

*Health and Wellness
Program and Wellness
Committee*

**Health, Energy and
Environment Committee**

Wellness Resolution

- Affirms the City's commitment to employees' overall health and wellness
- Supports a comprehensive health and wellness program
- Supports formation of a wellness committee

Health and Wellness Program Objectives

- Assist employees in improving their overall health and wellbeing
 - Improve employees' health habits and health risk status
 - Engage employees in health plan and wellness offerings
- Reduce City costs in areas of health care, absenteeism and turnover
- Improve employee productivity

Health and Wellness Programs Can Make a Difference

A review of 56 published studies regarding worksite health promotion programs shows the following impact:

- Average 27% reduction in sick leave absenteeism
- Average 26% reduction in health costs
- Average 32% reduction in workers compensation and disability claims
- Average \$5.81: \$1.00 savings in benefit-to-cost ratio

Chapman, L. Meta-Evaluation of Worksite Health Promotion Economic Return Studies: 2005 Update, *The Art of Health Promotion*. July/August 2005;1-15.

Recent Health and Wellness Activity

- Medica Health and Wellness Programs
 - Wellness Assessment
 - My Health Manager from Medica
- Healthy eating seminars in January
- Get Fit Twin Cities
- Farmer's Market Recipe Cards

Wellness Assessment Participation

- 32% of those eligible participated (2804 people)
- 48% of active employees participated
- 54% of participants were male, 46% female
- 14% of participants were spouse/dependents

Wellness Assessment Data Confidentiality

- Wellness Assessment and other programs offered by 3rd party vendor
- The City of Minneapolis and Medica do not receive individual data
- All Data received is aggregate

Wellness Assessment

Top Areas of Risk

- **Nutrition: Lack of Fruits and Vegetables**
 - 71% (1,986) inadequate consumption of fruits and veggies
- **Weight**
 - 70% (1,952) overweight/obese
- **Physical Inactivity**
 - 63% (1,765) Physical inactivity

Wellness Assessment

Level of Risk

Risk Status	Number of Risks	Percentage at Risk Level
Low Risk	0-1	10%
Moderate Risk	2-3	36%
High Risk	4 or more	54%

Impact of Excess Risk on Time Away from Work

Outcome Measure	Low Risk (N=671)	Medium Risk (N=504)	High Risk (N=396)	Excess Cost Percentage
Absences	\$493	\$541	\$764	35%
Short-term Disability	\$521	\$694	\$737	30%
Worker's Comp.	\$890	\$826	\$1318	32%
Total	1,904	2,061	2,819	32%

Wright, D., Beard, M., Edington, D. Association of Health Risks with the Cost of time Away From Work, *Journal of Occupational & Environmental Medicine*. 2002: 44(12):1126-1134.

Claims Analysis

Top Disease Categories

- **Cardiovascular**
 - High Cholesterol, High Blood Pressure; Heart Disease, Strokes
- **Endocrine**
 - Diabetes, Nutritional and Metabolic
- **Mental Disorders**
 - Depression, Personality disorders, Substance Abuse and Eating disorders

Wellness Committee Purpose

Charged with developing, implementing and promoting a comprehensive health and wellness program addressing our greatest areas of risk

Wellness Committee Advantages

- Provides structure, continuity, motivation and broad ownership of program
- Adds credibility to health and wellness program
- Provides varied perspectives
- Gives health and wellness program a human face to employees throughout the City

Wellness Committee

Make up and Commitment

- 12-15 committee members working in a variety of departments
- Representing all levels of the organization
- Nominated or approved by department head
- 8-12 meetings per year with some work between meetings

Wellness Committee Executive Sponsor

- Composed of one union representative, one council member, the Director of Human Resources and the Health Commissioner
- Champion the health and wellness program
- Meet quarterly with representatives of the wellness committee
- Available to committee to answer questions and concerns and provide direction when needed
- Wellness Committee will formally report progress annually

Health and Wellness program Funding

- Not requesting any additional funds
- Funds from the Tobacco Settlement earmarked for wellness programs
- Partner with Steps to a Healthier Minneapolis when appropriate
- Medica Wellness Coordinator support

Next Steps

- Resolution to Ways and Means on July 30th with a referral to City Council
- Begin forming wellness committee
- Work with committee to begin comprehensive health and wellness program

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- Questions?
 - Comments?