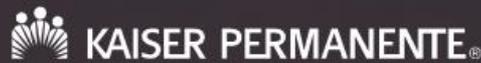


# STATE EMPLOYEE WORKPLACE WELLNESS PILOT

*Healthier Us*

## SPONSORS



**To enhance the overall well-being of the state workforce so that employees are happy, healthy, and productive**

## **How Healthy are Our State Employees:**

- Entire state workforce: \$362 million, or 22.4% of expenses on chronic diseases from preventable conditions
- Hypertension per capita costs: \$1,595 extra
- Diabetes per capita costs: \$2,863 extra
- For male state workers in their 50s: 35% of costs on preventable conditions and for females, it is 27%

## **Healthier State Workforce Can Reduce Health Care Costs**

- 5% reduction among state employees in the prevalence of preventable conditions could save \$18 million annually
- 1% reduction can save \$3.6 million annually

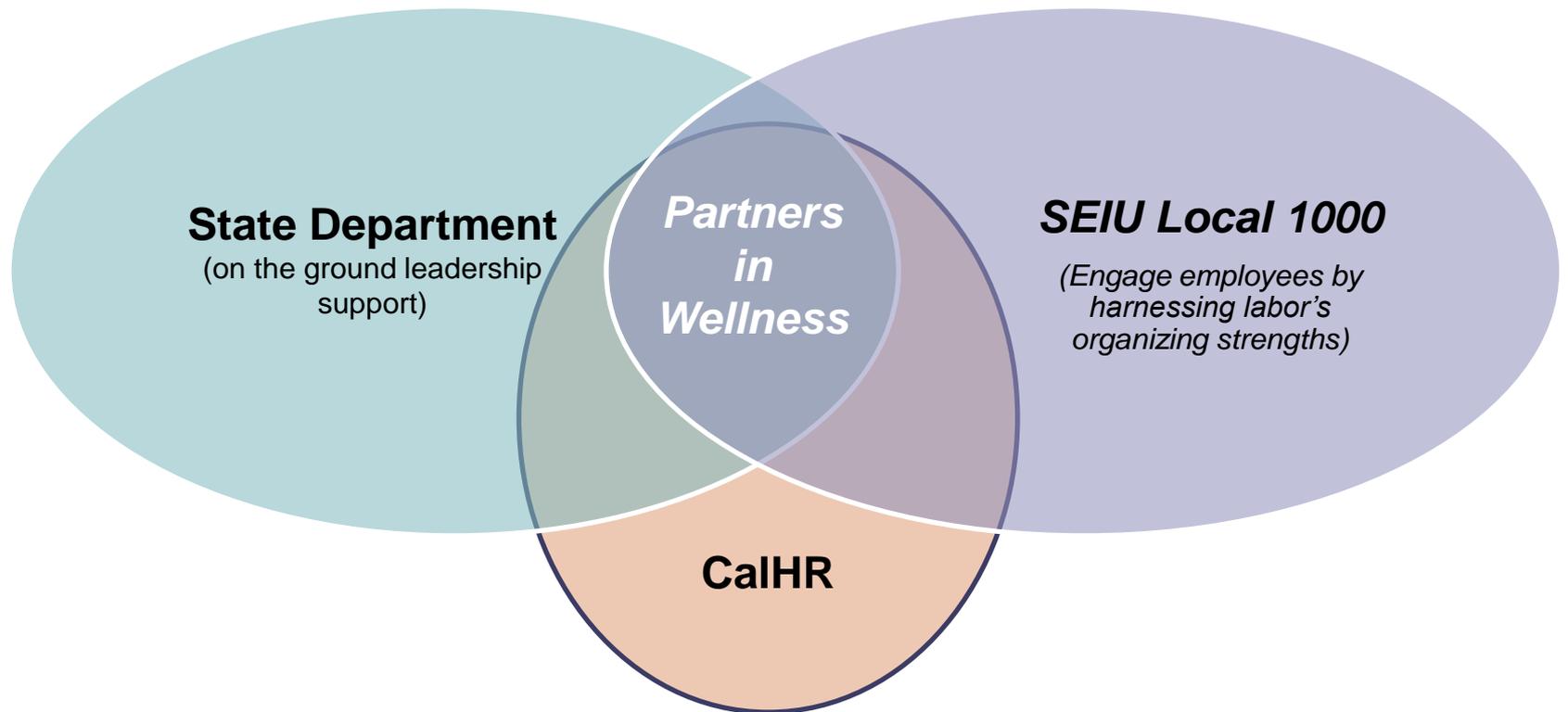
*Source: Potential Savings through Prevention of Avoidable Chronic Illness among CalPERS State Active Members, Urban Institute Study 2012*

## It's Not Just Health Care Costs

- Average duration of SDI claims up 41% to 16 weeks (from 2007 to 2012)
- Number of employees accessing EAP services up 21% (from FY 2010 to 2011)
- About 50% of state workforce retires earlier than planned -- poor health a main reason
- A culture of health creates a healthier workplace, which increases morale and productivity

- Just a series of worksite activities
- One-size fits all
- A wellness program in a box
- Motivating employees through financial incentives

## A Unique Partnership with Management and Labor





## VISION:

To create a model wellness program designed by state employees for state employees that creates and sustains a worksite culture of health.

- Multiple stakeholders engaged, working toward a common goal
- Seeking systems change
- Focus on environmental factors
- Strong support in state government and externally
- Third party evaluation



# Key Ingredients for Success

- Meeting employees where they are by encouraging and supporting employees to meet their personal health and wellness goals
- Building upon existing wellness efforts
- Engaging all levels of the organization
- Creating team-building opportunities
- Developing wellness champions (boosters)
- Ongoing participation by Executive Leaders
- Using outcomes data to evaluate and continually improve future activities
- Healthier U Infrastructure
  - Labor-Management planning committee
  - Labor-Management advisory committee and workgroups



## Department of Health Care Services California Department of Public Health



**EAST END CAMPUS**  
WELLNESS PILOT PROGRAM

To get involved in promoting activities, identifying obstacles to wellness at work, and creating activities for healthy movement, eating and living, email us:

[healthierU@cdph.ca.gov](mailto:healthierU@cdph.ca.gov)  
[healthierU@dhcs.ca.gov](mailto:healthierU@dhcs.ca.gov)



## Thrive Across America 2013

- Online platform where employees formed teams (4 to 10 people)
- 8 week competition
- Inclusive program for all regardless of fitness level
- Only tracked physical activity

## Health Trails 2014 & 2015

- Builds on Thrive – adds fruit, vegetable, and water consumption
- Adds a robust social component:
  - Trail Talk: blog moderated by nutritionist
  - Trail Mates: allows others to support co-workers outside of team (like Facebook)



## Thrive and Health Trail Achievements

- Thrive : Approx. 1,300 (32%) employees registered
  - Over half formed into teams
  - Over 1,000 remained active for the full 8 weeks
  - Over 2 million exercise minutes logged
  - Employees reported increased activity for moderate and active groups
- Health Trails: 1,200 (28%) employees registered
  - Approx. 44% of registrants reached 800 virtual miles (points) after 8 weeks
  - Employees reported increased activity and improved eating and water drinking habits



- Stairwell campaign
- Sneaker Fridays
- Bike share program
- De-stressing workshops
- Cooking classes
- Running workshops
- Hula hoops



EAST END CAMPUS  
WELLNESS PILOT PROGRAM

## TAKE *the* STAIRS

GO FOR THE GOLD, ONE STEP AT A TIME

Each work day from **February 10 - 21** a question & answer will be posted in the stairwells for you to find and record. The daily questions & answers will be dispersed to random floors so you will need to consistently take the stairs in order to complete your Olympic passport. Wear your sneakers with green/purple laces on Fridays to earn bonus points!

Turn in your completed passport on **February 25** to earn your pedometer.  
**Building 171 - stairwell #1 | Building 174 - stairwell #7**

Scheduling a walking meeting in the stairs

Take a break, use the stairs to clear your mind

Lace up and hit the stairs

Move more, sit less

healthierU@cdph.ca.gov | healthierU@dhcs.ca.gov | <http://employeeewellness>



Activity (2012-2013)	Kaiser Pilot Programs in CalPERS					
	Healthier U	Pilot A	Pilot B	Pilot C	Pilot D	Pilot E
Thrive Across America	<b>31%</b>	20%	-	8%	5%	18%
Onsite health screenings	<b>48%</b>	15%	3%	9%	8%	-
Total Health Assessment (THA)	<b>17%</b>	8%	3%	3%	1%	2%
Healthy lifestyle programs	<b>3%</b>	3%	2%	1%	1%	2%

## Annual Onsite Screenings at DHCS and CDPH – East End Complex

- 2013 (May-June): 1,787 (48%) of employees screened
- 2014 (Oct-Nov): 1,178 (30%) of employees screened
- 2015 (Oct-Nov): Results pending

Screening	Benchmark	2013	2014
Blood Pressure	120/80 or better	51%	55%
Random Glucose	undesirable (>200 or <50)	2%	1%
Total Cholesterol	borderline and high (200+)	35%	26%
HDL Cholesterol	undesirable (<40)	18%	39%
Body mass index (BMI)	>25	63%	62%



- In addition to meeting participation and health goals, DHCS and CDPH have committed to hiring two full-time wellness coordinators
- The Administration authorized funding for a full-time Healthier U position at CalHR, in addition to an existing statewide wellness position
- SEIU Local 1000 hired a full-time Health Advisor to work on the project, in addition to existing staff working on planning, implementation, and communication
- CalHR, SEIU Local 1000, and CDPH and DHCS Executives meet continuously to overcome barriers, resolve policy issues, and coordinate resources and support
- SEIU Local 1000 provides ongoing training to boosters as a way to increase employee participation

- Expand Healthier U to all worksites at DHCS and CDPH
- Pilot at Napa State Hospital for further research and development
- Develop a toolkit for program replication in all state departments and agencies
- Develop a tiered approach to implementing Healthier U for program replication at other departments

# Questions?