



CITY OF GRAND RAPIDS
WELLNESS

COMMITTEE OF THE WHOLE

January 11, 2022

WHY WORKPLACE WELLNESS?

- Eighty-seven percent of employees consider health and wellness offerings when choosing an employer (Forbes).
- Seventy percent of employees enrolled in wellness programs report higher job satisfaction (Aflac).
- Workplace wellness significantly improves employee morale (Hub Int).
- Well-designed wellness programs lead to a return on investment of \$1.50 to \$3 for every dollar spent over a timeframe of two-to-nine years (US Chamber).

PROGRAM GOALS

- 1) Enhance the wellness opportunities to encourage employee participation in the Health and Wellness Incentive and other programming.
 - Increase participation to 50% in FY 21-22 and 65% in FY 22-23.
- 2) Communicate clearly and often so all employees are aware of the wellness program, wellness team, and EAP.
 - Monthly newsletter, wellness committee and wellness champions.
- 3) Engage in evidence-based practices which result in a reduction of chronic conditions.
 - Education, tobacco cessation, Diabetes Prevention and Improvement Program, health coaching, etc. to decrease chronic condition prevalence and plan costs.
- 4) Enrich the City culture so the workforce is satisfied with and feels supported by the organization.
 - Culture and environment to be assessed annually with Perceived Wellness Culture and Environmental Scale (Melynk & Amaya, 2018).

WELLNESS WARM-UP

Parks and Recreation Fitness Instructor Amy Kwaiser will now lead us through a few minutes of light warm-up movements.

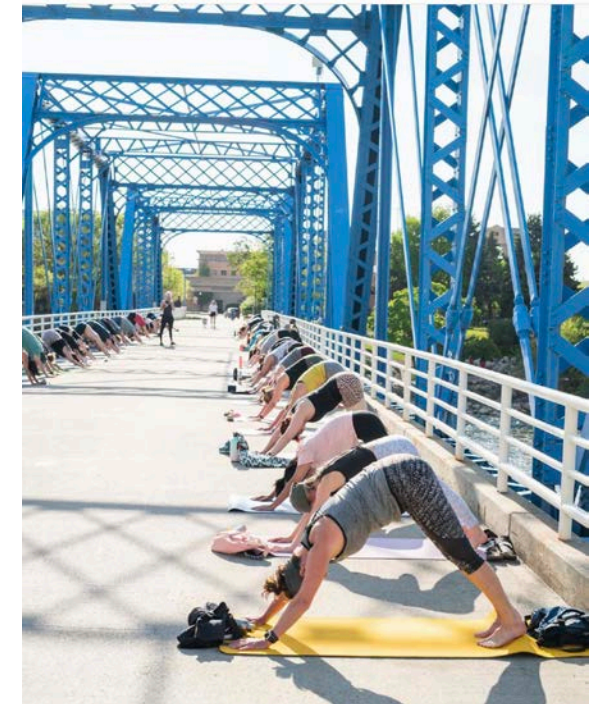


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