

Regional Wellness Program Proposal

(Menlo Park PD, East Palo Alto PD, Atherton PD)

*Wellness Program Proposal for
Police Personnel*

2023



WELLNESS PROGRAM GOALS

Health Promotion is the science and art of helping people change their lifestyles to move toward a state of optimal health. Each year, over [2.5 million deaths](#) occur in the United States. The ten leading causes of death are responsible for 75% of annual deaths and are attributed to chronic conditions that are costly and preventable.

The top health care issues facing most companies include diabetes, obesity, heart disease and cancer. First responders face increased risks due to the occupational physical demands (tactical athletes), high stress, unpredictable schedules/shift work and sleep challenges. The health risk factors associated with first responders include (not limited to): obesity, [cardiovascular disease](#), increased risk of injury, [cancer](#), [mental health challenges](#) and alcoholism/drug abuse.



At Wellness Solutions, we develop and implement comprehensive wellness programs specific to our clients' needs. We promote the eight dimensions of wellness to bring awareness of the interconnectedness and how they contribute to overall well-being. Our holistic, personalized approach considers the WHOLE person to help individuals achieve their full potential toward optimal health.

Wellness Solutions will work with the Menlo Park, Atherton and East Palo Alto Police Departments to construct a wellness plan with specific, measurable goals. By implementing a health promotion program, all Police Departments will see a decrease in injuries, work comp costs and absenteeism. Morale and productivity will increase and the culture in the department will change into a culture of wellness. Wellness Solutions will strive to assist each of your employees in improving their overall health and finding balance between occupational demands and overall wellness.

The Wellness Program will target the following risk factors for police personnel:

Target #1: Reduce the Risk of Heart Disease

Heart disease is the leading cause of death in America. Risk factors contributing to the development of heart disease: body composition, blood pressure, stress, cholesterol, nutrition, and physical inactivity (risk factors for cardiovascular disease, as stated by ACSM -American College of Sports Medicine and AHA-American Heart Association).

Target #2: Nutrition / Reduce the Risk of Obesity and Diabetes

Obesity is described as having a body mass index (BMI) of 30 or higher. Obesity is an overwhelming factor in the development of heart disease, hypertension, metabolic syndrome, cancer, and Type 2 diabetes. In most cases, obesity is preventable through regular exercise and healthy eating choices. Type 2 diabetes is also prevented through proper diet and exercise.

Target #3: Injury Prevention / Improve Fitness Levels

Job performance and overall health will improve as physical fitness increases. Wellness Solutions programs show a decrease in injuries for those individuals participating in our wellness programs.

Target #4: Stress Management / Mindfulness / Sleep / Substance Abuse

First responders continuously encounter trauma and stressful events, and this constant exposure exacts a heavy toll on police personnel and their families. The prevalence of depression is nearly double and sleep deprivation is four times higher.

COMPONENTS OF A COMPREHENSIVE WELLNESS PROGRAM

The components of a comprehensive health promotion program are: workplace health assessment / needs assessment, health-related policies, health screenings, fitness testing, one-on-one consultations, lifestyle modification, education and accountability. The following sections describe the various components.

- **Workplace Health Assessment / Needs Assessment**

Prior to implementing a comprehensive wellness program, an employee survey (needs assessment) will be distributed to help determine employee interest in a wellness program. Workers comp / injury data will be analyzed to outline the focus for the wellness program.

- **Company Health Policies**

Creating a culture of wellness is a primary goal for every program WorkCare implements. Your organization has the opportunity to influence the work environment to promote health and prevent disease. To ensure program support, we meet with all levels of management as we create / foster a healthier workplace environment.

- **Program Management**

The Wellness Solutions Program Director will manage and conduct all components of the wellness program including: health/biometric screenings, fitness assessments and one-on-one consultations. In addition, the Wellness Director will coordinate health promotion programs including nutrition, body fat loss challenges and exercise clinics. Health seminars will be offered on a variety of topics such as mindfulness, weight-management, sleep cycles and work/life balance.

- **HIPAA Compliant Wellness Hub Platform / App**

The Menlo Park, Atherton and East Palo Alto police departments will be provided a customized online wellness hub / app. The Wellness Solutions staff will utilize the Hub for marketing, scheduling, results report and individual follow-up coaching. Our staff have the ability to send out reminder text messages and emails regarding upcoming events. The coaching feature within our wellness hub allows our staff to set up individual appointments with participants and allows for video conferencing. Our staff have the ability to send targeted educational information to participants based on the risks identified during the health/fitness screening. One of the most valuable tools of our Wellness Hub includes the integration of ALL aspects of wellness. Many of our clients integrate contacts for peer support, chaplain and other support service providers. The wellness hub tracks program participation and utilization reports.

- **Health / Biometric Screening**

Annual biometric screenings will be conducted to evaluate weight, body fat, blood pressure, blood cholesterol and blood glucose. The data gathered will assist in evaluating the changes in employee health over time. An HRA assessment (questionnaire to assess current and future health risk) will also be administered through the Wellness hub. The health screening is effective in identifying risk factors and our professional staff will work closely with medium to high-risk individuals to reduce their health risks. A full blood panel will be collected by an onsite phlebotomist or participants can go to a draw station near work or home. The blood panel includes: comprehensive metabolic panel (total cholesterol, HDL, LDL, triglycerides), A1C, Lp-PLA₂ and various other atherogenic markers. Glucose will be measured to determine if an individual is at risk for developing or has developed type II diabetes. A1C will also be measured which determines long-term (3 month) blood glucose management and can assess diabetes risk.

- **Fitness Testing Protocols for police personnel**

Fitness testing is an important first step in any first responder health promotion program. According to the Cooper Institute, results of several public safety studies consistently show 20-30 strenuous and critical physical tasks that are job related. These tasks are necessary to perform essential functions of the job. There is ample data to document that physical fitness components are the underlying and predictive factors for performing tasks. Based on scientific research, Wellness Solutions recommends the following fitness tests be implemented at the Menlo Park, Atherton, and East Palo Alto Police Departments:

- **Onsite Personal Training / Injury Prevention**

Our onsite Wellness Coordinator will facilitate and run individual and group training and injury prevention sessions. These include but are not limited to one-on-one personal training sessions, core and mobility sessions, desk and field ergonomic assessments and designated injury prevention classes to coincide with AOT/DT training.

Our fitness testing protocols include, but are not limited to, the following:

- **Resting Blood Pressure:** Measured to help assess cardiovascular disease risk.
- **Cardiovascular / Aerobic Capacity Test:** This sub-maximal test will be administered by a certified exercise physiologist. Cardiovascular fitness is the most important aspect of health, helping measure the emergency responder's ability to do their job safely and effectively.
- **Electrocardiogram (ECG) monitoring:** ECG monitoring will occur during the aerobic capacity test to confirm that the heart's electrical activity responds normally to exercise.
- **Exercise Blood Pressure:** Blood pressure readings will be taken during the aerobic capacity test to assess the response to exercise.
- **Grip Strength:** This simple measurement is correlated to overall strength
- **Push-ups (1 minute):** Indicator of upper-body muscular endurance
- **Sit-ups / Plank Test:** Assesses core muscular endurance
- **Vertical Jump:** This test assesses vertical jump height and, more specifically, anaerobic power.
- **Body Composition:** Using skin calipers and/or a bio-electrical impedance machine
- **Flexibility:** The sit and reach box is used to determine hamstring and low back flexibility
- **Functional Movement Screening (FMS):** FMS is used to identify asymmetries, which result in functional movement deficiencies. By utilizing FMS results, the Wellness Coach can identify potential injury areas and risks and develop individualized training programs

PROGRAM ADMINISTRATION FEES

Full-time Wellness Professional for Menlo Park, East Palo Alto and Atherton police departments.

The Wellness Coordinator will rotate to the different agencies on a weekly basis. Each police department will have a separate landing page on the Wellness Hub platform/app www.wellsolutionshub.com to allow for targeted wellness information specific to the agency.

The proposed fee includes all screenings, one-on-one consultations and wellness programming. To conduct ECG treadmill testing a treadmill with incline capability of 12% and a private room to conduct testing and consultations is necessary. This proposal includes a fitness testing equipment budget that would allow for the purchase of the necessary treadmill and supplies. The Wellness Program Administrator being onsite in this capacity will create opportunity for additional wellness services such as one on one personal training sessions, group injury prevention classes and ongoing wellness support for nutrition, exercise, sleep and stress management goals.

	Monthly Fee	Annual Fee	
Wellness Program Administration <ul style="list-style-type: none"> 1 wellness professional (40 hours a week). 	\$12,500	\$150,000	Shared amongst all Departments
<ul style="list-style-type: none"> Fitness Testing Equipment & Supplies (for one location) <p>*includes treadmill, BIA scale, ECG monitoring equipment etc.</p>		\$15,000	

Each department will have fees associated with the amount of participants/size of the department. For instance, Menlo Park police department holds blood draw events on two separate days, while East Palo Alto offers one day of blood draws. To maximize participation, police departments could coordinate blood draws to occur at one location over a 3-day period and allow staff from any of the 3 agencies to participate at the event.

	Daily Fee	Annual Participant Fee	*Estimated Fees
Phlebotomist / Staffing Fees <ul style="list-style-type: none"> 4 days (4-hour event each day) 	\$1,500		\$6000 based on (4) 4-hr events
* Blood Work for sworn personnel includes: CMP (comprehensive metabolic panel), CBC with differential, A1C, Lp-PLA ₂ , PSA for men over 40		\$95-110 per person	EPAPD - \$4,070 MPPD - \$4,840 APD - \$2,310
* Blood Work for civilian personnel includes: CMP (comprehensive metabolic panel), CBC, A1C		\$50 per person	EPAPD - \$650 MPPD - \$950 APD - \$450

** HIPAA Compliant Wellness Hub (Website) / App		\$24 per person	<i>EPAPD - \$1,200</i> <i>MPPD- \$1,512</i> <i>APD- \$720</i>
* Incentive Budget – allows for gift cards/incentives to support personnel		\$50	<i>EPAPD - \$2,500</i> <i>MPPD- \$3,150</i> <i>APD- \$1,500</i>

Estimated Fees are based on # East Palo Alto PD eligible personnel, # Menlo Park PD eligible personnel, # Atherton PD eligible personnel.