



City of Sachse, Texas

Meeting Agenda

City Council Workshop

Tuesday, September 6, 2016

6:30 PM

Council Chambers

The City Council of the City of Sachse will hold a Workshop Session on Tuesday, September 6, 2016, at 6:30 p.m. in the Council Chambers at Sachse City Hall, 3815 Sachse Road, Building B, Sachse, Texas to discuss the following items of business:

1. Discussion Items.

[16-3489](#) Receive update and discuss the City's Wellness program.

Attachments: [Staff Presentation](#)

[Council Presentation-Methodist](#)

2. Discuss any City Council meeting agenda items.

Please note: These items are for discussion purposes only and no Council action will be taken. The workshop session is for City Council and staff discussion. Citizen input is not permitted on this agenda.

3. Adjournment.

As authorized by Section 551.072(2) of the Texas Government Code, this meeting may be convened into closed Executive Session at any time during the City Council workshop or regular meeting for the purpose of seeking confidential legal advice from the City Attorney on any workshop or regular meeting agenda item listed herein.

Posted: August 30, 2016; 5:00 p.m.

Michelle Lewis Sirianni, City Secretary

If you plan to attend this public meeting and you have a disability that requires special arrangements, please contact Michelle Lewis Sirianni, City Secretary at (972) 495-1212, 48 hours prior to the scheduled meeting date.



City of Sachse, Texas

Legislation Details (With Text)

File #:	16-3489	Version:	1	Name:	Wellness program update
Type:	Discussion Item	Status:		Status:	Agenda Ready
File created:	8/26/2016	In control:		In control:	City Council Workshop
On agenda:	9/6/2016	Final action:		Final action:	
Title:	Receive update and discuss the City's Wellness program.				
Sponsors:					
Indexes:					
Code sections:					
Attachments:	Staff Presentation Council Presentation-Methodist				

Date	Ver.	Action By	Action	Result
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Title
Wellness program update.

Background
Review and discussion of the Shine On Wellness Program, including the new partnership with Methodist Health System. Staff will also discuss the recommendation to implement a tobacco surcharge effective May 1, 2016 as well as reviewing future wellness strategies.

Policy Considerations
N/A

Budgetary Considerations
Wellness programming is included in the HR budget.

Staff Recommendations
Discuss the Shine On Wellness Program.



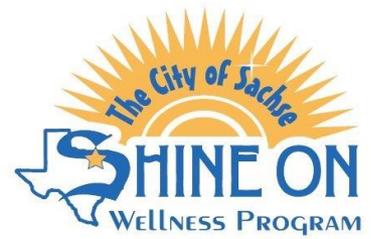
WELLNESS PROGRAM UPDATE

SEPTEMBER 6, 2016

OBJECTIVES

- Discuss the current Shine On Wellness Program.
- Discuss the new partnership with Methodist Health System.
- Discuss recommendation to implement a tobacco surcharge effective May 1, 2017.
- Discuss future wellness strategy.

BACKGROUND



Year One (2014-2015) of Shine On Wellness Program included the following events-

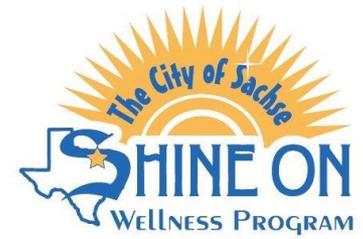
- Health Screenings/flu shots – 41 Participants.
- Health Fair & Kick-Off Meetings-three days for the health fair and two roll-out meetings with Medical Center of Plano were conducted in October/November 2014.
- First Wellness Challenge – Survive the Season, Eight Week Challenge, 14 participants, 71 pounds lost.
- Eight Week Step Challenge-55 employees participated.

BACKGROUND



- Two wellness seminars-skin cancer awareness and sleep disorders. Skin cancer screenings were also part of the wellness seminar.
- Fruitful Fridays-fruit provided to all employees every Friday in the month of July.
- 21% of the total employee base was eligible for the program year end incentives. 37% of the employees participated in at least one wellness event.

BACKGROUND



Year Two (2015-2016) of Shine On Wellness Program included the following events-

- Health Screenings/Health Fair– 55 participants.
- Monthly Wellness Wednesday seminars presented by Medical Center of Plano (February through May) and Methodist Health System (June through August).
- Six Week Step Challenge-88 employees participated.

BACKGROUND



- Skin cancer screenings.
- Fruitful Fridays-fruit provided to all employees each Friday in August.
- Hydration Challenge-two week challenge focusing on water consumption, held the last two weeks of August.
- Current program year will end September 30 with incentives being awarded at the Employee Holiday Luncheon in December.

STAFF RECOMMENDATION



- Continue the Shine On Wellness Program and the new partnership with Methodist Health Systems.
- Implement a tobacco surcharge effective May 1, 2017. \$25/month for premium differentials in year one, possibly increase that to \$50/month for year two and beyond.
- On-site Program Additions: Tobacco Cessation, Weight Management, Mental Resiliency, strategically driven Wellness Wednesdays.

STAFF RECOMMENDATION



2017-2018 Program Year Additions-

- Based on budgeting, web based portal integration is desired. This will allow more health assessment reporting and targeted intervention.
- Tie program incentives to insurance premium discounts.

2018-2019 Program Year Additions-

- Point rewards for healthy measures.
- Online workshops.
- Additional on-site coaching opportunities based on screening results/intervention needs.



WELLNESS SOLUTIONS

September 6, 2016

- Based in **Dallas, Texas**
- **Nine** hospital system
- **Thirty Two** Family Health Centers, Four **Urgent Care Centers**
- **7,800** employees
- Twelve years in a row - **Best Place to Work**
- **Number 1 Healthiest Employer in North Texas 2015 & 2016**
- **Healthiest 100 United States 2014, 2015 & 2016**
- Four years in a row – **Fit Friendly Platinum**
- Provide over **\$130 million in charity** care annually





Healing²

Methodist Health has joined forces with Mayo Clinic.

Two respected names, one purpose. You.™



Methodist Receives Prestigious Texas Award for Performance Excellence (TAPE)



Fit-Friendly Worksites
Platinum Award Recognition



BECKER'S
Hospital Review

150 Great Places to Work in Healthcare



EMOTIONAL/BEHAVIORAL HEALTH

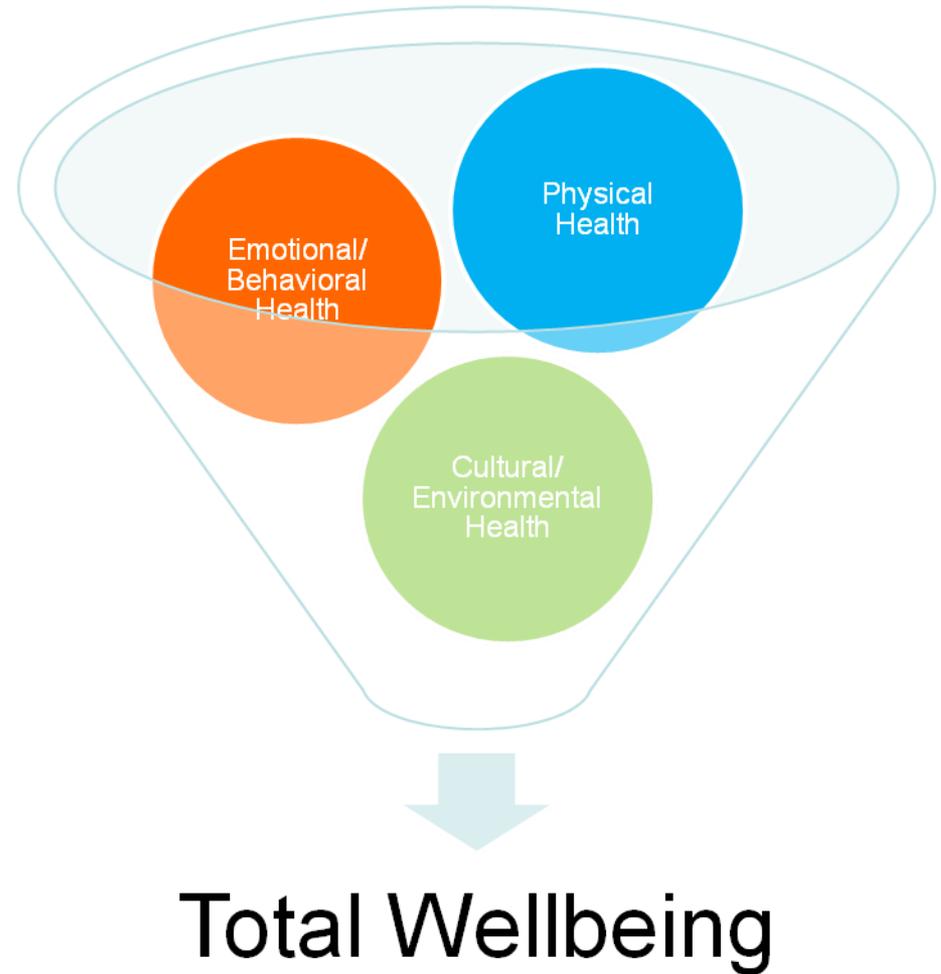
Lifestyle behaviors
Alcohol/substance abuse
Stress management
Social support

CULTURAL/ENVIRONMENTAL HEALTH

Physical activity
Tobacco use
Nutrition/weight management
Workstation/ergonomics
Stress management
Safety/emergency procedures
Organizational benefits

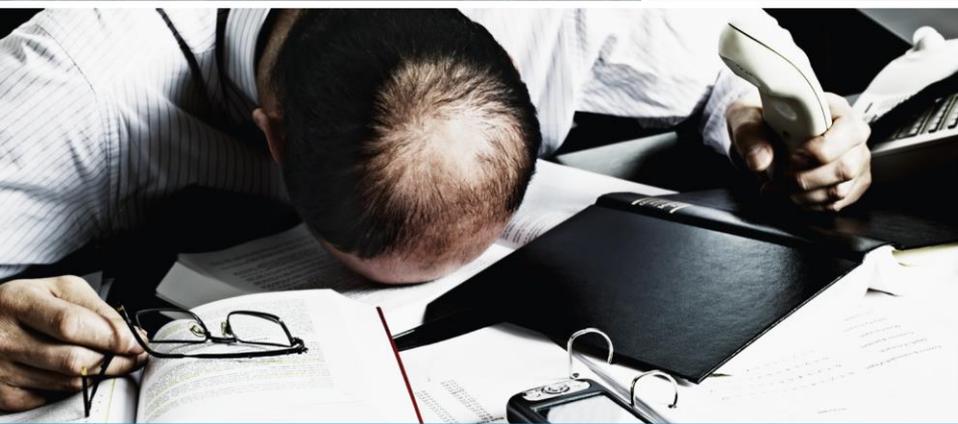
PHYSICAL HEALTH

Annual Physical
Cardiovascular fitness
Preventive exams



- Introduce innovative healthcare products through Methodist that provide better care at a lower cost.
- Develop and offer programs built on a strong foundation evidence based medicine.
- Educate the population to make smart health and healthcare choices.







Before —————> After

“Eating right and exercise helped me lose **5 dress sizes**.
Now, it’s easy!”

– **Josley Pribble**
Manager, Pathology





OUR SOLUTIONS

Wellness Calendar and Theme

A.C.T.

C O O
T M G
I M E
V U T
E N H
I E
T R
Y

Month	Health Event	Details	Date	Time	
September	Program Promotion	Program Communications	All Month		
October	Wellness Launch!	Incentives & Requirements	October 1, 2016		
	Wellness Wednesday: Session 1	Goal Setting and Tracking	October 19, 2016	1:00PM	
	Tobacco Cessation Program	Session 1: Understanding Smoking Habits Session 2: Preparing to Quit Session 3: Overcoming Urges Session 4: Maintaining a Smoke Free Life	TBD TBD TBD TBD	TBD TBD TBD TBD	
November	Wellness Wednesday: Session 2	Labels and Portions	November 16, 2016	1:00PM	
December	Wellness Wednesday: Session 3	Getting Started: Exercise and Barriers	December 14, 2016	1:00PM	
January	Wellness Wednesday: Session 4	Motivation	January 18, 2017	1:00PM	
February	Wellness Wednesday: Session 5	Emotional Eating	February 15, 2017	1:00PM	
	Weight Management Program	Session 1: Goal Setting Session 2: Nutrition 101 Session 3: Exercise Session 4: Motivation/Breaking Barriers	TBD TBD TBD TBD	TBD TBD TBD TBD	
	Biometric Screenings	Tuesday and Thursday. Walk-ins only.	TBD	TBD	
	Wellness Wednesday Session 6	Planning and My Plate	March 15, 2017	1:00PM	
March	Tobacco Cessation Program	Session 1: Understanding Smoking Habits Session 2: Preparing to Quit Session 3: Overcoming Urges Session 4: Maintaining a Smoke Free Life	TBD TBD TBD TBD	TBD TBD TBD TBD	
	April	Wellness Wednesday: Session 7	Craving Control	April 19, 2017	1:00PM
	May	Wellness Wednesday Session 8	Healthy Cooking	May 17, 2017	1:00PM
June	Wellness Wednesday Session 9	Eating Out and Cooking	June 21, 2017	1:00PM	
	Mental Resiliency Training	Session 1: Intro to Mental Resiliency Session 2: W.R.A.P Overview Session 3: Resiliency Skill Session 4: Stress Strategies	TBD TBD TBD TBD	TBD TBD TBD TBD	
July	Wellness Wednesday Session 10	Stress Management	July 19, 2017	1:00PM	
August	Wellness Wednesday Session 11	Exercise Barriers, Training and Stretching	August 16, 2017	1:00PM	
September	Wellness Wednesday Session 12	Staying on Track	September 20, 2017	1:00PM	

Wellness Wednesdays are held once a month on a variety of health topics throughout the year. Below you will find a list of sessions offered this year:

- ✓ Session 1: Goal Setting and Tracking
- ✓ Session 2: Labels and Portions
- ✓ Session 3: Getting Started- Exercise and Barriers
- ✓ Session 4: Motivation
- ✓ Session 5: Emotional Eating
- ✓ Session 6: Planning and My Plate
- ✓ Session 7: Craving Control
- ✓ Session 8: Healthy Cooking
- ✓ Session 9: Eating Out and Cooking
- ✓ Session 10: Stress Management
- ✓ Session 11: Exercise Barriers, Training and Stretching
- ✓ Session 12: Staying on Track



Methodist's four week weight management program is designed to teach participants about healthy weight management through goal setting, and nutritional and exercise guidelines. Below you will find the curriculum taught throughout the course of this program:

- ✓ Session 1: Goal Setting
- ✓ Session 2: Nutrition 101 (macronutrient breakdown, labels and portions)
- ✓ Session 3: Exercise
- ✓ Session 4: Motivation/Breaking Barriers



Methodist's four week program is designed to assist those that smoke to understand the risks of smoking, take steps to quit, and keep it that way. Our professionally trained coaches will go through this four week program covering the following topics:

- ✓ Session 1: Understanding Smoking Habits
- ✓ Session 2: Preparing to Quit
- ✓ Session 3: Overcoming Urges
- ✓ Session 4: Maintaining a Smoke Free Life



Methodist's four week mental resiliency training program provides participant the tools and resources to combat stress in a healthy way. Through the course of this program, participants will be taught how to recognize, manage and cope with life's stresses. See below the curriculum for this program:

- ✓ Session 1: Introduction to Mental Resiliency
- ✓ Session 2: W.R.A.P. Overview and Development
- ✓ Session 3: Resiliency Skills Development
- ✓ Session 4: Stress Strategies



Communications will be provided for the following:

- Program launch
- Education Promotion
- Biometric Screenings
- Other wellness events

A.C.T. COOPERATIVE COMMUNITY

Specialty classes (i.e. firefighter cooking class) to be determined upon request.

livebright

2016-2017 City of Sachse Wellness Events Calendar

Month	Health Event	Details	Date	Time
September	Wellness Launch!	Incentives & Requirements	All Month	
October	Wellness Wednesday: Session 1	Goal Setting and Tracking	October 1, 2016	1:00PM
	Tobacco Cessation Program	Session 1: Understanding Smoking Habits Session 2: Preparing to Quit Session 3: Overcoming Urges Session 4: Maintaining a Smoke Free Life	TBD	TBD
November	Wellness Wednesday: Session 2	Labels and Portions	TBD	TBD
December	Wellness Wednesday: Session 3	Getting Started: Exercise and Barriers	TBD	TBD
January	Wellness Wednesday: Session 4	Motivation	November 16, 2016	TBD
	Wellness Wednesday: Session 5	Emotional Eating	December 14, 2016	1:00PM
February	Weight Management Program	Session 1: Goal Setting Session 2: Nutrition 101 Session 3: Exercise Session 4: Motivation/Breaking Barriers	January 18, 2017	1:00PM
March	Biometric Screenings	Tuesday and Thursday Walk-ins only	February 15, 2017	1:00PM
April	Tobacco Cessation Program	Planning and My Plate	TBD	TBD
May	Wellness Wednesday: Session 6	Session 1: Understanding Smoking Habits Session 2: Preparing to Quit Session 3: Overcoming Urges Session 4: Maintaining a Smoke Free Life	March 15, 2017	TBD
June	Wellness Wednesday: Session 7	Craving Control	TBD	TBD
July	Wellness Wednesday: Session 8	Healthy Cooking	TBD	TBD
August	Mental Resiliency Training	Eating Out and Cooking	April 19, 2017	TBD
September	Wellness Wednesday: Session 9	Session 1: Intro to Mental Resiliency Session 2: W.R.A.P Overview Session 3: Resiliency Skill	May 17, 2017	1:00PM
	Wellness Wednesday: Session 10	Stress Management	June 21, 2017	1:00PM
September	Wellness Wednesday: Session 11	Exercise Management	TBD	TBD
September	Wellness Wednesday: Session 12	Staying on Track	TBD	TBD
September		Staying on Track	July 19, 2017	TBD
September			August 16, 2017	1:00PM
September			September 20, 2017	1:00PM



Wellness Progression

Current	2016-2017	2017-2018	2018-2019
<ul style="list-style-type: none"> • Points based - manual • Incentive: 4-tier prize rewards • Point Opportunities: Wellness Wednesdays, Challenges, Community Events, Preventive Care, Biometric Screening, My Plate • 91 Point Max 	<ul style="list-style-type: none"> • Points Based - manual • Incentive: 4-tier prize rewards • Point Opportunities: Wellness Wednesdays, Challenges, Community Events, Preventive Care, Biometric Screening • 100 Point Goal • Additions: Tobacco Cessation, Weight Management and Mental Resiliency 	<ul style="list-style-type: none"> • Points Based – web portal integration • Incentive: Premium Discount • Point Opportunities: Wellness Wednesdays, Wellness Trainings, Logging Credit, Community Events, Preventive Care, Biometric Screening, Online Workshops, Personal Health Assessment • Additions: annual aggregate biometric reporting, health assessment reporting, targeted intervention • 100 Point Goal 	<ul style="list-style-type: none"> • Points Based <i>HYBRID</i> – web portal integration • Incentive: Premium Discount • Point Opportunities: Wellness Wednesdays, Wellness Trainings, Logging Credit, Preventive Care, Biometric Screening, <i>Biometric Reward</i>, Online Workshops, Challenges, Personal Health Assessment • Additions: Point rewards for healthy measures, annual biometric reporting, health assessment reporting, targeted intervention

- Engagement
- Biometrics
- Personal Health Assessments
- Monthly Program Review
- 3 Year Planning Strategy
- Action Planning

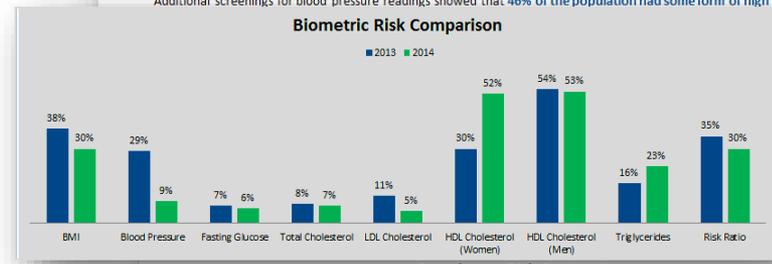
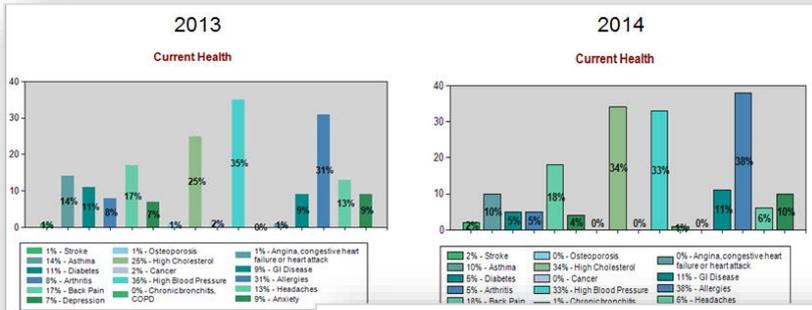
Overall, 211 participants, 80.8% of the SAMPLE CO. eligible population screened at all locations. Methodist's screening partner, HealthyAchievers on-site biometric screenings found that 21% of the screened employee population had some form of high total cholesterol. There are two types of cholesterol in the body. HDL, also referred to as "good cholesterol" and LDL, also referred to as "bad cholesterol". It is preferable to have high levels of HDL and low levels of LDL. Participants were screened for both HDL and LDL values. A significant amount of the population reported an HDL level that was low and therefore not providing the protective effects of HDL (65% of women and 92% of men screened). In order to increase HDL levels, participants can increase their intake of polyunsaturated or monounsaturated fats, increase time spent exercising, quit smoking and work to maintain a healthy weight. 50% of those screened had high levels of LDL. High LDL levels can lead to a buildup in the arteries and result in heart disease. Participants can decrease their LDL levels by eating a healthy diet, maintaining a healthy weight, exercising regularly and quitting smoking.

Cardiac risk ratio was also assessed. Cardiac risk ratio values are total cholesterol divided by HDL. Results of the cardiac risk ratio value assessments showed that 56% of the employee population screened at SAMPLE CO. is at risk for cardiac complications in the future due to the low ratio of good cholesterol to their total cholesterol values.

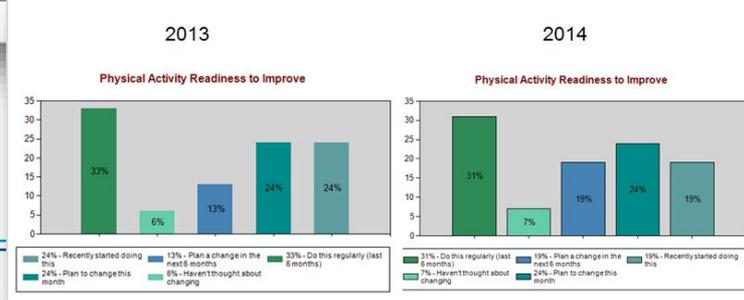
Triglyceride values were also taken. Triglyceride readings measure the amount of fat in the bloodstream. High levels are associated with coronary heart disease, diabetes and fatty liver disease. 35% of the screened population had triglyceride values that were above the recommended levels. These values can be modified by maintaining a healthy weight, increasing intake of fiber-rich foods, decreasing intake of refined grains and sugars, limiting alcohol consumption, and increasing time spent exercising.

Additional screenings for blood pressure readings showed that 46% of the population had some form of high blood pressure. The

these employees into this program, practice stress ressure. The desirable to be at the



2013 High Risk		2014 High Risk		% Change
BMI	38%	BMI	30%	-8%
Waist Circumference Men	46%	Waist Circumference Men	29%	-17%
Waist Circumference Women	62%	Waist Circumference Women	43%	-19%
Blood Pressure	29%	Blood Pressure	9%	-20%
Total Cholesterol	8%	Total Cholesterol	7%	-1%
Cardiac Risk Ratio	35%	Cardiac Risk Ratio	30%	-5%
HDL (good cholesterol) Men	54%	HDL (good cholesterol) Men	53%	-1%
HDL (good cholesterol) Women	30%	HDL (good cholesterol) Women	52%	22%
LDL (bad cholesterol)	11%	LDL (bad cholesterol)	5%	-6%
Triglycerides (blood fats)	16%	Triglycerides (blood fats)	23%	7%
Glucose (blood sugar)	39%	Glucose (blood sugar)	27%	-12%
Physical Activity (< 4x/wk)	67%	Physical Activity (< 4x/wk)	67%	0%
Tobacco Use	11%	Tobacco Use	22%	11%
Drinks per week 8-14	5%	Drinks per week 8-14	18%	13%
Drinks per week > 15	1%	Drinks per week > 15	5%	4%





[THANK YOU]