



12<sup>TH</sup> ANNUAL OHIO

*Employee  
Health &  
Wellness*  
CONFERENCE

# Workshop E

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*Ohio Healthiest Employers --*  
**Best Practices & Successes at  
Cultivating a Culture of Employee Health,  
Wellness & Well-Being, Employee  
Engagement & Participation in Wellness  
and the Value of a Healthy Workforce**

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**11:15 a.m. to 12:30 p.m.**



**Cheryl Mueller, CEBS, GBA, CMS, CBC**  
Vice President, Central Ohio  
[CherylM@horanassoc.com](mailto:CherylM@horanassoc.com)

## **Cheryl Mueller, CEBS, GBA, CMS, CBC** Vice President, Central Ohio

Cheryl Mueller, Vice President, Central Ohio, is instrumental in proposing strategies that can be implemented to enhance employee benefit programs while containing costs and improving employee understanding and appreciation of their benefits.

Involved in group health benefits since 2000 and utilizing her previous roles with HORAN as an Account Manager, Financial Analyst and Marketing and Communications Manager, Cheryl provides insight to the overall planning involved in delivering a well-designed benefits package.

Committed to ongoing education for both employers and employees, Cheryl assisted in the creation of the very successful HORAN Education Series, which provides current legislative and industry updates. Cheryl is frequently asked to speak during wellness programs and cultivate workplace environments that promotes employee engagement in their health care decisions.

### **Community**

- Boys & Girls Club of Dayton - Chair of the Finance Committee
- United Way Emerging Leaders - Member
- American Heart Association - Board Member
- Go Red for Women Committee - Member

### **Education**

- Certified Employee Benefits Specialist (CEBS) designation
- Group Benefits Associate (GBA) designation
- Compensation Management Specialist (CMS) designation
- Chartered Benefit Consultant (CBC) designation
- Life, Accident & Health Insurance license
- Liberty University - Bachelor of Science degree in Communications

### **About HORAN**

For over 65 years, HORAN has served as a trusted advisor and thorough planner in the areas of life insurance for estate and business planning, employee benefits consulting and wealth management.

Headquartered in Cincinnati, Ohio, with Regional Offices in Dayton, Ohio; Columbus, Ohio; and Ft. Mitchell, Kentucky, HORAN serves both corporate and individual clients in 40 states. HORAN has a strong regional presence with a national footprint. We bring the best services, resources and value to our clients through premier national partnerships with M Financial Group, United Benefit Advisors and Retirement Planning Advisory Group.

Our integrity, commitment to excellence and industry knowledge are foundations upon which HORAN has built a reputation for delivering high quality products and services. Visit [horanassoc.com](http://horanassoc.com) to learn more.

## **Biographical Information**

**Esther Leeann Puckett, HealthAhead Coordinator**  
**General Electric Co., 1200 Jaybird Rd., Peebles, OH 45660**  
**937-587-4225                      esther.puckett@ge.com**

Leeann earned a bachelor degree from Morehead State University in Health Promotion with a minor in speech communication; in addition to her degree she has attended numerous additional health training courses. For the past six years she has served as the Site Administrative Assistant at General Electric Aviation's Test Operations facility in Peebles, Ohio. When the site decided to pursue GE's HealthAhead certification in 2011, Leeann stepped into the role of HealthAhead Communication's Leader, a role she still maintains today. In addition to her work at GE, Leeann also serves as the Co-Chair for the Adams County Health & Wellness Coalition. In her free time she enjoys spending time with her Husband, Daughter and preparing for their new addition this fall.

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**Dr. Stacy Shern, Ph.D., Employee Wellness Coordinator**  
**Greater Dayton RTA**  
**600 Longworth St., Dayton, OH 45402-2511**  
**937-425-8541                      sshern@greaterdaytonrta.org**

Dr. Stacy Shern serves as the Employee Wellness Coordinator for the Greater Dayton Regional Transit Authority in Dayton, OH. Stacy holds a Doctorate of Philosophy (PhD) in Health Education from the University of Cincinnati, a Master's of Science (MS) Exercise Science & Health Promotion and a Post Master's Certificate in Rehabilitation Science from California University of Pennsylvania. She is also a Certified Health Education Specialist (CHES) through the National Commission for Health Education Credentialing, Inc.

In her current role, Stacy manages all aspects of the Authority's Wellness Programs which includes program development, implementation, and management. Prior to starting her career with Greater Dayton Regional Transit Authority, Stacy was a Diabetes Prevention Lifestyle Coach with Greater Dayton YMCA, Dayton, OH, in addition to a Health Coach with Tri-Health, Cincinnati, OH.

# Worksite Wellness: Addressing Employees & their Families

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GE Aviation  
Peebles Test Operation



Community Partner



## Why Connect Employees & the Community in the same wellness programs ?

- Provide a healthier work environment
  - More opportunities to exercise & eat healthier.
  - Decrease stress levels
  - Enhance communication between departments and employees
- Connect to the community coalitions or help develop one
  - Connects to other business in the community to share best practices
  - Offering the same programs- connects the families at home
  - Being able to provide more in the community with everyone working toward the same goal.



## HealthAhead & Adams County Health & Wellness Coalition

### Leadership & Wellness Team

- ✓ Wellness team consist of top management, leadership, exempt and non exempt employees at the worksite level
- ✓ Coalition Level- Chair, Co-Chair, Treasurer and Director for executive board
  - ✓ Always inviting new organizations & worksites to join coalition
  - ✓ Developing strategic plans that work for the community
- ✓ How to gather data- contract a Nurse or trusted party – to gather VOC measurements, students, co-ops, wellness liaison for your site
- ✓ VOC Suggestion Box – white board for folks to just post comments, surveys, Facebook groups



## HealthAhead & Adams County Health & Wellness Coalition

### Best Practices

- ✓ Grocery Store tour with Dieticians for employees, spouses, community members, school children.
- ✓ Going out to the community where our members and employees live providing nutrition education
- ✓ A Speaker Panel :
  - ✓ Local Pharmacist
  - ✓ Nurses
  - ✓ Doctors
  - ✓ Worksites
  - ✓ Schools- Teen Tobacco Boards-
- ✓ Travelling Diabetes Display and Educator on-site
- ✓ Community Wellness Challenges
- ✓ Working with local Food Pantries



## HealthAhead & Adams County Health & Wellness Coalition

### Nutrition Standards

- ✓ Fruit baskets dropped once a month. Works with local Developmental Disabilities Center that cleans and prepares fruit baskets and then they are distributed direct to employees along with nutritional information at different worksites
- ✓ Worked with local vendors to meet Healthy Catering Standards
  - ✓ Pizza joints that traditionally only served non-healthy food.
- ✓ Cooking/ Nutrition Classes on-site in work places for employees,
- ✓ All events hosted on site are HealthAhead menus and all family events we have hosted off-site have been HealthAhead.
- ✓ We provide education sessions, off-site education trips, Nutrition one on ones for any employee.





## HealthAhead & Adams County Health & Wellness Coalition

### Tobacco

- ✓ Signs throughout the campus facility indicating tobacco free – not an easy task as the location is 7,000 acres. Countdown signs are a great best practice.
- ✓ Site is a participant in a county community program that has a grant to offer tobacco cessation subsidy programs.
  - ✓ Tobacco-Free Environments Implementation Grant
- ✓ Hypnosis program to provide diversity with treatment options: Worksites, Hospital, Health Department



# HealthAhead & Adams County Health & Wellness Coalition

## Physical Activity

Worksites & Coalition offer the same program

- ✓ Sports medicine professionals educated folks on the new gym machines.
- ✓ Sports activity equipment (ping pong, basketball and Corn hole) in work areas to promote health.
- ✓ Participated in Ohio Healthy Walk one mile .
- ✓ Community Hiking trails- work with the tourism department of your county
- ✓ Awareness about inside and outside physical activity opportunities
- ✓ Activities that everyone can participate in





**TEAMWORK**  
coming together is a beginning  
keeping together is progress  
working together is success

- Henry Ford

**Partners** promote the **Coalition's** shared vision through communications, events, advocacy, and participation in **Coalition** meetings.

<http://www.communityschools.org/about/partners.aspx>



<https://vimeo.com/43506950>

Contact Information:

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937-587-4225

Debbie Ryan - Adams County Creating Healthy Communities

[ryan.debbie@ymail.com](mailto:ryan.debbie@ymail.com)

937.217.4287

Holly Johnson – Adams County Economic Development Director

[holly.johnson@adamscountyoh.gov](mailto:holly.johnson@adamscountyoh.gov)

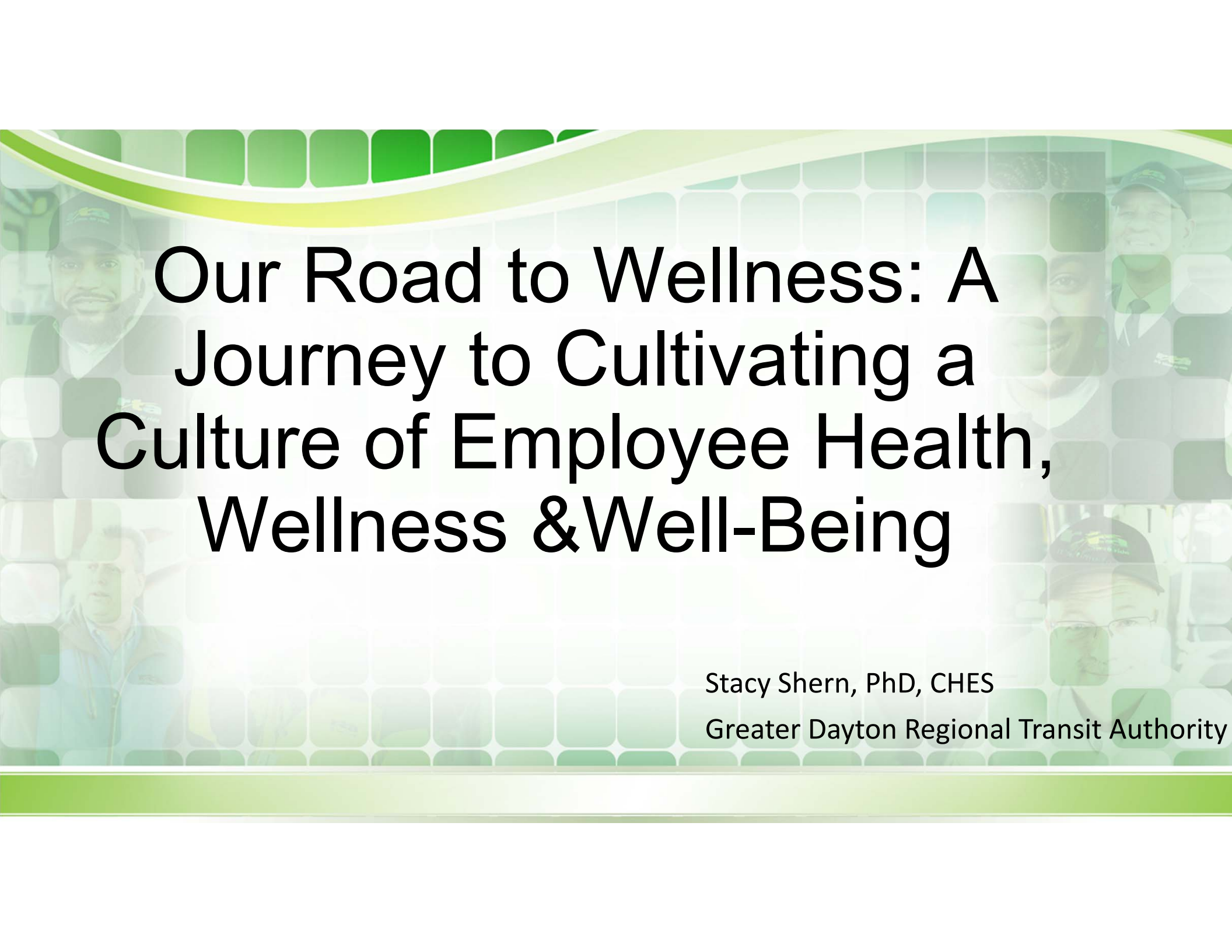
937-544-5151

Dane Clark- GE HealthAhead PTO Champion

[Dane.clark@ge.com](mailto:Dane.clark@ge.com)

937-587-4291



The background features a collage of several employees from the Greater Dayton Regional Transit Authority. The collage is composed of various photos of staff members, some wearing transit caps and uniforms, set against a grid of light green squares. A prominent white curved line arches across the top of the collage. The overall color palette is dominated by shades of green and white.

# Our Road to Wellness: A Journey to Cultivating a Culture of Employee Health, Wellness & Well-Being

Stacy Shern, PhD, CHES

Greater Dayton Regional Transit Authority

# Our Program

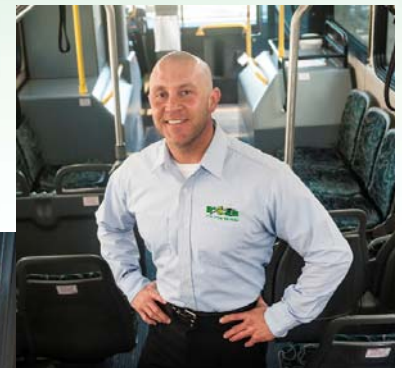
Greater Dayton RTA's Wellness Program seeks to encourage employees' personal and professional productivity, and physical and mental wellbeing. Our mission is to foster a worksite culture that supports anyone's desire to make healthy lifestyle choices. Understanding the importance of a healthy family, several program services are also extended to the families of every employee.



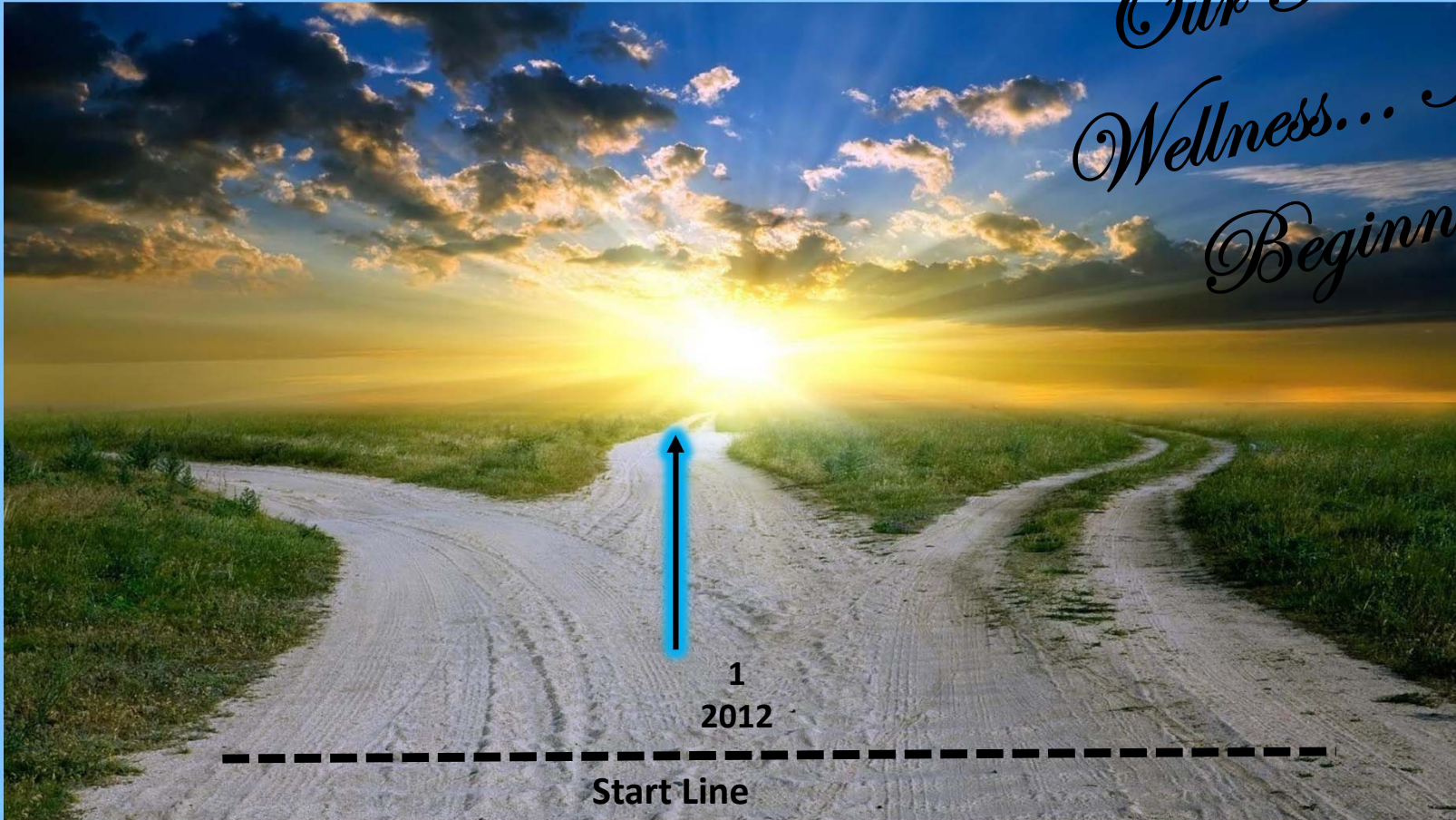
# Our Employees

- Traditional Operators- 290
- Project Mobility (PMOB)- 90
- Maintenance- 110
- Administration- 192

Total: 682 employees



*Our Road to  
Wellness... In the  
Beginning*



Our Road to Wellness: A Journey to Cultivating a Culture of Employee Health, Wellness & Well-Being



# How *WELLNESS* became a topic of discussion...



# Wellness Committee- 2008

- ❖ HEARTA committee created in 2008
- ❖ Initiatives included:
  - ❖ Walking programs
  - ❖ BP checks
  - ❖ Wellness communications
  - ❖ Annual Wellness Day
- ❖ All initiatives were free or low-cost
- ❖ Installation of first Fitness Center



## Programs failed to gain traction:

- ❖ Lack of direction
- ❖ Committee members had other priorities beyond wellness
- ❖ Discussions of hiring Employee Wellness Coordinator began



# Wellness Coordinator- 2012



***it's time to ride***  
**Employment Opportunity**

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August 15, 2012

Greater Dayton Regional Transit Authority

EMPLOYEE WELLNESS COORDINATOR  
PART TIME



Our Road to Wellness: A Journey to Cultivating a Culture of Employee Health, Wellness & Well-Being

# OUR FIRST PROGRAM:



Our Road to Wellness: A Journey to Cultivating a Culture of Employee Health, Wellness & Well-Being

# Program Criteria



1. Complete Health Coaching Session
2. Set Short Term Goal for 3 months
3. Achieve Goal by end of 3 months, receive an incentive \$75
4. Set another Short-term Goal
5. Repeat process



# Short Term Goals



*INTRODUCING...*



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# Pilot Program Criteria

1. Complete Onsite Biometric Screening
2. Purchase Fitbit Flex for \$42.50
3. Achieve assigned daily step goal for 6 months
4. Receive incentive of \$180
5. Achieve assigned daily step goal for another 6 months
6. Complete Onsite Biometric Screening
7. Receive incentive of \$180



# First Year Results

## Pilot Project Fitbit Achievers

- Participants: 100
- Achievers: 94

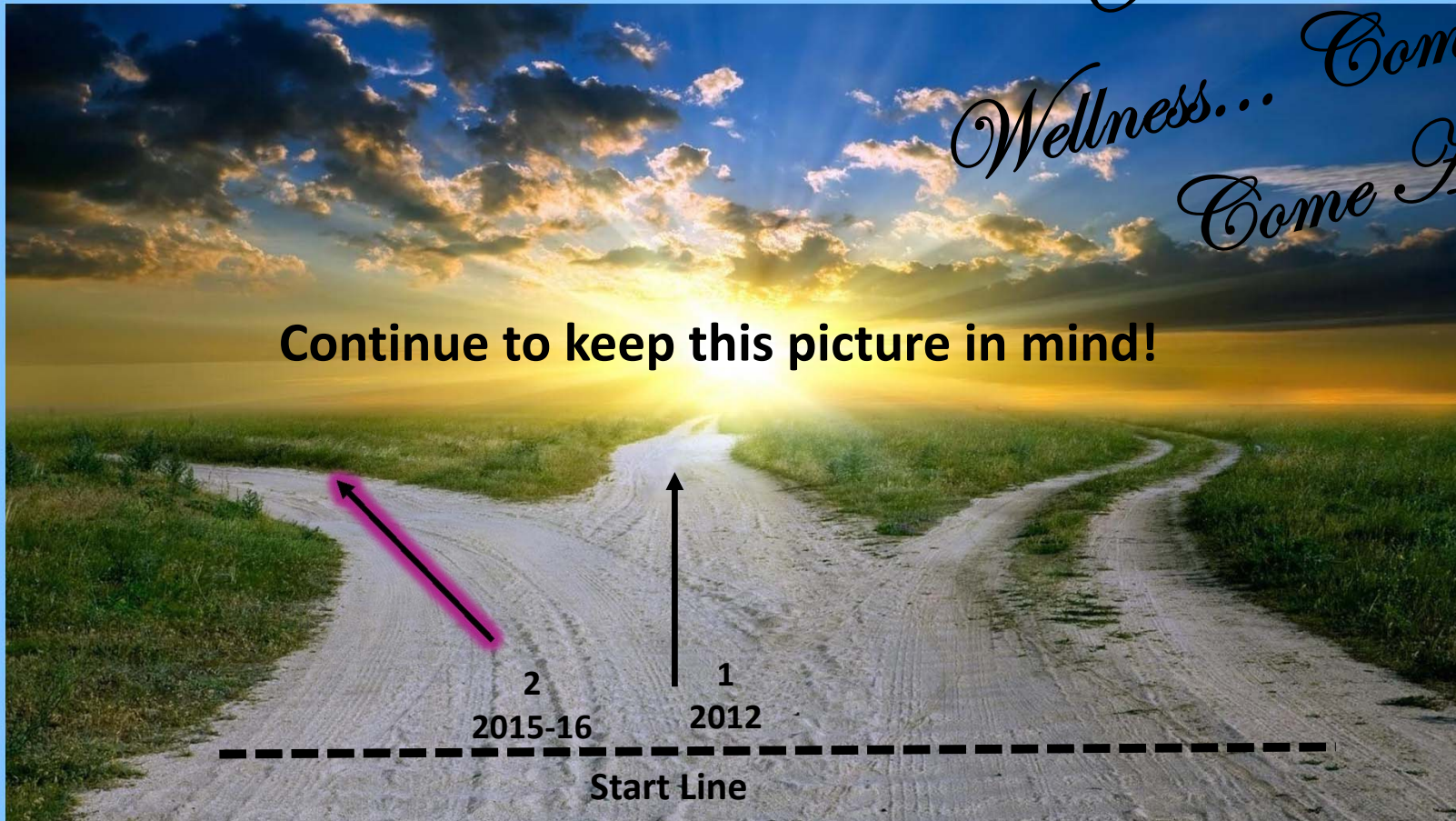
## Biometric Screening





*Our Road to  
Wellness... Come One,  
Come All*

**Continue to keep this picture in mind!**



Our Road to Wellness: A Journey to Cultivating a Culture of Employee Health, Wellness & Well-Being



# Program Changes

## Fitbit

All inclusive program

1. Purchase Fitbit Flex for \$42.50
2. Achieve assigned daily step goal for 6 months
3. Receive incentive of \$180
4. Achieve assigned daily step goal for another 6 months
5. Receive incentive of \$180

## Quarter Program

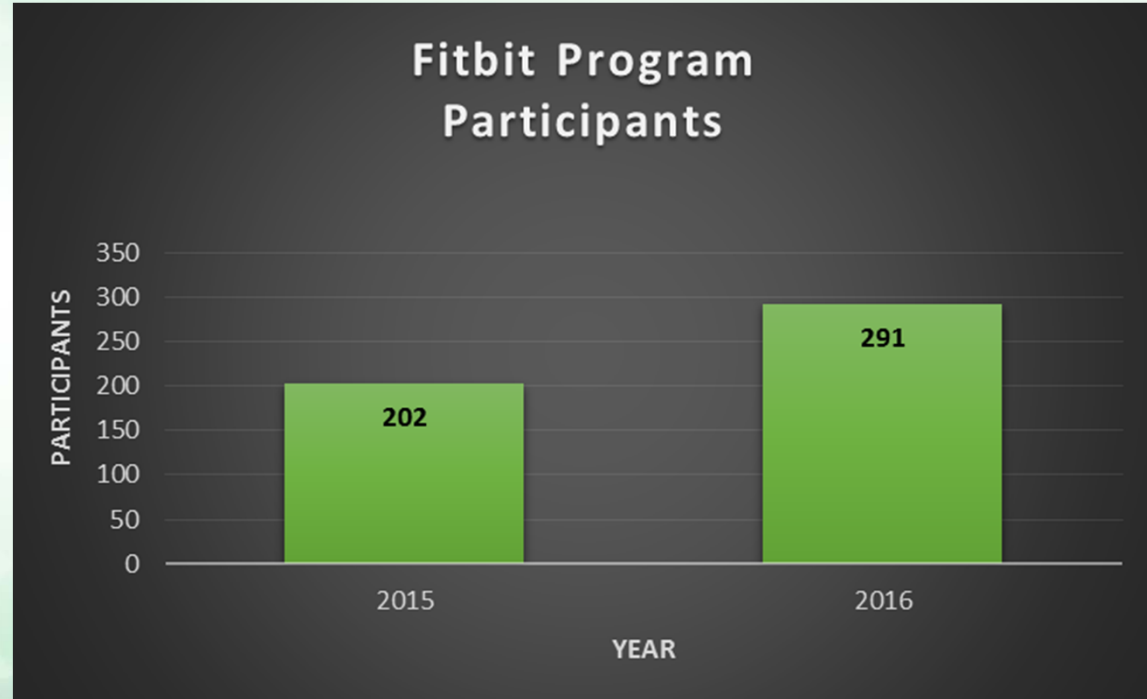
Formerly On Your Mark, Get Set, Go!

1. Meet with Wellness coordinator
2. Set Short Term Goal for 3 months
3. Achieve Goal by end of 3 months, receive an incentive \$75
4. Set another Short-term Goal

## Staff Change

New Employee Wellness  
Coordinator...  
ME!

# Participants

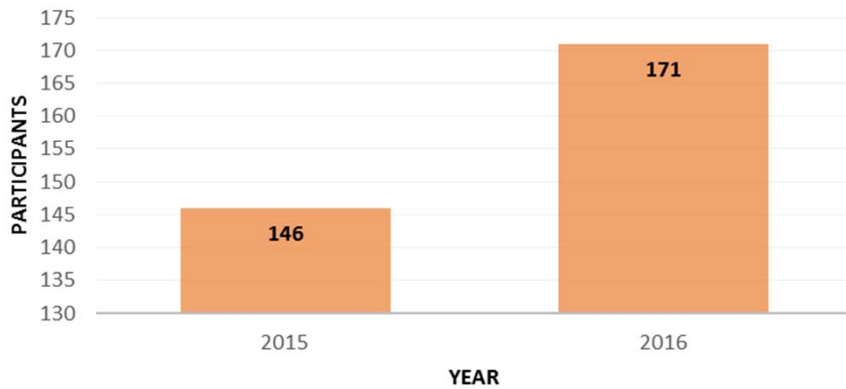




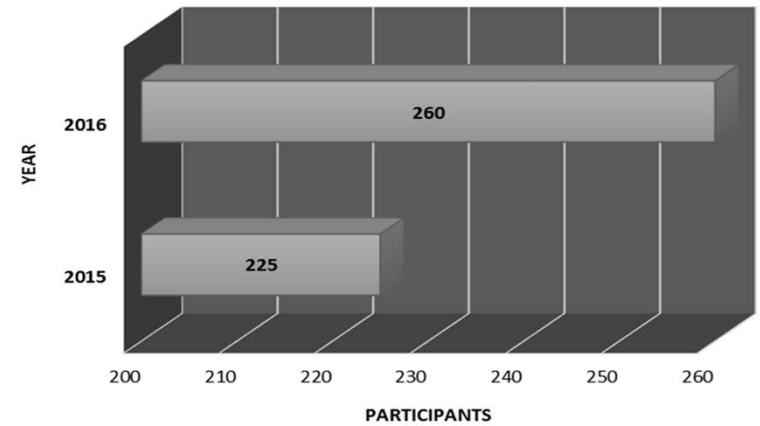
# Achievers



**Fitbit Program**  
At least 1 Fitbit Achievement



**Fitbit Program**  
Total Incentives Paid



# Additional Wellness Services

- ❖ Health Coaching
- ❖ One-on-One Personal Training
- ❖ Onsite Fitness Center
- ❖ Fitness Classes
- ❖ Onsite Flu Shots
- ❖ Onsite Biometric Screenings
- ❖ **New Fitness Center (Spring 2016)**
- ❖ **Wellness Library (Fall 2016)**
- ❖ **Educational Seminars (Fall 2016)**



Our Road to Wellness: Cultivating a Culture of Employee Health, Wellness & Well-Being

# Employee Engagement

## ❖ Interact with employees

- ❖ Onboarding
- ❖ Meet & Greet
- ❖ Providing one-on-one attention
- ❖ Open office at Downtown Hub

## ❖ Provide new programming

- ❖ Food Demos
- ❖ Nutrition Education classes
- ❖ Stress & Relaxation seminar
- ❖ Wellness Library

## ❖ Healthy Habits Health Coaching

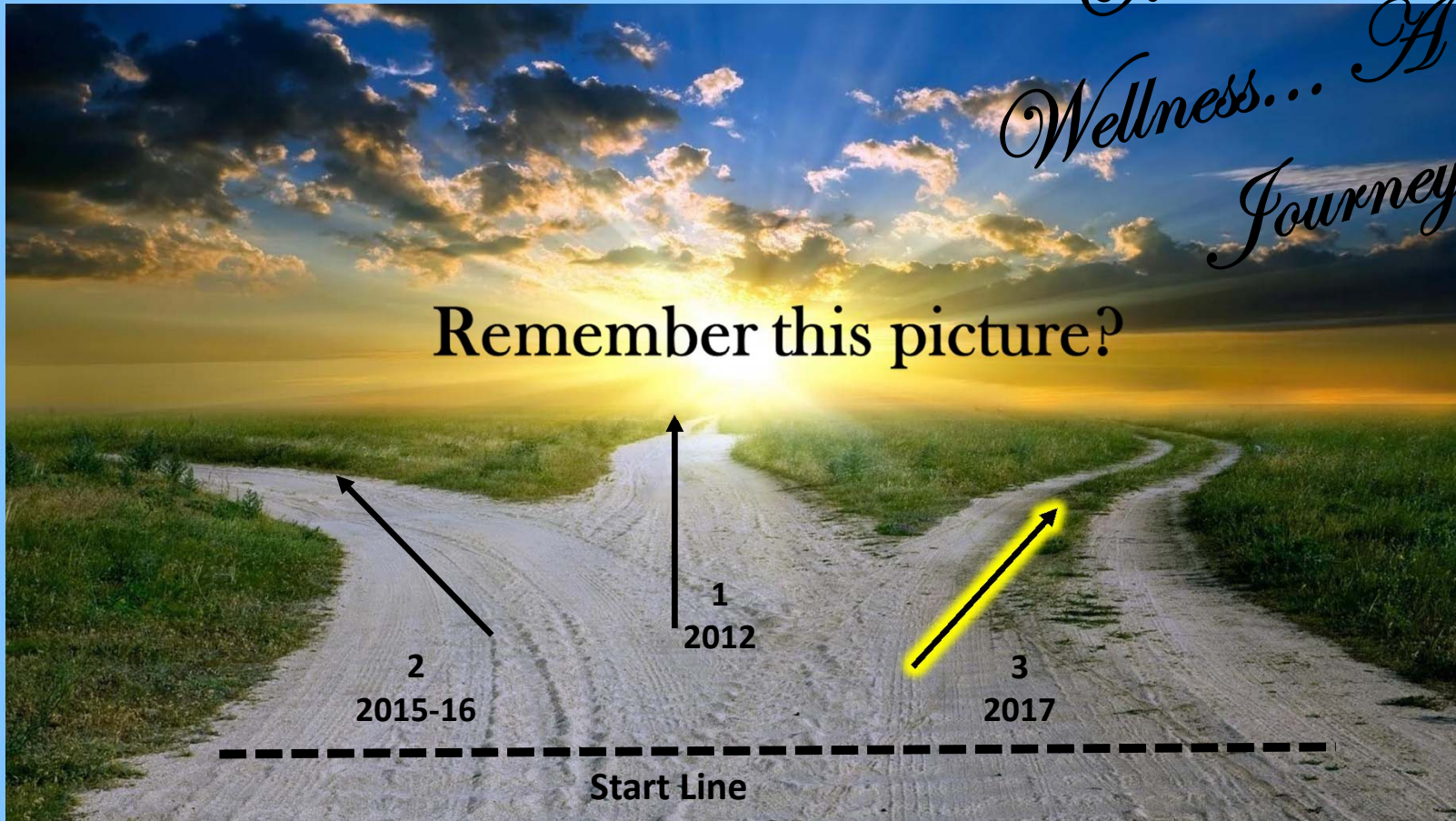
- ❖ Diabetes Prevention/Management
- ❖ Weight Management
- ❖ Exercise





*Our Road to  
Wellness... A New  
Journey*

Remember this picture?



Our Road to Wellness: A Journey to Cultivating a Culture of Employee Health, Wellness & Well-Being



Our Road to Wellness: A Journey to Cultivating a Culture of Employee Health, Wellness & Well-Being

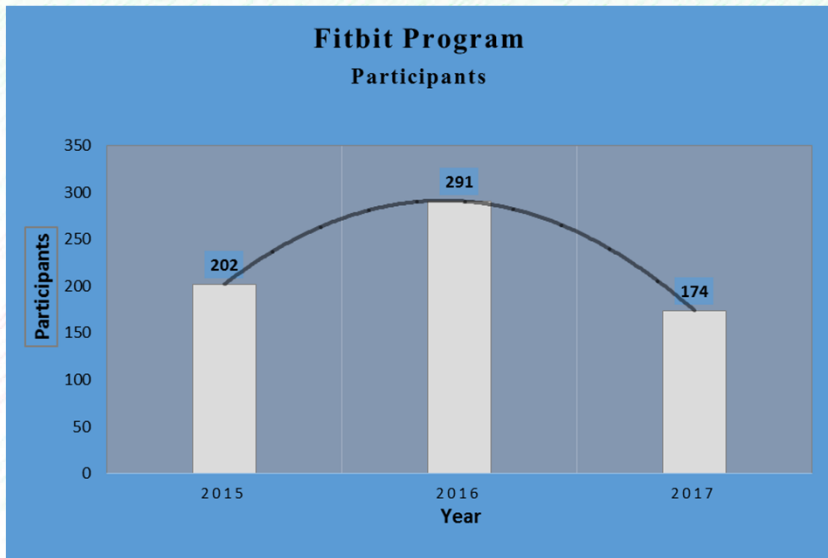
# ATU Strike



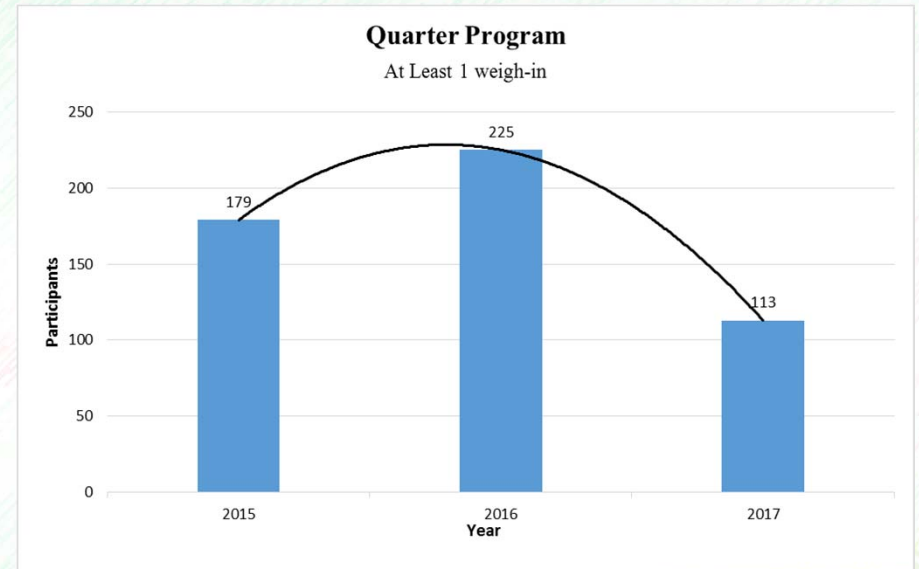
January 2017

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# Effect on Wellness Program...



- Data from program years 2015 and 2016 reflects the number of employees who recorded steps at least 1 month during the program year. Data from program year 2017 reflects the steps recorded from April-June. This also includes steps recorded for employees who selected the HSA and Wellness option. **Unduplicated number shown above.**



- Data from program years 2015 and 2016 reflects the number of employees who had at least one quarterly weigh-in during the program year. Data from program year 2017 reflects Quarters 1 and 2 only (first 6 months of the year). **Unduplicated number shown above.**



# The Rebuild.... After the Strike



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# Brown Bag Lunch Challenge

- Bring lunch to work at least 2 days per week.
- All meals must be prepared at home and include at least 1 fruit or vegetable. No McDonald's, Wendy's, etc.
- Submit a selfie with your lunch (2 photos per week).



**rtta**  
it's time to ride

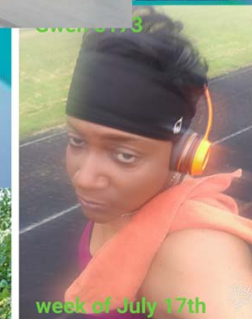
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# Summer Fitness & Wellness Challenge

## Challenge Criteria (\*required):

- ❖ Complete a pre, mid, and post weigh-in.\*
- ❖ Exercise at least 2 days per week.\*
- ❖ Complete 2, physical activity log booklets.\*
- ❖ Complete 2 Health & Wellness Educational Activities.\*

**\*\*BONUS\*\*:** submit 1 selfie each week (10 total) of you performing your activity and receive 2 additional drawing entries.

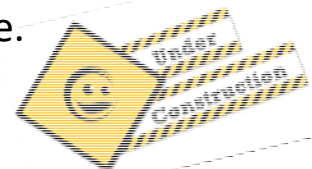






### *New Program in Development*

- **ONE PROGRAM**
- Keeping some of the old programming, while incorporating new programming (e.g. Quarter Program, Fitbit Program, Health Coaching, etc.)
- Incentives for all who wish to participate.





# More Than...

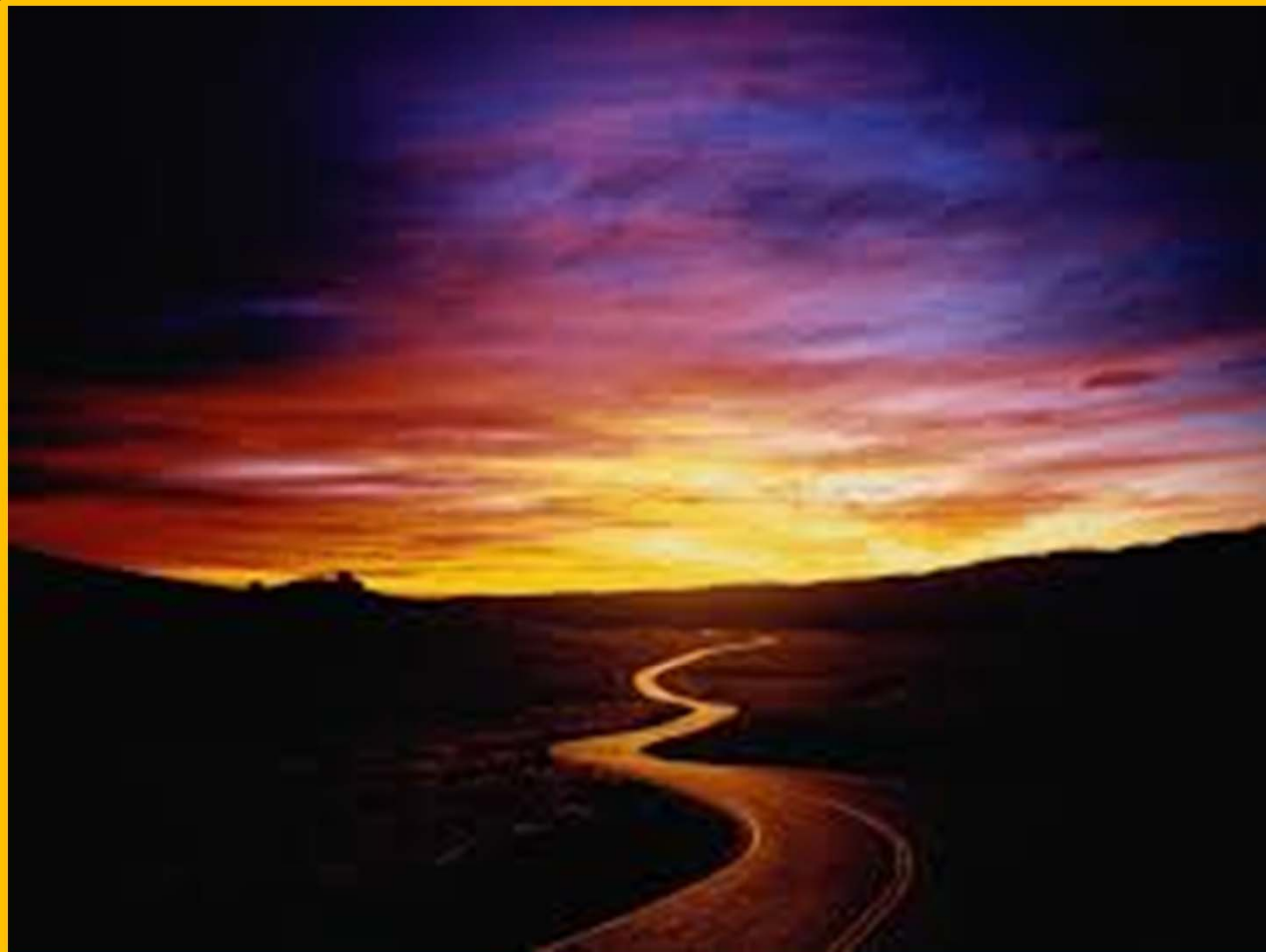
RTA Wellness is more than the Quarter and Fitbit Programs. It moves beyond the reach of its employees... RTA Wellness:

- ❖ **Provides health awareness to the community**
  - ❖ Community Health Fairs and Safety Day
- ❖ **Supports community wellness events**
  - ❖ Breast Cancer Walk, Walk! Downtown Dayton
- ❖ **Collaborates with local Law Enforcement and Government**
  - ❖ Work with local officials to tackle the opioid epidemic
- ❖ **Participates in community organization health efforts**
  - ❖ Creating Health Communities Coalition- Member
  - ❖ Center for Healthy Communities- CAB member



Our Road to Wellness: A Journey to Cultivating a Culture of Employee Health, Wellness & Well-Being

*And Our Journey  
Continues...*



Our Road to Wellness: A Journey to Cultivating a Culture of Employee Health, Wellness & Well-Being

**...THANK YOU...**

Contact Info:  
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(937) 425-8544

