

EXPRESS CODE: CITY98975

**Organization Information****ORGANIZATION**

City of Fort Lauderdale

Non-profit


Florida municipal government

100 North Andrews Avenue

Fort Lauderdale, FL 33301

**CONTACT**

Mr. Guy Hine

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100 North Andrews Avenue

Fort Lauderdale, FL 33301

**WORKSITE HEAD (CEO, PRINCIPAL, SUPERINTENDENT, ETC.)**

Mr. Lee Feldman

City Manager

100 North Andrews Avenue

Fort Lauderdale, FL 33301

Did Mr. Lee Feldman approve the information submitted in this application? Yes

**WORKSITE DETAILS**

Total Employees (cur): 1,593

Total Employees (prev): 1,607

Annual Gross Revenue: \$500M-\$1B

Organization Type: 0

Location: Urban

Environment: Mixed Environment

Working with AHA Staff?: Yes

AHA Staff Name: Donna Byrne

**Award Selection****RECOGNITION CATEGORY**

Selected Category: Platinum

**INNOVATION AWARD CATEGORIES**

Worksite Innovation: Not Selected

Community Innovation: Not Selected

**Branch Locations**

Application applies to more than one location/worksite? Yes

<i>Name</i>	<i>Address</i>	<i>City</i>	<i>State</i>	<i>Zip</i>	<i>Total Employees</i>
City Hall	100 N Andrews Avenue	Fort Lauderdale	FL	33301	400
Fire-Rescue	528 NW 2nd Street	Fort Lauderdale	FL	33301	300
Parks & Recreation	220 SW 14th Avenue	Fort Lauderdale	FL	33301	300
Police	1300 W Broward Blvd	Fort Lauderdale	FL	33301	200
Utilities	949 NW 38th Street	Fort Lauderdale	FL	33301	400

## Gold Recognition

### AREA: SMOKING POLICY

Is your workplace smoke free? Yes

### AREA: PHYSICAL ACTIVITY

- A** Worksite actively promotes tools such as walking programs, online newsletters, information pamphlets, and pedometers/tracking booklets to motivate employees.

Starting in January 2014, the City sends out to its employees a monthly healthy newsletter ranging from all different health topics such as physical fitness, nutrition, and healthy recipes. The City also distributes several different health pamphlets on physical fitness, nutrition, diabetes, and other wellness topics.

- B** Senior Management promotes conducting business meetings while walking.

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- C** Worksite encourages employees to take stretch breaks or participate in other physical activities during the day.

Employees are encouraged to walk with co-workers during lunch breaks. Elevator signs encourage the use of stairwells instead of elevators at City Hall.

The City hosted lunch & learns in August to educate and promote physical fitness in the workplace. The lunch & learn provided employees with activities and stretch that they could do at their desks.

In addition, exercise equipment was placed in the break-room at City Hall and Fiveash for employees to use during breaks or before/after work. The City will continue to provide gym equipment at other worksite locations. The City offers employees access to a fitness center free of charge. Also, membership discounts are provided to employees for City park programs and exercise facilities.

- D** Worksite has clean, safe, well-lit and attractive stairwells accessible to employees during the working hours, and actively promotes their use with point-of-decision prompts.

The City has signs posted on each floor at City Hall by the elevators encouraging the use of our stairwells. In addition, the stairwells have posters at each landing explaining the benefits of staying physically active.



- F** Worksite offers employees a minimum of 12 "Sneakers/Workout Attire" days a year and encourages physical activity on that day.

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- G** Worksite offers and promotes various onsite or offsite physical activity classes (e.g. aerobics, yoga), which could be free or at a cost to the employee.

At the City's Health & Wellness center, we offer a free Yoga classes at noon on Tuesdays and Fridays. A meditation class is also offered on Thursday at 5pm. We are planning to offer these class at alternate locations in the future. The City has a free fitness center available for City employees to use. Employees also have access to varies fitness classes offered at City parks.

- H** Worksite has free onsite recreation or fitness facilities for employees or negotiates discounts with offsite recreation or fitness facilities to offer employees.

The City has many parks that offer a wide variety of fitness classes - water aerobics, Zumba, line dancing, etc. The classes are offered throughout the week with varying day and evening hours. The City has communicated these activities to their employees on an electronic wellness calendar on the City's website.

Also, membership discounts are provided to employees for City park programs and exercise facilities. City employees can also take advantage of discount membership at LA Fitness and World's Gym. The City has a free fitness center available at no charge to City employees.

- I** Worksite reimburses employees for expenses related to the purchase of personal fitness tools/programs.

The City offers a 50% discount on Weight Watchers membership for at-work program which meets during lunchtime. In addition, the City allows employees to pay their 50% through payroll deductions for easy payment. Also, once an employee reaches their goal weight and keeps it off for 6 weeks, they are reimbursed all fees paid that year.

- J** Worksite offers incentives for increasing physical activity such as "physical fitness comp time," "flexible spending dollars," or gift certificates to fitness apparel retailers.

The City partnered with HIT Fitness Warehouse and provided raffles of one month of unlimited classes to those individuals who attended the Lunch & Learns on physical fitness.

- K** Other\* (please specify). Please describe the physical activity initiative you would like considered in the "other" category. Please keep in mind that initiatives considered in the "other" category must fall outside of the criteria specified above (e.g. community walks, runs, or bike events).

The City has provided five Lunch & Learns seminars monthly at several locations for employees. The Lunch & Learns seminars topics ranged from nutrition, skin cancer, blood pressure, vision health, and physical fitness. All lunch & learn topics discuss healthy eating and physical activity in order to maintain a healthy life.

We also offered skin cancer screenings at 3 separate locations, and partnered with a Board Certified Dermatologist who screened over 250 of our employees. The doctor also provided a informative presentation on how to detect and prevent skin cancer. We received free communications from the American Cancer Society and the doctor to further educate our employees and their families about the importance of being sun-safe.

Also, the City raffled off nutrition consultation session at various Lunch & Learns with Dietician, Alix Landman.

Finally, the Mammogram was scheduled for 4 dates in October. Women had the opportunity to receive free



**AREA: NUTRITION**

- A** Worksite provides general nutrition education and/or healthy eating information to the employee population, such as a dedicated Web site, newsletters, e-mail reminders and/or point-of-service materials in the cafeteria and/or near vending machines, etc.

The City's Health & Wellness staff provides coaching for healthy eating, blood pressure, diabetes, and other chronic conditions for employees and dependents.

The City has a full-time Wellness Coordinator available for one-on-one coaching. In addition, the vending machines at City Hall have nutritional information to help employees to make healthier choices. A monthly wellness newsletter is sent out to all employees.

- D** Worksite requires on-site vending machines to offer a minimum of 25 percent "healthy" food and beverage options. See additional guidelines [here](#)

The City vending machines offer healthier alternatives (baked chips vs. regular chips, 100 % fruit juice vs. punches and -ades) to the traditional vending snacks. This program was communicated via email blast city-wide, posters were placed onsite in our lobby and nutritional information posters are on the machines.

- F** Other\* (please specify). Please describe the nutrition initiative you would like considered in the "other" category. Please keep in mind that initiatives considered in the "other" category must fall outside of the criteria specified above (e.g. Weight Watchers, Potluck lunches, brown-bag lunch and learns).

\*Organizations may submit for consideration any additional activities implemented in the workplace other than those listed. However, the American Heart Association reserves the right to determine whether this activity qualifies as criteria for Gold recognition.

The City offers a 50% discount on Weight Watchers membership for at-work which meets during lunchtime. In addition, the City allows employees to pay their 50% through payroll deductions for easy payment. Also, once an employee reaches their goal weight and keeps it off for 6 weeks, they are reimbursed all fees paid that year.

Also, the City has provided five Lunch & Learns seminars monthly at several worksite locations for employees. The Lunch & Learns seminars topics range from nutrition, skin cancer, blood pressure, vision

**AREA: CULTURE**

- A** Worksite Head appoints an internal wellness program coordinator or wellness promotion staff member to be available to employees for consultation.

As part of the City's medical contract, they have a full-time Wellness Coordinator on-site. She is available by phone, email and in person for coaching. She is responsible for creating, organizing and implementing various wellness events including lunch and learns, skin cancer screenings, biometrics and other wellness activities. She also promotes and encourages employees to participate in their medical plan wellness programs (i.e. telephonic or online coaching for stress management or weight management, tobacco

- B** Worksite offers employees annual health risk assessments (e.g. blood pressure, cholesterol, BMI, online mental health screening) and provides feedback to employees.



The City offers annual biometrics screening and encourages employees to input that data in the medical plan's health assessment. Each employee receives a score once they have completed their assessment. Employees may update the assessment as they need to for ongoing result tracking.

For the 2015 benefit year, employees are encouraged to complete a free biometric screening and health assessment which includes immediate coaching based on results and/or follow-up by the employee's personal physician or the City's new Health and Wellness Center clinicians. If the employee does not complete a biometric screening and health assessment by December 19th, the employee will be receive a \$25/paycheck surcharge.

- C** Worksite organizes and promotes employee health programs, services or classes (e.g. cardiovascular disease in women, stroke warning sign recognition, incentives or competition to increase smoking cessation).

The City communicates the free individualized smoking cessation coaching programs (online and telephonic) as well as neighborhood smoking cessation programs. Smoking Cessation coaching can be conducted at the City's Health Center with either the doctor or nurse.

In November 2014, the City of Fort Lauderdale will partner with Nova Southeastern University to provide onsite Tobacco Cessation programs. The sessions are conveniently located at the City's new Health & Wellness Center and will accomodate many City employees work schedules.

Lunch & learn seminars are offered throughout the City on various health topics. The City brought the MammoVan to 4 different City worksites, so employees are able to get a mammogram during work hours.

Yoga is provided free of charge twice a week at the City's Health & Wellness Center. Meditation classes are also offered weekly.

- E** Worksite offers training in CPR, first aid, and /or the use of an automated external defibrillator (AED).

All of our Fire-Rescue personnel go through EMS training. In addition, all departments have access to CPR

- F** Other\* (please specify) Please describe in three to four sentences the culture initiative you would like considered in the "other" category. Please keep in mind that initiatives considered in the "other" category must fall outside of the criteria specified above.

With the leadership of our City officials and department heads, employees are encouraged to live a healthier lifestyle. These leaders have preceeded our walks with a speech about their own personal reasons for living healthier. They have encouraged participants to eat better and exercise more. Many success stories have surfaced - hundreds of pounds have been lost, employees are coming off of their meds (as rx by their doctors), employees have stopped smoking, employees have detected lumps in their breasts in early stages, employees are participating in neighborhood walks/runs, the morale is up City-wide.

- G** Offer incentives and/or facilities (e.g. lockers, showers) for employees who walk, bike, or take mass-transit to work.

The City promotes and educates its employees on nutrition and physical fitness at the workplace by offering lunch & learns at several city locations.

Bike racks are provided for those employees who choose to ride to work. In addition, the City is promoting 'Greenways' throughout the City and more pedestrian friendly travel options.

**Platinum Recognition****OUTCOMES: BEHAVIOR CHANGE**

<i>Category</i>	<i>Prior Year</i>	<i>Cur Year</i>	<i>% Change</i>
Healthy Food/Beverage Purchases Budgeted for the Year (\$).	\$1,058.68	\$6,391.80	503.75

**Explanation and Supporting Data**

For fiscal year 2013, the City only hosted 2 lunch and learns. For fiscal year 2014, 36 lunch and learns were hosted by the City.

**OUTCOMES: COST SAVINGS**

<i>Category</i>	<i>Prior Year</i>	<i>Cur Year</i>	<i>% Change</i>
Health Care Cost per Employee (\$).	\$7,930.00	\$5,974.00	24.67
Health Care costs as a percent of revenue (%).	6.70	5.01	25.22

**Explanation and Supporting Data**