



# A Matter of Health

WASHOE COUNTY SCHOOL DISTRICT WELLNESS PROGRAM  
[www.washoe.k12.nv.us/wellness](http://www.washoe.k12.nv.us/wellness)



## GOOD HEALTH INCENTIVE PROGRAM - IMPORTANT POINTS

*Aaron M. Hardy, MS - WCSD Wellness Coordinator*

- The WCSD Wellness Program **costs** the district **nothing**.
- The WCSD Wellness Program **costs** taxpayers **nothing**.
- Over the past three years, the District has paid **\$81,170,110** for healthcare costs for its employees and retirees. 70 percent of these costs are preventable and directly related to lifestyle and irresponsible health behaviors.
- Over the past three years, the WCSD Wellness Program has spent **\$350,414** to direct programs and services that encourage district personnel and retirees to engage in simple responsible health behaviors.
- Only district personnel or retirees that **refuse** to take needed responsible preventive health actions, make either bi-weekly or monthly payroll contributions into the Wellness Fund.
- The district is currently in a financial crisis. How can **you** help?



### Be physically active each day

Fitness problems such as obesity and overweight have reached truly epidemic proportions in the United States. In the last 10 years, obesity rates have increased by more than 60 percent among adults. In 1999, 61 percent of the adult population was either overweight or obese. The obesity epidemic impacts other diseases as well. If you are overweight or obese, commit to lose unhealthy weight.



### Eat a nutritious diet

Eating right is vital to promoting health and reducing the risk for death or disability due to chronic diseases such as heart disease, certain cancers, diabetes, stroke, and osteoporosis. In fact, it has been estimated that dietary changes could reduce cancer deaths in the United States by as much as 35 percent. Eat plenty of fruits and vegetables.



### Get preventive screenings

Preventive screenings and tests save lives. Unfortunately, many Americans do not routinely follow some basic health screening recommendations. Routine screenings can identify a previously undiagnosed condition or risk of condition. Take advantage of the optional screenings this fall during the Good Health Incentive Screening.



### Avoid risky behaviors

One of the most important things individuals and families can do to promote good health is to make smart choices. Avoiding irresponsible risky behaviors such as using tobacco or drugs, or abusing alcohol - even driving without a safety belt - can save lives and improve health. Behavioral changes reduce the chance of illness or injury; even washing one's hands regularly prevents the spread of many common illnesses and infections.



## GOOD HEALTH INCENTIVE PROGRAM 2004

### Important Guidelines and Program Components



In its tenth year of implementation, the Good Health Incentive Program has been an important part of the District's efforts to increase health awareness and promote responsible preventive actions. This national award winning program drives an incentive approach to prevention and funds our proactive approach to wellness. *All district employees and retirees have a \$40/month Good Health Incentive Contribution.* Let's review each responsible action:

#### Screening Attendance

Take part in the Good Health Incentive Screening each year. Screenings this year begin August 4 and continue until December 6. ***If screening is completed, the contribution is reduced \$10/month.***

#### Blood Pressure Measurement

'At Risk' status is determined if either systolic blood pressure is over 139mmHg and/or diastolic blood pressure is over 89mmHg. If 'At Risk', a responsible preventive action is to have a current blood pressure prescription or have a doctor complete the exemption part of the screening form. ***If "Not At Risk" or a responsible action is taken, the contribution is reduced \$10/month.***

#### Tobacco Product Use

'At Risk' status is determined if any tobacco products are used. If 'At Risk', a responsible preventive action is to stop tobacco use for 90 days and be rescreened, complete a smoking cessation class or have a doctor complete the exemption part of the screening form. ***If "Not At Risk" or a responsible action is taken, the contribution is reduced \$10/month.***

#### Body Mass Index Measurement

'At Risk' status is determined by the WCD BMI Chart which takes into account age. If 'At Risk', a responsible preventive action is to lose weight and be rescreened, complete one of the three approved weight loss programs, or have a doctor complete the exemption part of the screening form. ***If "Not At Risk" or a responsible action is taken, the contribution is reduced \$10/month.***

**Important:** Only district personnel or retirees that refuse to take needed responsible preventive health

actions, make either bi-weekly or monthly payroll contributions into the Wellness Fund.

**Body Mass Index - At A Glance.** Weights under cut points are 'Not At Risk'.

BMI	30	31	32	
INCHES	19-44	45-64	>65	AGE
54	124	129	133	
55	129	133	138	
56	134	138	143	
57	139	143	148	
58	144	148	153	
59	149	153	158	
60	154	159	164	
61	159	164	169	
62	164	169	175	
63	169	175	181	
64	175	181	186	
65	180	186	192	
66	186	192	198	
67	192	198	204	
68	197	204	210	
69	203	210	217	
70	209	216	223	
71	215	222	229	
72	221	229	236	
73	227	235	243	
74	234	241	249	
75	240	248	256	
76	246	255	263	
77	253	261	270	
78	260	268	277	
79	266	275	284	
80	273	282	291	
81	280	289	299	
82	287	296	306	
83	294	304	314	
84	301	311	321	

District personnel who are "At Risk" because of muscle mass will use the following percent body fat ranges. The WCD Wellness Office can provide testing by appointment only.

GENDER	19-34	35-55	56+
AGE			
Women	<35%	<38%	<38%

www.washoe.k12.nv.us/wellness/goodhealth

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# GOOD HEALTH INCENTIVE SCREENING FOR CALENDAR YEAR 2004

August 1 - December 12, 2003  
Physician's Screening Form



## INSTRUCTIONS

USE NO. 2 PENCIL ONLY OR  
BLACK OR BLUE INK  
MAKE NO STRAY MARKS  
FILL IN RESPONSE POSITIONS COMPLETELY

PRINT FULL NAME

EMPLOYEE

RETIREE

MALE

FEMALE

CONTACT PHONE NUMBER

SOCIAL SECURITY NUMBER

CHECK SSN FOR ACCURACY

0	0	0	0	0	0	0	0	0	0
1	1	1	1	1	1	1	1	1	1
2	2	2	2	2	2	2	2	2	2
3	3	3	3	3	3	3	3	3	3
4	4	4	4	4	4	4	4	4	4
5	5	5	5	5	5	5	5	5	5
6	6	6	6	6	6	6	6	6	6
7	7	7	7	7	7	7	7	7	7
8	8	8	8	8	8	8	8	8	8
9	9	9	9	9	9	9	9	9	9

## CONSENT AND RELEASE STATEMENT

I, the undersigned, request that health screenings be performed for me by a licensed physician. I hereby release the the licensed physician from any and all liability including any matter or act committed or omitted which may arise during any screening tests or from data derived therefrom. It is understood that:

1. The data derived from such examinations is to be considered as preliminary only; however, the results will be utilized to assess my Good Health Incentive Contribution for the Washoe County School District Wellness Program.
2. The responsibility for initiating a follow-up examination for any abnormalities identified at the health screening site lies with me as the person responsible for my own health, and not with any participating organization.
3. Licensed physician will have access to my test results for the sole purpose of ascertaining whether or not the results are normal or at risk. In addition, my employer, Washoe County School District, will receive the below statement (NOT actual test results) noting whether my results are "Not At Risk" or "At Risk" so that my Good Health Incentive Contribution can be determined. No other individual or agency, including Washoe County School District, will have access to my test results without my expressed written permission.

SIGNATURE OF WCSD EMPLOYEE OR RETIREE

DATE

Licensed Physician to complete the information below this line.

## REQUIRED SCREENING COMPONENTS

Actual results from screening are to be used to determine risk categories on this form, regardless of medical or health care being received.

### BLOOD PRESSURE

NOT AT RISK  
139/89 and below

AT RISK  
140/90 and above

Rx  
Presented  
prescription.

### TOBACCO USE

NOT AT RISK

AT RISK  
Any tobacco use

\$150 available to help individuals discontinue tobacco use.

### BODY MASS INDEX

NOT AT RISK

AGE 18-45: < 30 BMI  
AGE 46-65: < 31 BMI  
AGE 65+: < 32 BMI

AT RISK

AGE 18-45: 30+ BMI  
AGE 46-65: 31+ BMI  
AGE 65+: 32+ BMI

\$150 available to help individuals lose unhealthy weight.

APPROVED WEIGHT LOSS PROGRAMS

Saint Mary's | Washoe Med  
WCSD Wellness Program | UNR

### EXEMPTION FORM

TO BE COMPLETED ONLY IF AT RISK.

#### EXEMPTION: BLOOD PRESSURE

The above patient is under my care for hypertension and is complying with my recommendations to control his/her blood pressure.

☐ YES ☐ NO

#### EXEMPTION: TOBACCO USE

The above patient is under my care to discontinue any tobacco use and is complying with my recommendations to achieve this end.

☐ YES ☐ NO

#### EXEMPTION: BODY MASS INDEX

☐ The above patient cannot participate in activities or behaviors that would result in an annual healthy weight loss of 25 pounds (approximately 1/2 pound each week) because of a medical treatment or condition.

OR

☐ The above patient is complying with an exercise and nutritional program that will result in an annual healthy weight loss of at least 25 pounds or until "Not At Risk".

Only district personnel and retirees that refuse to take responsible preventive health actions pay into the WCSD Wellness Fund.

CONTACT PHONE NUMBER

SIGNATURE OF LICENSED PHYSICIAN

DATE



## PAY FOR SUCCESS! - WCSD WEIGHT LOSS PROGRAM

Weigh-ins are Fridays from 1-5 p.m.



25		LBS WEIGHT LOSS =	\$250
50		LBS WEIGHT LOSS =	\$500
			\$250 for 2 years
100		LBS WEIGHT LOSS =	\$1,000
			\$250 for 4 years

## WCSD Wellness Weight Loss Program - PAY FOR SUCCESS!

The WCSD Wellness Program has taken a different approach to weight loss. Weight loss simply involves eating smarter and exercising more. Most of the research indicates that excessive calorie intake is the main reason for unhealthy weight. Instead of paying to hear that message in a class or from a physician, the WCSD Wellness Program will pay you to succeed. **For every pound a participant loses, the WCSD Wellness Program will pay \$10 with a maximum refund of \$250/year to promote long-term weight loss. If an individual loses more than 25 lbs in one year the extra weight lost will be counted for the following year.**

### BMI 25

INCHES	WEIGHT
58	119
59	124
60	128
61	132
62	136
63	141
64	145
65	150
66	155
67	159
68	164
69	169
70	174
71	179
72	184
73	189
74	194
75	200
76	205

### How it works:

- Individuals must be full-time with insurance benefits and have a BMI of 25 or greater.
- Initial weigh-in at the Wellness Office. This establishes a **reference weight** to be used for all incentives. **Weigh-ins:** Fridays from 1-5 p.m. at 425 E. Ninth Street
- A 6-month weigh-in is required at the Wellness Office.
- Final 12-month weigh-in is required. Individuals still above a BMI of 25 after their successful weight loss may participate again until their BMI falls below 25.

**[www.washoe.k12.nv.us/wellness/success](http://www.washoe.k12.nv.us/wellness/success)**

### Reality Check

Although the causes of obesity are complex and not fully understood, experts attribute much of the increase in U.S. obesity to the simple fact that adults and children consume more calories than they use. In other words, overeating and insufficient exercise underlie much of the epidemic. Because the U.S. gene pool has been relatively stable, the genetic factors as the source of the rising rates of obesity is unlikely. It is now estimated that **1 in 50 Americans** are morbidly obese - at least 100 pounds overweight. Last plan year the District spent almost \$1 million for gastric bypass surgeries and currently spends at least \$300,000/month on direct costs associated with obesity. Aside from the cost to the District, the **real tragedy** is the pain, suffering, disability, loss of independence and quality of life experienced by district personnel and retirees. According to the Surgeon General, obesity will shortly surpass tobacco as the leading preventable cause of death in the United States. **The time to act is now!**



## MESSAGE OF SUPPORT

Dr. James Hager - Superintendent



As Superintendent of the Washoe County School District, I am proud of the Wellness Program we have implemented in collaboration with our employees.

Washoe County's commitment to healthy living is demonstrated through high employee participation in wellness activities, and we all reap the rewards of a more healthy, productive workforce. The Wellness Program offers a wide array of services, which meet the varying needs of our employee population. Through informative materials, website resources, organized activities, individualized services, and incentives, more and more of our employees are inspired to improve their lifestyle by adopting healthy habits.



Our Wellness Program is a key ingredient in our services to employees. I am pleased that the students of Washoe County are served by a workforce of employees who make healthy living a priority.



## WELLNESS PROGRAM'S EMPHASIS

For all district employees and retirees



The WCSD Wellness Program's emphasis centers around President Bush's *HealthierUS Initiative 2002*, the *Surgeon General's Prescription for Health and Healthy People 2010*. Much of health and well-being is simple and easy to understand yet it is often difficult to implement into a daily routine. Amazingly, 70 percent of medical illnesses are preventable and directly related to lifestyle and poor health behaviors. When it comes to individual health, district personnel and retirees are in charge! As with most things in life, results come slowly, but a persistent commitment yields happiness, fulfillment, productivity and eventually, a retirement free from the pain, suffering and disability associated with decades of poor health and lifestyle choices.

This districtwide wellness commitment falls into four main categories:



### 1. Be Physically Active Every Day

- Adults, get at least 30 minutes of physical activity each day.
- Children and teenagers, get at least 60 minutes of physical activity each day.
- Commit to work and family activities that involve physical activity.

### 2. Eat A Nutritious Diet

- Eat at least five fruits and vegetables every day.
- Follow the *Food Guide Pyramid* and the *Dietary Guidelines for Americans* in your food choices.
- Set good habits for co-workers and family members by choosing and preparing food in a sensible way.
- Eat sensible and moderate portions.

### 3. Get Preventive Screenings

- Take advantage of basic health screenings offered at the Annual Good Health Incentive Screening and others recommended by your treating physician and/or other health professionals.
- Get your blood pressure checked regularly, particularly if you are a high-risk individual.
- Ask your doctor about a routine screening for diabetes.
- Get the appropriate immunizations each year.

### 4. Make Healthy Choices

- If you smoke, quit. If you don't smoke, don't start.
- If you continue to smoke, avoid smoking around children or individuals with health conditions.
- Avoid illegal drugs and the abuse of alcohol.
- Practice responsible sexual behavior; abstinence where appropriate.
- Buckle up.



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## WCSD Wellness Program saves taxpayers and district 3.1 million dollars during 2001 and 2002

### FINANCIAL IMPACT OF A COMPREHENSIVE MULTI-SITE WORKPLACE HEALTH PROMOTION PROGRAM

Steven G. Aldana, PhD, Ray M. Merrill, PhD, MPH, Aaron Hardy, MS, Kristine Price, MS, Ron Hager, PhD

#### Abstract

**Introduction:** The purpose of this study is to determine if the Washoe County School District Wellness Program impacted employee health care costs and rates of absenteeism over a two-year period.

**Methods:** Outcome variables included health care costs and absenteeism during 2001-2002. Data was collected on 6,246 employees over a six year period from 1997 - 2002. Baseline health claims costs and absenteeism from 1997-2000, age, gender, job classification, and years worked at the school district, were treated as covariates. Logistic regression was used to compare two year costs and absenteeism rates between non participants, and employees who participated for one and two years.

**Results:** No significant differences in health care costs were found between those who participated in any of the wellness programs and those who did not participate. There was a significant negative association between participation and absenteeism; program participants averaged three fewer missed workdays than those who did not participate in any wellness programs. The decrease in absenteeism translated into a cost savings of \$15.60 for every dollar spent on programming.

**Conclusions:** After control for several confounding variables, wellness program participation was associated with large reductions in employee absenteeism.

Dr. Steven G. Aldana

*"I have seen every variety of worksite health promotion programs in the country and I have studied many of these. I have also had the privilege of reading every scientific article ever published on the effectiveness of these programs. Taken collectively, worksite health promotion programs are perhaps the most important avenue America has to improve public health. Even though the Washoe County School District Wellness Program in Reno Nevada has received numerous national recognitions, I prefer to see hard data, and they have it. Not only is the program funded with a unique and plentiful source of revenue, most employees participate, it has been able to present data on both reductions in employee health risks, and dramatic savings in employee related absenteeism. A two year analysis of their health care costs failed to show significant reductions in health care costs, but as with most long-term studies of health care costs, the cost reductions take time, and I estimate the District will soon start to see dramatic savings. I have seen the inner workings of their program, I've witnessed their program director in action and I know of no better worksite health promotion program anywhere in the country."*

## **Proposal for a State of Nevada Wellness Program**

For all individuals eligible for Nevada's Public Employees' Retirement System: 85,000

- Under the direction of Aaron Hardy, MS and Dr. Steven Aldana, PhD, implement the WCSD Wellness Program components with a State Good Health Incentive Program for all 85,000 individuals eligible for Nevada's Public Employee's Retirement System beginning July 1, 2005. A detailed proposal could be drafted by April.
- Using the WCSD Wellness Programs financial records, this State Good Health Incentive Program would generate at least 2.5 million dollars a year. This would then fund a comprehensive wellness effort formulated around HealthierUS and Healthy People 2010 initiatives directed at all 85,000 eligible individuals at no cost to taxpayers or the state.
- The savings to the state and taxpayers would be significant and similar to the documented savings already experienced by the Washoe County School District.

### **NATIONAL AWARDS AND RECOGNITIONS**

Partnership for Prevention has invited the WCSD Wellness Program to author an article on how the program is helping to achieve Healthy People 2010 and HealthierUS worksite health promotion objectives. This article will be published in an upcoming issue of *Absolute Advantage*, a workplace wellness magazine published by the Wellness Councils of America (WELCOA) and distributed to over 5,000 organizations and members worldwide.

American Food Service Association: Child Nutrition Industry Conference 2004 January 18-20  
Will present the School District's Wellness Program

Public Risk Management Association: May 17-21, 2003  
Presented the School District's Wellness Program  
PRIMA 25th Anniversary Annual Conference. Reno, Nevada

Steps to a HealthierUS - "It All Adds Up...to Prevention" April 15-16, 2003  
Presented the School District's Wellness Program. Baltimore, Maryland  
Recognized as a model health promotion program

Creating a New Vision for Health Promotion: February 27, 2002  
Good Health Incentive Program: A School District's Approach to Wellness  
13th Annual American Journal of Health Promotion Conference. Lake Tahoe, Nevada

2001 Public Risk Management Outstanding Program of the Year - Good Health Incentive Program

The Good Health Incentive Program is in compliance with the Health Insurance Portability and Accountability Act of 1996 and was audited and approved by the Department of Health & Human Services in 1998.