

HUMAN RESOURCES DEPARTMENT
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Date: May 29, 2013

To: Board of Supervisors

From: Mary J. Thee, Human Resources Director/Asst. County Administrator

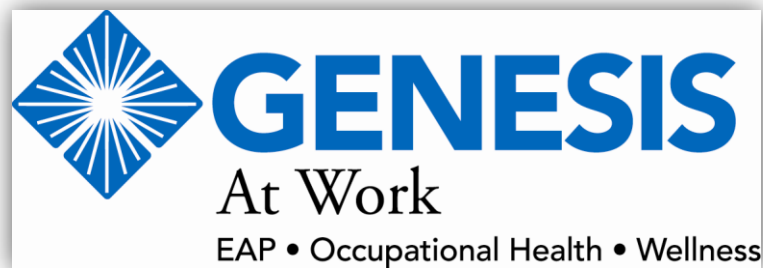
Subject: Healthy Lifestyles Program

In February, 2010 the County started a pilot class to participate with Genesis Health System and Holmes Murphy in the Healthy Lifestyles program (aka Naturally Slim). The goal is to reduce health care costs by promoting better health through the program, which identifies risk factors for serious diseases. The five risk factors measured that create the condition known as Metabolic Syndrome are blood pressure, HDL cholesterol, triglycerides, glucose and waist circumference. An individual is considered to have Metabolic Syndrome if they have 3 out of 5 risk factors.

Since that time the County has now done 5 classes with 139 participants. Through the program several employees were able to reduce their overall long term health risks. As you may recall we were able to negotiate with the County's 5 union groups (and SECC's one union) participation in this program. The current class included these 203 represented employees. We had 5 different testing sites and 12 different testing times. Fifty employees were required to participate in the program. Eight refused to participate and were placed on a non-wellness insurance plan with higher premiums and co-pays. One individual failed to complete the class and was placed on the non-wellness insurance plan. Their report from Genesis Health System is attached.

Cc: Dee F. Bruemmer, County Administrator

Scott County – Represented Group Naturally Slim Analysis 2013



Metabolic Syndrome (MetS) Overview

- *What is Metabolic Syndrome?*
 - Metabolic Syndrome is defined as having 3 or more of the following risk factors:
 - Elevated Waist Circumference
 - For Women: ≥ 35 inches For Men: ≥ 40 inches
 - Elevated Triglycerides ≥ 150
 - Reduced HDL ["good cholesterol"]
 - For Women: < 50 For Men: < 40
 - Elevated Blood Pressure
 - Systolic BP ≥ 130 OR Diastolic BP ≥ 85
 - Elevated Fasting Glucose ≥ 100

Data Breakout

- 203 participants screened
 - 5 different sites
 - 12 testing times
- 50 participants registered for Healthy Lifestyles (49 with MetS, 1 Non-Metabolic/voluntary)
- 47 participants completed follow up screening (1 termed, 1 non-compliant, 1 lab work issue)
- 45 for complete report (2 individuals missing initial waist measurements)

Scott County History

Class Description	# Tested	# Participants	Percentage with Metabolic Syndrome	Total Weight Loss
2010 Volunteers (Testing program)	47	47	n/a	606 lbs
2011-2012 Non-rep	179	42	23%	511 lbs
2013	203	50	24%	174 lbs
Totals	429	139		1,291 lbs Over ½ ton!

Note: not all participants had Metabolic Syndrome

Scott County Past results Highlights

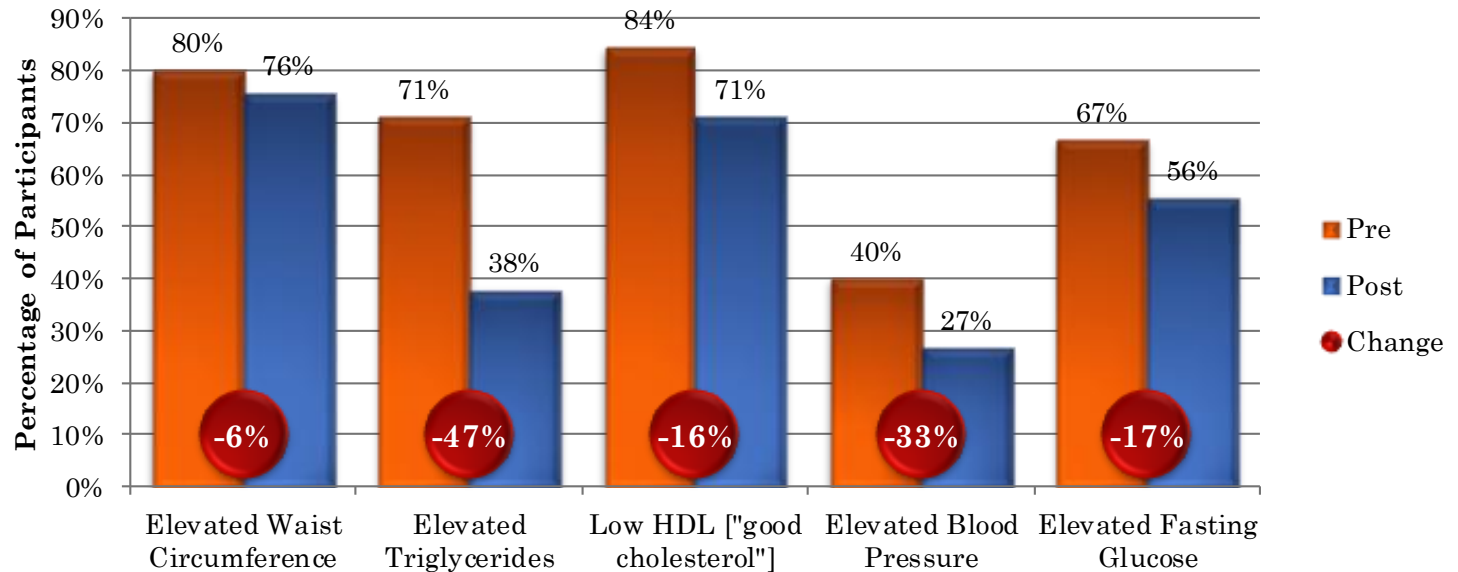
Class #	Some highlights
#1 (Volunteers)	21% reduction in Blood Pressure 30% reduction in Glucose levels 7 participants no longer Metabolic Syndrome
#2 (Volunteers)	29% reduction in Triglycerides 25% reduction in Waist Circumference as a risk factor
#3 (non-rep)	33% reduction in Triglycerides 27% reduction in Glucose levels 7 participants no longer Metabolic Syndrome
#4 (non-rep)	62% reduction in Blood Pressure 36% reduction in Glucose levels 10 participants no longer Metabolic Syndrome

Clinical Lab Improvement

All Scott County Participants

Prevalence of Specific Risk Factors

N=45

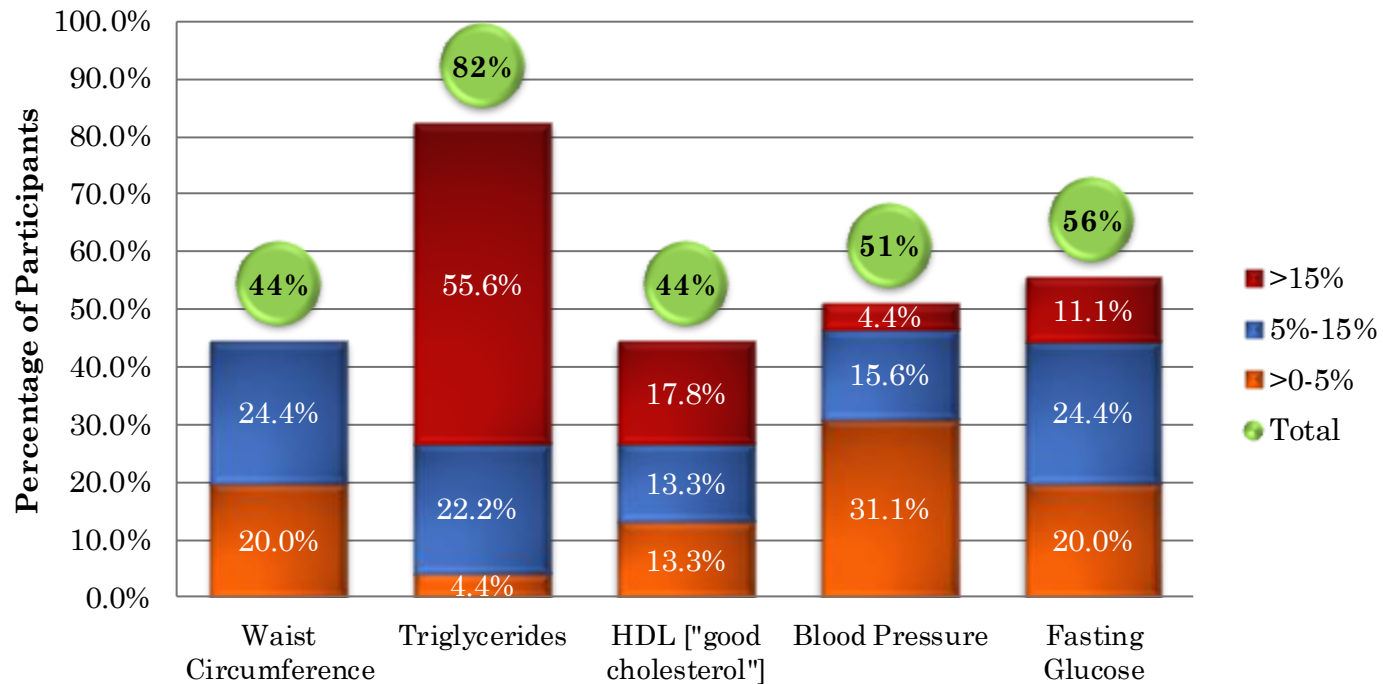


Clinical Lab Improvement

All Scott County Participants

Percentage of Participants with Improvement

N=45

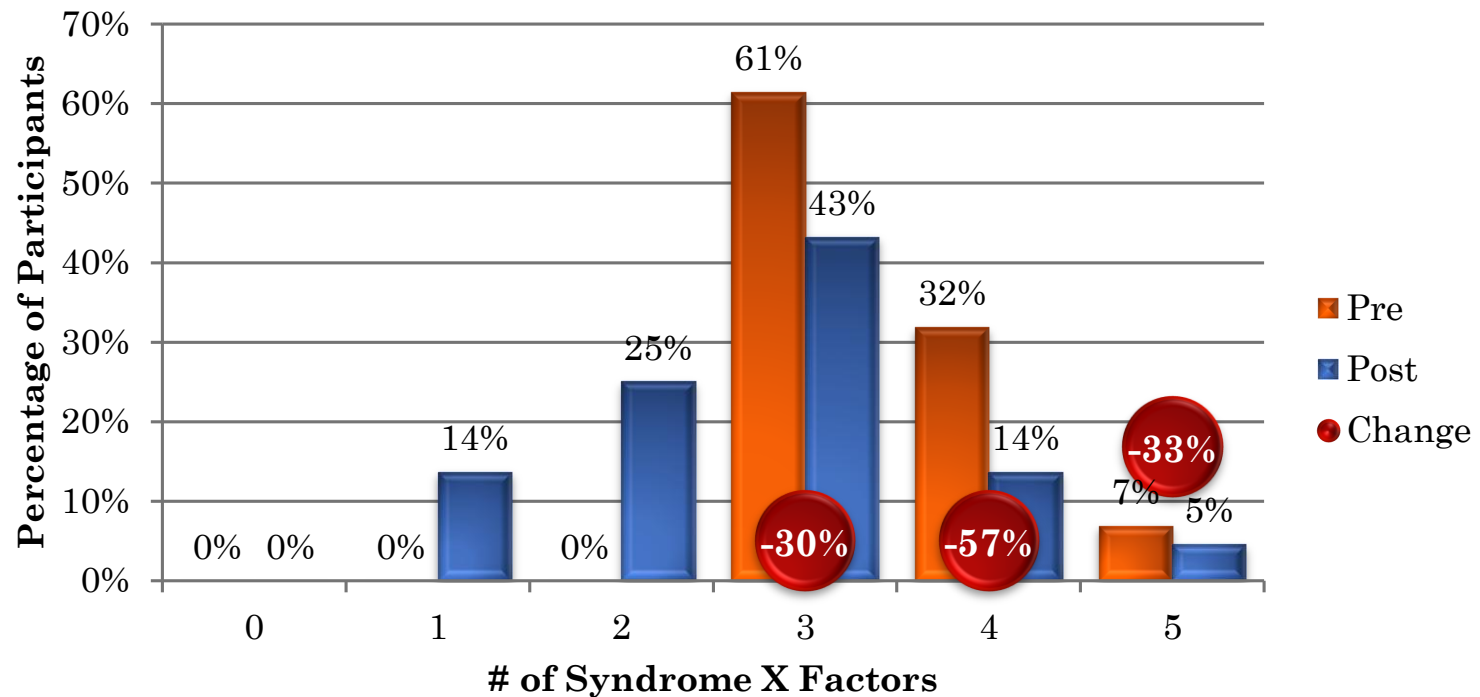


Risk Factor Change

Metabolic Syndrome Participants

Metabolic Syndrome Factors

N=44

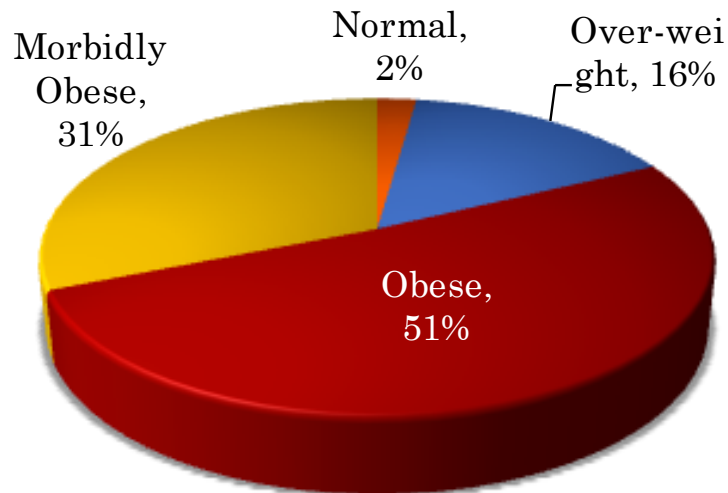


Pre & Post BMI

Scott County

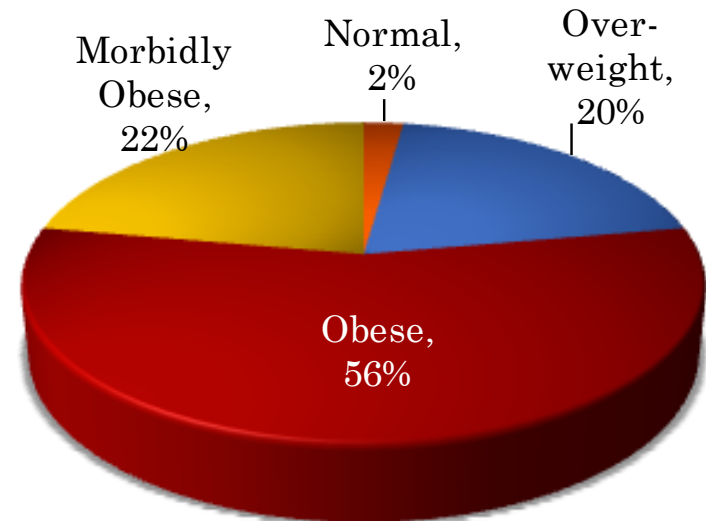
Pre BMI Category Distribution

N=45



Post BMI Category Distribution

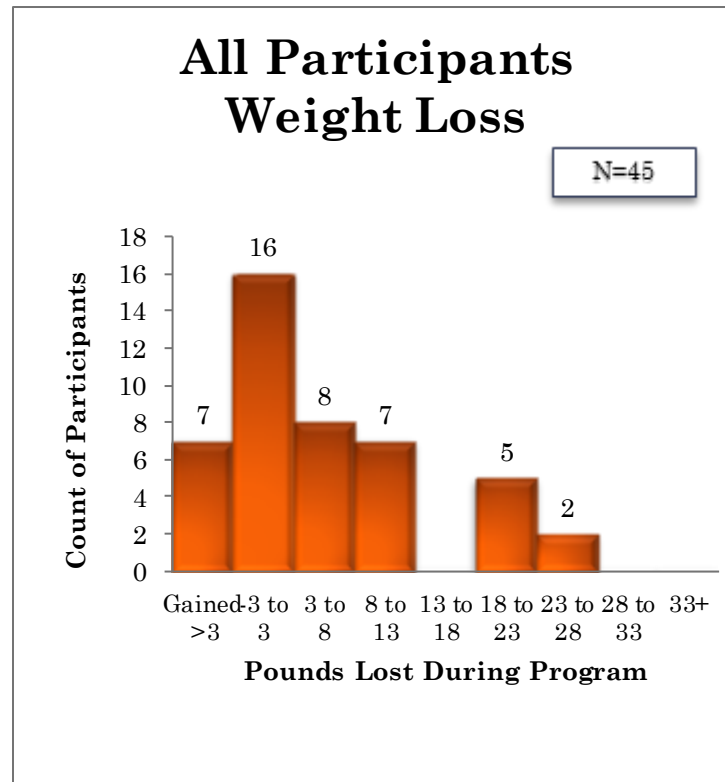
N=45



Weight Loss

All Participants

Average Weight Loss: 3.9 pounds
Total Pounds Lost: 173.9 pounds

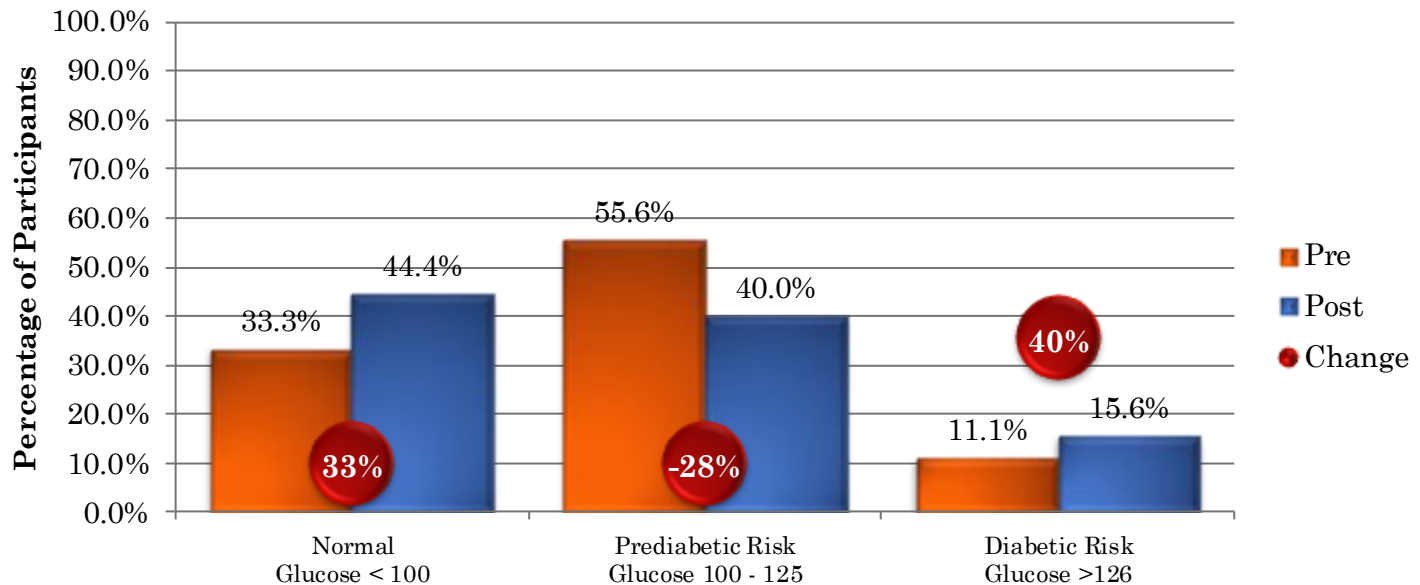


Impact on Diabetic Risk

All Participants

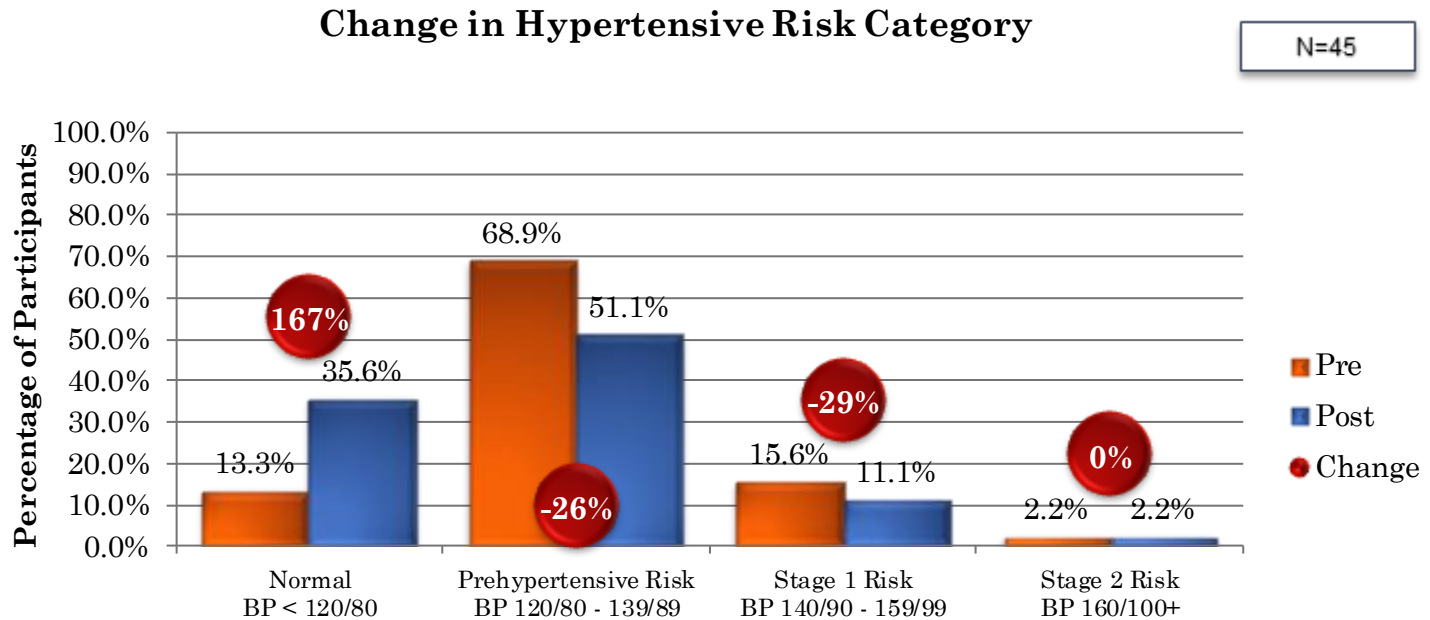
Change in Diabetic Risk Category

N=45



Impact on Hypertensive Risk

All Participants



Scott County next steps

- 9 Bargaining unit employees on the non-Wellness Insurance Plan
- Increased premiums in Policy P for non-rep for future non-Wellness Insurance Plan
- Non-rep testing October 21-30. 2013