



MEMORANDUM

Date: September 28, 2016

To: The Honorable Chair and Members
Pima County Board of Supervisors

From: C.H. Huckelberry 
County Administrator

Re: **Pima County Employee Wellness Program**

Last year, the Pima County Employee Wellness program was awarded the highest honor of recognition by the Wellness Council of Arizona (WELCOAZ) and National Partnership for Wellness: The Official Seal of Good Health Keeping in recognition of an established relationship between the wellness incentive program and health plan engagement. This recognition is good for two years; after which we will reapply.

This year, Pima County was recognized for an individual award, a new program implementation and a corporate challenge award. Finance and Risk Management Department employees John Heard and aVincent Tracey were recognized by Employee Wellness for their active role in the development and implementation of the new Stretch Before Strain wellness program. This is an on-site 10- to 15-minute daily stretching program designed specifically for employees who work in the field.

"John Heard was the driving force behind the implementation of the Stretching Program in the Regional Wastewater Reclamation Department's Treatment Division. John joined in with the Maintenance staff to provide guidance during the initial phase of this worthy program. Four years later and with 10-12 mechanics, instrumentation and electricians participating every morning, the program is still going strong. Recently, the supervisor who led the stretching program retired – the next morning, a new employee had stepped up to the plate to lead the crew in their morning ritual. John will occasionally take the time to come and join the group, even in the early hours before their shift starts. He has shown nothing but dedication to the health and safety of our employees and we are thankful for his commitment. Thank you John!" – Vincent Tracey, Loss Control Manager

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The Stretch Before Strain program was spotlighted at the awards ceremony for its positive impact on helping employees reduce their risk of musculoskeletal injuries, increase risk of flexibility and improve balance, posture and coordination. According to a Pima County Risk Management Report, in 2016, sprain and strain-related incidents account for 43 percent of total injuries of County employees. Over the previous five years, the most common strain/sprains were lower back (26 percent), knees (16 percent) and shoulders (10 percent).

The 90-day program focuses on educational materials, including in-person workshops, pamphlets, posters, a guidebook and video instructions, as well as daily group lead stretches taught by trained employees to help reduce the number of strain/sprain-related incidents. Together, the guidebook and the daily group led stretches help employees reduce their risk of injury through specific work-related ergonomic strategies and injury-prevention exercises designed to improve strength and flexibility.

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Both the Regional Wastewater facility at Conveyance (64 employees) and the Department of Transportation on Mission Road (77 employees) have actively engaged in the program. Post-program results will be available in November and December, respectively.

Finally, Pima County was also awarded Second place in the Rockin' To Fitness Corporate Challenge. Pima County's team includes 97 participants with a total of 61,175,293 steps completed throughout the 60-day challenge. Our team narrowly missed First place by an average of 300 steps per day. The challenge included 10 outside organizations with a total of 600 participants. Individual Pima County winners include:



Wearable Fitness Tracker Category

- Third Place: **Charity Bender** (Six-month Platinum Level Membership to Platinum Fitness, plus 3 Months Studio Fit)

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Individual Tracking Category

- First place: **Lilia Alcalá** (\$500 Prize)
- Second place: **Rozana Villanes** (1-year Platinum Level Membership to Platinum Fitness Plus 3 Months Studio Fit)

Congratulations to all of the Pima County employees who are improving their health through our Wellness Programs.

CHH/lab

c: Tom Burke, Deputy County Administrator for Administration
Allyn Bulzomi, Director, Human Resources