

Kalamazoo County Wellness Program

Annual Report
2015



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VISION & MISSION & GOALS

Mission:

The mission of the Kalamazoo County Wellness Program is to provide responsive, innovative, and cost effective services which enhance emotional, physical, mental, and spiritual health throughout the workday and beyond.

Vision:

Our vision is to provide the environment, information, and skills needed for a happier, healthier, more fulfilling life throughout work and beyond.

Kalamazoo County Wellness Program Goal:

The overall goal of the County's Wellness Program is to promote healthy living, engage employees in health promoting activities and help control increases in health care costs.

The primary objectives are to:

1. Provide preventative screenings and lifestyle assessments to employees to encourage a "Do Your Part" and "Know Your Numbers" culture within the Kalamazoo County Government.
2. Provide resources, special assistance and follow-up care for employees and their family members.
3. Provide education and resources through classes, workshops, and programs to inspire and support employees with their individual health interests, challenges and goals.



AREAS OF FOCUS

- **Emotional/Mental Health**
Developing skills and strategies to cope with stress.
- **Environmental**
Good health by occupying pleasant, stimulating and safe environments that support well-being.
- **Intellectual**
Recognizing creative abilities and finding ways to expand knowledge and skills.
- **Physical Health**
Recognizing the need for physical activity, diet, sleep, nutrition and overall health management.
- **Occupational**
Personal satisfaction and enrichment derived from one's work.
- **Spiritual**
Search for meaning and purpose in the human experience.
- **Social/Relational**
Developing a sense of connection and a well-developed support system.
- **Financial**
Satisfaction with current and future financial situations.



WELLNESS PROGRAM LEADERSHIP

Executive Wellness Committee

Chelsie Hubbarth, Wellness Coordinator, Kalamazoo County

Kristine D. Cunningham, Human Resources Director, Kalamazoo County

Jean Michaud, Benefits Specialist, Kalamazoo County

Lisa Bradshaw, Deputy Finance Director, Kalamazoo County

Susan Culhane, Sales and Development Manager, Nulty Insurance

Douglas Nagel, Director of Client Strategy, Nulty Insurance

Wellness Committee

Chelsie Hubbarth,
Chair

Megan Kiser,
Recipe Ambassador

Jenna LeRoy,
Wellness Ambassador

Patty Machnik,
Vice Chair

Felix Sithiphone,
Wellness Calendar
Ambassador

Sara Waling,
Wellness Ambassador

Julia Jankowiak,
Secretary

Jenny Beach,
Wellness Ambassador

Kellie Layman,
Wellness Ambassador

June Scarberry,
Communications Chair

Alan Harbaugh,
Wellness Ambassador

Rachael Grover,
Wellness Ambassador

Dawn Smith,
Holiday Ambassador

Mary Haskamp,
Wellness Ambassador

Stephanie Slawson,
Wellness Ambassador

PROGRAM DESIGN & HEALTH PROMOTION STRATEGIES

The Kalamazoo County Wellness Program utilizes evidence based health management strategies in our program design in an effort to make employees aware of their behaviors and the impact on their health. Our health promotion strategies are divided into these two components:

1. Blue Cross Blue Shield Health and Wellness Solution
2. Kalamazoo County On-Site Health and Wellness Programs

Blue Cross Blue Shield Health and Wellness Component

Blue Cross Blue Shield manages the wellness portion of the County health insurance which includes:

- Administering the County Wellness Incentive Program.
- Customer Service through the Blue Cross Engagement Center.
- 24/7 access to the Nurse Hotline.
- Chronic Disease Management and Case Management for employees dealing with long-term and complicated health conditions.
- Access to Blue Cross Health and Wellness Online Platform loaded with trackers, tools, and helpful wellness information.
- Discounts through their Health BlueXtras & Blue365 Program.

All personal information remains completely confidential and is protected in compliance with HIPAA. Aggregate data is compiled by Blue Cross Blue Shield and Nulty Insurance to help Kalamazoo County determine the focus of ongoing wellness efforts.

Health Risk Appraisal/Biometric Screening

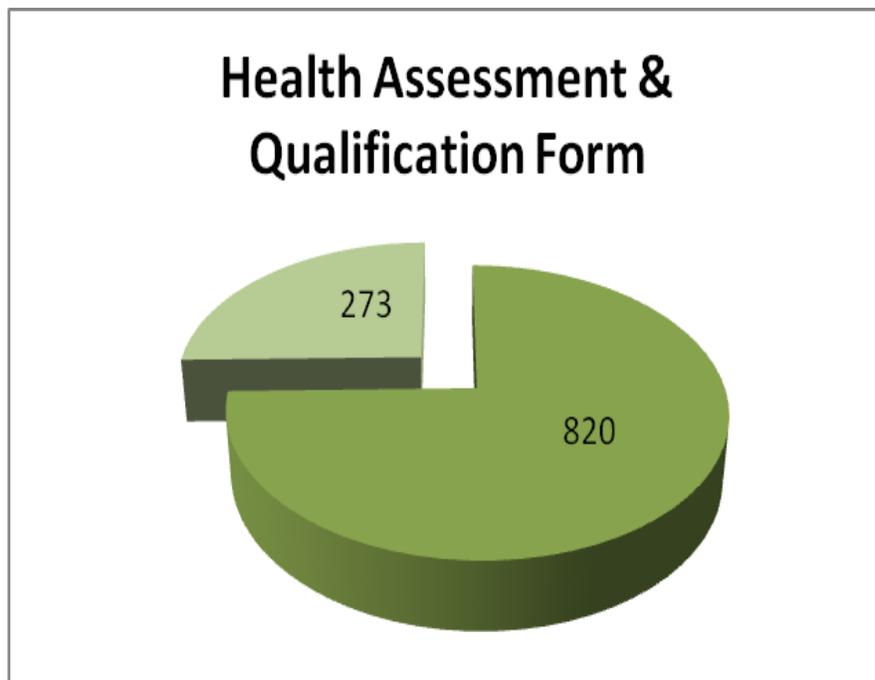
The Kalamazoo County Wellness Program encourages employees to visit their physician to get a health risk appraisal completed each year. The Health Risk Appraisal, or Biometric Screening, is a key component for our “Do Your Part” aspect of our wellness program. The screening includes blood pressure, BMI, total cholesterol, HDL, LDL, triglycerides, fasting glucose, and tobacco use. This health risk appraisal gives the employee a snapshot of their health each year and the opportunity to make a health improvement plan with their doctor. All participants discovered with high-risk conditions receive a personal follow-up and referrals from Blue Cross, as appropriate.

Health Assessment Survey

The Kalamazoo County Wellness Program encourages employees to complete an online Health Risk Assessment Survey annually. The survey evaluates an employee's health taking into consideration self-reported lifestyle habits and behaviors, self-reported health problems, as well as readiness to change, utilization of medical services and health interests. After completion of the online health assessment, employees will receive a summary of their health behaviors as a Lifestyle Score, plus a tailored action plan to support their health goals.

Wellness Incentive

Employees received 8 hours of personal time for completing both the biometric screening and online health assessment as a wellness incentive in 2015.



Out of 820 eligible employees, 33%, or 273 employees, received the wellness incentive in 2015.

Kalamazoo County On-Site Wellness Component

The Kalamazoo County Wellness Program respects and supports the unique need of each individual and promotes personal success in all of its forms. Whether participants are engaging in individual pursuits or seeking the social support of a class environment, the Kalamazoo County Wellness Program is ready, willing, and able to facilitate a successful, enjoyable

experience. Wellness outreach includes a broad range of Wellness programming and services that are available to all Kalamazoo County staff including:

- Group Fitness Classes
- Health Education Lunch & Learns, Specialty Programs & Workshops
- One-on-One Wellness Coaching
- Employee Wellness Grant Program
- Employee Discounts & Perks Program

Fitness & Exercise Classes

The Wellness Program provides a variety of free exercise classes to promote an active lifestyle for employees before, during, and after work. Different classes are offered quarterly and are designed to increase cardiovascular health, muscular strength, endurance, and flexibility. Classes are also intended to encourage proper technique to ensure correct posture and exercise form to keep employees safe.

Health Education Classes & Programs

The Wellness Program offers a variety of health education classes on various days and times for employees to participate in throughout the year. All educational classes aim to help employees make lifestyle changes to reach their health goals.

Health & Wellness Coaching

The Wellness Program offers holistic health coaching which includes a health history assessment and follow-up coaching sessions for a variety of concerns including but not limited to: weight management, digestive trouble, high blood sugar, high cholesterol, and fatigue.

Employee Wellness Grant Program

The Wellness Grant Program was a pilot program created in 2014 to allow employees to participate in the design of wellness offerings within their building and/or the County thus increasing engagement of employees within our overall wellness initiative. The Wellness Grant Program allows employees to work with other employees to request an activity, program, equipment or education information that would benefit them.

Employee Wellness Discounts and Perks Program

The Employee Wellness Discounts and Perks Program is a collaboration between local health and wellness organizations that offer discounts and perks that are special as a County Employee. With this program in place, County employees are able to get discounts on massages, exercise classes, gym memberships, and other wellness offerings throughout Kalamazoo.

EMPLOYEE WELLNESS PROGRAMS & PARTICIPATION

In 2015, the Wellness Program offered 24 different educational classes, programs, or on-site workshops for employees at 8 of the 11 County locations. We had 255 (28%) of County employees participate in at least one of the 24 educational workshops offered this year.

Wellness Specialty Classes:

9-Day Weight Loss Spring Cleanse

This workshop teaches participants a 9-day spring cleanse program to help them drop pounds and get healthy. It is all natural, and done mostly with supplies you already have at home. Many people were measured as losing 7 to 15 pounds in 9 days.

12-Minute Workout

Many people think they simply don't have enough time to exercise. This class shows a 12-minute muscle workout that gets better physical results than 60 minutes of vigorous cardiovascular exercise.

Bringing Balance to YOUR Budget

This class inspires employees to take control of their financial future. This seminar helps bring balance to their budget by sharpening spending and saving strategy. They learn more about setting personal financial goals, balancing saving, spending and borrowing, strategies for controlling debt and improving credit scores, and practical saving options for now through retirement.

Caring for YOUR Back

Employees learn about the causes of, and ways to prevent, lower back pain in this workshop.

Community Supported Agriculture

Community Supported Agriculture (also known as CSA) is a popular way for consumers to buy local, seasonal food directly from a farmer. Fresh food boxes are delivered conveniently to the Administration Building throughout the entire summer!

EcoTrek Class

The EcoTrek sessions integrate strength training, cardio and flexibility all in one 75-minute workout. The class uses the outdoor environment as your GYM. Employees have the opportunity to explore parks and trails in Kalamazoo while being guided along on an invigorating workout. Each individual works at their own level, so there is no need to compete or feel intimidated.

Energizing Yoga

This energizing and strengthening yoga class brings more positive energy into your day! Yoga is intended to create a balance of strength and flexibility in the body as well as a balance of effort and surrender in each pose. A powerful tool for self-transformation, yoga requires that one pay special attention to the breath, which helps calm the fluctuations of the mind.

Get Out of the Rut and Into YOUR Groove

Get Out of the Rut and Into YOUR Groove class is perfect for employees who have had it up to *here* and are ready to make changes. This workshop is all about strategizing habits and habit change in order to become the person you want to be in your health, energy and happiness.

Grocery Store Tour

Two hours of walking through the grocery store aisle by aisle, participants will learn how to make better food choices, how to read labels, get introduced to new ingredients, pick out healthy on-the-go options, and get their food and nutrition questions along the way. Grocery shopping and meal planning tips are also provided.

Individual Nutritional Counseling

A Health Coach is a supportive mentor who works with employees to help them feel their best through food and lifestyle changes. Instead of prescribing one diet or way of exercising, a Health Coach tailors individualized wellness programs to meet their clients' needs. A Health Coach understands that it takes a holistic approach to supporting the whole person.

Kettlebell Class

Our kettlebell class is a total body workout that mixes strength and conditioning training in a fun, high energy class offered both at lunch and after work. Kettlebells are some of the most powerful tools for improving your fitness and physique. They combine strength training, mobility, flexibility, and cardiovascular endurance.

Low-Impact Morning Exercise Class

This fun morning class will focus on low-impact exercises that build endurance, strength, flexibility and balance in the body.

Lunchtime Yoga

Our lunchtime yoga class gives employees the opportunity to take a break from their work day and spend 40 minutes stretching the body, calming the mind and learning exercises that help increase their metabolism.

Making YOUR Money Last in Retirement

Everyone has individual retirement goals, but all of us have one in common: ensuring our money lasts throughout retirement. Retirement could last more than 25 years, and outside of Social Security and possibly a pension, current investments will likely provide most of their retirement expenses. The goal of this class is to help determine how much income and savings is appropriate for every situation.

Managing YOUR Mood at Work

This workshop will teach you how to use mindfulness and other natural strategies to address mood issues (such as depression and anxiety) and to feel more balanced and energetic.

Meal Planning 101

In this workshop, employees learn how to create and implement a customized approach to getting dinner on the table. Employees learn how to set themselves up for success day after day and week after week. The results include eating healthier, simplifying meal prep, saving time and saving money!

Meditation and Stress Reduction

For many people, everyday stress builds to a level that seems too hard to handle. Pressures mount as you try to meet the demands of family and work. Caring for children or elderly parents, deadlines at the office, mounting bills all become overwhelming. Attending a stress reduction workshop can give employees the tools needed to cope with the stress in your life.

Morning Mixer Class

Our Morning Mixer class combines a variety of movements and equipment as we explore aerobics, Pilates, yoga, and cardio to get employees up and ready to take on the day!

National Diabetes Prevention Program

The National Diabetes Prevention Program is proven to help people lose weight and lower their risk of type 2 diabetes by 58%. This program helps you learn ways to change your lifestyle and improve your health. Participants meet in a group with a trained Lifestyle Coach to learn how to make modest lifestyle changes. Groups meet weekly for 16 core sessions and monthly for 6 post-core sessions.

Optimal YOU 8-Week Program

The Optimal YOU Challenge is an eight-week program designed for anyone seeking continued support and motivation to keep you on your path to achieving your health and wellness goals.

Pilates & Yoga Fusion Class

This class takes the best of Yoga and mat Pilates and combines them into one class. This fusion class is challenging and a dynamic blend of movement that increases strength, balance, and agility, while relaxing and focusing the mind.

Raising Money Smart Kids

This class is designed to help employees teach their children how to make money-smart financial decisions and will review the basic building blocks for making good financial decisions.

Self Defense Workshop

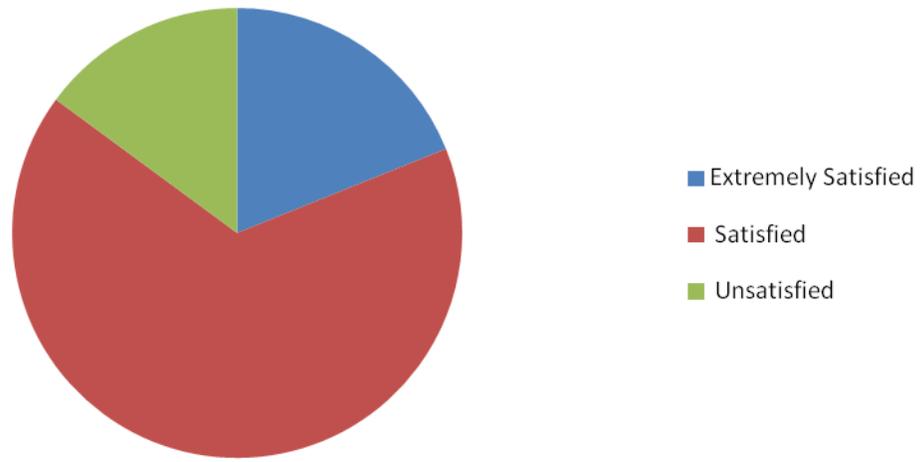
The Self Defense workshop teaches easy self defense moves that help employees learn how to avoid, evade and, if needed, how to get away from an attacker.

Understanding YOUR Company's Retirement Plan

Kalamazoo County's retirement savings plan is an essential part of employee's future financial security. It is important for employees to understand how the plan works and what benefits you will receive.

Employee Satisfaction of Wellness Programs

Please rank your level of satisfaction in the wellness programs offered:



TOTAL WELLNESS PARTICIPATION

Out of 919 employees, we had 383 participate in at least one wellness activity, which includes Blue Cross Blue Shield Wellness Program and/or Kalamazoo County Wellness Program. Out of the 255 employees that participated in on-site classes, we had 886 “touches” or number of times employees participated in multiple classes and programs in 2015.

Overall, our participation rate for 2015 was 42% and our engagement rate stayed strong at 84%!



Wellness Participation by Department

Department	2015 Participation Rate
Administrative Services	71%
Airport	12%
Animal Services	13%
Buildings and Grounds	19%
Circuit Court-Administrative	49%
Circuit Court-Family Division	53%
Circuit Court- Friend of Court	54%
Circuit Court- Juvenile Home	19%
Clerk/Registrar	0%
Community Corrections	70%
District Court	38%
Drain Commissioner	80%
Equalization	60%
Finance	56%
HCS-Administration	50%
HCS-Area Agency on Aging	81%
HCS-Health Equity	63%
HCS-Clinical Services	87%
HCS-Community Action Agency	100%
HCS- Environmental Health	64%
HCS-Health Promotion and Disease Prevention	55%
HCS- Lab Services	67%
HCS-Maternal and Child Health	56%
Veterans Services	67%
Human Resources	100%
Information Systems	43%
MSU Extension	67%
Parks and Fairgrounds	33%
Planning and Development	50%
Probate Court	78%
Prosecuting Attorney	53%
Sheriff Department	28%
Treasurer	90%

WELLNESS OUTREACH INITIATIVES

Successful outreach is very important to the Kalamazoo County Wellness Program. Our marketing goal is to make employees aware of the wellness programs and to motivate staff to take advantage of these opportunities. Our wellness outreach initiative consists of:

- Wellness Website
- Wellness Calendar
- Quarterly Wellness Newsletter
- Wellness Bulletin Boards
- Wellness Email Blasts

Wellness Website:

The Kalamazoo County Wellness Website is our primary source of marketing and sharing health related resources. The website provides employees with access to wellness information including:

- 1 mile walking routes at different County locations
- Blue Cross Blue Shield Website link
- County Discounts & Perks Program
- Employee Wellness Grant Forms
- Recipe Database
- Wellness Calendar
- Health Coaching Health History Form
- Wellness Incentive information

Wellness Calendar:

The Wellness Calendar promotes on-site wellness classes as well as community events to keep employees up-to-date with opportunities to stay healthy at work and beyond.

Quarterly Wellness Newsletter:

The Kalamazoo County Wellness Newsletter, or County Commitment Newsletter, is sent out to employees on a quarterly basis. Each issue includes hand-picked articles, recipes, exercise routines, and other topics designed to inspire employees to live a healthy and active life.

Wellness Bulletin Boards:

The Wellness Bulletin Boards are designed to create awareness of a variety of healthy lifestyle issues. In addition, it provides information, resources, and our monthly calendar for all worksite wellness programs, classes and activities.

Wellness Email Blasts:

The Wellness Email Blasts are sent to keep employees up-to-date with current class schedules and new offerings each month.



ORGANIZATIONAL SUPPORT & SURVEY RESULTS

Leadership Wellness Assessment Survey Results

In November of 2015, the Kalamazoo County Wellness Program conducted a Leadership Wellness Assessment Survey. The survey was performed using Survey Monkey and all responses were anonymous. The survey was e-mailed to all County supervisors with the purpose of gathering information, identifying obstacles, and removing barriers so the Kalamazoo County Wellness Program can continue to develop programs, classes, and workshops that have supervisor support and participation.

Out of 117 County supervisors, 51 responded to the survey. **This is a 44% response rate!** The results of the Employee Engagement Survey are as follows:

Which position best describes your attitude regarding a workplace wellness program?

92% Support Workplace Wellness
6% Neutral to Workplace Wellness
2% Oppose Workplace Wellness

I recognize that investing in the health of our employees supports the productivity and financial health of our organization.

97% Strongly Agree or Agree
2% Disagree

I plan to participate in the workplace wellness program.

51% Strongly Agree or Agree
40% Undecided
9% Disagree

I plan to encourage employees to participate in the workplace wellness programs.

81% Strongly Agree or Agree
15% Undecided
4% Disagree

Employee Wellness Survey Results

In December of 2015, the Kalamazoo County Wellness Program conducted an Employee Wellness Survey. The survey was performed using Survey Monkey and all responses were anonymous. The survey was e-mailed to all County employees with the purpose of gathering information, obtaining program satisfaction, and determining wellness program interests. The

Living Well: Kalamazoo County Wellness Program 2015

information gathered would be used to develop programs, classes, and workshops that have employee support and participation.

Out of the 919 employees, 211 responded to the survey. **This is a 23% response rate.** The results of the Employee Engagement Survey are as follows:

1. Please Rank how satisfied you are with:

a. Physical Activity

45% Always or Usually Satisfied
35% Somewhat Satisfied
20% Rarely or Never Satisfied

b. Nutrition/Diet

47% Always or Usually Satisfied
42% Somewhat Satisfied
10% Rarely or Never Satisfied

2. Stress Level Rating:

12% Extremely Stressed
60% Somewhat Stressed
26% Not Very Stressed

3. How many sick days did you take in 2015?

45% Less Than Two
35% 3-6 sick days
8% 7-9 sick days
5% 10 or more

4. Did you participate in 2015 Wellness Incentive?

57% Yes
29% No

5. Wellness Incentive Motivators (check all that apply):

8% Public Recognition
26% Merchandise
23% Game Tickets
86% Time Off
64% Discounts of Health Insurance

6. Have you participated in on-site wellness programs or activities?

46% Yes
44% No

7. If no, why?

27% Lack of Time
34% Did Not Fit Into Schedule
14% No Programs of Interest
19% Too Many Commitments
14% Have Own Wellness Routine

8. Level of participation in on-site wellness programs:

40% Frequently or Sometimes
31% Rarely
29% Never

9. Level of satisfaction:

85% Extremely Satisfied or Satisfied
15% Unsatisfied

10. How these programs have contributed to overall improvement in health:

4% Tremendously
18% Very much so
37% Somewhat
31% Not at all

11. Benefits resulting in participation:

28% Increased Physical Activity
18% Lost Weight
31% Feel Much Better
27% Improved Diet/Nutrition
4% Lowered Cholesterol
3% Stabilized Blood Sugar
19% Emotional State Improved
27% More Motivated

Living Well: Kalamazoo County Wellness Program 2015

Based on the results of the survey, the Kalamazoo County Wellness Program recommends the following:

- Expand wellness opportunities for staff before, during, and after work to increase on-site wellness participation.
- Expand mental well-being classes to educate employees on how to cope with stress, depression and anxiety.
- Expand wellness coaching to focus on employees and their family members who deal with long-term health conditions such as elevated cholesterol, high blood pressure and blood sugar.
- Create wellness incentive Help Days to encourage employees to participate in the annual wellness incentive.
- Review incentive motivators annually.

The above mentioned recommendations will be addressed in 2016. A follow-up Employee Wellness Survey will be conducted in 2017.

2016 GOALS

1. Expand wellness coaching and personal training
2. Increase total participation on-site
3. Increase wellness incentive participation
4. Expand mental well-being classes
5. Increase our Wellness Discounts & Perks Program
6. Increase Department Competitions
7. Build a “Do Your Part” Kalamazoo County Culture



CONTACT INFORMATION

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