

WELL @ WORK UPDATE



Well @ Work: History

- Started in 2011 after grassroots wellness initiative
- *“An employee wellness program designed for the employees of Jackson County, by the employees of Jackson County.”*
- Employee volunteer committee chartered by the Board of Commissioners to create a wellness program for Jackson County employees to promote healthy lifestyles.
- Participatory wellness program under HIPAA guidelines



Jackson County Employee Wellness Program

Well @ Work: Original Program

- ***Incentive:***
 - \$50 Visa Gift Card if 5 wellness points earned
- ***How Points Earned:***
 - Attending educational classes
 - Completing monthly challenges
 - Activities completion (fitness classes, golf, walking club, yoga classes, organized races)
- ***Communication:***
 - Weekly Wellness Wednesday email tips and ongoing reminder emails
- In the first year we only had 22 people get 5 or more wellness points, less than 6% of our workforce

Well @ Work: Surveys & Feedback

- **Survey Conducted**

- Confidential via Survey Monkey
- Prize drawing to incentivize completion of survey

- **What we learned:**

- Specified times for educational and fitness classes didn't work
- Employees loved monthly challenges
- Goodies and incentives are motivators, recognition important
- Lack of supervisor support
- Employees want options in what activities they complete rather than specified list
- More ways to meet the goal of 5 wellness points
- Most employees want to improve overall health with eating healthier and engaging in physical activity

Well @ Work: Program Revisions

- **What we did:**

- Revamped the program for FY13-14 be employee driven/employee centric
- Empowered employee to pick activities to meet personal wellness goals and increase participation in program
 - Healthy employees felt they were not being recognized for there current efforts
- Focused point structure on employee problem areas
 - Committee reviewed aggregate HRA data noting the need to incentivize weight management/weight loss, increase physical activity, more education on health eating, mental/stress management
 - FY14-15 added the requirement of one point in each category to be eligible for prize, lacked participation in physical activity
 - FY 15-16 increased the point value for physical activity logs to 2 points per quarter
- Reworked how we communicated program information with employees
 - Education before the start of the year at open enrollment and move information to website – no more weekly emails

Well @ Work: 15-16 Program

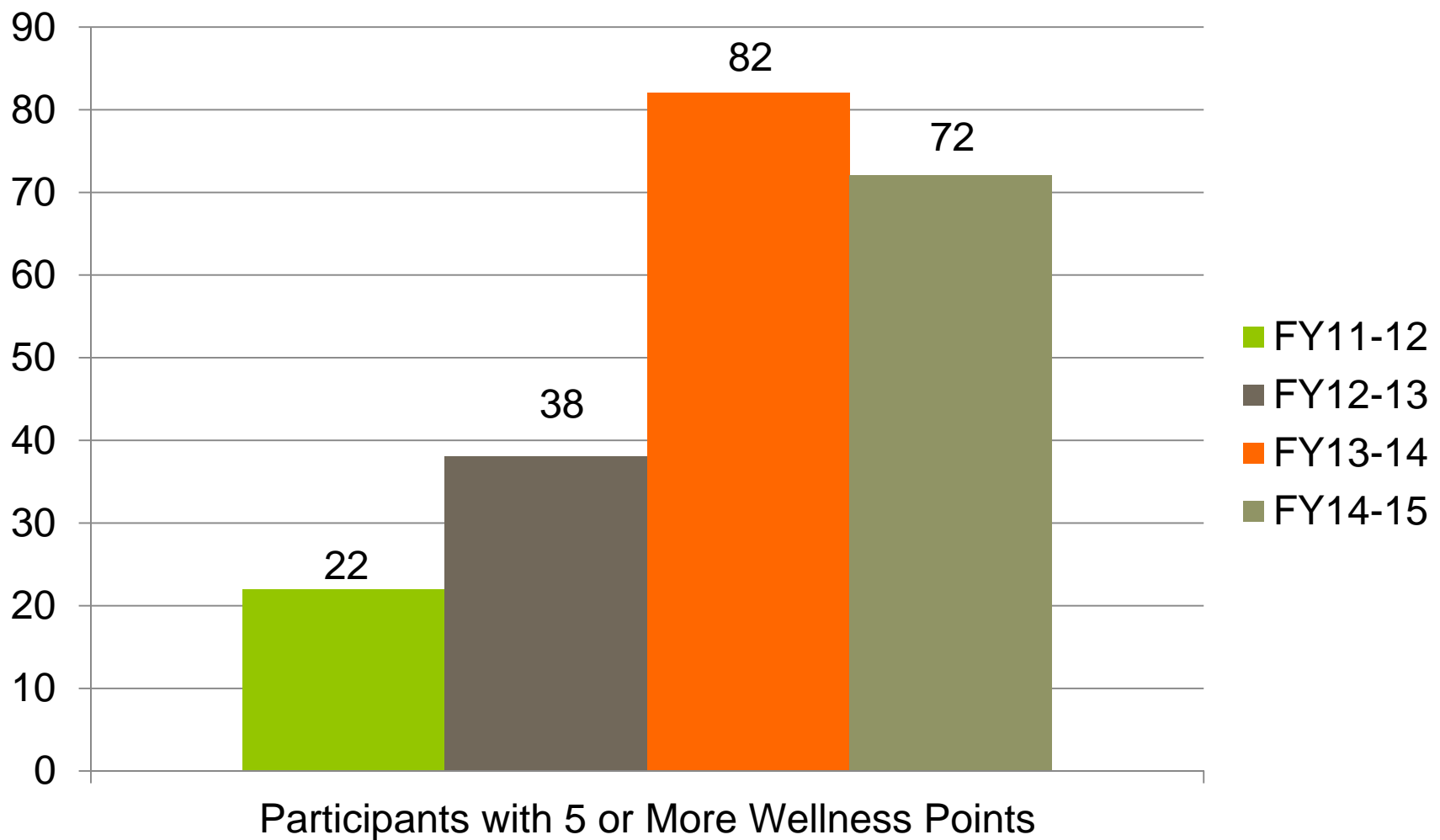


Jackson County Employee Wellness Program

2015-2016 Information & Calendar

	1 st Quarter 2015			2 nd Quarter 2015		3 rd Quarter 2016		4 th Quarter 2016		
	July	August	September	October	November & December	January & February	March	April	May	June
Monthly Challenges	Wellness Goals <i>This challenge will help you establish and set an action plan to reach your wellness goals.</i>	Pedometer <i>Try to meet the goal of 10,000 steps per day. Use your new pedometer to keep track.</i>	Healthy Breakfast <i>Try to eat a healthy breakfast every day. Log your meal and approx. calories each day.</i>	Sleep Challenge <i>How often do you focus on getting quality sleep? Make an effort to get 6+ hours of sleep each night.</i>	Holiday Maintain, Don't Gain <i>Say no to holiday weight gain and make conscious healthy eating decisions to maintain your weight.</i>	Weight Loss <i>Make a plan to lose. Challenge yourself to start the new year off right with lose extra weight.</i>	5-2-1 Almost None <i>Eat 5 fruit and veggies each day, <2 hrs. of screen time, 1 hr. of activity and almost no sugary drinks.</i>	Calorie Count <i>Keep track of your caloric intake each day.</i>	Take Time for 2 <i>Participate in the County's annual 2 mile walk to the historic court house.</i>	Wellness Goals <i>This challenge will have you look back on your year of progress toward wellness goals.</i>
Physical Activity Logs	Keep track of all your physical activity. For each day you engage in any physical activity, whether low intensity or high intensity, jot down the activity you did and the duration in minutes.			<u>Examples of Physical Activity:</u> Running, walking, biking, jogging, yoga, bowling, swimming, dancing, weight lifting, canoeing, hiking, golfing, moderate yard work, etc.			<u>How to Earn Points:</u> 1200 minutes of physical activity/quarter = 2 points You must complete the Physical Activity Log each quarter and submit for credit.			
Wellness Opportunity Vouchers	Do you enjoy participating in wellness and financial education classes or seminars? Do you take proactive measures and seek preventative care? Do you participate in organized community fitness events? Document participation for points.			<u>Examples of Wellness Opportunities:</u> Healthy living classes (Crescent, Rec Center, Senior Center, etc.), financial education classes, Weight Watchers, preventative screening, tobacco cessation program, donate blood, organized events (5K, half-marathon), etc.			<u>How to Earn Points:</u> Participation in one wellness opportunity = 1 point You must complete the Wellness Opportunity Voucher and submit for credit.			

Well @ Work: Success



Well @ Work: Success

Employees who participated in Well @ Work reported the following health behavior changes:

- Weight Loss (49%)
- Tobacco Cessation (5%)
- Stress Management (21%)
- Increase in Physical Activity (72%)
- Dietary Changes (36%)



2014-2015 Well @ Work Champions

- **Administration**

- Jan Fitzgerald

- **Code Enforcement**

- Jamie Baumgarner, Steve Beasley, Tony Elders

- **Dept. on Aging & Veterans Service Office**

- Gail Cagle, Lindsy Cauley, Diane Parker, Laura Rodi, Sheila Setzer

- **Elections**

- Lisa Lovedahl



2014-2015 Well @ Work Champions

- **Department of Social Services**

- Dianne Cauley, Bob Cochran, Tara Dillard, Margaret Dominguez, Camille Fox, Kimberly Frady, Jill McCoy, Nicole McFalls, Kathy McMahan, Raquel Moore, Jill Picklesimer, Angela Ridley, Wendy Whigham, Christy Wyatt



2014-2015 Well @ Work Champions

- **Emergency Management/Dispatch**

- Brent Allison, Wanda Hall, Maria Henry

- **Finance**

- Kay Ammons, Selena Hall, Theresa Junaluska

- **HR**

- Nancy Benson, Danielle Wittekind

- **IT**

- Tim Thomas

- **Planning**

- John Jeleniewski



2014-2015 Well @ Work Champions

- **Department of Public Health**

- Meagan Cagle, Liz Cochran, Julie Creason, Jennifer Fulmer, Deborah Hage, Anna Lippard, Melissa McKnight, Jackie Moore, Vickie Moore, Jean Morgan, Rebecca Nicholson, Gretta Phillips, Mary Puckett, Darlene Roberson, Brigitte Schlagle, Linda Stroupe



2014-2015 Well @ Work Champions

- **Housekeeping**

- Johnnie Sue Henderson, Martha Russell

- **Recreation**

- Bryan Cagle, Dora Caldwell, Jonathan Parsons, Stephen Parsons, Jenifer Pressley, Christi Young

- **Sheriff's Office**

- Andi Green, Dwight McMahan, Helene Nelon



2014-2015 Well @ Work Champions

- **Soil & Water** - Jane Fitzgerald
- **Tax Administration**
 - Suzanne Allison, Charlene Beasley, Laura Bennett, Ronnie Cogdill, Kim McClure, Wendy Smith, Brandon Stanley
- **Tax Collections**
 - Sheila Clayton, Brandi Henson, Linda Queen



Well @ Work: CDC Scorecards

- Working with MountainWise to complete CDC Worksite Health ScoreCards for each County worksite
- Scores will be compared against national baseline data with regard to:
 - organizational supports
 - tobacco control, nutrition
 - physical activity
 - weight management
 - stress management
 - depression
 - high blood pressure
 - high cholesterol
 - diabetes
 - signs and symptoms of heart attack and stroke
 - emergency response to heart attack and stroke

Well @ Work: CDC Scorecards

- Once complete, data for each worksite will be reviewed against national average scores
- Look at wellness initiatives that can be funded by MountainWise through the NC Community Transformation Grant Project to make our worksites healthier, to include:
 - Healthy eating areas with signage
 - Bicycle racks and staff bicycles
 - Signage relating to healthy eating and increasing physical activity
 - Signage regarding heart attack and stroke recognition and treatment
 - Signage at vending machines to help make healthy choices
 - Work out equipment
 - Creation of walking maps

Other Wellness Initiatives within the County:

- Employee Clinic
- Discounted Recreation Center Memberships
- Employee Assistance Programs
- Health Risk Assessments & Disease Management
- Classes at Health Department:
 - Eat Smart, Move More, Weigh Less
 - Freshstart
 - Diabetes Prevention Program
 - Diabetes Self-Management Program
 - Medical Nutrition Therapy



Questions

