

\$20-per-month premium reduction available for CU Health Plan members

UCHealth Offers Employees a Look in the Health Care Mirror

Get ready to tip the scales, strap on the blood pressure cuff and get your blood drawn – and take an honest look at your health while you're at it.

University of Colorado Health's biometric screening program and Personal Health Assessment (PHA) are back. As long as you're enrolled in a [CU Health Plan](#) you are eligible for a \$20-per-month reduction in your health insurance premium if you take **both** next month.



The campaign, which aims to give employees a realistic picture of their overall health and potential risk factors, begins May 5 and runs through May 30, said Anna Taylor, employee health and well being coordinator for UCHealth South (Memorial Hospital).

To qualify for the reduction, employees must take the PHA, an online survey that will be available via a link on each hospital's intranet site. The PHA gathers basic demographic information and self-reported background about employees' health and lifestyle choices.

The biometric screenings, which will require appointments, will be available throughout the campaign on all three campuses on as-yet unannounced dates. During the appointments, which will take 25 to

30 minutes, Taylor said, staffers will take employees' weight, waist circumference, and blood pressure, and draw blood to measure non-fasting glucose and lipid levels. Employees must bring their CU Health Plan insurance card to the screening, she added.

All about the numbers. About two weeks after they complete the biometric screenings, employees will see the results populate their PHAs, Taylor said. In turn, UCHealth Employee Health and Wellness leaders will analyze the data collected from employees at each hospital.

"We'll use the results to design programs to support employees' needs at each campus," Taylor said. Those programs, she noted, will be available to all employees, regardless of their eligibility for the assessment and screening.

The PHA and biometric screenings are an important part of UCHealth's efforts to control medical costs by building a healthier workforce, said Deborah Jones, the system's director of employee health and well being. Data show that roughly 20 percent of the population with multiple risk factors, such as high blood pressure and cholesterol levels, diabetes, obesity, and depression, drive 80 percent of total health care costs.

"Decreasing employees' risk is a win-win," Jones said. "Employees get healthier, and it's good for business because it reduces absenteeism and increases productivity."

The decrease in premiums for employees who take the PHA and biometric screenings is UCHealth's first step toward a tiered system in which healthy employees pay lower health care premiums, Jones said. Focus groups conducted on each campus "overwhelmingly agreed" with the tiered-premium approach, she added.

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"The bar will get higher," she said. "We're moving toward a results-oriented approach instead of one that is simply activity-based."

Jones encouraged eligible employees to participate in the assessment and screening wherever they fall in the health spectrum. "We're not targeting only high-risk individuals," she said. "We want healthy people to get healthier."

The health screenings overlap with the open enrollment period for benefits, which begins May 5 and ends May 23. Employees will receive benefits guides in the mail the week of April 21, Jeff Johnson, interim chief human resources officer for UCHealth, said in a system-wide email April 14.