



July 1, 2009

Steve Cooperrider, Risk Manager
City of Troy
500 W. Big Beaver Road
Troy, MI 48084-5285

RE: 2009 Membership Achievement Award

Dear Steve:

Congratulations! Our committee has selected your submission on the City of Troy Employee/Retiree Wellness Program for our 2009 Membership Achievement Award.

With the rising cost of health care, we believe other entities are looking for ways to reduce costs and just need a boost to get a wellness program off the ground. Your ideas seem to cover all the bases. Our committee felt your program was well thought out and had great participation from employees and retirees. It was a low cost program with long term benefits.

Since you cannot attend our summer conference, MIPRIMA is providing you with free registration for our fall conference and are asking you to present your program to our members.

As Risk Managers, it is all about finding a cost effective way to protect our bottom line. Keep up the good work and we are glad to have you on our team at MIPRIMA.

Sincerely,

Leigh Stepaniak
President



**Michigan
Public Risk
Management
Association**

2009 MEMBERSHIP ACHIEVEMENT AWARD

MIPRIMA is interested in your outstanding achievements within your organization. We believe that hard work along with results should be recognized and shared with your peers. We want to hear about your ideas and perseverance for implementation and the benefits it provides to your organization. Whether it is time saving, cost saving or 'a better way to do things', MIPRIMA would like to reward you for your achievement.

Please complete this Application. MIPRIMA will select the most creative and rewarding outstanding achievement and select the public entity for the 2009 MIPRIMA MEMBERSHIP ACHIEVEMENT AWARD. As part of this award, your public entity will receive a plaque, your spotlight in our newsletter and an opportunity to share your accomplishment as our guest at our summer conference.

Public Entity _____ *City of Troy* _____

Name: _____ *Stephen Cooperrider* _____

Title: _____ *Risk Manager* _____

Please provide simple and direct answers to each question. Provide specific data (budget, number of people, hours, etc.) where appropriate. If necessary, use additional pages.

1. **General description:** Provide a brief general description of the product or program being submitted.

City of Troy Employee/Retiree Wellness Program

2. **Describe the local problem** or circumstances that led to the development of this product/program.

Increases in Health Insurance Costs

3. **Who participated**, and how much time did each participant devote to developing this product/program? Were outside consultants used?

The Risk Manager contacted 6 employees (one from PD Captain, 2 from P+R the Facility Manager and the Fitness Coordinator, one from Community Affairs Community Affairs Director, one from DPW Supt of Motor Pool, one from the City Manager's Office the Administrative Assistant to the City Manager) and one retiree (former Police Lieutenant) to make up the Wellness Committee. No outside consultants were used. Meetings are held once a month to develop plans, determine how to promote programs, and exchange ideas. All members help to implement and promote programs. We have had outside guests come to talk with and exchange ideas with, i.e. Beaumont Hospitals Director of their employee wellness program.

4. **Significance:** Explain why this entry is important in the public sector. What concepts, standards or techniques are displayed or advanced?

This is important to reduce costs (to the employee, retiree and City) and increase productivity of employees. To help create an atmosphere of changes in thought processes and hopefully behavioral changes in the way employees and retirees look at their own health, activities, and eating habits. A concept of teamwork and a creation of positive thought (can do) atmosphere is developed without pressure to employees and retirees. Educational opportunities and how ones health affects their own personal outlook and wellbeing.

5. **Transferability:** Describe how this product/program can be adapted for use by other organizations. What other types of entities could benefit from this program?

Would significant modification be required for implementation?

This program can easily be adapted and used by other public entities. This is low cost, and low start up. The key is to select the right people to be part of your Committee. (Those that are motivated for their own sake and care about others without expecting anything in return). You can make this a fun experience and not make it too time consuming. There are a lot of programs out there for very minimal cost if not zero. Only time involvement is by the Committee members and employees participating during working hours. Some programs are after hours. You also need to get top management support.

6. **Cost/Benefit:** How much did the project/program cost? Be sure to include time invested. Identify the value added (both tangible and intangible) as a result of its undertaking. Quantify this value when possible.

The budget for the first year of the program was \$5000. The second year is \$3000. Because we are self-insured for parts of our health insurance benefits it is difficult to say exactly what the cost saving are. However, rate increases projected by BCBS and other

offered health insurance was 9.9% in the first year of the program. Actual was 5.3%. The City spent \$6.9 million on health insurance benefits the first year of the program. It is hard to say if any of the programs help reduce the years projected costs, but they certainly could not hurt. The benefit of camaraderie with other staff has its pluses also. See **Optional** below.

7. **Originality/Innovation:** What makes your approach unique?

I believe what makes this a unique Wellness Program is the fact we are not providing any monetary incentive to participate, yet we are getting participation from employees and a few retirees. Again, this is only the second year of the program and people are finding their way to it. We continue to promote through various avenues (people, the web, newsletters, etc.) I believe bringing retirees into the program is unique and gives our retirees another way to communicate with current staff.

8. **Optional:** Use this space to highlight any other noteworthy features about the program/product.

In the first year we:

- 1. Distributed 172 Healthier at Home Self-Help Medical Guides to employees (having the guide available helps reduce the need to visit a doctor for minor things that employees can read about themselves).*
- 2. We promoted and participated in the Michigan Cities Challenge fun-run in Hazel Park (six employees represented the City as a team)*
- 3. We promote a Weight Watcher's at Work program with employees participating losing over 300 pounds as a group.*
- 4. We developed and set-up a wellness webpage for employees and retirees to visit with numerous links to wellness sites on the web in addition to making this web a message board regarding good health and providing a location for activities and promotions.*
- 5. We coordinated and presented a diet and nutrition program to employees through our Employee Academy program.*
- 6. We promoted and participated in the National Start Walking program – the kickoff of the program lead to over 100 participants. Pedometers were donated by HAP and given to participants.*
- 7. We promoted and participated in the Cardio Challenge – this is Troy vs. Worthington Ohio in conjunction with the U of M vs. Ohio State football game. Employee's record time spent working out, the work outs are assigned points based on time recorded, point totals between Worthington and Troy determine a winner. Troy blew Worthington away last year and is the owner of the Cardio Cup. Program is ongoing for this year as well.*
- 8. We conducted a Wellness Fair with over 25 vendors and over 150 employees and retirees in attendance.*
- 9. We also offer a free after hour aerobics class to employees and retirees that meet twice a week. The instructor is a current employee and volunteers his time. We have 20+*

*participants in this program. In addition this year, we added a blood drive competition.
(Help save a life)*

Again, we do not provide any incentive (\$\$\$) to employees or retirees to participate in these programs. We preach the incentive is to be healthier, and more positive. In the long-run employees and retirees as well as the City will save money.

Submit your original application and supporting material to:

**Tom Wolff, Claim Manager
Michigan Municipal League
1675 Green Rd.
Ann Arbor, MI 48105
Phone: 734-669-6343
FAX: 734-741-1774**