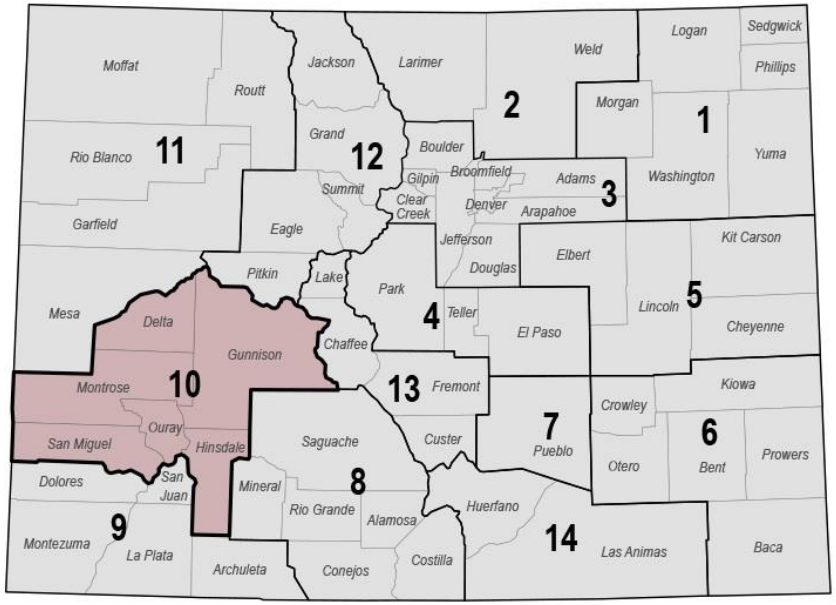
Worksite Wellness Project

Increasing Capacity for Worksite Wellness in Health Region 10

Colorado: Region 10

- 9,500 square miles
- Population: 100,562
- Employers: 4,327
- Labor Force: 61, 951

West Central Public Health Partnership
Delta ✚ Gunnison ✚ Hinsdale ✚ Montrose ✚ Ouray ✚ San Miguel



State of Colorado, Region 10

http://www.advancecolorado.com/blueprint/regional-strategies-20/region-10

Tobacco Taxes for Health-Related Purposes

Statutory Distribution of .64 cent tax (A35) Revenue

46%	19%	**16%**	16%	3%
Health Care Expansion Fund, including reinstatement of Medicaid for legal immigrants	Primary Care Fund	Cancer, Cardiovascular Disease, Chronic Pulmonary Disease Prevention, Early Detection & Treatment Fund	Tobacco Education, Prevention & Cessation Grant Programs Fund	Infant Immunization Fund Supplemental OAP Health & Medical Care Fund Local Governments

Health Disparities Grant Program 15%

Breast and Cervical Cancer Expansion Up to $5M

Grants Program Administration Up to 5%

CCPD Competitive Grants Program
Remaining Funds

Colorado Department of Public Health and Environment:

Cancer, Cardiovascular and Pulmonary Disease Grant Program (CCPD)

Grant Length: July 1, 2015 – June 30, 2018 (3 years)

Grant amount: $210,000 per year (Gunnison $25,310)

GOAL: *Increase the number of workplaces offering comprehensive worksite wellness programs and breastfeeding friendly environments across Health Region 10.*

Colorado Department of Public Health and Environment:

Tobacco Education, Prevention & Cessation Grant Program (STEPP)

Grant Length: July 1, 2015 – June 30, 2018 (3 years)

Grant amount: $254,331 per year ($36,333 x 7 counties)

GOAL: *Increase the number of workplaces promoting and implementing tobacco-free environment and cessation services for employees across Health Region 10.*

The Vision for WCPHP Worksite Wellness Project

Pilot Project with 6 Counties in Health Region 10

Build capacity at each local Health Department – Maximize Funds (Amendment 35)

- Health Educators at each County to do prevention work around Tobacco, Breast Feeding Friendly Environments and Healthy Eating/Active Living
- Gain experience on policy development/implementation
- Take advantage of more grants around prevention to build a healthier community

Three-year goal: *To have each county be the role model in their community by implementing a comprehensive worksite wellness program including a tobacco-free campus and lactation accommodation policies at each county campus.*

Worksite Wellness Initiatives in the State

- Eagle County
- Delta, Montrose, Hinsdale, Gunnison, San Miguel and Ouray
- Garfield County
- Northeast Colorado
- Adams, Arapahoe and Douglas Counties
- Southeast Colorado

TOBACCO-FREE, SMOKE-FREE, AND VAPE-FREE ENVIRONMENTS

Tri-County – Tobacco-free environment for county government campuses

Denver – Tobacco-free environment for Public Health campuses

Lakewood – Smoke-free and Vapor-free Public Places Ordinance

Golden – Smoke-free and Vapor-free Public Places Ordinance

Boulder – Smoke-free and Vapor-free Ordinance including Pearl Street Mall, city municipal campus, parks, high school, within 25ft of the library, and within 25ft of a transit stop

BREASTFEEDING FRIENDLY ENVIRONMENTS

Boulder County - Designated breastfeeding-friendly worksite

Weld County – Designated breastfeeding-friendly worksite (Human Services, WIC, Public Health and Environment, Human Resources)

What is a healthy workforce?

*"**Total Worker Health**® is defined as policies, programs, and practices that integrate protection from work-related safety and health hazards with promotion of injury and illness prevention efforts to advance worker well-being."*

http://www.cdc.gov/niosh/TWH/totalhealth.html

What is the cost of poor worker health?

↑ Health Related Costs

↑ Injuries

↑ Absenteeism

↑ Presenteeism

↓ Productivity

↓ Employee Retention

↓ Morale

Making the Connection

Lifestyle
- Chronic stress
- Inactivity
- Poor diet
- Tobacco Use

Chronic Disease
- Diabetes
- Heart disease
- Cancer
- Depression

↑ Employer costs
↓ Employee wellbeing

M. Haugh, & R. Ritter. (2016). Local public health agencies and worksite wellness –a natural fit.

Direct Cost of Poor Health

Health Risk Factors	**Excess Health Care Spending for Risk Factor (per person per year)**
Multiple Cardiovascular Disease Risks	$3,545
Depression	$2,024
Glucose	$1,216
Overweight	$1,002
Stress	$950
Lack of exercise	$595
Blood Pressure	$546
Cholesterol	$381

Source: Whitmer, W., Goetzel, R. & Anderson, D. "The HERO A Study on Risk and Costs Research Findings" The Art of Wellness, Volume 2, Number 6, Jan/Feb 1999

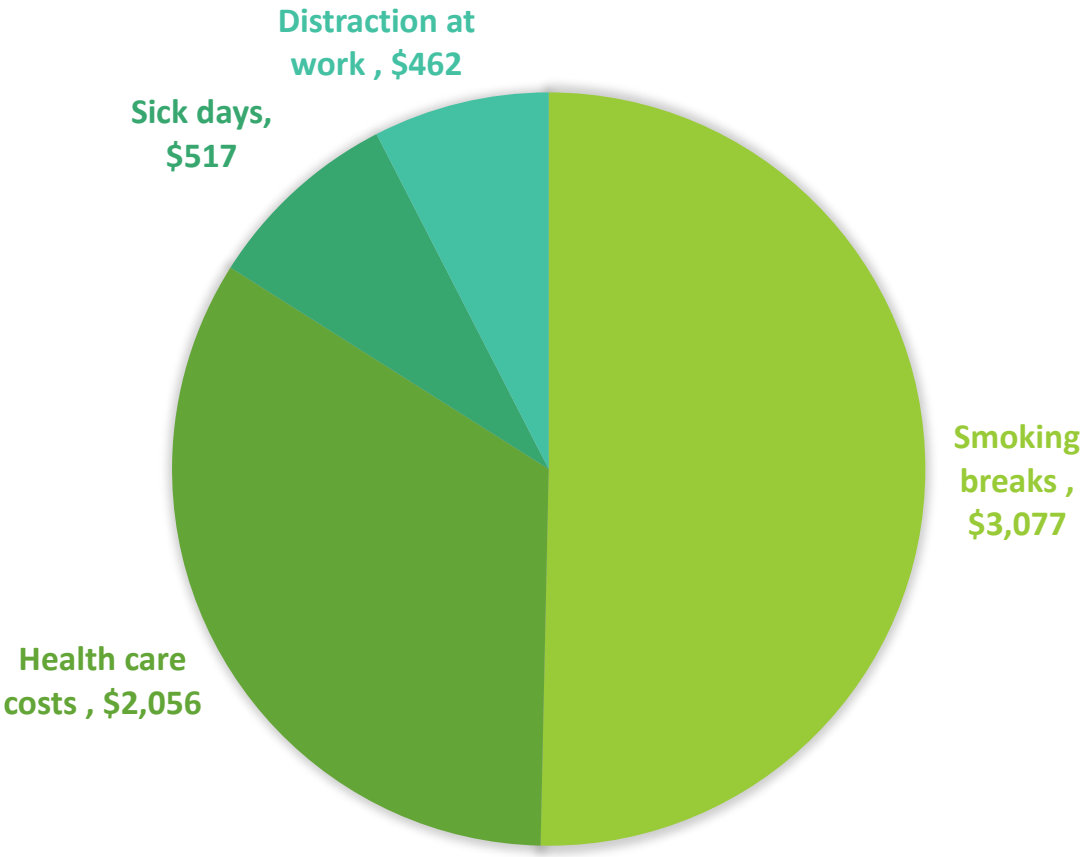
Hidden Cost of Poor Health

Average Cost Per Worker With Specific Health Conditions

Medical Condition	Absences	Presenteeism
Diabetes	$514	$5,414
Stomach/ Bowel Disorder	$800	$6,790
Heart/Circulatory	$613	$6,207
Back or Neck Disorder	$839	$6,879
Depression, Anorexia, Emotional Disorder	$1,525	$15,322

Goldman, Dana, Geoffrey F. Joyce, Jose J. Escarce, Jennifer E. Pace, Matthew D. Solomon, Marianne Laouri, Pamela B. Landsman, and Steven M. Teutsh, 2004, "Pharmacy Benefits and the Use of Drugs by the Chronically Ill," JAMA 291 (19):2344-2350

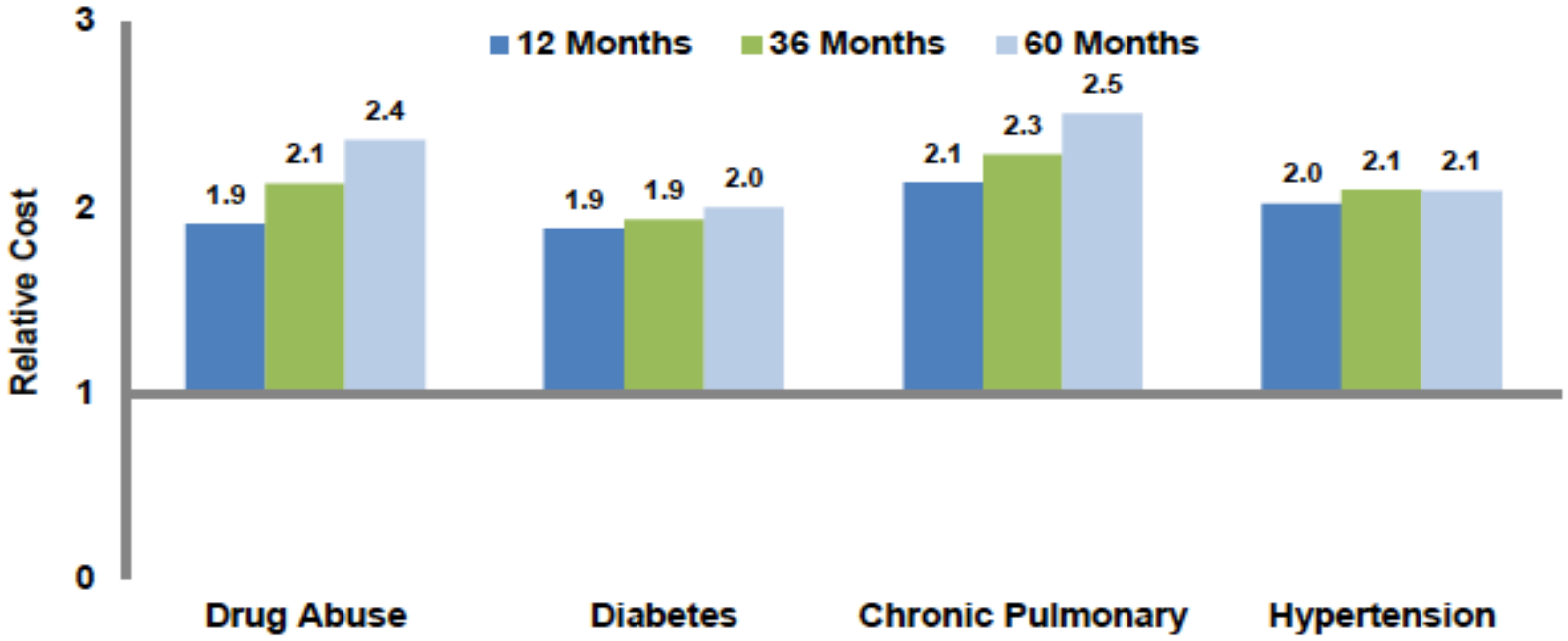
COST OF TOBACCO TO YOUR BUSINESS



Over $6,000 spent on employees who use tobacco products annually.

Tobacco Free Florida. *Benefits to Quit Worksite Toolkit*. (2015). http://www.tobaccofreeflorida.com/wp-content/uploads/Employer-Cessation-Toolkit-Benefits-to-Quit-metro-cover12.pdf

Cost of Worker's Compensation Claims for those with Underlying Health Conditions Cost Approximately Twice as Much



Laws C., Colon D. NCCI Research Brief. Comorbidities in Workers Compensation. October 2012

"92% of adults spend at least 45 hours a week at work…that is more time then eating, sleeping, or communing with friends and family."

2014 Global Survey on Health Promotion, Workplace Wellness and Productivity Strategies

This makes the workplace a captive audience and the ideal environment for addressing some of these issues.

J. Scott. (2016). Health 2 work.

What is worksite wellness?

An organized initiative intended to assist employees in making ***voluntary behavior changes*** which will. . .

- reduce their health and injury risks
- increase productivity and job satisfaction
- enhance overall physical and mental well-being
- improve their healthcare consumer skills

M. Haugh, & R. Ritter. (2016). Local public health agencies and worksite wellness –a natural fit.

Elements of a Healthy Workplace

- Organizational Support
- Healthcare Plan and/or Health Resources
- Safety Policies and Programs = Injury Prevention
- Physical Activity Opportunities
- Access to Healthy Food
- Tobacco Cessation Resources
- Supportive Culture
- Mental Health (EAP)
- Privacy (required by law) & respect for Breast-feeding

Benefits of Worksite Wellness

- ↓ Health Related Costs
- ↓ Absenteeism
- ↓ Presenteeism
- ↓ Injuries & Illnesses
- ↑ Productivity & Performance
- ↑ Employee Retention
- ↑ Morale & Job Satisfaction
- ↑ Improve Workplace Culture

Small and Simple:
Ideas for a Worksite Wellness Program

- Walking programs and challenges
- Walking meetings and walk breaks
- Meeting healthy-food policy
- Corporate gym memberships
- Lunch and learns
- Wellness newsletter/wellness tips

Begin to build a culture of health and wellness!

Return on Investment

An overall:

$2 - $6 savings per $1.00 spent

Health insurance costs:

$3.48 savings per $1.00 spent

Costs associated with absenteeism:

$5.82 savings per $1.00 spent

The Power of Prevention

If the major risk factors were eliminated,

80% of heart disease, stroke, and diabetes

40% of cancer cases could be **prevented**.

World Health Organization
The Power of Prevention, CDC, 2009

How do you believe we can support optimal health and wellness for ALL Gunnison County government employees?