

# Harford County Sheriff's Office



## Wellness Incentive Program

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## History

### Health & Wellness Coordinator

Joseph J. Mina

#### **History:**

- 1996 First Personal Trainer Certifications for Fitness Instructors
- 1999 First Master Fitness Specialists thru Cooper Institute
- 2007 In-Service testing to develop aggregate report on agency wellness
- 2008 Discussed Strategic Plan for Wellness Program
- 2009-10 Developmental stages of plan continues
- 2011 Continued planning
- 2012 Proposal for HCSO Wellness Program (February)
- 2012 Research, development, planning, documents etc. (June-Dec)
- 2013 Officially kicked off program February 2013
- 2013 May-Life Line Screening for entire agency (Cardio Testing) plus teamed up with UC Health for additional screenings
- 2013 Opened 2 new fitness facilities for all agency members (Aug)
- 2013 October 1- kicked off the incentive program with 185 members

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## History (continued)

### **Staffing:**

Consists of one part-time administrator of the Wellness Incentive Program and one fitness instructor who assists periodically

### **Wellness Program:**

- *Change* the “culture of the agency”
- Two incentive tracks developed to encompass all agency members at various fitness levels
- Simplistic system to monitor progress of employees, create reports, send communication, set up challenges, add rewards, and can be set up to organizations’ specifics
- Monetary incentive rewarded semiannually for each track
- Created a manual for the program
- Orientation of equipment and Agreement of Rules and Release and Waiver of Liability form required for use of any of the three facilities
- Developed improved policy for testing recruits and new hires

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## Health and Wellness Coordinator

- Certified Personal Trainer- NSPA and Cooper Institute
- 30 years’ law enforcement experience with HCSO (retired Captain) and assisted with the Training Academy as lead fitness instructor (1994-2002)
- Bachelor of science degree in management from Wilkes University in 1981
- Certified in Functional Movement Systems
- Great working relationships with many health professionals (e.g., UC Health, Life Line, Arena Club [Mike Edge], Jayne Klein, Dr. Sean Curtin, Dr. Lisa Faulkner, Drayer Physical Therapy, Gold Medal Physical Therapy)
- Head college and high school baseball coach and baseball camp instructor with Phillie Baseball Academy and Phillie Phantasy Camp

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## H&W Coordinator-Responsibilities

- Responsible for the monitoring of the Harford Co. Sheriff's Office Wellness Incentive Program.
- Responsible for data entry, reports, personally contacting agency members, phone calls, training, and monitoring FitKik software, as it relates to Wellness program.
- Responsible for setting up health fairs, seminars, workshops, updating the wellness program calendar and folder, etc. for all agency members.
- Responsible for administering orientations into the program and also demonstrating the use of the equipment to new members.
- Responsible for the general cleanliness of the Southern Precinct, Northern Precinct, and the Detention Center fitness rooms and the equipment.
- Responsible for monitoring the condition of the equipment and corresponding with the contracted organization to do maintenance and repairs on the equipment.
- Responsible for setting up, corresponding with the Board of Education for site permissions on physical testing dates, testing, recording scores; create report and forward results to the Budget Manager for incentive distribution on wellness members semi-annually.

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## Responsibilities (continued)

- Responsible for assisting Personnel and the Fitness Instructors with the physical testing qualifications of the hiring process.
- Responsible for helping to develop agency policy as it relates to fitness standards.
- Responsible for making agency and outside presentations promoting the HCSO Wellness Program.
- Responsible for keeping up on various certifications and trainings to enhance the quality of the program and required education.
- Responsible for searching for grants to promote and enhance the Wellness Program.
- Responsible for communicating with and updating the Sheriff and/or Colonel on the Wellness Program
- Any other item related to the Wellness Incentive Program or other duties as directed by the Sheriff or his designee.

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## Scope



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## Highlights

- Purpose - **“change** the culture of the agency”
- Voluntary program available to all agency members
- Easy and free to join
- Very little paperwork
- Tangible incentives
- Three fitness centers on-site
- Need physician to sign form (SO-151), plus a yearly physical to remain in the program
- Wear own device (FitBit, Apple Watch, Garmin, etc.) to track physical activity
- Incentives rewarded twice a year (April and October)
- Track 1 versus Track 2
- Agency-set standards (600,000 minimum steps every 6 months)
- Manual explains all of the procedures and answers questions about the program

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# Track 1

- Physical from physician required to start (**then yearly physical thereafter**)
- Physical fitness test required
- Must wear some type of tracking device and have **NUDGE** app on iPhone or Android
- Any classification can participate
- Based on Cooper Standards (correlated with hiring process)
- Based on average percent fitness level
- **Monetary reward every 6 months**
  - 40% = \$175                      70% = \$300
  - 50% = \$225                      80% = \$350
  - 60% = \$250                      90% = \$400
- **Must complete all tests**
- Achieve minimum standard set of 600,000 steps
- Receive **additional** incentive of **\$50** if member completes two nonphysical activities
- Added to payroll check after all testing is completed

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## Cooper Fitness Norms Single Norms

Category	Percentile	Push-ups (Number)	Sit-ups (Number)	1.5 Mile Run (Min/Sec)	300 Meter Run (Seconds)
<b>Superior</b>	99	62	48	9:07	36
	95	43	45	10:52	44
<b>Excellent</b>	90	38	42	11:38	48
	85	34	39	12:20	51
	80	32	37	12:51	54
<b>Good</b>	75	29	35	13:13	55
	70	26	34	13:35	57
	65	24	33	13:54	59
	60	23	32	14:15	60
<b>Fair</b>	55	22	31	14:28	62
	50	21	29	14:46	64
	45	19	28	14:59	66
	40	18	27	15:20	68
<b>Poor</b>	35	16	26	15:37	70
	30	15	25	15:50	72
	25	14	24	16:11	75
	20	12	22	16:31	77
<b>Very Poor</b>	15	11	20	16:39	81
	10	10	18	17:18	85
	5	6	15	17:32	92

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## Track 2

- Physical required prior to start (**then yearly physical thereafter**)
- Must wear some type of activity-tracking device, plus NUDGE app
- **No physical fitness test**
- Any classification can participate
- Minimum 600,000 steps required (agency-set standards)
- **Required to have two nonphysical activities**
- Monetary reward based on number of steps every 6 months
  - 600,000 steps = \$175
  - 1,000,000 steps = \$200
  - 1,500,000 steps = \$225
  - 2,000,000 steps = \$250
  - 2,500,000+ steps = \$275

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## NUDGE App

- An interactive wellness platform
- Simple to use
- Syncs with 100-plus apps and devices
- Easy tools for administrators to use
- Communications via phone allowing easy messaging
- Social accountability and challenges
- Monthly Excel report, with the following data
  - **Total steps**
  - **Minutes of cardio**
  - **Hours of sleep**
  - **Hydration**
  - **Nutrition tracker/guide**
- Easy setup
- Simple pricing (very affordable)

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## Data/Spreadsheets

Excel spreadsheet to document

- Active members in the program
- Nonphysical activities (doctors visits)
- Monthly and incentive period stats
- Test scores for Track 1

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## Southern Precinct



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## Southern Precinct



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## Southern Precinct



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## Northern Precinct



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## Northern Precinct



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## Detention Center



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## Detention Center



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## Detention Center



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## Challenges Faced

- ❖ County/local government
  - Waiver forms
  - Liability
- ❖ Personnel
  - Roll calls and group meetings
  - Union/representatives
- ❖ Funding
- ❖ Agency leadership
- ❖ Facilities
- ❖ Partnerships with local health professionals

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## The New and Improved Tim Keggin's



- Tim lost more than **100 pounds** in a year by just walking
- He changed his eating habits and modified his diet
- Prior to the start of the program, he was on **four** medications
- After one year, he is down to **one** because of metabolism change/exercise
- He was skeptical at first, but friendly updates, encouragements, and peer challenges helped
- He is more physically active than before

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