



Human Resources Department

Informational Presentation
To City Commission

August 18, 2015



Completed

- Maximize participation with the employee health and wellness center
 - *Press Play Fort Lauderdale Strategic Plan 2018 Initiative*
 - Goal 11: Be a well-trained, innovative, and neighbor-centric workforce that builds community.
 - Objective 2: Improve employee safety and wellness



Employee Health and Wellness Center

- Temporary Site Opened May 22, 2013
- Permanent Site Opened July 8, 2013

Happy Anniversary



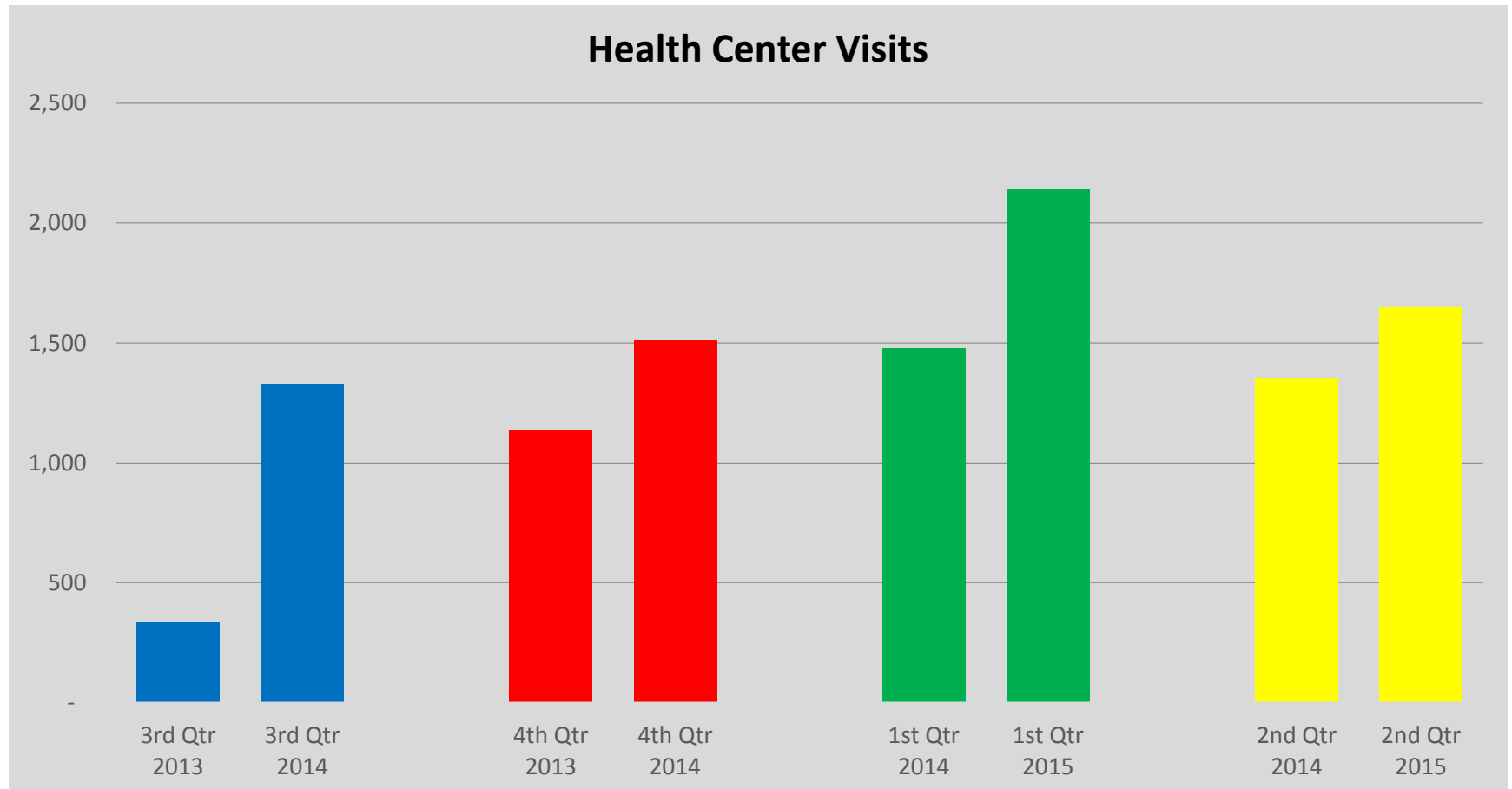


Employee Health and Wellness Center

- Available to employees and covered dependents (age 6 and over) in the self-funded health plan administered by Cigna
- 76% of all eligible employees and 19% of covered dependents have utilized the Health Center



Utilization





Employee Health and Wellness Center

- In both 2014 and 2015, 98% of all eligible employees completed a biometric testing and a Health Risk Assessment
- 63% had chronic conditions or were high risk
 - 85% have been engaged with staff at the Health Center, with 71% making clinically documented reductions in risk



Employee Health and Wellness Center

- Recently conducted patient satisfaction survey indicated out of 69 respondents:
 - 90% Very Satisfied
 - 10% Satisfied
 - 0% Dissatisfied
- Comments from employees about their experience at the Health Center



Health and Wellness Awards

- American Heart Association Fit Friendly Award
 - 2013 and 2014 – Platinum
- Florida's Surgeon General Worksite Wellness Award
 - 2014
- Marathon's "Healthy Like Me" Award
 - Retired employee John McDowell received this award from Marathon the 4th quarter of 2014



Wellness Initiatives

- Fitbits and blood pressure monitoring devices are being distributed at the Health Center
- Employee led Yoga classes
- Ongoing Wellness Events





In Progress

- Establish a comprehensive “We Build Talent” employee training and development program
 - *Press Play Fort Lauderdale Strategic Plan 2018 Initiative*
 - Goal 11: Be a well-trained, innovative, and neighbor-centric workforce that builds community.
 - Objective 1: Foster professional and rewarding careers



“We Build Talent”

Minimal Topics



Holistic Opportunities

Training



Learning and Development

Expenditure
for Employees



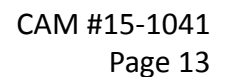
Investment
in Employees



“We Build Talent”

- Compliance Guidance
- Professional Development
- Personal Development







Professional Development





Personal Development





“We Build Community”

- Need to be mindful of needs of all Community Builders
- Shift the paradigm from transactional training to strategic, holistic development
- Challenges to success include competing priorities limiting staff availability for opportunities



In Conclusion

We wish you

- Continued Growth and Development
- Much Health and Wellness
- and

