

BetterHealth

PROGRESS REPORT
FISCAL YEAR 2018



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.

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PROMOTIONAL MATERIALS FISCAL YEAR 2018

ONLY 90 SPOTS LEFT!

LAST CHANCE TO JOIN

Team CABQ BetterTogether

Run for the Zoo
...and walk with us too!

Sunday, May 6

BetterHealth
CITY OF ALBUQUERQUE AND PARTICIPATING GOVERNMENT ENTITIES

Entry Fee
Will be provided to the first 500 benefits eligible city employees who commit online to participate

What You Get:

- TEAM T-SHIRT
- VINTAGE T-SHIRT
- TEAM BANNER
- TEAM PHOTOGRAPH

Free Entry Into BIOPARK
(RACE DAY ONLY)
ZOO, AQUARIUM, & BOTANIC GARDEN

REGISTRATION PROCESS

FITNESS with FRIENDS

USE YOUR GYM MEMBERSHIP

If you enrolled in the Presbyterian gym benefit, you and your enrolled dependents

Now accepting applications for 2018!

BetterHealth
CITY OF ALBUQUERQUE AND PARTICIPATING GOVERNMENT ENTITIES
Better you.

Coordinator | Insurance and Benefits Division | 505-768-2921 TTY 711

Whether you're sitting or exercising, your body needs water to function properly.

HYDRATE FOR HEALTH 4-WEEK CHALLENGE
July 10 - August 6

Deadline to register July 12
Log in to Wellness at Work platform to register.

Meet the goal of 56 oz per day to be entered in a prize drawing.

BetterHealth
CITY OF ALBUQUERQUE AND PARTICIPATING GOVERNMENT ENTITIES
Better you.

Lisa Gatan, Health and Wellness Program Coordinator | Insurance and Benefits Division | 505-768-2921 TTY 711

BetterHealth
AMBASSADOR
CITY OF ALBUQUERQUE

Established in 2016.
Bringing wellness to more City of Albuquerque work locations.

Eating fruits and veggies makes me feel good about myself.

fruits & veggies more matters.
nutrition.gov/vegetablesmatters.org

BetterHealth
CITY OF ALBUQUERQUE AND PARTICIPATING GOVERNMENT ENTITIES
Better you.

Lisa Gatan, Health and Wellness Program Coordinator | Insurance and Benefits Division | 505-768-2921 TTY 711

EXECUTIVE SUMMARY OF PROGRESS

Great strides were made in Fiscal Year 2018 by the City of Albuquerque and 17 Participating Government Entities toward improving employees' physical and mental health and creating a supportive environment for wellness. Health and wellness benefits with the widest reach during the year were the gym membership benefit, Mobile Health Center, online personal health assessments, and participation in Run for the Zoo.

New 8-week stress reduction courses were offered at convenient locations so attendance soared compared to last year. Additional blood pressure stations were established and new locations for lactation were identified for nursing mothers. In addition, BetterHealth Ambassadors introduced new physical activity, nutrition, and educational initiatives for co-workers in various departments. Through the Fresh Options produce initiative, BetterHealth Ambassadors arranged fresh fruit and vegetable deliveries for employees to enjoy at wellness-related events, thereby enhancing the culture of health within offices.

Evaluation methods such as program satisfaction surveys, behavior change tracking, and pre and post assessments were used

to demonstrate improvements in levels of physical activity, nutrition, weight, stress, and blood pressure, cholesterol, and glucose levels by participating employees. Evaluations also revealed great appreciation by employees for providing so many effective approaches to improve health and well-being.

By keeping healthy employees healthy and preventing employees with health risks from getting worse, BetterHealth workplace wellness programs are transforming the work culture and changing lives. Guided by a new 5-year strategic plan for Fiscal Years 2019 – 2023, the City of Albuquerque will engage employees in new wellness initiatives and continue striving for a health conscious work environment that is sustainable.



BetterHealth PROGRAM GOALS

Goal 1: Prevent, detect, and reduce modifiable risk factors for diabetes, heart disease, stroke, cancer, lower respiratory diseases, and arthritis

- 7,877 employees and family members age 18 and over are enrolled in the **Presbyterian Gym Membership Benefit**, an increase of 19% from last year.
- 667 employees and spouses completed the online, confidential **Wellness at Work Personal Health Assessment** and received a \$25 gift card to purchase sporting goods or groceries. 16 engaged in health coaching to improve health risks.
- 515 employees registered for **Run for the Zoo**. 405 employees completed the 1-mile or 5K walk, or the 5K, 10K, or half marathon run. 45% of employees who completed the Run for the Zoo evaluation reported they registered family members to participate with them, and 61% said the campaign motivated them to use their Presbyterian Gym Membership Benefit to prepare. 6 other initiatives were offered to help employees prepare for their events.
- 420 employees and spouses engaged in new **Wellness at Work challenges (Hydrate for Health, 6-week Step Challenge, Passionate Goal Setting, and Get to the Finish Line)** and earned prizes for reaching milestones.
- 386 employees and spouses participated in **Nuvita Fitness League**, and exercised an average of 183 minutes per week in their individual cardiovascular fitness zones. 56 participants lost a total of 169 pounds, or an average of 2 pounds each. 61 participants lost 100 inches total from their waists, or an average of 1.6 inches each.
- 255 employees and family members registered for **Healthy Weight Academy**, and 154 participants went on to register for the online mindful eating program called “Am I Hungry.” The Academy included education, a cooking demonstration and meal. 81% of participants who completed the program evaluation most liked the mindful eating education. One participant especially liked *“the experience of eating healthy and feeling energized after I ate.”*
- 164 employees and spouses enrolled in one of five 8-week **Mindfulness Based Stress Reduction** courses. One 8-week course was dedicated to the police department. Participants who completed pre and post evaluations reported that the course positively impacted their lives.
- 113 employees registered for **Check. Change. Control.**, a blood pressure program developed by the American Heart Association. Results will be available in September, 2018.
- 48 employees and family members participated in a **Good Measures Online Nutrition Program (Nutrition, Diabetes Prevention, Diabetes Self Management, or Connected Diabetes Care)**. Participants improved nutrition as indicated by a 19% increase in the average nutrition score (Good Measure Index). Among participants who completed pre and post screenings, 72% improved cholesterol, 54% reduced triglycerides, and all participants with an A1C draw (glucose marker) decreased their A1C.

Goal 2: Create a healthy worksite culture

- 2,946 visits were made to the **Presbyterian Mobile Health Center** by employees and family members enrolled in the City of Albuquerque medical insurance benefit. The unit travels to 11 work locations every month and there is no co-payment for services.
- 86 **self-monitoring blood pressure stations** are available for employees in the City of Albuquerque and Water Utility Authority offices, an increase of 8 stations from last year.
- 13 new **locations for lactation** were identified for employees returning from maternity leave to express milk for their newborns in a private space, up from 4 locations last year.

Goal 3: Build wide support and collaboration

- 27 **BetterHealth Ambassadors** from a number of departments implemented creative physical activity, nutrition, and educational activities at their work locations. In addition to spearheading the Run for the Zoo campaign mentioned above in this report and promoting all BetterHealth initiatives, BetterHealth Ambassadors also:
 - Coordinated 15 **Fresh Options** deliveries for a total of 915 servings of fresh fruit and vegetables for employees to eat onsite at wellness-related events.
 - Coordinated 19 **onsite workshops** on topics of mindfulness based stress reduction, laughter, physical activity, sleep, blood pressure, and more.
- Led jumping jack, squats, plank, weight loss, and walking **challenges**.
- Wrote and distributed department-wide weekly **wellness emails** with workouts, recipes, and other health tips.
- Initiated **healthy potlucks**, salad bar potlucks, and smoothie breakfasts, and added healthy items to potluck templates.
- Developed a weekly **healthy snack sign-up sheet** for an office and brought healthy food to share with co-workers.
- Developed new **wellness bulletin boards**, including an electronic board at 4 DMD locations. The electronic boards have space dedicated to wellness initiatives.
- Set up new **blood pressure stations** at remote locations.

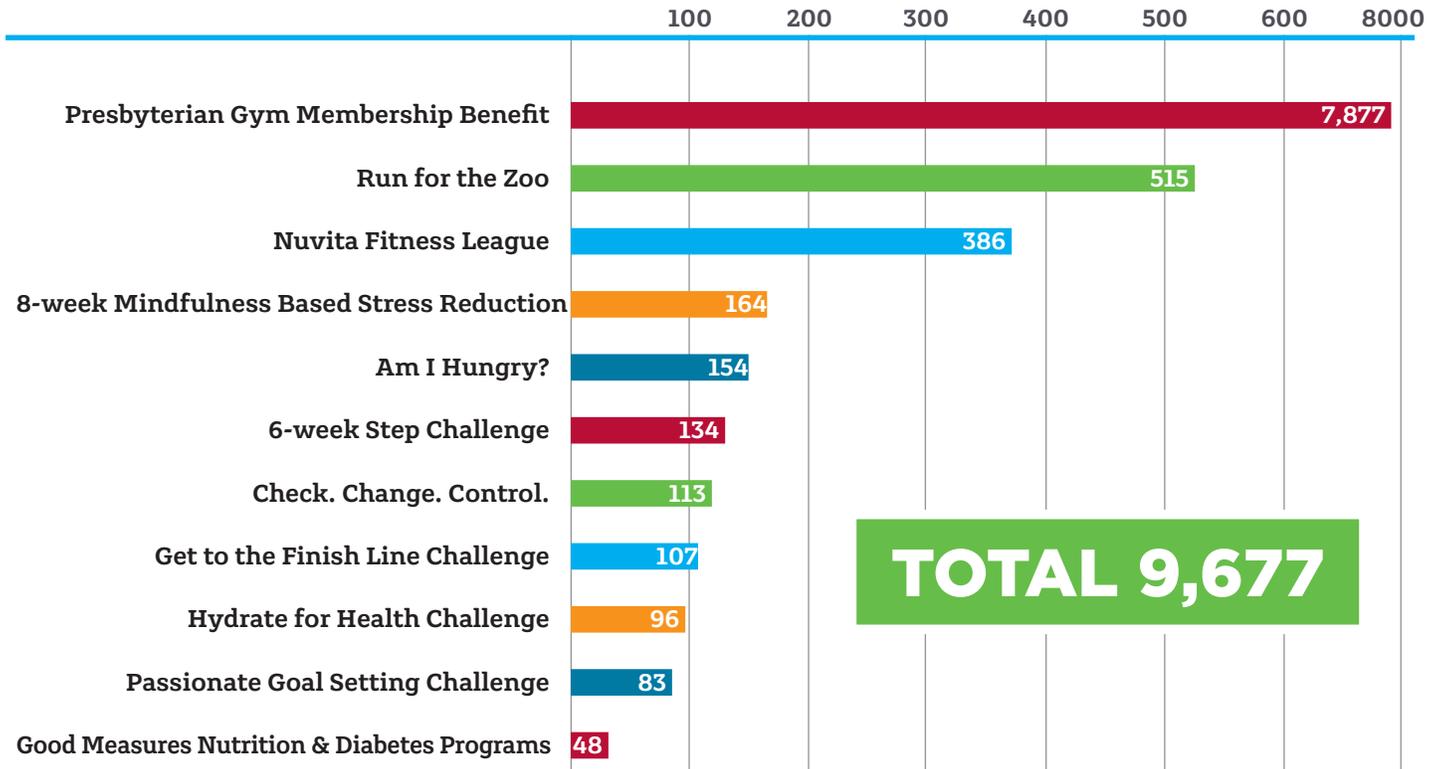
Goal 4: Evaluate and improve initiatives

- All BetterHealth initiatives were evaluated with program satisfaction surveys, participation and behavior change tracking, and/or pre and post assessments. Evaluation results were used to monitor progress and inform subsequent campaigns.



FISCAL YEAR 2018 WELLNESS RESULTS

Enrollment in Multi-Week Nutrition, Physical Activity, Healthy Weight, and Blood Pressure Reduction Programs

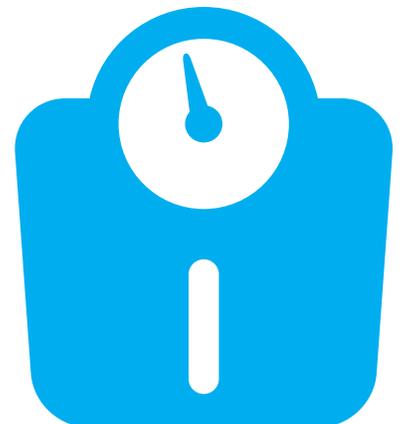


"This is such an amazing opportunity. I have lost 65 lbs over last year, all due to this benefit!"

Presbyterian Gym Benefit Participant

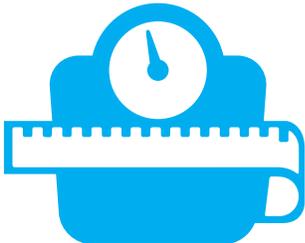
255

Employees and Family Members Enrolled in Healthy Weight Academy



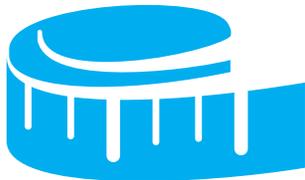
On-site Body Composition Screenings with Feedback for Employees and Family Members

BMI



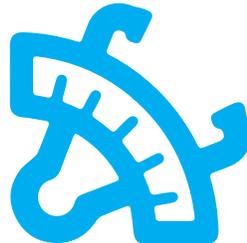
1,714

**Waist
Circumference**



557

Body Fat



359

On-site Health Screenings with Feedback

(includes all screening events, program screenings, and Mobile Health Center)

**Blood
Pressure**



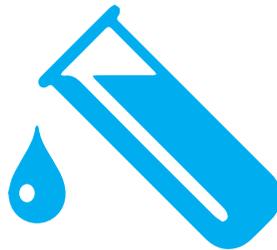
3,505

**Blood Glucose
or A1C**



585

**Blood
Lipids**



517

City of Albuquerque supports employee health and wellness not just because it makes good business sense, but because we genuinely care.

667

**Personal Health Assessments
Completed by Employees,
Spouses, Domestic Partners**



Mammogram



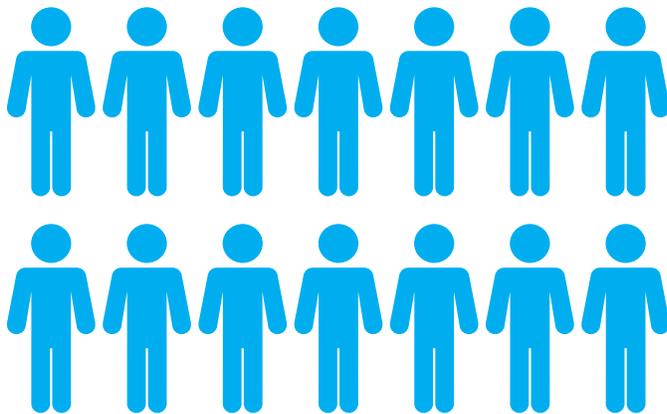
161

**On-site Cancer
Screenings and
Assessments
with Feedback
for Employees
and Family
Members**

Colorectal



70



82

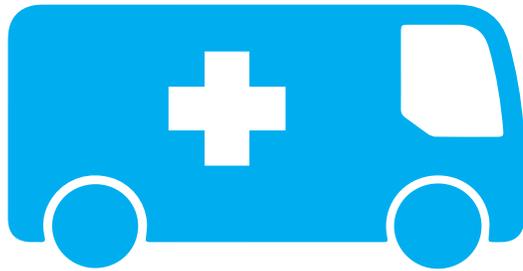
**Employees Trained
with Wellness for
Supervisors Module**

7

Employees, Spouses,
Domestic Partners
Enrolled in Tobacco
Cessation Program



Quit For Life[®] Program

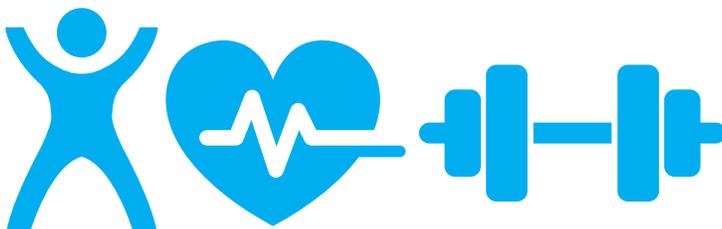


2,946

Mobile Health Center Visits
by Enrolled Employees
and Family Members

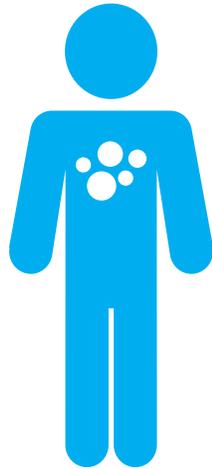
"Thank you for this life changing experience!"

*Mindfulness Based
Stress Reduction Participant*



1,181

Employees and Family
Member Attendance
at Annual Health &
Benefits Fairs



104

Employees and Family Members Completed Healthy Solutions Disease Management Program



1,383

Flu Shots at Work Locations



29

BetterHealth Ambassadors



8,359

Employee Reach - Ambassador-led Activities

"Really enjoyed the flavors in the meal. It makes me want to buy the extra seasonings and fresh herbs to work them into my cooking at home..."

Healthy Weight Academy Participant



2018 BetterHealth AMBASSADORS



BetterHealth AMBASSADOR CITY OF ALBUQUERQUE

BetterHealth Ambassadors are City of Albuquerque employees who volunteer to champion wellness efforts at their work sites and encourage co-workers to get involved. With supervisors' approval, they commit to a 1-year term and may use 2 hours each month for wellness activities.

Department and Work Location	Name	Year(s)
Animal Welfare - Lucky Paws Coronado Center	Sandra Calderon	2017, 2018
Aviation - Operations	Rebecca Stansifer	2017, 2018
City Clerk & Planning - Plaza del Sol	Lucinda Montoya	2016, 2017, 2018
Cultural Services - Lomas/Tramway Library	Sandy Morris	2016, 2017, 2018
Cultural Services - Erna Ferguson Library	Olivia Warren	2017, 2018
Cultural Services - Juan Tabo Library	Amanda Somerville	2018
Cultural Services - BioPark	Mario Portillo	2018
Environmental Health - City Hall	Isreal Tavarez	2016, 2017, 2018
Finance & Administration - City Hall	Leslie Martin	2017, 2018
Fire - Fire Station 20	Karla Puariea	2018
Human Resources - Public Service University	Tom Darling	2018
Human Resources - City Hall	Andrea Salas	2018
Internal Audit & Inspector General - City Hall	Peter Pacheco	2017, 2018
Legal - City Hall	Elizabeth Page	2018
Municipal Development - 1801 4 th St.	Melissa DeHerrera	2018
Municipal Development - City Hall	raChelle Karman	2017, 2018
Municipal Development - City Hall	Byron Lueras	2016, 2017, 2018
Planning - Plaza del Sol	Jason Candelaria	2018
Planning - Plaza del Sol	Brandi Salazar	2016, 2017, 2018
Police - NE Area Command	Vanessa Barbaro	2018
Police - Law Enforcement Center	Helen Rogers	2018
Senior Affairs - North Domingo Baca Multigenerational Center	Thomas Gallagher	2017, 2018
Technology & Innovation - City Hall	Sylvia Martinez	2016, 2017, 2018
Technology & Innovation - 311 - Plaza del Sol	Monica Allen	2017, 2018
Technology & Innovation - 311 - Plaza del Sol	Sophia Cota	2018
Transit - Alvarado Transit Facility	Jose Lujan	2018
Transit - Alvarado Transit Facility	Nick Manole	2018

BetterHealth WELLNESS COMMITTEE

Albuquerque Bernalillo County Water Utility Authority	Kathy Leonard
Albuquerque Housing Authority	Anita Sanchez-Triviso
City of Albuquerque ABQ Volunteers, Mayor's Office	Sofia Sanchez
City of Albuquerque BetterHealth Program	Lisa Gatan Shannon Brady
City of Albuquerque Employee Assistance Program	Julia Bain
City of Albuquerque Employee Health Services	Dave Pulliam
City of Albuquerque Insurance and Benefits Division	Mark Saiz
City of Albuquerque Police Academy	John D (JD) Maes
City of Albuquerque Risk Management Division	Peter Ennen
City of Belen	LaShae Latasa
Delta Dental of New Mexico	Rich Bolstad
Middle Rio Grande Conservancy District	Christine Nardi Lonnie Ben
Nuvita	Jess Biggs
Presbyterian Health Plan	Amy Garcia
Presbyterian Healthy Solutions Disease Management Program	Crystal Spain
Sandoval County	Patricia Miller Katrina Smedley
Southern Sandoval County Arroyo Flood Control Authority	Debbie Casaus
The Solutions Group, a division of Presbyterian Healthcare Services	Liz Chavez
Tivity Health	Marlene Sena
Town of Bernalillo	Troy Martinez
Town of Cochiti Lake	Jeri Chenelle Dolly Kauley
Town of Edgewood	Carla Salazar Rebecca Sanchez
Town of Mountainair	Kathy Anglin
Village of Bosque Farms	Michelle Fryhover
Village of Corrales	Jennifer Hise
Village of Cuba	Vandora Casados
Village of Jemez Springs	Yvonne Dickey
Village of Los Ranchos de Albuquerque	Stephanie Dominguez
Village of San Ysidro	Christina Lucero
Village of Tijeras	Diane Klaus

Wellness Committee members provide program updates at quarterly meetings and identify ways to integrate initiatives. The committee is comprised of City of Albuquerque staff with health and wellness responsibilities; representatives from organizations selected by the City of Albuquerque to provide health and wellness initiatives; and representatives from 17 government entities participating in the City's medical, dental, and vision plans.

"It has allowed me to become active again. I had always been active, but became stagnant for about 5 years."

Nuvita Fitness League Participant

COMMUNITY PARTNERS

The City of Albuquerque continued partnering with the American Heart Association on the Check Change Control blood pressure program, and the New Mexico Breastfeeding Task Force on providing up-to-date breastfeeding educational materials to employees.



American Heart Association.

Check. Change. Control.®



New Mexico Breastfeeding Task Force



RUN 
for the **ZOO**

...and walk with us too!

BetterHealth Ambassadors and employees from all departments enjoyed the camaraderie at the 2018 Run for the Zoo...and walk with us too!

"I enjoyed seeing so many City employees - the energy was great!"
Run for the Zoo Participant

CITY OF ALBUQUERQUE AWARDED *for* EMPLOYEE WELLNESS ACTIVITIES



The City of Albuquerque was recognized for the 5th year as a Fruits & Veggies—More Matters® role model organization by the **Produce for Better Health Foundation**.

The award was given for increasing employees' consumption of fruits and vegetables and heightening awareness that all forms of fruit and vegetables count – fresh, frozen, canned, dried, and juice. BetterHealth uses the organization's free educational materials, which are available at www.fruitsandveggiesmorematters.org.



The City of Albuquerque won third place in the giant company category of the 2018 New Mexico's Healthiest Employer competition hosted by **Albuquerque Business First**. The award recognizes organizations in New Mexico with the most outstanding employee wellness programs and related benefits. The City of Albuquerque is the only government sector employer in all categories. Employers participate voluntarily, and this is the fifth time BetterHealth has received an award.

KEY

WELLNESS ACCOMPLISHMENTS

Albuquerque Bernalillo County Water Utility Authority

AUTHORITY FIT

Kathy Leonard, Health and Wellness Specialist

- **Weekly stretching** for approximately 60 employees per week.
- Sports and Wellness trainers and nutritionists led **36 wellness seminars** for employees.
- Weekly **Pilates** class for approximately 10 employees per week.
- **Maintain Don't Gain Holiday Challenge:** Teams competed against each other to maintain weight from November 16 through January 1. Teams finished the challenge within an average of 1% of their starting weight.
- **Run for the Zoo team:** 25 employees met one-on-one with Wellness Specialist Kathy Leonard for individualized 5K program and attended group training sessions through a 12-week program.
- **Climb Mount Everest Challenge:** Participants performed 49 hours of cardiovascular exercise over 7 weeks to figuratively climb from base camp to the summit and back.



BetterHealth Ambassadors from 311 arrange fresh fruit and citrus water for co-workers



City employees Vanessa King and BetterHealth Ambassador raChelle Karman enjoy the annual health and benefits fair



Planning Department created a new Mother's Room for employees at Plaza del Sol



BetterHealth Ambassador at City Clerk's office coordinates Valentine's Day salad bar potluck



Employees and family members at 2018 Healthy Weight Academy

A LOOK INTO THE FUTURE

5-Year BetterHealth Strategic Plan for Fiscal Years 2019-2023

Campaigns over the next 5 years will enhance knowledge and skills around quitting smoking, mindfulness, what and when we eat, and how physically active we are. New programs will be introduced on the importance of sleep and how thoughts, emotions, and sense of direction influence health behaviors. During the 5-year timeframe, new strategies will be implemented to enhance support for health behaviors from co-workers, managers, and supervisors.

New Wellness Programs in Fiscal Year 2019

- The **Nuvita Weigh-Less Adventure** incorporates physical activity with a heart rate monitor, Bluetooth scale, photo meal tracking, and coaching to lose weight.
- **Full Plate Living** is an online program designed to gradually increase fiber intake and lose weight.
- **Clickotine** is a tobacco cessation program that uses app technology to help participants stick to a quit tobacco plan and overcome nicotine cravings.
- **TalkSpace** is an app which delivers behavioral health coaching with licensed therapists via text, video, or audio messaging.



CITY OF ALBUQUERQUE

Human Resources Department
Insurance and Benefits Division
7th Floor City Hall, Room 702
PO Box 1293
Albuquerque, NM 87103



BetterHealth

CITY OF ALBUQUERQUE AND
PARTICIPATING GOVERNMENT ENTITIES

Better you.