

WELLNESS CASE STUDY

San Jose City Fire Department, California

Implemented in 1995, this program targets individual health improvement actions to reduce injuries, illness, and resultant costs, and to improve health knowledge. The internal studies of loss work days, hospitalization payments, medical payments, indemnity payments, and disability payments clearly demonstrate the financial impact of the wellness program. The estimated cost savings per participant per year is \$360.

Participation increased from 4% in the beginning to 70%. In the same time, lost days from work decreased by 10%. Average annual medical claims per participant went from \$3,156 to \$1,633, a 51% decrease.