
2015 EMPLOYEE WELL-BEING PROGRAM

EXECUTIVE SUMMARY

In 2014, the Health Service System together with the Wellness Plan Sponsors (Mayor's Office, Controller's Office, and the Department of Human Resources) launched the first-ever employee well-being program for the City and County of San Francisco. The goals of the well-being program are to:

1. Improve the quality of life and overall well-being of employees, retirees, and their families.
2. Improve health outcomes.
3. Help manage rising costs of healthcare, worker's compensation, and disability as part of a comprehensive strategy to control costs.

2015 Highlights

Champion Program

- 27% increase in the number of Champions: Started 2015 with 164 Champions and ended with 209. USD, CCD, and CRT all recruited Champions for the first time.
- 25% decrease in the number of departments without any Champions: Started 2015 with 12 departments and ended with 9 departments.
- Presented to department leadership at the 2nd Mayor's Meeting on Well-being.

City-wide Programs

Shape Up Walking Challenge

- 1932 HSS members participated in the Challenge.
- The challenge appealed to a higher risk (less active) population: 27% of participants were sedentary before the challenge (0-2 days of activity/week). 36% of participants were moderately active, but not reaching the recommendations.
- 39 departments had participants.

Flu Shot Program

- 3739 vaccinations were administered: This represented an 18% increase compared to 2014 and exceeded the goal of 3500 shots by 7%.
- 26 clinics were offered: There were 7 more clinics than 2014.

Well-being Assessment

- 6,301 (20%) CCSF employees completed the 2015 Well-being Assessment. This is a 2% decrease in participation. The average participation by department increased 1% to 33%.
- USD participation tripled to 11%. CRT participation doubled to 15%. CCD participation increased slightly to 4%.

Worksite Programs

- 26 biometric screenings were offered serving 1189 employees.
- 56 seminars were offered serving 658 employees.
- Champions implemented other programs including walking groups, healthy meeting activities, and the Maintain, Don't Gain challenge. They also started Wellness Councils and hosted special events, such as health fairs and retreat days.

Special Programs

- 26 study participants were recruited at the first Diabetes Prevention Program study site: One South Van Ness.

2016 Goals

Champion Program

- Increase the percentage of departments with a Champion to employee ratio of 1:200 to 70%.
- Increase participation in trainings by 20%.
- Establish or cultivate at least 10 Champion Communities.
- Meet with leaders from at least 30 departments.
- Have at least six touch points (individual consultations, Champion Community meetings, trainings) per year with at least 60% of Champions.

City-wide Programs

- Nutrition Challenge: Register at least 2000 employees and family members.
- Physical Activity Challenge: Increase participation in the physical activity challenge by 10%.
- Flu Shot Program: Increase overall participation in clinics by 10%. Reach or exceed 80% of estimated participation at all repeat clinics.

Worksite Programs

- Offer screening events at 5 new locations.
- Offer seminars at 5 new locations.
- Offer coaching days at 5 new locations.

Special Programs

- Recruit at least 200 participants for the Diabetes Prevention Program.

2016 Priorities

Champion Program

1. Develop and launch a new Champion website.
2. Establish a standard way for Champions to share their accomplishments with HSS and their supervisors.
3. Develop and implement an annual Champion recognition strategy.

City-wide Programs

1. Implement the first-ever City-wide nutrition challenge.
2. Assume administration of the annual physical activity challenge from DPH/Shape Up Coalition.
3. Analyze and disseminate results from the Well-being Assessment data.
4. Catalog and promote well-being benefits.

Worksite Programs

1. Establish criteria for a new department incentive program and launch it to leaders and Champions in the new fiscal year.
2. Analyze biometric screening data and feedback to determine the most efficient implementation strategy for the next two years.
3. Promote existing policies that support well-being.
4. Research at least two new policies that relate to well-being.

Special Programs

1. Analyze early results from the Diabetes Prevention Program study.
2. In collaboration with DHR, develop a department's guide to ergonomics.