

*North Carolina*  
**State Health Plan**  
for Teachers and State Employees  
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To: State Health Plan Board of Trustees

From: Anne B. Rogers, RN, BSN, MPH  
Director of Integrated Health Management  
State Health Plan for Teachers and State Employees

Subject: Summary of the Proposed Contract between KDI Health Solutions for a Chronic Disease and Wellness Pilot Project for the NC Department of Correction

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**Executive Summary:**

The State Health Plan for Teachers and State Employees (“Plan”) is considering a one year pilot program with the NC Department of Correction (“DOC”) employees to raise their awareness of their health status, reduce their risk for disease and/or better manage their chronic condition. Through the Plan’s 2009 analysis of medical care utilization and disease prevalence data, the DOC, as compared to the total Plan member employee population, had a higher prevalence of any chronic condition (42.1% vs. 32.4%); diabetes (12.8% vs. 8.1%); chronic obstructive pulmonary disease (1.1% vs. 0.6%); coronary artery disease (3.8% vs. 2.0%); and hypertension (37.4% vs. 27.7%). DOC emergency room visits were 343.6/1000 vs. 159.1/1000 for the total Plan member employee population. As a result of these findings, the Plan has developed a pilot health screening and coaching program to equip this population with the tools to improve their health and reduce health care costs.

The Plan would contract with KDI Health Solutions (“KDI”), a subsidiary of Kerr Drug Inc., to provide free biometric screenings and face-to-face health coaching for a total of 500 employees. DOC employees must be Plan members to participate. The program would be offered to three hundred employees from Central Prison (“CP”) and two hundred employees from the NC Correctional Institution for Women (“CIW”) on a first come, first served basis. If 500 employees cannot be recruited from these sites, the remaining screenings will be offered to staff at the Yonkers Road administrative building in Raleigh. The program is voluntary and employees at the prisons on all shifts and rotations will have an equal opportunity to participate. The Plan staff is working with DOC to secure Investigational Review Board (IRB) approval and finalize logistics, and with KDI to establish a contract for services. The term of the contract would be February 2010 to March 31, 2011 pending IRB approval.

**Scope:** KDI will subcontract with Biosignia for use of the Know Your Numbers (“KYN”) predictive modeling tool and analysis of potential cost savings from disease delay or reduction. KDI will help recruit participants by developing posters and fliers and making presentations to employees. Credentialed KDI pharmacists will conduct health screenings which involves the collection of height, weight, blood pressure, waist circumference, cholesterol, triglycerides and blood glucose. These biometric data points will be combined with demographic information to produce a cardiovascular risk assessment for each participant using. Each participant will be counseled on their results at the time of the screening and provided with a customized action plan with individual goals for healthy living and lifestyle modifications.

Once baseline screening results are analyzed, each employee will be placed in one of the three following categories: high, medium or low risk for chronic disease. All high risk employees will be re-screened at six months. All participants – low, medium and high risk – will be re-screened at one year.

KDI will offer face-to-face educational and motivational coaching sessions to all interested screening participants at their worksite. The number of coaching sessions depends on the risk level of the participants. Coaching may include setting goals and helping members implement goals to decrease risk of disease by targeting modifiable risk factors, such as weight/diet, physical activity, tobacco use, blood pressure and cholesterol; assisting members with disease states (i.e., diabetes, hypertension, etc) to manage their condition through medication compliance, adherence to clinical standards of care, and lifestyle modifications, and; informing members about other resources, such as Plan benefits and how to find a primary care provider.

**Deliverables:** KDI and its subcontractor will:

1. Develop recruiting materials and provide presentations. Work with DOC to manage logistics of the work based program.
2. Conduct pre and post coaching intervention biometric screenings and the Know Your Numbers tool for up to 500 participants. Provide members at high risk with a mid intervention screening. Provide participants with reports and action plans.
3. Provide face to face coaching appropriate to the level of risk of each participant.
4. Submit monthly progress reports.
5. Conduct a final participant survey.
6. Develop a final written analysis and presentation of the survey results, biometric changes, potential cost savings and other data collected throughout the program.

**Costs:** Total program funding shall not exceed \$100,000. The Plan will pay per member per screening (\$55) and per 15 or 30 minute coaching session (\$30-\$60). Approximately 25 days of coaching will be required with 20 sessions per day. The minimum cost of coaching per day is \$300.

**Status to Date:**

The project is pending approval from the NC Department of Correction Institutional Review Board (IRB) to start the program. Simultaneously, the Plan is working with KDI Health Solutions (“KDI”) to establish a contract for services. The goal is to begin recruiting for the program in late February and start offering screenings in March.