

City of Albuquerque
and Participating Government Entities

BetterHealth

PROGRESS REPORT

FISCAL YEAR 2022

City of Albuquerque Human Resources Department, Insurance & Benefits Division

CONTENTS

- 1** BetterHealth
Mission and Vision
- 2** Executive
Summary of Progress
- 3** Accomplishments Toward
BetterHealth Worksite Program Goals
- 7** Participation in
BetterHealth Initiatives -
Fiscal Year 2022
- 11** BetterHealth
Well-Being Collaboration
- 12** BetterHealth
Ambassadors 2022
- 13** BetterHealth
Ambassador Spotlights
- 14** Community
Partners
- 15** Leading to
BetterHealth
- 16** Participating
Government Entities
- 17** Recommendations for
Fiscal Year 2023



MISSION & VISION

for the BetterHealth
Employee Wellness Program

MISSION

Identify and provide effective resources to employees and their families regarding the modifiable risk factors for cardiovascular disease, diabetes, and cancer.

VISION

Employees and family members are physically active, eat healthy foods, avoid tobacco, sleep enough, get health screenings at appropriate intervals, use cognitive skills to reduce stress, and find support from co-workers, family, supervisors, managers, and senior leaders within City facilities.

EXECUTIVE SUMMARY OF PROGRESS

The Wellness Council of America (WELCOA) recently presented its coveted Platinum Well Workplace Award to the City of Albuquerque. The City of Albuquerque is the first workplace in New Mexico to receive the award. The Platinum Well Workplace Award recognizes an organization for its commitment to the health and well-being of its employees. We mention this to CELEBRATE but also as a commitment to continue to invest time and resources in this vital initiative.

The BetterHealth Employee Wellness Program provides support and guidance to help achieve optimal health and well-being, which begins with our city leaders. Encouraging staff in self-care, such as taking walking breaks, utilizing earned paid leave, allowing flexibility for preventive care, and balancing life and work priorities, is essential for cultivating a positive and high-performing workforce environment. Providing employees with a strong sense of well-being is necessary, and work satisfaction, social connection, and engagement are critical drivers of employee well-being.

Leadership engagement continues to be a top priority to support initiatives outlined in the FY19-FY23 strategic plan. Senior leaders, directors, and managers are encouraged to lead by example by participating in and supporting their employees in wellness programs, creating a well-being culture. We recognize that leaders

need well-being skills to give wellness support while delivering organizational results. Engaging more department leaders is important for building a healthier culture successfully.

New efforts were made to engage employees in our healthy work culture in FY22, including WELCOA memberships for 12 BetterHealth Ambassadors who are making plans to improve upon the following three benchmark areas:

Benchmark 1: Committed and Aligned Leadership

Benchmark 2: Collaboration in Support of Wellness

Benchmark 7: Conduct Evaluation, Communicate, Celebrate, and Iterate

We became more intentional about celebrating success, such as providing a top finishers luncheon for those who participated in the Run for the Zoo event. We celebrated receiving the national Well Workplace Platinum

Award for 2022, signifying the City of Albuquerque as one of the healthiest organizations in the nation. We also continue to celebrate the accomplishments of our BetterHealth Ambassadors each year in December.

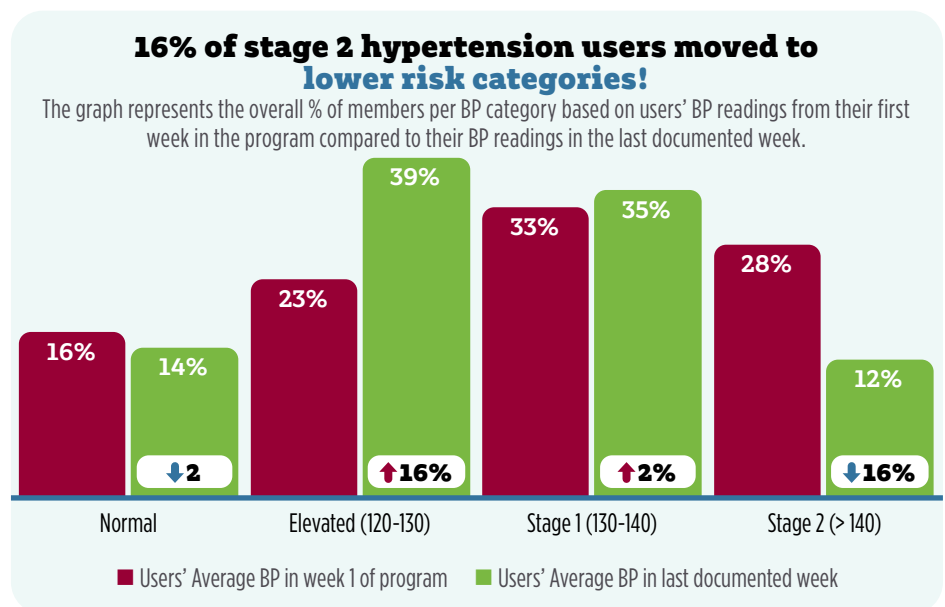
The BetterHealth Program made significant measurable strides outlined in the BetterHealth Program's Strategic Plan. The report demonstrates a reduction of health risks, positive changes in personal health behaviors, a strong and supportive culture of wellness, increased positivity, less stress, and an enhanced quality of life for employees.

Employee well-being remains a priority, and the COA's efforts to ensure staff safety and health are paramount. Therefore, promoting health is essential for creating a sustainable, thriving culture that accomplishes the BetterHealth Program goals.

FY22 Accomplishments toward meeting **BetterHealth** **WORKSITE PROGRAM GOALS**

Goal 1: Deliver practical and accessible programs to prevent, detect, and reduce modifiable risk factors for cardiovascular disease, diabetes, and cancer. Participation and outcomes in the BetterHealth initiatives include:

- **9,150** City of Albuquerque and participating government entity employees, spouses, domestic partners, and dependents, 18 and older elected the **Presbyterian Gym Membership Benefit** as part of the city's medical insurance plan in FY22.
- **111** participated in the **Healthy & Whole Holiday** challenge.
- **216** employees participated in the **Race to One Million** individual step challenge.
- **293** City of Albuquerque employees and family members participated in the 4-week team-based **Heart Healthy Step Challenge**, each tracking the number of steps taken.
- **36** participated in the **Check It!** self-monitoring blood pressure program.
 - > **50** City of Albuquerque and Water Authority employees and family members remained enrolled in the **Hello Heart Hypertension program**. 73% of users with high blood pressure (BP) reduce their BP. The average systolic decrease for Stage 2 hypertension users who improved their blood pressure increased from an average reduction of 18 to 23 mmHg.



- **NEW!** **253** employees enrolled in **NOOM**®, a psychology-based program that empowers you to make healthier choices and empowers you to take control of your health for good.
- **72 new participants** registered across all Good Measures programs in FY22. These programs include a personalized robust website and app to track food intake, physical activity, blood pressure, and weight. Participants had access to registered dietitians, nutrition challenges, and tailored webinars. Presbyterian Mobile Health Center and Performance Improvement teams make member referrals to these programs.
- **30** new participants enrolled in the Good Measures **core nutrition program**, focusing on bite-sized goals that lead to big results. The programs support all nutrition-responsive conditions: e.g., pre-and post-bariatric surgery, orthopedic, maternity/lactation, chronic kidney disease, obesity/excess weight, cancer, hypertension, celiac disease, food allergies, and pre/post-surgical.
- **31** new participants enrolled in the **Healthy Weight** program. Healthy Weight is a personalized coaching program that helps people lose weight in a healthy, sustainable way and includes a wireless scale

that syncs with the platform, fun challenges, and webinars that support weight loss.

- **2** participants with prediabetes enrolled in the new **Good Measures Diabetes Prevention Program (DPP)**. The 12-month program is proven to cut participants' risk of developing type 2 diabetes by more than 50%. Participants typically lose 7 - 10% of their body weight and work toward achieving at least 150 minutes of physical activity each week.
- **5** new participants enrolled in the **Diabetes Self-Management Education (DSME)**. Recognized by the ADA, the DSME helps people improve their management of type 1 or type 2 diabetes. The program contains nine education segments covering nutrition, exercise, monitoring, medications,

disease process, acute and chronic complications, lifestyle changes, and psychosocial issues.

- **4** new participants enrolled in the **Heart Health** program, which helped them focus on managing or preventing hypertension.
- **56.3%** of Good Measures participants who logged two or more weights during the program lost weight with a 13 lb average weight loss or 6.6% loss of their starting weight.
- **105** employees and family members attended the **Positive Psychology Academy** at the ABQ Museum. A cooking demonstration and a nutritious lunch were provided to support the belief that people want to lead meaningful and fulfilling lives, cultivate what is best within themselves, and enhance their experiences of love, work, and play.

- **64** city employees, spouses, and domestic partners enrolled in a 6-week **Good MORNIN'** course. Participants learned how to implement a daily routine where you start the day feeling calm, focused, and energized to conquer the challenges ahead.
- **7** employees enrolled in the **Quit for Life** comprehensive tobacco cessation program to work with a Quit Coach and use tools to support their tobacco-free goal.
- **141** employees participated in the 6-week **Desk to 5K** training program.
- **500** employees participated in the **Run for the Zoo** event.
- **143** employees attended **MBSR** course offerings.

Case Study

Female with type 2 diabetes and obesity

Member goals

Lose weight and improve blood sugar and A1C

- Initial weight: 340 lbs. (February, 2021)
- Current weight: 311 lbs. (August, 2021)
- Goal weight: 250 lbs.

Platform customizations

- Weight loss and diabetes settings

Number of interactions

- Phone: initial consult + 4 follow ups
- Messaging/email: 14
- Auto notifications: 13

System use

- Messages with RDN
- Logs meals

RON/CDCES education

- Continuous glucose monitoring support
- Mindful eating, nutrient density, carbohydrate counting
- Target ranges for blood sugar

Patient experience and results

- **A1C has improved by 1% from 7.1% to 6.1%**
- **Total weight loss of 29 lbs.**
- **Lifestyle changes and self-care:**
 - Eating more healthfully with smaller portions
 - Using carbohydrate counting techniques
 - Checking blood sugar twice daily
 - Exercising more frequently

Conclusion

Overall, this patient is staying focused on losing weight and improving her blood sugar. She reports feeling better too. She continues to work toward her weight loss goal and is on target to achieve it. Her A1C continues to improve.

Case Study

Better Heart Health

Member sees improvement with both blood pressure and weight through the Good Measures Better Heart Health Program

- The member registered in May of 2022.
- Since the start, they've
 - **lost 11 lbs.**
 - **seen their blood pressure drop from 140/91 to 115/76 (connected device)**
- They continue to work with their coach via messaging and using the features in the platform.
- Their GMI improved from mid 60s to 80 where they continue to improve their nutrition intake and health outcomes.

Goal 2: Create a health-conscious work environment

- The Presbyterian Mobile Health Center completed 813 visits during FY22. The Mobile Health Center celebrates ten years of service to the City of Albuquerque and participating government entity employees and family members.
- 214 JohnnyBoards installed at various work locations throughout the city display BetterHealth promotional materials to field employees with limited or no computer access. JohnnyBoards are framed advertisements posted in restrooms, near time clocks, and above water fountains. Boards are now inside Municipal Development, Solid Waste, Transit, Parks and Recreation buildings, fueling stations, and fleet maintenance facilities. BetterHealth promotional materials are changed monthly on the boards.
- New self-monitoring blood pressure stations were established in the City of Albuquerque, MRGCD, Housing Authority, AMAFCA, and Water Authority offices, totaling 104 stations throughout the City. Blood pressure monitors are always available to employees to help them monitor and control high blood pressure and related health care costs from heart disease and stroke.
- 324 employees engaged in the Love to Ride cycling encouragement platform. The platform provided participants with safety and bicycling information to help new and seasoned riders achieve all the benefits of cycling safely and comfortably.

Goal 3: Build wide support, collaboration, and organizational alignment

- 55 employees from the City of Albuquerque and participating entities signed up as BetterHealth Ambassadors for FY 2022. Ambassadors are employees with a keen interest in health who volunteer to inspire their co-workers in creative ways to live healthily. Their activities in Fiscal Year 2022 resulted in over 1722 wellness encounters. Ambassadors arranged department celebrations, healthy snacks delivery, and physical activity projects for their co-workers. Many set up bulletin boards, self-monitoring blood pressure stations, and recruited co-workers to join programs listed under Goal 1.
 - BetterHealth team members regularly meet with The Wellness Council of America (WELCOA). In FY22, ten new membership packages were offered to any interested BetterHealth Ambassadors to help them support the culture of health within their department's microculture. WELCOA's patented 7 Benchmarks training was provided to the new ten members, who then took the Well Workplace checklist for their entity or department level.
 - Leadership Support Training
 - **Leadership Coaching:** Health & Wellness Coaching offering for leaders gained momentum with 25 coaching sessions completed by many directors, managers, and supervisors.
 - **Leadership Training:** 264 leaders participated in at least one wellness training for leaders: *Restorative Well-Being* or *Influential Leadership*.
- > 98.1% of survey participants checked that the *BetterHealth Wellness Program* influences or contributes to their level of satisfaction with working for the City of Albuquerque or participating government entities. N = 54
- > 100% of survey participants were satisfied with these training sessions. N = 54

“Thank you for providing this seminar to us. This provides guidance and a new perspective on our role as leaders, especially in times of uncertainty.”


Goal 4: Evaluate and continuously improve initiatives

- 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.
 - 97% of BetterHealth Program surveyed webinar participants found content presented useful in support of their health and wellness. 100% were satisfied with the content delivered. N = 302
 - 99% of step challenge survey participants found the step challenge useful in support of their health and wellness. 96% were satisfied with the Heart Healthy Step Challenge. N = 72
 - 100% of Desk to 5K Training survey participants found the training program useful in support of their health and wellness. 60% were satisfied with the training program. N = 5
 - 100% of the Positive Psychology Academy survey participants found the academy useful in support of their health and wellness. 98% were satisfied with the health academy. N = 44

Dissatisfaction with programs offered is low but does occur. Dissatisfied participant needs are listened to and addressed individually whenever possible.

For FY22, measurable goals were aligned with the BetterHealth Goals to show continuous improvement. These SMART goals relate to leader engagement, fostering the integration of healthy habits into the work environment, and awareness and evaluation of personal health metrics.

- **Leader engagement** increased by 2% by offering two online wellness training opportunities. (120 FY21 and 224 in FY22)
- 29 BetterHealth Ambassadors **participated** on project teams to support the following program initiatives: Run for the Zoo, Wellness Space Mini-Grant, and the Annual Health & Benefits Fair.
- **Awareness and evaluation** improved with a 7.7% increase in participation in the Personal Health Assessment (PHA) from the previous fiscal year.



“As a life-long workaholic, figuring out the work/life balance has been one of my greatest challenges. This webinar was a bit of an epiphany for me when it was noted that: *“Self-care is an act of celebration that You exist. How will you celebrate yourself today?”* I texted that message to so many people & it’s been a welcome opportunity for self-exploration. Taking a deep dive into Lake Me is a good thing & I appreciated the message of this webinar reminding me of such. Thanks so much!”

FISCAL YEAR 2022 PARTICIPATION IN BETTERHEALTH INITIATIVES

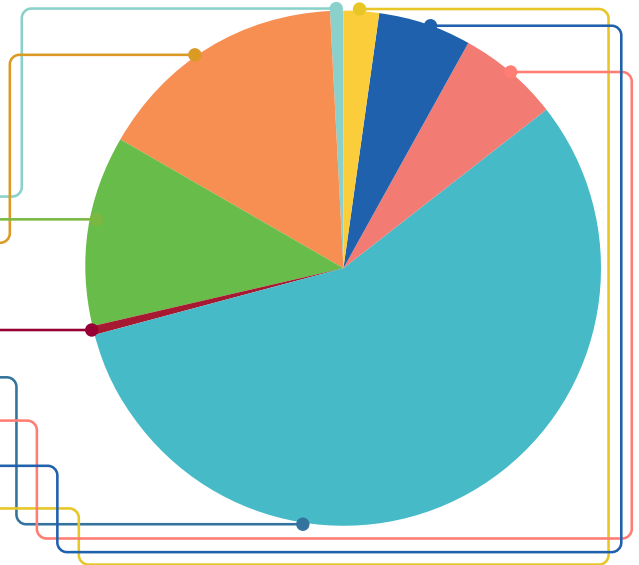
95,139



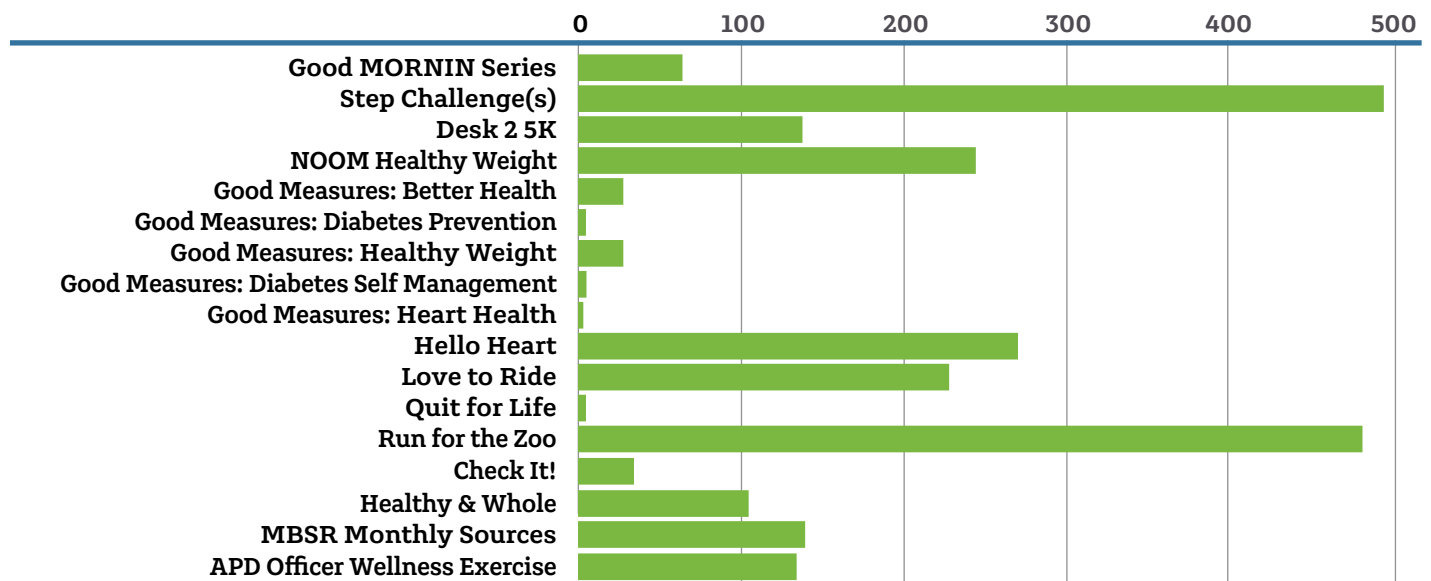
Total BetterHealth Communications

Program Communication Methods

- Digital Display (HR) **0.8%**
- Bulletin Boards **15.4%**
- E-web Postings **11.7%**
- New Employee Orientation **0.4%**
- Johnny Boards **55.2%**
- BH Ambassador Emails **6.1%**
- HR Contact Emails **5.9%**
- Entity Emails **2.2%**



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



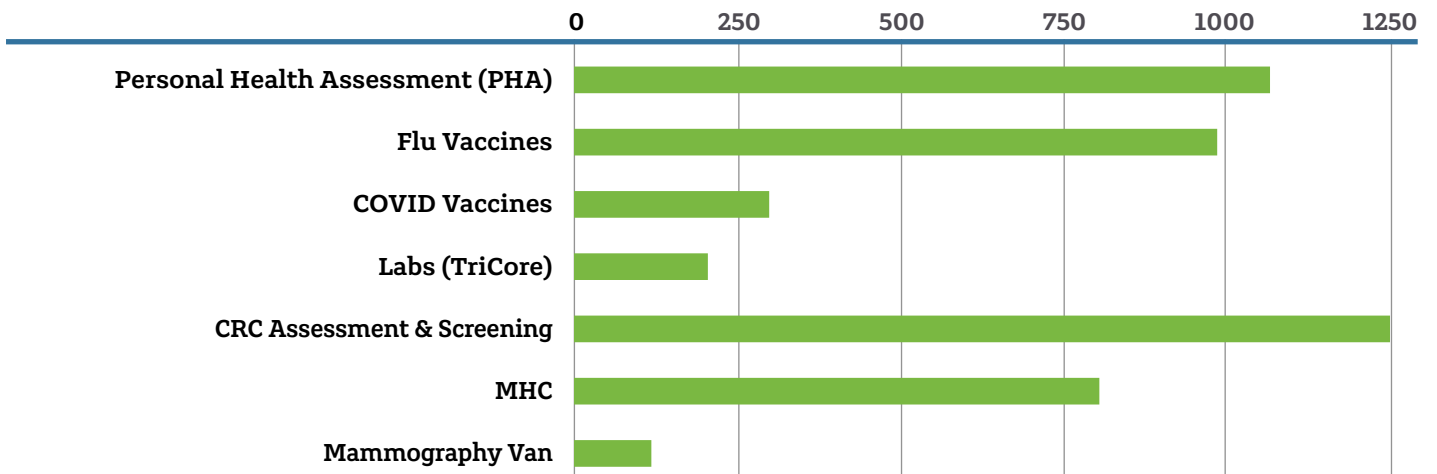
9,150



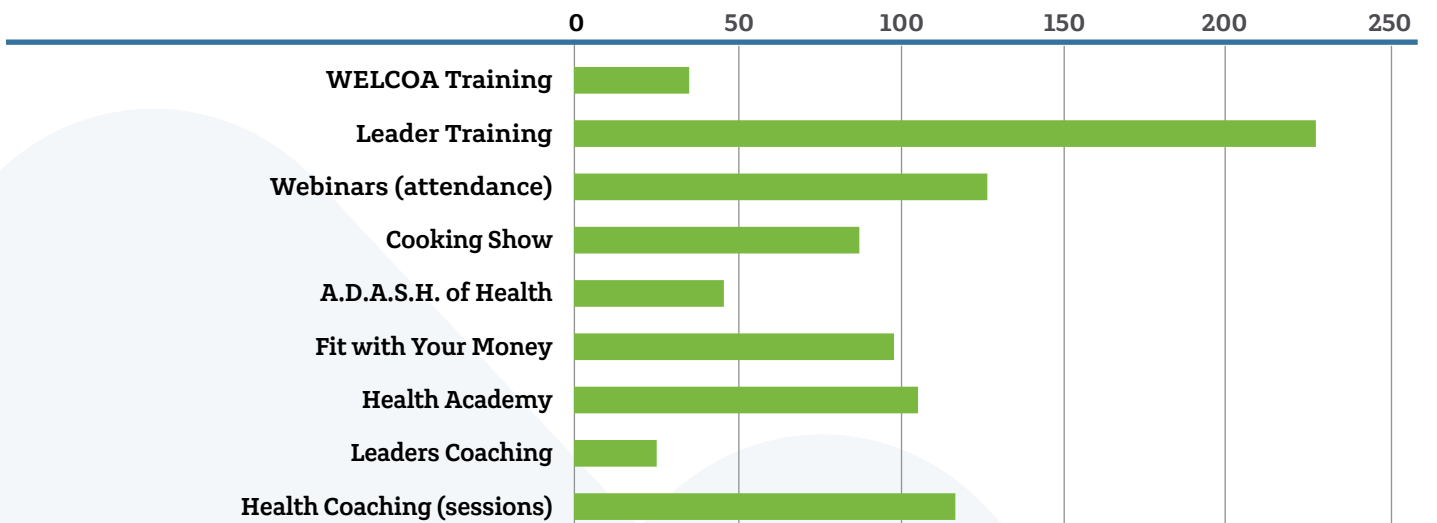
Enrolled in Gym Membership Benefit

“It reminded me to do more joy spotting, using movement to increase my happiness level, and to seek well-being.”
- Health Academy

Participation in Program Assessments, Screenings and Vaccinations



Learning & Growth Opportunities & Participation



BetterHealth Team Outreach & Initiatives



Participants in BetterHealth Ambassador-led activities

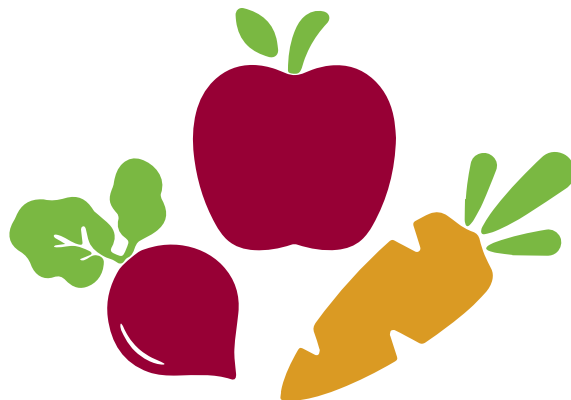
900



Engaged in Health & Benefits Fair

“I love the wellness program and think it’s essential for city employee well-being.”

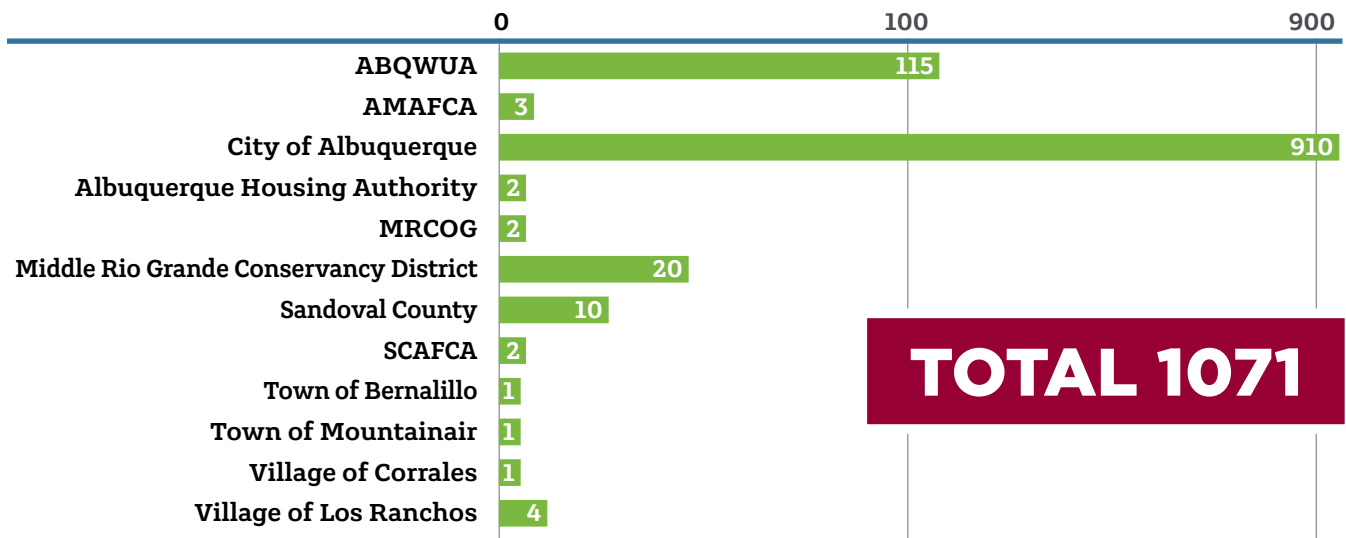
- Wellness Webinar



2,780

Servings of fruits & vegetables distributed

Personal Health Assessment Completion by Government Entity



Biometric Summary - FY22

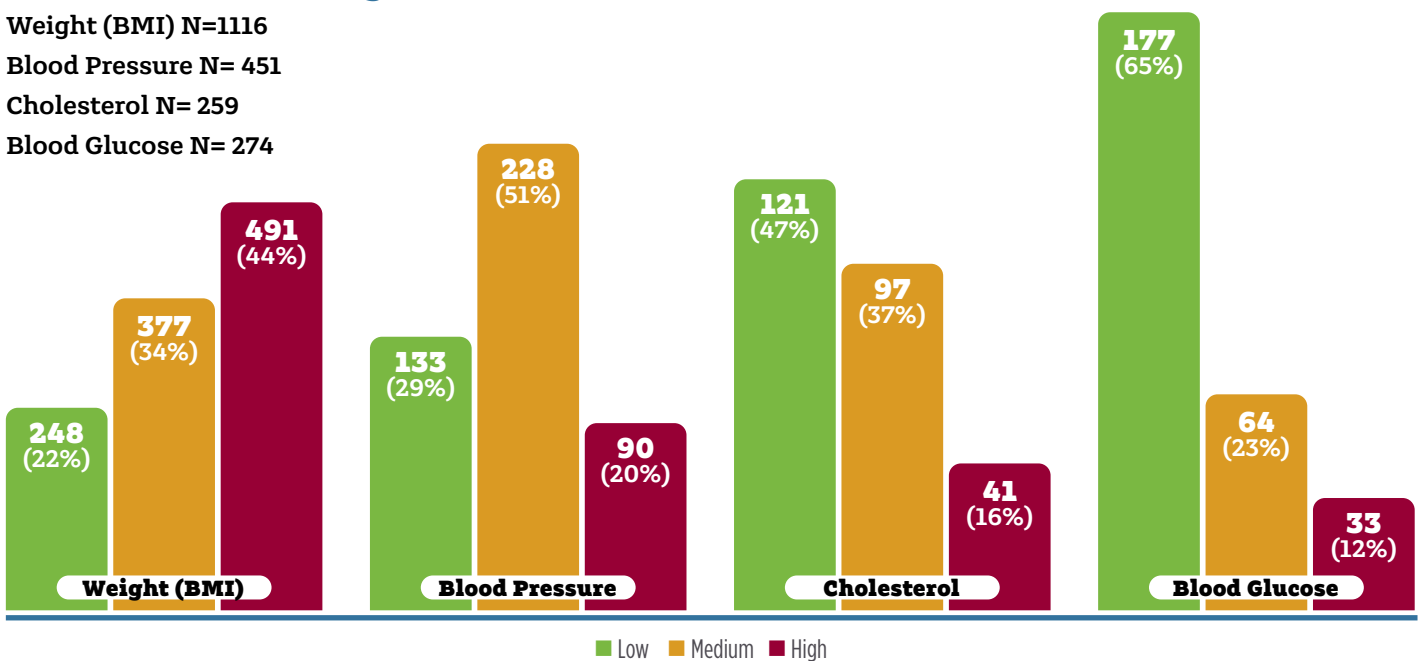
Biometric Screening

Weight (BMI) N=1116

Blood Pressure N= 451

Cholesterol N= 259

Blood Glucose N= 274



BetterHealth WELL-BEING COLLABORATION

The BetterHealth program worked with the following departments, programs, and contractors to share program updates and identify ways to integrate initiatives.

- Employee Assistance Program (EAP)
- Albuquerque Fire & Rescue (AFR)
- Parks & Recreation
- Albuquerque Police Department (APD)
- New Mexico BioPark Society
- Presbyterian Health Plan
- The Solutions Group
- Embodied Spirit Therapies



Employee Assistance Program (EAP) Dr. Lindsey Campos

EAP and Wellness work together to deliver the quarterly Attitude of Gratitude webinar training that highlights the benefits of showing gratitude, ways to show appreciation, and demonstrates the practice of gratitude and forgiveness.

In addition, EAP resources and BetterHealth initiatives are distributed to all staff in a quarterly email.

APD Officer Wellness Policy Sergeant Chandler Huston

The Albuquerque Police Department (APD) wellness program promotes the physical and mental wellness of APD law enforcement officers and civilian staff by encouraging physical activity, mindfulness, and better nutrition. Participating officers and staff are given incentives to undergo a mental-health check-in with an APD behavioral health counselor, complete a physical fitness test, **participate in a Mindfulness-Based Stress Reduction course, and log at least 150 minutes of physical activity weekly.**

Employee Enrichment Day October 2021 Shannon Ellefson

Employee Enrichment Day was an opportunity open to all BioPark employees to be recognized for their hard work and to elevate employee satisfaction. Employees enjoyed time together while eating lunch, listening to music, learning about upcoming wellness activities, and engaging in dance, games, and BioPark offerings while closed to the public.



2022 BetterHealth **AMBASSADORS**

BetterHealth Ambassadors are the City of Albuquerque and participating Government Entity employees who volunteer to champion wellness efforts at their worksites and encourage co-workers to get involved. They commit to a 1-year term and may use 2 hours each month for wellness activities.

Department	Name
311 Community Contact Center	Monica Allen
Accounting	Leslie Martin
Animal Welfare	Tara Marksberry
Aviation	Janet Aranda
City Clerk	Camille Cordova
Community Safety	Gabrielle Banuelos
Cultural Services	Jennifer Lee, Monica Bolivar, Olivia Warren
EAP	Lindsey Campos
Environmental Health	Anthony Jones, Verma Villegas
Family & Community Services	Brianna Gallegos, Jose Martinez, Nicole Mentz, Stacy Ruiz
Fire	Karla Puariea, Miguel Tittman, David Meyers
Human Resources	Tom Darling, Michelle Gonzales, Kaitlyn Carter
Internal Audit/Inspector General	Peter Pacheco
Legal	Rachel Herrera
Municipal Development	Byron Lueras, Christina Owens, Jason Gutierrez, Mark McConnell, Michael Durgin, Vanessa Ann Lucero

Department	Name
Parks & Recreation	Adryana Montoya, Jonathon Casados, Michael Griego, Josh Herbert, David Simon, Jonell Tafoya
Planning	Lucinda Montoya
Police	Chandler Huston, Melissa Schultz, Yvonne Fox
Risk Management	Lindsey Campos, Roberto Bilbao
Senior Affairs	Tom Gallagher
Solid Waste Management	DJ Laskowski
Technology & Innovation	Solomon Kandie
Transit	Dora De La Cruz, Leo LaPlante, Ricardo Gonzales

Entity	Name
ABCWUA	Kathy Leonard
AMAFCA	Patrick Chavez
Housing Authority	Esther Lucero, Greg Adams
Town of Edgewood	Nina McCracken
MRCOG	Wendy Candelaria
MRGCD	Marta Moerch
Sandoval County	Regina Gabaldon
Village of Los Ranchos	Danielle Sedillo-Molina



BetterHealth
AMBASSADOR
CITY OF ALBUQUERQUE

BetterHealth **AMBASSADOR** **SPOTLIGHT**



DESK TO 5K
TRAINING PROGRAM

*be in love
with your life
Every minute
of it.*
- Jack Kerouac



Motivation to Train Joshua Herbert

BetterHealth Ambassador, Joshua Herbert, presented a webinar, *How to Prepare for a 5K Walk/Run* introducing the 2022 Desk to 5K Training program & Run for the Zoo event. The webinar was open to all City and Participating Entity employees and covered the following topics:

- Steps to take before starting a training program.
- His story about how he got started with running.
- Training guidelines, setting realistic goals, and making a routine.

Wellness Wednesdays Marta Moerch

BetterHealth Ambassador Marta Moerch, with MRGCD, shares her Wellness/Wisdom Wednesday every week, giving employees a simple inspirational quote to brighten their day. Marta shared this simple act of kindness she was offering all MRGCD employees with all BetterHealth Ambassadors. Many chose to forward the wisdom with their departments or organizations as well.

Financial Wellness Training for AFR Miguel Tittman

As a BetterHealth Ambassador for AFR, Miguel requested Financial Wellness 101 training for their cadet class. This training was offered in person and recorded in the studio to make available for future cadet classes. This training serves as a guide through all aspects of financial wellness—from the basics of budgeting to planning for an ideal retirement. These brief webinars explain financial strategies to help you achieve your goals while reducing risks, minimizing costs, and maximizing tax savings.

10 BHAS with WELCOA Memberships

BetterHealth Ambassadors are employee volunteers. 2022 BetterHealth Ambassadors were offered a WELCOA membership. WELCOA is a leading resource in workplace wellness, offering a wellness framework, training, toolkits, and resources. Ten (10) BetterHealth Ambassadors have WELCOA memberships in 2022.

Our goal with these memberships is to gain DEPTH. Our operational plan covers WELCOA's 7 Benchmarks at a high level. How do we strengthen the wellness culture at the department and entity level? How do we better support you in your role as a wellness leader and BetterHealth Ambassador?

Each completed the 7 Benchmark checklist. WELCOA presented results on our benchmark strengths and weaknesses. BetterHealth Ambassadors are encouraged to use their membership for personal growth.

The 10 Ambassadors with a WELCOA Membership include:

City of Albuquerque

Olivia Warren
Roberto Bilbao
Leslie Martin
Chandler Huston
Kada Goulette
Miguel Tittman

Participating Government Entities

Nina McCracken
Town of Edgewood
Danielle Sedillo-Molina
Village of Los Ranchos
Wendy Candelaria
Mid Region Council of Governments
Marta Moerch
Middle Rio Grande Conservancy District

COMMUNITY PARTNERS

The organizations below generously collaborated with BetterHealth staff and provided evidence-based programs, free resources, onsite presentations, and educational materials.



New Mexico Breastfeeding Task Force

Monica Esparza Workplace Liaison
Siboney Rodriguez Core Team Leader
Jessica Marquez Project Lead,
Breastfeeding Friendly Workplace Initiative



American Heart Association

Check.
Change.
Control.

“I’ve stopped salting my food and I use other seasoning instead. I walk about 1 mile 7 days per week and am trying for 10,000 steps per day. I’m rarely eating out now.”

- Good Measures Heart Health

Sherri Wells Health Equity Director

LEADING to BetterHealth



Success begins with leaders. The BetterHealth Program is making an effort to communicate with leaders and engage them in activities that convey the importance of their role in employee well-being.

BetterHealth Team Outreach & Initiatives



City Leaders 1011	#	% participation
Leader wellness training attendance	236	23%
Department with participating BetterHealth Ambassador: 30	22	73%
PHA % total employee completion: 6053	1071	17.7%

Leader Participation

- HR Director Anthony Romero introduced Maggie Gough at *Influential Leadership* training.
- On February 2, the Wellness Councils of America (WELCOA) published a blog titled: *Leadership, Culture, Strategy – The City of Albuquerque’s Blueprint for Building a Healthy Workforce with Wellness*. This national publication is something of which to be proud! The post shares the City’s long-term commitment to wellness and our continued efforts to embed whole-person practices into our culture.
- Core Value: Healthy Workforce. Include well-being goal-setting and milestones in work reviews and progress meetings. Research has shown that engaged employees are much more comfortable discussing their well-being goals with their managers. One way to start this conversation is for managers to ask, “Is there an aspect of your well-being that I can support?” And don’t forget the critical nature of routine! The more well-being is discussed on an ongoing basis, the more embedded wellness becomes in the organization’s culture.
- Nine City leaders (Pat Montoya, Anthony Romero, Kevin, Jeannette, Dave Simon, Patricia, Tom Darling, raChelle Karman, and Sarita Nair) helped to ease the way to well-being by recording 90-second videos or 15 minutes podcasts on a wellness topic. *Do you cultivate positive feelings in the workplace and help your employees excel?*
- HR Director, Anthony Romero attended the 2022 BetterHealth Ambassador training and meetings showing his ongoing support of the BetterHealth program. He also delivered three key leader wellness announcements to monthly director’s meetings.
- Mayor Tim Keller announced that the City earned the 2022 Platinum Well Workplace Award to leaders and community members showing the City’s investment in employee well-being.



PARTICIPATING GOVERNMENT ENTITIES

Increased engagement in FY22 with BetterHealth Ambassadors!

- 12%+ increase in PHA completions
- 20% increase in webinar attendance
- More onsite blood pressure self-monitoring stations



Albuquerque Bernalillo County Water Utility Authority (WUA) 🍀



Middle Rio Grande Conservancy District (MRGCD) 🍀



Village of Los Ranchos 🍀



Albuquerque Metropolitan Arroyo Flood Control Authority (AMAFA) 🍀



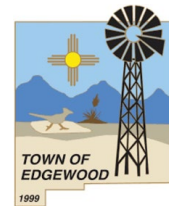
Albuquerque Housing Authority 🍀



Albuquerque Housing Authority 🍀



Sandoval County 🍀



Town of Edgewood 🍀



Southern Sandoval County Arroyo Flood Control Authority (SSCAFA)



City of Belen



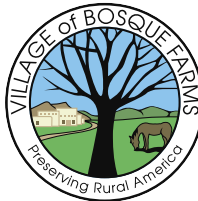
Town of Bernalillo



Town of Cochiti Lake



Town of Mountainair



Village of Bosque Farms



Village of Corrales



Village of Cuba



Village of Jemez Springs



Village of San Ysidro



Village of Tijeras

🍀 Entities with BetterHealth Ambassadors

RECOMMENDATIONS for FISCAL YEAR 2023



- Promote continued well-being support and increased participation from all levels of management to support the City Core Value ‘healthy workforce’.
- Provide general well-being courses addressing physical health, emotional well-being, social connection, work satisfaction, and financial stability.
- Adopt new BetterHealth Ambassador initiatives
 - » Collaborate on departmental offerings, including classes, incentives, and BetterHealth Ambassador-initiated programming.
 - » Consider more ways to engage in wellness activities outside the work environment to support social connection.
- Continue to promote health screenings according to the U.S. Preventive Services Task Force recommendations.
- Increase participation in key initiatives such as Personal Health Assessment (PHA), Biometric Screenings, Blood Pressure Management, and Behavioral Health Services.
- Work with Presbyterian and the Solutions Group to increase awareness, engagement, enrollment, and compliance in programs for chronic conditions.
- Recognize and celebrate participation and achievements.



These recommendations align with the BetterHealth Program Goals.

- 1** Deliver practical and accessible programs to prevent, detect, and reduce modifiable risk factors for cardiovascular disease, diabetes, and cancer
- 2** Create a health-conscious work environment
- 3** Build wide support, collaboration, and organizational alignment
- 4** Evaluate and continuously improve initiatives



**ONE
ALBUQUE
RQUE** human
resources

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.