

# State of Delaware

## Health Rewards



Ruth Ann Minner  
Governor  
State of Delaware

### Program Overview

- Number of Employees: 30,500 (1,500 program participants)

### Program Goals

- Introduce consumerism and empower employees to be proactive in assessing and managing their health.
- Educate employees about unknown risks factors through health screenings, and how appropriate lifestyle changes can help them avoid chronic or serious health conditions.
- Encourage preventative care; reduce health benefit claims.

### Program Components

- Comprehensive health assessment including resting and exercise EKG, blood pressure, simple blood tests for cholesterol and glucose, smokerlyzer<sup>®</sup> for carbon monoxide (CO) levels, body mass index (BMI), strength testing, and lower back screening.
- "Fit Stops" that allow employees to reassess and/or improve their results.
- Incentives provided to each of three groups to determine what drives changes in behavior/lifestyle.
- Follow-up assessments after one year.
- Analysis of the data and evaluation of findings, noting risks, changes in health conditions, and plan cost savings.

### Key Findings

- Self-reported data determined that 50 percent of the participants had three or more risk factors.
- 70 percent of participants had a body mass index (BMI) greater than 25.
- Positive feedback and testimonials on how the program significantly changed diet and exercise behavior.
- Analysis due by mid 2006 will determine cost savings and changes in hospitalizations, ER visits, office and specialist visits, drug utilization, and ancillary services.

“Employee health and wellness is a critical component of an efficient and productive workforce. Delaware’s state government is one of the state’s largest employers, and we are working hard to find creative solutions that motivate employees to take charge of improving their overall health and address rising health care costs.

Delaware’s Health Rewards program educates and encourages state employees to take a proactive approach to their health decisions with the ultimate goals of improving health outcomes for the employees and reducing the costs of their claims.

I am very excited that we are able to offer the *Health Rewards* pilot program to our state employees. This program is a continuation of our long-standing commitment to preventive medicine as a way to save health care dollars.”

### THE BOTTOM LINE

“Delaware’s Health Rewards program educates and encourages state employees to take responsibility for their health decisions, which results in healthier employees and lower costs to the State.”

