



14TH ANNUAL OHIO

*Employee
Health &
Wellness*
CONFERENCE

Workshop M

Best Practices

**Best-in-Class Wellness Programs ...
Healthy by Choice Wellness Program:
Engage, Educate & Empower**

3:00 p.m. to 4:15 p.m.

Biographical Information

Janan Hay
Wellness and Benefits Coordinator
City of Dublin
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Janan Hay has been a registered dietitian for over 15 years. Her professional experience has involved working to help people achieve health in various settings. She has been with the City of Dublin for 4 years working as the Wellness and Benefits Coordinator. Janan's insight and work with the City of Dublin have contributed to the success of the Healthy by Choice Wellness Program.

Jennifer Miglietti
Human Resources Manager
City of Dublin
6555 Shier-Rings Road Dublin, OH 43016
Jmiglietti@dublin.oh.us

Jennifer Miglietti is a Human Resources Manager for the City of Dublin. She has over 19 years of Human Resources experience, 14 of which have been with the City of Dublin. Jennifer has been an integral part of the Benefits and Wellness program and has helped shape the design of the program. She works closely with Janan to ensure the continued success of the Health by Choice Program.



Engage. Educate. Empower.

How the City of Dublin Inspires Health



EVERYTHING GROWS HERE.



Who is the City of Dublin





Who is the City of Dublin - Video

<https://vimeo.com/347561698>



EVERYTHING GROWS HERE.



Who is the City of Dublin

- Founded as a City in 1987
- Population = < 47,000 residents
- 395+ full-time employees
- Non union, USW, and FOP
- 7 building locations within a 4 mile radius
- City Manager form of government with a 7 member City Council
- Home to several companies, including Wendy's, Stanley Steamer, and Cardinal Health
- Host to the Memorial Golf tournament and the Irish Festival.



EVERYTHING GROWS HERE.



History of the Medical Plan 2006-2010

	Deductible	Co-Insurance	Out of Pocket
Single	\$0	85/15	\$1750
Family	\$0	85/15	\$3000

Incentives

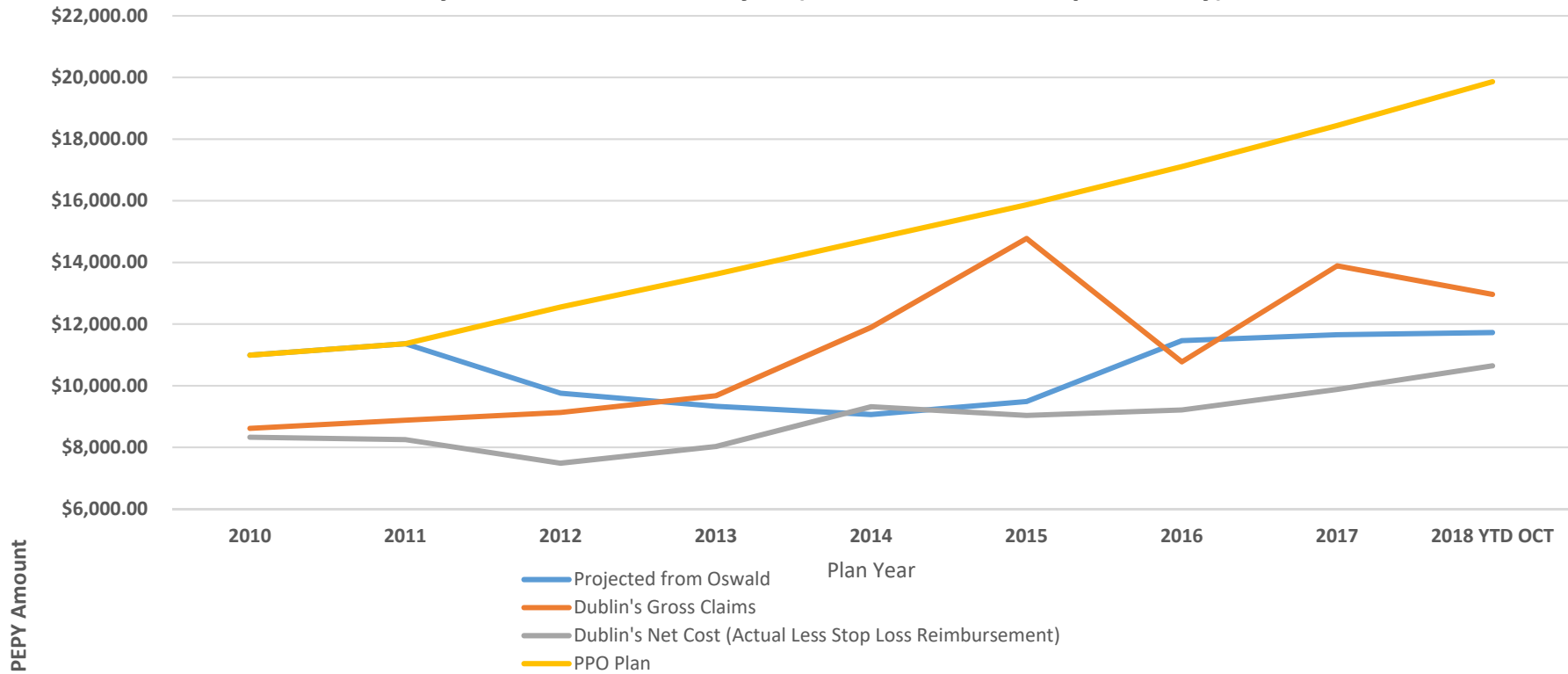
- Premium contribution= \$0**
- Free On-Site Screenings (optional)**
- Free Recreation Center Membership**
- Preventive Care Covered at 100%**





Medical and Rx Plan Performance

City of Dublin Claim Analysis (Medical and Prescription Only)



EVERYTHING GROWS HERE.




Healthy by Choice Wellness Program



Wellness & Prevention must be inseparably linked to the healthcare plan design.

Employees must be partners in their healthcare coverage and stewards of their own health.

-  **Health Risk Assessment**
-  **Screenings**
-  **2 Education Credits**
-  **Preventive Care Check-Up**



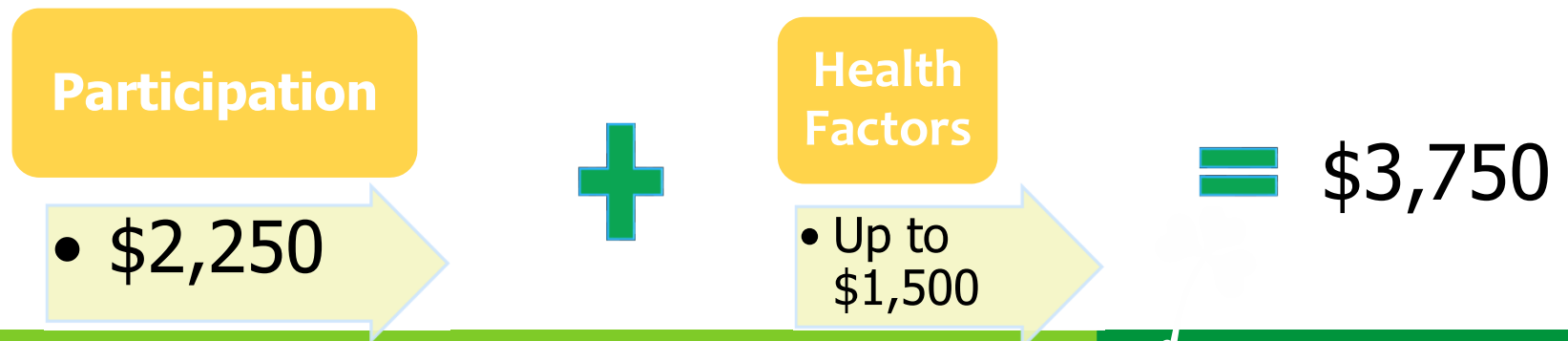
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Healthy by Choice Health Savings Account

- Switched from a PPO to a High Deductible Health Plan with an Health Savings Account (HSA)
- Participation in Healthy by Choice was rewarded with generous HSA deposits

Family Coverage (\$5,000 Deductible)



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Educate

How to be a good consumer game

<https://kahoot.com/>



EVERYTHING GROWS HERE.



Educate

- Blood Pressure 140/90
- Cholesterol \leq 200 or LDL is \leq 130
- Waist Circumference M \leq 40" F \leq 35"
 - BMI \leq 25
- Tobacco Affidavit – Tobacco Free currently and for the previous year





Biometric Results

- Blood Pressure 140/90
 - 7-18% hypertensive
 - 42-61% pre-hypertensive
 - 26-44% normal
- Cholesterol \leq 200 or LDL is \leq 130
 - 22-39% high
 - 60 – 77% normal
- Waist Circumference M \leq 40" F \leq 35" OR BMI \leq 25
 - 33 - 40 % Obese
 - 34 -39% Overweight
 - 24-31% normal
- Tobacco Affidavit – Tobacco Free currently and for the previous year
 - 82 EE to 20 EE Use Tobacco (continuously has declined)





Engage. Educate. Empower.

- 2009



- 2011



- 2017



EVERYTHING GROWS HERE.



Introduction to the 3 E's

The evolution of the City of Dublin's Healthy by Choice Wellness Program has been fueled by the support of the City Manager and Senior Leadership team to:

Engage employees and spouses in their health

Educate through innovative resources and opportunities

Empower them to be steward's of their own health



EVERYTHING GROWS HERE.

YOUR LIFE = 28,835 DAYS

**WHAT WILL YOU DO
WITH THAT TIME?**



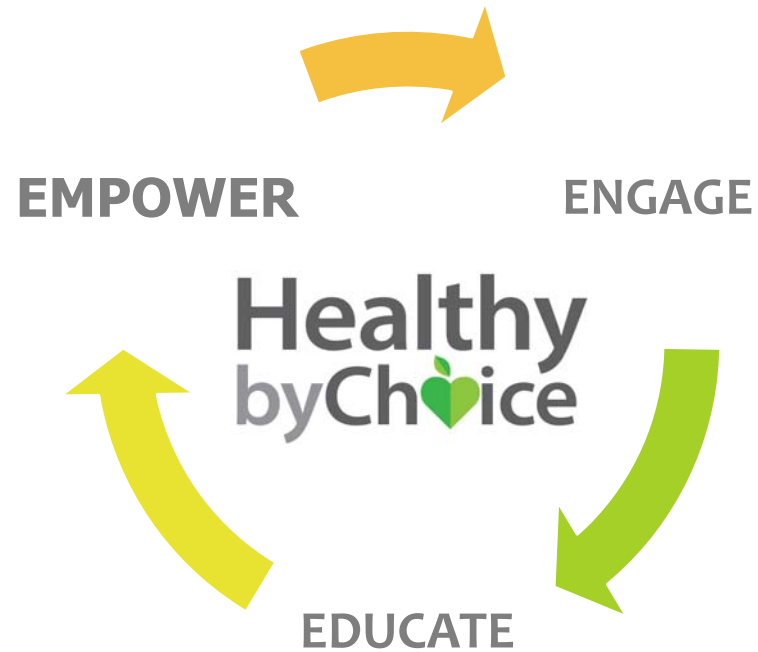


The 3 E's Success

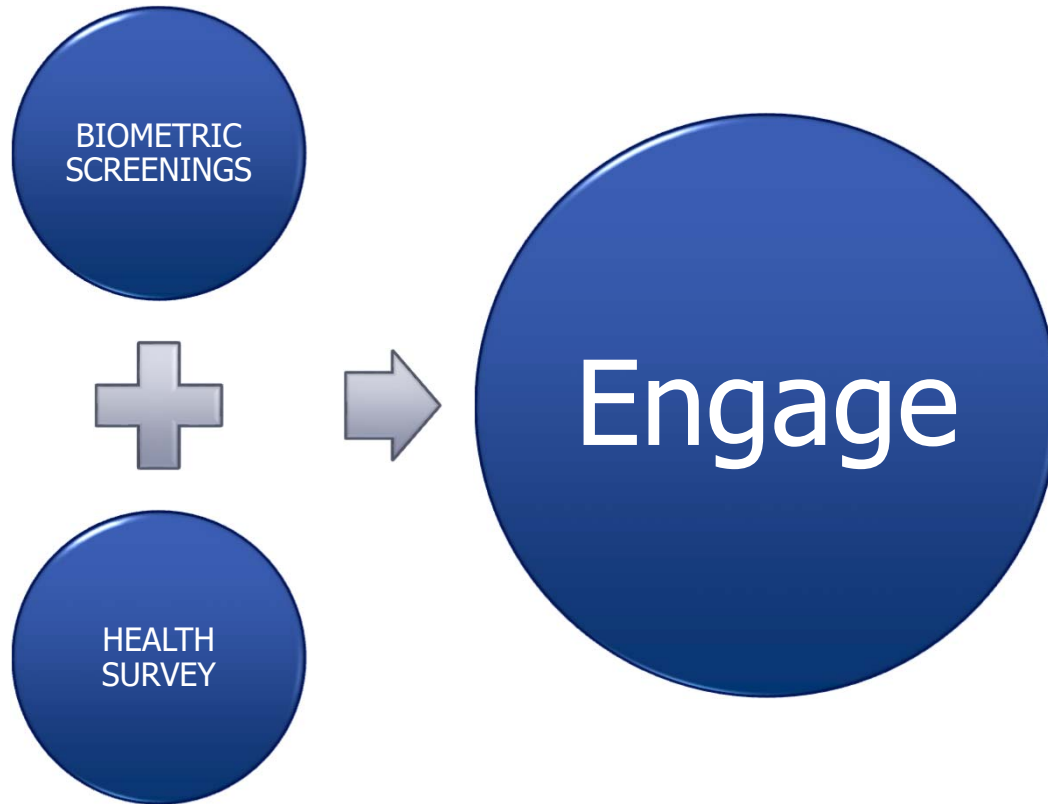
- **99.3%** network utilization
- **93%** of employees are satisfied with their jobs
- **99%** are proud of the work they do
- **90%** feel respected at work
- ER visits are less than **39.9%** from the norm
- **Retrospective score**-our score is 1.125 (20% below the United Healthcare book of business)



The 3 E's to wellbeing



Engage





Engage

Healthy by Choice Program Highlights

- **586 (99%)** of employees and spouses completed health survey
- **96%** of employees and spouses on the City's benefits are tobacco free
- **64%** of employees and spouses have 2 or less risks
- **586 (99%)** of employees and spouses completed the biometric screenings
- **CAI** a series of health decisions. Our CAI is **75%** (United Healthcare's book of business= 64%)



Engage

Biometric Screenings

Employees and spouses

- Provide real time feedback on health
- Opportunity to communicate wellness and benefit programming information
- Brief individual coaching conversation



Engage

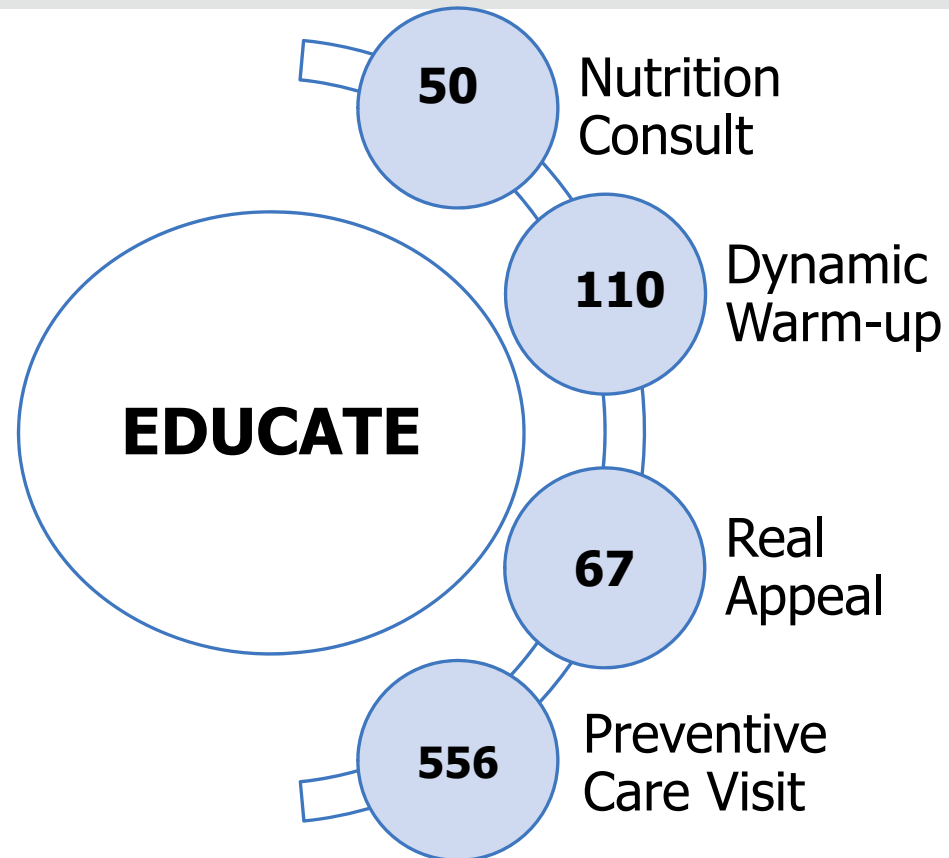
Health Survey

Employees and spouses

- Provides employees and spouses with a tool to assess their overall health as related to their age
- A tool to connect individuals and resources to drive accountability and health



Educate



Educate

Nutrition Consult

Employee only

- The personal nutrition counseling sessions provide the opportunity to help employees determine the right track to achieving their health and lifestyle goals
- Over 50 employees have completed the nutrition consults and with 95% satisfaction rate.



Educate

Dynamic Warm-up

- **110** employees from Parks, Horticulture, Facilities, Fleet, Streets involved
- Created as a way to reenergize the City stretching program
- Embedded in morning routine to warm-up the body prior to being out in the field
- Supported by the City Manager and led by Directors





Dynamic Warm-up



<http://dubnet.dublinohiousa.gov/hbc/dynamic-stretching-superheroes/>



EVERYTHING GROWS HERE.

Educate

Real Appeal

- Online digital weight management program launched in February
- Provides ability for participant to access programming at their convenience
- **67** members participating and over 201 pounds lost
- 4.85 out of 5 satisfaction rating with program





Educate

Preventive Visit Compliance Highlights

- **93%** completed an adult preventive visit (28% above the United Healthcare book of business)
- **81%** completed a breast cancer screening (United Healthcare book of business= 78%)
- **68%** completed a colon cancer screening (United Healthcare's book of business= 51%)
- **82%** completed a cervical cancer screening (11% above United Healthcare's book of business)





Empower

"Human beings are not things needing to be motivated and controlled. They are four-dimensional: body, mind, heart, and spirit." --*Stephen Covey*



EVERYTHING GROWS HERE.



Empower

Wellness Campaigns

- Quarterly promotions designed to enhance knowledge to help employees make better choices impacting their **health**, and to encourage and support employees to increase their **own efforts** to stay healthy.
- Themes for 2019 include:
 - Healthy Weight Resources
 - Stress Less, Smile More
 - Blood Pressure Awareness



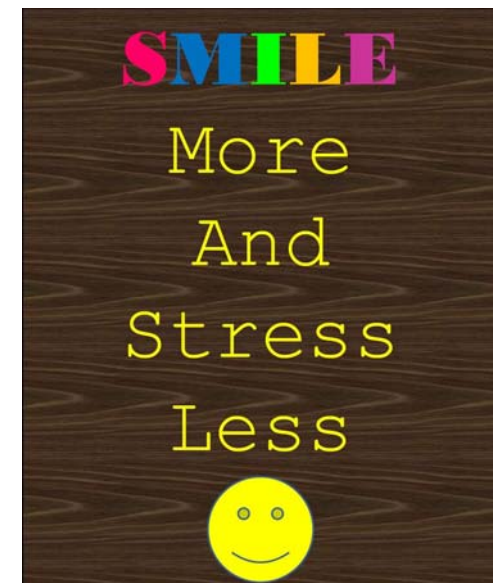
EVERYTHING GROWS HERE.

Empower

Stress Less, Smile More

What's involved?

- 71 Employees
- Chair massages
- Relaxation bag
- Educational resources from EAP
- Walk and Talks with the dietitian on stress busting foods





Mindfulness with a Stress Ball Activity

Purpose:

This activity is designed to help the group practice mindfulness by focusing solely on the task at hand.

Discussion questions:

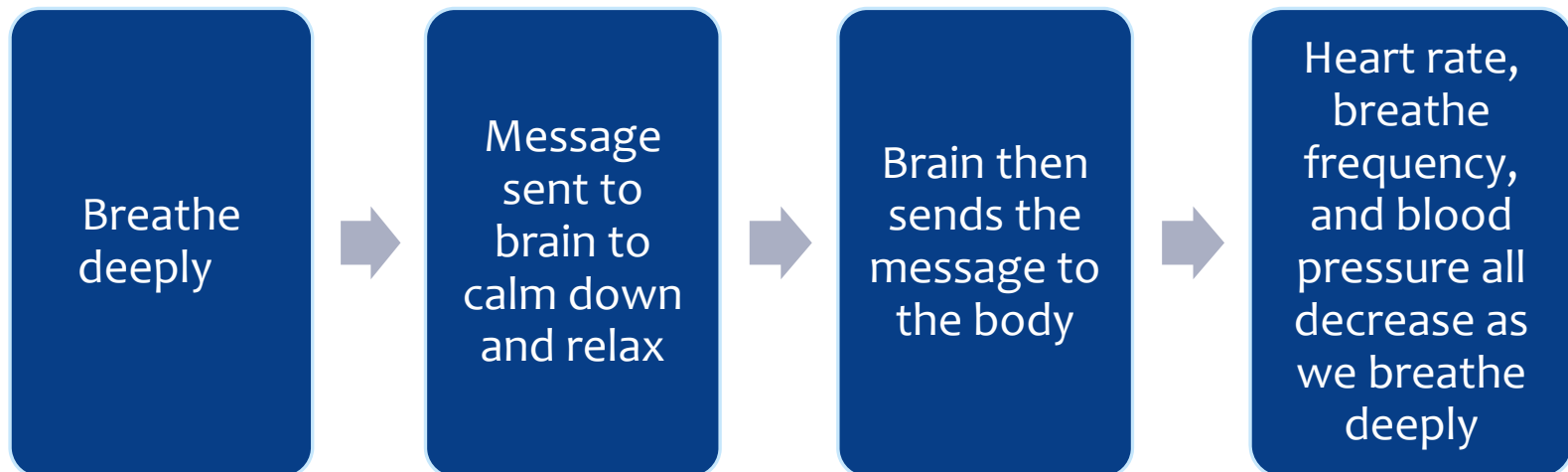
- Discuss how easy the exercise was with one stress ball versus with several.
- Discuss how important it is to focus on responsibilities and use time management to get each one done individually and thoroughly



Empower

Deep breathing is one of the easiest ways to decrease stress.

WHY?



Empower

Healthy by Choice Points Program

- Provides employees and spouses with the opportunity to earn wellness points by completing activities in each dimension of wellness.
- In the 2018 Health and Wellness Survey, 70% employees reported participation in the Healthy by Choice Points Program.



The City of Dublin is committed to the health and wellbeing of their employees and spouses and will continue to offer innovative programming to maintain a culture of health.

