

FIT FRIENDLY APPLICATION

Worksite Innovation Award 2016

Describe Opportunity/Problem

In 2011, the Board of Supervisors approved a comprehensive County Wellness Policy. The newly formed County Wellness Committee was charged with the responsibility of ensuring compliance with its seven components:

- Organizational Commitment
- Food & Nutrition
- Physical Activity
- Tobacco-free Lifestyle
- Mental Well-being /Work-Life Balance
- Employee Engagement, Education + Training
- Physical Work Environment.

The question was HOW would we be able to manage such a big project with a volunteer committee?

Describe Solution Implemented *

In 2012, the County Wellness Committee established a sub-committee to develop a way to measure Wellness Policy compliance across all departments and all work locations. The Committee Work Group developed a "Culture of Health" Checklist that County departments voluntarily complete in return for receiving "Wellness Grants" (unrestricted funds for Wellness activities for their department). The 67-item Checklist directly aligns with the key specifications of the County Wellness Policy (seven components listed above).

The Wellness Committee received funds from Blue Shield to assist in the effort, and divided the funds to support a three-year project. Wellness Grants are determined by #FTEs in the department, so larger-sized departments received larger grants.

Through the Checklist process, we established a County Wellness Baseline by identifying "mandatory items" on the "Culture of Health" Checklist to which Departments had to be in compliance as a condition of receiving Wellness Grant funds. The theory is that by creating a County Wellness Baseline, an employee visiting any of these County departments/divisions could expect to see, feel and experience wellness in a consistent way. Through the Wellness Grants process, each funded County department / division certified that it met the County Wellness Baseline indicators for each of its worksite locations or agreed to correct the deficienc(ies) with the Wellness Grant funds it received. With each successive year, the number of "mandatory items" increases, thereby ensuring increasing policy compliance.

The Committee Work Group is responsible for managing the compliance data and monitoring changes and improvements to the 67 indicators over a three-year period of time.

Describe Measurable Outcomes *

In 2013, fifteen County departments / divisions (50%) submitted their "Culture of Health" checklists and Wellness Plans, representing 33 unique work locations with 3,121 employees. We distributed \$39,300 in Wellness Grants to these departments during this first funding cycle.

In 2014, twenty-two County departments / divisions (73%) submitted their "Culture of Health" Checklists and Wellness Plans, totaling 54 unique work locations and affecting 4,285+ employees. We distributed \$46,200 in Wellness Grants to these departments in the second funding cycle.

Here are examples of some of the items that we are tracking:

-- # Buildings with Stairwell Banners	2010 - 0;	2013 - 0;	2014 - 14
-- # Depts with trained staff knowledgeable about Nutrition Standards:			
	2010 - 0;	2013 - 20;	2014 - 25
-- # Wellness Bulletin Board installed	2010 - 0;	2013 - 19;	2014 - 31
-- # Lactation Rooms:	2010 - 6;	2013 - 16;	2014 - 20
-- # Vending Machines w/Healthier Snacks/Beverages:	2010 - 0;	2013 - 5;	2014 - 47

The 2015 application period for the third funding cycle ends October 30, 2015. There are 30 unique County departments / divisions in the County. The departments that have not participated in this process to date are highly decentralized (library, parks) or small sized (<100 employees). Nonetheless, we are working to get them included in this next grant process.

From this, we can now rank departments and worksites by policy compliance. We can also identify progress for each of the 67 items on the "Culture of Health" checklist - to determine where we are doing well and where we may need additional effort. Two documents are viewable on our website to support these outcomes - go to <http://hr.smcgov.org/2015-wellness-grants-instructions-application-materials> and open the document "2014 Facility Checklist by Workunit" and "2014 Facility Checklist by Item"

We are in a position to do something that we thought was near impossible - document and encourage Wellness Policy compliance at the departmental level, AND get departments involved and engaged in making healthier changes at their worksites.