

Gaston County Government

Board of Commissioners
Wellness Presentation
Date: January 10th, 2017



Why Does Wellness Matter?

- ↓ Sick Days
- ↓ Short Term Disability
- ↑ Productivity
- ↑ Presenteeism
- ↓ Cost of Care
(Cost of sick care is not sustainable.)
- ↑ Increased Morale

Review of Outcomes / Data:

Sick Time Used By Calendar Year:

2014	96,519.32
2015	86,820.92
2016	83,619.73

Review of Outcomes / Data:

Total sick time hours saved over two years multiplied by the average GCG employee wage of \$21.88 is a savings of:

\$282,243.03



Review of Outcomes / Data:

Wellness Goals for Year 2: 2016











- Increase the Wellness Score 2 points from 68 to 70
- **Outcome** – Increased the Wellness Score 1 point to 69
- Increase the # of employees exercising ≥ 3 days a week by 5%
- **Outcome** – Increased # of employees exercising ≥ 3 days a week by 6%

Outcomes / Data	2015	2016	Change
Wellness Score	68	69	1
EX ≥ 3 Days WK	54%	60%	6%

Review of Outcomes / Data:

Aggregate Report – Top 6 Priorities Based on Risk	
2015	2016
Fitness Promotion	Weight Management
Weight Management	Fitness Promotion
Good Nutrition	Good Nutrition
High Blood Pressure	High Blood Pressure
Osteoporosis	Osteoporosis
Sleep	Sleep

Review of Outcomes / Data:

Outcomes / Data	2015	2016	Change
# of Employees	1,148	1,165	17 
Wellness Score	68	69	1 
Prehypertension	44%	39%	-5% 
Hypertension	29%	34%	5% 
BMI (25- 29.9)	32%	33%	1% 
BMI (30+)	48%	49%	1% 
EX > 3 Days WK	54%	60%	6% 
Pre – Diabetes	23%	16%	-7% 
Diabetes	11%	11%	0%
Smoker	10%	11%	1% 
Stress at work	35%	33%	-2% 

BCBS 360 Roadmap Survey:

Barriers to Participation:

- I don't have time: 70%
- Activities not convenient: 34%
- Workload: 28%
- Feel guilty for leaving workstation: 19%

Areas of Interest:

- Fitness: 71%
- Weight loss: 67%
- Nutrition: 61%
- Stress Management: 60%



New Initiative:

- 1) Add Health Coach to Wellness Programming
- 2) 2 Year Agreement signed Fall 2016 added Marilyn Curry, RN Health Coach to the team effective December 12, 2016
- 3) Health Coach will focus on vulnerable and high cost populations:
 - i. Diagnosed Diabetes
 - ii. Diagnosed Hypertension
 - iii. Top spend individuals(High cost claimants \geq \$50,000 per Year)

Wellness Goals for Year 3: 2017

1

- Increase the # of employees exercising ≥ 3 days a week (60% to 63%)

2

- Increase Wellness Score by 2 points (69 to 71)

3

- Decrease hypertension by 2% for the 391 employees with BP $\leq 140 / 90$ (391 to 383)

Overview of 2017 Programs:

Wellness Programs:

- Step Up to Shape Up Team Challenge: January – March
- Kick Ball: March – May
- Lose to Gain Team Challenge: March – May
- Explore the Outdoors Hiking Groups: April – October
- 8 Weeks to Fitness: April – May
- Couch to 5K: April – May
- CaroMont Community Challenge: May, 13th
- Step Up to Shape Up: May – July
- Employee Screens: June – August
- Fruit and Veggie Challenge: July – August

Year Long Wellness Offerings:

- Monthly Lunch n Learns
- 15 to Fit