

BREC EMPLOYEE WELLNESS

Spirit

Body

Mind

2021-2022 PROGRAM





WELL-BEING WHILE AT WORK

The BREC Employee Wellness Program is designed to help you live a healthier lifestyle, manage and lower your health risks and keep a focus on greater overall well-being. All BREC employees covered under the health plan are eligible to participate. Participation is not mandatory, however you will not be eligible for the preferred premium rate if you do not meet the minimum requirements listed in this guide.

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Wellness Coaching Visits

All full-time employees are encouraged to actively participate in the wellness program.

FOR INSURED EMPLOYEES ONLY: Although participation is totally voluntary, if you choose not to participate, your health insurance premium will increase by \$20 per pay period.



PROGRAM HISTORY AND FUTURE

2010- 2021

11TH YEAR OF BREC EMPLOYEE WELLNESS PROGRAM

The BREC employee wellness program was developed and implemented to offer BREC employees an opportunity to improve upon and maintain their health and quality of life. BREC partnered with SB Wellness Group to provide employees with customized programming options geared toward the specific areas of health that need improvement. The wellness program is an avenue for employees to achieve better, more healthful living.

OUTSTANDING STATS SINCE START OF PROGRAM

- BREC has had 85 to 95% of employee participation in the annual health fair for the past 7 years.
- For those employees who completed both 2019 & 2020 Annual Health Fair screening:
 - 66% had a positive trend in BMI (either lost or maintained their body weight)
 - 50% Lowered their Total Cholesterol
 - 45% Increased their HDL Cholesterol (good cholesterol)
 - 41% Lowered their Blood Glucose

BREC'S FUTURE WELLNESS PROGRAM GOALS:

- **Goal #1** - Continue to provide exemplary wellness services to BREC employees that improve productivity, employee engagement, and satisfaction.
- **Goal #2** - Offer customized wellness that helps improve health status of employees and reduces healthcare costs.
- **Goal #3** - Be a leader in the Baton Rouge community in the arena of health and well-being and attract the best talent.

BREC'S EMPLOYEE PREFERRED PREMIUM PROGRAM



The annual wellness program kicks off at the health fair during Open Enrollment 11-1-2021.
You must actively participate in the steps below to meet the preferred premium requirements.

STEP 1

Deadline December 31st, 2021



BIOMETRIC HEALTH SCREENING

Get your Biometric Health Screenings at Open Enrollment, at the makeup health fair or in the comfort of your personal health care provider's office.

Onsite Biometric Screening: The goal is to give you information about your health in an easy, convenient and private manner. You will complete a simple registration and personal health questionnaire followed by a lipid panel plus blood glucose (done with a simple finger stick), weight risk assessment, and blood pressure reading.

STEP 2

Deadline December 31st, 2021



INITIAL HEALTH COACHING

Complete your initial coaching session with SB Wellness Staff during open enrollment.

Initial Coaching Session: Immediately following your biometric screening you will meet with a health coach for an Individualized consultation and health coaching to discuss results and wellness goals. You will receive a full report of your results, coaching recommendations and health and wellness goals.

STEP 3

Deadline August 22, 2022



ADDITIONAL HEALTH COACHING + CUSTOMIZED WELLNESS PROGRAMMING

All participants must complete **at least ONE additional health coaching session with SB Wellness Group**. In addition, you are required to complete the customized program for you. (See Page 5)

Step 4 Customized Programming

All participants must complete at least ONE additional health coaching session with SB Wellness Group. These sessions will be offered on-site, once per quarter (February, May & August)

In addition, program participants insured under BREC's Blue Cross Blue Shield health insurance plan will be guided to one of the following based on your 2021 Health Fair screening results

#1: Additional Coaching or Wellness Activity

Those with two or less risk factors for metabolic syndrome can choose between more check-ins with health coaching sessions or another activity (see Page 6 for options).

Metabolic Syndrome Risk Factors include: High Abdominal Circumference, Elevated Blood Pressure, Low HDL (good cholesterol), Elevated Triglycerides, Elevated Blood Glucose

#2 Metabolic Risk Reduction Program

Those with three or more risk factors for metabolic syndrome as determined at the Health Fair or with healthcare provider are required to participate in monthly on-site coaching sessions in 2022 for four of seven months offered.



Monthly high-risk coaching at your location or one nearby SB Wellness Group Coaches will be on-site each month to walk you through the Break the Cycle program and coach you one-on-one to help you make significant lifestyle behavior changes, set realistic goals and answer your health and wellness questions. Having Metabolic Syndrome significantly increases a person's risk for cardiovascular disease and diabetes. You will find out what your level of risk is, if any, at your 2021 health fair.



ADDITIONAL WELLNESS ACTIVITIES

Complete at least one of the following wellness activities by each quarterly deadline date:

- Participate in monthly Metabolic Risk Reduction Program with SB Wellness Group (required for those with three or more risk factors) **Aug. 31st Deadline**
- Participate in a local fun run, race, etc. (bring registration or number for proof)
- Any annual screening (eye doctor, dental, skin cancer screen, gender specific /must provide proof)
- Work out at a gym an average of two times a week (must bring in proof)
- Meet any measurable goals at your quarterly assessments (weight, waist, blood pressure)

*If you feel like you participate in a wellness activity that qualifies, see Shanda Crosby in HR for approval.

PROGRAM TIMELINE

NOVEMBER 2021

Annual Health Fair / Biometric Screening & Initial Wellness Coaching

JANUARY 2022

Metabolic Syndrome Coaching Visits

FEBRUARY 2022

Quarter 1 Wellness Coaching Visits
Kickoff for the Body Challenge

MARCH 2022

Metabolic Syndrome Coaching Visits

APRIL 2022

Metabolic Syndrome Coaching Visits

MAY 2022

Quarter 2 Wellness Coaching Visits
Kickoff for the Mind Challenge

JULY 2022

Metabolic Syndrome Coaching Visits

AUGUST 2022

Quarter 3 Wellness Coaching Visits
Kickoff for the Spirit Challenge

Wellness Coaching Visits

January 2022

COACHING SESSION LOCATION	DATE	TIME
Burbank Maintenance Shop	January 3rd	6:30 - 7:30 AM
Oak Villa Maintenance Shop	January 4th	6:30 - 7:30 AM
Farr Maintenance Shop	January 5th	6:30 - 7:30 AM
Forest Park Maintenance Shop	January 6th	6:30 - 7:30 AM
Womack Administrative Building	January 7th	9 AM - 12 PM
Plank Rd. Maintenance Shop	January 11th	6:30 - 7:15 AM
Greenwood Maintenance & Arboretum	January 11th	6:30 - 7:30 AM
Baton Rouge Zoo - TBA	January 11th	9:00 - 10:00 AM
Santa Maria	January 12th	11 AM - 12 PM
North Sherwood	January 13th	6:30 - 7:30 AM

February 2022

QUARTERLY SESSION LOCATION	DATE	TIME
Oak Villa Maintenance Shop	February 1st	6:30 - 7:30 AM
Farr Maintenance Shop	February 2nd	6:30 - 7:30 AM
Forest Park Maintenance Shop	February 3rd	6:30 - 7:30 AM
Womack Administrative Building	February 4th	9 AM - 12 PM
Burbank Maintenance Shop	February 7th	6:30 - 7:30 AM
Greenwood Maintenance & Arboretum	February 8th	6:30 - 7:30 AM
Plank Rd. Maintenance Shop	February 8th	6:30 - 7:15 AM
Baton Rouge Zoo - TBA	February 8th	9:00 - 10:00 AM
Santa Maria	February 9th	11 AM - 12 PM
North Sherwood	February 10th	6:00 - 8:00 AM



QUARTER 1 CHALLENGE: BODY (Blood Pressure and Heart Health Focus)
Set goals with your health coach in February. Lower your high blood pressure or maintain a healthy level by next quarterly visit in May 2022 to be entered into the prize drawing.

March 2022

COACHING SESSION LOCATION	DATE	TIME
Oak Villa Maintenance Shop	March 1st	6:30 - 7:30 AM
Farr Maintenance Shop	March 2nd	6:30 - 7:30 AM
Forest Park Maintenance Shop	March 3rd	6:30 - 7:30 AM
Womack Administrative Building	March 4th	9 AM - 12 PM
Burbank Maintenance Shop	March 7th	6:30 - 7:30 AM
Plank Rd. Maintenance Shop	March 8th	6:30 - 7:15 AM
Greenwood Maintenance & Arboretum	March 8th	6:30 - 7:30 AM
Baton Rouge Zoo - TBA	March 8th	9:00 - 10:00 AM
Santa Maria	March 9th	11 AM - 12 PM
North Sherwood	March 10th	6:30 - 7:30 AM

Wellness Coaching Visits

April 2022

COACHING SESSION LOCATION	DATE	TIME
Burbank Maintenance Shop	April 4th	6:30 – 7:30 AM
Oak Villa Maintenance Shop	April 5th	6:30 – 7:30 AM
Farr Maintenance Shop	April 6th	6:30 – 7:30 AM
Forest Park Maintenance Shop	April 7th	6:30 – 7:30 AM
Womack Administrative Building	April 8th	9 AM – 12 PM
Plank Rd. Maintenance Shop	April 12th	6:30 – 7:15 AM
Greenwood Maintenance & Arboretum	April 12th	6:30 – 7:30 AM
Baton Rouge Zoo - TBA	April 12th	9:00 – 10:00 AM
Santa Maria	April 13th	11 AM – 12 PM
North Sherwood	April 14th	6:30 – 7:30 AM

May 2022

QUARTERLY SESSION LOCATION	DATE	TIME
Burbank Maintenance Shop	May 2nd	6:30 – 7:30 AM
Oak Villa Maintenance Shop	May 3rd	6:30 – 7:30 AM
Farr Maintenance Shop	May 4th	6:30 – 7:30 AM
Forest Park Maintenance Shop	May 5th	6:30 – 7:30 AM
Womack Administrative Building	May 6th	9 AM – 12 PM
Plank Rd. Maintenance Shop	May 10th	6:30 – 7:15 AM
Greenwood Maintenance & Arboretum	May 10th	6:30 – 7:30 AM
Baton Rouge Zoo - TBA	May 10th	9:00 – 10:00 AM
Santa Maria	May 11th	11 AM – 12 PM
North Sherwood	May 12th	6:00 – 8:00 AM



QUARTER 2 CHALLENGE: MIND (Step up your Mental Well-Being)

Join the 4-Week Steps Challenge and participate in the scheduled onsite Stress Breaks or complete your own Mental Health Breaks to be entered into the prize drawings.

July 2022

COACHING SESSION LOCATION	DATE	TIME
Oak Villa Maintenance Shop	July 5th	6:30 – 7:30 AM
Farr Maintenance Shop	July 6th	6:30 – 7:30 AM
Forest Park Maintenance Shop	July 7th	6:30 – 7:30 AM
Womack Administrative Building	July 8th	9 AM – 12 PM
Burbank Maintenance Shop	July 11th	6:30 – 7:30 AM
Plank Rd. Maintenance Shop	July 12th	6:30 – 7:15 AM
Greenwood Maintenance & Arboretum	July 12th	6:30 – 7:30 AM
Baton Rouge Zoo - TBA	July 12th	9:00 – 10:00 AM
Santa Maria	July 13th	11 AM – 12 PM
North Sherwood	July 14th	6:30 – 7:30 AM

Wellness Coaching Visits

August 2022

COACHING SESSION LOCATION	DATE	TIME
Burbank Maintenance Shop	August 1st	6:30 - 7:30 AM
Oak Villa Maintenance Shop	August 2nd	6:30 - 7:30 AM
Farr Maintenance Shop	August 3rd	6:30 - 7:30 AM
Forest Park Maintenance Shop	August 4th	6:30 - 7:30 AM
Womack Administrative Building	August 5th	9 AM - 12 PM
Plank Rd. Maintenance Shop	August 9th	6:30 - 7:30 AM
Greenwood Maintenance & Arboretum	August 9th	6:30 - 7:15 AM
Baton Rouge Zoo - TBA	August 9th	9:00 - 10:00 AM
Santa Maria	August 10th	11 AM - 12 PM
North Sherwood	August 11th	6:00 - 8:00 AM



QUARTER 3 CHALLENGE: SPIRIT (Self-Care BINGO)

Complete the provided Wellness BINGO Card and turn it into your health coach at the November 2022 Health Fair to be entered into the prize drawings.

Final Notes / Contact Info

FOR ANY QUESTIONS:

Shanda Crosby

Benefits Administrator, Human Resources

6201 Florida Boulevard / Baton Rouge, LA 70806

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scrosby@brec.org

Frequently Asked Questions

Who can participate in the Wellness Program?

ALL FULL- TIME EMPLOYEES can participate in the program. Although the premium requirements only impact those insured under the health plan, all full-time employees are encouraged to participate.

How do I get started with the program?

The best way to get started is to attend the initial health fair and biometric screening during open enrollment. If you miss the health fair or become employed after open enrollment, you can still begin participating in the program during any of the scheduled visits listed on pages 7-9.

What is the purpose of the biometric screenings and wellness coaching?

SB Wellness Group will help you identify and flag health risks and any issues you wish to address. You will be provided with reports on results during each visit. SB Wellness Coaches will guide you to set individual lifestyle and behavior change goals like quitting smoking, losing weight or improving dietary needs. Your coach can also provide resources and referral where needed. Coaching will help you focus on lifestyle changes that will improve your health status, better manage any current disease states, and encourage healthy lifestyle change. Your health coach can help you make incremental, but meaningful changes that will improve your overall well-being.

Do I have to get my coaching session at the location closest to me or may I opt to visit another site location?

You can attend the coaching and quarterly sessions at any of the locations listed in the schedule on pages 7-9. If you miss a session at your location, you can attend another.

Do I pay for coaching sessions?

All requirements and activities included in the BREC Employee Wellness Program are offered free of charge to all full time employees. BREC cares about the health of their employees and the coaching sessions are offered as an additional employee benefit in order to support you in lowering your health risks and achieving a healthier lifestyle.

Are screening and coaching sessions one-on-one or group sessions?

All screening and coaching sessions are done individually. Your biometric and quarterly screenings are kept private and confidential. SB Wellness takes all necessary steps to make the process comfortable and secure. Your coaching sessions are all done one-on-one with only your coach. Your results and coaching notes are not shared with any other BREC employees or administration.

