

Fisher Contracting

Mental Health Program



United States: Framing the Mental Health Crisis



Mental Health Facts in America

Fact: 43.8 million adults experience mental illness in a given year.



1 in 5 adults in America experience a mental illness.



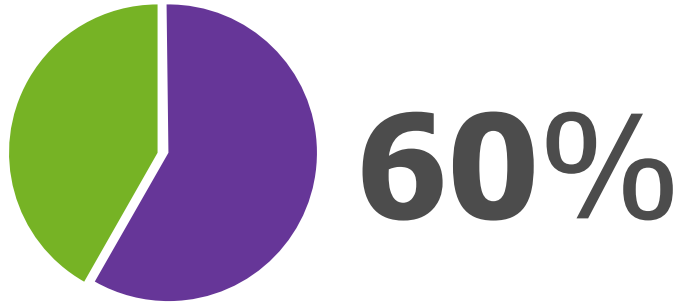
Nearly 1 in 25 (10 million) adults in America live with a serious mental illness



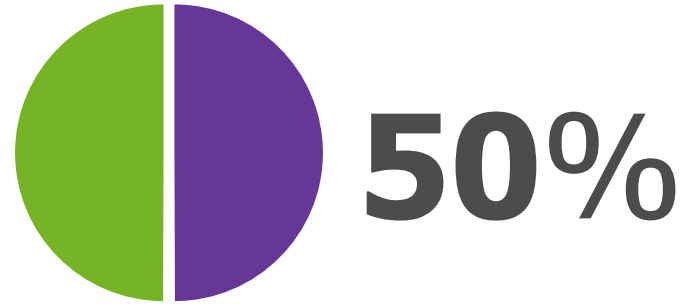
One-half of all chronic mental illness begins by the age of 14; three-quarters by the age of 24.



Treatment in America



Nearly 60% of adults with a mental illness didn't receive mental health services in the previous year.²



Nearly 50% of youth aged 8-15 didn't receive mental health services in the previous year.¹

1. This document cites statistics provided by the National Institute of Mental Health. www.nimh.nih.gov

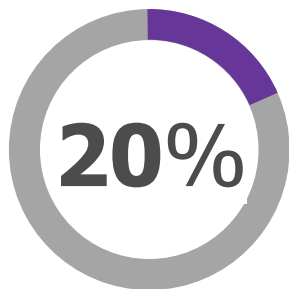
2. Substance Abuse and Mental Health Services Administration

NAMI. (2015). Mental Health by the Numbers. Retrieved from <https://www.nami.org/Learn-More/Mental-Health-By-the-Numbers>

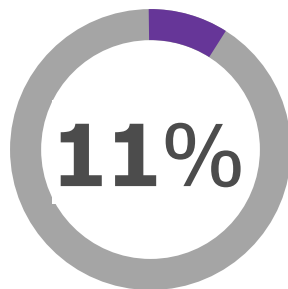


Mental Health Facts: Children & Teens

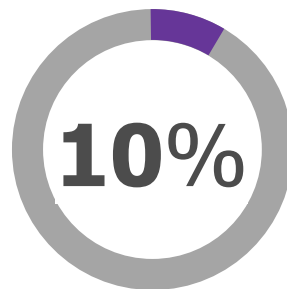
Fact: 1 in 5 children ages 13-18 have, or will have, a serious mental illness¹



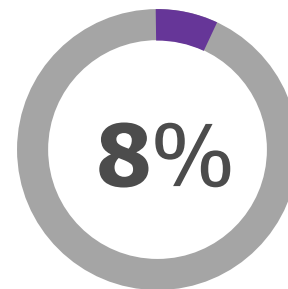
20% of youth ages 13-18 live with a mental health condition¹



11% of youth have a mood disorder¹



10% of youth have a behavior or conduct disorder¹



8% of youth have an anxiety disorder¹

1. This document cites statistics provided by the National Institute of Mental Health. www.nimh.nih.gov

NAMI. (2015). Mental Health by the Numbers. Retrieved from <https://www.nami.org/Learn-More/Mental-Health-By-the-Numbers>



United States: The Impact of the Mental Health Crisis



Depression



1st

Depression is the leading cause of disability worldwide, and is a major contributor to the global burden of disease.¹

1. This document cites statistics provided by the National Institute of Mental Health. www.nimh.nih.gov

NAMI. (2015). Mental Health by the Numbers. Retrieved from <https://www.nami.org/Learn-More/Mental-Health-By-the-Numbers>



Impact on Earnings



-\$193B

Serious mental illness costs America \$193.2 billion in lost earnings every year.¹

1. American Journal of Psychiatry and U.S. Surgeon General's Report, 1999

NAMI. (2015). Mental Health by the Numbers. Retrieved from <https://www.nami.org/Learn-More/Mental-Health-by-the-Numbers>



Victims of Suicide



90%

90% of those who die by suicide have an underlying mental illness. Suicide is the 10th leading cause of death in the U.S.¹

1. American Journal of Psychiatry and U.S. Surgeon General's Report, 1999

NAMI. (2015). Mental Health by the Numbers. Retrieved from <https://www.nami.org/Learn-More/Mental-Health-By-the-Numbers>

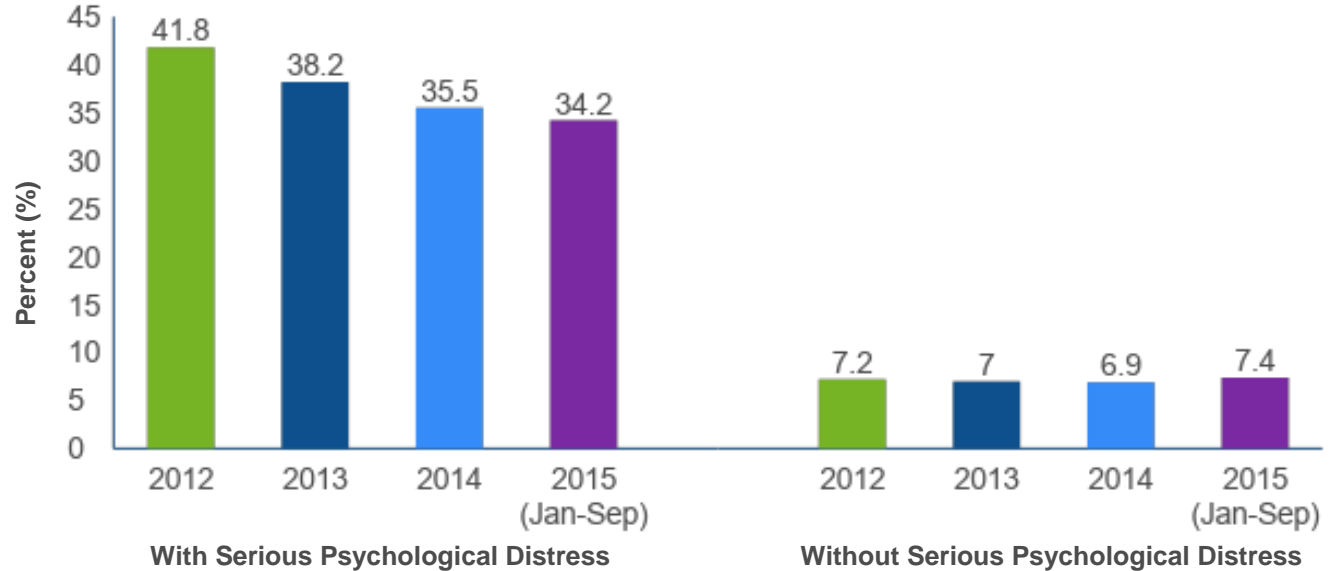


United States: The Causes of the Mental Health Crisis



Fewer Adults Experiencing Serious Psychological Distress are Seeing or Speaking with a Mental Health Professional

Percentage of adults aged 18-64 with and without serious psychological distress who have seen or talked to a mental health professional in the past 30 days, 2012–September 2015



Peterson-Kaiser Health System Tracker

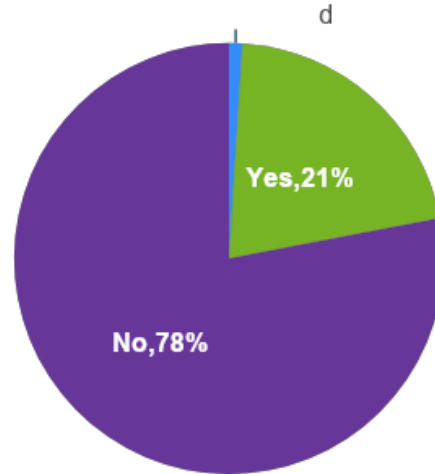
Source: CDC National Health Interview Survey Early Release Program. http://www.cdc.gov/nchs/data/nhis/earlyrelease/er_spd_access_2015_f_aer.pdf



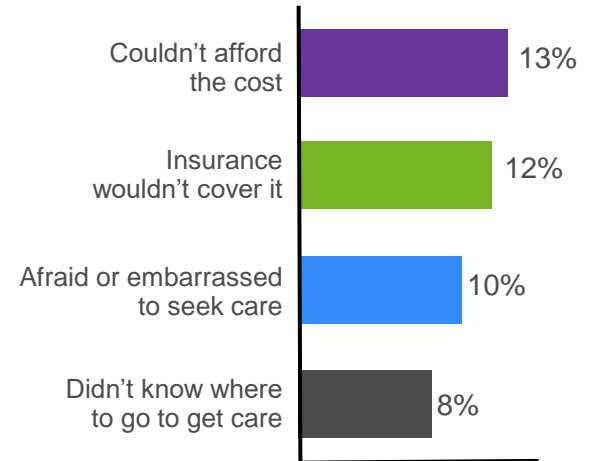
One in Five Americans Report They or a Family Member Did Not Receive Mental Health Services

Was there ever a time when you or another family member in your household thought you might need mental health services but did not get them?

Percentage of participants responding to questions asked in April 2016



Of those who reported not receiving care, the following percentage reported the reason for foregoing care as:



Peterson-Kaiser Health System Tracker

Source: Kaiser Family Foundation Health Tracking Poll: April 2016.

Available at: <http://kff.org/report-section/kaiser-health-tracking-poll-april-2016-substance-abuse-and-mental-health/>



Fisher Contracting Mental Health Assessment

Do we...	Answer
Regularly provide information about mental health issues and employee benefits to reduce the stigma sometimes associated with seeking help for mental health problems?	No
Provide access to valid mental health screening tools?	No
Give employees easy access to mental health support and care (e.g., EAP)?	Yes, but we haven't told anybody about it.
Provide high quality outpatient and inpatient coverage for mental health treatment when needed?	Yes, I think so, but not until deductible is met.
Make it easy to understand how to access care?	No
Provide appropriate access to outpatient care and a broad continuum of services, settings and providers?	No



Fisher Contracting Mental Health Assessment

(continued)

Do we...	Answer
Cover effective prescription medications for mental health conditions at a level that encourages their appropriate regular use?	Yes, I think so.
Encourage mental health and stress reduction through a comprehensive wellness and health promotion program?	No
Provide managers with management skills and training in conflict resolution to reduce excessive workplace stress?	No
Provide training to help identify job performance problems related to mental health issues?	No
Track disability claims for mental health conditions and provide case management services to facilitate timely return to work?	No



What is Going to Change?

Immediately:

- Educate employees about the scope of the problem.
- Work to eliminate the stigma/embarrassment/fear associated with admitting to a mental health problem.
- Remove, as much as possible, the roadblock of having to meet the deductible before insurance pays a dime toward mental health services.
 - Fisher Contracting is instituting a reimbursement program up to the point where an employee's deductible is met.
 - There will be “skin in the game” for the employee, a \$30 co-pay.
 - Family members are included.



What is Going to Change?

(continued)

Immediately:

- Put in place an Employee Assistance Program (EAP) that is affordable, accessible and effective.
- Introduce you to our EAP provider and two practitioners we trust to deliver excellent mental health treatments and services.
- Offer the Financial Peace University program focused on managing finances. Fisher Contracting will pay for this service, which will be delivered through Steve O'Mara.
 - Debt and financial stress are large contributors to mental health issues.



What is Going to Change?

(continued)

Over the Next Year:

- For non-bargained-for employees, we will investigate making the reimbursement plan part of the Fisher Companies Employee Benefit plan.
 - Tie program to our Wellness Program, if that is practical and effective.
- Train Supervisors and Safety Techs to recognize signs of mental health issues.
- Embed this program in our Safety Program and deliver information at New Hire Orientation and in Tool Box Talk modules throughout the year.
- Make valid mental health screening tools available for use by employees and their families.
- Continually evaluate and improve.



Employee Experience

Thank you for sharing your stories with us.

- Dave Kruskcamp
- John Fisher



Mental Health Providers

Family and Children's Services

Denise M. Berry, MBA, MA, MSA

Chief Executive Officer

1714 Eastman Ave., Midland, MI

989-631-5390

dberry@fcs-midland.org

www.fcs-midland.org



Mental Health Providers

(continued)

Partners in Change

Dr. Ann Date, Psy.D., LP

Co-Owner

Midland Office: 720 W. Wackerly Rd., Suite 11

Mt. Pleasant Office: 4912 E. Pickard Rd.

Phone for both offices:

989-832-2165 or 866-832-2165

Contact form is on website:

www.psychologistsmidland.com



Partners in Change:
Psychological & Community Services, PLC



Mental Health Providers

(continued)

Perspectives Psychological Associates of Mid-Michigan

Dr. Jennifer A. Lombardo, Ph.D.

Midland Office: 104 W. Wackerly St.

Mt. Pleasant Office: 201 S. University Ave.

Phone for both offices: 989-486-3021

info@perspectivespsych.com

www.perspectivespsych.com



Financial Peace University

Steve O'Mara, P.E.



Why is this part of a Mental Health program?

- Financial stress is a major contributor to depression and anxiety issues, and it is one thing we are set up to address now.
- Steve is a Financial Peace University coordinator and is volunteering his time to lead this class. Fisher Contracting will cover the cost.
- I wish I had taken this class 40 years ago!



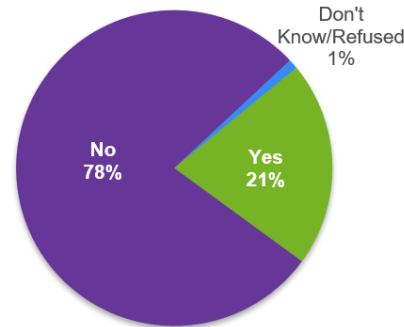
Remember this Slide?

If we accomplished one thing today, I hope it is that we have eliminated these reasons for not getting mental health care.

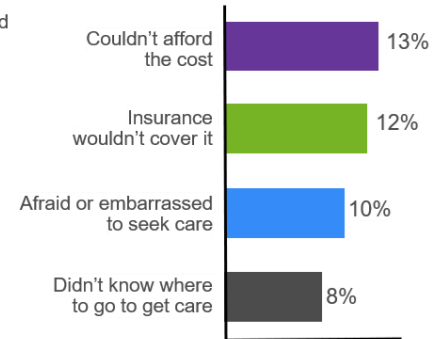
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Closing

