

# Wellness Program Success Stories

North Risk Partners clients share their  
workplace wellness story

March 2018



NORTH RISK PARTNERS®



# Presenters

## **Facilitated by:**

Jessie Sandoval, Workplace Wellness Consultant  
JS Wellness

## **Panelists**

Jackie Berg, Human Resource Coordinator  
City of Rosemount

Jill Amundson, Human Resource Director  
Border State Bank

Dawn Boeckman, Senior Deputy Recorder  
Renee Kirchner, Human Resource Director  
Chisago County



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# Today's Focus & Questions

Each panelist will:

- Provide a general program overview
- Highlight a successful program or initiative
- Share ways to utilize North Risk Partners' wellness resources and support
- Discuss areas of improvement or additional growth

# City of Rosemount

Jackie Berg  
Human Resource Coordinator



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# City of Rosemount Wellness Mission

The City of Rosemount is a growing city government organization that is a southeastern suburb of the Twin Cities area with approximately 23,000 residents.

## **Wellness Committee Mission:**

“The City of Rosemount’s Wellness Committee strives to promote, develop and maintain healthy lifestyles for its employees by providing information, educational support and incentives to encourage our employees to take responsibility for their health and make changes to become healthier.”



# City of Rosemount Wellness Committee

- Meets monthly (committee formalized in 2014)
- Members from all departments
- \$1,000 annual budget plus SHIP grants
- Organize and coordinate monthly events
- Focus programs on organizational goals
- Keep a pulse on employee engagement
- Encourage healthy lifestyles and participation in events



# City of Rosemount Wellness Highlight

## Annual Wellness Tracker

- Front Page – monthly events
- Back Page – individual
- Focus on areas of wellness
  - Healthy Eating
  - Physical Activity
  - Financial Well-Being
  - Stress Management
- Complete 100 points – earn 8 hours paid time off
- Approximately 48 out of 83 FT employees participated

The front page of the Annual Wellness Tracker is a calendar-style grid listing events for each month. At the top, it says 'Name: \_\_\_\_\_' and 'Participate in activities to improve your health and increase your awareness of healthy behaviors. Submit your tracking card to Jackie Berg by Friday, December 8th. Earn a maximum of 100 points to receive 8 hours of paid time off work.' Below this, it lists events for each month with checkboxes for participation and points awarded.

| Month               | Event  | Points |
|---------------------|--|--------|
| JANUARY             | 2017 Kick-Off Meeting, Tuesday, January 31st, 2:00 pm @ The Steeple Center room 200.   | 10     |
| FEBRUARY            | Retirement Classes by Tom Jones from Nationwide. Tues, Feb. 28th 10:30 am (Health Care Expenses in Retirement for those with <13 years to retirement) OR 2:00 pm (Retirement 101 for those <13 years to retirement.) More info to come regarding 457(b) & for those interested in individual meetings. | 10     |
| MARCH               | Winter Healthy Cooking Class at 2 p.m. on Wednesday, March 8th in the Council Chambers. Must RSVP to ensure there is enough food for everyone.   | 10     |
| MARCH               | Dodgeball Tournament March 16th 11:30-1:00 @ Community Center Gym  | 10     |
| APRIL               | Gardening Class, details and date TBD  | 10     |
| MAY                 | Plant City Vegetable Garden and get tips and tricks for planting. Patio at Upper Level City Hall Employees Entrance, Date TBD  | 10     |
| JUNE                | Participate in Food Drive for 360 Communities during the month of June.  | 10     |
| JULY                | Activity Bingo! Cards will be distributed June 30th. You will have the month of July to cover at least 5 squares to be eligible for 5 points. Cover 10 or more squares and get 10 points.  | 10     |
| AUGUST              | Healthy Dish Pot Luck! Date TBD. Bring your favorite healthy dish and share your recipe.   | 10     |
| SEPTEMBER           | Join the Health Rewards Program by Medica and complete two levels (200 pts.) by 9/30 to receive points.  | 10     |
| SEPTEMBER           | Chiropractic Topic - TBD   | 10     |
| OCTOBER             | Stress Management Lunch-n-Learn Class, Date TBD-bring your lunch   | 10     |
| NOVEMBER            | Wine to Yoga - TBD   | 10     |
| NOVEMBER            | Sporting Event TBD   | 10     |
| DECEMBER            | Complete evaluations and hand in tracking cards by Friday, December 8, 2017 to Jackie Berg.  | 10     |
| DECEMBER            | Attend Year End Wrap & Wellness Feedback Event, Details and Date TBD.  | 10     |
| 100 Points Possible |  |        |

The back page of the Annual Wellness Tracker is a detailed tracking sheet for individual activities. It is divided into several color-coded sections: 'WELLNESS AT HOME AND AT WORK', 'WEIGHT MANAGEMENT', 'CREATE YOUR OWN WELLNESS ACTIVITY', 'PROMOTE WELLNESS @ WORK', and 'DONATE TO WELLNESS PROGRAM'. Each section contains specific goals and checkboxes for completion. At the bottom, there is a 'TOTAL POINTS' field and a list of 'Wellness Committee Members' with checkboxes for their participation.

**WELLNESS AT HOME AND AT WORK**

- Read 10 minutes a day. Details and date to be announced.  Total Points
- Walk/Run for 1 week.  Total Points
- Walk/Run for 2 weeks.  Total Points
- Walk/Run for 3 weeks.  Total Points
- Exercise 30 minutes, 3 times a week, for 1 week.  Total Points
- Exercise 30 minutes, 3 times a week, for 2 weeks.  Total Points
- Exercise 30 minutes, 3 times a week, for 3 weeks.  Total Points
- Eat 3 or more servings of Fruits and vegetables each day for one week.  Total Points
- Eat 3 or more servings of Fruits and vegetables each day for two weeks.  Total Points
- Eat 3 or more servings of Fruits and vegetables each day for three weeks.  Total Points
- Share a healthy recipe with co-workers or arrange to do a fitness activity together.  Total Points
- Drink 8 glasses of water each day for 1 week.  Total Points
- Drink 8 glasses of water each day for 2 weeks.  Total Points
- Walk/Run/Exercise over your lunch break or use the Dept. fitness equipment (if available).  Total Points
- Get your flu shot and/or your annual exam, including mammogram.  Total Points

**WEIGHT MANAGEMENT**

- If weight loss is needed to get closer to a healthy weight, you address your weight or your diet, to need to report weight.  Total Points
- Track your weight from March to through Dec for:  Total Points
- Unchanged weight during tracking period based on starting weight.  Total Points
- Lost weight during tracking period based on starting weight.  Total Points
- No weight change during tracking period.  Total Points

**CREATE YOUR OWN WELLNESS ACTIVITY**

- Name of Activity: \_\_\_\_\_ Date: \_\_\_\_\_  Total Points
- Name of Activity: \_\_\_\_\_ Date: \_\_\_\_\_  Total Points
- Name of Activity: \_\_\_\_\_ Date: \_\_\_\_\_  Total Points

**PROMOTE WELLNESS @ WORK**

- Name of Activity: \_\_\_\_\_ Date: \_\_\_\_\_  Total Points
- Name of Activity: \_\_\_\_\_ Date: \_\_\_\_\_  Total Points
- Name of Activity: \_\_\_\_\_ Date: \_\_\_\_\_  Total Points

**DONATE TO WELLNESS PROGRAM**

- Donate items for the Wellness Station.  Total Points
- Volunteer or needs will be announced in the spring.  Total Points

**Wellness Committee Members**

- Janice Lauffer, Finance  10 points possible
- Larissa Davis, Parks  10 points possible
- Joe Hanson, Public Works  10 points possible
- Chris Wilson, Engineering  10 points possible
- Denise Hagg, Police  10 points possible
- Anna Reinisch, Police  10 points possible
- Jackie Berg, Wellness Coordinator/Administrator  10 points possible
- Tony Buehler, Community Development  10 points possible

**TOTAL POINTS**



# City of Rosemount North Risk Partners Support

- **Jessie Sandoval**

- resource for ideas and best practices, program encouragement, etc.

- **Yoga**

- organized class for employees which also involved education on mindfulness

- **Newsletters**

- wide array of articles on wellness, safety, work/life balance, etc.



# City of Rosemount Areas of Improvement

- Continue to involve leadership
- Continue to encourage participation of all departments
- Continue to utilize resources offered through North Risk Partners
- Policy improvement– vending options, smoking, safety, etc.



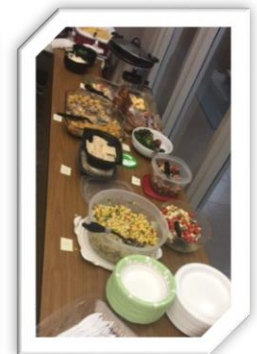
# City of Rosemount Testimonials

**July Health & Wellness Bingo**

As you complete each square, highlight it. Complete 5 squares in a row in any row, column or diagonal and get 5 wellness points. Cover 20 or more and get 10 wellness points.

|  |  |  |  |  |
|--|--|--|--|--|
| Participate in a community Event (explain)                 | Get 7.5 hours of sleep at least 3 times/week                               | Try a new healthy recipe   | Eat 5 servings of fruits or vegetables at least 5x/week this month | Give a genuine compliment to someone                     |
| Exercise for 30 minutes 3x/week this month                 | Offer help to a co-worker/help in another department                       | Take time to do something for yourself (i.e. relax, shop, hobbies) | Make a list of goals for the rest of this year (work/personal)     | Take your lunch and eat outside today                    |
| Drink 8 glasses of water/day at least 5x/week this month   | Log your food for two weeks  | Register for your Medical My Health Rewards Program                | Write a thank you note to a co-worker on the recognition board     | Participate in a new fitness class                       |
| Use your lunch hour to walk or exercise 1x/week this month | Introduce yourself or start a conversation with an unfamiliar staff member | Take a healthy lunch to work at least 2x/week this month           | Run/walk a 5K  | Make a list of your strengths (professional or personal) |
| Join a fitness/healthy eating support group                | Work out with a buddy  | Meditate or use Yoga to relieve stress                             | Smile at every person you see today                                | Donate/Volunteer to a charity                            |





## What motivates you to participate?

*"Fun events, visiting with coworkers that you don't see often, great topics and events to pick from, plus qualifying for the time off bonus is a great incentive." -Finance Supervisor*

## Do you feel the program is valuable?

*"It is very valuable. Not only does it help those who may not always be health conscious, but it also helps those who are to learn new topics on how to live an even healthier lifestyle." - Secretary*

**Your favorite dish! Ethnic dish!**

**Hearty dish! The Deli special :-)**

  
**Potluck**  
Thursday, August 31<sup>st</sup>

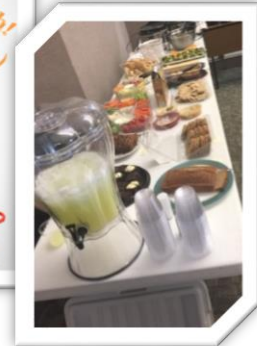
Please join us! The Social and Wellness Committees are going to co-host a Potluck!

We will provide utensils and beverages. You just need to bring a dish to share! Bring your favorite dish, a healthy dish, something passed down in your family or whatever you find at the deli!

Please RSVP by Friday, August 25, 2017 by clicking the link below and indicate what you will be bringing to share.

Where: Council Chambers  
Time: 11:30 a.m. -12:30 p.m.  
Date: August 31, 2017  
RSVP by clicking [here](#)





# Border State Bank

Jill Amundson  
Human Resource Director



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# Border State Bank Wellness Overview

- Program has been in place for 5 years
- Budget supports initiatives such as:
  - step machines at each location, stand-up desks (new policy in place for requests), program supplies and door prizes.
- 60% participation in the program overall
- Leadership is fully committed –program seen as a benefit for employees



# Border State Bank Wellness Committee

- Wellness committee member at each of the 12 locations
- Meetings are held quarterly
- Programs and initiatives planned each quarter with an over arching yearly strategy and calendar theme
- Budget allowance \$14,000 (2018) for 139 employees (\$100/employee/year) over 12 locations
- Committee members at each location make adjustments to fit their specific office culture



# Border State Bank Wellness Highlight

- **Partner with Medica** (insurance carrier)
  - To program Health Compass assessment.
- **Gift Certificates**
  - Given to 5 people who participate and their name is drawn.
- **Honor System**
  - Employees who are on a different plan can participate
- **January Kick-Off**
  - As a start to the wellness calendar and initiatives
- **Orientation Packet**
  - New hires are given a wellness calendar and newsletter



# Border State Bank

## North Risk Partners Support

- Utilize MyWave Connect for “Wellness Wednesday” posts and other ideas throughout the year
- Worked with the consultant (Jessie) during the 1<sup>st</sup> year – took the calendar template and suggestions and put them into use
- Continue to connect with Jessie each quarter to provide updates and ask for ideas or support as needed
- Leverage existing resources through insurance, specifically Health Compass Assessment with Medica

# Border State Bank Areas for Improvement

- Create job descriptions and expectations for wellness committee members
- Have more time to plan and prepare the delivery of programs and initiatives
- Find new ways to engage non-participants

# Border State Bank Marketing Examples

## WELLNESS POKER GAME

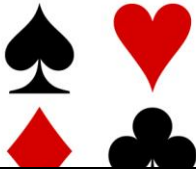
5 Week Challenge beginning September 25<sup>th</sup> thru October 27<sup>th</sup>. Winning hand played on October 31<sup>st</sup> - Halloween

After completing the "task of the week", you will draw a card from the deck.

- ✓ **Week of September 25<sup>th</sup>**  
20 minutes of yard work (mowing, raking, cleaning up your garden and/or flower beds)
- ✓ **Week of October 2<sup>nd</sup>**  
Cook one healthy meal for a sit down family dinner
- ✓ **Week of October 9<sup>th</sup>**  
Go for a 10 minute walk 3 times this week
- ✓ **Week of October 16<sup>th</sup>**  
Drink one 8 oz glass of water every day
- ✓ **Week of October 16<sup>th</sup>**  
Watch an inspirational movie with your family

### WILD CARD DRAW

Have your blood pressure and cholesterol level checked anytime during the game!



The Salsa Sampling is a GO! Join us Wed, Sept 6<sup>th</sup>

Here's the idea – You provide the Salsa and the Wellness Team will provide the Chips.

- If you make your own salsa and want to share - awesome!
  - Drawing for Homemade Salsa – prize is a ceramic Salsa Dish
- If you want to buy salsa and add a creative label - that's great too.
  - Drawing for Participants with Creative Salsa entries -prize is \$15.00 gift card

I have Labels (very cute labels) for those that want to take part in this.

Salsa is a nutritious snack with lots of vitamins in the tomatoes and veggies. The Salsa Sampling will be open to all employees - come hungry for Wellness Wed On Sept 6<sup>th</sup>.

August 2017



## Your Commitment To Well Being


Your Name \_\_\_\_\_

| B                              | S   | B                                 | G                         | O  |
|--------------------------------|---|-----------------------------------|---------------------------|--|
| Stop and enjoy the sunset      | YOU CHOOSE  | Organize your important papers    | Do 15 minutes of yardwork | Eat the rainbow today                              |
| Do 10 situps                   | Mow the lawn using a push mower                   | Schedule a skin check appointment | Have a family dinner      | Limit salt & sugar today                           |
| Pick Up Trash in the Ditch     | Work in a garden                                  | SMILE                             | Try Yoga                  | Eat something from a garden today                  |
| Sleep at least 7 hours tonight | No cell phone, internet or TV for 2 hours tonight | Take a 20 minute walk             | Get a cholesterol checked | Try beans instead of potatoes                      |
| YOU CHOOSE                     | Make a veggie or fruit smoothie                   | YOU CHOOSE                        | Read for pleasure         | Take your children (grand) to the park for an hour |

During the next 4 weeks, mark off the boxes as you complete them &

return to your Wellness Coordinator to be entered into a drawing.





### Live Well, Work Well

Health and wellness tips for your work, home and life—brought to you by the insurance professionals at North Risk Partners

**Squeezing a workout into a busy schedule isn't always easy. But scattering one-minute workouts throughout your day can help combat the effects of long-term sitting—which can lead to a number of health concerns.**

**ONE-MINUTE OFFICE WORKOUTS**

**According to research,** prolonged sitting can lead to a number of health concerns, including obesity, high blood pressure, high blood sugar, abnormal cholesterol levels and more body fat around the waist. It may also increase the risk of death from cardiovascular disease and cancer.

Even if your job requires you to sit for eight or more hours, you can counter the effects of prolonged sitting with a variety of one-minute office exercises right at your desk—to keep yourself active and improve your body's strength and flexibility.

**For Low or Body Strength**  
Sit in your chair. Extend one leg out in front of you. Hold it straight for five seconds. Raise it as high as you can and hold on for seven seconds. Switch legs and repeat for a total of three times on each side.

**For Your Core and Arms**  
Sit in your chair with your feet crossed in front of you (like a pretzel), and your feet on the wall. Place your hands on the armrests, engage your core and slowly lower a couple inches above the seat. Hold for 10 seconds. Rest a few seconds, and repeat five more times.

**For Your Biceps**  
Sit at your desk with your feet crossed in front of you. Hold water bottles in your hand, with your arm stretched out straight and your palm facing the ceiling. Curl it up towards your shoulder and then back to the starting position 15 times. Alternate arms, and repeat. Complete one more set of 15 reps with each arm.

**To Stretch Stiff Muscles and Relieve Tension**  
Sit straight, sitting forward. Tilt your head to the left while moving your torso to the right. Hold for 5 seconds. Keep alternating sides for a total of 60 seconds.

**Every Little Bit Counts**  
The aspect of movement—even a friendly walk—can be surprising. The minute activity needed to move the body triggers important processes related to the breakdown of fat and sugar. This helps lower calories, which can lead to weight loss and increased energy. In addition, these processes will, when sitting, and health risks increase. Standing and slowly moving keeps the body's vital processes back on track.

When added up, every movement made throughout the day helps counter the effects of long-term sitting. The following are easy ways to incorporate movement into your workday:

- Stand while talking on the phone or while using lunch.
- Take the stairs instead of the elevator.
- Go for lunch walks, as often as possible. Consider walking meetings, and walking over to your co-worker to ask a question instead of sending an email.
- Ask your colleagues about the option of working in a sit-to-stand desk.
- Walk or go to the gym during your lunch break.
- Reduce your desk chair tilt so your feet flat the chair seat, strengthening and reducing stress on the lower back.

Remember to consult with a doctor before starting any type of exercise regime.

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# Bananas

1 medium banana contains **400 mg** potassium  
The potassium you get from eating bananas gives you many health benefits:

- Ensures proper nerve signals and heart beats
- Contributes to proper muscle contraction
- Helps protect against high blood pressure
- Reduces risk of stroke

# Chisago County

Dawn Boeckman  
Senior Deputy Recorder

Renee Kirchner  
Human Resource Director



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# Chisago County Wellness Mission

- “The Chisago County Employee Wellness Committee exists to promote a worksite culture that supports healthy lifestyle choices for County employees.”
- Our wellness program has been in existence for over 20 years.



# Chisago County Wellness Committee

- 8-member committee with meetings the 2<sup>nd</sup> Tuesday of every month.
- All committee members are given/volunteer for tasks for each event to ensure that no one has to do all the work.
- Annual budget of \$5000.
- 10 to 100 people participation depending on the event
- Most popular event - Poker Walk with over 75 people consistently participating twice a year.
- Facilitate an annual Health Fair with 30 vendors from the local area.



# Chisago County Wellness Highlight

- Providing clean filtered water for employees
- Purchased 4 hydration stations located in most buildings
- At last count, 25,000 of water bottles saved by providing these stations
- SHIP grant money used for funding and support

# Chisago County Wellness programs other

- **Lunch n' Learns throughout the year**
  - Bringing in wellness professionals from the local area to talk about a variety of topics – exercise (e.g., yoga, stretching, Essentrics), gardening and preserving, men's & women's health, and stress and gratitude
- **Additional events:**
  - Try a New Fruit or Veggie, Glucose Screenings, Flu Shot Clinic, and fitness challenges (e.g., walking, hiking, biking) and 5-A-Day
- **Host an Employee Wellness Picnic**
  - Each summer or fall
- **Wellness magazines** are provided in break rooms



# Chisago County North Risk Partners Support

- Recently started to collaborate with North Risk Partners and wellness consultant (Jessie) on new wellness initiatives
- Anticipate having Jessie participate in the wellness committee meetings to provide fresh ideas and suggestions
- MyWave Connect – one of the resources we could take more advantage of with free content, posters, and handouts



# Chisago County Areas for Improvement

- We are lucky to have a long standing committee and leadership involvement
- Help with ideas on how to involve employees who are working afternoon and night shifts in programs and initiatives
- Increase participation across the board for events and challenges

# Chisago County Areas Marketing Examples



## POKER WALK

Get some exercise while having fun with your co-workers!  
2 dates 2 locations!

**Who:** North Branch Employees  
**When:** Thursday, May 25, 2017  
**Time:** 11:30 – 1:00  
**Where:** Meet at the front entrance

**Who:** Center City Employees  
**When:** Tuesday, May 23, 2017  
**Time:** 11:30 – 1:00  
**Where:** Meet at the front entrance

The Poker Walk is a mile-long walk while picking up a poker hand along the way. Prizes will be awarded to the best and worst hand.

(Refreshments available to all participants and qualifies for a punch on your punch card)

Sponsored by  
The Chisago County Wellness Committee



### Examples of Wellness Events

Poker Walks Health Fair Flu Shot Try A New...

#### Wellness Challenges & Lunch N Learns And Many More!

Cards punched at the completion of each event.

\*\* Turn in your completed card to

Renee in Human Resources to redeem your prize.

*Brought to you by the Chisago County Wellness Committee*



## Lunch N Punch Plus

“For the Health of It!”

**PARTICIPATE IN 6 WELLNESS EVENTS, RECEIVE A  
FREE \$5.00 GIFT CARD FROM SUBWAY, TARGET,  
HOLIDAY OR WALMART!**



Card must have a punch from Wellness Committee member to be eligible.



### UNLOCK YOUR BODY WITH ESSENTRICS

Gentle—Effective—Suitable for all fitness levels—FUN!

With roots in Tai Chi and Physical Therapy, ESSENTRICS will help improve your posture, flexibility, balance and strength!



Jackie Badger, Fully Certified Level 4 ESSENTRICS Instructor  
jackiebadgeressentrics.simplesite.com



Sponsored by the Chisago County Wellness Committee  
For the Health of it....From Hire to Retire!

Flexibility

Mobility

Strength

Range of Motion

A non-impact total  
body workout!

#### LUNCH N LEARN

**THURSDAY, MARCH 1  
CENTER CITY RM 150B  
AND  
THURSDAY, MARCH 8  
NORTH BRANCH  
LUNCH ROOM**

**11:30-12:30**

Discussion, Q&A, and a short  
workout. Dress comfortably!

Snacks & Water will be  
provided. [RSVP by Feb. 27](#)

WellnessCommittee@chisagocounty.us

Questions?



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