



**FY 2017 GOVERNOR'S BUDGET RECOMMENDATIONS - PROGRAM PERFORMANCE MEASURES**

<b>AGENCY NAME:</b>	Agency of Administration
<b>DEPARTMENT NAME:</b>	Department of Human Resources
<b>DIVISION NAME:</b>	Wellness
<b>Performance Measure D:</b>	% higher of average personal health assessment (PHA) score of empl who completed a PHA & wellness challenge vs only completed a PHA.
<b>Type of PM D:</b>	3. Is anyone better off? (a.k.a. effectiveness or result/outcome) (Best PM)

(scroll down and select)  
 1. How much did we do? (a.k.a. quantity or output) (Good PM)  
 2. How well did we do it? (a.k.a. quality or efficiency) (Better PM)  
 3. Is anyone better off? (a.k.a. effectiveness or result/outcome) (Best PM)

32		8%	9%		10%
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<b>Performance Measure D:</b>	
<b>Type of PM D:</b>	(scroll down and select)

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	FY 2014	FY 2015	FY 2016 Budget	FY 2016 BAA	FY 2017 Budget
33					

**NARRATIVE/COMMENTS/STORY: Describe the program. Who/what does it serve? Are there any data limitations or caveats? Explain trend or recent changes. Speak to new initiatives expected to have future impact.**

We are bringing forward the Wellness division's activities to support a motivated and healthy workforce as part of our Department goals and one of the Governor's seven priorities. The State Employees' Wellness program rebranded itself as LiveWell Vermont in January, 2014. In March 2014, it launched an online wellness portal which provides all active and retired state employees access to a variety of wellness tools and resources including a personal health assessment, exercise and nutrition plans, trackers and resources, workshops, a health library and much more. All of this equals a great change in business process, data collection and available toolset. Going forward we will be able to gather more data from the portal about the health trends and changes of the employees who participate in the wellness programs. For fiscal year 2014, the data represents a transition year. The traditional onsite biometric screening and health assessment transitioned to online personal health assessments. The wellness challenges changed from paper-based annual event to quarterly challenges based on a variety of health and wellness topics (nutrition, physical activity, lifestyle management, etc.) using the online portal. Another program initiative that has led to an increase in participation numbers was the launching of an incentive campaign in March, 2014. At that point in time, all active employees were notified of the opportunity to earn up to 100 points/\$100 upon completion of specific wellness initiatives: health assessment (\$50) and wellness challenge (\$50). In 2015, the incentive program was expanded and offered up to 150 points/\$150 for completion of health assessment (\$50), challenge (\$25), online workshop (\$25) and an annual physical (\$50). In 2016, LiveWell is raising the bar by bundling incentive requirements with a focus on driving positive behavior change. Flu clinics are an additional program offered annually to permanent and temporary state employees. In 2014, active employees were required to go to their primary provider if they did not get a shot at a state clinic. In 2015, employees can now go to any pharmacy that accepts the State's insurance and get a shot covered, so flu clinic numbers reflect this change.

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**(1) Vermont has a prosperous economy.**

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**(2) Vermonters are healthy.**

**(3) Vermont's environment is clean and sustainable.**

**(4) Vermont's communities are safe and supportive.**

**(5) Vermont's families are safe, nurturing, stable, and supported.**

**(6) Vermont's children and young people achieve their potential, including:**

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**(6)(A) Pregnant women and young people thrive.**

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**(6)(B) Children are ready for school.**

**(6)(C) Children succeed in school.**

**(6)(D) Youths choose healthy behaviors.**

**(7) Vermont's elders and people with disabilities and people with mental conditions live with dignity and independence in settings they prefer.**

**(8) Vermont has open, effective, and inclusive government with a supported, motivated and accountable State workforce.**

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**(9) Vermont's State Infrastructure meets the needs of Vermonters, the economy and the environment.**

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2. How well did we do on it? (a.k.a. quality or efficiency)  
(Better PM)



**3. Is any one better than the other?  
(a.k.a. effectiveness or result/output/ outcome)  
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