

Unified Government of Athens-Clarke County **Wellness Program Overview**

The Unified Government of Athens-Clarke County Mayor and Board of Commissioners, in 2003, directed a Wellness Committee to research and develop an Employee Workplace Wellness Program. The program was formalized in 2004 when a third party vendor was selected to administer the Health Risk Assessment and provide education for employees on health and wellness. An Employee Fitness Center was established at the Westside Police Department at Georgia Square Mall and the program received a grant from the Northeast Health District for the purchase of treadmills for the Fitness Center. In 2005, a Wellness Coordinator was hired to administer the program internally.

The Unified Government of Athens-Clarke County Wellness program is a voluntary program, points are awarded based on healthy behaviors, employees complete activity logs for physical activity, eating fruits & vegetables, and drinking water. Points may also be awarded to employees for completing screenings, attending wellness programs, community involvement and participating in 5K's, etc. An annual Wellness Fair is provided to employees offering a plethora of booths with healthy options, benefit vendors and free health screenings. Blood pressure monitors are located in about 20 departments throughout the Government. Also, flu shots, mammograms, PSA tests, and a comprehensive annual blood draw are all offered to employees at no cost throughout the year. Employees receive incentive prizes for participation and ultimately may receive a \$400 reduction on health insurance premiums.

In 2008, the Wellness program added another component titled the Wellness Tier. This component offers an immediate reduction on health insurance premiums for accomplishing 4 requirements (completing an HRA, blood draw, one educational activity and one behavioral change activity). Over the past four years, the Wellness program has grown from about 40 participants in 2004 to over 500 participants this fiscal year.

Mission Statement:

Dedicated to enhancing the mind, body, and spirit of Athens-Clarke County employees and retirees

3 Components of the Wellness Program are:

- Changing attitudes, beliefs and perceptions of risks (programs and outreach)
- Changing behaviors (incentive for proper nutrition, physical activity)
- Changing health outcomes

Goals:

- Improve employee health and wellness
- Reduce absenteeism and increase productivity
- Manage health care costs