



City of Greenville: By the Numbers

Several years ago, the medical claims for the City of Greenville were increasing at the rate of \$1 million each year. 76% of the City of Greenville workforce was at risk in three or more health areas; 66% of the workforce didn't receive annual physical exams. High blood pressure, diabetes, and obesity were major risk factors and prescription noncompliance was also an issue for the employees of City of Greenville.

Recognizing these negative trends and the financial and human costs, the City of Greenville started to integrate wellness strategies into its culture. "We were shooting in the dark previously," Human Resource Generalist Frank Salvato explained. "The City had a wellness program but they lacked a standard, a target to reach, and the steps to take to achieve that standard. Prevention Partners provided that for the City of Greenville. Prevention Partners assessed our wellness initiative and graded our results. Success required more than just encouraging employee engagement."

Following the standards established by Prevention Partners, the City of Greenville management formulated health policies that provided the necessary direction to improve employee wellness. These new standards and several wellness policies broadened the City's perspective of wellness and challenged it to improve.

The major barrier the City of Greenville faced was engaging senior management. As they began to see positive employee wellness outcomes, however, this changed and management's support of wellness initiatives grew. The City of Greenville now has its own wellness website, a monthly newsletter, and a Health Management Program which they use to share their results and provide information on wellness initiatives.

The City of Greenville's results are exemplary and benefit employees and the City by improving health and slowing the rise in medical claims.

As part of their continued efforts to improve workplace wellness, Frank hopes to include employee-level outcomes to track chronic disease for employees. The City's employee wellness achievements are already impressive, and they look forward to reaching new landmarks in employee health.

A New Direction: Employee Health Trends at the City of Greenville over 4 Years

Medical cost trends

- Decreased by 14.8%.

Costs across categories

- Costs decreased in 8 of the 9 major categories of the International Classification of Diseases (all categories except cancer).

Emergency room utilization

- E.R. utilization dropped by 9%.

At-risk population

- The City successfully engaged 45% of its employee population that needed assistance.