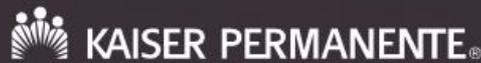


STATE EMPLOYEE WORKPLACE WELLNESS PILOT

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

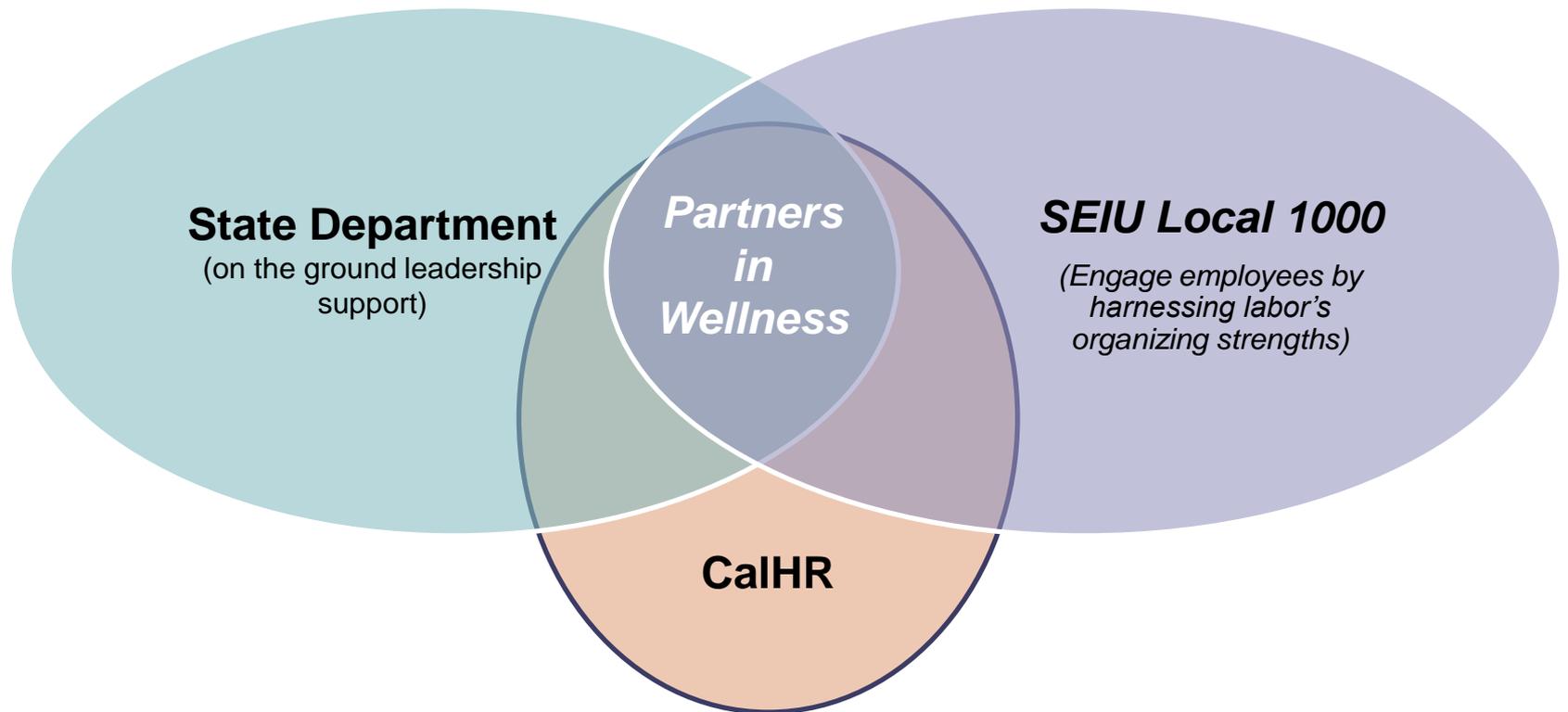
Source: Potential Savings through Prevention of Avoidable Chronic Illness among CalPERS State Active Members, Urban Institute Study 2012

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
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	31%	20%	-	8%	5%	18%
Onsite health screenings	48%	15%	3%	9%	8%	-
Total Health Assessment (THA)	17%	8%	3%	3%	1%	2%
Healthy lifestyle programs	3%	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?