

# Creating a Culture of Health and Wellness @ Warren County

**Huh?**

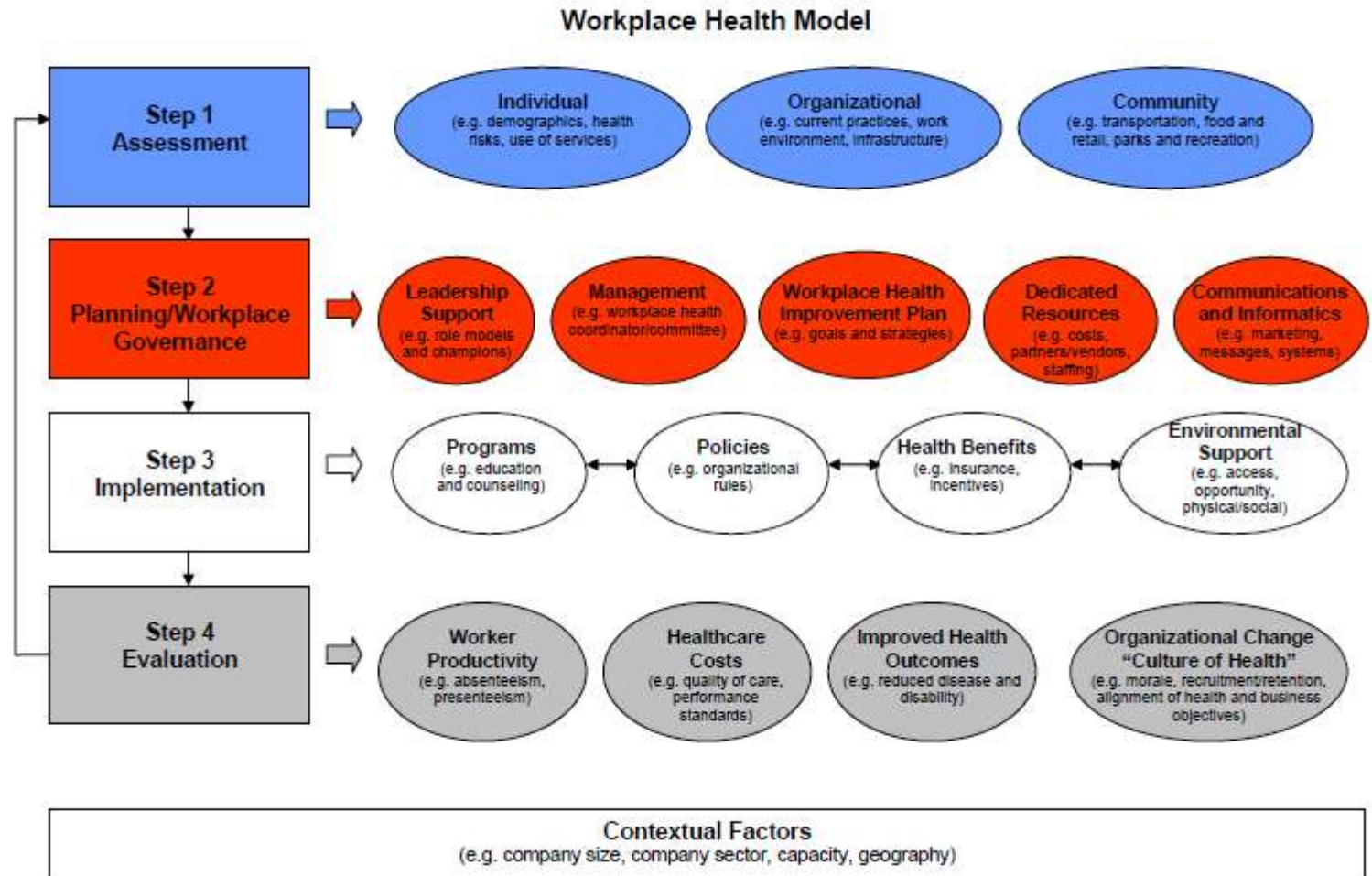
# Worksite Wellness Prevention Agenda – Reduce Obesity in Children and Adults

**Goal #1.4:** Expand the role of public and private employers in obesity prevention.

## **Intervention**

Implement evidence-based wellness programs for all public and private employees, retirees and their dependents through collaboration with unions, health plans and community partnerships.

# 4 Steps for an Effective Wellness Program



# Building a partnership

Where do we start the conversation at the administrative level?

County Administrator

- Provides guidance and administrative support
- The liaison between the committee and the board of supervisors

Who do we need on board?

Insurance Carrier and broker

- Provides claims data to support the creation and continuation of a wellness committee
- Offers material support for the wellness committee
- Provided examples of evidence based programs that demonstrated ROI

How do we bring everyone together?

Can we get something with teeth?

Board of Supervisors

- Passed a resolution outlining the duties and responsibilities of the committee.
- Authorized the use of employee time to serve on the committee.

# Selling the program

- \* How do we show a need?
- \* How do we gather data?
- \* Can we keep it low cost/no cost for the employer?
- \* Are employees going to participate?
- \* How can we track progress?
- \* Asked the insurance carrier to create a presentation using claim data to show need.
- \* Insurance carrier created and analyzed employee wellness survey.
- \* Use program feedback surveys and periodic wellness surveys from employees.
- \* Track changes in claims data.

# Project in Action

- \* Increasing access to nutritious foods at work. How can we provide employees with an opportunity to eat more nutritious foods?

- \* Increase opportunity for physical activity at work. How can we get employees to move more during the work day?



Farm-to-desk CSA program



Healthy salad vending program

Created a defined walking path around municipal center



# Program Utilization

- \* **Farm to desk** – approximately 40 employees from about a dozen different departments.
- \* **Healthy Salad vending** – still very new, but participation has been good. For a viable program 25 salads a week need to be sold. So far our vendor is pleased. Salad purchases can be tracked via payment log.
- \* **Walking Path** – The number of employees that feel it is okay to walk on a break and use the defined walking path has increased over the last 2 years as per employee survey feedback.

# Challenges? What Challenges

- \* No money. How do we create/sustain something from nothing?
- \* Leadership changeover?
- \* Collecting meaningful long range data?
- \* Committee membership transition?



# Things to Ponder

- \* How do we find evidence-based programs that will interest employees and work with the worksite environment?
- \* How do we get department leadership to buy in?
- \* Can we find evidence-based programs that allow all employees to participate? If not are we able to find multiple approach that can be used simultaneously to reach more employees?

# Partners

- \* BlueShield of NENY
- \* Capital Financial Group
- \* Warren County Administrator
- \* Warren County Employees
- \* Warren County Board of Supervisors
- \* Juniper Hill Farms (CSA)
- \* 9 Miles East (salad vending)



**What time of the day would you be most interested in participating in events?**

- Morning before work
- Lunch time
- After work
- Other

**Which activities would motivate you to become (more) involved in wellness activities?**

Self-education..... 1 2 3 4 5

Walk, DVD, etc..... 1 2 3 4 5

Online webinars..... 1 2 3 4 5

In-person seminars..... 1 2 3 4 5

Classical instruction..... 1 2 3 4 5

Other.....

**Do you have any additional comments?**

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**Warren County Employee Wellness Committee**

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## Employee Wellness Survey

Brought to you by the Warren County Employee Wellness Committee

