

FY23 Annual Report and Health Yourself Data

Activities and Participation

In FY23, Health Yourself offered a total of 68 wellness opportunities to City and Borough of Juneau (CBJ), Bartlett Regional Hospital (BRH), and Juneau School District (JSD) admin employees and spouses. This includes the annual blood draw, flu shots, monthly challenges, and virtual events, but does not include any family fun events and holiday massages. Graph 1a depicts the various Health Yourself opportunities offered this year and corresponding participation in comparison to Graph 1b from FY22. Most monthly activities maintained similar participation numbers, with the exception of much higher numbers for blood draw participation as we offered popular lab draws again.

Participation and engagement held steady for many recurring activities, and increased for some of our previously lower months such as February with a very approachable heart health challenge this year, and fell in others- such as our August and spring challenges.

What the numbers don't show...

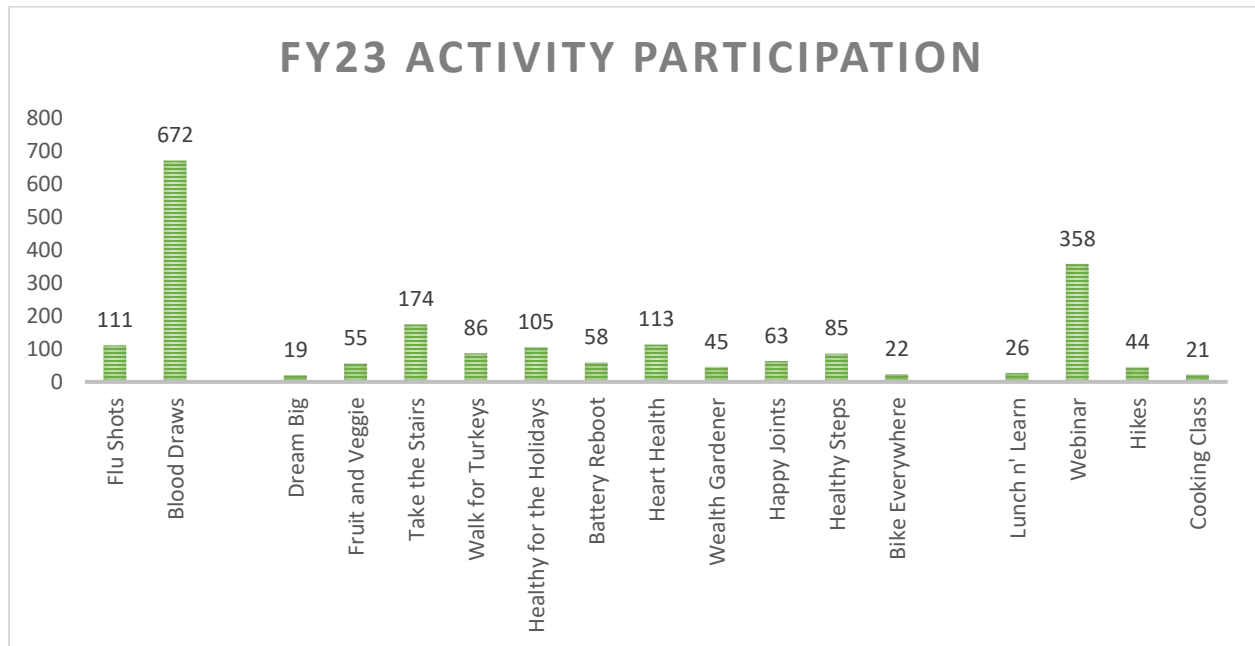
It's been really crazy here at the Mendenhall Plant this last week, but I want to thank you for the veggie platter. My wife and I have been making a point to exercise and eat at least one raw veggie every day. It just so happened that I didn't bring a vegetable in last week so you showing up (with healthy foods) was fantastic.

I loved the gentle movement class. It was interesting to learn movements that strengthen muscles that support your core... The evening of the course I fell asleep more easily and felt more rested the next day. That was a good motivator to stretch and repeat several of the moves I'd learn to loosen up each day.

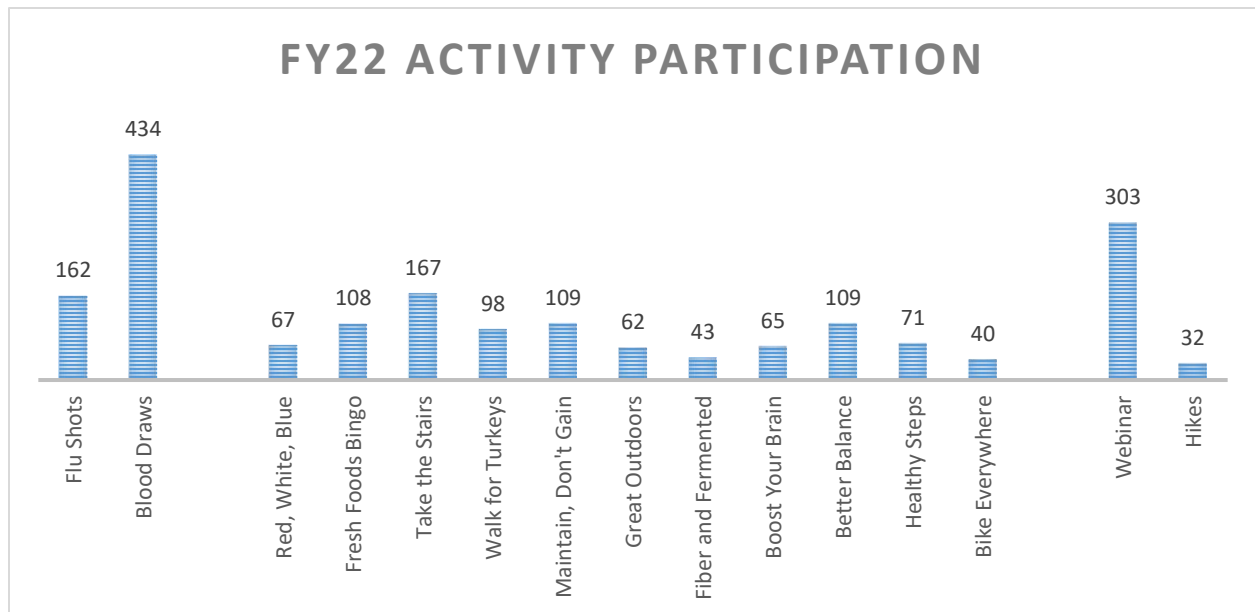
I liked the flexibility to set my own goals in this (Dream Big) challenge - one of my three-oddly the easiest- ended up being the hardest for me to find time for every day, but the other two ended up being awesome and there's no way I would have done them every day without this challenge.

I had to drop Healthy for the Holidays. I was unable to keep up for several reasons, but the good news is I got back into swimming during this time after 20+ years.

Graph 1a



Graph 1b



Health Yourself activities continue to utilize industry best practices, such as framing, strategic timing, incentives, and iterative design; however, this year we leveraged more burnout and growth-related themes. The combination of communications, thoughtful program design, and personal touches keep our program lively and relevant, as participant feedback demonstrates below.

Our program meets employees where they're at:

- "I really enjoyed this challenge since I love to cook. I found myself cooking much healthier and it was easier than I thought it could be. Thank you for making these challenges so much fun and not dreadful."
- "(This challenge) gave me more freedom to just be me - do things I enjoy while getting HY points for taking care of myself."
- "This was a great challenge for me to get to do at this time, as I am recovering from ankle surgery and having back issues. All of these interventions were a help with my current situation. Keep up the fantastic work, Jess!"
- "I really liked that the daily 'recharge' was open ended and wasn't specifically focused on physical activity. I also liked that it helped me be more intentional and aware about the little things each day that made me feel good."

Our program inspires action in personal wellbeing:

- "Thanks for the note on the blood draw results. I made an appointment with Valley Medical to talk about my high cholesterol results and more."
- "I think the (Wealth Gardener) challenge helped my mind retool itself to think about finances more regularly. I check in on them more now too to see how they're doing."
- "Thanks so much for everything you do to keep us healthy and moving – you really helped me get back into shape and give me the confidence to apply and get a job as a groundskeeper for the city!"
- "I loved the healthy joints challenge- I have kept up on focusing on getting stronger so I can hike with (my grandkid) on my back this summer and not get sore or tired!"

Our program is so robust, participants can't help but share it!

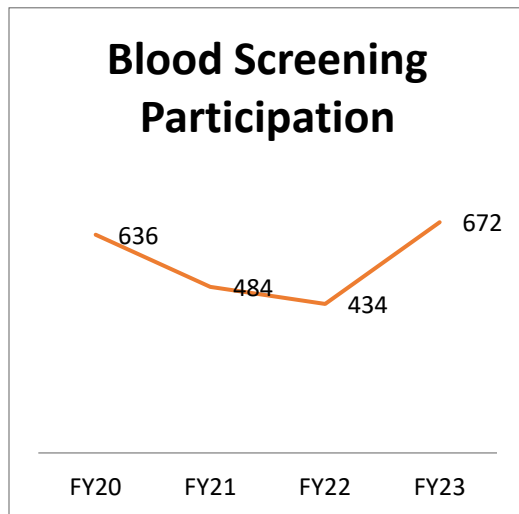
- "Thanks for making a space for this information on menopause. Again, thank you so much for this gift of information. I have so many friends I want to share this with!"
- "I wanted to thank you for always being on the lookout for ways to encourage others to move, exercise, play, socialize, and get happy. While my sons were in town I borrowed 2 pair of snow shoes and we had a lovely meadow hike together during the holidays."
- "Thank you, Jess!!! (My spouse) and I really dove deep into this challenge. It not only helped us look a little closer at things, but with my parents and my in-laws as well."
- "I am really benefitting from this program. It's hard work as I've had a really hard year...but I'm really seeing some improvement and feeling proud. My spouse is really impressed and thanks you as well. It's brought us closer together through outdoor activities and trying new foods that I haven't done in a year or so."

Blood draw participation (graph 2) continues to follow the upward trend for full panel years. This year we brought back the full panel at Bartlett, offering it at the lab from October through December. Draws were centralized to consolidate staffing and offer a more consistent process. These changes were well received, however were less beneficial to employees who participate more due to convenient timing and locations at their worksite, such as police, transit, streets, and wastewater.

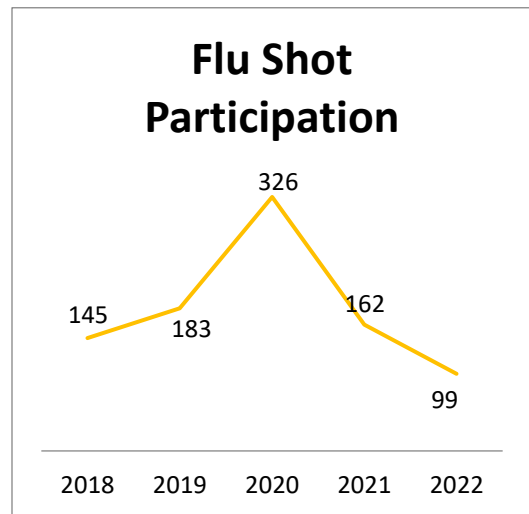
Conversely, this year's flu shots decreased in response to post-COVID vaccine fatigue, as well as a shift in their distribution. With the closing of the COVID testing center, it was no longer feasible to offer shots at

the training center throughout October, so instead we tried to utilize MIH staff at the fire halls. While this structure offered many options for employees to get shots, they weren't convenient enough to make it a viable option moving forward. In future years we will be revisiting worksite vaccine clinics as we had done pre-pandemic.

Graph 2



Graph 3

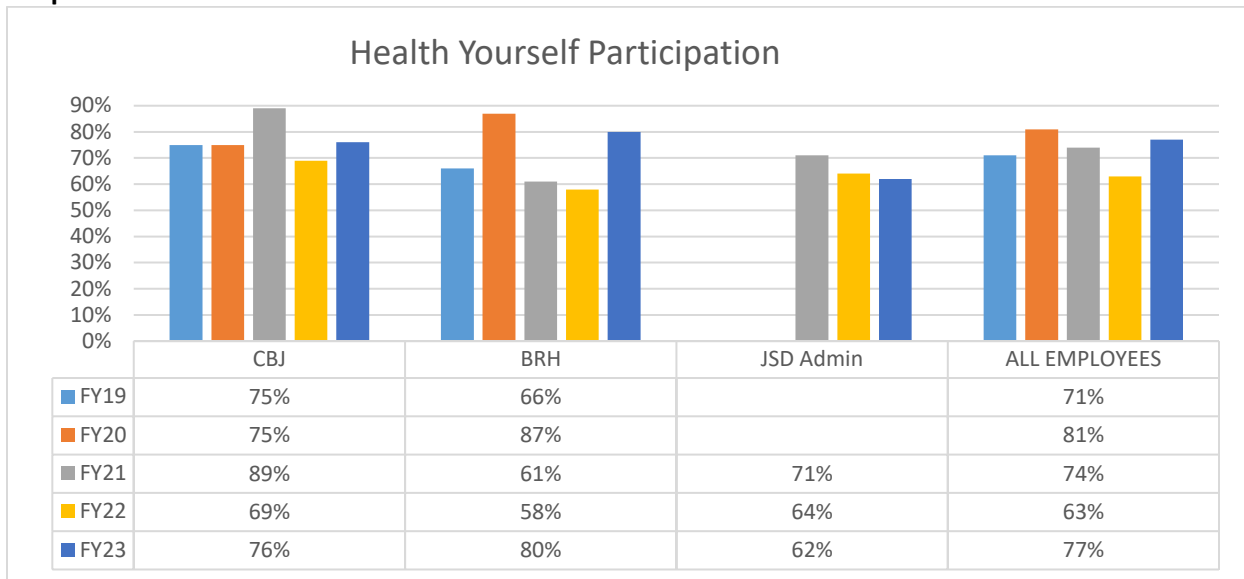


Overall employee participation in the program increased from the previous two years. Table 1 and Graph 4 show overall participation in at least one of the FY23 activities; 76%, 80%, and 62% of CBJ, BRH, and JSD admin employees respectively participated this year. These numbers reflect increased blood draw participation and a bounce back from COVID burnout numbers of the past two years. Hopefully employees can keep increasing their bandwidth for engagement and self-care as we move forward.

Table 1

	FY23 Unique Participants	FY23 Benefit Eligible	%
CBJ	387	510	76%
BRH	400	498	80%
JSD admin	24	39	62%
All Employees	811	1047	77%

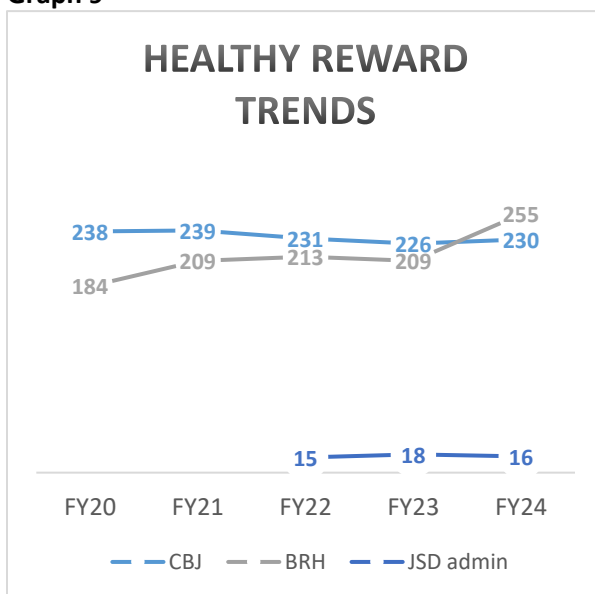
Graph 4



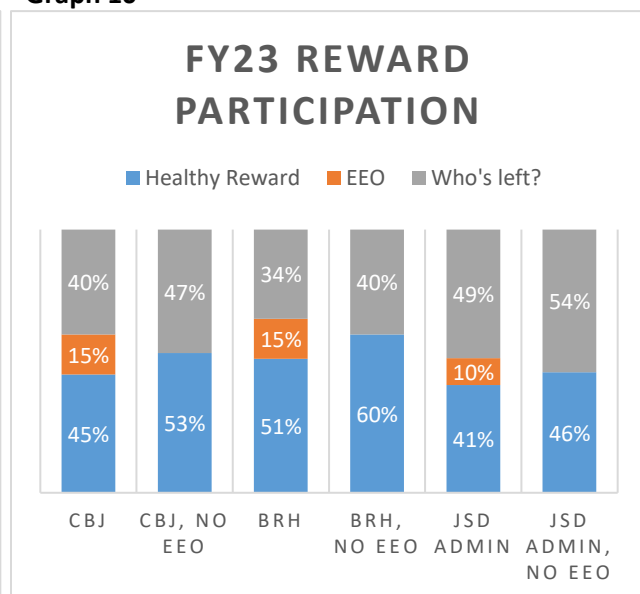
Healthy Rewards

The number of employees who earned the Healthy Reward slightly increased this year; 45% of CBJ employees, 51% of BRH employees, and 41% of JSD admin employees earned the FY24 reward. When those on the economy employee only (EEO) plans are omitted from the total number, CBJ reward participation increases to 53%, BRH to 60%, and JSD admin to 46% (graph 10). Note: reward year corresponds to the year in which participants receive the reward; FY23 activities qualified for the FY24 reward.

Graph 9



Graph 10



This year there were 56 new CBJ rewardees, 90 new BRH rewardees, and 3 new JSD admin rewardees. A total of 52 CBJ, 44 BRH, and 3 JSD admin past rewardees did not qualify this year, including terminated employees. This is a remarkably high swing- doubling the swings of past years, to reflect the high turnover in staffing this past year.

Amidst high turnover and post-pandemic fatigue, employees notably find high value in the programs we offer. In today's competitive job market, Health Yourself is a recruitment and retention asset to all three of our organizations.

- “On a busy day, please know that I am incredibly impressed with this wellness program. Seeing doctors for annual visits leaves such huge times between opportunities to ask questions about your health, and I never found my doctors to spare any time on focusing on healthy living discussions. I am grateful that my job with CBJ includes this benefit.”
- “I really appreciate the wellness program. I can't participate in everything, but the resources are great and I'm really making (permanent) changes in my overall lifestyle. (It's taken years, but I've made incredible changes, lifestyle-wise and with the way I think about food.) I consider the wellness program to be one of the perks of working at the hospital.”
- “I think this is the most important program CBJ offers. It gives us real metrics and ways to improve our health. It has certainly been a main driver for some of my lifestyle changes (more sleep!!!).”