



Dashboard Report

Human Resources Wellness Screening

Background

In 2008, the District began offering annual wellness screenings to all staff members. Initially, screenings were offered to help offset the rising costs of insurance premiums. Addressing health concerns/conditions before they spiral out of control can result in a savings not only in the annual premium rate increases and policy experience (which drives the premium rates), but also in overall medical expenditures for a long term or serious health claim linked to lack of early treatment or intervention. Employees may choose between a screening or a visit to their personal physician. The screenings are mandatory to all employees currently on our medical insurance policy and in a bargaining unit.

Data

PARTICIPATION : 528 screened with Empower 200 submitted the Wellness Alternative Qualification form after visiting their own physician for the wellness check
 *Non-participants pay \$1200 yearly toward the cost of premium.

Year	Non-Participants
2021-2022	1*
2020-2021	2*
2019-2020	1*

READINESS TO CHANGE (by Employee):

- Recently changed
- Will change in 1 month
- Will change in 6 months

Nutrition	135	47	52
Fitness	120	78	95
Weight	165	75	71

TOTAL POWER PROFILE: 68.5%

Germ Resistance	Injury Prevention	Heart Health & BP	Body Metrics, Diabetes, & More
75.2%	73.6%	68.9%	61.8%

WHEN ASKED:

“During the past month, did health problems (yours or your family’s) affect your productivity at work.”

No health problems or None of the time	Some of the time (Borderline)	Most of the time (At Risk)
381 (71.21 %)	128 (23.93%)	5 (.93%)

Summary

The District continues participation in wellness screening because of the value of good health to our staff members. Positive lifestyle changes are a major benefit of screenings. This program has been widely accepted and attended by all staff.

This Dashboard Report refers to the following:

Fringe Benefits (current Collective Bargaining Agreements): DPEA, CMA, DPESPA
 6:50 School Wellness

If you have any questions about the contents of this report, please contact:

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