

Auburn University
Department of Payroll and
Employee Benefits



Introducing!
The 2010 Healthy Tigers Initiative

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2010 Healthy Tigers Initiative

- What is it?
 - A new, optional healthcare benefit for active AU employees who are insured by the AU self-insured healthcare plan
 - An opportunity for employees to “earn” a \$25.00 per month discount on monthly health insurance premiums
 - Gives the employees an opportunity to save up to \$300 per year in out-of-pocket costs
 - An expanded benefit for our employees



2010 Healthy Tigers Initiative

- Why is AU offering this new benefit?
 - AU is self-insured and each year we experience a significant increase in the costs of healthcare and pharmacy services
 - Studies have shown that implementing a health and wellness plan can decrease this rate of increase in healthcare costs
 - Disease states that are caught and managed early have better outcomes for the employee and are less expensive to treat

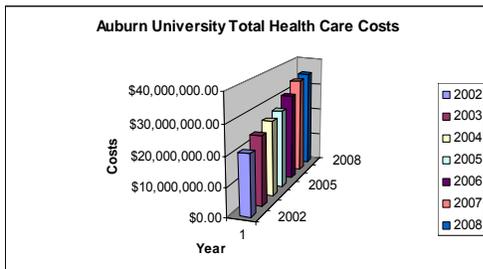


2010 Healthy Tigers Initiative

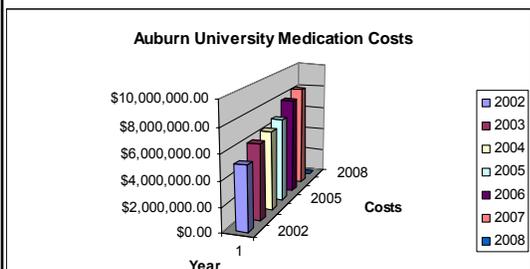
- Why is AU offering this new benefit?
 - Awareness of personal health risks can motivate employees to make behavioral changes
 - Higher interest in health
 - Increased quality of life
 - Increased productivity
 - Decreased absenteeism
 - Healthy Tigers was initiated in 2008
 - 16% of employees participated
 - Engagement in Healthy Tigers website has not increased
 - Healthcare and pharmacy costs continue to increase
 - Searching for better incentives for employee engagement



AU Total Health Care Costs



AU Medication Costs



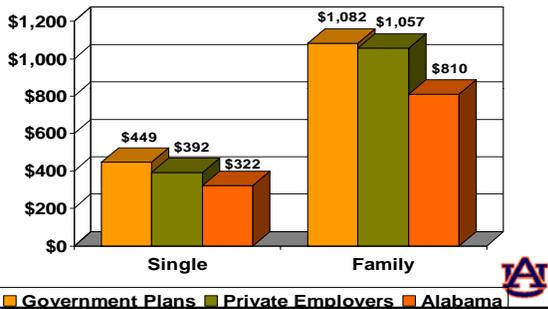
2010 Healthy Tigers

> Goals:

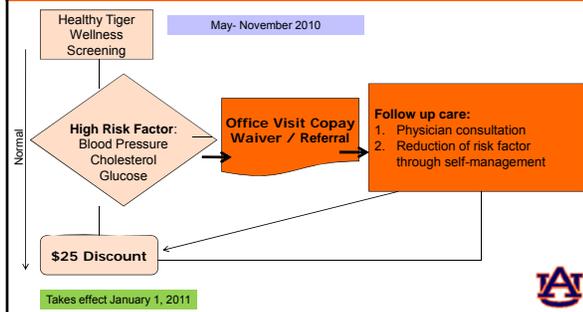
- > Provide strong incentive for employees to engage in health screenings and follow-up care
- > Identify and manage risk factors
- > Increase awareness of health and wellness
- > Decrease the rate of escalation in healthcare and pharmacy costs that are occurring in AU's self-insured healthcare plan



State Employee Insurance Board (SEIB) Data



2010 Healthy Tigers Plan



2010 Healthy Tigers

- Optional free health screening
- Free private consultation with a pharmacist, discussion of results
- Readings within range → discount implemented
- Readings outside of desired range → follow up with physician → Co-pay for first physician visit waived (\$25 value)
- If employee does not have a physician, then the AUPCC will facilitate establishing care
- Once physician is consulted= discount implemented



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- FAQs:
 - What if I already see my doctor regularly and have my values?
 - A form will be provided for your physician to complete
 - Form must be completed and returned to AUPCC to verify discount eligibility
 - Test results must be conducted in 2010 (January 1, 2010 or after): benefit takes effect on January 1, 2011- must be within 1 year.



2010 Healthy Tigers

- FAQs:
 - When will this begin?
 - Healthy Tigers screenings will begin in May 2010 and continue through the end of November (end of open enrollment)
 - What if I forget and miss the deadline?
 - To obtain full benefit, you must be screened before the end of November. There will be a short grace period in early 2011, however the discount will not take effect until the pay period after which all follow-up is completed.



2010 Healthy Tigers

> FAQs:

> How will the screenings be offered?

- > By appointment in the Auburn University Pharmaceutical Care Center (AUPCC)
- > Roving health and wellness screenings across campus at the main campus and the Montgomery campus (similar to the AUPCC's flu vaccine clinics)
- > Can be part of a regularly scheduled doctor's appointment and the physician can complete and certify the form that is provided
- > A network of pharmacies will be created throughout the state that will provide the screenings to AU employees who work away from main campus and do not travel to the Auburn frequently



2010 Healthy Tigers

> FAQs:

> How long will the discount be effective?

- > If you obtain your health screening before November 31, 2010, and follow all steps in the follow up process, you will receive a \$25 per month discount on your health insurance premiums from January 2011- December 2011
- > You have to complete the process again in 2011 in order to be eligible for 2012, etc.



2010 Healthy Tigers

> FAQs:

> Do I have to achieve certain clinical goals to be eligible for the discount?

- > If your values are out of range, then you will receive education and counseling on the results
- > You will have to follow up with a physician
- > You do not have to achieve a certain goal cholesterol, BP, blood sugar, etc. in order to receive the discount



Other Questions



www.auburn.edu/payroll

www.auburn.edu/healthytigers

www.auburn.edu/tigermeds