

# City of Appleton Wellness Committee

## Team Members

Jay Ratchman

HR

Jessica Moyle

Health

Matt Gerrits

Fire

Mel Lewis

HR

Jamie Griesbach

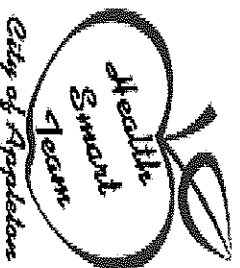
Legal Services

Leanne Wilson

Police

Aaron Lehmkuhl

DPW



Niki Wendt

Park & Rec.

Tina Krueger

Library

Heidi Erickson

Park & Rec.

Nikki Voelzke

Valley Transit

## Wellness Coordinator

Jay Ratchman

Human Resources

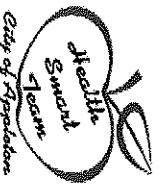
# HealthSmart Wellness Program Summary

## Mission Statement

- To promote physical, emotional, and social support for a healthy lifestyle

## The goals of the HealthSmart wellness programs are to:

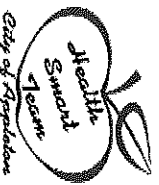
- Offer programs and services emphasizing awareness, prevention, and positive health behavior change
- Provide current and accurate information on personal health issues
- Foster an environment supportive of a healthy lifestyle, and
- Provide knowledge and skills to improve and maintain health that may enhance work performance



## Team Commitment

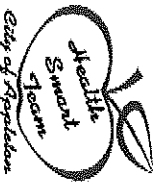
### Expectations of Team Members:

- ✓ Serve a two year term on the committee. Terms begin on the date of the first meeting attended (encouraged to serve additional terms)
- ✓ Play an active role, including participation in at least one sub-committee
- ✓ Treat team members with dignity and respect
- ✓ Attend regular monthly meetings
- ✓ Sub-committees will provide regular updates to the full wellness team



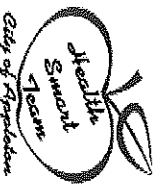
# Major Roles

Team Role	Responsible For	Sub-committee
<b>Administration</b>	Health risk assessments; request for proposals; wellness team membership; Well City Fox Cities participation; WELCOA membership; budgeting	Jay Ratchman/All Team Members
<b>Exercise/Physical Activity</b>	Physical fitness programs; lunch n' learn fitness; ergonomics; related programming	Heidi Erickson/Niki Wendt
<b>Special Events</b>	Health fair; Weight Watchers; skin cancer screenings; men's health; women's health	Leanne Wilson/Jamie Griesbach/Aaron Lehmkuhl/Matt Gerrits/Niki Wendt
<b>Nutrition</b>	Eating right; community gardening; healthy vending machine options; healthy cookbook	Jamie Griesbach/Nikki Voelzke/Tina Krueger/Jessica Moyle
<b>Stress &amp; General Wellness</b>	Emotional wellness; financial wellness; EAP programming; morale; recognition	Mel Lewis/Jay Ratchman
<b>Smoking Cessation</b>	Quit smoking promotion and program	Jay Ratchman/Jessica Moyle
<b>Self-care</b>	Know Your Numbers Campaign; EAP programming; on-site clinic	Jay Ratchman/Mel Lewis/Sandy Behnke/All Team Members
<b>Communications</b>	Promotions; Internet/Intranet; Facebook & social media use	Tina Krueger/All Team Members



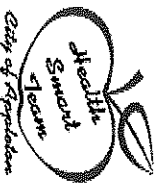
## 2016-2017 Key Objectives

- Address key indicators from: Employee Assistance Program (EAP), health insurance program, worker's compensation, and from the health risk assessments
- Introduce new EAP provider
- Focus in the areas of physical activity, nutrition, stress management, smoking cessation, and self-care
- Align incentive programs with health insurance program and rewarding healthy behaviors
- Offering healthier food choices while at work (e.g, vending, healthy foods at training and meetings)
- Measure program results
- Offer on-site health clinic



## Long-Term Key Objectives

- Hire designated Wellness Coordinator (employee wellness is all they focus on)
- Wellness incentives tied to health results
- Offer on-site workout facility at City Hall

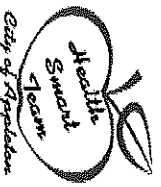


# Health Screening Key Data/Indicators

## Health Risk Assessment (625 participants in 2015) Key Health Conditions:

- Hypertension
- Asthma
- Stress
- Diabetes
- Depression
- Cancer
- Heart disease

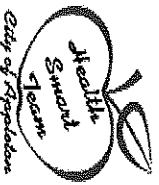
>Recommended lifestyle changes include improving: exercise, weight management, diet, stress management, tobacco use, and alcohol use



# Health Insurance Key Data/Indicators

## Health Insurance Key Conditions (top 3 most costly conditions):

- Musculoskeletal (also amongst our most expensive claims under worker's compensation)
- Circulatory (consisting of the heart, blood vessels, lymphatic vessels)
- Diabetes

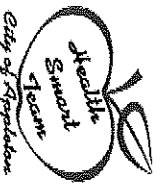




# EAP Program Key Data/Indicators

## Employee Assistance Program (top 3 reasons employee and/or family went to EAP in 2015):

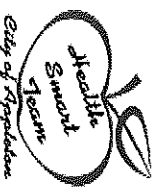
- Stress (personal, marital, relationship, family)
- Addiction (low percentage)
- Work stress (low percentage)



# Employee Interest Survey (12/31/2015)...page 1

## 2015 HealthSmart Survey Summary

	<u>Extremely</u>	<u>Likely</u>	<u>Somewhat</u>	<u>Unlikely</u>
Corporate Fitness Membership Rates	136	75	48	61
Healthy Eating	92	95	68	62
Cholesterol Levels	91	79	51	57
Healthy Cooking	90	93	57	71
Vision	90	76	42	70
On-Site, Low Impact Exercise Equipment	85	81	70	78
Financial Management	81	90	69	77
Multiphasic Blood Screenings	80	68	55	68
Blood Pressure Checks	79	78	48	61
Cardiovascular	78	80	47	66
Colon/Rectal	75	70	48	75
Blood Sugar	73	71	49	75
Weight Management Programs	70	108	64	82
Stretching Programs	66	84	81	79
Exercise Tolerance Testing	65	83	82	77
Prostate Checks	63	51	49	102
Walk-Fit Programs	62	97	67	88
Stool Checks	60	47	54	104
Prescribed Exercise Programs	59	74	74	96
During Lunch at Work	59	83	47	84
Cancer	55	98	74	93
Mammograms	55	38	33	131



# Employee Interest Survey (12/31/2015)...page 2

## 2015 HealthSmart Survey Summary

	<u>Extremely</u>	<u>Likely</u>	<u>Somewhat</u>	<u>Unlikely</u>
Visiting On-Site Healthcare Nurse	52	66	59	96
Heart Disease	50	84	77	93
Cholesterol Reduction	48	87	77	108
Before Work	47	58	47	109
Back Safety	46	75	75	103
Stroke Prevention	44	80	89	103
Diabetes	39	62	69	115
Job Stress	39	74	85	110
Self-Help/Self-Care	37	58	63	191
After Work	37	65	56	99
Managing Chronic Pain	36	62	68	135
Headache	31	59	63	142
Home Safety	29	68	86	133
Manage Chronic Health Conditions	29	58	70	160
Stress Reduction Programs	27	60	78	106
Cold/Flu	25	58	82	158
Time Management Programs	24	62	62	111
Accepting Change	21	58	99	136
Depression Treatment	19	38	82	166
Parenting Difficulties	19	37	76	168
Smoking Cessation Programs	19	14	22	229
Substance Abuse	17	35	59	191
Controlling Anger/Emotions	17	33	87	169



# HealthSmart 2016 Work Plan Details

January

- ✓ Health screening preparation (on-line application process & Know Your Numbers Campaign)

February

- ✓ Continue health screening preparation
- ✓ Kick-off Weight Watchers program

March

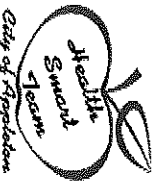
- ✓ Health screenings start March 14
- ✓ Begin 2016 Health Fair discussions
- ✓ Introduce new Employee Assistance Program to all employees & family members (home mailing)
- ✓ Introduce new Employee Assistance Program at required employee training
- ✓ Smoking cessation materials presented at required employee training
- ✓ Nutrition speaker presentation at required employee training
- ✓ Research healthy vending machine options
- ✓ Kick-off program with Advanced Movement Studio (geared towards musculoskeletal injury prevention)

April

- ✓ Complete health screenings and review program results
- ✓ Introduce new Employee Assistance Program at required employee training
- ✓ Smoking cessation materials presented at required employee training
- ✓ Nutrition speaker presentation at required employee training
- ✓ Community Supported Agriculture (CSA) education...2015 employee interest survey was completed

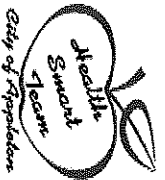
May

- ✓ Introduce new Employee Assistance Program at required employee training
- ✓ Smoking cessation materials presented at required employee training
- ✓ Nutrition speaker presentation at required employee training
- ✓ Launch new HealthSmart website



# HealthSmart 2016 Work Plan Details

June	July	August	September	October
<ul style="list-style-type: none"> <li>✓ Begin transition to healthy vending machines options</li> <li>✓ Kick-off employee fitness challenge</li> </ul>	<ul style="list-style-type: none"> <li>✓ Health clinic opens</li> <li>✓ Employee fitness challenge continues</li> </ul>	<ul style="list-style-type: none"> <li>✓ Employee fitness challenge continues</li> <li>✓ Completion of Advanced Movement Studio program (measure results)</li> </ul>	<ul style="list-style-type: none"> <li>✓ Introduce new Employee Assistance Program at required employee training</li> <li>✓ Smoking cessation materials presented at required employee training</li> <li>✓ Nutrition speaker presentation at required employee training</li> <li>✓ Promote women's health awareness</li> </ul>	<ul style="list-style-type: none"> <li>✓ Wellness Fair</li> <li>✓ Introduce new Employee Assistance Program at required employee training</li> <li>✓ Smoking cessation materials presented at required employee training</li> <li>✓ Nutrition speaker presentation at required employee training</li> <li>✓ Measure all program results</li> </ul>



# HealthSmart 2016 Work Plan Details

November

- ✓ Develop 2017-2018 work plan
- ✓ Submit application for the Well City Fox Cities Initiative
- ✓ Promote men's health awareness

December

- ✓ Lunch n' Learn program on stress reduction

