

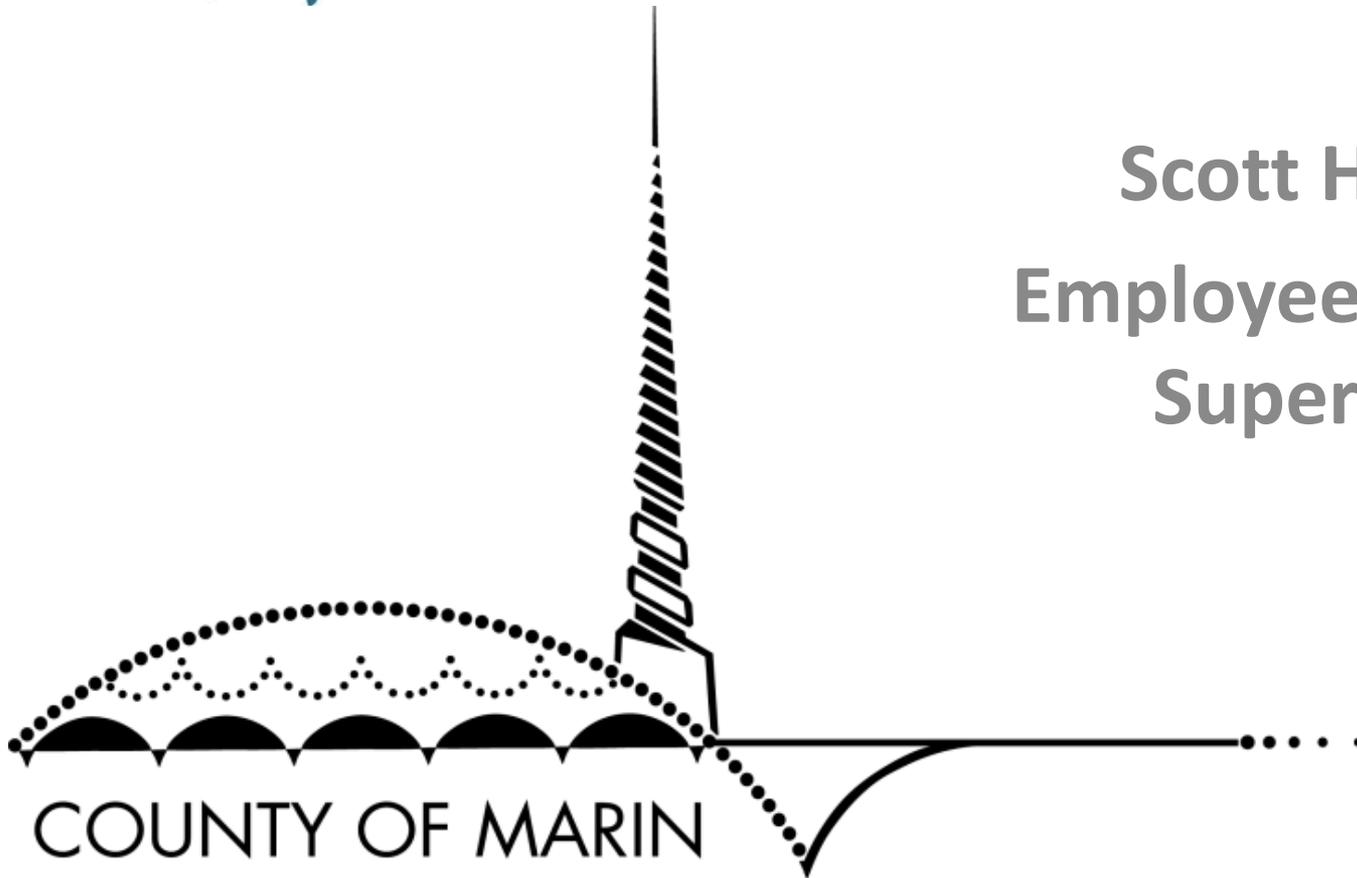


E³ WELLNESS

ENGAGE · EDUCATE · EMPOWER

"County of Marin Employee Wellness Program"

Scott Hadley
Employee Benefits
Supervisor



COUNTY OF MARIN



Agenda

Wellness and Changing Your Culture
Supporting your Agencies Vision

Why Wellness

Determine Executive Sponsor
Gather Stakeholders

Kick Off

Throw Out Some Programs
Build Engagement and Excitement

Begin To Build

Develop Formal Structure and Goals
Core Cross-Departmental Team
Wellness Ambassadors

Define and Refine

Evaluate Needs
Organizational Evaluations
Health Care Data

Goals and
Expectations

Participatory vs. Incentive Based Program

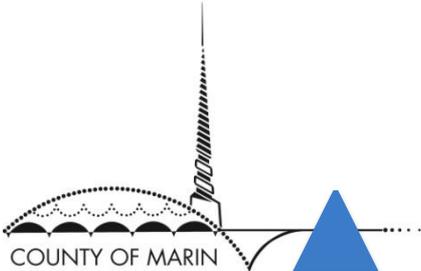
True Organizational
Change

syn·er·gy /'sinərjē/ Noun

The interaction or cooperation of two or more organizations, substances, or other agents to produce a combined effect greater than the...: "the synergy between artist and record company"



Why Wellness at County of Marin?



“It is our mission to create a thriving organization, providing meaningful careers in the delivery of public services.”

~County of Marin Workforce Strategic Plan

A Thriving Organization

Promoting a Positive Culture, Support Our People, Serve as Change Agents

E3 Wellness Program

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“County of Marin Employee Wellness Program”

- **Healthy employees cost less!**
- **Attract and retain top quality employees**
- **Reduce absenteeism and lost time**
- **Increase productivity and job satisfaction**
- **Manage Stress**
- **Decreased presenteesim**
- **Build community among coworkers**
- **Improve disease management and prevention**
- **Lower health care costs**



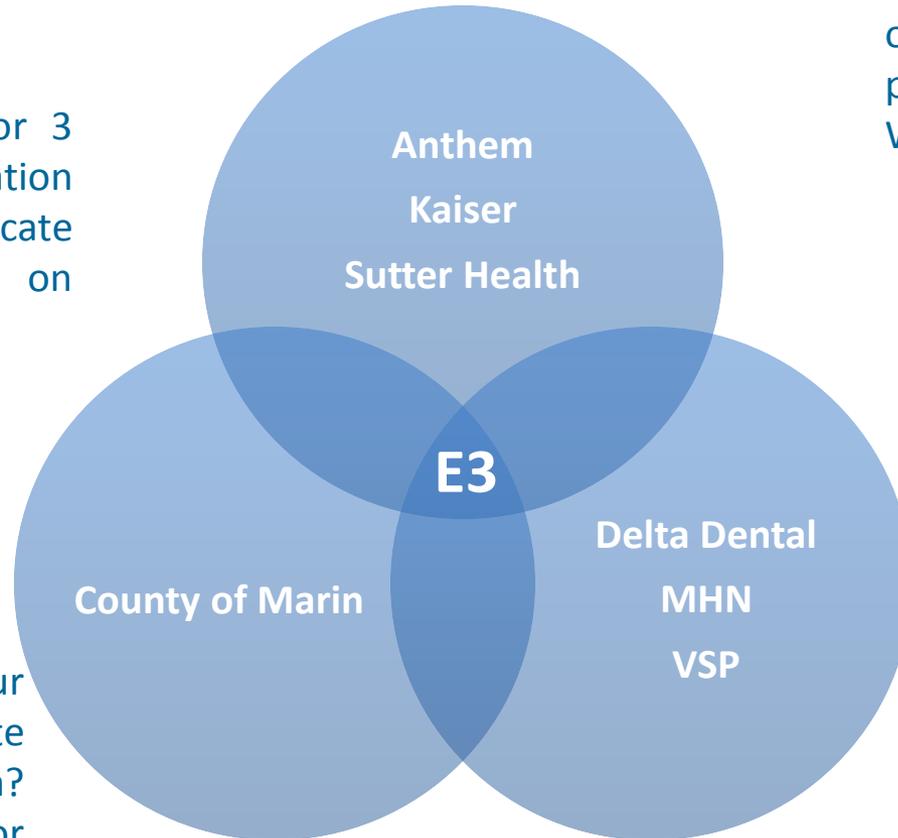
“What you do speaks so loudly that I cannot hear what you say” – Ralph Waldo Emerson



Group Discussion

What are the top 2 or 3 things your organization provides that help educate and engage employees on health & wellness?

How might your organization contribute to a self-care campaign? Prevention? Behavior change?

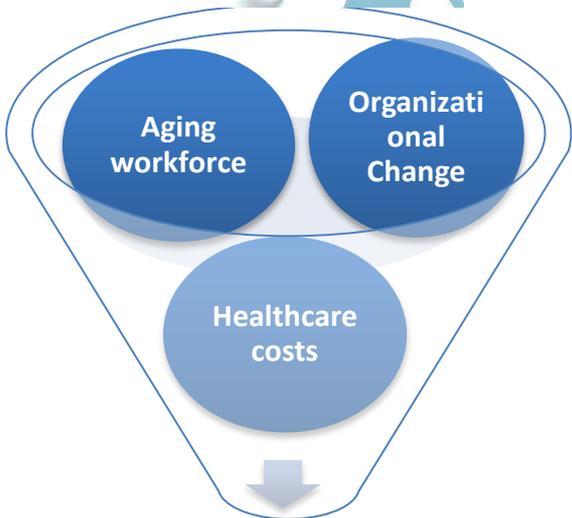


In what ways could your organization support and participate in at the Health & Wellness Fair?

In what ways can the County of Marin be more engaged in your services and or organization?



2010 Highlights



February 2010
222 Meeting

Wellness Program Mission:
 To provide opportunities that engage, educate and empower our workforce in leading healthy and active lifestyles that support overall well-being.

March

Formation of Core Planning Team

Part-time Wellness Contractor

May

Launch of E3 First Wellness Survey, >460 respondents

Thrive Across America



September

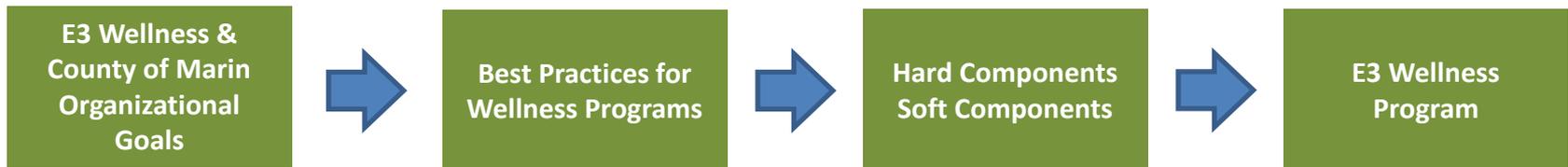
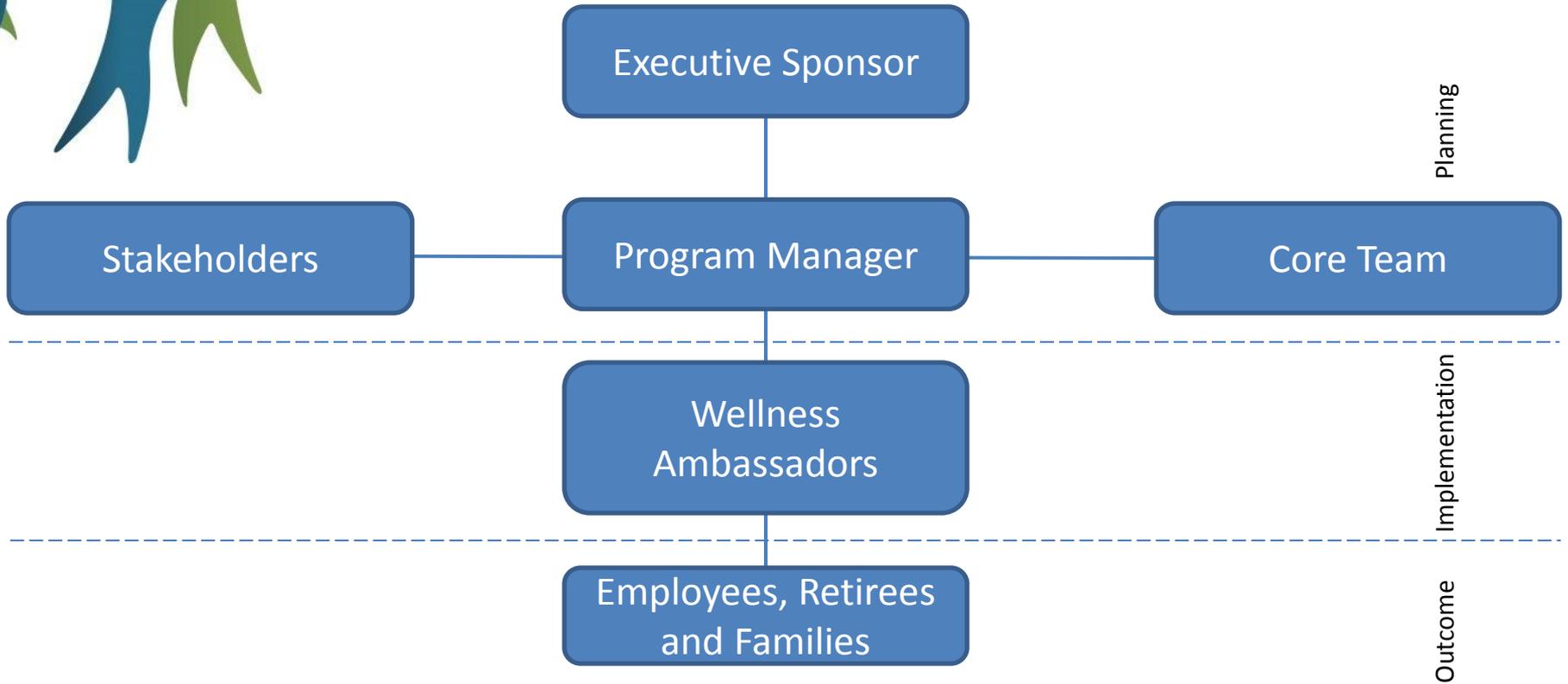
Health and Wellness Fair

Passport to Prevention





How It's Organized





2011-Present



Department Potlucks Transformed



Thrive Across America



Susannah Clark
Board of Supervisors Aide, County of Marin



Which of the Best Practices Are Most Important?



In an analysis of data collected from more than 700 employers through the [HERO Employee Health Management Best Practices Scorecard in Collaboration with Mercer](#), researchers found the above best practices to be most strongly associated with positive outcomes.

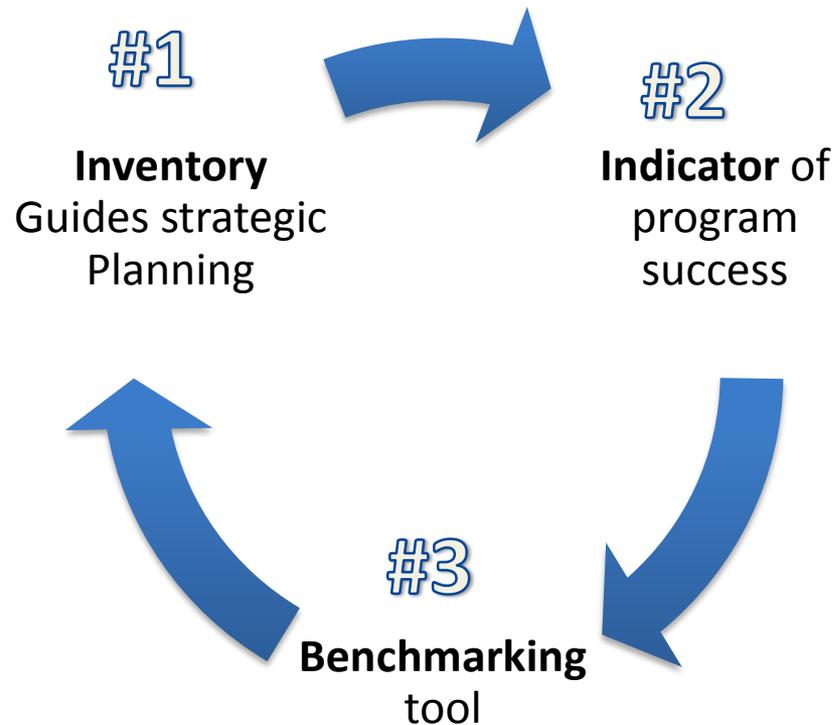


HERO Best Practices Scorecard in collaboration with MERCER

Three Main Uses of the Scorecard

6 Sections on the Scorecard

1. Strategic Planning
2. Leadership Engagement
3. Program-level Management
4. Programs
5. Engagement Methods
6. Measurement and Evaluation





Participatory vs. Incentive Based Program

Culture Change



Wellness Integrated with Health Plans, Leave Management and Workers Comp
Employees & Retirees receive incentives (\$) for proper behavior

Employees are Encouraged to Participate
Contests with Small Prizes
Giveaways

Rollout of Wellness Program

Mature, Ongoing Program

Be careful if you are building your incentives around achieving desired health outcomes (stopping smoking, BMI <24 etc.), HIPAA, GINA and ACA all place specific restrictions!



Resources

Wellness and Organizational Change

Healthy Workplace Strategies

www.grahamlowe.ca/documents/93/Hlthy%20wkpl%20strategies%20report.pdf

Elements and Design of Wellness Programs

Centers for Disease Control & Prevention (CDC)

www.cdc.gov/workplacehealthpromotion/

Anthem

https://group.anthem.com/Global/FileLib/360health11/guidetowellness_abcb.pdf

Benchmarking, Analysis and Needs Assessments

Health Enhancement Research Organization (HERO)

www.the-hero.org/

American Heart Association: Fit Friendly Workplace

www.startwalkingnow.org/Fit-FriendlyCompaniesProgram.jsp

Public Employer Wellness Sites

www.facebook.com/e3wellness

www.marincounty.org/e3wellness

www.sonoma-county.org/healthyhabits

www.sccgov.org/sites/wellness/

www.kingcounty.gov/employees/HealthyIncentives.aspx

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