



MEMORANDUM

Date: December 17, 2015

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

From: C.H. Huckelberry
County Administrator 

Re: **Pima County Receives the Official Gold Seal of Good Health Keeping Award**

I am pleased to announce to the Board of Supervisors that the County has received a significant award from the Wellness Council of Arizona (WELCOAZ). It relates to our ongoing Employee Wellness Program, which is primarily designed to keep County employees healthy.

The Official Gold Seal of Good Health Keeping Award was given to Pima County on December 8, 2015 by WELCOAZ, and a photograph of the award is attached. It is the highest honor for worksite health promotion awarded by WELCOAZ.

This level of recognition requires that an organization has previously received the Process, Progress and Leadership in Worksite Health Promotion recognition (awarded in 2012/13), along with having established a relationship between their wellness incentive program and their health plan engagement/resources. This means they have built-in components such as requirements to have an annual physical exam, annual blood work, complete a health risk appraisal, age appropriate screenings, disease management program completion, health coaching and web portal lifestyle programs. Most organizations have a financial incentive for completion of these types of components, which relate to reduced premium contribution, Health Savings Account, Health Reimbursement Account, or Flex Spending Account contributions. Some offer a variable deductible for completion of their components.

Pima County's Employee Wellness Program has provided examples for each of the following six components as a requirement for receiving the WELCOAZ award. The attached PowerPoint presentation provides additional details.

1. **Senior Level Endorsement and Participation.** Programs, announcements, internal memo, payroll inserts, newsletter articles.
2. **Organizational Structure.** Coordinators, calendar, promotion, budget, integration, diversity.
3. **Employee Leadership.** Committee, program chairpersons, team captains, club coordinators.

4. **Supportive Culture.** Healthy choices, worksite support, work and family strategies, discount programs, incentive programs.
5. **Awareness and Lifestyle.** Programs, interventions, screenings, education, behavioral change opportunities, disease management.
6. **Accomplishments and Assessments.** Outcomes in participation, biometric changes, aggregate summaries, cost containment.

These actions and activities have led to the very significant success we have enjoyed with our medical self-insurance program. I will provide to the Board in the near future the very positive financial outcomes of our implementation of this program. A significant component of this success is a result of our strong commitment to employee wellness programs over the past several years.

I very much appreciate the efforts of our Human Resources staff in achieving this award. More importantly, the success represented by the award and the cost savings that have been achieved through our self-insurance program benefit our employees, as well as the taxpayers of Pima County.

CHH/lab

Attachments

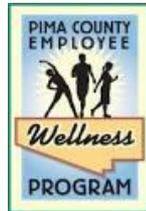
- c: Tom Burke, Deputy County Administrator for Administration
Jan Leshner, Deputy County Administrator for Community and Medical Services
John Bernal, Deputy County Administrator for Public Works
Allyn Bulzomi, Director, Human Resources
Cory Dent, Division Manager, Human Resources
Jennifer Billa, Wellness Program Manager, Human Resources



Pima County Employee Wellness Program

2015

Accomplishments



Pima County Employee Wellness Program



Mission

- Pima County Employee Wellness provides quality programs and activities to encourage and support healthy, active lifestyles. It emphasizes the importance of education, awareness, self-care, and behavioral change programs to enhance overall well-being.

Goal

- The overall goal of the County's Wellness Program is to help control increases in medical costs and improve quality of life.

Objectives

- Provide education and resources to help employees identify and reduce health risks before serious health problems occur.
- Provide special follow-up and assistance to employees identified at highest risk for preventable illnesses and excessive medical costs.
- When health problems do exist, help employees better manage their condition and use.

Pima County Employee Wellness Program



Principles & Values

Pima County Employee Wellness:

- Embraces small steps which eventually lead to big change.
- Acknowledges personal responsibility.
- Builds on existing resources and best practices.
- Recognizes, reinforces, and rewards healthy behaviors.
- Recognizes the importance of the physical and social environment and their influencing factors.
- Embraces movement towards well-being along a wellness continuum.
- Provides cues to action and seeks to influence attitudes and beliefs to spur behavior change.

Focus Areas

Based on needs, program goals and best practices, Employee Wellness has identified the following focus areas:

- Be Active
- Eat Smart
- Improve Your Mental Health
- Learn More
- Live Well
- Practice Prevention
- Watch Your Weight

Senior Level Endorsement and Participation

i.e., programs, announcements, internal memo, payroll inserts, newsletter articles...



- Senior management continues to play an integral role in supporting employee participation of wellness-related programs and activities.
 - **Administrative Procedure 23-30** allows employees a dedicated number of hours per fiscal year to participate in wellness-related activities during company time.
 - The County Administrator sends out memos to all Appointing Authorities requesting support and promoting the participation of the annual biometric screening events and other high-engagement wellness programs.
 - County-wide and department specific email blasts, internal department meetings, monthly electronic newsletters and a wellness website help communicate all current and upcoming wellness programs and events to employees.
 - New funding for all Aetna-covered members (employees & spouses) to enroll in a tobacco-cessation coaching program was approved based upon the approved Tobacco-Free Healthy Workforce Initiative.

Organizational Structure

i.e., coordinators, calendar, promotion, budget, integration, diversity...

- The 2014-15 Strategic Plan included:
 - An approved budget for all wellness-related programs, activities and services.
 - A timeline of scheduled programs and events throughout the year.
 - A communications strategy for the promotion of all scheduled programs.
 - Departmental and County-wide email announcements
 - Program-specific email distributions lists
 - Promotional pamphlets, flyers and posters
 - Comprehensive [employee wellness website](#)
 - Internal electronic monthly newsletter ([Escoop](#))
 - Online progress tracker toward [Healthy Lifestyle Premium Discounts](#)
 - Program-specific logos for brand recognition



Organizational Structure (cont...)



- Integration of wellness program with internal & external departments and committees.
 - Collaboration with Health Department on [Tobacco Free Healthy Workforce Initiative](#), the [Healthy Living Program](#) and in designing or implementing new programs.
 - Incorporating the wellness program into the County's [Sustainability Action Plan](#).
 - Integrating wellness program activities into County's medical benefits with [Healthy Lifestyle Premium Discounts](#).
 - Sharing best practices with outside organizations and businesses.
 - Including [Wellness Workshops](#) into scheduled department trainings.
 - Tailoring programs specific to work-site needs and requests.
- Providing a diverse range of wellness program availability to meet the needs of all participants.
 - Independent and self-start programs
 - Online and on-site presentations
 - Team-focused challenges
 - On-site health screenings

Employee Leadership

i.e., committee, program chairpersons, team captains, club coordinators...



- A formal wellness committee consisting of 41 members representing their departments is approved and supported by County Administration.
 - Collaborate on current, ongoing and upcoming programs and activities.
 - Provide feedback to employee concerns and recommendations.
 - Assist in the planning and implementation of programs and events.
- Work-site wellness champions volunteer to support weight-loss challenges, on-site health screening events and set up the room for wellness workshops or other ongoing activities.
- Employee wellness program representation in both internal and external departments and organizations.
 - [Wellness Action Committee](#) (WAC)
 - Health Benefits and Wellness Advisory Committee (HIBWAC)
 - [Sustainable Action Plan for County Operations](#) (SAPCO)
 - [Employer Health Alliance of Arizona](#) (EHAZZ)
 - [Wellness Council of Arizona](#) (WELCOAZ)

Supportive Culture

i.e., healthy choices, worksite support, work & family strategies, discount programs, incentive programs...



- Pima County partners with a variety of outside vendors to provide robust wellness services to employees and their family members*.
 - [Gym membership subsidies and discounts](#)
 - Pima County has offered a contracted discount/subsidy to employees and their family members* with LA Fitness, Platinum Fitness and the YMCA since 2010.
 - All Aetna-covered members covered under the Pima County medical plan have free access to:
 - [Healthy Lifestyle Coaching \(HLC\) Tobacco Free Program](#)
 - [Beginning Right Maternity Program](#)
 - [Disease Management Telephonic Coaching](#)
 - [The Employee Assistance Program](#) (EAP) provides confidential & no cost counseling for personal, family and employee related problems and is free to all active employees and their family members*.

Supportive Culture (cont...)



- Pima County offers a robust Benefits package for all qualifying employees.
 - Health benefits include Medical, Dental, Vision, a Health Saving Account (HSA), Long-term Disability and COBRA.
 - Leave benefits include vacation, sick time and holidays as well as the Family Medical Leave Act (FMLA).
 - Personalized benefits include deferred compensation, Flexible Spending Accounts, Legal and Financial Planning Services, Vision Care, Employee, Spouse and/or Child Life Insurance and Supplemental Life Insurance.
 - Voluntary benefits include AFLAC.
 - Additional benefits include the Arizona State Retirement System (ASRS), Deferred Compensation Plans, Recreational Discounts and Consignment Tickets, and other discount services.

Supportive Culture (Cont...)



- Employees who participate in healthy lifestyle activities may be eligible for a Healthy Lifestyle Premium Discount for the following fiscal year.
 1. Be Tobacco Free
 2. Complete the Aetna Online Health Assessment
 3. Complete a Preventive Exam
 - Biometric Screening
 - Mammography Screening
 - Annual Physical
 - Cervical Preventive Exam
 - Prostate Preventive Exam
 - Colorectal Preventive Exam
 4. Earn at least 100 Healthy Lifestyle Activity Points

Healthy Lifestyle Premium Discount (HLPD) Distribution

2014-2015

Total number of employees with medical coverage	5,163	%
Tobacco Free	3,244	63%
Completed a health assessment	2,412	47%
Completed a preventive exam	2,725	53%
100 Healthy lifestyle activity Points	1,532	30%
Total Employees Earning a Discount(s)	4,042	78%

Awareness & Lifestyle

Employee Wellness Programs, Events and Activities

Pima County Employee Wellness provides quality programs and activities to encourage and support healthy, active lifestyles. It emphasizes the importance of education, awareness, self-care, and behavioral change programs to enhance overall well-being.



Community Health & Wellness Programs

- [12 Days of Wellness Challenge](#)
- [Community Volunteering & Participating](#)

Diabetes Prevention and Control Programs

- [Diabetes Management Program](#)
- [Healthy Living Program](#)

Discounts & Wellness Services

- [Gym Discounts and Wellness Services](#)
- [Spark Activity Tracker Discount](#)

Fitness Classes

- [On-site Fitness Class Schedule](#)

Fitness Programs

- [100 Push-up Challenge](#)
- [200 Lunge Challenge](#)
- [Get Active!](#) - Aetna
- [Seasonal Fitness Challenge](#)
- [Walking Club](#)

Health Coaching Program

- [Health Coaching](#) - Aetna
- [Health Coaching](#) - WELCOAZ

Awareness & Lifestyle (cont...)



Health Screenings

- [On-site Biometric Screening](#)
- [Flu Shot Clinic](#)
- [Mobile-Onsite-Mammography \(M.O.M.\)](#)

Maternity & Infant Care

- [Beginning Right Maternity Program](#) – Aetna

Nutrition Programs

- [Eat Right For Life Challenge](#)
- [Eat Smart: Fruit and Vegetable Challenge](#)

Presentations and Workshops

- [Online Presentations](#)
- [Wellness Workshops](#)

Stress Management

- [Health Kiosks](#)
- [Mindfulness Meditation classes](#)

Tobacco Cessation Support Programs

- [Tobacco Cessation](#) - Aetna and community partnerships

Weight Management Programs

- [Naturally Slim](#)
- [No Weight Gain Contest](#)
- [Seasonal Weight Loss Challenge](#)
- [Summer Slim Down Contest](#)
- [Weight Watchers at Work](#)

Awareness & Lifestyle

i.e., programs, interventions, screenings, education, behavioral change opportunities, disease management...

New for 2014-15:

Tobacco Free Healthy Workforce Initiative

- Added the Aetna Healthy Lifestyle Coaching Tobacco Free Program for all members covered under the County's medical plan, effective January 1, 2015.
- Updated the [Tobacco Cessation webpage](#) to provide information for free tobacco cessation support within the community.

Self-start wellness programs

- [100 Pushup Challenge](#)
- [Eat Right For Life Challenge](#)
- [Eat Smart: Fruit & Veggie Challenge](#)
- Can now weigh-in at home for the weight loss challenges.

Preventive Exam eligibility

- Available [Preventive Exam Affidavit](#)

New Discounts

- [Spark Activity Tracker Discount](#)

Health Kiosks

- Purchased two new health kiosks for County employees.



Accomplishments and Assessments

i.e., outcomes in participation, biometric changes, aggregate summaries, cost containment...



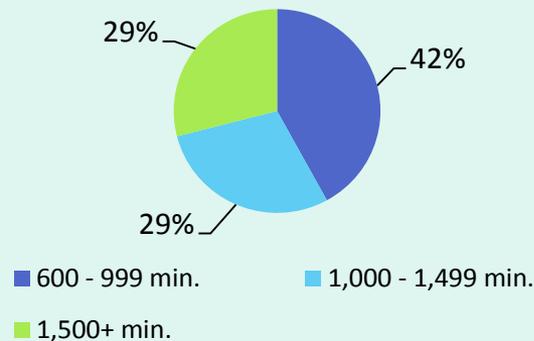
On-site Health Screenings

- Biometric Screening: 2,434
- Flu Shot Clinic: 1,187
- Mobile-Onsite-Mammography: 251

Seasonal Fitness Challenge

- Total Participants: 2,737
- Logs Submitted: 16,515
- 347,041 hours

Total Exercise Minutes Per Month



No Weight Gain Contest

- Weigh-in: 1,100
- Weigh-out: 771 (70%)
- Maintained: 63%
- Lost 2 – 4.9%: 26%
- Lost 5% or more: 5%

Summer Slim Down Contest

- Weigh-in: 1,033
- Weigh-out: 762 (73%)
- Maintained: 41%
- Lost 2 – 4.9%: 33%
- Lost 5% or more: 13%

Accomplishments and Assessments (cont...)

Potential ROI based on 2013-14 & 2014-15 On-site Biometric Screening, On-site Flu Shots & Health Assessment Results



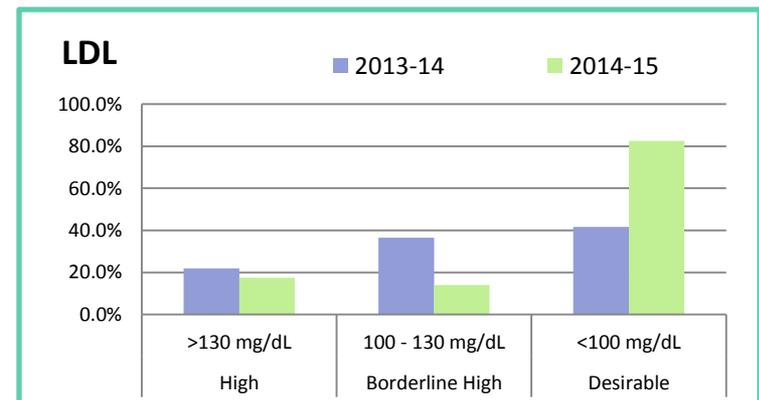
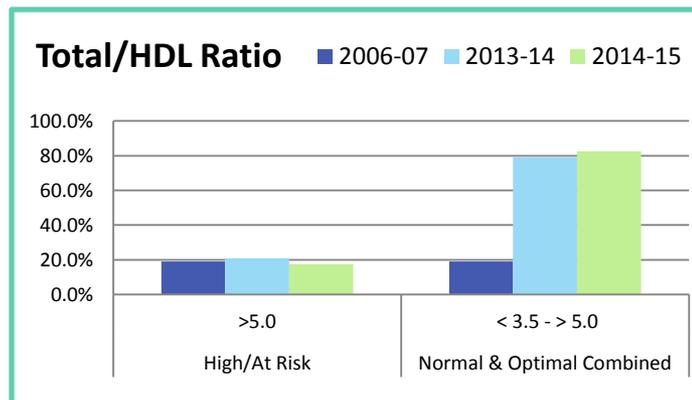
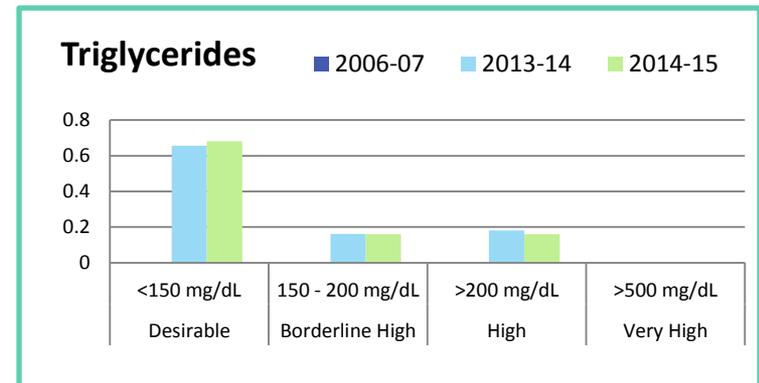
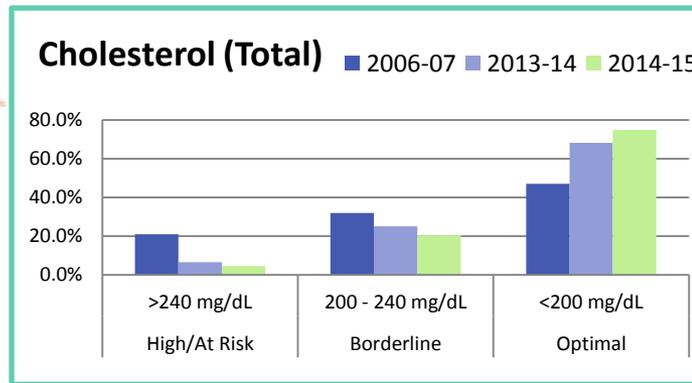
Risk Area	Definition	% at Risk in 2013-14	% at Risk in 2014-15	Cost Impact Per Individual	Risk Shift	Potential Savings
Body Weight	BMI > 25	1,745 - 68.2%	1,569 - 67%	BMI of >25 costs \$513 more per year compared to normal weight ¹	1.8%	\$21,635
Cardiovascular Risk Factors (Blood Pressure, Total Cholesterol, Triglycerides, HDL Ratio, LDL)	BP > 139/89 TC > 240 mg/dL Tri > 200 mg/dL HDL Ratio: >5.0 LDL > 130 md/dL	217 - 8.5% 169 - 6.6% 461 - 18% 535 - 20.9% 560 - 21.9%	347 - 14.8% 108 - 4.6% 375 - 16% 448 - 17.5% 410 - 17.5%	\$4,486 more per year compared to individuals with no risk factors ²	5.5%	\$578,088
Stress	S-scale score >18	898 - 35%	230 - 29%	\$201 more per year compared to individuals with limited risk ³	6%	\$30,861
Flu Shot	Being > 50 w/o flu shot in past year	1,128	1,187	\$46.85 more per year compared to individuals who were vaccinated ⁴	49	\$2,764
Physical Inactivity	Exercise < 3 per week	285 - 38%	298 - 37%	\$330 more per year compared to individuals who exercise > 1 weekly ⁵	1%	\$7,956
Smoking	Current cigarette smoker	747 - 32%	234 - 29%	\$3,500 more per year compared to individuals who don't smoke ⁶	3%	\$83,475

Total Potential ROI Savings: \$724,779

Accomplishments and Assessments (cont...)

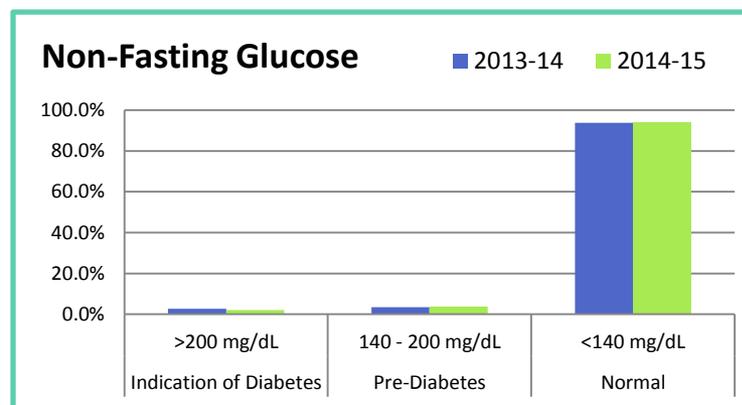
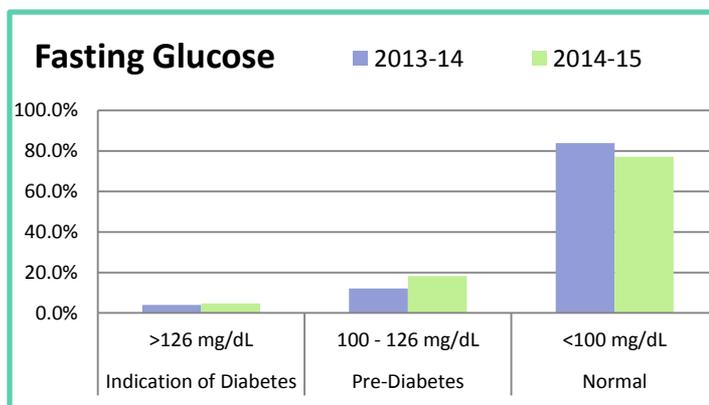
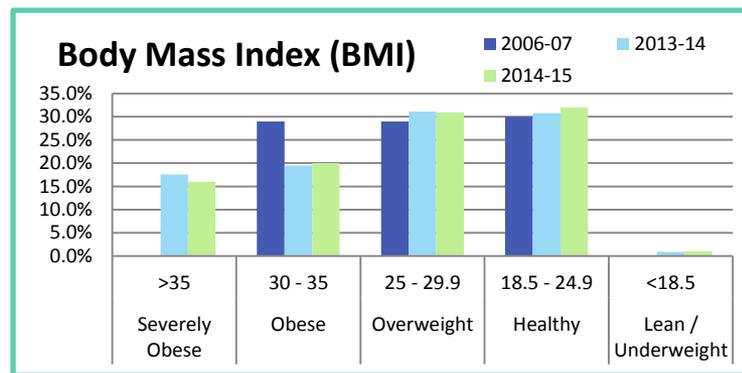
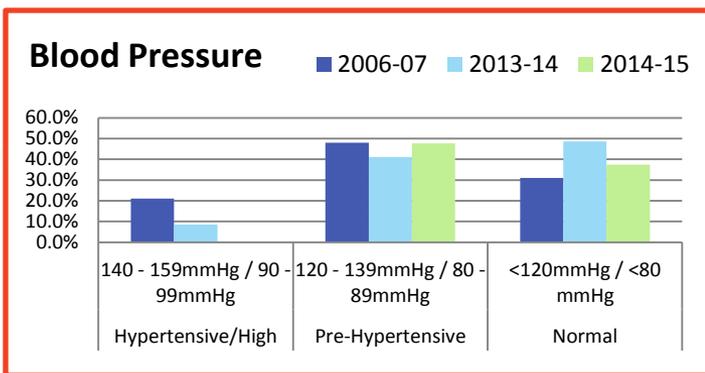
Biometric Screening 2014-15 Comparison from Baseline 2006-07

Participation in on-site biometric screenings has grown significantly since the benchmark fiscal year (FY) 2006-07 from 628 participants to 2,343 in FY 2014-15.



Accomplishments and Assessments (cont...)

Biometric Screening 2014-15 Comparison from Baseline 2006-07



Accomplishments and Assessments: i.e., outcomes in participation, biometric changes, aggregate summaries, cost containment...

Tobacco Free Health Coaching Program (HLC)

- Implemented the Aetna Tobacco Free Health Coaching Program on January 1, 2015 to encourage enrollment for all members covered under the County's medical plan who wish to quit tobacco.
 - 137 members have been "identified" for the program
 - 136 are Employees; 1 is a Dependent
 - Most of the identified (count = 99) are in the 45-64 age range
 - 21 of the identified have been "participating"; the others are in the process of becoming engaged, or they declined or termed the coverage, etc.
- Tobacco Free Healthy Lifestyle Premium Discount
 - Self-reported discount for FY 2014-15 based on tobacco status. Employees who are tobacco free receive a \$5 discount off their medical premiums per pay period for the entire fiscal year.
- Continues to provide a tobacco-free campus policy
 - Access to free or reduced price Nicotine Replacement Therapies (NRT's).

2013-14 Aetna Online Health Assessment

- Total participants: 2,236
- Tobacco users indicated: 32%
5,290 employees X 32% tobacco use =
1,693 employees estimated to use tobacco

2014-15 Aetna Online Health Assessment

- Total participants: 2,561
- Tobacco users indicated: 29%
5,163 employees X 29% tobacco use =
1,497 employees estimated to use tobacco

According to the Center for Disease Control, the average employee who engages in tobacco use incurs a medical cost of about \$3,500 per year.

196 additional non-smokers = \$686,000 potential savings for 2014-15

Award-Winning Program



2011 Well Workplace Gold Award

In recognition of outstanding achievement in Health Promotions by the Wellness Council of Arizona.

2013 Work-site Health Promotion: Progress & Leadership

In recognition by the Wellness Council of Arizona and National Partnership for Wellness.

2010 - 2014 Fit-Friendly Worksite: Gold Achievement

In recognition of Pima County's dedication to physical activity programs within the workplace.



This workplace has been recognized by the American Heart Association for meeting criteria for employee wellness.

What Participants Are Saying



“Just knowing that the County Wellness department tries to help us control our weight and health really helps. Thanks for being there!”

“This program & others definitely keeps me motivated to exercise, eat properly, possibly lose weight, and gain reward gifts at the same time. Thanks.”

“Makes me accountable and not just to myself. I feel like I am working towards a goal with others. Thank you for this positive program.”