

City of Riverside's Life-in-Balance Wellness Program



It's all about YOU!



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Agenda

- Why Workplace Wellness is important to Riverside
- Mission and Key components of the Wellness program
- Funding Sources
- Wellness Activities and Challenges
- Future Wellness Initiatives



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Why Workplace Wellness?



- ❑ Overall well-being for employees and their families
 - various issues including health, financial, emotional, legal, housing and related
- ❑ Rising costs of Health Insurance – double digits
- ❑ Desire to demonstrate that we care about our employees, our number one asset, and that they are valued
- ❑ Prevalent Chronic Conditions in Riverside County
 - ❑ Diabetes (2014) 5.5%
 - ❑ Hypertension (2011-2013) ER visits/10,000 - 29.6%
 - ❑ Overweight/Obese (2014) 65.9%
 - ❑ Asthma (2014) 13.3%



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Why Workplace Wellness? Supporting Data



- ❑ **Annual review** of Health Plan Utilization with Blue Cross and Kaiser
- ❑ **5 Major Health Issues** Impacting Employees/Families:
 - Obesity/Child Obesity
 - Heart Disease
 - Diabetes
 - Asthma
 - Emotional Health

All of the above can be positively impacted through lifestyle changes and intervention.



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Wellness Program Background



Program was developed by the Human Resources Department and officially launched in **June 2009** with the following goals:

- ❑ Institutionalize a rapid and wide-spread **culture change** for the organization with a focus on **motivating employees** to incorporate healthy lifestyle changes
- ❑ Implement a program that would help employees focus on a healthy lifestyle to reduce health plan utilization and ultimately have a **positive impact on medical rates**
- ❑ Implement a program that was **unique and well-balanced**
- ❑ Provide employees with the **essential tools and resources** to assist them in balancing home/work life



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Mission Statement



To foster and encourage a healthy lifestyle that focuses on four essential elements of Wellness:


Wellness Wheel: Career, Emotional,
Physical and Financial

To ensure that employees have the tools and resources necessary to succeed in each aspect of Wellness, which is an integral part of a motivated and successful workforce.



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PHYSICAL

Focus

- ❑ Create awareness
- ❑ Activity & Nutrition
- ❑ Overall physical health

FINANCIAL

Focus

- ❑ Make informed financial decisions
- ❑ Financial stability
- ❑ Housing/Home Ownership

CAREER


Focus

- ❑ Increased Productivity
- ❑ Improve Skill sets
- ❑ Interpersonal Relations
- ❑ Resolving conflict
- ❑ Career vision

EMOTIONAL

Focus

- ❑ Work/Life Balance
- ❑ Stress Reduction
- ❑ Embracing Change
- ❑ Positive attitude




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Wellness Program Solutions

How do we do it?



- ❑ Zero Dollar Budget – No Dedicated City Funds
- ❑ Wellness Partners
- ❑ Wellness Ambassadors
- ❑ On-site Workshops
- ❑ Wellness Website & Communication
- ❑ City-wide Wellness Challenges
- ❑ Community/Fundraising Events
- ❑ Wellness Fairs



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Wellness Partners



The City has partnered with over **60 vendors** to be part of the Wellness program. Wellness partners provide:

- ☐ Monetary donations and gift cards
- ☐ Employee discounts, including gym membership discounts, or tuition discounts
- ☐ Facilitation of a variety of Wellness workshops for City employees
- ☐ Participation in the Annual Wellness Fair
- ☐ Useful Wellness information or free services to City employees, including health screenings

The City is pleased to continue a strong partnership with our Healthcare Providers: **Anthem Blue Cross and Kaiser Permanente**, who have been the main funding source of the Program.



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Wellness Ambassadors



The Human Resources Department has worked with City departments to create **departmental liaisons** known as "Wellness Ambassadors"

- ☐ There are a total of **17** Wellness Ambassadors City-wide
- ☐ The role of the Wellness Ambassador is to **promote wellness initiatives** at the department level and to provide on-going feedback regarding the program
- ☐ Ambassadors are instrumental in the "Get Fit Challenge," Wellness Fair and other Wellness initiatives



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Wellness Workshops



- ☐ 2 sessions monthly
- ☐ Average attendance per workshop is 25 employees
- ☐ Healthy lunch is served
- ☐ Workshops are held during the lunch hour (12-1)
- ☐ Wellness workshops in the following areas:
 - ✓ Physical (Health/Fitness/Nutrition)
 - ✓ Emotional (Dealing with Stress, Caring for Parents)
 - ✓ Financial (Homeownership, Retirement savings)
 - ✓ Career (Public speaking, career development)



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Wellness Website Features



- ☐ Wellness Internet Site
 - ☐ Tools and resources for each of the Wellness elements
 - ☐ Health, nutrition and exercise calculator
 - ☐ Wellness Videos
 - ☐ Health and Wellness Newsletters
 - ☐ Wellness Discounts (gym discounts, etc.)
- ☐ Wellness Intranet Site
 - ☐ Online enrollment for Wellness Workshops & announcements
 - ☐ Get Fit Challenge site



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Wellness Website: www.riversideca.gov/human/wellness



Wellness Intranet Site

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City-wide Challenges



- ☐ Get Fit Challenge!
- ☐ Bike to Work
- ☐ Maintain Don't Gain!
- ☐ Step-it-up! (Stairwell Program)

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Get Fit Challenge! (GFC)



The Get Fit Challenge(GFC) is our annual City-wide weight loss competition!

- ❑ Completed six GFC competitions (2011 – 2016)
- ❑ During the 2016 challenge, participants lost 1,291.85 lbs.
- ❑ Prizes for 1st, 2nd and 3rd female and male; top departmental losers and bi-weekly weigh-ins
- ❑ Facilitate workshops focusing on nutrition and physical activity at each GFC
- ❑ Participation average rate of 15%



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Maintain Don't Gain!



In partnership with Kaiser, the City offers the “Maintain Don’t Gain” Wellness Program:

- ❑ An incentive program to help employees control holiday eating; includes team competition
- ❑ 8 week program – November thru January
- ❑ In 2015, 368 Registered participants
- ❑ 328 Employees or 89% maintained their weight over the Holidays
- ❑ 84% of participants lost weight



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Step-Up Your Health! City Hall Stairwell Program



City Hall stairwell is equipped with ID badge card readers at every floor for employees to swipe their cards and get points for each flight of stairs

- ☐ Motivational quotes and music
- ☐ Monthly Incentives to top 3 users and 5 drawings amongst all users
- ☐ 1 floor = 1 swipe (up or down)
- ☐ During 2015, a total of 41,620 swipes were recorded
- ☐ An average of 67 employees per month participate in the program



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Bike to Work Challenge

In May of 2014 the Mayor's Office, Human Resources, and Public Works came together for the City's first "Bike to Work" challenge:

- ☐ Incentive program encouraging employees to bike to work as another means of transportation
- ☐ 4 week program from May 1st – May 31st
- ☐ In 2015, there were a total of 36 registered participants
- ☐ Incentives to 1st, 2nd and 3rd place for most miles traveled and most trips taken
- ☐ In 2015 Total of 273 trips were taken to and from work
 - ☐ Totaling 1808 miles
 - ☐ Averaging 452 ml/wk.
- ☐ Bike to Work Day Event with the Mayor (5/20/16)



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Wellness Fairs

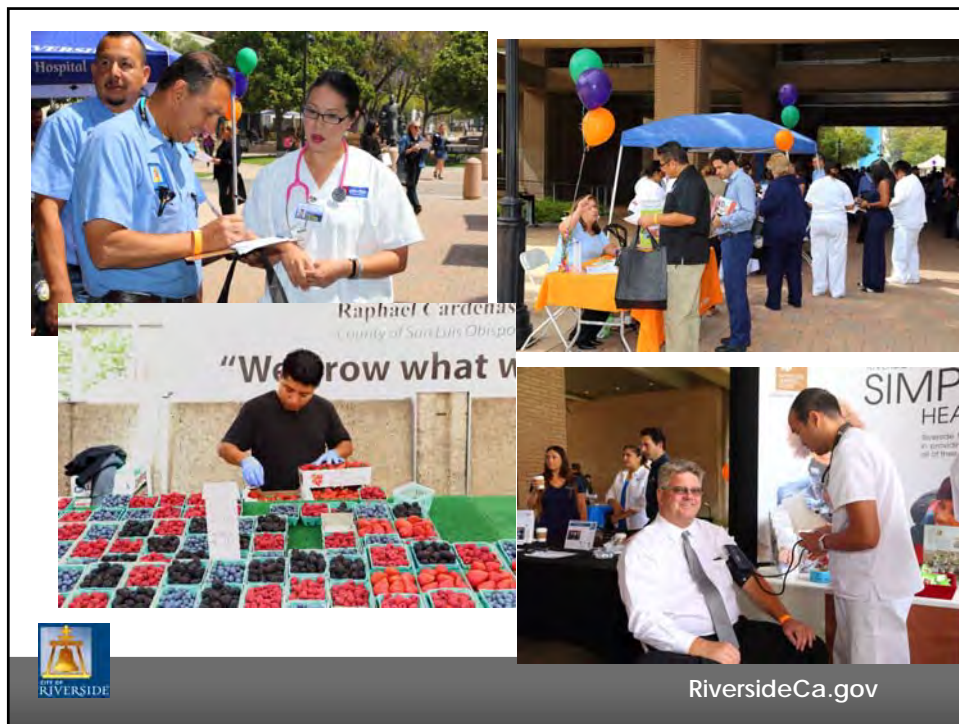
The City has held a total of 6 Employee Wellness Fairs since 2010. Highlights of the 2016 Wellness Fair include:

- ☐ Over 50 vendors in attendance
- ☐ Over 450 employees participated
- ☐ Activities included:
 - ✓ Healthy Snacks
 - ✓ Farmers' Market
 - ✓ Live demonstrations (Cooking and Smoothie Demos)
 - ✓ Health screenings
 - ✓ Raffle Give-aways
 - ✓ Recognition/Rewards to GFC Winners



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Community Events/ Fundraisers



The City is proud to participate in Community Events and Fundraisers that assist various non-profit, Wellness related organizations in their efforts to provide community assistance, fight and/or prevent health related conditions that affect our City and Nation. The City has partnered with the following organizations:

- ☐ American Diabetes Association
- ☐ American Heart Association
- ☐ March of Dimes
- ☐ United Way



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Wellness Program Results



Achieved **Reduction** in 2013 Anthem Blue Cross Premium Rates and 2016 Kaiser Premium Rates:

- ☐ Historically the City has experienced consistent annual double-digit premium rate increases due primarily to high utilization and claims
- ☐ For 2013 and 2016 the City was able to negotiate a reduction in premiums associated with lower utilization
- ☐ In 2013, the total average reduction for all Anthem Blue Cross plans was **2.87%**
- ☐ In 2016, the total average reduction for all Kaiser plans was **4.95%**



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Wellness Program Results



- ☐ As provided by Kaiser's Annual Report, City employees showed improvement in the following areas from 2013 to 2014:
 - ☐ Obesity rates decreased from 72.9% to 72.3%
 - ☐ Hypertension rates decreased from 6.7% to 6.4%
 - ☐ High Cholesterol rates decreased from 32.4% to 31.2%
 - ☐ Smoking rates decreased from 9.47% to 8.1%; a 14% annual quit rate or estimated dollars saved of \$49,344
 - ☐ Higher cancer screening rates than Kaiser Permanente regional average



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Additional Wellness Initiatives by the Mayor



The City of Riverside's Mayor is a strong supporter of Wellness for both City employees and City residents.

Below are Wellness Initiatives lead by the Mayor's Office:

- ☐ Fit, Fresh and Fun Forum
- ☐ Walk with the Mayor Program (even months)
- ☐ Bike with the Mayor Program (odd months)
- ☐ National Ride your Bike to Work Day (May)



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Walk and Bike with the Mayor



Program Recognition



The American Heart Association recognizes Fit-Fri employers who champion the health of their employees and work to create a culture of physical activity and health in the workplace. The City of Riverside's Life-in-Balance Wellness Program received the following awards from the American Heart Association :

- ☐ **Fit-Friendly Platinum Award (2013, 2014 & 2015)**
- ☐ **Worksite Fitness Innovation Award (2012 and 2014)**
- ☐ **Fit-Friendly Gold Award (2012)**



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Future Wellness Initiatives



The Human Resources Department values the importance of continuing to promote a "Wellness Culture" for City employees. Funding is key to keeping the program active, therefore, with the support of our Wellness Partners, we will continue to expand the program.

Future Wellness Initiatives:

- ☐ Offer a Pre-paid Legal Plan (Voluntary enrollment)
- ☐ Wellness Policies – Food and Beverage Guidelines
- ☐ Wellness Incentive towards Health Insurance Premiums



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Questions??



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Thank You!



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