

Executive Report Summary

Over the past six years, the City of Brookfield has been strongly committed to the improvement of health of their employees, and spouses. The results shown here are examples of components that contribute to the progress and measurable success this employer has made over a six year period. In addition to the significant improvements on paper, this company has seen a noticeable changes in company morale, culture, number of sick days, and the original purpose of introducing a wellness program—reduced medical premiums.

Incentive

Benefit enrolled employees and spouses were required to participate in the events listed below in order to receive a significant discount in their medical premium. Required events include:

- Completion of a Health Risk Assessment
- Completion of one Health Coaching session

Participation

Participation in wellness events is the key to organizational behavior change; therefore above 85% participation in each event is the goal. This employer encouraged participation by showing leadership support, offering a premium-based incentive, including spouses in the program, and having a strong communication plan.

	Eligible Members	Participated in HRA	Participation Percentage
Year 1	550	142	42%
Year 2	550	300	55%
Year 3	560	432	77%
Year 4	547	459	84%
Year 5	549	473	86%
Year 6	479	472	99%

Detail Summary

FITNESS RELATED RISKS

Employees made a **47% improvement** in those at risk due to poor nutritional habits.

CANCER RELATED RISKS

47% of employees have reduced their risk of developing cancer.

NUTRITION RELATED RISKS

The City of Brookfield made a **23% improvement** in those at risk due to poor nutritional habits.

OVERALL WELLNESS SCORE

The goal over time is to improve the overall wellness score of your organization. Research has shown that this score correlates closely with health care costs, productivity, overall well-being and quality of life. This employer has reduced the health risks of its population **by 20%** over the course of their six-year program.

