults who are Obese: 31%

Healthy People 2020 target: less than 21% who are Obese

Your group has a LOWER (26.9%) pct of Obese people than the US Average (31.0%).

All participants: Weight Categories

2015

- Ideal 40.4%
 - Overweight* 32.7%
 - Obese** 26.9%
- * 1 to 20% over ideal
**21+% over ideal

National Targets: Exercise:

Current US adults not physically active: 33%

Healthy People 2020 target: less than 21%

Current US adults are moderately physically active: 43%

Healthy People 2020 target: More than 53% who exercise 3+ times per week

Your group has a LOWER (9.8%) percent of participants who don't exercise than the U.S. average (33.0%) and a LOWER (15.7%) percentage who exercise only 1-2 times a week than the average Concert company (27.7%)**.

All participants who exercise 3+ times/week

2015

74.5%

**Note: Healthy People 2020 defines moderate physical activity more broadly at 2-4 times/wk

National Targets: Diabetes

Diagnose all cases of Diabetes (Glucose > 125 fasting)

Increase exercise in people with pre-Diabetes (Glucose 100-125)

Reduce weight in people with pre-Diabetes (Glucose 100-125)

Diabetes Key Statistics

<u>Glucose Range</u>	<u>2015</u>	
Pre-Diabetes	19.2%	Glucose of 100 to 125
Diabetes	0.0%	Glucose>125 range but did report Diabetes
Undiagnosed	0.0%	Glucose>125 range but did not report Diabetes

Health Screening

There are several key prevention exams that are done by physicians. For women, regular exams can detect breast and cervical cancer at a curable stage. Mammograms are a critical method of early detection for breast cancer. For men and women over age 40, having a periodic rectal exam is part of the early detection protocol for colon cancer.

Current US Mammogram Rate (women over age 50): 70%
Healthy People 2020 Goal: 80%

Current US Pap Smear Rate (women over age 21): 60%
Healthy People 2020 Goal: 70%

Ideal Goal: All Women

All Participants: Personal Screening

	<u>2015</u>
Mammogram <2yrs ago	92.6%
Rectal <2yrs ago	75.0%
Pap Smear <2yrs ago	90.0%
Self Breast Exam Monthly	47.1%

There are a number of other screening tests that are also available for early detection of cancers. For men and women, consider adding a test for occult blood. These tests are recommended for men and women over age 40 and in the years between colonoscopies after age 50. Any blood in the bowel movement is abnormal and can be an early sign of problems anywhere in the GI tract. The PSA (Prostate Specific Antigen) is controversial but is still the best way to detect early prostate cancer. Physicians look at both the absolute level of the PSA and the rate of rise of the PSA from year to year. We still recommend you consider adding a PSA for men over age 40 as it is the best marker available to detect early prostate cancer.

Other Wellness and Lifestyle Issues: Lab Tests, Seat Belts and Alcohol use

Creatinine (Kidney Function Test)

	<u>2015</u>
Normal	98.1%
High	1.9%

ALT (Liver Test)

	<u>2015</u>
Normal	96.2%
High	3.8%

Mental Health

	<u>2015</u>
Depression	13.5%
Stress	13.5%

Seat Belt Use

	<u>2015</u>
Always	94.2%
Usually	3.8%
Some	1.9%
Rarely	0.0%
Never	0.0%

Alcohol Use: Drinks per Week

	<u>2015</u>
0 to 7	94.2%
8 to 14	5.8%
15 to 20	0.0%
21+	0.0%

City of Menasha Health Screening

Key Findings

Page 1

- There was only 1 high risk participant (more than 5 risk factors)
- Depression and stress as health conditions most frequently reported (13.5% and 13.5% respectively)
- The most commonly planned health changes participants chose are weight (59.6%) and Exercise (67.3%)

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- The average point total of all participants is very good. (41.8)

Page 3

- There was no one with a high LDL Cholesterol (over 160)!
- There were very few participants with a low HDL
- Only 7.7% of participants have a blood pressure in the Stage I hypertension range.

Page 4

- None of the participants use tobacco – congratulations!
- Over 40% of participants are within an ideal weight range! That is great! In addition, less than 27% of the people not in the ideal range are considered obese.
- People who exercise time 3+ times each week is very good.
- Diabetes: 1.9% of participants reported having diabetes (p2) but there were no blood glucoses elevated into the diabetic range.

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- Women over 40 are very good about having regular mammograms and pap smears.
- The percentage of people reporting regular rectal exams is very good.
- Depression and stress are the biggest issues.
- City of Menasha participants are good seat belt users and modest alcohol users.

Value Added Services

- On line services used to make scheduling easy and provide program reminders. Health screening results are now available to everyone on line all year long.
- Expanded health coaching to a full day.
- Offered flexible screening options for the City Garage employees.

Recommendations:

1. Encourage everyone to participate with their spouse each year.
2. Consider health screening enhancements for next year to stimulate interest and attract new participants:
 - PSAs for men over 40
 - HbA1cs for more accurate diabetic screening.
 - Hemograms (Blood counts)
 - Vitamin D levels
 - TSH to test for an under or overactive thyroid
 - Cardiac Risk Factor testing: Homocysteine, high sensitivity CRP
3. Consider periodic contacts with participants by email to provide helpful tips. People need reminders as much as they need education.
4. Continue to encourage exercising. Exercise is beneficial in dealing with stress and depression. Work site exercise challenges get people to increase exercise time and also when done in groups, builds teams. Encourage team participation in sports, group participation in classes and walking groups at breaks or before or after work to make it fun. Challenge people to log enough miles to get to a set destination. People are more likely to try something new if someone else joins them. Set up group opportunities including: zumba class, rent snow shows, rowing, hiking, etc.
5. Encourage healthy eating.
 - Post nutritional information for opportunities available around work.
 - When having meetings involving food, provide healthy options.
 - Have a monthly nutritional challenge, ie eat more veggies, drink water, etc.
 - Explore www.choosemyplate.gov for more tips and ideas.
6. Work on weight loss
 - Encourage people to use web sites or phone apps to track their food intake:
 - www.sparkpeople.com
 - www.my-calorie-counter.com
 - My fitness Pal and Lose It!
7. Blood pressure issues are very treatable with lifestyle choices and/or medication. Keeping blood pressures in the ideal range are important in preventing heart attacks and strokes. Offer periodic opportunities throughout the year for employees to have their blood pressure checked. Concert Health Resources can supply a nurse to visit to answer medical questions and check blood pressure periodically. You can also make available a blood pressure cuff on site for people to use themselves.
8. Provide educational opportunities dealing with stress and depression. Your EAP may be a great resource.