Employee Wellness at St John's Medical Center

Jackson, WY

St John's Medical Center

The Employee Wellness Team

- Emily Kritzler
  - **Worksite Wellness Coordinator**
  - Masters Degree: Applied Exercise Physiology
  - Bachelor of Science in Nursing & Registered Nurse
  - Bachelors Degree: Spanish and English Literature
  - 4-16 Hours/Week on Employee Wellness
  - Full Time Labor and Delivery Nurse
- Julia Heemstra
  - **CHI Center/Wellness Coordinator**
  - Bachelors Degree: Social Work
  - Hospital Liaison to Teton County Public Health, Systems of Care and Chamber of Commerce
  - Over 10 Years Work Experience in Social Work and Public Health
  - 32 Hours/Week on Wellness

COMMUNITY HEALTH INFORMATION CENTER

A partnership between TETON WELLNESS INSTITUTE & ST. JOHN'S MEDICAL CENTER

SJMC Demographics

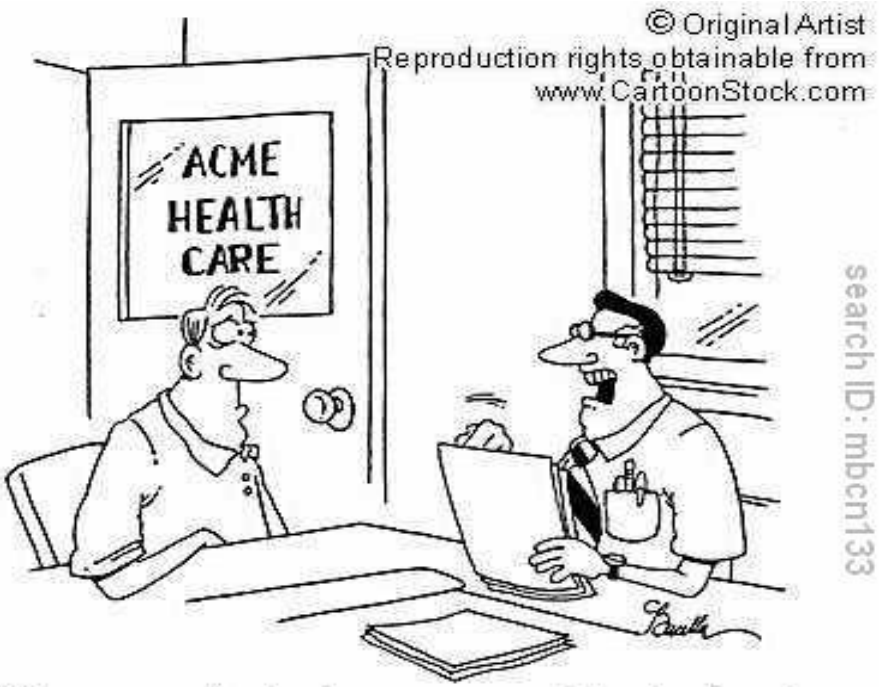
- 535 Employees
  - 376 Full Time Employees
  - 77% Women
  - Average Age: 44.9
- 3 Sites in Teton County
  - St. John's: 48 Acute Care Beds
  - Urgent & Family Care Clinic
  - Teton Village Clinic

St John's Medical Center

Benefits Overview

Self-Insured

- Blue Cross Blue Shield of Wyoming
- Monthly Premium
  - Employee: $30/Month
  - Employee and Family: $305/Month
- Monthly Deductible: $250
- Maximum Out of Pocket: $750
- 75% of Employees on Health Plan



"I'm sorry, but stress caused by trying to figure out your health insurance is not covered by it."

Senior Level Support

SJMC CEO Pam Maples, an enthusiastic supporter of all things Wellness. Unfortunately, Pam is retiring this month.

SJMC's Worksite Wellness Program: Year 1

- Online Wellness Assessment
  - University of Michigan HRA
  - Incented with $10
  - **50% Participation**
  - Free Wellness Blood Screening and Biometrics
  - Biggest Health Risks: Stress & Overweight/Obesity
- Spring Into Fitness
  - Encouraged Employees to meet minimum weekly exercise requirements—150 minutes of moderate intensity or 75 minutes of vigorous intensity exercise per week.
  - **25% Participation**
- Climb the King Team
- On-site Yoga Classes
- On-site Lunchtime Meditation
- Morning & Lunchtime Walk'n'Talks

Spring Into Fitness

Who: All SJMC employees are encouraged to participate

What: A program that motivates you to get fit—for summer and beyond

When: April 18- June 26th

Where: Anywhere you would like! Work out wherever you are most comfortable.

Why: According to the Wellness Assessment, 80% of you want to exercise more this year. We want to help make that happen. Plus, you have the chance to win great prizes.

How: It's easy. Follow these simple steps:

- Pick up an exercise tracking log at the CHI Center or download one from the HR Website.
- Every week, do 150 minutes of moderate intensity exercise or 75 minutes of vigorous intensity exercise.
- At the end of each week, turn in your log to the drop box at the CHI Center or email it to wellness@tetonhospital.org.
- Meet your exercise requirement and turn in your logs 90% of the time (9 out of 10 weeks) and WIN $50 cash, a free 1-hour massage, or 6 months of free membership at the SJMC Fitness Center.

*Stop by the CHI Center, visit the HR website, or call x7244 for more information and a complete set of rules and regulations.

SJMC's Worksite Wellness: Year 2

Wellness Task	Possible Points
Annual 2011 Online Wellness Assessment	50 Points + $10 Cash
Employee Wellness Health Fair Blood Draw	25 Points
Maintain Don't Gain Holiday Challenge	25 Points
Spring Into Fitness	4 Points per Log + 10 BONUS Points for turning in logs during 10 out of the 10 weeks the contest runs
Attend a Lite Lunch, Employee Wellness Event of Activity	2 Points per Session (50 Points Maximum)

Our Wellness Learning Curve

Pleased With Our Performance…

- Enthusiastic Employee Wellness Committee
- Communication with 9am-5pm Employees
- Collected Powerful Testimonials from Staff Positively Impacted by Worksite Wellness
- Up to 50% Participation Rates in Year One
- Consistently Designed Programs that Aligned with Employee Requests

Better Next Year…

- More Diverse Employee Wellness Committee
- Communication with Shift Workers
- Collect Year 0 vs. Year 2 Data to Quantify the Impact of Worksite Wellness
- Increase Participation Rates in Year Two
- Improve our System for Assessing Staff Needs

St John's Medical Center