

BMED Wellness Committee

Work Session

Tuesday, April 12, 2022

Following is a summary of the major items discussed at the initial session of the restructured BMED Wellness Committee. Please review: suggestions for revisions or additions are welcome and will be incorporated into a final draft.

Participants:

Committee Members

Michael Carelli, Oakland

Erin Delaney, Garfield

Greg Hart, Franklin Lakes

Bob Kakoleski, Rutherford

Tom Padilla, Woodcliff Lake

Staff

Marianne Smith, Wellness Program Coordinator

Emily Koval, BMED

Clark LaMendola, Board Consultant

Introductions

Members provided brief overviews of their interest in encouraging adoption of wellness programs

- Rutherford: has initiated its program and initial results are encouraging
- Woodcliff Lake: In the early stages of considering a program. WL is a dental only member but is considering full membership in BMED
- Oakland: In its third year. Now offering a \$500 gift card incentive for participation
- Franklin Lakes: In its 6th year in a program modeled on the successful Hardeston approach

Wellness Program Mission and Vision

Bob Kakoleski suggested and the members approved the following mission and vision statements for the Wellness program:

Mission

- To inspire, create and maintain an environment and provide the education and tools that supports each person's healthy lifestyle choices

Vision

- BMED workplaces in which employees are motivated to improve their overall wellness and achieve healthy lifestyles.

Committee Mission

Bob Kakoleski suggested and the members approved the following statement of purpose for the Committee and its functions:

The purpose of the BMED Employee Wellness Committee is to promote a culture of physical, psychological and emotional wellbeing for employees by providing activities and support that will result in healthier lifestyles. The goals of the Committee include:

- Increasing awareness of factors contributing to physical and mental well being
- Inspiring and empowering individuals to take responsibility for their own health
- Encouraging employees to make healthier lifestyle choices
- Creating a sense of community and raising awareness through the use of community health and wellness resources.

Committee Functions

- Develop and recommend approval of the Wellness work plan developed by the Wellness coordinator to the BMED Executive Committee
- Provide oversight for the work performed by the Wellness Coordinator

- Review and recommend approval of all wellness grant applications to the BMED Executive Committee
- Facilitate wellness communication through various online resources, workshops and events
- Offer programs that encourage physical activity, emotional wellbeing and healthy eating habits
- Ensure compliance with laws and regulations that may affect wellness activities
- Provide resources for employees to build a supportive network to bolster health goals
- Encourage employee suggestions and feedback on future wellness programs and activities.

Update

Marianne Smith provided a brief update of program status:

- Seven members have programs underway or in the early stages of development:
 - Oakland and Franklin Lakes are mature and growing
 - Rutherford and Montvale have initiated programs and seem to be poised for growth
 - Park Ridge has agreed to initiate a program but has not yet designated a Wellness Ambassador
 - Edgewater is in place and needs additional support to grow
 - Fort Lee is a dental only program, and is developing a high level of participation
 - A monthly newsletter has been developed and is being circulated to all BMED members
 - A robust remote wellness education program has been developed in collaboration with Valley Hospital

A more detailed report included in an email which Marianne provided in preparation for the meeting is attached for reference.

2022 Program goals

The Committee reviewed and agreed to recommend approval of the following 2022 Work plan goals proposed by Marianne Smith to the BMED Executive Committee:

1. Continue outreach to non-participating full and dental only agencies within the Fund to broaden agency participation
2. Manage and enhance newly created partnerships with local hospitals and non-profits to grow and enhance Fund and local programming collaboration, including educational elements
3. Continue to engage with the broader local health and wellness community to expand and collaborate meaningful and viable partnerships
4. Create and manage local content component for monthly newsletter
5. Develop and strengthen the local wellness committee base
6. Assist local agencies in their efforts to broaden local programming efforts and participation, with a focus on targeting non-participating employee populations
7. Consider how to effectively track preventable disease claims to create a long-term tool to analysis program impact
8. Establish a benchmark for measurement of participation and outcomes for 2022

A recommendation to consider ROI and VOI of health and wellness programming from an industry standard perspective was deferred.

The following suggestions were made for further consideration:

- Develop a program of Zoom-based discussion opportunities for members with Wellness programs to share ideas, concerns and plans for additional programming
- Consider the development of wellness programs for volunteer fire departments in BMED member towns.