BetterHealth
Progress Report
Fiscal Year 2015

BetterHealth
CITY OF ALBUQUERQUE AND PARTICIPATING GOVERNMENT ENTITIES
Better you.
Mission & Vision for the BetterHealth Employee Wellness Program

**Mission** – To reduce chronic conditions associated with tobacco use, lack of physical activity, and nutrition.

**Vision** – Employees and family members avoid tobacco, eat nutritiously, engage in adequate levels of physical activity, achieve and maintain a healthy weight, blood pressure, blood cholesterol, and blood glucose, and experience improved mental health.

BetterHealth

CITY OF ALBUQUERQUE AND PARTICIPATING GOVERNMENT ENTITIES

*Better you.*
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Overview and Executive Summary of Progress

June 30, 2015 marks the completion of year three for the BetterHealth 5-Year Strategic Plan. All wellness activities conducted in fiscal year 2015 align with four goals outlined in the BetterHealth 5-Year Strategic Plan:

1. Prevent, detect, and reduce modifiable risk factors for diabetes, heart disease, stroke, cancer, lower respiratory diseases, and arthritis
2. Create a healthy worksite culture
3. Build wide support and collaboration
4. Evaluate and improve initiatives

Increasing physical activity, improving nutrition, and avoiding tobacco remain top priorities in order to achieve the ultimate program aim of impacting healthcare costs and productivity. Providing onsite health screenings with immediate feedback from health professionals could be considered the fourth priority because early detection of conditions such as prediabetes or prehypertension may lead employees to improve their weight, diet, physical activity and smoking patterns enough to reverse the conditions. Early detection of other conditions, such as breast cancer or colon polyps, can improve the likelihood of successful treatments.

While improving individual health patterns is paramount, improving the work environment is also important to support an employee’s desire to live healthier. Establishing a culture of health demonstrates our organizations’ long-term commitment to employee health and wellbeing. Labeling and improving stairwell aesthetics, adopting guidelines for healthy food in offices, and making space for nursing employees to pump breast milk for their babies are examples of recent year projects.

The BetterHealth Wellness Committee worked diligently in fiscal year 2015 to collaborate with new community partners and departments, integrate initiatives, and use employee feedback to improve programs. With tremendous support from Mayor Richard Berry, Chief Administrative Officer Robert Perry, and other senior leaders, managers, and supervisors, new wellness programs were introduced. As set forth in the 5-Year Strategic Plan, the new initiatives engaged more employees and family members than previous years. Evaluation results show participants who fully embraced campaigns improved health measures and achieved greater awareness about their patterns of eating, physical activity, and tobacco use.

In order to continue engaging more employees and their families in wellness activities, new fitness and nutrition interventions will be introduced in fiscal year 2016, and an employee wellness champion program will be considered.
“I feel much better now that I have been exercising at least 5 days a week.”
(Monumental Dash)

“I lost 10lbs!! Gained some healthy new habits!!”
(Keep It Steady)

“By attending this class it’s helping me to change my life style and the book is helping me try new healthy foods.”
(Blood Pressure Learning Academy)

“Best fair I’ve been to.”
(2014 Health & Benefits Fair)

“My gym membership is a great benefit! I use the gym all the time.”
(Sports and Wellness)

“The cost of health is less than the cost of disease.”
(Zero Trends – Health as a Serious Economic Strategy. Dee W. Edington, PhD, Health Management Research Center, University of Michigan, 2009.)
The BetterHealth Wellness Committee is comprised of representatives from the City of Albuquerque and 16 government entities participating in the City’s medical, dental, and vision plans. Other wellness committee members include representatives from organizations selected by the City of Albuquerque to conduct health and wellness initiatives.

Special thanks to wellness committee members for their energy, dedication and significant contributions toward meaningful wellness initiatives. Much appreciation also goes to three new community partner representatives who have contributed ideas for new evidence-based activities and significant resources to adopt them.

### New Community Partners

- **Dorine Conley**, Health Systems Manager, State-Based, American Cancer Society, Great West Division
- **Jennie Lee**, New Mexico Tobacco Cessation Specialist, NM Department of Health, Tobacco Use Prevention and Control Program
- **Dana Millen-Schultz**, Program Manager, New Mexico Department of Health, Colorectal Cancer Program
“Individuals with high levels of well-being are more productive at work and are more likely to contribute to their communities.”


“I was able to lose around 15 pounds just from walking, it’s amazing!”

(Monumental Dash)

What employees have to say about the Mobile Health Center:

“First time here. Called in the morning and had an appointment the same day. A+!”

“Makes it easy to keep track of my diabetes.”
Fiscal Year 2015

Key Achievements

Health and well-being outcomes

- Weight loss and weight management (Keep It Steady; Change is Possible; Nuvita; Monumental Dash)
- Improved blood glucose and cholesterol (Nuvita)
- Smoking cessation (BreatheBetter; Quit for Life)
- Improved diet (Keep It Steady; Change is Possible; Nuvita; Blood Pressure Academy)

Seven new health programs offered to sustain and improve worker health. All programs engaged spouses or domestic partners.

- Nuvita Fitness League
- Keep It Steady – Healthy Weight Challenge
- New Mexico Monumental Dash – included 52 children age 12 and over
- Fitness program with New Mexico Sports and Wellness
- Blood Pressure Learning Academy
- Colorectal Cancer Screening Assessments
- Quit for Life tobacco cessation program

Significant increase in participation compared to Fiscal Year 2014

- Personal health assessments (increase by 48%)
- Nutrition, physical activity, and healthy weight programs (increase by 27%)
- Onsite mammograms (increase by 23%)

Steady participation compared to Fiscal Year 2013

- Visits to Mobile Health Center
- Health screenings including blood pressure, lipids, glucose, and A1C

Culture of Health projects take the work environment into account

- Mother’s Lactation Room in City Hall utilized
- More health education newsletters and posters distributed to work locations

Healthy Employer Awards

- Honoree Award in the Large Company Category for New Mexico’s Healthiest Employer by Albuquerque Business First 4th Consecutive Year
- Gold Fit-Friendly Worksite Award by American Heart Association 3rd Consecutive Year
What employees have to say about the Blood Pressure Learning Academy:

“I had not heard about the DASH diet, was diagnosed as prehypertensive last year and my doctor didn’t provide much guidance about how to manage the condition with or without medications. This was good information!”
Seven new wellness initiatives were conducted in fiscal year 2015. The following graphs highlight program participation in fiscal year 2015 and previous fiscal years where applicable. It is important to note here that 16 government entities are eligible for a number of wellness campaigns listed below, and their participation is included in the results. Bernalillo County, however, separated from the City of Albuquerque medical benefits plan in fiscal year 2015. Participation differences reflected in the graphs may be due, in part, to this change. The City of Albuquerque allowed Bernalillo County to continue using the Presbyterian Mobile Health Center, and Bernalillo County visits are included in the results.
Employees and Family Members Enrolled in Health Academies

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<tr>
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<td>Diabetes Academy</td>
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<td>113</td>
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<tr>
<td>Blood Pressure Academy</td>
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On-site Body Composition Screenings with Feedback for Employees and Family Members

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<th>FY 2015</th>
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<tr>
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<td>Waist Circumference (320)</td>
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<tr>
<td>BMI (2225)</td>
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<td>FY 2013 Total</td>
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<td>Body Fat (841)</td>
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<td>Waist Circumference (594)</td>
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<tr>
<td>BMI (3625)</td>
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<td>FY 2014 Total</td>
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<td>Body Fat (314)</td>
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<td>Waist Circumference (147)</td>
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<td>BMI (3264)</td>
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<td>FY 2015 Total</td>
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On-site Health Screenings with Feedback (includes all screening events, program screenings, and Mobile Health Center)

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<th>FY 2013</th>
<th>FY 2014</th>
<th>FY 2015</th>
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<tr>
<td>Blood Lipids (281)</td>
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<tr>
<td>Blood Glucose or A1C (836)</td>
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<td>Blood Pressure (2847)</td>
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<td>FY 2013 Total</td>
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<td>Blood Lipids (483)</td>
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<td>Blood Glucose or A1C (671)</td>
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<td>Blood Pressure (3672)</td>
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<td>FY 2014 Total</td>
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<tr>
<td>Blood Lipids (400)</td>
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<tr>
<td>Blood Glucose or A1C (577)</td>
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<tr>
<td>Blood Pressure (3395)</td>
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<td>FY 2015 Total</td>
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Employees, Spouses, Domestic Partners Enrolled in Tobacco Cessation Program

Personal Health Assessments Completed by Employees, Spouses, Domestic Partners

On-site Cancer Screenings with Feedback for Employees and Family Members
Employees and Family Member Attendance at Annual Health & Benefits Fairs

- **FY 2013**: 1321 visits
- **FY 2014**: 1306 visits
- **FY 2015**: 1054 visits

Mobile Health Center Visits by Enrolled Employees and Family Members

- **FY 2013**: 2197 visits
- **FY 2014**: 3030 visits
- **FY 2015**: 2807 visits

Employees Trained with Wellness for Supervisors Module

- **FY 2013**: 40 employees
- **FY 2014**: 82 employees
- **FY 2015**: 97 employees

Employees and Family Members Completed Healthy Solutions Disease Management Program

- **FY 2013**: 3 employees
- **FY 2014**: 20 employees
- **FY 2015**: 7 employees
What we can tell from the data?

- The BetterHealth 5-Year Strategic Plan has served as a successful roadmap to guide our organizations’ efforts to engage more employees and their families in workplace wellness initiatives.
- We have started integrating wellness into our organizational cultures.

Recommendations for Fiscal Year 2016

- Continue selecting new wellness campaigns and incentives to maintain employee interest and engage more employees and family members.
- Adopt a method to involve wellness champions from various work locations. City of Albuquerque employees currently report to work at 168 work locations. This presents a challenge in reaching all employees with wellness activities and promotional materials.
- In order to apply next year for the American Heart Association Fit-Friendly Worksite award, all applicants must have in place a comprehensive tobacco policy that includes e-cigarettes and smokeless tobacco products. A revised smoking policy for City of Albuquerque employees is currently under review. Adopting the revised policy will enhance the culture of health and demonstrate the City of Albuquerque’s commitment to employee health and wellness.