

STATE OF MISSOURI WORKFORCE:  
PRIORITIZE, PROMOTE, AND SUPPORT *YOUR* WELLNESS



# MEET THE TEAM



Chrissy  
Bashore

DESE



Dennis  
"Andy"  
Carroll

MDC



Jared  
Hankinson

GOVERNOR'S  
OFFICE



Zac  
Jenkins

DHSS



Amanda  
Renn

MSHP



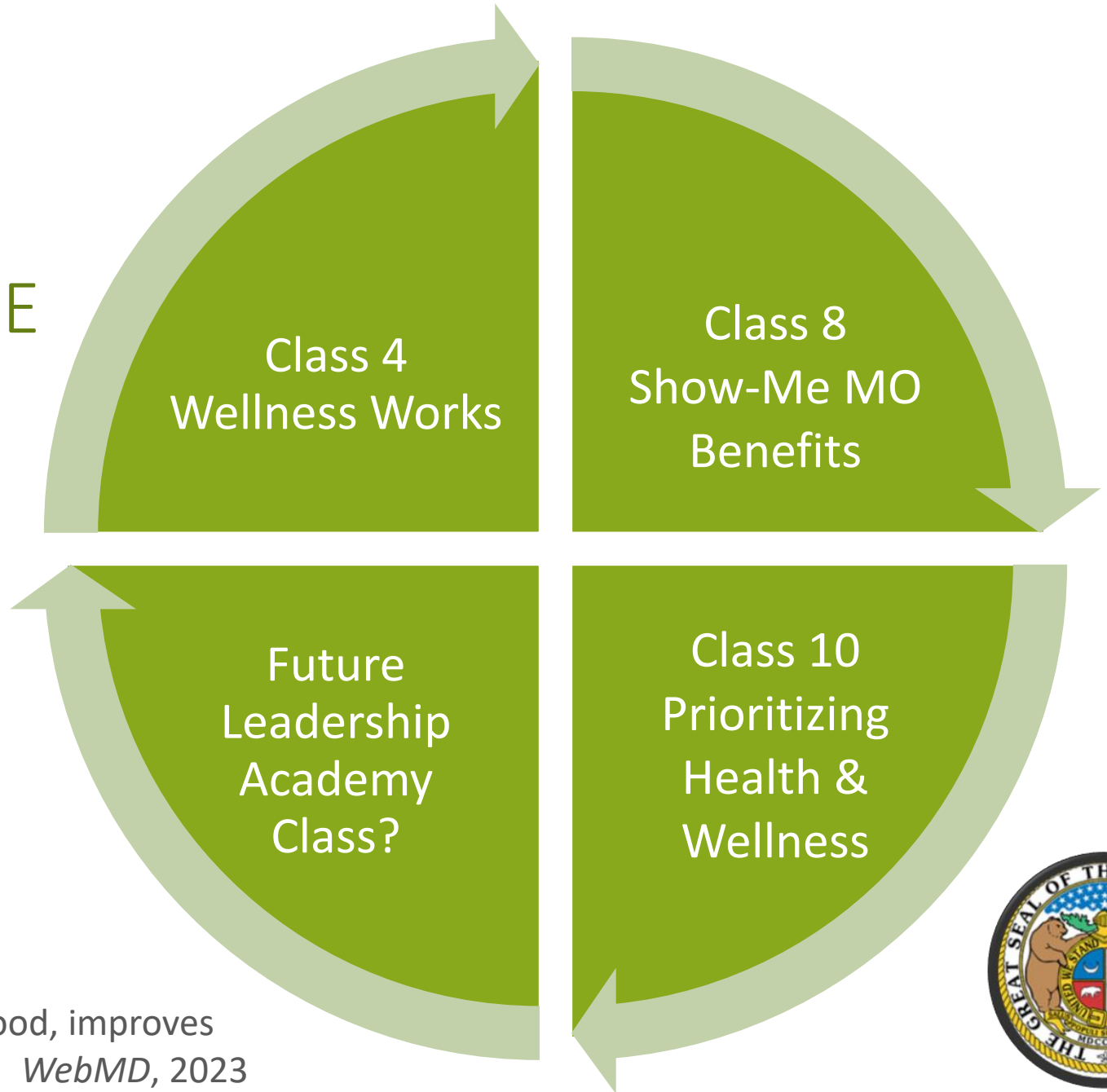
Alex  
Vivas

MSHP



A PERSISTING ISSUE...

TIME TO MAKE A CHANGE



*Did you know?*

Running reduces stress, boosts your mood, improves sleep and improves your overall health. *WebMD, 2023*



## PROBLEM STATEMENT

The State of Missouri should prioritize, promote, and support health and wellness for state team members.



Did you know?

4 million people die each year due to obesity. WHO, 2023



# WHO MAKES UP OUR WORKFORCE

| AGE GROUP        | 2019 TOTALS | 2029 PROJECTED TOTALS |
|------------------|-------------|-----------------------|
| 25-34 years olds | 37,191,000  | 36,845,000            |
| 35-44 years old  | 34,057,000  | 38,520,000            |

Millennial: Those born between 1981 (42 years of age) and 1996 (27 years of age).



Did you know?

58% of millennials reported that when job searching, they consider the companies wellness programs as an important or extremely important benefit when making a job decision.

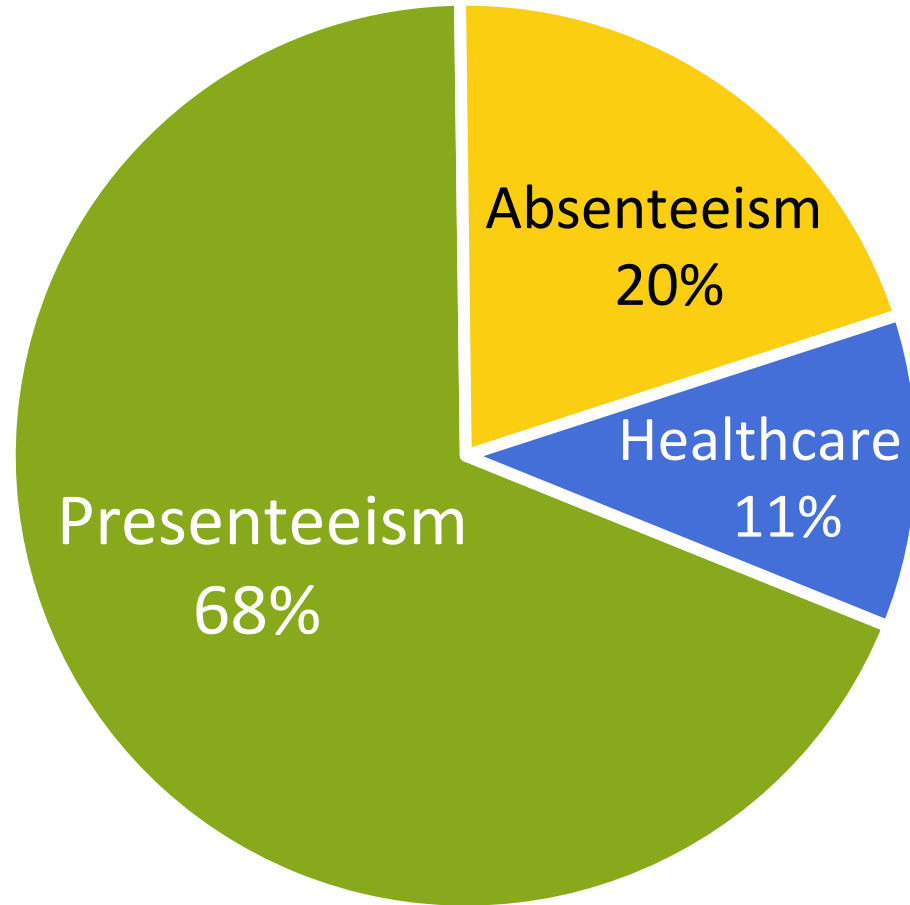




What is the link between health and productivity?

...An employee with one or more chronic diseases has up to 10 times more unhealthy days a month—defined as days they can't conduct their usual activities (like, say, going to work).

# LOSS OF PRODUCTIVITY



## Top Chronic Conditions

- Obesity
- Stress
- Inactivity
- High Blood Sugar
- High Blood Pressure
- Smoking
- Depression
- High Cholesterol



Did you know?

Presenteeism is being at work, but not performing your best.



- Understanding Where We Are and Where We Need To Go

- “Healthy” Team Members – 8,317 (~\$2 mil./year, \$243.99 PPM)
- “Struggling” Team Members – 6,258 (~\$102 mil./year, \$16,250.19 PPM)

- Trending In The Wrong Direction

- 2023 Total Premium Projection - ~\$433 mil.
  - ~5% increase from previous year.

- Our Health Story

- ~100% above the national average in *Congestive Heart Failure* claims.
- ~50% above the national average in *Hypertension* claims.
- ~20% above the national average in *Diabetes* claims.
- ~2% above the national average in *Depression* claims.

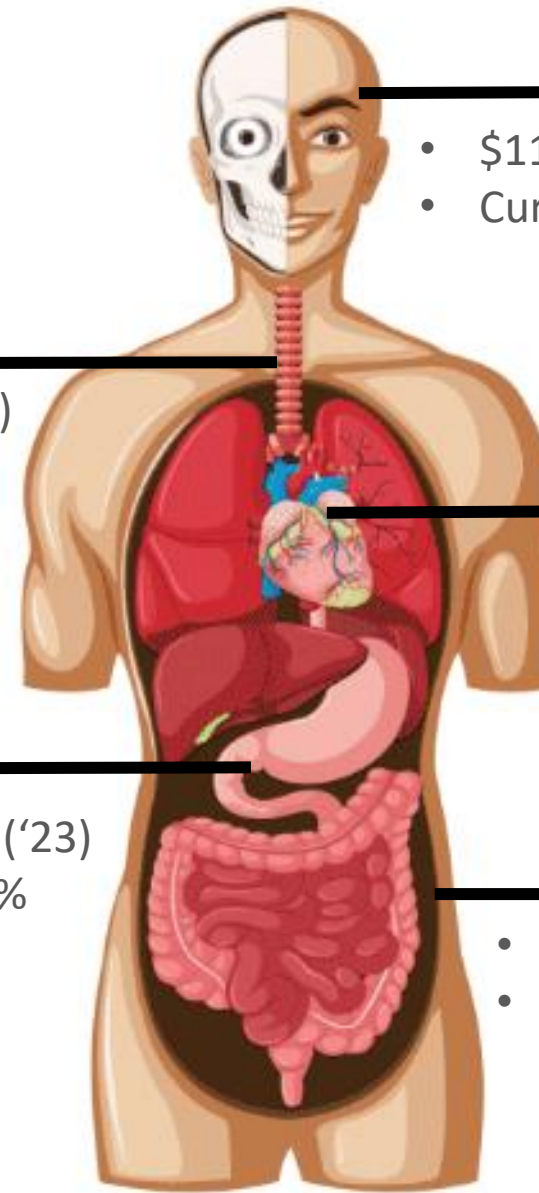
(Per 1,000 team members)

# THE STATE OF STATE TEAM MEMBERS

*A Story of Work to Do*



# AN INSIDE LOOK AT MISSOURI



## Behavioral/Mental Health

- \$11.3 mil. spent (Apr. '22 – Mar. '23)
- Current PMPM Trend ↑ 12%

## Musculoskeletal

- Estimated \$33.2 mil. spend ('23)
- Current PMPM Trend ↑ 16.6%

## Circulatory

- Estimated \$17.9 mil. spend ('23)
- Current PMPM Trend ↑ 9.6%

## Digestive

- Estimated \$15.1 mil. spend ('23)
- Current PMPM Trend ↑ 7.9%

## Metabolic

- \$11.4 mil. spent (Jan '22 – Dec '22)
- ~2% ↑ in obesity claims ('19 – '22)

\*PMPM – Per Member Per Month



Did you know?

Fruits, vegetables, and whole grains are considered beneficial to reduce musculoskeletal pain.  
National Institutes of Health, 2020





A UnitedHealthcare Company



sydney



# WHAT MISSOURI STATE TEAM MEMBERS HAVE!

State of Missouri  
Benefits and Incentives





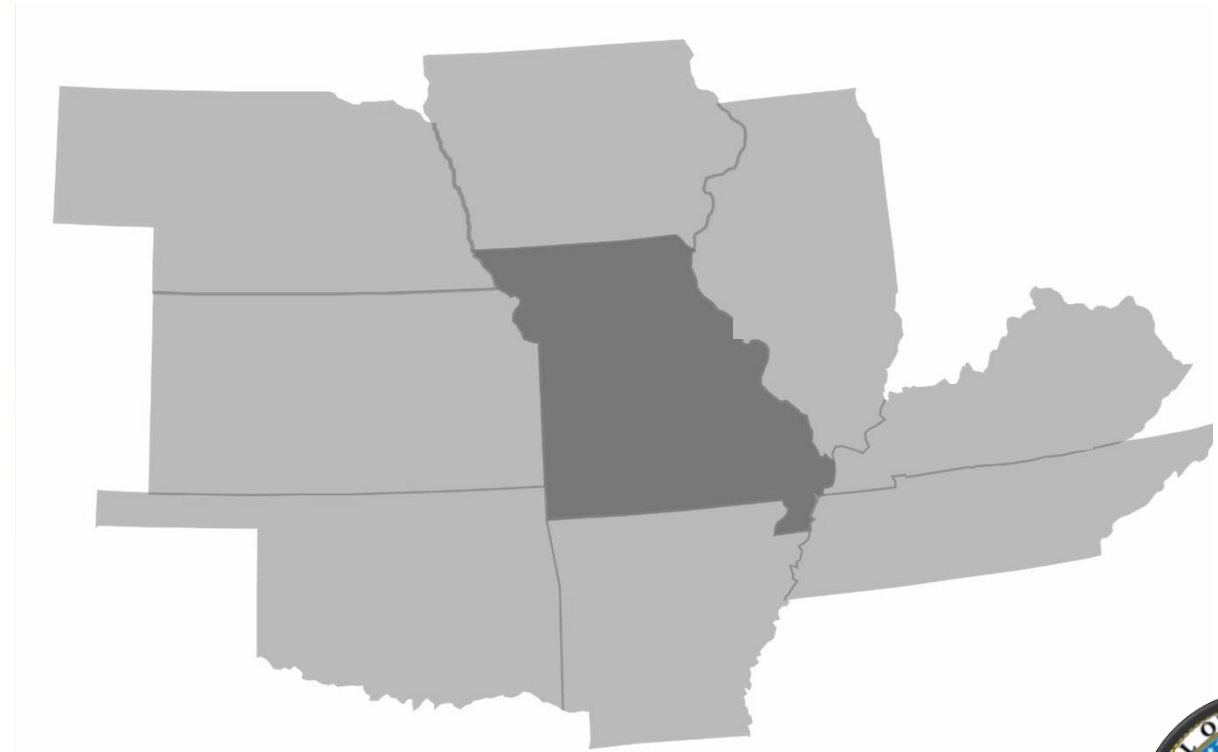
WITH ALL THAT  
IS AVAILABLE  
TO US, WHY  
ARE WE STILL  
STRUGGLING  
TO BE A FIT  
POPULATION?

State of Missouri  
Benefits and Incentives



# AN ANALYSIS OF OTHER STATES' PROGRAMS AND APPROACHES

- Reoccurring Themes
- What We Can Learn
- Working-out the Kinks



Did you know?

Of 3,400 State of Missouri Team Member survey respondents, 83% noted wellness benefits as a top priority. MLA Class 8, 2022



# RECOMMENDATIONS

- Statewide Wellness Coordinator
  - The main function of this position would be to organize and implement comprehensive programs and activities to support employees' mental and physical health.
  - Develop a team to assist with administering wellness programs.
- Centralized Hub
  - One stop shop for information on State of Missouri medical plans, resources, programs, etc.
- Assigned to the Office of Administration



## Did you know?

By offering employees the means and the educational tools to take control of their wellness, employers promote a healthier, more productive work environment. SHRM's 2022 Employee Benefits Survey



# STATEWIDE WELLNESS COORDINATOR

- Duties/Responsibilities:
  - Administers all wellness programs in the organization.
  - Coordinates, plans, implements, and promotes wellness and fitness initiatives and programs for employees; compiles statistics and collects feedback from participants for evaluation of effectiveness.
  - Provides educational presentations and training programs.
  - Collaborates with the other departments to identify cost-effective wellness programs and incentives.
  - In accordance with applicable law, assesses and analyzes the general physical and mental health needs of the employee population, and develops plans and programs to support these needs.
- Minimum Experience and Education Required, and Salary Range: TBD



## The Best of the Midwest:

Arkansas  
Iowa  
Kansas  
Kentucky  
Illinois  
Nebraska  
Oklahoma  
Tennessee

## Around the Nation:

Wisconsin  
Michigan (+ Wellness App)  
California  
Federal Government

# CENTRALIZED HUB

## COMMON THEMES

- About Your Benefits
- Programs
- Incentives
- Notices
- Health Information and Resources
- Wellness Information and Resources
- Training Opportunities
- And more...



## MAKING IT A PRIORITY - LEADERSHIP SUPPORT

*“The experts for Missouri are within our own state lines.”*

Governor Parson

