

## **WCA Group Health Trust Wellness Report**

### **All Participants:**

- Received a *2008 Wellness Calendar* with healthy living information and a DVD with wellness modules ranging from annual exams to high blood pressure and cholesterol to prescription drugs.
- Received a *2009 Wellness Calendar* with healthy living information and access to video wellness modules on the GHT Web site.
- Were invited to participate in a 2009 walking program. GHT members formed 10 person teams of employees and logged daily walking. The nine-week program had 319 participants. Incentive prizes were awarded to two randomly drawn teams each week that met weekly mileage goals. Each participant received a gift, and the team with overall most miles walked at the end won a prize.

### **Bayfield County:**

- Received a grant on December 22, 2005 for health screenings, consultations and other activities that encourage wellness.
- Received a grant on March 29, 2007 for health risk appraisals, blood lab screenings and health coaching.
- Received a grant on March 23, 2009 for health risk appraisals, blood lab screenings, wellness incentives, and health coaching.

### **Burnett County:**

- Received a grant on February 23, 2006 toward smoking cessation classes and nicotine patches.

### **CESA 7:**

- Received a grant on February 26, 2010 to reimburse the costs of a Wellness Day for 80 Head Start and Early Head Start staff members. Breakout session activities/topics included yoga, board games, “Put the Joy Back in Your Life” discussion, reading room time, jazzercise, “Stress Management & Resiliency” discussion, healthy tips and recipes and latin dance.

### **CESA 8:**

- Received a grant on March 23, 2009 toward monetary incentives for employees who obtain medical screenings, including: Physical Examination, Cholesterol Screening (Lipid Panel), Diabetes Check, Colonoscopy, Prostate Exam with PSA (male only), Mammogram (female only), and Pap Test (female only). The remainder of the funds are to be used as incentives to increase participation in various wellness programs throughout the year, possibly to include: walking programs, chair massages and weight loss programs. The school district has a wellness committee that meets monthly that will plan these programs.

### **Columbia County:**

- Received a grant on October 4, 2007 for an initiative including cold-n-flu kits, flu shot incentives and flu shots.
- Received a grant on July 28, 2008 to provide incentives for those participating in a walking program, receiving flu shots and having an annual physical examination.

**RESULTS:** “Below is a summary of programs we held in 2008:

1. Columbia County set up Flu Shot Clinics at all of the worksites throughout the County. The County Health Care Workers administered the shots. Each employee who received a flu shot also received a \$10.00 Walgreens gift card. There are approximately 435 individuals on the insurance and 261 of them participated.
  2. We also gave each employee a \$25.00 Wal-Mart gift card if they received an annual physical in 2008.
  3. In the fall of 2008, we held a Walk to Lambeau contest. The round trip to Lambeau Field was calculated at 250 miles or 500,000 steps. Participants received a water bottle, step tracker, walking journal and lip balm. We asked all participants to track their miles/steps and report their total miles/steps when the contest was finished. At the end of the contest, prizes were awarded to the those individuals who had walked the most miles and the individuals that were the first to walk enough miles to make it to Lambeau as well as door prizes for everyone who participated.
  4. We wrapped up the year by wishing everyone Healthy Holidays and sending them a bag of trail mix with a label that read *May your trails lead you to Happy Holidays and a Healthy New Year! Columbia County Wellness*"
- Received a grant on February 20, 2009 to provide incentive for participants in a year-long point system wellness program, with the following activities: gym membership/exercise class; annual physical; flu shot; dental exam; weight loss program; eye exam; GHT wellness videos; personal best newsletters; CPR/First Aid class; support group; smoking cessation; organized walk/run; and a Heart Healthy Clinic.

#### **Eau Claire County:**

- Received a grant on February 23, 2006 for on-site Weight Watchers program, Healthy Lifestyle Analysis, educational programs sponsored by the health department or other local agencies, smoking cessation classes, an online program to track physical activity and provide incentives to those participating in wellness programs.
- Received a grant on February 22, 2007 for Concert Health program, physical activity classes including yoga, Weight Watchers program and smoking cessation.
- Provided with additional wellness videos on March 26, 2007. These videos were promoted and made available for employees to check out.
- Received a grant on October 4, 2007 for a twelve-week physical fitness activity challenge.
- Received a grant on March 3, 2008 to continue funding wellness initiatives.
- Received a grant on February 20, 2009 to continue funding wellness initiatives, including: annual exams; physical activity challenges, yoga classes, education programs, fitness equipment, in-house Weight Watchers, smoking cessation programs.
- Received a grant on January 25, 2010 to continue funding wellness initiatives, including: Wellness Activity Calendar posted on Intranet site, annual exams, physical activity challenges, educational programs, fitness equipment, in-house Weight Watchers, and smoking cessation programs.

#### **Elkhart Lake-Glenbeulah School District:**

- Received a grant on Oct. 29, 2009 for fitness center funding, health magazine subscriptions and other wellness incentives and prizes.

### Fond du Lac County:

- Received a grant on November 24, 2008 for a healthy breakfast following employee Health Risk Assessments, and incentive prizes for a holiday *Maintain Your Weight* challenge and a January weight-loss challenge.

**RESULTS:** “We provided a healthy breakfast to our employees after their HRA. We had over 600 people participate in the HRA’s and really enjoyed having something to eat after their fast. Another program we provided for our employees was a *Maintain your Eight* challenge which ran from November 17<sup>th</sup> to January 5<sup>th</sup> for the holiday season. We had 38 people participate in the program. Thanks to your generosity, we awarded 34 of the participants a handy (slider) guide on serving size and portions. We ordered more promotional sliders on the topics of walking and on exercising away 300 calories to reward employees for our new program currently running called *Doing it the Right Weigh*. We have 75 participants in the program, who receive informational emails 2 times a month to inspire them to pick up good habits like drinking more water, more exercise, less stress, etc. This program runs six months and they will be weighed in at the end. They are expected to either maintain or lose weight in this six-month period of time. As a reward, they get a slider guide to thank them for participating.”

- Received a grant on May 22, 2009 for reimbursement for bag lunches, decorations and costumes for a Health and Wellness Fair; and a URL for an Air Quality page on the county website.
- Received a grant on November 18, 2009 for a healthy breakfast following employee health risk assessments, a “laughter yoga” program, and incentive prizes for a Maintain your Weight challenge during the holidays.

### Green Lake County:

- Received a grant on November 3, 2005 for a program that focuses on physical fitness, improved nutrition and healthy lifestyle. Program includes initial overview from each employee regarding health status and habits, health screenings provided by the public health department, personal consultation with public health nurses to establish individual health goals, follow-up health consultations and health checks, regular dissemination of educational materials/health newsletter and regular health-related programs and activities for employees.

**RESULT:** The Green Lake County Clerk provided results to the GHT before and after participation in the program. There were 93 employees who initially participated.

Each participant was asked to set at least one goal, which was tabulated by Green Lake County:

68% of participants’ goal was weight control/weight loss.

37% of participants’ goal was to improve physical fitness.

19% of participants’ goal was to improve diet.

#### Body Mass Index Statistics pre-wellness:

Ideal range: 22% of participants

Overweight range: 28% of participants

Obese range: 24% of participants.

#### Weight Classification According to Gender and Height pre-wellness:

Ideal weight: 13% of participants

Overweight: 58% of participants

Blood Pressure pre-wellness:

Desirable blood pressure: 35%

High blood pressure: 65%

The Green Lake County Clerk provided the changes in health statistics for employees who had participated in both the first and second rounds of health screenings and had high level of health risk:

Blood Pressure post-wellness:

Desirable blood pressure: 46%

High blood pressure: 54%

73% of employees with high blood pressure decreased their blood pressure. Of those who decreased, 9 employees decreased to a desirable level.

80% of employees with high cholesterol decreased their total cholesterol. Of those who decreased, 4 employees decreased to a borderline level and 8 decreased to a desirable level.

Weight Changes of overweight employees post-wellness:

Increased: 37%

Maintained: 11%

Decreased: 52%

Weight Changes of employees with weight-related goals:

Increased: 33%

Maintained: 11%

Decreased: 56%

A second round of statistics and a month-by-month summary were provided by Green Lake County on August 29, 2006.

- Received a grant on February 22, 2007 to continue and expand the “Wellness Works” program that includes initial personal health inventory and health screening provided by public health department, establishment of individual health goals, mid-year follow-up health consultation, special presentations on topics including high blood pressure and the food pyramid guidelines, regular newsletters featuring health tips and health features, October emphasis on walking and exercise (“Walktoberfest”) and end-of-the-year health consultation with public health nurses. “Wellness works” follows guidelines recommended by the Wisconsin Nutrition and Physical Activity State Plan.
- Received a grant on January 25, 2008 to fund health screenings, consultations and other programs and activities that encourage wellness.

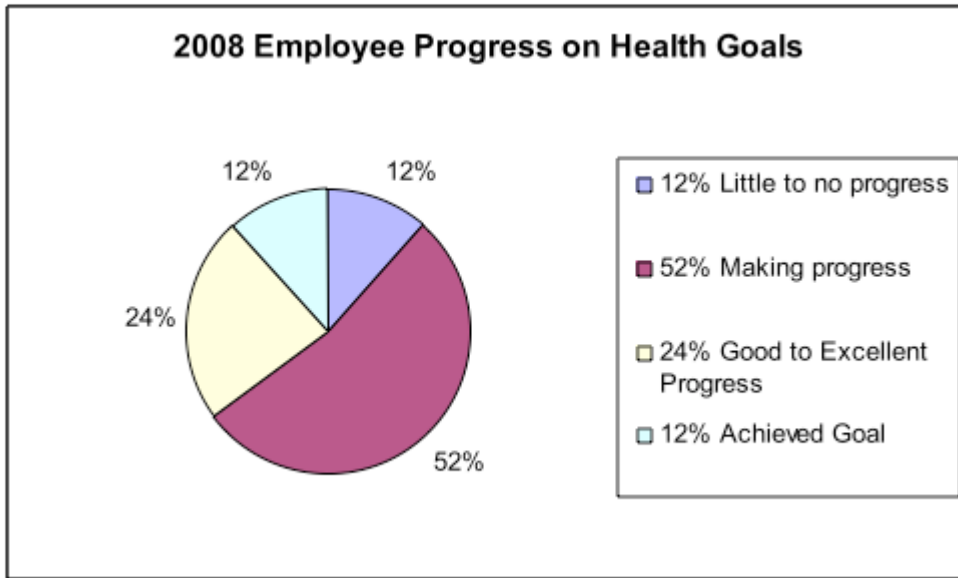
**RESULTS:** Sent to the GHT in July 2008:

Green Lake County Public Health nurses recently completed voluntary mid-year health checks for employees participating in Wellness Works. Blood pressure and cholesterol readings were taken, in addition to a review of individual health goals and concerns. Participating

employees expressed appreciation for the program, noting it is instrumental in making them more aware of personal and family wellness.

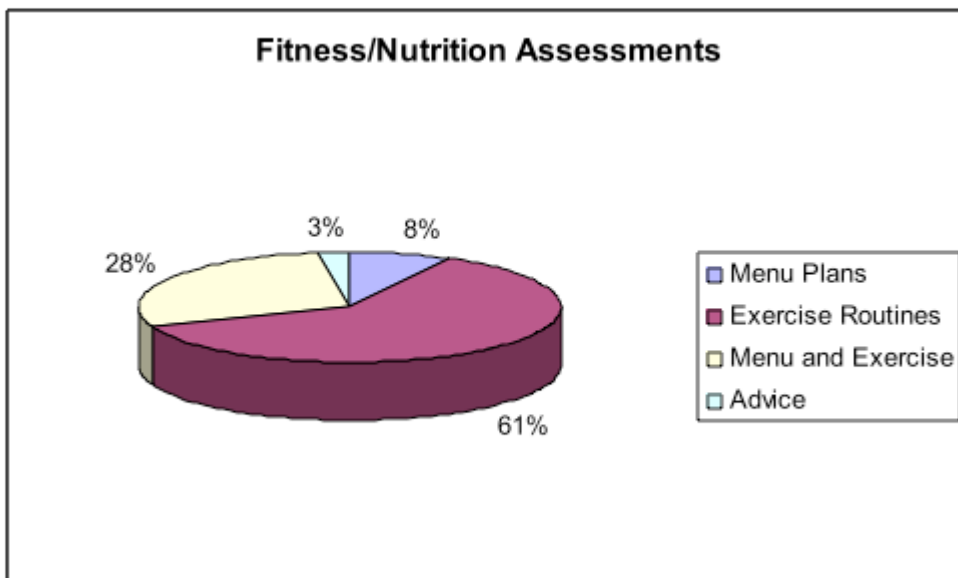
As one employee said, “God bless us for doing this. I can really feel the change for the healthier around here!” Another employee added, “I enjoy the peer pressure in the building to be healthier,” while a third said, “I now weigh what my driver’s license says!”

Because of the summer work schedule, Highway Dept. employees were unable to participate in the checks. Instead, they received informational packets and their health checks will be scheduled in the fall.



#### **Trainer offers personalized fitness/nutrition help**

Health Department intern Amy Ewerdt, a certified personal trainer and a UW-Green Bay graduate with a nutrition emphasis, offered employees one-on-one consultations regarding nutrition and fitness needs. Participating employees were happy to receive the personal training sessions and expressed enthusiasm for embarking on their individual programs.



- County clerk reported to GHT that in 2008 employees receive via e-mail information about a “muscle of the week”.

- Received a grant on January 14, 2009 to cover the cost of 2009 wellness activities and incentives, including: health assessments, educational sessions, recreational leagues, fitness challenges, smoking cessation, and health tips newsletter.
- January 2010 update of Green Lake County Wellness Works activities offered in 2009:
  - January & July health assessments - blood pressure, cholesterol, weight, overview of progress on health goals; establish new goals for the year
  - Wednesday Night after-work basketball league offered April through May
  - Employee-run 20-minute noon hour exercise program at Health & Human Services, based on employee request
  - Employee-run Monday night TOPS (Take Off Pounds Sensibly) meetings
  - Employee summer golf program
  - Incentive contest for achieving progress on health goals (five \$100 winners)
  - Monthly newsletters focusing on employee achievements and a variety of health topics
  - Promotion of National Women's Health Week, May 10-16, 2009 with a gift basket drawing for participating employees
  - Promotion of Men's Health Week June 15-21, 2009
  - A summer safety campaign including a pocket safety kit
  - Health assessment for 42 law enforcement personnel
  - Six lunch 'n learn sessions regarding Lyme Disease
  - Special promotion regarding dental health, with all employees receiving dental floss
  - KUDOS awards -- four employee-nominated winners received \$25 rewards and were recognized for their success in improving their health and well-being or for having a positive impact on the well-being of others
- Received a grant on January 25, 2010 to cover the cost of 2010 wellness goals, including: recruit new employees for Wellness Works program, especially health assessments; fund incentives for wellness activities, promote of annual exams and encourage employee-generated wellness ideas.

### **The Human Service Center:**

- Received water bottles, lip balm and sunscreen in August 2008.
 

**RESULTS:** "Just wanted to thank you for the water bottles, balm and sunscreen. We had our annual Health & Wellness Day last week and we did a health question scavenger hunt. Questions were hung in each department next to Health & Wellness posters that each department put together. We put one over at our AODA Treatment Center so all employees had to go over there and do the "serenity trail" walk to get the last question. I passed the gifts out to everyone who participated and they especially seemed to enjoy that part of the day. They were very surprised and appreciative of the gifts from the Trust. So thanks again for getting all those things to me!"
- Received a grant on January 25, 2010 for reimbursement for employees to offset partial costs for weight loss, smoking cessation or fitness programs. Employees must show they have completed their annual wellness exam to be eligible for a wellness reimbursement.

### **Iron County:**

- Received a grant on February 22, 2007 for a wellness program that would be available to all Iron County employees and some family members. Program would include an annual exam with a free gift as an incentive (gifts include insulated lunch sack, water bottle or carabineer), health risk assessment with Interscan Body Composition, free pedometer, information on 10,000 steps and participation in one walk/run.

- Received a grant on January 25, 2008 for a wellness program that would include utilizing physical exercise equipment and programs, dietary consultations and encouraging healthy choices.

**RESULTS:** “On January 30, 2008, 24 Iron County employees gathered for the first of 12 sessions titled “Lose the Weight in 2008”. Sessions were lead by Cindy Franck, RN, life coach, and former Weight Watchers leader. Each session featured a different topic along with healthy food samples and recipes. Members were invited to weigh in if they desired. The group lost a total of 144#. Positive feedback was received at the end of the class, not only from those participants who lost weight, but those who learned to read food labels and those who found new and healthy snacks and foods that they liked. We had 2 real success stories from the group. One of the success stores was a co-worker of a participant who listened to what the participant told him that she had learned and he incorporated it into his life and lost 26#.

Exercise equipment, including a treadmill, elliptical, and trampoline, were purchased for the Iron County courthouse. Employees love the equipment and use it daily.

A treadmill, elliptical and trampoline were also purchased for the employees at the Highway/Forestry building. Employees report that they use the equipment during lunch breaks and they are noting health improvements.

Iron County employees were invited to participate in the Gogebic County “Fit UP” program. Although most employees found keeping track of fruit and vegetable intake and exercise weekly fro 8 months was too much, an Iron County employee won the grand prize of \$640.

Employees were provided a summary of the activities in 2008 in their December paychecks and were asked to fill out a program evaluation along with recommendations for 2009. Only 6 out of 110 were returned but they contained some great recommendations for 2009.

We hope to continue the great employee wellness programs that Iron County employees have come to anticipate to improve their health and wellness.”

- Received a grant on February 20, 2009 for equipment for a 12-week conditioning program.

**RESULTS** (From Zona Wick, Iron County Health Dept. Director, Feb 8, 2010):  
“On February 17, 2009, Iron County employees gathered for the first of 12 sessions titled ‘Iron County Conditioning Class’. Sessions were lead by Toni Rogers, UW-Extension Family Living Agent, health and physical education major and former A.C.E. Weight work, 30 minutes of aerobic exercise and a cool down. Members were invited to have a health screening done using the Tanita body scale to evaluate their body fat, % water, muscle mass, BMR, metabolic age and bone mass. At the end of 12 weeks, 325.5 participant hours were logged. The class was offered health snacks and water after sessions.

Hand weights, ankle weights, and mats were ordered for participants along with storage units. The weights were used for the conditioning class, are being used for the Iron County Strong Bones classes, and are housed at the Iron County Court House available to use. Employees were asked to fill out a program evaluation 4 months after the conditioning class. Results were positive. See attached. The conditioning class was such a huge success that many employees “demanded” another this year. On January 11, 2010, 12 Iron County employees, some repeats, others new, gathered in the Iron County Board Room to work out to the same routine guided by Toni.

As a result of this conditioning class, 4 Iron County employees and 5 community members became certified as Strong Women Program leaders. The program has been taken out into the community and has been a huge success. The Hurley K-12 School has hosted 2 programs thus far and there are more programs being planned for the Mercer area, a local church, and Highline Corporation, a sheltered work shop for people with developmental disabilities.

Iron County employees were invited to participate in the Gogebic County 'Fit UP' program again this year partnering with worksite employees in Gogebic County.

We hope to continue the great employee wellness programs that Iron County employees have come to anticipate to improve their health and wellness."

- Received a grant on February 26, 2010 for a start-up grant to create a community garden on the grounds of the county courthouse.

### **Marathon County:**

- Received a grant on January 25, 2010 for reimbursement of wellness costs incurred in 2009 and those planned for 2010. The programs and employee participation in 2009 activities were: wellness survey (322 participants), Peel the Potato (144), Nutrition & Cancer Education Presentation (77), Healthy & Safe Biking Education Presentation (32) Pedal Pushers Challenge (62), Heat Stroke Education Highway Department (98), Heat Stroke Education Parks Department (56), An Ounce of Prevention/H1N1 Education (240), and seasonal flu vaccinations (267).

### **Menominee County:**

- Received a grant on July 25, 2007 for health screenings via a health fair, educational materials, incentives for exercise, and other wellness activities and programs.
- Received a grant on March 19, 2008 for a wellness program that would include employee wellness screenings and risk assessments.

**RESULTS:** For the Wellness Center building, "the 2008 grant funds purchased the following: bench and weights; dumbbells; exercise ball; scale; boom box and two tower fans. New door locks and a new bathroom sink and faucet with PUR filter system were recently installed."

- Received a grant on May 22, 2009 for annual flu shot (difference in cost not covered by insurance), incentives for employees who exercise on a regular basis, additional exercise equipment for wellness center; weight loss program with incentives.

**RESULTS:** 2009 annual wellness report prepared by Becky Johnson RN BSN 02-05-10:  
"Wellness Committee met 3 times. Members included: staff from HHSD, Environmental Services, and the Court House.

- ⌚ In May obtained a \$3,000.00 grant from Aegis Insurance Company who is the health insurance carrier for the county. Grant/ Program objectives for 2009 included the following:
  - Provide the annual Flu Shot Clinic to Employees/ Spouses in the fall. Grant funds to pay the difference in cost that is not covered by the insurance as well as fund a snack for participants.
  - Wellness information will be dispensed at least quarterly via County wide email.
  - Incentives will be provided for employees who exercise on a regular basis.
  - Obtain additional exercise equipment for wellness center.
  - Provide a Weight Loss Program with incentives.

- ⌚ The Annual County Employee Flu Shot Clinic was not held in the fall due to the fact that the Menominee Tribal Clinic ran out of seasonal flu vaccine. All employee worksite flu clinics were on hold. Grant funding paid the difference in the cost of \$3.00 that was picked up by the County's Health Insurance. Grant funds also paid for the total costs of flu shots for three employees who were not covered by insurance.
- ⌚ Ten TOP Health Promotion and Wellness Newsletters are distributed to the Department Heads each month and then shared with employees. Individual employees could make their own copy if they so chose. This is a purchased newsletter from Well Connections and Personal Best Company.
- ⌚ Due to the pandemic outbreak the County, State of Wisconsin, and Menominee County experienced for most of 2009 some wellness projects had to be put on hold. The following educational topics were sent to employees via county wide email: H1N1 Flu Prevention; Cover Cough Poster, Stop Germs at Work Poster, Flyers and Fact Sheets on H1N1 Influenza; H1N1 Flu Precautions, Staying Healthy Information; Healthy Habits for Employees; CDC Flu Season Pamphlet; CDC Target Group Information for those who can receive the vaccine in time of shortage.
- ⌚ Other educational information distributed county wide to employee included fact sheets on West Nile Virus and Lyme disease; and Heat Alert Information.
- ⌚ Prepared a booth on Healthy Eating and Safe Exercise which was on display for one week in the reception area and one week in the downstairs kitchen where employees have lunch.
- ⌚ An article was submitted to the HHSD newsletter on H1N1 Flu Precautions
- ⌚ Requested housekeeping maintenance to stock antibacterial soap in all soap dispensers in all county buildings during time of pandemic and Federal and State of Wisconsin declared State of Emergency.
- ⌚ Requested housekeeping to stock and keep stocked all public reception areas within the various county buildings with hand sanitizer and antibacterial wipes.
- ⌚ Requested public health to stock HHSD reception area with tissues, masks and gloves.
- ⌚ 25 Walk Thin books by David A. Rives, 2008 Third Edition Moon River Publishing were purchased as a future incentive.
- ⌚ The County Board approved the wellness room and equipment be moved to the recently vacant Veteran's building. The Insurance Company declined our request to use grant funds to pay utilities for the wellness building. Purchased a weight bench and variety of free weights for employee use. In April the new County Wellness Center opened its doors. A new door lock and PUR faucet system was installed. Each department/ building has its own sign-out book and key to the Center. Funds were not expended for a small refrigerator at the center or scales for the 3-6 county buildings. It is hoped that early in 2010 these items can still be purchased.
- ⌚ A Weight Loss Program was not able to get launched due to time restraints and the public health commitments.
- ⌚ Completed a GHT Grant Satisfaction Survey for the Insurance Company/ Grant.
- ⌚ Purchased two additional PUR Faucet Filtration systems, two PUR Pitchers and filters for both systems.
- ⌚ The five First Aid Kits located at HHSD (Reception Desk, Upstairs Kitchen, Hexagon Kitchen, Family Living Unit, and UW Extension) were restocked as needed.
- ⌚ In Oct/ Nov the Third Annual Employee Food Drive was held and was headed by a new chairperson. Employees donated a total of 431 items. Collected items were divided between two local food pantries in Keshena and Neopit. Department participating

included: Health & Human Services, Environmental Services, Court House, and the Highway Department.

Even though we could not schedule a seasonal flu clinic or launch a weight loss program the committee did accomplish many positive things in 2009. It is hoped that we can spend the remaining 2008/ 2009 funds very early in the year so we can apply for a grant for the year 2010.”

### **NorthernBridges:**

- Received a grant on January 5, 2010 for monthly health education sessions conducted by HR representatives at on-site visits with employees.

### **Oconto County:**

- Received a grant on July 25, 2007 for health risk assessments and other wellness activities and programs.
- Received a grant on December 23, 2008 for reimbursement for employees who get a Movement Chain Assessment, in an effort to improve employees’ posture, proper spine alignment and overall body movements.
- Received a grant on May 22, 2009 for reimbursement of half the cost for participants in a Weight Watchers 17-week “At Work” program.

**RESULTS:** Sent to the GHT on June 17, 2009:

Health Risk Assessment: Oconto County contracted with Bellin Health to do onsite health risk assessments. The cost of the program was fully covered by the grant and the County allowed the employees to do this on county time. Unfortunately only 85 of the eligible 214 employees took advantage of the assessment. This may have been due to this being the first wellness program and that the employee wellness committee had not yet been created and thus did not receive their support. The results of the test were confidential. However, some employees reported that they had surprises on the tests and made appointments with their doctors to discuss the results. Some then reported a change in behavior in order to get better test results.

Weight Watchers: Oconto County contracted with Weight Watchers for their 17 week at work program. We had 37 employees participate in the first 17-week at work program and 20 in the 2<sup>nd</sup> 17 week at work program. The first group lost over 550 pounds. The second group is currently doing the program and it will end at the end of August 2009.

Movement Chain Assessment: 50 employees signed up, with 26 already taken the assessment. Employees who have completed the assessment report that wish they had done this years ago. Many report that now they have an explanation for their “aches and pains” and have been provided exercises to correct the deficiencies.

### **Oconto Falls Public School District:**

- Received a grant on January 5, 2010 for health risk assessments, walking/fitness programs and various wellness incentives.

### **Oneida County:**

- Received a grant on February 23, 2006 for employee in-service day to promote health issues, partial reimbursement for YMCA memberships and employee flu shots.

**RESULTS:** The Oneida County Health Enhancement Coordinator sent an evaluation of Oneida County's wellness programs and activities to the GHT on July 25, 2006. Approximately 105 employees and spouses attended the employee in-service day, and rated the speaker subjects as very useful. Based on recommendations from attendees, scheduled topics included CPR classes, Family Medical Leave and Glucose, Lipid Panel, Liver Panel and PSA testing. In addition, 50 employees took advantage of the partial reimbursement for YMCA memberships.

**RESULTS:** The Oneida County Health Enhancement Coordinator sent the results of Oneida County's health screening associated with their wellness program to the GHT on October 6, 2006. The results indicated that 67 people participated in cholesterol screening and 64 people participated in glucose screening. In addition, 58 people participated in liver panel testing, with a health professional informing participants if their result meant they needed to follow up with a physician. During their employee in-service day, employees from the public health department provided a session on understanding health-screening results: lab values, what they mean, what to do if they are not within the normal limits and ways to improve or maintain health related to these tests.

- Received a grant on March 29, 2007 for Winter Games 2006 Program (participants track activity), Totally Abs/On the Ball Class, YMCA membership incentive, weight management fund, smoking cessation fund, breastfeeding fund, dome news (bi-monthly news letter through Health Enhancement), in-service day program (focused on health and wellness for employees and spouses), Health-4-the Holidays Program and Health Promotion Practitioner, Prevention and Muscle & Fitness subscriptions.
- Received a grant on October 4, 2007 for funding a financial incentive for those participating in the 2<sup>nd</sup> annual Tim Miller Fitness Challenge.
- Received a grant on March 3, 2008 for wellness initiatives including an employee in-service day to promote health issues, a weight management initiative, smoking cessation programs and partial reimbursement for YMCA memberships.
- Sheriff's Dept. received a grant on October 21, 2008 for funding a financial incentive for those participating in the 3<sup>rd</sup> annual Tim Miller Fitness Challenge.

**RESULTS:** An Oneida County Sheriff's Lieutenant reported the following in Sept. 2009: "In 2006 our department held the first annual Tim Miller Fitness Challenge in remembrance of Tim Miller our former sheriff who died as a result of cancer. Twenty five employees participated in the event which required them to run 1.5 miles under 15:20, do a minimum of 27 sit ups and do a minimum of 18 push ups. These standards are based on the Cooper Standards, which are widely used by law enforcement agencies on pre-employment physical agility testing. In 2006 over 25% of our employees made an effort to attempt this challenge. In 2007 that number grew to twenty eight percent of our employees and some of their family members also participated in this event. In 2008 that number grew to 37% and we had 100% participation from two of our divisions (Detectives & Support Staff). Our employees have been working out in preparation of this event, and many of them are talking with other employees about this challenge, and urging them to prepare for the 4<sup>th</sup> annual event that we plan to hold in October, 2009."

- Received a grant on January 28, 2009 for reimbursement of 2008 employee wellness program costs: Poker Walk, YMCA memberships, weight management fund, smoking cessation fund, breastfeeding fund, health enhancement newspaper, in-service day program, fitness incentive fund, exercise room

equipment, health programming magazine subscription, fitness magazines for exercise room, cancer run participation and a county blood drive.

**RESULTS:** The Oneida County Health Enhancement Coordinator sent in an evaluation of 2008 wellness initiatives on April 27, 2009. She said they had 62 participants in the poker walk, more than any other program they have run. They had 13 recipients of partial reimbursements for fitness club memberships. They had 43 recipients of partial reimbursements for YMCA membership. They had 7 participants in the weight management fund, which provides monetary incentive for weight loss. They had 12 participants in the smoking cessation fund, which reimburses for various cessation methods. They had 2 participants in the Breastfeeding fund, which reimburses for supplies. They had over 90 employees/spouses attend the annual In-Service Day Program. They had 57 participants in the cholesterol screening with 27 desirable levels, 23 borderlines and 7 high. The same participants also had glucose screening with 44 testing desirable, 9 low and 4 high. They had 194 employees/spouses receive influenza immunizations. Lastly, she said they received a lot of good feedback for the new exercise room equipment.

- Sheriff's Dept. received a grant on October 29, 2009 for funding a financial incentive for those participating in the 4<sup>th</sup> annual Tim Miller Fitness Challenge.
- Received a grant on January 25, 2010 for reimbursement of 2009 initiatives, including: Poker Walk, YMCA Membership, Fitness Incentive Fund, Weight Management Fund, Smoking Cessation Fund, Breastfeeding Fund, Dome News, In-Service Day Program, Hatha Yoga Class, Health Promotion Practitioner, Health Magazines, Exercise Room Equipment, Blood Drive, Business & Industry Focus Group and the health coordinator's attendance at the WACPD Fall Conference.

#### **Ozaukee County:**

- Received a grant on November 21, 2007 for funding an initiative, which partially reimburses county employees who participate in exercise programs.

#### **Pulaski Community School District:**

- Received a grant on November 17, 2009 for funding initiatives during the school year including: district wellness walk, fall into fitness challenge, holiday stress relief, automatic blood pressure cuffs, biggest loser contest, staff bowling tournament, smoking cessation classes, monetary incentives for employees who receive their annual exams, community fitness center memberships, fitness classes, staff fitness night and at work Weight Watchers program.

#### **School District of Rhinelander:**

- Received a grant on March 23, 2009 for a portion of the cost of employee YMCA memberships, a portion of the cost of Weight Watchers memberships, and Ministry Health Care stress-reducing educational sessions,

#### **City of River Falls:**

- Received a grant on August 22, 2006 for healthy lifestyle analysis (administered by Concert Health Resources and included a wellness lab panel and health coaching), weight control and fitness programs (conducted onsite team contests and activities to track exercise and weight control) and educational classes on physical activity and exercise, stress management, nutrition and weight management.

**RESULTS:** City of River Falls Employee Benefits Coordinator reported to the GHT on March 21, 2007 that wellness initiatives are changing lives and attitudes in their workforce. The screenings prompted participants to take action, plan to lose weight and further question their results. Some had no idea they had health issues and had not seen a doctor for years. These employees are now receiving medical attention for their health issues, so issues are caught before they turn into major problems. Finally, the lunch and learn classes and weight control and fitness programs are a huge success.

- Received a grant on August 30, 2007 for lifestyle analyses, physical activity and exercise programs, as well as other educational classes and activities which encourage wellness.
- Received a grant on November 24, 2008 for Heart Smart Pilot Program (including blood work screenings, fitness tests and three classes), City Hall workout room exercise equipment and incentives for employees to exercise regularly.

**RESULTS:** City of River Falls Employee Benefits Administrator reported to the GHT on Oct. 14, 2009 an update on wellness initiatives. They have plans to get a Wellness Room with 2 pieces of exercise equipment and a small separate shower room in their city hall building. They had 22% participation in a Wellness Walk that includes walking along the river and in park areas with garage receptacles and cleaning up at the same time. The Heart Smart Pilot program was a four-part program starting with a health risk assessment. There was a 98% approval rating for the participating employees. An exercise equipment reimbursement program enhanced the Health Club Reimbursement Program with attendance requirements of 8 times per month for 3 consecutive months. Membership for 14% was extended because of the reimbursement plan. Employees increased their attendance frequency by 17% as a result of the incentive. Employees also thoroughly enjoyed the statewide competition of the Walk Wisconsin Program initiated by WCA Group Health Trust.

- Received a grant on January 5, 2010 for health risk assessments, lunch and learn classes, an aerobic machine and health club membership reimbursements.

### **Sawyer County:**

- Received a grant on October 2, 2006 for an “energy at work” pilot program for ten employees. Under the program, the ten employees work as a team to modify their behavior to achieve better health. Participants set individual goals based on their initial assessments made during the intake process. The program would last for six months, with weekly contacts from program members.
- Received a grant on May 21, 2008 for the “Lighten Up Wisconsin Program.”

**RESULTS:** “In January, Sawyer County participated in **Lighten Up Wisconsin**. This program is an internet-based 100-Day Challenge encouraging increased activity and/or weight loss. The grant funds were used to pay the \$15 per person enrollment fee. Forty-nine Sawyer County employees or their family members participated on 7 teams.

- As a group, Sawyer County ranked 45<sup>th</sup> out of the 164 companies participating in the activity minutes division, a ranking just below the top 25%. The average number of activity minutes per Sawyer County participant during the 100-Day Challenge was 3,023; meaning that, on average, each participant was physically active for at least 30 minutes of every day of the challenge.
- There were over 1,000 individual teams participating in the activity minutes division. One Sawyer County team placed 56<sup>th</sup> (just below the top 5%) and two additional teams ranked in the top 200.

- In the weight loss division, one Sawyer County team had an average weight loss of 4.1% of their body weight. They tied for 107<sup>th</sup> of the 1,043 teams participating in that category.

Beginning May 1, the Employee Health & Safety Committee sponsored a **Let's Go to Lambeau** Challenge. Employees were challenged to walk, run, bike, or rollerblade a total of 251 miles, which is the distance from Hayward to Lambeau Field in Green Bay. A large display board – the length of an entire hallway – was set up with a picture of the Sawyer County Courthouse on one side, a poster of Lambeau Field on the other side, and a l-o-n-g winding road in between, with mile markers along the way. Each employee's progress was tracked with individual icons. All participants were treated to a tailgate party (with healthy foods) in the Courthouse parking lot over the lunch hour on the Monday that the Green Bay Packers opened their season against the Minnesota Vikings. Employees were encouraged to wear their team colors to work that day. Successful participants were entered into a drawing for a set of Packer Game tickets. Forty-six employees joined the challenge. Twenty-four employees completed the full 251 miles. Many employees commented on the incentive the challenge provided – including those who did not complete the full trip.

Recognizing that people tend to gain weight over the holidays, the Employee Health & Safety Committee sponsored a **Maintain, Don't Gain Challenge**. Participants were instructed to weigh themselves on November 17<sup>th</sup>. They were encouraged to stay active and eat healthy over hunting season, Thanksgiving, Christmas and the New Year's holidays. Employees then weighed themselves again on January 5<sup>th</sup>. They were entered into a drawing for Chamber of Commerce gift certificates if their weight on January 5<sup>th</sup> was equal to or less than their weight on November 17<sup>th</sup>. Thirty-one employees entered the challenge. Twenty-four reported they were successful.

The Employee Health & Safety Committee used the remaining grant money to purchase plastic sleeves that will be mounted on the doors inside the stalls of the employee restrooms. A copy of the **Toilet Paper** will be placed in each sleeve. The Toilet Paper will be a newsletter-type of document that features a brief, large print, health tip for the “reading pleasure” of employees using the restrooms.”

- Received a grant on March 23, 2009 for a 16-week Lumberjack Challenge incorporating four wellness initiatives:
  - Weight Loss – 15 or more pounds weight loss
  - Physical Activity – 24 documented hours of any type of physical activity
  - Nutrition – keep a weekly food log, reviewed by a nutritionist three times during the event, with an expectation that nutritional value and a balancing of food groups will increase, and that calories will decrease (if appropriate)
  - Education – 8 educational programs will be hosted over the course of the challenge. The programs will be 15 minutes in length and given twice during the morning break times to give all Courthouse employees an opportunity to attend. Employees must attend at least 5 of the programs to be successful in this category of the challenge. The program topics will include health eating and cooking (including a session on reading food labels), stretching and exercise. Healthy snacks will be served to encourage healthy eating – and to encourage attendance at the presentations, including attendance by employees who are not participating in the challenge.

The Sawyer County Employee Wellness Challenge will use the Lumberjack World Championships competition as the theme for this wellness challenge. Hayward is the home of the World Lumberjack Championships. 2009 will mark the 50<sup>th</sup> anniversary of the event. Displays will be set up that match up the wellness initiatives with specific Lumberjack events. For instance, weight loss will correspond to log chopping – with chips representing pounds lost; physical activity will

correspond to pole climbing with the 24-hour mark at the top of the pole. Individual employee progress will be tracked on the displays. The target goal is between 50 and 65 employee participants in one or more categories of the challenge, with additional employees attending the education programs.

Incentives:

- Success in one category = One Friday night ticket to the Lumberjack World Championships
- Success in two categories = A second Friday night ticket to the Lumberjack World Championships
- Success in three (or four) categories = A Lumberjack World Championship T-Shirt

The Lumberjack World Championship organization will provide discounted tickets and t-shirts to Sawyer County and will reserve a section of seating for successful participants so they can sit together. Participants will be encouraged to wear their t-shirts to the event to recognize them for their success.

### **Shawano County:**

- Received a grant on March 29, 2007 for health risk assessments, employee incentives, health coaching and a five-week smoking cessation program.

**RESULTS:** The Shawano County Health Officer Administrator sent a letter May 8, 2007 indicating their three-four month plan was to do health risk assessments, provide individual health coaching and provide classes in nutrition and tobacco cessation. Shawano campuses will be smoke free starting June 1, 2007. Shawano County was also meeting with *Ingenuity First*, the worksite wellness branch of ThedaCare, regarding the health risk assessments, education and coaching.

- Received a grant on January 25, 2008 for funding employee wellness initiatives.

**RESULTS:** The culture is changing. Significant numbers have quit smoking due to the inclusion of Chantix, the Quit line and the increase tobacco tax. In general there is more physical activity in the various locations. More employees have joined the new fitness facility that is open 24 hours per day. The unhealthy snack choices have disappeared from the courthouse break room partially due to the wellness initiative and partially due to funding.

- Onsite health from Ingenuity first 3 days per week. Worked with individuals from all Shawano County Departments. Moved between the various sites.
- Biking group rides after work one day a week.
- Exercise group noon exercises open to all county employees.
- 10,000 steps used incentives.
- Biggest loser – participants paid a fee to join and the winning team won the pot.
- Wellness walkers – informal groups that walk during “coffee breaks”.
- Educational presentation on stress management presented at Community Programs and to the department heads.
- Educational sessions on nutrition, fats and sugar in the diet along with B/P screening at the safety day at the highway department.

- Received a grant on January 28, 2009 for funding health risk assessments and wellness initiatives.

### **Taylor County:**

- Received a grant on June 23, 2006 for exercise equipment, personal health risk assessments and miscellaneous wellness promotional items (hiring speakers, purchasing competition supplies and activity incentives).
- Received a grant on October 21, 2008 for expanded exercise room facilities and a health risk assessment.

**City of Two Rivers:**

- Received a grant on May 18, 2006 to offer reduced-cost YMCA memberships to employees as long as employees completed an annual physical exam and health screening. The eligibility for this reduced-cost membership benefit would be contingent upon using the health facility at least eight times per month.
- Received a grant on March 29, 2007 to continue above wellness initiative.
- Received a grant on August 21, 2008 to continue funding wellness initiatives.
- Received a grant on January 28, 2009 to continue funding Health Risk Assessments and subsidized exercise program memberships.

**Washburn County:**

- Received a grant on February 22, 2007 to educate employees about the importance of lifestyle choices, including nutrition and physical activity. In addition to education, encourage employees to be proactive by giving them opportunities to do a personal assessment of strengths, weaknesses and health risks. Washburn County also wished to continue a partnership with community businesses by informing employees of the benefits such community businesses can offer in terms of their health. Expenses will include program materials, office supplies and health risk assessments.
- Received a grant on December 23, 2008 towards several potential Wellness Committee plans for the next year, including:
  - Reimbursement for alternative medicine treatment
  - Monthly drawing for healthy prizes (e.g. money towards walking shoes, a one-month fitness center membership, etc.) in the county newsletter
  - Wellness drawing at least once per year with a large prize (e.g. walking shoes, bicycle, six-month fitness center membership, etc.)
  - Possible spring walking program with prizes
  - One or two more Automatic External Defibrillator machines for use in the Unit on Aging and Aging and Disability Resource Center
  - Weight loss challenges, at least twice a year, with a monetary prize
  - Fresh fruit distributed one day a month for employee break rooms
  - Continuing the annual Flu Shot Clinic, and expanding it to spouses and family

**Wausaukee School District:**

- Received a grant on January 14, 2009 for walking program/competition for staff members and spouses, grant funds weekly prize drawings, a grand prize drawing, and a possible incentive for all participants.

**Waushara County:**

- Received a grant on October 9, 2006 for cholesterol screening, glucose screening and an exercise incentive program. Also received 50 pedometers and 50 water bottles.

- Received a grant on November 20, 2006 to fund a Health Risk Appraisal System developed by Aurora Health Care for a test group (of 18 full-time department heads) in Waushara County. The Health Risk Appraisal includes testing total cholesterol, HDL, glucose, blood pressure, body mass index, body fat percentage and completing a personal health report. The timeline would be 12 months, with between three and five wellness interventions each month. Aurora would provide handouts, literature and four hours of on-site services.

**RESULTS:** The Waushara County Health Department provided a progress report to the GHT on May 7, 2007. In a four-month period, employees recorded walking 5,123 miles. Two participants reported a substantial weight loss of over 20 pounds, while others reported feeling better and exercising more because of the program. According to the survey provided, the majority of participants exercised less than once a week before the program began. Once they started the program, the majority of participants exercised three to five times per week.

- Received a grant on March 23, 2009 for:
  - Six separate month walking competitions, 25 teams of 2. Each month will have a specific destination and steps will be tracked via pedometers. Steps will be converted to miles and posted on a map. Prizes will be awarded for the top three teams. Special promotional items will be give to all the teams during the month for motivation.

**RESULTS:** April 1, 2009 e-mail from Deb Behringer: “We just had our gathering for the March Take A Hike totals. We had 39 teams and walked a total of 11,040.7 miles. The top team walked a total of 633.7 miles, 2<sup>nd</sup> place 644.3 miles. We provided a bottle water to each team member about half way through the challenge. Prizes today were gift certificates at the local grocery store. We also had drawings for food items for all the team members that were present today for the announcement of the winners. The challenge for April is to walk to Santa Fe.”

- Once a month lunch and learns, on health-related topics. The grant provides promotion, supplies and food for the events.

**RESULTS:** April 16, 2009 e-mail from Deb Behringer: “There were 33 employees at the Lunch ‘n Learn today. The topic was the Okinawa food pyramid and healthy eating. The attendees loved it.”

May 26, 2009 e-mail from Deb Behringer: “The topic for the Lunch ‘n Learn in May was Tai Chi. We had 31 people attend.”

July 31, 2009 e-mail from Deb Behringer “Waushara County had a Lunch 'n Learn in July. The topic was high glycemic, low glycemic foods. We had 23 attendees. Thanks to GHT for the opportunity to have this type of training.”