

Employee Wellness Program Committee

Monday, January 11, 2016

9:00-10:15 am

HSA 1080 Admin Conference Room

Meeting Minutes

Present: Leticia Preciado, Margaret Ingraham, Carol Johnson, Judy Webster, Dr. Lisa Hernandez, Carlos Palacios, David Brown

1. Summary of Employee Wellness Survey (Webster)

- 765 of 2,427 County employees responded (32%)

Of those who responded:

- 74.2 % female, 25.8% male
- Greatest responses were in 31-60 years old age group
- 89.5% were very/somewhat likely to participate in on-site County sponsored program
- 67% exercised at least 3x/week for at least 20 minutes
- 50% used their lunch hour to exercise
- 41% were already members of a fitness club
- 52% feel they eat healthy, only 28% of those were satisfied with their weight
- Interest: aerobics (56%), stress (44%), walking club (42%), weight (40%)
- Responses: Emeline (34%), Ocean/Water (30%), Watsonville (16%), Other (20%)

SUMMARY: Employees indicate they are interested in participating, 4 areas of interest are weight management, stress reduction, onsite aerobics classes and walking program

- Didn't ask about pay-as-you-go
- Didn't ask most convenient day of week to participate
- Didn't ask lunch period (staggered lunches?)
- Didn't separate by job function e.g. management, staff, etc.

2. Review of "Cruzin to Health" (Webster)

- Partners: Program coordinated by consultants-- CalPERS, CAPG (California Physicians Group, IHPM, PMG, PAMF (screenings)
- Components: Fitness/Nutrition focus. Daily E-mail coaching, interactive website (nutrition/exercise tools, info, plans, tips) exercise and meal plans, health screenings before and after, educational sessions, HRA (health risk assessment), weigh stations to track individual/team progress, healthy meals at Ocean/Emeline cafeterias
- Length: 12 week challenge with screenings before and after, 6 months total program
- Incentives: PMG donations. Monthly raffle to those accumulate most points. Grand Champion (Most points in Challenge): Hawaii condo. Winning team: fitness gift certificates.
- Logistics: 5 locations for education sessions over 2 weeks. Not well attended. Before work, breaks and lunch.

- Results: >500 participants, 37% completion, 950 # lost by 152 employees, 21 employees no longer qualified for metabolic syndrome (diabetes, heart and stroke risk). 90% indicated would continue healthy lifestyles
- Cost: Too high to County, free to employees
- Replicate: Yes, most aspects could be replicated in a cost effective manner
- Sustainable: Yes, with ongoing campaigns and staff to coordinate
- Committee Comments: Cafeteria was supportive of program, Partners were customer oriented and very helpful. Kick off well coordinated, good marketing and communications were key to success. Supervisors were supportive, need high level buy-in for success. Daily e-mails and information were very motivating to participants.

3. Current resources: Stress and Weight Management--HSA (Webster)

Stress:

- Dr. James Potterton: \$750 design, \$250/class, 3 locations (HSA, Ocean, Watsonville), series of 8 classes at each location
- Fayedra Mathes: Classes/approximately \$150 per class
- Dominican: 9 classes, \$350/participant/their site only
- PAMF: 8 sessions, \$325/participant/their site only
- Target Solutions: online/free to employees/self -study, existing resource
- PMG: Speakers/lunch/no charge. Series of 4-6 classes, resiliency content
- MHN: Speakers (4 hrs. left on this year's contract, otherwise \$300 per session plus \$75 hour for travel), telephonic coaching/8+ sessions free, online HRA, videos, self-paced courses, articles
- Employees: Could teach Yoga onsite(s)/lunch or after work at 3 locations, 10-15/class, \$5/employee/session, Behavioral Health may have additional resources to teach classes
- Providers: Blue Shield-- online topical library/videos general access, rest restricted to members only. Anthem-- online library, videos, articles, tools/calculators e.g. BMI, calorie counter, Target Heart Rate, stretches, calories burned, etc. Rest of content restricted to members. All other providers restricted to members only
- Recommendation: PMG, MHN, employees, Blue Shield/Anthem general online access be utilized as appropriate
- Committee Comments: Target Solutions link may not be on all Departments' intranet although is available to all employees. MHN telephonic coaching would need to be sensitive to employee privacy concerns if done at worksite. Jason Murphy has done previous work for the County in this area (mindfulness) and may be a resource. Dr. H. or David has contact information.

Weight Management:

- Weight Watchers: 17 weeks/\$186/3 payments/online access/20 minimum
- Fayedra Mathes: onsite classes/approximately \$150/class,
- PAMF: waiting for response, have some nutritionists that do outside activities
- Target Solutions: Target Solutions: online/free to employees/self-study
- PMG: Speakers/lunch/no charge. Series of 4-6 classes,
- MHN: Speakers (4 hrs. left/\$300 per session plus \$75/hour travel), telephonic coaching/8+ sessions free, online HRA, videos, self-paced courses, articles
- Providers: Blue Shield online topical library/videos general access, rest restricted. Anthem: online library, videos, articles, tool/calculators e.g. BMI, calorie counter, THR,

stretches, calories burned, etc. Rest restricted. All other providers restricted to members only

- Tons of Fun: Fleet Feet sponsored 12 week weight challenge, onsite, \$60/person, newsletter, group page with recipes, resources, coach access, grocery store tours, incentives, nutrition consultation.
- Employees: HSA has no dieticians on staff, waiting for response from PAMF regarding dietician availability
- Recommendation: Weight Watchers plus PMG, MHN, Blue Shield/Anthem, and employee resources as appropriate
- Committee Comments: Questioned if the Cafeterias and Vending services could be helpful in supporting this as they did previously. Judy will meet with Carol Johnson to discuss. David has a contact at Reinvention Fitness who is a nutritionist for Judy to contact as a potential resource.

4. Current resources: Aerobics and Walking (Ingraham and Webster)

Walking:

- American Heart Association—walking kit, posters, communications/free
- Andrew Stewart—employee walking program in place that could be replicated
- MapMyWalk.com—free app to map routes
- No Boundaries Walking Program—Fleet Feet sponsored, onsite/\$75-\$110 per employee, 12 weeks, incentives provided, speakers available
- Indoor Walking Routes: Govt. Center stairwells. Emeline limited, Watsonville limited.
- Outdoor routes: feasible for all three locations
- PMG: Speakers/lunch/no charge but educational only, no actual walking.
- MHN: : Speakers (4 hrs. left on contract, then \$300 per session plus \$75 hour travel), telephonic coaching/8+ sessions free, online HRA, videos, self-paced courses, articles
- Providers: Blue Shield online topical library/videos general access, rest restricted. Anthem: online library, videos, articles, tools/calculators e.g. BMI, THR, stretches, calories burned, etc. Rest restricted. All other providers restricted to members only
- Recommendation: Leverage/adapt Andrew's program w/AHA materials, PMG, Providers, MHN, MapMyWalk. Launch in spring when rainy weather is past as indoor options are limited.
- Committee Discussion: It may be useful (via a survey) to find out how far employees live from work relative to biking to work and the Zero Interest Loan Program, onsite bike lockers etc. Partnering with groups such as these as well as Ecology Action would be a win-win situation for all.

Aerobics:

- Parks—could coordinate provision of instructors
- Liability/WC/insurance for instructors needs to be examined
- Cost: Approximately \$5-7/session, how payment e.g direct to instructor by employee or payroll deduction would need to be determined
- Fitness on Demand being purchased by Parks could be a potential resource. Parks needs to investigate whether additional site licenses would need to be purchased and cost of

additional hardware for each potential location before deciding feasibility of installing at each site. Currently will be installed at the Swim Center.

- Space: Rooms available at 3 sites
- Time Limitation: Maximum 30 minute class at lunch in order to allow time for eating/changing/shower/back to work is needed
- Lockers/showers: (Thanks you Carol) Govt. Center—8 lockers, large shower and small dressing area in women’s basement restroom. Men’s has same. Emeline: 1400-3 showers, one each floor inside employee restroom. 1040-1 shower, not used. 1070-1 shower, not used. 1080-one shower. It is currently unknown if there are showers/lockers in Watsonville
- After work classes may eliminate need for lockers/showers?
- After work classes at Swim Center are also a possibility
- Recommendation: After work and/or Swim Center classes for pilot, then evaluate. Investigate feasibility of Fitness on Demand for 3 campuses.
- Committee Comments: Critical that employees can get back to work on time during lunch hours. Current number of showers will not accommodate this

5. Additional Committee Members (Committee)

- Employee groups—no additional members were suggested.
- Union participation on committee and support of program—Judy will draft an e-mail and forward to Leticia who will pass it on to the unions regarding this

6. Other

- Health Screenings: PMG will provide to all employees at no cost Includes MD consult/personal report (BMI, cholesterol, BP, glucose) plus snacks and incentives
- Program tentative launch date (spring—time/weather/new beginning for summer)

7. Next Steps

- Draft program plan for review prior to and at next Committee Meeting (Webster)

8. Next Meeting

- Beginning of February, Webster will coordinate scheduling

9. Adjourn