



Pinellas County Schools Wellness Program
S TAY ACTIVE
M ANAGE DISEASE
A VOID ALCOHOL, TOBACCO & DRUGS
R ECOGNIZE RISK FACTORS
T HINK POSITIVE

Pinellas County Schools' Be Smart Wellness Program

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2015/16 Year End Results



Grow a
Garden

Go
Team

Go
Green

Get
Organized

District Employee Wellness Committee

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- Ted Pafundi, Director of Risk Management & Insurance
- Gina DeOrsey, On-Site Humana Patient Advocate
- Catherine Gerard, Food Service
- Kara Hager, Employee Wellness Coordinator
- Dawn Handley, Transportation Wellness Coordinator
- Dr. Barbara Hires, Area Superintendent
- Peggy Johns, Supervisor, PK-12 Health Education
- Janet Lang, On-Site Humana Representative
- Demorris Lee, Communications Coordinator
- Don Lykins, Health Advocate On Site Representative
- Lauren Oliver, American Cancer Society
- April Paul, Supervisor of Employee Benefits
- Ken Peluso, Board Member
- Jane Schultz, P-Tech, St. Pete, Wellness Champion
- Leslie Viens, Aon-Hewitt, On-Site Representative
- Wendy Weaver, Humana, Corporate Wellness



Why Staff Wellness?

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- Provides programs and opportunities to promote, educate and reward employees and their family members in making **voluntary behavior changes to get healthier.**
- Increases **productivity** & job performance.
- **Higher student achievement** when regular staff present
- Boosts **morale** and improves **quality of life**
- Saves **money** for employee and employer

Primary Costs

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- Health benefit cost
 - Group medical and prescription plan
 - Dental plan
 - Vision plan
 - COBRA payments
 - Administrative cost
- Presenteeism
- Workers' compensation costs
- Sick leave costs
- STD costs
- LTD costs
- Life insurance & ADD costs



Wellness can directly and indirectly save on all of the above.

2015/16 District Programs & Campaign Topics

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- Biometric Screenings (Vitality Checks)
- Diabetic Care Program
- Diabetes Prevention Program through YMCA– 16 week
- Employee Assistance Program
- Employee Wellness Champion Program: Getting Organized, Going Green, Resilience, Team Building
- Flu Shot Clinics
- HumanaVitality: Risk Assessment with individual goals and rewards, health coaching and insurance premium reduction
- Physical Activity: Step Challenge, Kickball
- Tobacco Cessation

Wellness Champions

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In 2015-2016, we had **140 Wellness Champions** participating in the Be Smart Worksite Wellness Program, delivering wellness programs to **96% of our worksites!**

2015/2016 Employee Wellness Year-end Survey Results

91% of survey respondents indicated knowing who their Wellness Champion is

43% indicated that their Wellness Champion was their main motivator for participating in wellness programs.



Wellness Champion Program Details – 2015-2016

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Some of the events the Wellness Champions facilitated:

- **Team Building/Resilience**
 - 113 programs, 3260 participants

- **Fitness Programs**
 - ✦ 78 Programs, 1186 participants
 - ✦ Programs:
 - Kickball League
 - Walking programs or walk events
 - Yoga programs
 - Zumba programs
 - Boot Camp programs

- **Vitality Checks**
 - ✦ 67 programs, 1617 participants

- **Nutrition Programs**
 - ✦ 38 programs, 1115 participants involved in healthy eating programs
 - ✦ Healthy cooking demos, salad days



District Programs

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EAP: Health Advocate offers up to **8 FREE sessions per incident** with a licensed professional for staff and family members living in the home.

- 2015/16 Utilization 7-8% vs. industry standard of 2-3%

DIABETIC CARE PROGRAM: Allows participating PCS Humana members, spouses and dependents to receive prescription diabetic supplies at **no charge**.

- (51%) 142 Engaged members

DIABETIC PREVENTION PROGRAM THROUGH YMCA:

- 120 PCS employees enrolled
- 85% attended 12 or more of the 16 sessions
- 1,089 total pounds lost, 5.3% average weight loss

TOBACCO CESSATION PROGRAM:

- 15 employees attended
- 99% indicated receiving the support and tools needed to become tobacco free.



Looking for some real-life support?

Your EAP+Work/Life benefit, provided by your employer or plan sponsor at no cost to employees, can help you achieve a healthy balance between home and work.

We Can Help!

- Support for personal, family, or
- Locate resources from crisis
- Connect you to financial, legal, and services

Diabetes Care Program

Learn more about our Diabetes Care Program at www.pcs.com

Health

Learn more about our Diabetes Care Program at www.pcs.com



YMCA Diabetes Prevention Program

Learn more about our Diabetes Prevention Program at www.pcs.com

Program Overview

- This program is designed to help you understand the risks of diabetes and how to prevent it.
- You will learn about the signs and symptoms of diabetes and how to manage it.
- You will receive a personalized action plan to help you reach your goals.
- You will receive ongoing support and encouragement throughout the program.

Benefits of Participation

- You will receive a personalized action plan to help you reach your goals.
- You will receive ongoing support and encouragement throughout the program.
- You will receive a \$50 gift card for completing the program.



Healthy Living

Break the Habit: Free classes to quit smoking

Register now, spots are limited!

99% of participants indicated they received the tools and resources needed to become and stay smoke free!

Any PCS employee, spouse, or family member (18 yrs or older) who is ready to quit tobacco, can receive the tools and support needed to quit smoking for good. AND earn \$50 gift card for completing the program to be used for continuing your nicotine replacement therapy (must attend 5 out of 6 classes to receive the reward!).

WHAT'S IN IT FOR YOU?

- FREE Nicotine Replacement Therapy
- Group support and tools to become tobacco free
- Trained facilitator and behavior change specialist
- \$50 gift card for completing the class

Class Times and Locations:

St. Pete YMCA, Jim and Heather Gills
3300 1st Ave. South, St. Pete
Wednesdays: 7-8 pm
Begins September 7

Bardmoor YMCA
8495 Bryan Dairy Rd, Largo
Tuesdays: 6-7 pm
Begins September 6

To register, contact:
Nicole Kelly
Phone: 813-929-1000 ext. 204
nikelly@gnahcc.org

HumanaVitality Program



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HumanaVitality Return on Investment

Although PCS is still in year two of the program, a 3 year Humana Research Study has shown that after three years, employees who are more engaged (Silver Status or above) with HumanaVitality have :

- 26% fewer unscheduled absences
- 10% decline in health care claims costs
- 10% less chronic conditions due to lifestyle (BMI, Tobacco use, and Stress)
- more likely to use healthcare for routine check-ups, physicals, and preventative screening
- fewer visits to the hospital and emergency room.

Humana Vitality Program

Name Change to **Go 365** - Jan. 1, 2017

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- August 2015 Year End Participation:
18%
- August 2016 Year End Participation:
23%
- Program includes:
 - Risk Assessment
 - Team Challenges
 - Telephonic Coaching
 - Rewards
 - Premium Credit
 - (\$200-\$400 annually)



How it works?

Go365 makes it easier for members to earn more in the program.

With Bonus Bucks, members will earn big Bucks for reaching new Status levels. Plus members receive double Bonus Bucks when they re-earn their highest status from the previous program year.

We are eliminating confusing Mall discounts, and giving members more Bucks to spend on rewards.

We may wish to consider including non-Humana employees in the program in the future.

Best in Class Wellness Programs

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Must Haves:

- ✓ **Senior Level Support**
- ✓ Cohesive Wellness Teams
- ✓ Data Driven
- ✓ Strategic Operating Plan
- ✓ Appropriate Interventions
- ✓ Supportive Environment
- ✓ Evaluating Outcomes
- ✓ Belief That Small Changes Matter

2015/2016 Employee Wellness Year-end Survey Results

90% of survey respondents felt the leadership at their worksite supports employee wellness.

89% felt their peers placed importance on employee wellness.

Testimonials

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- “Love this program [Humana Vitality]-- it has helped me to lose weight and to eat properly and exercise more. I love the fact that I can save money and earn rewards. Getting Weight Watchers has been a true Godsend for me.” – Survey respondent
- “I think this program is awesome as it opens the eyes to better health. The Smart Start Newsletter is always a welcome sight to my inbox. I read it top to bottom and love the recipes offered.” – Survey respondent
- “I credit your program with getting me started on the right path....I am at my lightest 35 lbs down and have a commitment to continue for life, keeping the balance with my new learnings.” – YMCA DPP Participant

2015/2016 Employee Wellness Year-end Survey Results

75% of survey respondents indicated that the BeSMART wellness program has helped them to improve their health.

Be SMART, Be WELL!

