



City of Boston Wellness Survey Analysis

Summary Results for July 12, 2016 PEC Meeting

Background:

As part of the PEC Agreement, it was decided to allocate \$75,000 towards wellness and disease management programs to benefit employees.

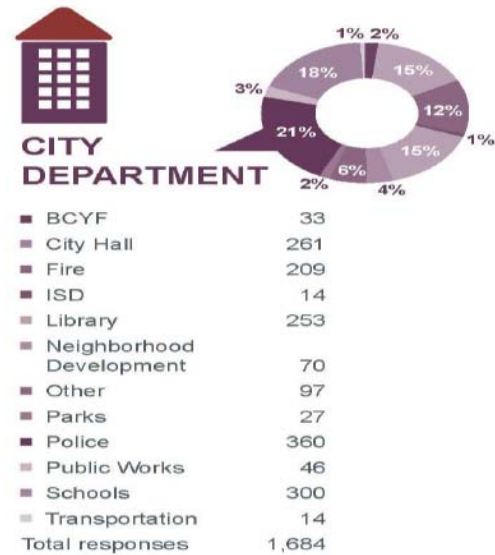
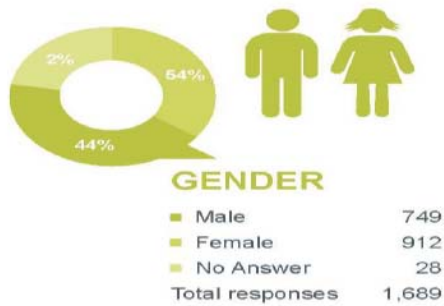
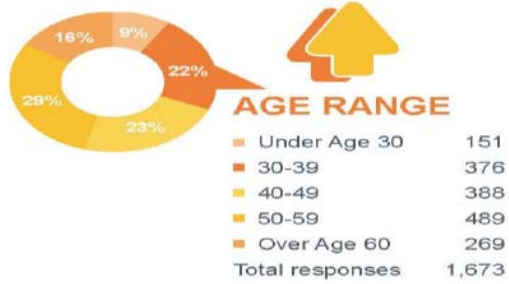
A Wellness Committee comprised of 3 COB employees and 3 PEC members meets on a monthly basis. The mission of the committee is to promote and encourage a culture of well-being. Our goal is to work in collaboration with authorities, commissions and employees to restore and initiate well-being in work and life. Through education, activities and promotion, the Committee will foster an environment that supports health, safety, increased employee engagement and teamwork.

Survey Objectives	Survey Stats
<ul style="list-style-type: none"> Understand employee’s readiness to make changes as it relates to their health Learn what tools and support employees need to fulfill a healthy lifestyle Identify cultural perceptions and norms impacting employee’s well-being 	<p><u>Eligible Employees:</u> 20,000</p> <p><u>Participation:</u> - Target: 30% - Actual: 11%</p> <p><u>Completion Rate:</u> - 78% (100%) - 22% (10 – 90%)</p> <p><u>Average Duration:</u> - 10 min</p>

About the Survey:

- Arthur J. Gallagher & Co. conducted a Wellness Interest Survey from May 9, 2016 through June 8, 2016. The survey was distributed by the City of Boston’s Human Resources Department and the PEC via an online tool through direct email and three in-person health fairs.
- Participants were asked to share their opinions on what education, tools, and support will best impact their actions to achieve their personal wellness goals.
- Responses were collected from City of Boston employees. A total of 2,177 employees (11%) are represented in this survey. The largest percent of respondents are from the Boston Police Department.
- Survey participation was incentivized with a raffle prize for 1 of 3 iPad Pros.
- The question responses were not made mandatory; as a result, the total number of respondents will differ by question.
- Results have been rounded up to simplify the presentation of data.

Participant Demographics:



Executive Summary:

Being healthy is important to the majority (97%), however less than half (36%) believe the COB cares about their health. Some (32%) find their leaders modeling good health practices and (35%) feel there is a health minded culture within their work environment.

- More than half (53%) feel recognized and appreciated at work.
- Most prefer participating in well-being minded programs on their own time, followed by 6:00 - 9:00 am.
- Most prefer to access support tools in-person (61%) and online (58%).
- Lack of time and work commitments are the highest perceived barriers to living a well-balanced lifestyle.
- Experiential incentives (30%) rank highest among gender, age group, and readiness to make health related changes.