

Greater Tompkins County Municipal Health Insurance Consortium
Owning Your Own Health Committee
February 18, 2015
2 p.m.
Old Jail Conference Room

Agenda

1. Call to Order (2:00) Cook
2. Approve Minutes of January 21, 2015 Meeting (2:00)
3. Executive Director's Report (2:05) Barber
4. Discussion of Wellness Programs: (2:10)
 - a. Explore Incentives
 - b. Creating a flexible environment for bio-metric screen program
5. Worksite Wellness Programs - evaluate CDC Assessment Tool- Feedback from Cayuga County (2:30) Foresti
6. Strategies for Increasing Committee Participation (2:45)
7. Next Agenda Items (2:55)
8. Adjournment (3:00)

Next meeting: March 18, 2015

Owning Your Own Health Committee

January 21, 2015

Old Jail Conference Room

9:30 a.m.

DRAFT

Present: Mack Cook, Ken Foresti, Jackie Kippola, Don Barber, Ted Schiele, Leslie Moscovitz (arrived at 9:45 a.m.), Bev Chin, Emily Mallar (arrived at 9:35 a.m.), Ashley Masucci, Beth Miller (via conference call)

Call to Order

Mr. Cook called the meeting to order at 9:32 a.m.

Approve Minutes of November 19, 2014

It was MOVED by Ms. Kippola, seconded by Mr. Cook, and unanimously adopted by voice vote by members present, to approve the minutes of November 19, 2014 as submitted. MINUTES APPROVED.

Executive Director's Report

Mr. Barber reported the Village of Homer has joined the Consortium and on May 1st the Town of Willett will join; neither has a large number of employees but each embrace the Consortium's views.

Ms. Mallar arrived at 9:35 a.m.

Mr. Barber circulated a draft of the Orientation Manual he has developed. He said he will be visiting the Village of Homer soon and will be presenting and reviewing the Manual. If there are subjects in addition to the flu clinics and wellness policies that members would like him to discuss with municipalities and bargaining units he would welcome doing so.

Mr. Barber provided an update on the Recertification process and said some municipalities have moved forward with the process and in other municipalities there have been requests for it to be bargained and in one extreme case the State has filed an improper practice charge.

Discussion of Wellness Programs: Gaining Support from the Top and Return on Investment

Mr. Cook said at the November meeting the Committee began discussing the subject of how to implement a wellness program Consortium and employer-wide and how to find support for it. As opposed to the private sector the Consortium deals with public bodies and elected officials, each has different agendas, and the Consortium does not have the power to implement a corporate-wide policy and enforce it. A challenge will be addressing how to sell wellness to elected officials. It will also require an initial investment and a second challenge will be proving that a financial investment in wellness, when it is competing with other proposals, is worthy of the dollars spent. He said he has not yet found a white paper that can show this can be done.

Mr. Barber said at the last meeting when talking with Cayuga County there were questions asked as to how they were able to sell their wellness program and distributed a document that responded to many of the questions that were asked and followed up on.

Mr. Foresti said Cayuga County's Consortium was just awarded \$20,000 in the wellness budget for 2015. He will follow-up to find out more about this and how and what was approved.

Union Response to Screening Program in Cayuga County

Mr. Foresti said the union bought in because it was a wellness program that was offered to employees and there was no penalty if they decided not to participate. They said that it was going to be billed as a claim so the cost to the Consortium would be miniscule. They used Interactive Health Solutions for their bio-metric screenings and also used Blue4U. He said he was at a Blue4U presentation at LeMoyne College recently and the presenter was able to show some data three years out about Return on Investment and will forward that information to the Committee. They did not provide an incentive the first year and had 174 people participate in the screening. It was only offered to employees on the plan. They offered a wide variety of different classes and courses and that is where a lot of the funds are being used. Their Blue4U results presentation is scheduled for early February and he will bring back information to the Committee when the information is available.

Mr. Barber said one thing that made the top move in the direction of wellness was that they had a financial incentive because they had a couple of large losses and it started to show heavily on their claims and they wanted to be proactive and try to change the curve of those claims. Ms. Moscovitz asked if the claims were the result of lifestyle choices; Mr. Foresti said he would follow-up and look into this.

Mr. Schiele said he was speaking with individuals at Ithaca College which has a very comprehensive program which they have "crawled" out with approximately 50 people at a time. It is all voluntary and there are no penalties. It is different because they have many resources on site but they have the viewpoint that it has to be voluntary and go very slowly. They also have a TPA that is collecting data. They require an on-site biometric screening, a health risk assessment, and coaching. The biometric screening is done by finger prick and is done every year. Once an individual does this they offered things such as use of facilities, programs, and coaching. They now have it branded as Mind Body and Me and over a four-year period they have approximately 500 participants.

Flu Clinic Report

Ms. Masucci distributed and reviewed information based on the first Consortium-wide flu clinic that was held in 2014:

- There were 7 entities that participated in a total of 10 flu clinics that were held;
- There were 18 hours scheduled with ProAct; and
- There were 347 vaccinations provided;
- The total number of vaccinations a pharmacist can provide in one hour is 30; therefore, in Ms. Masucci's opinion there was a lot of "down time" and many more flu shots could be administered in the future if scheduling is more precise.

Ms. Masucci distributed a sample communication that was used by some of members of the Consortium and she stated that because there was not a standardized communication she thinks there could be improvements made to ensure that members are receiving a consistent message. Mr. Barber suggested that in the future that the Consortium or employer would circulate consistent information to employees but all of the coordination would be done by ProAct in terms of scheduling.

Mr. Shiele spoke of the many pharmacies that are now administering flu shot clinics and are advertising them as early as late summer. Mr. Barber said he doesn't envision the Consortium competing with those but are complimenting those instead by offering flu clinics at after work sites and at employee benefit events. He thinks coordination should be done by the benefit clerks and he is planning to hold a benefit clerk meeting in May to make sure everyone knows about it. He said beginning to advertise in August is critical and what the Consortium will offer employees is convenience and no copay. The goal is for people to be vaccinated and not to compete with others offering the vaccination. Ms. Masucci said efforts should be made to get all information out well-enough in advance so that all entities can decide if they want to participate.

Mr. Schiele spoke of reaching the "hard to reach" employees and asked if would be valuable to target certain departments within the Consortium such as highway departments and more male-dominated departments. Mr. Barber said the marketing would be done by the benefit clerks as opposed to the Consortium and when the meeting is held with clerks it would be good to talk about strategies to reach employees.

Ms. Moscowitz suggested there be an evaluation of the process and not just the numbers. Mr. Barber said they can work with the benefit clerks on strategies for this also.

Mr. Cook asked if members foresee the need to have to justify the cost versus the benefit of holding a flu clinic. A question was raised as to how many people received a flu shot from their physician or at a pharmacy and what the comparative cost of administering the flu shot by ProAct versus running it through as a medical claim; Ms. Miller will look into this.

During a brief discussion of the benefits of sponsoring a flu clinic Mr. Cook said as the financial model changes people start to take a look at expenditures they will ask if it is needed. Mr. Barber said this determination needs to be made each year including the Consortium can get the best price. Mr. Cook said there are too many variables and there will never be a way to determine how many people did not get sick because they received the flu shot. Mr. Schiele said there is a non-financial aspect of holding a flu clinic and said one of the few things employees know about is flu shots. He thinks the can be value in holding flu clinics because it is something that is visible that the Consortium is providing to employees. There can also be opportunities to provide information to employees about other wellness opportunities or activities the Consortium is promoting. Ms. Moscowitz suggested using the flu clinics as a venue to distribute information on colds and the flu.

Ms. Mallar asked Ms. Masucci to look into how many people did not show up for a scheduled flu shot.

Increasing Participation at Committee Meetings

Mr. Cook said he would like to see greater participation at these meetings, particularly by labor representatives. He said if wellness is going to be a change in culture it has to not only start at the top but it will also have be supported by labor. Ms. Moscowitz asked if there is any capability to do any type of teleconferencing or use technology to reach others. Ms. Pottorff said the Old Jail currently doesn't have internet access but there is space available that has options to use different forms of technology.

Mr. Barber said he will be talking to municipalities about adopting wellness policies and if wellness policies are adopted it may be one way to bring additional participation. He also

reports on this Committee's discussions and activities on a regular basis to the Joint Committee on Plan Structure and Design.

Mr. Cook said he will provide the City of Cortland's wellness policy as a sample for others to use.

Discuss and Evaluate Bio-Metrix Health Screening Programs

Mr. Barber said the two pilot programs were conducted by Interactive Health Solutions and Ignite Health and it seemed like there were many differences but the programs were well-received by everyone who participated. He asked what the next steps would be and said whenever benefit fairs are held they could be expanded to include bio-metric screening and a flu clinic. He said the Blue4U is a rigorous program and the Ignite Health program is an a la carte program that could be used in a benefit fair type of setting. If a decision was then made to make a more rigorous effort and there is more buy-in from labor and management then the Blue4U could be moved towards because it is a more comprehensive type of program. Ms. Miller said she would like thought given to how this would be arranged from a billing standpoint and how that is impacted to add to the rate and suggested this be discussed by the Audit and Finance Committee.

Next Agenda Items

The following items were suggested for inclusion on the next agenda:

- Explore incentives for wellness programs;
- Discuss creating a flexible environment for bio-metric testing;
- Discuss strategies for increasing Committee participation; and
- Discuss Worksite Wellness Programs and the CDC Assessment tool

Rescheduling Meeting Times

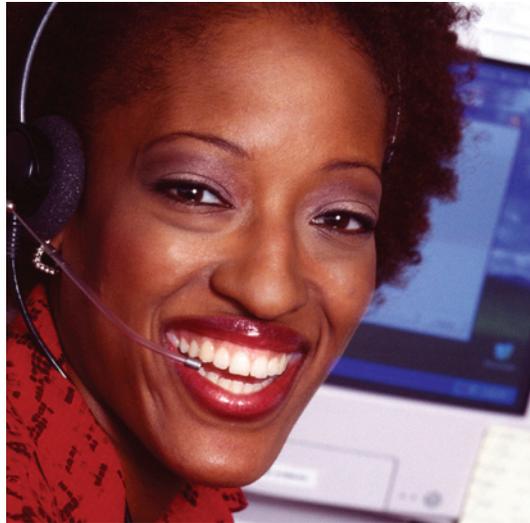
The Committee moved its meeting time from 9:30 a.m. to 2 p.m. on the 3rd Wednesday of each month.

Adjournment

The meeting adjourned at 10:48 a.m.

Respectfully submitted by Michelle Pottorff, Administrative Clerk

Assessment Tool



The CDC Worksite Health ScoreCard:

An Assessment Tool for Employers to Prevent Heart Disease, Stroke, & Related Health Conditions



Health ScoreCard Manual

Updated January 2014

National Center for Chronic Disease Prevention and Health Promotion
Division for Heart Disease and Stroke Prevention



Organizational Supports

<i>During the past 12 months, did your worksite:</i>	<i>Yes</i>	<i>No</i>	<i>Score</i>
<p>1. Conduct an employee needs and interests assessment for planning health promotion activities?</p> <p><i>Answer "yes" if, for example, your organization administers focus groups or employee satisfaction surveys to assess your employee health promotion program(s). Answer "no" if your organization administers general surveys that do not assess your employee health promotion program(s).</i></p>	<input type="checkbox"/> (1 pt.)	<input type="checkbox"/> (0 pts.)	
<p>If YES, ask for participation numbers and aggregate results: Number of employees who participated _____ Aggregate report: <input type="checkbox"/> obtained <input type="checkbox"/> not obtained</p>			
<p>2. Conduct employee health risk appraisals/assessments through vendors, on-site staff, or health plans and provide individual feedback plus health education?</p> <p><i>Answer "yes" if, for example, your organization provides individual feedback through written reports, letters, or one-on-one counseling.</i></p>	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
<p>If YES, ask for participation numbers and aggregate results (if not Excellus/Univera): Number of employees who participated _____ Aggregate report: <input type="checkbox"/> obtained <input type="checkbox"/> not obtained</p>			
<p>3. Provide free or subsidized cholesterol, glucose and blood pressure screening (beyond self report), followed by directed feedback and clinical referral when appropriate?</p>	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
<p>If YES, ask for participation numbers and aggregate results (if not Blue4U/HealthyU): Number of employees who participated _____ Aggregate report: <input type="checkbox"/> obtained <input type="checkbox"/> not obtained</p>			
<p>4. Demonstrate organizational commitment and support of worksite health promotion at all levels of management?</p> <p><i>Answer "yes" if, for example, all levels of management participate in activities, communications are sent to employees from senior leaders, the worksite supports performance objectives related to healthy workforce, or program ownership is shared with all staff levels.</i></p>	<input type="checkbox"/> (2 pts.)	<input type="checkbox"/> (0 pts.)	

Organizational Supports During the past 12 months, did your worksite:	Yes	No	Score
5. Use and combine incentives with other strategies to increase participation in health promotion programs? <i>Answer "yes" if, for example, your organization offers incentives such as gift certificates, cash, paid time off, product or service discounts, reduced health insurance premiums, employee recognition, or prizes.</i>	<input type="checkbox"/> (2 pts.)	<input type="checkbox"/> (0 pts.)	
If YES, what type of incentives are used? How much are they valued at? And for which program(s) are they used?			
6. Use competitions when combined with additional interventions to support employees making behavior changes? <i>Answer "yes" if, for example, your organization offers walking or weight loss competitions.</i>	<input type="checkbox"/> (2 pts.)	<input type="checkbox"/> (0 pts.)	
If YES, what competition(s)? How many times per year do you offer a competition?			
7. Promote and market health promotion programs to employees? <i>Answer "yes" if, for example, your worksite's health promotion program has a brand name or logo, uses multiple channels of communication, or sends frequent messages.</i>	<input type="checkbox"/> (1 pt.)	<input type="checkbox"/> (0 pts.)	
8. Use examples of employees role modeling appropriate health behaviors or employee health-related "success stories" in the marketing materials?	<input type="checkbox"/> (1 pt.)	<input type="checkbox"/> (0 pts.)	
9. Tailor some health promotion programs and education materials to the language, literacy levels, culture, or readiness to change of various segments of the workforce? <i>Answer "no" if you do not perceive a need for your organization to tailor its health promotion programs and education materials to any specific group(s).</i>	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
If YES, please give an example:			
10. Have an active health promotion committee? <i>Answer "yes" if your health promotion committee exists and has been involved in planning and implementing programs.</i>	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
If YES, how often does it meet? How many members are there? Are they volunteer or appointed?			

Organizational Supports During the past 12 months, did your worksite:	Yes	No	Score
11. Have a paid health promotion coordinator whose job (either part-time or full-time) is to implement a worksite health promotion program? <i>Answer "yes" if implementing the employee health promotion program(s) at your worksite is included in a paid staff member's job description or performance expectations.</i>	<input type="checkbox"/> (2 pts.)	<input type="checkbox"/> (0 pts.)	
If YES, is s/he part-time or full-time?			
12. Have a champion(s) who is a strong advocate for the health promotion program? <i>Answer "yes" if there is someone at your worksite who actively promotes programs to improve worksite health promotion.</i>	<input type="checkbox"/> (2 pts.)	<input type="checkbox"/> (0 pts.)	
If YES, who (job title, not name)?			
13. Have an annual budget or receive dedicated funding for health promotion programs?	<input type="checkbox"/> (2 pts.)	<input type="checkbox"/> (0 pts.)	
If YES, how much?			
14. Set annual organizational objectives for health promotion?	<input type="checkbox"/> (2 pts.)	<input type="checkbox"/> (0 pts.)	
If YES, ask for a copy: <input type="checkbox"/> obtained <input type="checkbox"/> not obtained			
15. Include references to improving or maintaining employee health in the business objectives or organizational mission statement? <i>Answer "no" if your organization's business objectives or mission statement only reference occupational health and safety, without reference to improving the workforce's health.</i>	<input type="checkbox"/> (1 pt.)	<input type="checkbox"/> (0 pts.)	
If YES, ask for a copy: <input type="checkbox"/> obtained <input type="checkbox"/> not obtained			
16. Conduct ongoing evaluations of health promotion programming that use multiple data sources? <i>Answer "yes" if, for example, your organization collects data on employee health risks, medical claims, employee satisfaction, or organizational climate surveys.</i>	<input type="checkbox"/> (2 pt.)	<input type="checkbox"/> (0 pts.)	
If YES, what kind of data is collected? How often is it collected? What percentage of employees participate?			
17. Make any health promotion programs available to family members?	<input type="checkbox"/> (1 pt.)	<input type="checkbox"/> (0 pts.)	
If YES, please give an example:			

Organizational Supports				
During the past 12 months, did your worksite:		Yes	No	Score
18. Provide flexible work scheduling policies? <i>Answer "yes" if, for example, policies allow for flextime schedules and work at home.</i>	<input type="checkbox"/> (2 pts.)	<input type="checkbox"/> (0 pts.)		
19. Engage in other health initiatives throughout the community and support employee participation and volunteer efforts? <i>Answer "yes" if, for example, your organization supports participation in community events and school-based efforts, such as corporate walks, collaborate with state and local advocacy groups, health and regulatory organizations, and coalitions.</i>	<input type="checkbox"/> (2 pts.)	<input type="checkbox"/> (0 pts.)		
If YES, please describe:				
Your Worksite's Organizational Supports Section Score:				
Maximum Organizational Supports Section Score:				37

Tobacco Control

<i>During the past 12 months, did your worksite:</i>	<i>Yes</i>	<i>No</i>	<i>Score</i>
20. Have a written policy banning tobacco use at your worksite? <i>Answer "yes" if your worksite adheres to a statewide, countywide, or citywide policy banning tobacco use in the workplace.</i>	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
If YES, ask for a copy: <input type="checkbox"/> obtained <input type="checkbox"/> not obtained			
21. Actively enforce a written policy banning tobacco use? <i>Answer "yes" if, for example, your worksite posts signs, does not have ashtrays, or communicates this written policy banning tobacco use through various channels at your worksite.</i>	<input type="checkbox"/> (1 pt.)	<input type="checkbox"/> (0 pts.)	
22. Display signs (including 'no smoking' signs) with information about your tobacco-use policy?	<input type="checkbox"/> (1 pt.)	<input type="checkbox"/> (0 pts.)	
If YES, look for signs on facility tour.			
23. Refer tobacco users to a state or other tobacco cessation telephone quit line? <i>Answer "yes" if, for example, your worksite refers tobacco users to 1-800-QUIT NOW or smokefree.gov.</i>	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
24. Provide health insurance coverage with no or low out-of-pocket costs for prescription tobacco cessation medications including nicotine replacement? <i>Answer "yes" if, for example, your organization provides coverage (reimbursement of cost or employee pays no more than a Tier 1 co-pay) for inhalers, nasal sprays, bupropion (e.g., Zyban) and varenicline (e.g., Chantix).</i>	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
25. Provide health insurance coverage with no or low out-of-pocket costs for FDA-approved over-the-counter nicotine replacement products? <i>Answer "yes" if, for example, your organization provides coverage (reimbursement of cost or employee pays no more than a Tier 1 co-pay) for nicotine replacement gum, patches, or lozenges.</i>	<input type="checkbox"/> (2 pts.)	<input type="checkbox"/> (0 pts.)	
26. Provide or promote free or subsidized tobacco cessation counseling? <i>Answer "yes" if these programs are provided on- or off-site; in group or individual settings; through vendors, on-site staff, health insurance plans or programs, community groups, or other practitioners.</i>	<input type="checkbox"/> (2 pts.)	<input type="checkbox"/> (0 pts.)	

Tobacco Control				
During the past 12 months, did your worksite:		Yes	No	Score
27. Inform employees about health insurance coverage or programs that include tobacco cessation medication and counseling?		<input type="checkbox"/> (2 pts.)	<input type="checkbox"/> (0 pts.)	
28. Provide incentives for being a current nonuser of tobacco and for current tobacco users that are currently involved in a cessation class or actively quitting? <i>Answer "yes" if, for example, your organization provides discounts on health insurance, or other benefits for non-smokers and tobacco users who are actively trying to quit.</i>		<input type="checkbox"/> (1 pts.)	<input type="checkbox"/> (0 pts.)	
If YES, how much is the incentive? Who qualifies for it?				
29. Prohibit sale of tobacco products on company property? <i>Answer "yes" if, for example, your worksite does not sell tobacco products on company property in vending machines or through on-site vendors.</i>		<input type="checkbox"/> (1 pt.)	<input type="checkbox"/> (0 pts.)	
Your Worksite's Tobacco Control Section Score:				
Maximum Tobacco Control Section Score:				19

Nutrition

<i>During the past 12 months, did your worksite:</i>	<i>Yes</i>	<i>No</i>	<i>Score</i>
30. Provide places to purchase food and beverages? <i>Answer "yes" if, for example, your worksite provides vending machines, cafeterias, snack bars, or other purchase points.</i> <i>IF NO, PLEASE SKIP TO QUESTION 37.</i>	<input type="checkbox"/> (0 pts.)	<input type="checkbox"/> (0 pts.)	question not scored
31. Have a written policy or formal communication that makes healthier food and beverage choices available in cafeterias or snack bars? <i>Answer "yes" if, for example, the policy or formal communication makes vegetables, fruits, 100% fruit juices, whole grain items and trans fat-free or low-sodium snacks available in cafeterias or snack bars.</i>	<input type="checkbox"/> * (1 pt.)	<input type="checkbox"/> (0 pts.)	
If YES, ask for a copy: <input type="checkbox"/> obtained <input type="checkbox"/> not obtained			
32. Have a written policy or formal communication that makes healthier food and beverage choices available in vending machines? <i>Answer "yes" if, for example, the policy or formal communication makes vegetables, fruits, 100% fruit juices, whole grain items and trans fat-free/low-sodium snacks available in vending machines.</i>	<input type="checkbox"/> * (1 pt.)	<input type="checkbox"/> (0 pts.)	
If YES, ask for a copy: <input type="checkbox"/> obtained <input type="checkbox"/> not obtained			
33. Make most (more than 50%) of the food and beverage choices available in vending machines, cafeterias, snack bars, or other purchase points be healthier food items? <i>Answer "yes" if the healthy foods are items such as skim milk, 1% milk, water, unsweetened flavored water, diet drinks, 100% fruit juice, low-fat and low-sodium snacks, or fresh fruit. (See Dietary Guidelines for Americans, 2010 or GSA/HHS Health and Sustainability Guidelines for Federal Concessions and Vending Operations.)</i>	<input type="checkbox"/> * (3 pts.)	<input type="checkbox"/> (0 pts.)	
If YES, assess on tour.			
34. Provide nutritional information (beyond standard nutrition information on labels) on sodium, calories, trans fats, or saturated fats for foods and beverages sold in worksite cafeterias, snack bars, or other purchase points?	<input type="checkbox"/> * (2 pts.)	<input type="checkbox"/> (0 pts.)	
If YES, assess on tour.			

Nutrition			
<i>During the past 12 months, did your worksite:</i>	<i>Yes</i>	<i>No</i>	<i>Score</i>
35. Identify healthier food and beverage choices with signs or symbols? ♥ <i>Answer "yes" if, for example, your worksite puts a heart next to a healthy item near vending machines, cafeterias, snack bars, or other purchase points.</i>	<input type="checkbox"/> * (3 pts.)	<input type="checkbox"/> (0 pts.)	
If YES, look for them on tour.			
36. Subsidize or provide discounts on healthier foods and beverages offered in vending machines, cafeterias, snack bars, or other purchase points?	<input type="checkbox"/> * (3 pts.)	<input type="checkbox"/> (0 pts.)	
If YES, what foods are subsidized or discounted?			
37. Have a written policy or formal communication which makes healthier food and beverage choices available during meetings when food is served? <i>Answer "yes" if, for example, the policy or formal communication makes vegetables, fruits, 100% fruit juices, whole grain items or trans fat-free/low-sodium snacks available during meetings.</i>	<input type="checkbox"/> (1 pt.)	<input type="checkbox"/> (0 pts.)	
If YES, ask for a copy: <input type="checkbox"/> obtained <input type="checkbox"/> not obtained			
38. Provide employees with food preparation and storage facilities? <i>Answer "yes" if your worksite provides a microwave oven, sink, refrigerator and/or kitchen.</i>	<input type="checkbox"/> (1 pt.)	<input type="checkbox"/> (0 pts.)	
39. Offer or promote an on-site or nearby farmers' market or where fresh fruits and vegetables are sold?	<input type="checkbox"/> (1 pt.)	<input type="checkbox"/> (0 pts.)	
40. Provide brochures, videos, posters, pamphlets, newsletters, or other written or online information that address the benefits of healthy eating? <i>Answer "yes" if these health promotion materials address the benefits of healthy eating as a single health topic or if the benefits of healthy eating are included with other health topics.</i>	<input type="checkbox"/> (1 pt.)	<input type="checkbox"/> (0 pts.)	
41. Provide a series (three or more) of educational seminars, workshops, or classes on nutrition? <i>Answer "yes" if these sessions address nutrition as a single health topic or if nutrition is included with other health topics. These sessions can be provided in-person or online; on-site or off-site; in group or individual settings; through vendors, on-site staff, health insurance plans or programs, community groups, or other practitioners.</i>	<input type="checkbox"/> (2 pts.)	<input type="checkbox"/> (0 pts.)	

Nutrition				
During the past 12 months, did your worksite:		Yes	No	Score
42. Provide free or subsidized self-management programs for healthy eating? <i>Answer "yes" if these programs are provided in-person or online; on-site or off-site; in group or individual settings; through vendors, on-site staff, health insurance plans and programs, community groups, or other practitioners.</i>		<input type="checkbox"/> (2 pts.)	<input type="checkbox"/> (0 pts.)	
If YES, please describe what's offered:				
Your Worksite's Nutrition Section Score:				
Maximum Nutrition Section Score:				8 - 21*

*Starred points are only calculated if Question 30 is "YES"

Physical Activity

<i>During the past 12 months, did your worksite:</i>	<i>Yes</i>	<i>No</i>	<i>Score</i>
43. Provide an exercise facility on-site?	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
If YES, ask to see it on tour.			
44. Subsidize or discount the cost of on-site or offsite exercise facilities?	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
45. Provide environmental supports for recreation or physical activity? <i>Answer "yes" if, for example, your worksite provides trails or a track for walking/jogging, maps of suitable walking routes, bicycle racks, a basketball court, open space designated for recreation or exercise, a shower and changing facility.</i>	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
46. Post signs at elevators, stairwell entrances or exits and other key locations that encourage employees to use the stairs? <i>Answer "no" if your worksite is located in a one-story building.</i>	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
If YES, look for them on tour.			
47. Provide organized individual or group physical activity programs for employees (other than the use of an exercise facility)? <i>Answer "yes" if, for example, your worksite provides walking or stretching programs, group exercise, or weight training.</i>	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
48. Provide brochures, videos, posters, pamphlets, newsletters, or other written or online information that address the benefits of physical activity? <i>Answer "yes" if these health promotion materials address the benefits of physical activity as a single health topic or if the benefits of physical activity are included with other health topics.</i>	<input type="checkbox"/> (1 pt.)	<input type="checkbox"/> (0 pts.)	
49. Provide a series (three or more) of educational seminars, workshops, or classes on physical activity? <i>Answer "yes" if these sessions address physical activity as a single health topic or if physical activity is included with other health topics. These sessions can be provided in-person or online; on-site or off-site; in group or individual settings; through vendors, on-site staff, health insurance plans or programs, community groups, or other practitioners.</i>	<input type="checkbox"/> (2 pts.)	<input type="checkbox"/> (0 pts.)	

<i>Physical Activity</i> <i>During the past 12 months, did your worksite:</i>	<i>Yes</i>	<i>No</i>	<i>Score</i>
50. Provide or subsidize physical fitness assessments, follow-up counseling, and physical activity recommendations either on-site or through a community exercise facility?	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
51. Provide free or subsidized self-management programs for physical activity? <i>Answer "yes" if these programs are provided in-person or online; on-site or off-site; in group or individual settings; through vendors, on-site staff, health insurance plans or programs, community groups, or other practitioners.</i>	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
Your Worksite's Physical Activity Section Score:			
Maximum Physical Activity Section Score:			24

Weight Management

<i>During the past 12 months, did your worksite:</i>	<i>Yes</i>	<i>No</i>	<i>Score</i>
52. Provide free or subsidized body composition measurement (beyond self-report), such as height and weight, Body Mass Index (BMI) scores, or other body fat assessments followed by directed feedback and clinical referral when appropriate?	<input type="checkbox"/> (2 pts.)	<input type="checkbox"/> (0 pts.)	
If YES, how is it done?			
53. Provide brochures, videos, posters, pamphlets, newsletters, or other written or online information that address the risks of overweight or obesity? <i>Answer "yes" if these health promotion materials address the risks of overweight or obesity as a single health topic or if the risks of overweight or obesity are included with other health topics.</i>	<input type="checkbox"/> (1 pt.)	<input type="checkbox"/> (0 pts.)	
54. Provide a series (three or more) of educational seminars, workshops, or classes on weight management? <i>Answer "yes" if these sessions address weight management as a single health topic or if weight management is included with other health topics. These sessions can be provided in-person or online; on-site or off-site; in group or individual settings; through vendors, on-site staff, health insurance plans or programs, community groups, or other practitioners.</i>	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
55. Provide free or subsidized one-on-one or group lifestyle counseling for employees who are overweight or obese? <i>Answer "yes" if these programs are provided in-person or online; on-site or off-site; in group or individual settings; through vendors, on-site staff, health insurance plans or programs, community groups, or other practitioners.</i>	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
56. Provide free or subsidized self-management programs for weight management? <i>Answer "yes" if these programs are provided in-person or online; on-site or off-site; in group or individual settings; through vendors, on-site staff, health insurance plans or programs, community groups, or other practitioners.</i>	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
If YES, please describe what is offered:			
Your Worksite's Weight Management Section Score:			
Maximum Weight Management Section Score:			12

Stress Management

<i>During the past 12 months, did your worksite:</i>	<i>Yes</i>	<i>No</i>	<i>Score</i>
57. Provide dedicated space that is quiet where employees can engage in relaxation activities, such as deep breathing exercises?	<input type="checkbox"/> (1 pt.)	<input type="checkbox"/> (0 pts.)	
If YES, ask to see it on tour.			
58. Sponsor or organize social events throughout the year? <i>Answer "yes" if, for example, your worksite sponsors or organizes team building events, company picnics, holiday parties, or employee sports teams.</i>	<input type="checkbox"/> (1 pt.)	<input type="checkbox"/> (0 pts.)	
59. Provide a series (three or more) of programs on stress management? <i>Answer "yes" if these programs address stress management as a single health topic or if stress management is included with other health topics. Answer "yes" if these programs are provided in-person or online; on-site or off-site; in group or individual settings; through vendors, on-site staff, health insurance plans or programs, community groups, or other practitioners.</i>	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
60. Provide work-life balance/ life-skills programs? <i>Answer "yes" if, for example, your worksite provides elder care, child care, referrals, tuition reimbursement, or other programs that are offered through vendors, on-site staff, or employee assistance programs.</i>	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
61. Provide training for managers on identifying and reducing workplace stress-related issues? <i>Answer "yes" if, for example, your worksite provides training on performance reviews, communication, personnel management, assertiveness, time management, or conflict resolution.</i>	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
62. Provide opportunities for employee participation in organizational decisions regarding workplace issues that affect job stress? <i>Answer "yes" if, for example, your worksite provides opportunities for employees to participate in decisions about work processes and environment, work schedules, participative problem-solving, and management of work demands.</i>	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
Your Worksite's Stress Management Section Score:			
Maximum Stress Management Section Score:			14

Flu Vaccines

<i>During the past 12 months, did your worksite:</i>	<i>Yes</i>	<i>No</i>	<i>Score</i>
63. Provide health insurance coverage with no or low out-of-pocket costs for influenza (flu) vaccination?	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
64. Conduct influenza (flu) vaccinations at your worksite? <i>Answer "yes" if these offerings happen one or more times a year; are set up as either a temporary vaccine clinic run by an outside organization, internal occupational health staff or other arrangement.</i> <i>IF NO, PLEASE SKIP NEXT QUESTION.</i>	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
65. Provide influenza (flu) vaccinations at your worksite with no or low out-of-pocket costs to employees? <i>Answer "yes" if these offerings happen one or more times a year; are set up as either a temporary vaccine clinic run by an outside organization, internal occupational health staff or other arrangement.</i>	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
66. Promote influenza (flu) vaccinations through brochures, videos, posters, pamphlets, newsletters or other written or online information that address the benefits of influenza vaccinations? <i>Answer "yes" if these health promotion materials address the risks and benefits of influenza vaccination as a single health topic or if the benefits of influenza vaccinations are included with other health topics.</i>	<input type="checkbox"/> (3 pts.)	<input type="checkbox"/> (0 pts.)	
Your Worksite's Flu Vaccine's Score:			
Maximum Flu Vaccine's Score:			12

**END OF SURVEY
THANK YOU FOR COMPLETING THIS SURVEY!**

Adapted from the CDC Worksite Health ScoreCard

Use the following table to summarize your topic section scores.

SUMMARY SCORE TABLE		
Section:	Total Points Possible	Your Worksite's Score:
Organizational Supports	37	
Tobacco Control	19	
Nutrition	8 - 21	
Physical Activity	24	
Weight Management	12	
Stress Management	14	
Flu Vaccine	12	
TOTAL	126 - 139	