



**LIVING HEALTHY WORKS.**

**GOOD&HEALTHY SOUTH DAKOTA WORKPLACES**

BUILDING,  
MAINTAINING,  
AND SUSTAINING  
WORKSITE  
ENVIRONMENTAL  
AND POLICY  
INTERVENTIONS



# CITY OF SIOUX FALLS

- ▶ Full-time Mayor, Part-time City Council, Home Rule Charter
- ▶ City of Sioux Falls has more than 1,200 full-time employees
- ▶ Departments
  - ▶ City Attorney
  - ▶ Finance
  - ▶ Fire Rescue
  - ▶ Health
  - ▶ Human Resources
  - ▶ Innovation & Technology
  - ▶ Library
  - ▶ Parks & Recreation
  - ▶ Planning & Development Services
  - ▶ Police Department
  - ▶ Public Works



# CITY OF SIOUX FALLS HEALTH DEPARTMENT

- ▶ Only local health department in SD
- ▶ Primary Goals
  - ▶ Prevent and control disease
  - ▶ Mitigate adverse health threats
  - ▶ Focus on health promotion and chronic disease prevention
  - ▶ Provide an open door to primary health care with medical and dental services



# 5 FOR LIFE



- ▶ Formal well-being program began in 2007
- ▶ “5 For Life” focuses on physical, financial, career, emotional and social well-being.
- ▶ Recruited department well-being champions and strengthened the connection with our safety champions.
- ▶ Departments adapt activities to fit their specific needs.



CITY OF  
SIOUX FALLS



# LANDMANN JUNGMAN MEMORIAL HOSPITAL AVERA

- ▶ Scotland, SD population of 900 people
- ▶ 20 bed Avera Managed Critical Access Hospital with retail pharmacy and independent living apartment complex
- ▶ 60-65 employees (employed, leased, and contracted)
- ▶ Employees are predominantly female under age 45



# LANDMANN JUNGMAN MEMORIAL HOSPITAL AVERA

- ▶ 92% female
- ▶ 82% under age 45
- ▶ 15 maternity leaves 1/17-12/20
- ▶ Workforce recruitment
- ▶ Workplace differentiation
- ▶ Employee satisfaction
- ▶ Improve wellness of staff and their families
- ▶ Bring fortune 500 company ideas to a rural worksite to a workable scale



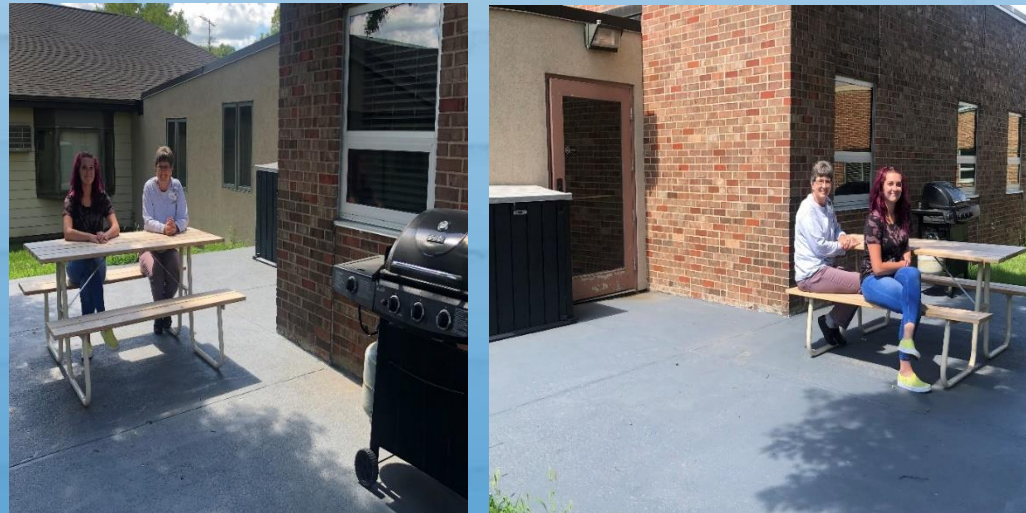
## STARTING A DIFFERENT KIND OF WELLNESS PROGRAM

# LANDMANN JUNGMAN MEMORIAL HOSPITAL AVERA GRANT PARTNERS WITH WORKWELL

- ▶ Mini Grant 1-Breastfeeding Friendly Worksite



- ▶ Mini Grant 2- Promotion of physical activity and mental wellness at work





# City of Huron

- ▶ Full Time & YR Part Time = 135
- ▶ Summer PT/Seasonal = 150

## 14 Different Locations in the City

- ▶ Water, sewer, and garbage services
- ▶ Parks
- ▶ Airport
- ▶ Engineering
- ▶ Administration
- ▶ Fire
- ▶ Police
- ▶ Inspections
- ▶ Library
- ▶ Planning
- ▶ Street maintenance
- ▶ Water and sewer line maintenance
- ▶ Water and sewer treatment
- ▶ Golf courses

Majority of employees work outside.



## Huron Get Fit

Healthy Lifestyles at Work and at Home



# City of Huron

- ▶ Began in 2012
- ▶ Primary Goals
  - ▶ Reduce health insurance rates by providing education, wellness events and challenges to promote a healthy workforce.
  - ▶ Strive to have employees care about their health.
  - ▶ Help motivate them.
  - ▶ Make healthy lifestyle changes.

WELLNESS PROGRAM



**Huron Get Fit**  
Healthy Lifestyles at Work and at Home

# BOYS & GIRLS CLUBS OF THE SIOUX EMPIRE

14 sites

191 employees

Serving 1,068 youth

- ▶ Feel free to contact Vickie for more information.
  - ▶ Vickie Venhuizen, Grants Manager
  - ▶ [vvenhuizen@bgcsiouxempire.org](mailto:vvenhuizen@bgcsiouxempire.org)
  - ▶ Rebecca Wimmer, CEO
  - ▶ [rwimmer@bgcsiouxempire.org](mailto:rwimmer@bgcsiouxempire.org)



**BOYS & GIRLS CLUBS**  
OF THE SIOUX EMPIRE



# Boys & Girls Clubs of the Sioux Empire

- ▶ Evolved over time – began in 2015
- ▶ Focuses more on training/services
  - ▶ CPR training
  - ▶ AEDs in each location
  - ▶ Sunscreen enforcement

## WELLNESS PROGRAM



**BOYS & GIRLS CLUBS**  
OF THE SIOUX EMPIRE



CITY OF  
SIOUX FALLS

## EMPLOYEE ENGAGEMENT IN WELL-BEING

### “BC” (Before COVID)

- ▶ Worksite Well-being Manager Housed in Human Resources
- ▶ Well-being and Safety Champions in place
- ▶ Annual “Healthy Lifestyles” Screenings for Employees
- ▶ Regular well-being emails and occasional activities
- ▶ **Started to Get Routine...Even Complacent.....**

### COVID Effects

- ▶ Former Well-being Manager Transition to City Culture Officer
- ▶ 4+ Months of Employees Not Being Together at Work
- ▶ Dealing with Anxiety and Stress at Work – and Across the Community
- ▶ Re-imagined Employee Events
- ▶ **Leaning into Well-being More Than Ever Before**



# LANDMANN JUNGMAN MEMORIAL HOSPITAL AVERA

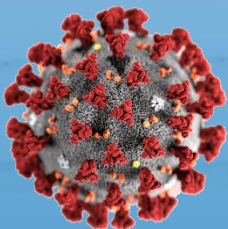
## WELLNESS AND COVID19

### Prior to COVID 19

- ▶ Very engaged with breastfeeding friendly place and on board with supporting employees
- ▶ Not really looked as a program, but more of a nice options for working mothers
- ▶ Outdoor break area and physical activity program in infancy and not completely done
- ▶ Then COVID 19 turned health care worksites upside down

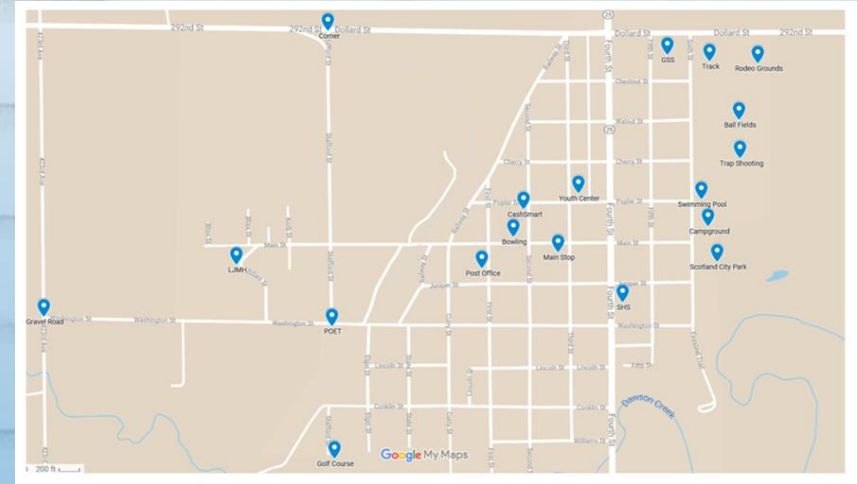
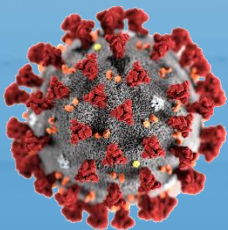
### Navigating through COVID 19

- ▶ Long meetings
- ▶ Feeling chained to computers
- ▶ Rapid changes with CDC recommendations
- ▶ Cross training employees to prevent layoffs and for surge planning
- ▶ Increased stress, anxiety, fear
- ▶ Increased feeling of workplace family and need to take care of own and each other's health



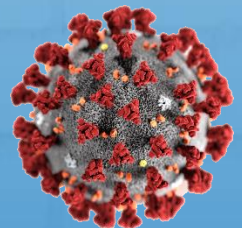
# LANDMANN JUNGMAN MEMORIAL HOSPITAL AVERA ACCELERATED BY COVID 19

- ▶ Had to get some fun back into work
- ▶ Employee driven “fun” and stress break activities
- ▶ Eating outside
- ▶ Walking breaks
- ▶ Riding bike to work
- ▶ Employee/Family picnic
- ▶ Healthier vending options



# City of Huron

- ▶ Prior to COVID: Approx. 50 attendees at educational events.
- ▶ Walking challenge started Monday, March 16, 2020 through Sunday, April 26, 2020.
- ▶ COVID shutdown of all city-owned facilities was March 23rd.
- ▶ Despite the challenges of the COVID shutdown, the walking challenge was still held with 30 participants.
- ▶ Goal was 1,200,000 steps. Total of 12,832,030 steps!!
- ▶ Prizes: \$100 Huron Bucks to winning team (\$25 per participant)
- ▶ Wellness/Fitness room closed since March 23rd. Making some improvements during closure. Opening date to be determined with COVID precautions, signage, cleaning, etc.
- ▶ Fall 2020: Wellness Screenings/Flu Shots – Working to determine how to social distance during event and how to serve snacks safely.

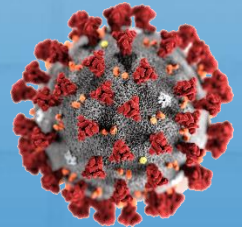


## IMPACT OF COVID

# Boys & Girls Clubs of the Sioux Empire

- ▶ Closed 1 week
- ▶ Increased sanitation practices
- ▶ Follow CDC recommendations
- ▶ No in-person meetings
- ▶ Optional counseling sessions

## IMPACT OF COVID



**BOYS & GIRLS CLUBS**  
OF THE SIOUX EMPIRE



## POLICY AND ENVIRONMENTAL CHANGES

- ▶ Tobacco
  - ▶ Executive Order prohibits any tobacco use by employees at work or in City vehicles. City Ordinance regulates tobacco on City property.
- ▶ Physical Activity
  - ▶ Onsite workout areas in several departments.
  - ▶ Incentives for gym memberships (temporarily on hold due to COVID).
  - ▶ Encouraging physical activity breaks, walking meetings, etc.
- ▶ UV Protection
  - ▶ Employees in many roles working outdoors
  - ▶ Guidelines for safe work apparel, sunscreen, etc.
- ▶ Nutrition
  - ▶ Encourage healthy foods for vending, meetings
  - ▶ Health Department: through WorkWell mini-grant, we are working on healthy vending



# LANDMANN JUNGMAN MEMORIAL HOSPITAL AVERA MODEL POLICIES AND ENVIRONMENTAL CHANGES

## ▶ Breast Feeding Support Model Policy

- ▶ Made a state-of-the-art lactation room out of an old exam room that was full of files
- ▶ All employees that are going out on maternity leave get the policy
- ▶ Educational materials in the lactation room
- ▶ Community/employee education available
- ▶ Patients, visitors, and staff can all use the room

## ▶ Physical Activity Model Policy

- ▶ Outdoor break room made of an old slab of concrete
- ▶ Shade, seating, outdoor games
- ▶ Biking to work encouraged
- ▶ Map lays out walking distance and biking distance in minutes from worksite. Employees are encouraged to go walk for breaks.
- ▶ Exercise breaks in meetings if over 2 hours
- ▶ Indoor hall walking for winter

# City of Huron

## ▶ UV Model Policy

- ▶ In 2015 awarded with \$1000 grant for UV Protection
- ▶ Held UV training for all full-time and part-time/seasonal employees. Distributed hats, lip balm with SPF 30, sunscreen
- ▶ Incentives: When an employee was seen wearing hat and/or using UV protection they were given a Coupon for a free beverage from Splash Central Water Park, which also has an external window for sales. Staff would take their breaks at the park in the shade.
- ▶ Departments now budget annually for hats, sunscreen, long sleeve shirts, etc.



POLICY/ENVIRONMENTAL CHANGES

# Boys & Girls Clubs of the Sioux Empire

- ▶ AED Provided at the Worksites
- ▶ Breast Feeding Support Model Policy
  - ▶ Lactation Room at our 2 daycare sites
- ▶ Tobacco Free Workplace
- ▶ UV/Sun Safety Model Policy
- ▶ Healthy Foods & Beverages
- ▶ Cancer Policy

POLICY/ENVIRONMENTAL  
CHANGES



**BOYS & GIRLS CLUBS**  
OF THE SIOUX EMPIRE







## CITY OF SIOUX FALLS HEALTH DEPARTMENT

- ▶ **Big Success: Renewed Energy and Attention on Well-being!**
- ▶ Enhanced workout area within the department.
- ▶ Creating new workout options and meal-planning tips to respond to employee interest.
- ▶ Continuing to work with our County colleagues for healthy vending within our building
- ▶ Strong employee engagement scores in our quarterly City Peakon survey.



# SUCCESS STORY

# LANDMANN JUNGMAN MEMORIAL HOSPITAL AVERA

## SUCCESS STORIES IN EMPLOYEE SATISFACTION

- ▶ “I’ve never worked anywhere with a lactation room this nice! It makes being a working mom easier.”
- ▶ “I feel supported being a working mother.”
- ▶ “I don’t have to drag all my stuff back and forth from home to work.”
- ▶ “The first time I had a child while working here I had to pump in the bathroom so I just quit. So glad this is here for me now!”
- ▶ “It was really nice to take a break to eat outside and get a few minutes of peace.”
- ▶ “We had a fun walk over lunch today.”
- ▶ “I can take 5 minutes outside if I just need to get away from my desk?”
- ▶ “I just thought I’d order some healthier options for the vending machine and they are even good!”
- ▶ “I can’t believe a hospital this small has these things (lactation room/outside breaks).”

# City of Huron

- ▶ Cancer/Health Awareness Fair
  - ▶ Provided free PSA blood draw. One employee discovered they had the beginning stages of Prostate Cancer. They had surgery and are doing fine today. His doctor attributes the free PSA blood draw for saving his life.
  - ▶ Another participant who had the free PSA blood draw has high markers and are continuing to monitor with their health care provider.

SUCCESS STORY





# Boys & Girls Clubs of the Sioux Empire

- ▶ Cancer Screenings
- ▶ "Being positive and being around people who inspire, challenge and make you better is the best medicine you can take."

SUCCESS STORY



**BOYS & GIRLS CLUBS**  
OF THE SIOUX EMPIRE



Huron Get Fit  
Healthy Lifestyles at Work and at Home

Landmann-Jungman  
Memorial Hospital  
Avera 

# THANK YOU!