

# Employee Health and Wellness Program Proposal

City of Lincoln | Lancaster County

## 2020



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## **Mission:**

To educate, inspire, and support employee health and wellness

## **Purpose:**

To enhance the well-being of employees by offering guidance aimed at reducing risk factors attributable to chronic disease and other health problems and to contribute to the City of Lincoln and Lancaster County employing a healthier, happier, and more productive workforce.



## **Goals:**

1. Provide health and wellness educational programs, information, and behavior change activities that promote healthy lifestyle choices with employees.
2. Improve the overall health of employees by educating and supporting personal responsibility in controlling risk behaviors and monitoring their own health through preventive screenings.
3. Develop a culture of wellness that supports and improves the overall health of employees.

## **City-County Employee Health and Wellness Program**

Lincoln-Lancaster County Health Department coordinates program activities in collaboration with Human Resources and City-County Risk Management

## Health and Wellness Planning Matrix

The Centers for Disease Control and Prevention (CDC) estimates that 70 to 80 percent of medical costs in the United States can be attributed to these types of chronic conditions.

Category	Conditions	Common Causes	Wellness Activities to Address Conditions/Causes
Cardio-metabolic	Cholesterol, diabetes, heart disease, blood pressure	obesity, physical inactivity	<ul style="list-style-type: none"> <li>• Bryan HeartAware</li> <li>• Walking Routes</li> <li>• Promotion of Biking Activities</li> <li>• Nutrition Presentations</li> <li>• Weight Maintenance Challenges</li> <li>• Fit Pick Vending</li> <li>• Calendars of Daily Wellness Tips</li> <li>• Fruit &amp; Veggie Bumper Crop Exchange</li> <li>• Weight Loss Support Group</li> </ul>
Joint disorders	Arthritis, non-traumatic knee and back problems and intervertebral disc disorders	Occupational and non-occupational injuries, obesity, physical inactivity	<ul style="list-style-type: none"> <li>• Pre-shift stretching in PWU Street &amp; Traffic Operations</li> <li>• Desk Stretches</li> <li>• Back Health Presentations</li> <li>• Tai Chi/ Yoga demonstrations/ classes</li> </ul>
Mental well-being	Depression, anxiety, chronic fatigue, sleep disorders, substance abuse	Stress, trauma, abuse, grief, chronic health conditions	<ul style="list-style-type: none"> <li>• 12 Days of Wellness Challenge</li> <li>• Promotion of Continuum EAP Services</li> <li>• Promotion of Employee Success stories</li> <li>• Financial Fitness</li> <li>• Health Coaching</li> </ul>
Respiratory	Allergies, asthma, respiratory	Smoking, unhealthy air	<ul style="list-style-type: none"> <li>• Great American Smokeout - Cold Turkey Raffle</li> <li>• Tobacco Cessations Benefit Brochure</li> <li>• Tobacco Cessation Tips Calendar</li> </ul>
Pain	Migraine, musculoskeletal and nerve pain	Physical inactivity, injury, ergonomics	<ul style="list-style-type: none"> <li>• Risk Management Work Station Assessments</li> <li>• Promotion of Health Insurer Preventive Services (Adult Immunizations)</li> <li>• Similar to 'Joint Disorder' Category</li> </ul>

# EMPLOYEE ENGAGEMENT

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Ongoing	<ul style="list-style-type: none"> <li>Look to do more onsite wellness programming</li> <li>Work/life balance - Implementing on-site services as part of a wellness program can make it easier for employees to put their health first—and thereby improve their productivity at work</li> </ul>	<ul style="list-style-type: none"> <li>Leadership support Mayor's Office, Department Heads, HR, Health Department (prioritizing the health of our employees paves a clear path to increased productivity)</li> </ul>		<ul style="list-style-type: none"> <li>Increased efforts to incorporate                             <ul style="list-style-type: none"> <li>Employee praise</li> <li>Department and employee success stories</li> <li>Programs that foster peer-to-peer support</li> </ul> </li> </ul>
Potential	<ul style="list-style-type: none"> <li>Data Sharing Data drives the ability to address trends in claims data via plan design, plan election choices, participation incentives and targeted wellness programs.</li> </ul>	<ul style="list-style-type: none"> <li>Clear, persuasive communications New webpage, more consistent across City/County departments</li> </ul>	<ul style="list-style-type: none"> <li>Incentives: reduced ins. premiums; active living equip. or discounts; etc.</li> <li>Earned time off: for active participation and leading by example in encouraging co-workers</li> <li>Gift cards rewards</li> <li>Unique department challenge rewards</li> </ul>	<ul style="list-style-type: none"> <li>Mayor's annual wellness award(s)</li> </ul>

## Evaluation

Culture of Wellness Data	Employment Data	Health Outcomes/Cost Data	Well-Being Data
<ul style="list-style-type: none"> <li>Department Culture Assessment</li> <li>Department Wellness Program Surveys</li> <li>Program Participation</li> <li>Participant Feedback</li> </ul>	<ul style="list-style-type: none"> <li>HeartAware</li> <li>Biometric Screenings</li> <li>Engagement in Preventive Care</li> </ul>	<ul style="list-style-type: none"> <li>HRA results and trends</li> <li>Healthcare Costs</li> <li>Medical Claim Information</li> </ul>	<ul style="list-style-type: none"> <li>Well-being Assessment</li> <li>Leave Data</li> <li>Workers' Compensation Claims</li> </ul>

A Wellness Program description and link to a wellness page on the City-County employee benefits page. The page would be mostly public facing, but with components that would be employee only. Providing a go-to location for pertinent wellness information and education is essential to simplify the process for employee engagement. Employees will no longer need to save or hunt for past email communications or find where flyers are posted. Tracking participation and access to provided information will be more effective and will help with quality improvement and future program planning. This will also provide a much easier mechanism for employees to share feedback and suggestions.

Monthly Updates, Calendars, Tips,  
Promotions, Department Highlights

## Webinars, Podcasts, Links to City/County Policies, Community Connections

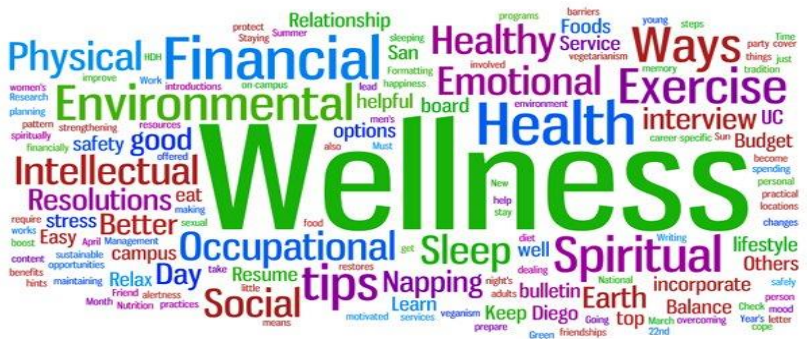
Lunch-n-Learns, Chronic Disease  
Self-Management Education,  
Tobacco Cessation, Cooking Classes,  
Weight Watchers, Exercise Classes,  
Gardening Support, Wellness  
Challenges

Guidelines and Recommendations,  
Promoting Building-Specific  
(location) Walking Routes, Exercise  
Breaks, Video Demos, Biking and  
Walking Opportunities and  
Promotions

## FAQ and information about completing the annual survey

Links to Existing Resources and Benefits, Find a Provider, Reminders and Information about Age-Specific Preventive Care and Screening Recommendations

Promote and Implement  
Programming and Activities That  
Support Existing Resources and  
Services, Injury Prevention Stretching  
Programs, Highlight Success Stories



## NEW DEVELOPMENTS

### Employee Flu Vaccinations

Employee Flu Vaccinations will be coordinated by the City-County Employee Health and Wellness Program and be administered by the Lincoln-Lancaster County Health Department. Budgeted cost is for vaccine and supplies only. Personnel expense to administer vaccinations will be absorbed within the Health Fund. Making annual flu vaccinations part of the workplace wellness program offers many benefits to employer and employees. Will help reduce cost by cutting outside contract; decreasing employee time missed from work to get vaccinated; reduce employee absences due to illness and resulting in improved productivity. Seasonal flu vaccinations will be offered at various on-site locations for City and County Departments.

### Bryan HeartAware Program

Bryan HeartAware Program will be coordinated by the City-County Employee Health and Wellness Program through the Lincoln-Lancaster County Health Department.

HeartAware is a free, easy and confidential online heart screening to find out your heart age and risk for heart disease. If you're at risk, you can choose to meet with a nurse about your health. You'll learn ways to lower your heart age and improve your heart health.

Promotion for scheduling a free HeartAware screening will be done with each City and County Department separately throughout the year with multiple opportunities for all employees to take advantage. The screening includes an online assessment and a meeting with a Bryan Health nurse where you can access an individualized consultation, cholesterol testing, blood pressure check, and recommendations for further follow up.

# CITY-COUNTY DATA



## Health Claims Data Request

Data drives the ability to address trends in claims data via plan design, plan election choices, incentives and disincentives for use and participation, and targeted wellness programs.

### UNHEALTHY BEHAVIORS

- Poor Diet
- Tobacco/Vaping Use
- Inactivity
- Excessive Alcohol Use
- Insufficient Sleep

### HEALTH RISKS

- Overweight
- Obesity
- Behavioral Health
- Cancer

### CHRONIC DISEASES

#### *\*Heart Disease*

- Blood pressure screening/medication
- High cholesterol screening/medication

#### *\*Diabetes Management/Medication*

#### *\*Asthma management plans/medication*

#### *\*Cancer treatment/medication/screenings*

#### *\*Injuries at the worksite (occupational)*

- Occupational Musculoskeletal Issues
- Muscle Relaxants/Pain Medication
- Realignments/Adjustments (Chiropractor)

#### *\*Vaccine Preventable Diseases*

- Vaccinations (Flu, PCV, Hepatitis)

#### *\*Digestive Disorders*

- Crohn's
- Irritable Bowel Syndrome
- Celiac Disease

#### *\*Mental Health Treatment/Medication*

- Anxiety, Depression, Other Work-Related Issues
- Tobacco Cessation (Treatment/Medication)
- Alcohol Use Disorder Treatment/Medication-
- Other Drug-Related Treatment/Medication

#### *\*Vision*

- Vision Checkups
- Minor Eye Strain Interventions

#### *\*Dental*

- Frequency of Dental Checkups
- Significant Dental Injuries/Reconstructions

### HEALTH CARE COSTS

#### **\*Worker's Compensation**

- Days on disability
- Reduced capacity/limitations

#### **\*Absenteeism**

- Sick Leave Usage

#### **\*Claims Submitted to Insurance**

- Related to Chronic Disease
- Related to Acute Injuries



# WELLNESS BUDGET

## City/County Wellness Budget and Justification

[Shared Costs]

### **Budget Summary**

	<b><u>Annual</u></b>
0.50 FTE Epidemiology Intern (next 2 years)	\$ 20,800
Flu Vaccinations (annually)	\$ 25,200
Worksite Wellness Memberships (annually)	\$ 5,280
Contractual (annually)	\$ 2,500
Employee Health and Wellness Program Promotions (annually)	\$ 1,500
Employee Health and Wellness Fair (annually)	\$ 500
	<b><u>\$ 57,580</u></b>

### **Justification:**

#### Health and Wellness Coordinator (existing position)

1.0 FTE Public Health Educator III - City/County Employee Health and Wellness Coordinator – Cost is included in existing LLCHD biennium budget and not listed in the budget above. This position coordinates the Employee Health and Wellness Program for employees of the City of Lincoln and Lancaster County. Provides leadership to the City/County Employee Health and Wellness Program utilizing research-based strategies including those used by the CDC and other proven leaders in worksite health to develop, implement, and evaluate the Program with the goal to improve the overall health of City/County employees. Ensures that tailored wellness plans are implemented and evaluated in each City/County department considering work assignments, varied work shifts, varied worksites, barriers, health indicators, other factors.

#### Epidemiology Intern

Epidemiology will develop and maintain the Health Risk Appraisal (HRA) survey, analysis and reporting and will also develop and maintain analysis and reporting from health insurance information that will support decision-making for the city and departments. We are requesting funding for an Epidemiology intern. All work will be led and supervised by a Department Epidemiologist. The intern may assist with this project or may assist with other projects to free up a staff epidemiologist for this project. Epidemiology Intern cont.

HRA work includes: Review and selection of questions (with input from Wellness staff and HR); Create survey using Survey Monkey; Identify and implement security access to Survey Monkey data; Create dashboards and reports using LOGI and Intralink to make reports available to individuals and departments. Insurance data analysis includes: Review of data; Discovery meetings to identify most useful information (including research about how others use the information); Develop protocols, processes, algorithms and scripts needed to process and prepare the data for reporting; development of reports / dashboards (adhering to data governance policy to protect confidentiality); establish security to manage access to data and reports; review of prototype and modifications; implementation of reports/dashboards

# WELLNESS BUDGET

## HRA/Data Analyzing

Data can be used to determine program design, encourage sustained participating, and measure success. By leveraging data throughout the development, implementation and maintenance of the health and wellness program, it will be possible to positively impact both the health of employees and the bottom line of the City and County. Understanding the current health of employees and where the highest healthcare claim expenses are occurring can help us develop initiatives and programs that are targeted to address needs across the employee population. By having the Health Department analyze healthcare claims data, aggregate Health Risk Assessment data, or other screening results, it will be possible to uncover the most prevalent health conditions among employees, as well as the biggest drivers of costs.

## Worksite Wellness Membership

Joining WELLCOM (Omaha) places us in a network of employers who are focused on doing what improves health for their employees. Benefits also include the use of their Health Risk Assessment (HRA) which we will use for the first year. Joining WorkWell (Lincoln) helps us with local resource networking connections and includes both Health and Safety Resources. As a member of both organizations, the City and County would have access to leading health and wellness information, as well as discounted rates for programs, events and products.

## Contractual

Onsite health/fitness instructors (Yoga/Aerobics), series programs (diabetes, chronic disease self-management), workshops, cooking classes/food demonstrations, lunch-n-learn presenters, etc.

## Employee Health and Wellness Program Promotions

Program awareness/promotion of employee challenges, events, activities; participation incentives and prizes.

## Employee Health and Wellness Health Fair

Promotional materials, paid services, door prizes, rental equipment, signage, etc.

# WELLNESS BUDGET

## Flu Vaccination

Budgeted cost is for cost of vaccine and supplies only. Personnel expense to administer vaccinations will be absorbed within the Health Fund. Making annual flu vaccinations part of the workplace wellness program offers many benefits to employer and employees. Will reduce cost by cutting outside contract; decreasing employee time missed from work to get vaccinated; reduce employee absences due to illness and resulting in improved productivity.

Product	Pack size	Doses	Cost	Cost/Dose	City employees	County Employees	City cost(Emp)	County Cost (Emp)	# Vials	Total x 2 Contracts
Fluzone Quad Prefilled syringe	package	10	210	21	664	417	\$13,944.00	\$8,757.00	109	
Product	Pack size	Doses	Cost	Cost/Dose	City (Family)	County (Family)	City cost(Emp)	County Cost (Emp)	# Vials	
Fluzone Quad Prefilled syringe	package	10	210	21	66	53	\$1,386.00	\$1,113.00	12	
Total Cost							\$15,330.00	\$9,870.00		\$25,200.00

Estimate: City - \$15,330 to vaccinate approximately 730 City Employees and family members  
 If desire to do more outreach and vaccinate more employees cost would increase \$21 per employee  
 Ex: 1,000 employees x \$21 = \$21,000

Estimate: County - \$9,870 to vaccinate approximately 470 County Employees and family members  
 If desire to do more outreach and vaccinate more employees cost would increase \$21 per employee  
 Ex: 600 employees x \$21 = \$12,600