

To the Mayor and Members of the City Council**May 24, 2016**

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**SUBJECT: WELLNESS PROGRAM UPDATE**

The City of Fort Worth's Wellness Program is one of a three-part approach to improve performance of the City's overall health plan. That approach includes managing utilization; managing unit costs; and promoting health through wellness and disease-management programs. This Informal Report will provide an overview of the current wellness programs.

Health Premium Discounts

The success of any wellness program may be summarized in one word...engagement. The City's most recent and broadest wellness program allows employees to obtain discounts from their health premiums under certain conditions. Employees who obtain an annual physical and complete a member health assessment and tobacco affidavit receive a discount of \$100 per month on the health premium. The purpose of the program is to ensure that employees develop a personal relationship with a physician who is regularly monitoring their health. The program had over 88% participation by all employees and retirees on the City's health plan for 2015 and has been expanded to include spouses for 2016.

Weight and Diabetes Management

The City's Wellness Program also includes more targeted approaches. The City has, for years, focused on supporting employees who are overweight or diabetic. With overweight employees, the City partners with Weight Watchers @ Work and HMR Healthy Solutions At Home for moderate risk members. For high risk members the City partners with UHC for bariatric surgery. Employees who are diabetic benefit from the City's partnership with USMD to provide holistic diabetic care that includes routine physician visits, dietician visits, lab work, vision screening, and foot care. Through participation in the program, employees and their dependents receive free diabetic supplies to help promote compliance. UnitedHealthcare also has a full-time nurse liaison on-site in the Wellness Office to provide education and support for multiple health issues and connect members to appropriate health resources.

Healthy Minds and Bodies

The City's Wellness Program includes classes designed to increase physical and mental wellbeing. These include walking competitions, Weight Watchers @ Work, yoga, full-body fitness and Zumba classes, as well as financial and medical self-care workshops. These classes receive high marks from those able to participate; however, participation is typically limited in order to minimize conflicts between classes/activities and job responsibilities.

As a part of these later offerings, many have traditionally been led by Wellness staff. With funding from UnitedHealthcare, the City's health plan provider, Wellness staff is attempting to broaden the number of offerings by contracting with outside instructors. These potential instructors are informally solicited and invited to demonstrate their abilities/approach by

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conducting a "pilot" class. Instructors typically come from employee suggestions, referrals from the YMCA, etc. Employees participate in the pilot class and complete evaluations. Based on the evaluations, credentials, availability, and cost, an appropriate instructor is selected.

In addition, we are developing partnerships to supplement these classes. The most prominent of which is our current partnership is with the Blue Zone Project that has opened-up classes that involve cooking demonstrations, purpose workshops and more. The City's Community Centers also offer employees access to their programs (e.g., fitness, martial arts, dance, etc.) at a discount.

Incentives and Facilities

In addition to the premium discount, the City also offers employees cash incentives to encourage participation. Through the Healthy Challenge Program employees and retirees can earn up to \$250/year by partaking in classes, webinars, challenges, health events, obtaining a physical, completing a member health assessment and other activities. To further promote physical conditioning, Police Officers are eligible for \$300/year payout for meeting certain standards.

Both Police and Fire Departments provide fitness facilities at the Bob Bolen Public Safety Complex. Police facilities are open 24/7 and Fire has workout equipment to meet cardio and strength goals in each of its' forty-two fire stations. Other City employees can obtain membership fee discounts to any one of the eight fitness centers located on the City's website or through the City's Community Centers that offer a 50% discount off their membership fees. In addition, we are evaluating other opportunities to provide fitness facilities onsite or through downtown partnerships.

Communication

Human Resources is in the process of hiring a Communications Specialists to enhance communication efforts and broaden engagement. To that end, a webpage devoted to the City's wellness offerings and leveraging social media should provide more, consistent information, instead of the current periodic email communication that has been traditionally utilized.

The City has an effective Wellness Program that has had a positive effect on many employees, retirees and their dependents' lives. That program is being enhanced to broaden its impact in supporting and promoting healthier lifestyles.

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City Manager