



APPLICATION FORM

All applications must include the following information. Separate applications must be submitted for each eligible program. **Deadline: June 1, 2018.** Please include this application form with electronic entry. If you do not receive an email confirming receipt of your entry within 3 days of submission, please contact [Gage Harter](#).

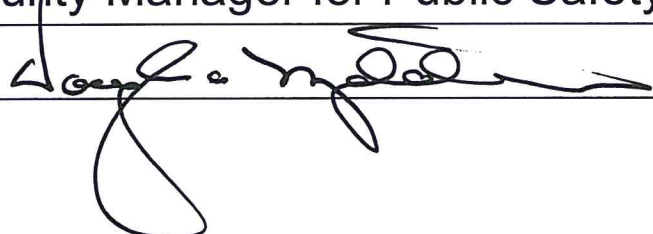
PROGRAM INFORMATION

County: County of Henrico
Program Title: Health Risk Assessments (HRAs): Using Results to Get Results
Program Category: Organizational Development

CONTACT INFORMATION

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SIGNATURE OF COUNTY ADMINISTRATOR OR DEPUTY/ASSISTANT COUNTY ADMINISTRATOR

Name: Douglas Middleton
Title: Deputy County Manager for Public Safety
Signature: 

1. Program Overview

In the early months of 2016, Henrico County invited permanent general government and schools employees to participate in a personal health risk assessment (HRA). This wellness initiative included both an on-site biometric screening and an on-line personal health assessment. Results presented in the aggregate report aided the county in better understanding the collective health risks of the employee population – thus allowing Henrico County to incorporate important and necessary intervention that effectively addressed unhealth behaviors in the workforce.

To verify the effectiveness of employee wellness programs offered in response to the 2016 aggregate report, employees were again invited to participate in the same HRA process in 2017, which included on-site biometric screenings and on-line personal health assessments. The 2017 aggregate report showed positive changes in employees' lifestyle behaviors. The result was a decrease in biological age for the collective population, indicating the employee population was functioning well, in relation to their calendar/chronological age. In addition, the 2017 report showed a decrease in average body mass index, a decrease in the percentage of employee participants with hypertension and increases in the percentage of employees with normal cholesterol levels and total hours of sleep acquired per night.

2. Problem/Challenge/Situation Faced by Locality

Henrico County is on a "HealthTrip" – the brand of an essential part of Henrico's culture (it's focus on employee health and wellness). The decision to offer HRAs addresses three main needs of the county's health brand. The first need is to identify/diagnose risk-producing behaviors of the workforce to aid the county in building results-oriented health promotion programs. Next is the evaluation of the employee wellness program. The annual aggregate report is the lynchpin in

measuring and monitoring the collective health of the organization's population. By offering the HRA annually, the county is able to collect population health information and evaluate collective health trends over time. Watching these health trends allows the county to determine if the collective employee health is improving, declining, or staying the same and provides valuable data for enabling improvements in health. The third need is to appropriately plan educational interventions to inform employees of the link between their own lifestyle behaviors, their personal health histories and their risk for premature disease and death all while supporting employees in taking steps in making positive changes in their health behaviors to improve their overall personal health status – progressing further on their "HealthTrip."

3. How Program Fulfilled Awards Criteria

Henrico County is on a HealthTrip, branding the county's commitment to employee wellness. Providing employees with resources to maintain personal health will benefit the employee which naturally benefits the business needs of the organization. Through the implementation of the HRA Program, the county is addressing the health needs of employees and delivering services in a relevant and engaging way, producing excellent results in just one year. The unique components of this program support the HealthTrip brand, emphasizing that employee wellness is important for the employees and the county. The process of providing systematic HRAs, timely and meaningful health behavior feedback and assistance in setting and monitoring individual health goals has established effective rapport between the county and employees and produced a supportive social network among fellow employees. All organizations can adopt a HRA program and use the resulting data to get outcomes for their organization. Henrico County is elated to be using results to get results, benefitting employees and the county alike.

4. How Program Was Carried Out

The County of Henrico entered into an agreement with HCA Virginia to provide a comprehensive Health Risk Assessment with Biometric Screenings beginning in March 2016. County fitness and wellness staff coordinated multiple dates and sites for HCA Virginia to conduct on-site biometrics screenings, including blood glucose, total cholesterol, body mass index, blood pressure, and waist circumference for all employees who registered to participate. The county coordinated the overall process with HCA Virginia providing the nursing and administrative support staff needed to fully implement the HRAs to employees. In addition, HCA Virginia provided equipment for employees to use to access the online personal health assessment. By providing the opportunity to complete the on-line personal health assessment while at their biometric screening appointment, employee participants could review their personal health assessment report/results prior to leaving the on-site biometric screening. Employees were also given the option to complete the on-line personal health assessment at their work site or at home.

The comprehensive personal health assessment report provides a list of recommended actions that can help to lower the participant's biological age. These personalized recommendations were based on the employee's biometric screening results and the responses to the questions asked in the on-line personal health assessment. The results of the personal health assessment gave employee participants an important snapshot of their current health status. This is a critical step in being well. Sadly, most employees have no idea what their current health status is. Most employees go through days, weeks, and years without paying attention to the behaviors that can be modified to maintain or improve their present health status. By offering a personal health assessment in the workplace, Henrico County employees can better understand their current health status.

Another benefit of offering the HRA is that it helps employees get involved in the employee fitness and wellness program and enroll in behavior changing programming. To encourage

employee participation in this initiative, employees were given a financial incentive in their paycheck for participating. Employees were able to spend their wellness funds as they saw fit. Employees reported spending their wellness dollars on fitness equipment for their home, new workout attire, an evening out with their spouse, paying down a credit card bill, and going on vacation. All of these choices touch on an aspect of wellness. Using the money to purchase fitness equipment and workout attire encourages continued participation in a regular physical activity program. Spending the money on a night out or a vacation contribute to lowering stress levels and taking time to enjoy life. Even using the money to pay down a credit card may lower the burden of financial stress felt by an employee.

HCA Virginia provided Henrico County with an aggregate report summarizing the collective health status of those employees who participated in the 2016 HRA process. This report is vital in measuring the collective health of the organization's population. It allowed county decision makers to build results-oriented health promotion programs. Multiple health promotion programs targeting the specific health needs identified in the aggregate report were implemented between May 2016 and February 2017. Programming included nutrition education, weight loss assistance, training for participation in local road races, on-site group exercise classes, and health education campaigns focused on healthy sleep, stress management, heart health and diabetes awareness. The county's Fitness and Wellness Division reached out to employees through email announcements, social media posts, flyers, and articles published in the monthly employee newsletter. All marketing efforts invited employees to engage in programs specific to their health goals. Since no one program fits all, employees were able to choose the behavior change programs that targeted their specific health needs as identified in their personal health assessment report.

The HRA process was repeated between March – April 2017. Employees were again invited to participate in the on-site biometric screenings and asked to complete the online personal

health assessment. Employees who participated in the process in 2016 were able to update their 2016 personal health assessment with changes that occurred in 2017. Areas for change could include individual biometric screenings results (blood glucose, total cholesterol, body mass index, blood pressure, and waist circumference) as well as changes to lifestyle behaviors and health histories that occurred between April 2016 – March 2017. The individual personal health assessment reports for the 900 employees who participated in both the 2016 and 2017 HRAs highlighted both positive and negative changes to personal health status. This was the first time Henrico County provided employees the opportunity to see how changes in personal health behavior impacts individual health risk status over time. Through the HRAs, the county is providing employees with a tremendous amount of information, enabling employees to monitor changes in health risks over time, assisting employees with selecting county sponsored health promotion programs specific to individual needs and engaging employees in their own “HealthTrip.”

By far, the most significant benefit of offering HRAs to Henrico County employees is that the entire process creates significant levels of engagement for both the employer and the employees. Henrico County was thrilled to see that in just one year, there were substantial improvements in the collective health of employees. The county intends to build on this success by continuing to offer HRAs in 2018.

5. Financing and Staffing

Cost per Biometric Screening	\$24.00	
Employee participation in the Biometric Screening	2,044	(\$49,056)
Wellness Incentive Payment	\$135.00	
Employee participation	2,044	(\$275,940)

6. Program Results

The 2017 Henrico County Health Risk Assessment Aggregate Report revealed multiple positive changes in the collective health of the participating population. Much of this change is the result of health promotion programming provided throughout the year by the County's Fitness and Wellness Division.

Specific, targeted programming included *Weight Loss for Optimal Health*, an eight-week comprehensive lifestyle intervention program designed to facilitate weight loss in a group setting. Lead by a registered dietitian nutritionist (RDN) and certified health coach (CH), participants learned strategies for healthy weight loss and weight maintenance including: changes in diet structure, self-monitoring/self-regulatory behaviors, problem solving and goal setting. This program met for one hour over an 8-week period. The course included weekly homework assignments and weigh-ins, holding course participants accountable for their lifestyle choices and health behaviors. This program was specifically offered by the RDN and CH to employees identified as "obese" in their HRA.

Additional programming included walking, jogging and running training provided by a fitness trainer. The weekly training sessions held at a local high school track provided participants with the opportunity to work on both distance and pacing skills. Throughout the year, Henrico County offered discounted race registrations for employees into three local road races. The events included a two 5K (3.1 miles) road races in June and December of 2016 and a 10K (6.2 miles) road race in March 2017.

Fitness challenges and health education awareness programs were also integral to the continued effort to encourage engagement in the County's "HealthTrip." Specific fitness challenges included programs such as 30-day physical activity challenge to increase participation in strength training and cardiovascular exercise on a regular basis. Other health education awareness programs offered employees information to improve health behaviors in areas such

as increased fruit/vegetable intake, taking care of their heart health by engaging in a regular walking program, performing random acts of kindness, exploring the use of humor in everyday life to reduce stress levels through the reduction of stress hormones in the body, and smoking cessation.

All these programs helped lead to the following positive changes identified in the 2017 Henrico County Health Risk Assessment Aggregate Report as compared to 2016 (please see attached Data Summary Report):

- 1.7% decrease in average body mass index
- 8.8% decrease in average total cholesterol value
- 5.1% decrease in the number of stress events faced by employees per year
- 4.0% decrease in the average number of hours spent sitting each day
- 0.6% decrease in current smoking status among screening participants
- 1.0% decrease in the number of employees who are lacking adequate nutrition

7. Brief Summary

Henrico County's "HealthTrip" is committed to employee fitness and wellness. The county presently provides employee fitness and wellness with in-house fitness trainers dedicated to providing comprehensive exercise and wellness programs to motivate employees of all ages. Historically, the county has implemented innovative, cost-effective approaches to promote healthy lifestyle to improve the productivity of the workforce and improve the health of county employees. The county values engaging employees in taking excellent care of themselves. The primary goal of the county's employee wellness program is to improve the health of county employees overall. The county strives to create an environment that empowers

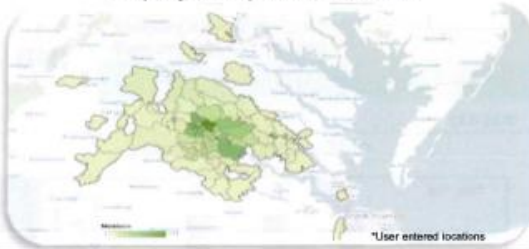
employees to maintain optimal health, wellness and productivity by taking responsibility for their own health.

Health Risk Assessment (HRAs): Using Results to Get Results

HCA HealthCare Alliance Summary Report

EMPLOYEE POPULATION SNAPSHOT

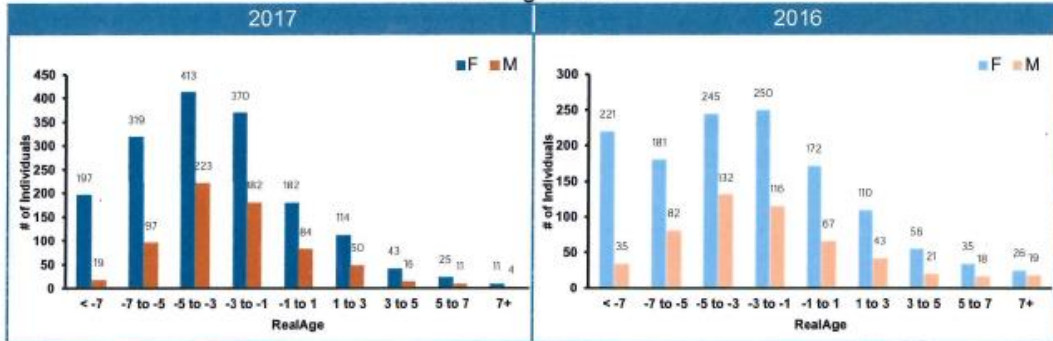
Employee Locations (2017 Only)



Gender Breakdown



RealAge Delta



KEY TAKEAWAYS 2017

2,078 registrations | 2,074 test starts |
 2,068 tests completed | 99% RealAge Test Completion Rate
 Average biological age of 44 | 12% have RealAge older than biological age |
 2,044 biometric screenings | Average RealAge Delta vs. Biological Age: -3.10

KEY TAKEAWAYS 2016

1,927 registrations | 1,912 test starts |
 1,907 tests completed | 99% RealAge Test Completion Rate
 Average biological age of 45 | 18% have RealAge older than biological age |
 1,796 biometric screenings | Average RealAge Delta vs. Biological Age: -2.56

EMPLOYEE BIOMETRIC ASSESSMENT

Company Averages

