

Nebraska Governor's Wellness Award Sower and Grower Award Criteria

	Sower (may only apply 2 times for this award) <i>Beginner</i>	Grower <i>Experienced and Outcomes Based</i>
Company/Program Info	<ul style="list-style-type: none"> <input type="checkbox"/> Company size (small = 1-49, Large = 50+), excluding seasonal employees <input type="checkbox"/> Company Demographics <input type="checkbox"/> Standard Industry Classification code 	<ul style="list-style-type: none"> <input type="checkbox"/> Company size (small = 1-49, Large = 50+), excluding seasonal employees <input type="checkbox"/> Company Demographics <input type="checkbox"/> Standard Industry Classification code
Leadership/Support	<ul style="list-style-type: none"> <input type="checkbox"/> Wellness Champion to lead wellness (small company) <input type="checkbox"/> Wellness Committee (large company) <input type="checkbox"/> Wellness Budget (large company) <input type="checkbox"/> Senior Leadership Support/Team (large company) <p>**Wellness Champion to lead wellness is the only item required for small company.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Wellness Champion (small company) <input type="checkbox"/> Senior Leadership Support (small and large) <input type="checkbox"/> Wellness Committee with Senior Leader (large company) <input type="checkbox"/> Wellness Budget (large company) <p>**Wellness Champion to lead wellness is only item required for small company.</p>
Data Collection/Biometrics	<ul style="list-style-type: none"> <input type="checkbox"/> HRA <input type="checkbox"/> Employee Interest Survey <input type="checkbox"/> Employee health risks (small company sample HRA available) <input type="checkbox"/> T1 v T2 data collection (BMI/waist, BP, glucose, triglycerides, HDL, LDL, total cholesterol, Surgeon General Guidelines for Physical Activity, tobacco use, self-reported high stress). Highly recommended, but not required. <p>**HRA and Employee Interest Survey Required</p>	<ul style="list-style-type: none"> <input type="checkbox"/> HRA <input type="checkbox"/> Employee Interest Survey <input type="checkbox"/> Employee health risks (small company sample HRA available) <input type="checkbox"/> Lipid, blood pressure, BMI/Waist, fasting glucose encouraged. (aggregate not required of small companies) <input type="checkbox"/> Health insurance top cost's and/or absenteeism <input type="checkbox"/> CDC Worksite Health Scorecard- top 5 deficiencies identified. Results will be uploaded. https://nccd.cdc.gov/DPH_WHSC/HealthScorecard/Home.aspx <input type="checkbox"/> T1 v T2 data collection (BMI/waist, BP, glucose, triglycerides, HDL, LDL, total cholesterol, Surgeon General Guidelines for Physical Activity, tobacco use, self-reported high stress, diagnosed diabetes). Highly recommended, but not required. <p>**HRA, Employee Interest, Biometric Data, and CDC Health Scorecard required.</p>
Identified HRA Collection Barriers	<p>HRA</p> <p>Non Union Employers:</p> <ul style="list-style-type: none"> - 5 or more identified barriers = 30%+ return rate - 3-4 identified barriers = 40%+ return rate - 0-2 identified barriers = 50%+ return rate <p>Union Contracted Employers:</p> <ul style="list-style-type: none"> - Sower: 50% or more employees covered under a union contract > 20% return <p>The number of identified barriers selected from the list below determines the return rate that is required.</p> <ul style="list-style-type: none"> <input type="checkbox"/> More than 500 employees <input type="checkbox"/> Multiple shifts (at least 30% of company on different shift) <input type="checkbox"/> Multiple worksite location no within walking distance <input type="checkbox"/> Multiple languages (more than 30% not proficient in English. <input type="checkbox"/> More than 70% male <input type="checkbox"/> 501(c)3 Organization <input type="checkbox"/> More than 30% of workforce does not have access to work computer/smart phone/internet device <input type="checkbox"/> Company does not have a health or wellness professional employed on-site. <input type="checkbox"/> 30% of population below high school or equivalent education level. <input type="checkbox"/> 50% or more employees covered under a union contract <input type="checkbox"/> 30%+ part time or seasonal as barrier 	<p>HRA</p> <p>Non-Union Employers</p> <ul style="list-style-type: none"> - 5 or more identified barriers = 50%+ return rate - 3-4 identified barriers = 60%+ return rate - 0-2 identified barriers = 70%+ return rate <p>Union Contracted Employers:</p> <ul style="list-style-type: none"> - Grower: 50% or more employees covered under a union contract > 40% return <p>The number of identified barriers selected from the list below determines the return rate that is required.</p> <ul style="list-style-type: none"> <input type="checkbox"/> More than 500 employees <input type="checkbox"/> Multiple shifts (at least 30% of company on different shift) <input type="checkbox"/> Multiple worksite location no within walking distance <input type="checkbox"/> Multiple languages (more than 30% not proficient in English. <input type="checkbox"/> More than 70% male <input type="checkbox"/> 501(c)3 Organization <input type="checkbox"/> More than 30% of workforce does not have access to work computer/smart phone/internet device <input type="checkbox"/> Company does not have a health or wellness professional employed on-site. <input type="checkbox"/> 30% of population below high school or equivalent education level. <input type="checkbox"/> 50% or more employees covered under a union contract <input type="checkbox"/> 30%+ part time or seasonal as barrier

Small & Large Sower: Minimum of 20 total policies and benefits are required from the list below.

Stress Management/Mental Health/ Personal Growth

- EAP and/or mental health coverage in benefit plan
- Flexible work arrangement
- Relaxation room/wellness/quiet room or designated area
- Financial wellness services
- Stress management education
- On-site relaxation classes/yoga, meditation, etc.
- Worklife balance programs
- Time management programs
- Tuition reimbursement and continuing education
- Mental wellbeing included in the wellness incentive plan
- Volunteer Time Off

Active Living

- Incentive provided for consistent physical activity (ex: points towards premium discount, paid time off, cash bonus, etc.)
- Time off for exercise/exercise flex time policy
- Gym reimbursement or on-site fitness facility
- Well lit and walkable stairwells
- Bike racks or secured bike parking
- Financial incentive for active commuting or coverage of fees such as bike share membership
- Locker rooms
- Walking trails/paths or obstacle course
- Encourage walking meetings or stretching before meetings
- Movement breaks
- Connection to alternative transportation
- Connectivity to safe walking environments
- Promotion of multi-week internal physical activity challenges
- Promotion of community events involving physical activity
- Use of physical activity wearable devices

Healthy Eating

- Healthy vending (At least 50% of your contents need to meet healthy guidelines. Examples of guidelines could include: NEMSV, USDA Healthy Snack. Please describe your guideline used if not listed below)
 - NEMSV-V: http://www.nems-v.com/documents/FoodCodingSummary-revised6.26.14_001.pdf
 - USDA: Page 7 <https://fns-prod.azureedge.net/sites/default/files/tn/USDASmartSnacks.pdf>
- Healthy meeting/food served at company (provide a healthy option of either fresh fruit and veggies and/or lean protein)
- On-site farmer's market or fresh produce
- Healthy meeting policy
- Provision of amenities/healthy food in the breakroom, refrigerators, healthy cafeteria options, refrigerated vending, microwave
- Weight management class reimbursement or on-site classes
- Price pointing food in vending and cafeteria; ex: healthy food is less expensive
- Company sponsored multi-week healthy nutrition program(s)

Healthy Mom/Healthy Baby

- Has a well communicated policy supporting breastfeeding in the physical and cultural environment for return-to-work mothers.
- Allows paid time in addition to normal breaks for lactating mothers to express breast milk during the workday.
- Provides referral information on lactation or lactation supports in the community (i.e. written materials or phone numbers) to employees.
- Formalized process expectant mothers go through to work out logistics of breastfeeding support including supervisor communication BEFORE the mother goes on leave
- Designated full-time lactation room (clean, private and secure with supporting amenities examples include a table, refrigerator, sink, lamp, sound machine)
- If under a grandfathered health plan, financial reimbursement of a double electric breast pump
- If under a grandfathered health plan, reimbursement for lactation consultant or classes
- Childcare flex plan
- Educational resources provided to pregnant mothers

Policies and Benefits

Small & Large Grower = Minimum of 40 total policies and benefits are required from the list below.

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Medical Self Care/Benefit Design

- Health insurance or subsidy
- Preventive care/screening leave/PTO, sick leave
- Full coverage for breast, cervical, colon cancer, prostate specific antigen, and/or gender and age specific screening
- On-site screening or medical services
- Sick leave
- Family leave
- FMLA for companies with fewer than 50 employees
- Well days off
- Business continuity plan for illness
- Incentives for preventive screening
- Self care program
- Medical flex plan
- Health retirement account
- Health savings account
- Adult immunization covered in benefit plan or at company expense
- Tuition reimbursement
- Retirement/401K
- Life Insurance
- Company contributes to long term care or disability insurance
- Reimbursement for lifestyle related classes (ex: National Diabetes Prevention Program, Weight Watchers, Stanford Living Well)

Healthy Environment/Green

- Provide employees an opportunity to recycle
- Policy to support purchase of recycled products
- Company policy or practice to use 100% reusable products
- Green space on company premises
- Promote green community activities

Integration of Wellness and Safety

- Written safe driving policy including all of the following (mandatory seatbelt use, no cell phone use, no hands-free cell phone use)
- Policy prohibiting distracted work environments include but not limited to (cell phone use, texting, head phones)
- Noise reduction efforts (not limited to - white noise, absorbing walls/cubicles/ceilings, fans)
- Early return to work process and policy including mandatory medical review within 48 hours and light duty options for return to work
- Personal protective equipment policy
- Option to check out safety equipment or purchase at company discount for personal use
- Ergonomically designed work stations/workplace redesign
- Ventilation and air quality ABOVE required OSHA standards
- Criminal background check
- First responder/first aid team
- On-site AED
- Incentives for safe practices and completion of certifications or training such (examples of incentives: paid time off, points for premium discount or HSA contribution, cash bonus).
- Integrated safety and wellness programs
- Policy promoting clean work environment
- Overtime limitations, flexible work arrangements, and encouragement to utilize vacation leave practice

Substance Abuse

- Tobacco/nicotine-free campus including e-cigarettes
- No tobacco/nicotine/e-cigarette use while on company time
- Pharmacology benefit or coverage for cessation medication including over the counter medication
- No tobacco/nicotine/e-cigarette use in company vehicles
- Alcohol and drug policy
- Alcohol and drug testing (including opioids, marijuana and illicit drugs)

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<p>Wellness Vision/Objective/Plan</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Wellness Vision/Mission <input type="checkbox"/> Annual Wellness Plan (includes overall goal, objective, justification for objective, interventions, timelines, outcomes, evaluation, promotional plan, and budget) * Minimum of 1 plan. <input type="checkbox"/> Offer at least 2 different delivery methods/interventions to address each objective (ex: multiweek challenge AND environment change) <p>**The Annual Wellness Plan requires all goals and objectives to be implementation between calendar years 2016 – 2018. Goals and objectives cannot be from a current 2019 plan and have to be completed by Dec. 31, 2018.</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Wellness Vision/Mission <input type="checkbox"/> Annual Wellness Plan (includes overall goal, objective, justification for objective, interventions, timelines, outcomes, evaluation, promotional plan, and budget) * <input type="checkbox"/> Offer at least 2 different delivery methods/interventions to address each objective (ex: multiweek challenge AND environment change) <input type="checkbox"/> Address a minimum of 2 of the 5 areas identified in the CDC Worksite Health Scorecard interventions in your wellness plan <input type="checkbox"/> Wellness strategy (Long Range Plan) <p>**The Annual Wellness Plan requires all goals and objectives to be implementation between calendar years 2016 – 2018. Goals and objectives cannot be from a current 2019 plan and have to be completed by Dec. 31, 2018.</p>
<p>Community Involvement</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Philanthropic activity 	<ul style="list-style-type: none"> <input type="checkbox"/> Philanthropic activity