

2016 WORKSITE WELLNESS SCORECARD REPORT

STATE OF NEVADA



DEPARTMENT OF HEALTH AND HUMAN SERVICES
DIVISION OF PUBLIC AND BEHAVIORAL HEALTH

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Key Findings

The Nevada Division of Public and Behavioral Health (DPBH) scored 134 out of 264 total possible points on the Centers for Disease Control and Prevention (CDC) Worksite Health ScoreCard (HSC), which was below the national average of 157. There is room to improve the current worksite environment at DPBH. The focus areas being identified include: Nutrition, Weight Management, Physical Activity, Stress Management and Emergency response to heart attack and stroke.

Introduction

In 2015, the leading causes of death in Nevada were diseases of the heart, cancer, chronic lower respiratory diseases, accidents, and cerebrovascular diseases.¹ The medical expenditure for chronic diseases, including arthritis, asthma, cancer, cardiovascular diseases, depression and diabetes, in Nevada is estimated to be \$6.4 billion, and such cost is anticipated to increase to \$14 billion in 2020.² Furthermore, the absenteeism costs due to chronic diseases is estimated to be \$432 million in Nevada.² The chronic disease epidemic is threatening businesses' competitiveness in Nevada, because of lost productivity and unsustainable health care costs. The worksite wellness program takes advantage of employers' access to employees, as employees spend an average of 35% of their total waking hours at work.^{3,4} Approximately half of U.S. employers offer worksite wellness programs, and larger employers are more likely to have more complex wellness programs.⁴

Methodology

The HSC is a tool developed by CDC to help employers assess the extent to which they have implemented evidence-based worksite wellness interventions.³ The methodology being utilized to develop the HSC can be found on the CDC website.³ Briefly, HSC generates two scores – a total HSC score and individual scores for each of the 15 topics that are scored except for Community Resources. A higher score indicates that a worksite has adopted more strategies or has a higher percentage of high-impact strategies in place.³ In order to assess the extent to which evidence-based strategies have been adopted by the DPBH, the Worksite Wellness Committee members divided the 15 topics of HSC and each committee member completed the checklist of assigned topics in January 2016. Once the committee members completed the HSC checklists, the representative from the State of Nevada Public Employees' Benefit Program (PEBP) reviewed the checklist and the feedback was received in February 2016. If there were any conflicting answers between the committee members and the PEBP representative, then the answers reflected the responses provided by the PEBP representative.



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Results

Overall, DPBH scored 134 out of 264 total possible points on HSC in 2016, below the national average of 157 (Figure 1). Figure 2 presents comparison of the HSC scores for 15 topics between DPBH and the national average. The following are areas where DPBH scored particularly higher or lower than the national average.

Higher than the national average:

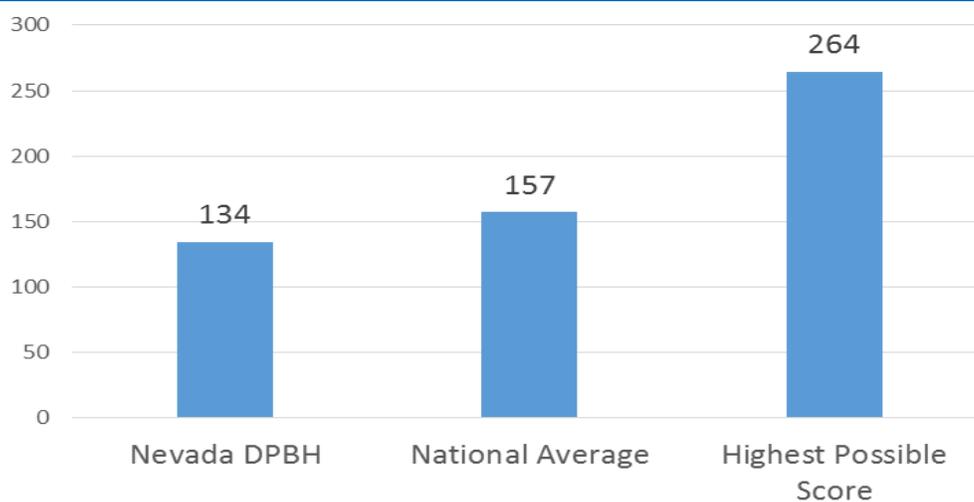
- ◆ Diabetes
- ◆ High blood pressure
- ◆ High cholesterol
- ◆ Vaccine preventable disease
- ◆ Signs and symptoms of heart attack and stroke

Lower than the national average:

- ◆ Physical activity
- ◆ Weight management
- ◆ Emergency response to heart attack and stroke
- ◆ Nutrition
- ◆ Stress management

For more detailed results, please refer to the Appendix I: DPBH’s Worksite Wellness ScoreCard 2016.

Figure 1: Nevada Division of Public and Behavioral Health 2016 Summary Benchmark Report—Overall Total



Worksite Wellness

DPBH’s Overall Score:

DPBH scored 134 out of 264 total possible points on the HSC, below the national average of 157.



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Recommendations

Here are the main recommendations that emerged from the HSC scores:

- 1) Share the HSC results with the Worksite Wellness Committee, employees of DPBH, administrators and other stakeholders.
- 2) Focus on the health topic areas with low scores to increase the implementation of evidence-based strategies.
- 3) Review the point values assigned to each of the recommended strategies within the focus areas, and decide which strategy is feasible for implementation. Consider costs, ease of implementation, organizational needs, readiness of employees, administrative interests and the support from Worksite Wellness Committee.

For example, one of the evidence-based strategies for tobacco control at worksite is to “have a written policy banning tobacco use at your worksite,” and its impact factor is 3 with a scale of 1 being the lowest and 3 being the highest. DPBH’s tobacco control program has been advocating for passing the smoke free policy at DPBH campus and has been working with the administrators of DPBH. Thus, this strategy should be identified feasible in terms of organizational needs and readiness.

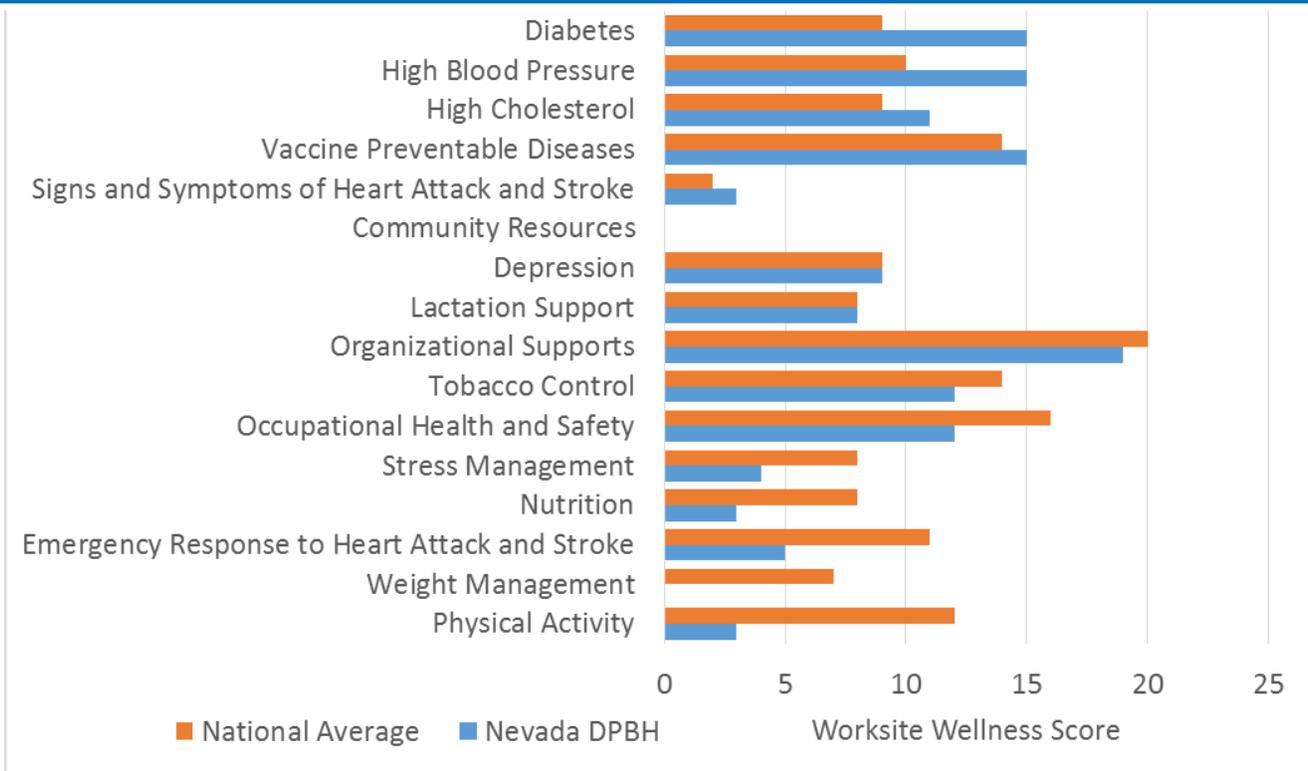
- 4) Collaboratively work with the existing health promotion or disease prevention programs within the DPBH, such as Immunization, Heart and Stroke, Diabetes and Tobacco Control Programs, as these programs might share the common interests in implementation of evidence-based strategies.
- 5) Conduct employee survey to assess which worksite wellness evidence-based strategies are supported by the employees of DPBH.
- 6) Determine the DPBH’s potential financial investment in worksite wellness over the next 12 to 24 months. Discuss what incentives can be offered to encourage employee participation in worksite wellness activities, such as:
 - Reduced insurance premiums/deductibles
 - Paid time off
 - Cash incentives per person per year
 - Competitions with prizes
 - Subsidized gym memberships
 - Token rewards (T-shirts, water bottles, etc.)
 - Recognition
- 7) Recruit the committee members from the other divisions within the Nevada Department of Health and Human Services to expand the adaptation and impact of worksite wellness strategies.
- 8) Develop an evaluation plan to assess the process and outcome of the program.

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Conclusion

Although chronic diseases are among the most common and costly of all health problems in Nevada, adopting healthy lifestyles can help prevent them.³ A wellness program that seeks to keep employees healthy is a key long-term strategy that employers can use to manage their workforce.³ Previous studies have shown well-designed worksite wellness could create improvements in physical activity, dietary intake, weight management, cholesterol levels, and blood pressure.⁴ It is estimated that participation in a wellness program over two to five years is associated with a trend toward lower health care costs and decreasing health care use.⁴⁻⁷ Participation in a worksite wellness program can reduce medical and absenteeism expenditures by 25%.⁸ A literature review suggests that the return on investment for medical costs was \$3.27 for every dollar spent, and the return on investment for absenteeism was \$2.73 for every dollar spent.⁹ As the results of HSC indicates, there is room for DPBH to implement evidence-based worksite wellness strategies to make changes in our worksite environment, help employees adopt healthier lifestyles, and lower employees' risk of developing costly chronic diseases.

Figure 2: Implementation of Worksite Wellness Strategies in 15 topics Comparison between DPBH and National Average



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Appendix I: DPBH's Worksite Wellness ScoreCard 2016



State of Nevada
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Bureau of Child, Family and Community Wellness
Nevada Division of Public and Behavioral Health



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DPBH's Overall Worksite Wellness Score

Overall, DPBH scored 134 out of 264 total possible points on CDC's Worksite Wellness ScoreCard. DPBH's score was below the national average of 157.



GREAT JOB!

Topics listed in this section were scored above the national average.

Topics	Nevada	National Average	Total Possible Score
Diabetes	15	9	15
High Blood Pressure	15	10	17
High Cholesterol	11	9	15
Vaccine Preventable Diseases	15	14	18
Signs and Symptoms of Heart Attack and Stroke	3	2	4

FAIR JOB

Topics listed in this section were scored at or around the national average.

Topics	Nevada	National Average	Total Possible Score
Depression	9	9	18
Lactation Support	8	8	15
Organizational Supports	19	20	33
Tobacco Control	12	14	19
Occupational Health and Safety	12	16	22

POOR JOB

Topics listed in this section were scored well below the national average.

Topic	Nevada	National Average	Total Possible Score
Stress Management	4	8	14
Nutrition	3	8	21
Emergency Response to Heart Attack and Stroke	5	11	17
Physical Activity	3	12	24
Weight Management	0	7	12

Diabetes—DPBH’s Worksite Wellness Score



For diabetes prevention strategies, DPBH scored 15 out of 15 total possible points (100%) on CDC’s Worksite Wellness ScoreCard. DPBH’s score was well above the national average of 9 out of 15 (60%).

<div style="border: 2px solid green; border-radius: 15px; padding: 5px; display: inline-block;">GREAT JOB!</div> During the past 12 months, DPBH has...	Nevada	Possible Score
Provided free or subsidized pre-diabetes and diabetes risk factor self-assessments (beyond Health Risk Appraisals/ Assessments [HRA]) and feedback, followed by blood glucose screening and clinical referral when appropriate.	3	3
Provided brochures, videos, posters, pamphlets, newsletters, or other written or online information that address the risks of diabetes.	1	1
Provided a series of educational seminars, workshops, or classes on preventing and controlling diabetes.	3	3
Provided one-on-one or group lifestyle counseling and follow-up monitoring for employees who have abnormal blood glucose levels (pre-diabetes or diabetes).	3	3
Provided free or subsidized self-management programs for diabetes control.	3	3
Provided health insurance coverage with no or low out-of-pocket costs for diabetes medications and supplies for diabetes management (glucose test strips, needles, monitoring kits).	2	2
	Nevada	Possible Score
Total Score	<u>15</u>	15

High Blood Pressure—DPBH’s Worksite Wellness Score



For strategies related to high blood pressure, DPBH scored 15 out of 17 total possible points (88%) on CDC’s Worksite Wellness ScoreCard. DPBH’s score was above the national average of 10 out of 15 (67%).

<div style="border: 2px solid green; border-radius: 15px; padding: 5px; display: inline-block;">GREAT JOB!</div> During the past 12 months, DPBH has...		Nevada	Possible Score
Provided free or subsidized blood pressure screening (beyond Health Risk Appraisals/Assessments [HRA]) followed by directed feedback and clinical referral when appropriate.		3	3
Provided brochures, videos, posters, pamphlets, newsletters, or other written or online information that address the risks of high blood pressure.		1	1
Provided a series of educational seminars, workshops, or classes on preventing and controlling high blood pressure.		3	3
Provided one-on-one or group lifestyle counseling and follow-up monitoring for employees with high blood pressure or pre-hypertension.		3	3
Provided free or subsidized self-management programs for blood pressure control and prevention.		3	3
Provided health insurance coverage with no or low out-of-pocket costs for blood pressure control medications.		2	2
<div style="border: 2px solid red; border-radius: 15px; padding: 5px; display: inline-block;">POOR JOB</div> During the past 12 months, DPBH did not...			
Make blood pressure monitoring devices available with instructions for employees to conduct their own self assessments.		0	2
		Nevada	Possible Score
Total Score		<u>15</u>	17

High Cholesterol—DPBH’s Worksite Wellness Score



For strategies related to high cholesterol, DPBH scored 11 out of 15 total possible points (73%) on CDC’s Worksite Wellness ScoreCard. DPBH’s score was above the national average of 9 out of 15 (60%).

GREAT JOB! During the past 12 months, DPBH has...	Nevada	Possible Score
Provided free or subsidized cholesterol screening (beyond Health Risk Appraisals/Assessments [HRA]) followed by directed feedback and clinical referral when appropriate.	3	3
Provided one-on-one or group lifestyle counseling and follow-up monitoring for employees who have high cholesterol.	3	3
Provided free or subsidized self-management programs for cholesterol or lipid control.	3	3
Provided health insurance coverage with no or low out-of-pocket costs for cholesterol or lipid control medications.	2	2
POOR JOB During the past 12 months, DPBH did not...		
Provide brochures, videos, posters, pamphlets, newsletters, or other written or online information that address the risks of high cholesterol.	0	1
Provide a series of educational seminars, workshops, or classes on preventing and controlling high cholesterol.	0	3
	Nevada	Possible Score
Total Score	<u>11</u>	15

Vaccine Preventable Disease—DPBH’s Worksite Wellness Score



For strategies related to vaccine preventable disease, DPBH scored 15 out of 18 total possible points (83%) on CDC’s Worksite Wellness ScoreCard. DPBH’s score was below the national average of 14 out of 18 (78%).

GREAT JOB!

During the past 12 months, DPBH has...

	Nevada	Possible Score
Provided health insurance coverage with no or low out-of-pocket costs for influenza (flu) vaccination.	3	3
Provided health insurance coverage with no or low out-of-pocket costs for vaccinations other than influenza (flu) (e.g., pneumococcal or Tdap vaccines).	3	3
Conducted influenza (flu) vaccinations at your worksite.	3	3
Provided influenza (flu) vaccinations at your worksite with no or low out-of-pocket costs to employees.	3	3
Promoted influenza (flu) vaccinations through brochures, videos, posters, pamphlets, newsletters or other written or online information that address the benefits of influenza vaccinations.	3	3

POOR JOB

During the past 12 months, DPBH did not...

Provide vaccinations other than seasonal influenza (e.g. pneumococcal or Tdap) at your worksite with no or low out-of-pocket costs to employees.	0	3
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	Nevada	Possible Score
Total Score	<u>15</u>	18

Signs and Symptoms of Heart Attack and Stroke—DPBH’s Worksite Wellness Score



For strategies related to signs and symptoms of heart attack and stroke, DPBH scored 3 out of 4 total possible points (75%) on CDC’s Worksite Wellness ScoreCard. DPBH’s score was above the national average of 2 out of 4 (50%).

GREAT JOB! During the past 12 months, DPBH has...		Nevada	Possible Score
Had posters or flyers in the common areas of your worksite (such as bulletin boards, kiosks, break rooms) that identify the signs and symptoms of a stroke and also convey that strokes are to be treated as emergencies.		1	1
Provided any other information on the signs and symptoms of heart attack through emails, newsletters, management communications, web sites, seminars or classes.		1	1
Provide any other information on the signs and symptoms of stroke through emails, newsletters, management communications, web sites, seminars or classes.		1	1
POOR JOB During the past 12 months, DPBH did not...		Nevada	Possible Score
Have posters or flyers in the common areas of your worksite (such as bulletin boards, kiosks, break rooms) that identify the signs and symptoms of a stroke and also convey that strokes are to be treated as emergencies.		0	1
Total Score		<u>3</u>	4

Depression—DPBH’s Worksite Wellness Score



For strategies related to depression, DPBH scored 9 out of 18 total possible points (50%) on CDC’s Worksite Wellness ScoreCard. DPBH’s score was at the national average of 9 out of 18 (50%).

GREAT JOB!	During the past 12 months, DPBH has...	Nevada	Possible Score
	Provided free or subsidized clinical screening for depression (beyond Health Risk Appraisals/Assessments [HRA]) followed-by directed feedback and clinical referral when appropriate.	3	3
	Provided one-on-one or group lifestyle counseling for employees with depression.	3	3
	Provided health insurance coverage with no or low out-of-pocket costs for depression medications and mental health counseling.	3	3

POOR JOB	During the past 12 months, DPBH did not...		
	Provide access to online or paper self-assessment depression screening tools.	0	2
	Provide brochures, videos, posters, pamphlets, newsletters, or other written or online information that address depression.	0	2
	Provide a series of educational seminars, workshops, or classes on preventing and treating depression.	0	3
	Provide training for managers on depression in the workplace.	0	2

	Nevada	Possible Score
Total Score	<u>9</u>	18

Lactation Support—DPBH’s Worksite Wellness Score

For strategies related to lactation support, DPBH scored 8 out of 15 total possible points (53%) on CDC’s Worksite Wellness ScoreCard. DPBH’s score was at the national average of 8 out of 15 (53%).



<div style="border: 2px solid green; border-radius: 15px; padding: 5px; display: inline-block;">GREAT JOB!</div> During the past 12 months, DPBH has...		Nevada	Possible Score
Provided a private space (other than a restroom) that may be used by an employee to express breast milk.		3	3
Provided access to a breast pump at the worksite.		3	3
Provide flexible paid or unpaid break times to allow mothers to pump breast milk.		2	2
<div style="border: 2px solid red; border-radius: 15px; padding: 5px; display: inline-block;">POOR JOB</div> During the past 12 months, DPBH did not...		Nevada	Possible Score
Have a written policy on breastfeeding for employees.		0	2
Provide free or subsidized breastfeeding support groups or educational classes.		0	3
Offer paid maternity leave, separate from any accrued sick leave, annual leave, or vacation time.		0	2
Total Score		<u>8</u>	15

Organizational Support—DPBH’s Worksite Wellness Score



For strategies related to lactation support, DPBH scored 19 out of 33 total possible points (58%) on CDC’s Worksite Wellness ScoreCard. DPBH’s score was below the national average of 20 out of 33 (61%).

GREAT JOB!	During the past 12 months, DPBH has...	Nevada	Possible Score
	Conduct employee health risk appraisals/assessments through vendors, on-site staff, or health plans and provide individual feedback plus health education.	3	3
	Tailor some health promotion programs and education materials to the language, literacy levels, culture, or readiness to change of various segments of the workforce.	3	3
	Use and combine incentives with other strategies to increase participation in health promotion programs.	2	2
	Have an active health promotion committee.	2	2
	Have a paid health promotion coordinator whose job (either part-time or full-time) is to implement a worksite wellness program.	2	2
	Conduct ongoing evaluations of health promotion programming that use multiple data sources.	2	2
	Provide flexible work scheduling policies.	2	2
	Promote and market health promotion programs to employees.	1	1
	Use examples of employees role modeling appropriate health behaviors or employee health-related "success stories" in the marketing materials.	1	1
	Make any health promotion programs available to family members.	1	1

POOR JOB	During the past 12 months, DPBH did not...	Nevada	Possible Score
	Have a champion(s) who is a strong advocate for the health promotion program.	0	2
	Have an annual budget or received dedicated funding for health promotion programs.	0	2
	Set annual organizational objectives for health promotion.	0	2
	Demonstrate organizational commitment and support of worksite health promotion at all levels of management.	0	2
	Use competitions when combined with additional interventions to support employees making behavior changes.	0	2
	Engage in other health initiatives throughout the community and support employee participation and volunteer efforts.	0	2
	Conduct an employee needs and interests assessment for planning health promotion activities.	0	1
	Include references to improving or maintaining employee health in the business objectives or organizational mission statement.	0	1

		Nevada	Possible Score
Total Score		<u>19</u>	33

Tobacco Control—DPBH’s Worksite Wellness Score



For strategies related to tobacco control, DPBH scored 12 out of 19 total possible points (63%) on CDC’s Worksite Wellness ScoreCard. DPBH’s score was below the national average of 14 out of 19 (74%).

GREAT JOB!	During the past 12 months, DPBH has...	Nevada	Possible Score
	Actively enforced a written policy banning tobacco use.	1	1
	Displayed signs (including 'no smoking' signs) with information about your tobacco-use policy.	1	1
	Provided health insurance coverage with no or low out-of-pocket costs for prescription tobacco cessation medications including nicotine replacement.	3	3
	Provided health insurance coverage with no or low out-of-pocket costs for FDA-approved over-the-counter nicotine replacement products.	2	2
	Provided or promoted free or subsidized tobacco cessation counseling.	2	2
	Informed employees about health insurance coverage or programs that include tobacco cessation medication and counseling.	2	2
	Do not allowed the sale of tobacco products on company property.	1	1

POOR JOB	During the past 12 months, DPBH did not...	Nevada	Possible Score
	Have a written policy banning tobacco use at your worksite.	0	3
	Refer tobacco users to a state or other tobacco cessation telephone quit line.	0	3
	Provide incentives for being a current nonuser of tobacco and for current tobacco users that are currently involved in a cessation class or actively quitting.	0	1

		Nevada	Possible Score
Total Score		<u>12</u>	19

Occupational Health and Safety—DPBH’s Worksite Wellness Score



For strategies related to occupational health and safety, DPBH scored 12 out of 22 total possible points (55%) on CDC’s Worksite Wellness ScoreCard. DPBH’s score was below the national average of 16 out of 22 (73%).

GREAT JOB!	During the past 12 months, DPBH has...	Nevada	Possible Score
	Employed or contracted for an occupational health and safety professional.	3	3
	Encouraged reporting of injuries and near misses.	3	3
	Had a program to investigate the causes of injuries or illnesses.	3	3
	Provided informational materials about health and safety at work to employees in most departments.	1	1
	Had the following policies or benefits for employees been in place. Paid time off (PTO) for days or hours due to illness of employees or dependents (full-time, non-exempt employees). [Note: non-exempt employees are those who are eligible to receive overtime pay if they work more than 40 hours in a week. Typically they are hourly workers.]	1	1
	Had the following policies or benefits for employees been in place. Paid vacation time or personal days or hours to full-time, non-exempt employees.	1	1

POOR JOB	During the past 12 months, DPBH did not...	Nevada	Possible Score
	Include improving or maintaining job health and safety in the business objectives or organizational mission statement.	0	1
	Have a written injury and illness prevention program.	0	2
	Provide opportunities for employee input on hazards and solutions.	0	3
	Provide all new workers formal, comprehensive training on how to avoid accidents or injury on the job.	0	2
	Coordinate programs for occupational health and safety with program for health promotion and wellness.	0	2

	Nevada	Possible Score
Total Score	12	22

Stress Management—DPBH’s Worksite Wellness Score

For strategies related to stress management, DPBH scored 4 out of 14 total possible points (29%) on CDC’s Worksite Wellness ScoreCard. DPBH’s score was above the national average of 8 out of 14 (57%).



GREAT JOB! During the past 12 months, DPBH has...		Nevada	Possible Score
Sponsored or organized social events throughout the year.		1	1
Provided work-life balance/life-skills programs.		3	3
POOR JOB During the past 12 months, DPBH did not...		Nevada	Possible Score
Provide dedicated space where employees can engage in relaxation activities, such as meditation, yoga, or biofeedback.		0	1
Provide stress management programs.		0	3
Provide training for managers on identifying and reducing workplace stress-related issues.		0	3
Provide opportunities for employee participation in organizational decisions regarding workplace issues that affect job stress.		0	3
		Nevada	Possible Score
Total Score		<u>4</u>	14

Nutrition—DPBH’s Worksite Wellness Score

For strategies related to nutrition, DPBH scored 3 out of 21 total possible points (14%) on CDC’s Worksite Wellness ScoreCard. DPBH’s score was above the national average of 8 out of 21 (38%).



GREAT JOB!	During the past 12 months, DPBH has...	Nevada	Possible Score
	Provided employees with food preparation and storage facilities.	1	1
	Provided a series of educational seminars, workshops, or classes on nutrition.	2	2

POOR JOB	During the past 12 months, DPBH did not...	Nevada	Possible Score
	Provide places to purchase food and beverages.	0	0
	Have a written policy or formal communication that makes healthier food & beverage choices available in cafeterias or snack bars.	0	1
	Have a written policy/formal communication that makes healthier food & beverage choices available in vending machines.	0	1
	Make more than 50% of the food and beverage choices available in vending machines, cafeterias, snack bars, or other purchase points be healthier food items.	0	3
	Provide nutritional information (beyond standard nutrition information on labels) on sodium, calories, trans fats, or saturated fats for foods and beverages sold in worksite cafeterias, snack bars, or other purchase points.	0	2
	Identify healthier food and beverage choices with signs or symbols.	0	3
	Subsidize or provide discounts on healthier foods and beverages offered in vending machines, cafeterias, snack bars, or other purchase points.	0	3
	Have a written policy or formal communication which makes healthier food and beverage available during meetings.	0	1
	Offer or promote and on-site or nearby farmers' market where fresh fruits and vegetables are sold.	0	1
	Provide brochures, videos, posters, pamphlets, newsletters, or other written/online information that address the benefits of healthy eating.	0	1
	Provide free or subsidized self-management programs for healthy eating.	0	2

	Nevada	Possible Score
Total Score	3	21

Emergency Response to Heart Attack and Stroke—DPBH’s Worksite Wellness Score

For emergency response to health attack and stroke strategies, DPBH scored 5 out of 17 total possible points (29%) on CDC’s Worksite Wellness ScoreCard. DPBH’s score was below the national average of 11 out of 17 (65%).



GREAT JOB!

During the past 12 months, DPBH has...

	Nevada	Possible Score
Had one or more functioning AEDs in place.	3	3
Have an adequate number of AED units such that a person can be reached within 3-5 minutes of collapse.	2	2

POOR JOB

During the past 12 months, DPBH did not...

Have an emergency response plan that addresses acute heart attack and stroke events.	0	2
Have an emergency response team for medical emergencies.	0	2
Offer access to a nationally-recognized training course on Cardiopulmonary Resuscitation (CPR) that includes training on Automated External Defibrillator (AED) usage.	0	3
Have a policy that requires an adequate number of employees per floor, work unit, or shift, in accordance with pertinent state and federal laws, to be certified in CPR/AED.	0	2
Identify the location of AEDs with posters, signs, markers, or other forms of communication other than on the AED itself.	0	1
Perform routine maintenance or testing on all AEDs.	0	1
Provide information to your local community Emergency Medical Service providers so they are aware that your worksite has an AED in place for emergency response.	0	1

	Nevada	Possible Score
Total Score	5	17

Physical Activity—DPBH’s Worksite Wellness Score



For strategies related to physical activity, DPBH scored 3 out of 24 total possible points (13%) on CDC’s Worksite Wellness ScoreCard. DPBH’s score was above the national average of 12 out of 24 (50%).

GREAT JOB!	During the past 12 months, DPBH has...	Nevada	Possible Score
	Subsidize or discount the cost of on-site or off-site exercise facilities.	3	3

POOR JOB	During the past 12 months, DPBH did not...		
	Provide an exercise facility on-site.	0	3
	Provide environmental supports for recreation or physical activity.	0	3
	Post signs at elevators, stairwell entrances or exits, and other key locations that encourage employees to use the stairs.	0	3
	Provide organized individual or group physical activity programs for employees (other than the use of an exercise facility).	0	3
	Provide brochures, videos, posters, pamphlets, newsletters, or other written or online information that address the benefits of physical activity.	0	1
	Provide a series of educational seminars, workshops, or classes on physical activity.	0	2
	Provide or subsidize physical fitness assessments, follow-up counseling, and physical activity recommendations either on-site or through a community exercise facility.	0	3
	Provide free or subsidized self-management programs for physical activity.	0	3

	Nevada	Possible Score
Total Score	<u>3</u>	24

Weight Management—DPBH’s Worksite Wellness Score



For strategies related to weight management, DPBH scored 0 out of 12 total possible points (0%) on CDC’s Worksite Wellness ScoreCard. DPBH’s score was above the national average of 7 out of 12 (58%).

POOR JOB	During the past 12 months, DPBH did not...	Nevada	Possible Score
	Provide free or subsidized body composition measurement, such as height and weight, Body Mass Index (BMI) scores, or other body fat assessments (beyond Health Risk Appraisals/Assessments [HRA]) followed by directed feedback and clinical referral when appropriate.	0	2
	Provide brochures, videos, posters, pamphlets, newsletters, or other written or online information that address the risks of overweight or obesity.	0	1
	Provide a series of educational seminars, workshops, or classes on weight management.	0	3
	Provide free or subsidized one-on-one or group lifestyle counseling for employees who are overweight or obese.	0	3
	Provide free or subsidized self-management programs for weight management.	0	3

	Nevada	Possible Score
Total Score	0	12