

Westside/Central Service Sector

Update on Wellness Programs

Governance Council Meeting

June 13, 2007



Metro

Why Have a Wellness Program?

- Healthcare costs continue to increase
- Employees are stressed
- Absenteeism is too high
- Productivity can be improved
- Employees suffer from high cholesterol, high blood pressure and obesity
- Workers compensation claims



**CHOOSE
TO MOVE**

Corporate Wellness Programs can Include...

- Physical fitness classes and equipment
- Smoking cessation programs
- Nutrition programs
- Stress management classes
- On-site screenings for hypertension, diabetes, cholesterol
- Weight management programs
- Flu vaccinations
- Golf and softball leagues
- Yoga and tai chi classes



Incentives can include...

- Prizes and merchandise
- Extra vacation days
- Recognition
- Discounts at retailers and company store
- The obvious – better health!



The Statistics

- **U.S. Office of Disease Prevention found wellness programs have a benefit-cost ratio of 2-to-1**
- **General Mills received a payback of 3:1 in the first year of a new employee fitness program**
- **Union Pacific Railroad's self care initiative achieved a savings of \$1.26 million and a payback of 2.8:1**
- **Providence General Hospital saved \$1.5 million over three years and a payback of 4.24:1**

Metro & Wellness Programs

- Metro has not had a formal wellness program in recent years
- Specific work locations/departments have had small programs that have included small exercise rooms (with weights and treadmills) and walking clubs.
- In 2006, the San Gabriel Valley Sector pursued “seed funding” for an extensive pilot wellness program



What's Next for Metro?

- Metro released an RFP in November 2006 to seek a contractor to manage a wellness pilot program at the San Gabriel Valley Sector
- 1,070 employees at two locations
- Goal was to implement work site health promotion programs
- Focus was to be on prevention and intervention to reduce employee risk factors



San Gabriel Valley Pilot Program

- **Coordinate and administer an annual physical abilities test to 500 employees**
- **Design personal fitness programs**
- **Implement incentives and provide incentive prizes**
- **Provide instruction in:**
 - **Stress management**
 - **Smoking cessation**
 - **Injury prevention**
 - **Nutrition and weight management**
- **Publish health promotion newsletters**
- **Issue monthly reports to management**



San Gabriel Valley Pilot Project

- 12-month contract
- \$150,000 budget
- Aquila Health & Fitness Solutions was selected



- Project started in May 2007
- Includes on-site staff



San Gabriel Valley Pilot Project

- **Approved workplan includes:**
 - Monthly bulletin board topics (diabetes education in July 2007)
 - Various clinics (“dining for one” in June 2007)
 - Employee health fair in October 2007
 - Basketball league to start in June 2007
 - Self defense and smoking cessation classes
 - Various incentive programs
 - Weight management program



Division 9's Wellness Area



Follow-up Actions

- Corporate Safety/Human Resources will be monitoring the success of the program
- Expansion will be based on success of pilot program
- Staff working on methodology to measure benefit-cost ratio
- Funding may be roadblock to expansion

