



# Council Report City of Portland Wellness Strategic Plan Program Review – Year 1

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Benefits and Wellness Office  
City of Portland



# Wellness Program

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- ❑ Purpose: Decrease healthcare costs for physical and mental illness and disease through promoting and supporting healthy lifestyle choices by employees and their dependents.
- ❑ Mission: Provide support and resources to motivate employees in taking personal responsibility to minimize preventable risk factors



# Strategic Plan adopted 3 primary goals

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- Create a “Culture of Wellness”
- Increase employee participation in Wellness program activities
- Create on-site activities, programs and plan design in support of obesity, cancer, cardiovascular disease and hypertension, musculoskeletal health and stress and depression health benchmarks

# Wellness – Participation

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- ❑ Our goal to increase involvement in fitness classes by 5% in 2010 was met
- ❑ Our goal to increase participation in worksite wellness exams was not met:
  - 22% in 2009 (1290 participants)
  - 25% in 2010 ( 914 participants)
  - 30% in 2011 (1126 participants)
    - ❑ Cumulatively we have tested 39% of benefit-eligible participants

## Participation – Fitness Related Activities

Activity	2008-09	2009-10	2010-11
CityShape 1/II Membership	780	970	1165
<b>Fitness Classes (per class)</b>			
Downtown (boot camp, yoga, zumba)	8-10	12-15	15 -25
Interstate Water (fitness, stretching)		5-7	8-10
Kerby – Maintenance (stretching)		10-15	40-50
WPCL – (Yoga)			8-10
Get Going Oregon Challenge		100	

# Wellness – Health Benchmarks

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- Our Goal is to reduce employee BMI 5% by 2013
  - Not on target to meet this goal
    - Less than ½ a percentage point difference from 2010 to 2011
- Our Goal is to improve Blood Pressure results 10%
  - Not on target to meet this goal
    - 49.4% had acceptable BP readings in 2010
    - 38.16% had acceptable BP readings in 2011

# Wellness – Health Benchmarks

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- Our Goal is to improve the number of employees within a normal glucose level
  - Stable and Improving Percentages
    - 2009                79.02% in range
    - 2010                73.52% in range
    - 2011                80.49% in range
- Our Goal is to improve the number of employees within an acceptable total cholesterol ratio:
  - Stable and Improving Percentages
    - 2009                85.84% in range
    - 2010                89.93% in range
    - 2011                90.42% in range

# Benchmark: Health Plan Offerings

Programs	2010	2011 to Date
Chronic Care Coaching Participants	100	112
Preventive Care Screening (adults)	2111	2374* <sub>Annualized</sub>
Mammograms	1285	1398* <sub>Annualized</sub>
Office Visits	23,865	24,938* <sub>Annualized</sub>





# Culture of Wellness

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- Our goal to embrace lifestyle management within the work environment and throughout the City structure has not been fully met and this will be incorporated into our plan for the coming year.
  - One of the goals was to ensure we came to discuss our progress and we are doing that today
  
- Our goal to improve the delivery of wellness communications has improved but is not fully implemented developed and this well be on target
  - Utilize Citywide Wellness Committee to advise on program messaging
  - Link to existing (established) communication systems within bureaus.
  - Develop and encourage bureau focus groups
  
- Our goal to identify and utilize bureau resources for Wellness programs has not been fully developed and this will be worked on in the coming year.

# Culture of Wellness: Annual Activities

Program Offering	2009	2010	2011
Worksite Wellness Exam	1290	914	1126
Employee Wellness Survey	2047	1289	
Monthly Wellness Education			
Interstate Water		150	150
Maintenance		250	250
Benefit Essentials		45	60



# Culture of Wellness: Solutions

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- ❑ Continue to make improvements and increase efforts to measure results
  - Manager/Supervisor targeted education
  - Enhanced mental health provider plan & coordination with EAP provider
  - New look and approach to the City's Wellness Fair
  - Introduce competitive programs (e.g. walking challenge)
  - Stress Management educational programs
  - Expand wellness bureau-specific offerings if staffing is increased as requested

# Culture of Wellness: Solutions

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## □ What Can you Do?

- Your support is crucial to this program: Ongoing attention and action from Council to employees is necessary to improve employee health and reduce cost.
- Participate in the programs and plan offerings: The CityCore plan has remained under national healthcare trends for 6 of the last 7 plan years. The 2010-11 plan year will be under projected costs and the 2011-12 increase will be about 1%
- Set expectations for bureau managers and encourage your bureaus to participate in wellness activities and programs
- Support requests for resources (Wellness FTE)



# Culture of Wellness

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Thank you for your ongoing commitment to  
employee health

Questions?