

BROOMFIELD'S WELLNESS PROGRAM

Purpose: Broomfield is committed to the health and well-being of its employees. A comprehensive wellness program has been developed with input from employees and wellness professionals to offer employees a variety of options to work towards attaining a healthier lifestyle. The program consists of assessments/screenings, wellness fair, coaching, seminars, incentives, competitions, on-line resources, recreation center, cooking classes and fitness classes. Programs are offered on-site and designed to meet the needs of employees.

Goal: The goal of the wellness program is to provide tools and information through core programs to help employees make better choices in order to attain a healthier lifestyle. Adopting a healthier lifestyle should reduce health risks such as obesity, stress, smoking and physical activity, all of which have an impact on absenteeism, productivity, injury rates and health costs. The program administrator will use baseline data to develop yearly objectives designed to measure results. In order to achieve this goal, the program will:

- Assess the health and lifestyle status of employees annually through on-site health screenings and health risk assessments.
- Provide employees with resources to reduce health risks through health coaching, self-help programs, and referrals as appropriate.
- Provide employees the opportunity to assess their health status annually and maintain good health through self-improvement programs, participation in health events and incentive programs.
- Provide a program to create desired results in health risks and costs.
- Conduct periodic surveys to gauge employees' needs and interests.

Wellness Committee: The Wellness Committee meets on a regularly scheduled basis to develop wellness plans and programs. Ideally, each department should assign an employee to represent its needs. The Human Resources Program Specialist assigned to Training is responsible for developing the agenda for the committee.

Programs: Programs have been developed based on employees' needs as follows:

Health Risk Assessments/Screenings – The health risk assessment is completed by the employee and it evaluates the employee's current lifestyle, identifies health risks and provides information on where and how to make improvements. Biometric risks (Glucose, triglycerides, cholesterol, blood pressure and weight) are also assessed and included in a confidential, personal report.

Wellness Fair - The fair is scheduled annually and offers, many informational booths on health and wellness topics, and a variety of screenings, such as hearing, osteoporosis, lung function, gait analysis, ergonomics, and facial skin cancer. Generally, employees receive the results of their health risk assessment at the fair and have an opportunity to discuss any concerns, in a confidential setting, with a health educator. Follow-up group sessions to discuss results are also available.

Coaching – The health educators will contact employees enrolled in the Medical Care Expense Plan who are at elevated risk and offer *confidential* coaching to the employee. During a coaching session, the employee and health educator review the health screening results and the health risk assessment, ask questions and develop a personal wellness plans. Telephonic follow-up meetings are scheduled to track progress and adjust plans accordingly.

Seminars – Seminars are developed to provide employees with information and strategies to enhance their overall lifestyle including sessions on nutrition, financial health, work/life balance, stress management, coping with difficult situations, strategies to combat chronic conditions, general health issues, prevention, etc. A Wellness Core Curriculum is available to all employees.

Incentives – A variety of incentives are offered to employees to participate in programs.

Competitions – Individual and team fitness competitions are offered to help employees set goals and have fun. Here are some of the programs that have been sponsored by the Wellness Program:

America on the Move Healthy Resolution Challenge. This challenge is based on the program provided by America on the Move (www.americaonthemove.org), which focuses on small changes such as adding steps to your day and cutting 100 calories per day from your diet. Employees and their family members purchase pedometers and track their steps for six weeks. Prizes are offered weekly and at the end of the program.

Four City Fitness Frenzy – This is a friendly competition between the City and County of Broomfield, City of Lafayette, City of Longmont and the City of Louisville. Employees track their minutes of running, walking, biking, and swimming each week to see if they can accumulate more points than the neighboring cities during this six week challenge. Prizes are offered weekly and at the end of the program. The winning city is awarded a traveling trophy for its efforts.

Choose Your Challenge – This is an eight week, individual challenge centered on goal setting. Each person chooses 1-3 goals for the challenge and tracks their success online each week. There are a wide variety of goals, with some centered around

getting more sleep, eating right, exercise, and/or stress relief. Each person picks 1-3 goals and then individually decides how often they want to do this goal per week, and how many times a day they want to do this, if that is a part of the challenge. At the end of the challenge, people who recorded their progress seven out of eight weeks will be eligible for drawings.

Active for Life - This is an eight week team challenge, where employees record three things: minutes of exercise, fruit & veggie intake, and if they drank 64 ounces of water each day. These points are recorded on the internal website, with a page where employees can see an up-to-date picture of which team is winning. For an additional fee, employees are offered the opportunity to meet with a personal trainer from the Recreation Division twice a week, in a group format. Overall fitness is assessed at the beginning and the end of the program. They are coached and trained in proper techniques and body mechanics as they engage in a variety of fitness programs such as circuit training, strength training, interval training, etc.

On-line Resources – The Digital Dashboard (intranet) provides a vast array of resources to employees including links to wellness websites and wellness articles.

Recreation Center – Employees have access to fitness classes, weight room, swimming pool and cardiac equipment at the two recreation centers.

Cooking Classes – Healthy cooking classes are taught by a registered dietician from the Health & Human Services Department. Actual food is prepared and tasted, and the recipes are provided with full nutritional information to all participants.

Fitness Classes – Fitness demonstration classes, such as Introduction to Yoga, Introduction to Pilates, Fit Ball, and Strength Training at Home are offered to show employees the proper techniques involved in each class. The Recreation Services Division staff teach these classes to employees during lunch hour sessions or after work.