



# Wellness Initiatives

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# Overview



We get it.

- Non-profit
- 2 Acute Care Hospitals in Lake County, TriPoint Medical Center (Concord Twp) & West Medical Center (Willoughby)
- 4 Ambulatory Medical Campuses
- 4 Walk-in Care Centers
- Comprehensive, Freestanding Occupational Rehab Center
- Home Health Services
- Continuing Care Center-includes Center for Comprehensive Rehab & Center for Geriatric Psychiatry



- 2,825 Employees (2,115 FTE)
- 2,350 benefit eligible
- Aging workforce



# **Evolution of Wellness Initiatives**

- Prior to 2007, Lake Health provided a smorgasbord of activities, which often missed the employees that needed it
- Programs not targeted at health care costs

- Developed comprehensive wellness program with emphasis on awareness, identification and recruitment of employees through Center for Health Affairs grant
- Peer Wellness Coaching
- Creating a healthier workplace environment
- Logo branding
- Walking maps
- Wellness Toolkit on Intranet
- EAP
- Healthier vending options
- Corporate wellness goal to lower BMI
- Monetary drawings for HRA completion
- B Fit 4 Life Corporate Challenge

- June 2009, Lake Hospital System went through identity and philosophy change to Lake Health
- Wellness Institute
- EAP
- Smoking Cessation
- Super Savers Catalog
- Diabetes/Renal Care Programs
- Annual Employee Health Fairs
- Lake/Geauga American Heart Walk
- Susan B. Koman Race for the Cure
- Monthly Wellness at Work
  Newsletter
- E-Wellness Tip & Recipe on Wellness Wednesdays
- My First 5 K
- Ongoing cafeteria menu changes
- Blue Sky Green Fields Program
- B Fit 4 Life Fitness Challenge

- Mini Max Wellness store at Lake West Medical Center
- Integrated wellness to health benefits to provide wellness discounts
- EAP
- Smoking Cessation
- Nutrition Counseling coverage for employees
- Super Savers Catalog
- Diabetes/Renal Care Programs
- Lake/Geauga American Heart Walk
- Susan B. Koman Race for the Cure
- Annual Employee Health Fairs
- Ongoing Quarterly Wellness Initiatives
- Wellness Coaching nominal fee for employees
- Wellness Wednesdays : E-Wellness Tip
- Phase 1 of Wellness Walking Path at TriPoint Medical Center
- My First 5 K
- WellPoints
- B Fit 4 Life Fitness Challenge
- Blue Sky Green Fields
- Mindful Retreats

- Opened Wellness Retail Products in Wellness Institute and both hospital's Pharmacies
- Wellness Incentive Credits & Tobacco Surcharge
- Smoking Cessation
- EAP
- Nutrition Counseling Coverage for Employees
- Wellness Coaching
- Super Savers Catalog
- Diabetes/Renal Care Programs
- Annual Employee Health Fairs
- Lake/Geauga American Heart Walk
- Susan B. Koman Race for the Cure
- Monthly Wellness at Work Newsletter
- Wellness Wednesdays : E-Wellness Tip
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- Honored to be among State of Ohio employers recognized by the 2008-2015 Healthy Ohio-Healthy Worksite Award
- 2008-2014 American Heart Association Fit-Friendly Award
- 2012-13 Cleveland Museum of NATURAL HISTORY Wellness @ Work Awards-2<sup>nd</sup> place



### June 2009, Lake Hospital System went through an Identity and Philosophy Change











# **Cultural Change**

- The rebranding became a brand elevation
- Lake Health's commitment to care for the whole person: mind, body and spirit; shifted from traditional, episodic care to lifelong health care relationship, one patient and one family at a time





We get it.

## **TriPoint Medical Center**





# Wellness Institute Mission Provide integrated care in a healing environment to promote overall health and wellness

We bring together the best of traditional medicine and proven complementary therapies to provide person-centered care which addresses the whole person in mind, body and spirit



We get it.

## Outpatient Integrative Medicine & Weight Mgt. Services

- Acupuncture
- Massage Therapy
- Music Therapy
- Reiki
- Reflexology
- Nutrition Counseling
- Wellness Coaching
- Stress Management
- Wellness Workshop
- 10,000 Steps Program
- Be Fit For Life Fitness Challenge
- Mindful Retreats



### Wellness Studio Classes



- Yoga
- Cardio / Toning
- Zumba
- Tai Chi
- Barre





# Link Employee Wellness to Health Benefit Design

- 2012- Integrated wellness to health benefits
- Options: choose either a traditional PPO Plan (Gold), Consumer Driven Health Plan (Silver) or Qualified High Deductible Health Plan (Bronze) to provide a new option for managing their health care expenses







Wellness Incentive Credit Toward Medical Plan Costs

Two options for team member and spouse:

- Designate a PCP through open enrollment complete Health Risk Assessment
- Complete biometric screening

OR

• Team member and/or covered spouse submit PCP provider wellness incentive form



# Tobacco Surcharge

- Use of tobacco products, employee pays surcharge to their medical rates per pay period
- If covered spouse uses tobacco products, surcharge is implemented each pay per period





## Be Fit For Life Fitness Challenge

- 2012- USA Weekend Recognition
- 2016-12<sup>th</sup> Year
- Participation ~200-500/year







## Fitness Challenge Mission

To address the rising rate of overweight and obese adults in Lake County, by increasing their fitness level and knowledge of the importance of maintaining a healthy lifestyle

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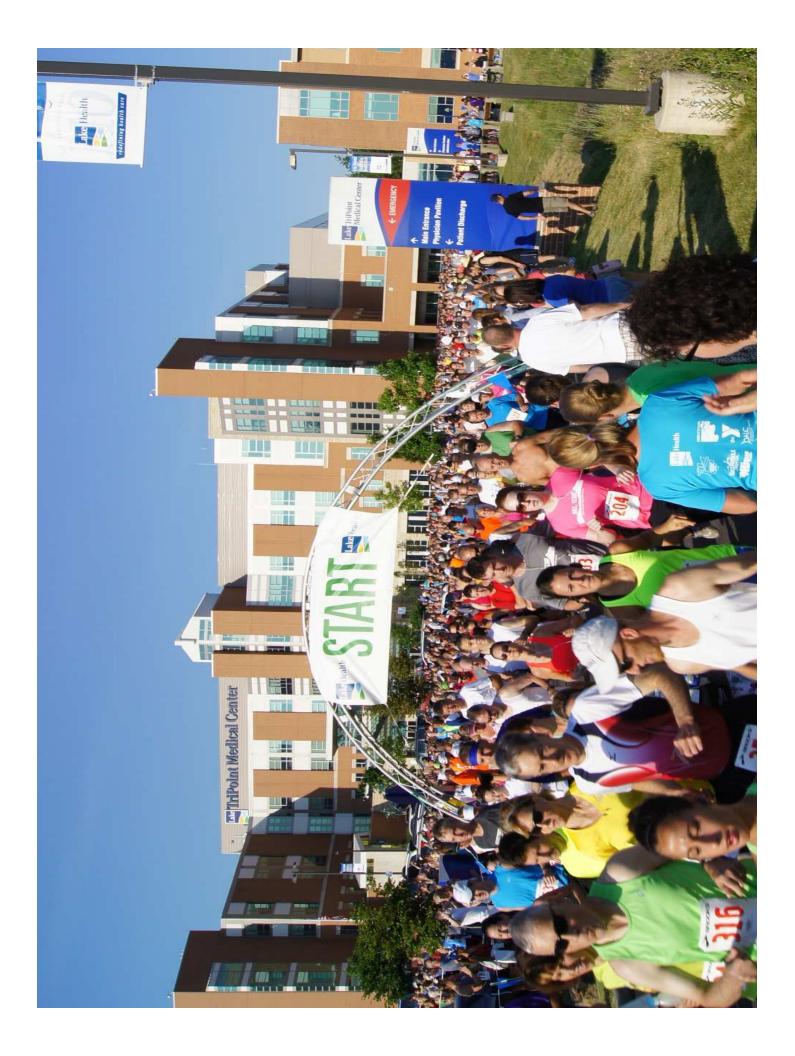
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# **Snow Shoeing**



# Disc Golf







# Wellness Walk TriPoint Medical Center

We get it.





## Wellness Walk TriPoint Medical Center

# We get it.





# Wellness Walk TriPoint Medical Center

We get it.



This Musical Area is dedicated in Loving memory of Debra Ann November





# Lessons Learned

We get it.

- Administration support is key!
- Only 2,265 of 3,000 employees have email
- Communication, communication, communication!
- Continue to motivate employees to reach their goals
- Keep it fun and engaging
- Collaborate with local community organizations to support wellness initiatives

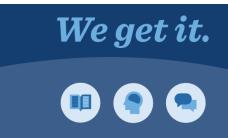


# Future Opportunities

We get it.

- Look at claims data & address specific needs
- Continue to engage, empower and energize employees
- New Wellness and Aquatic Center in Mentor





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