

Kalamazoo County Wellness Program

Annual Report
2017



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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

Amelia Leibold, Wellness Coordinator, Kalamazoo County

Kristine D. Cunningham, Human Resources Director, Kalamazoo County

Jean Michaud, Benefits Specialist, Kalamazoo County

Lisa Robert, Deputy Finance Director, Kalamazoo County

Susan Culhane, Sales and Development Manager, Nulty Insurance

Douglas Nagel, Director of Client Strategy, Nulty Insurance

Wellness Committee

Amelia Leibold, Chair

Megan Kiser,

Jenna LeRoy

Patty Machnik,

Felix Sithiphone,

Patty Pike,

Julia Jankowiak,

Renee Code,

Kellie Layman

June Scarberry,

Alan Harbaugh,

Rachael Grover

Dawn Smith,

Mary Haskamp

Stephanie Slawson,

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.
- Access to Blue Cross Health and Wellness Online Platform loaded with trackers, tools, and helpful wellness information.
- Discounts through their Health BlueXtras & Blue365 Program.
- 24/7 access to the Nurse Hotline.

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 wellness programs for following year.

Physician Qualification Form/Biometric Screening

The Kalamazoo County Wellness Program encourages employees to visit their physician to get a physician qualification form completed each year. The form 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.

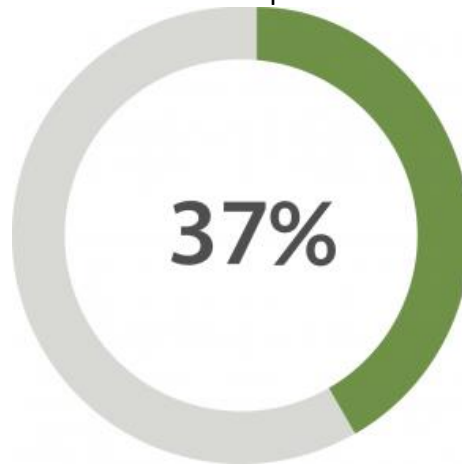
Health Assessment Survey

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 physician qualification form and online health assessment as a wellness incentive in 2017. In 2017, 37% of eligible employees received the wellness incentive. Participation has increased 4% from 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:

- One-on-One Wellness Coaching
- One-on-one Fitness Coaching and Fitness Assessment
- Group Fitness Classes
- Health Education Lunch & Learns, Specialty Programs & Workshops
- Employee Wellness Grant 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.

Fitness Coaching & Fitness Assessment

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, or education information that would benefit them.



EMPLOYEE WELLNESS PROGRAMS & PARTICIPATION

In 2017, the Wellness Program offered a variety of educational classes, programs, or on-site workshops for employees at 9 of the 11 County locations. We had 56% of County employees participate in at least one wellness event offered this year. This is a 14% increase from 2015!

56%



Employee Satisfaction of Wellness Programs

Employee satisfaction is one of our highest priorities. Surveys are given to attendees after every class so we can get feedback on how satisfied employees are with our programs, how the program had a direct impact on their health as well as what we can do to improve for next time. In 2017, 87% of our wellness participants noted being satisfied with the program. We want participants to know that we take their comments seriously and do our best to make changes for next time.



TOTAL WELLNESS PARTICIPATION

Employees that participated in at least one wellness activity, which includes Blue Cross Blue Shield Wellness Program and/or Kalamazoo County Wellness Program are included in the data below. Overall, our participation rate for 2017 was 56% compared to the 42% in 2015!

Wellness Participation by County Building

Wellness Participation by County Building	2015	2016	2017
Administration Building	53%	62%	63%
Airport	17%	32%	23%
Animal Services	13%	1%	20%
Crosstown Courthouse	42%	48%	55%
Parks and Fairgrounds	30%	33%	75%
Gull Road Justice Complex	51%	70%	69%
Household Hazardous Waste	100%	86%	40%
Juvenile Home	18%	33%	39%
Lamont Ave	21%	18%	24%
Michigan Ave Courthouse	47%	59%	63%
Nazareth/Health and Community Services	60%	80%	79%
Office of Community Corrections	73%	42%	42%
Sheriff Department	27%	29%	32%



Wellness Participation by Department

Total Wellness Participation by County Department	2015	2016	2017
ADMINISTRATIVE SERVICES	71%	88%	71%
AIRPORT	12%	29%	14%
ANIMAL SERVICES & ENFORCEMENT	13%	1%	20%
BUILDINGS & GROUNDS	19%	22%	27%
CIRCUIT COURT - ADMINISTRATIVE DIV.	49%	68%	51%
CIRCUIT COURT - FAMILY DIVISION	53%	68%	70%
CIRCUIT COURT - FRIEND OF THE COURT	54%	71%	70%
CIRCUIT COURT - JUVENILE HOME	19%	33%	56%
CLERK/REGISTER	0%	23%	38%
COMMUNITY CORRECTIONS	70%	42%	42%
DISTRICT COURT	38%	59%	63%
DRAIN COMMISSIONER	80%	80%	100%
EQUALIZATION	60%	80%	80%
FINANCE	56%	82%	82%
HCS - ADMINISTRATION	50%	84%	73%
HCS - AREA AGENCY ON AGING	81%	88%	94%
HCS - CLINICAL SERVICES	87%	97%	85%
HCS - COMMUNITY ACTION AGENCY	100%	90%	82%
HCS - ENVIRONMENTAL HEALTH	64%	68%	71%
HCS - LABORATORY SERVICES	67%	67%	100%
HCS - MATERNAL & CHILD HEALTH	56%	74%	79%
HCS - VETERANS SERVICES	67%	67%	33%
HUMAN RESOURCES	100%	100%	88%
INFORMATION SYSTEMS	43%	69%	85%
MSU EXTENSION	67%	100%	100%
PARKS & FAIRGROUNDS	33%	33%	79%
PLANNING & COMMUNITY DEVELOPMENT	50%	100%	100%
PROBATE COURT	78%	73%	70%
PROSECUTING ATTORNEY	53%	60%	75%
SHERIFF - ADMIN/SUPPORT	28%*	82%	76%*
SHERIFF - AIRPORT	28%*	33%	50%*
SHERIFF - FIELD OPERATIONS	28%*	20%	21%*
SHERIFF - JAIL	28%*	28%	32%
TREASURER	90%	90%	100%
* In 2015, we viewed the Sheriff Department under one umbrella			

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:

- Past Annual Reports
- Blue Cross Blue Shield Website Link
- Community Supported Agriculture Link
- County Cares Program
- County Discounts & Perks Program
- Employee Wellness Grant Program
- Recipe Database
- Wellness Calendar
- Wellness 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.



2018 GOALS

1. Increase wellness incentive participation.
2. Increase family participation.
3. Incorporate 1 cultural initiative to promote a healthy work environment.
4. Coordinate 2 community events through the program.
5. Increase overall program participation within 5 departments: Airport, Buildings & Grounds, Juvenile Home, Community Corrections, and the Sheriff's office.

CONTACT INFORMATION

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