

CITY OF PALMER  
ACTION MEMORANDUM NO. 14-018

**Subject:** Authorize the City Manager to Implement the City of Palmer Wellness Plan

**Agenda of:** March 25, 2014

**Council Action:** Postponed to a date no later than May 13, 2014

**Approved for presentation by:**

Amended and authorized

City Manager *J Douglas B. Griffin*  
City Attorney \_\_\_\_\_  
City Clerk *JM*

**Certification of Funds:**

Total amount of funds listed in legislation (2014 Expenses):	\$ <u>2500</u>
This legislation (✓):	
<input type="checkbox"/> Has no fiscal impact	
Creates:	
<input checked="" type="checkbox"/> A negative fiscal impact in the amount of:	\$ <u>2500</u>
<input type="checkbox"/> A positive fiscal impact in the amount of:	\$ _____
<input checked="" type="checkbox"/> Funds are budgeted.	
Funds are budgeted from this (these) line item(s):	
a) ➤ 01-01-05-6069 Manager's Discretionary Funds	\$ <u>2500</u>
b) ➤	\$ _____
a) Funds originally budgeted in line item : \$ _____	
Difference in budgeted funds: \$ _____	
b) Funds originally budgeted in line item : \$ _____	
Difference in budgeted funds: \$ _____	
<input type="checkbox"/> Funds are not budgeted.	
Budget amendment required in the total amount of: \$ _____	
Affected line item(s):	
➤	\$ _____
➤	\$ _____
<input type="checkbox"/> General fund unassigned balance (after budget modification)	\$ _____
<input type="checkbox"/> Enterprise unrestricted net position (after budget modification)	\$ _____
Director of Finance signature certifying funds:	<u><i>[Signature]</i></u>

**Attachment(s):**

- The City Wellness Plan

**Summary statement:** The city wellness committee presents a plan intended to reduce health care costs and promote a healthy lifestyle for city employees. This plan was requested by council at the November 26, 2013 meeting.

The wellness plan is composed of four (4) activity streams, and a point-accrual system. It is based on the employee wellness program needs and interest survey, distributed to eligible city employees and tallied in November 2013. Based on employee responses to the survey, specific interests and needs are targeted in the plan, including health checks, fitness programs, nutrition and life balance.

The plan will be administered in-house through the human resources office, requiring that self-tracking, honor reporting and local infrastructure be utilized. It will be solely through the efforts of city employees in Palmer, with no corporate sponsor or overseeing administration.

Wellness activities for employees and dependents are specifically set out in the plan, and others will continue to be developed, including small incentives for some activities. Employees must successfully participate by meeting minimum requirements outlined in the plan in 2014 to become eligible for incentives in 2015. No monetary incentives will be paid in 2014.

**2014 cost:** Initial start up cost is a budget adjustment of \$2,500. This will cover a local health fair for employees and spouses, a city-wide annual 5k city walk/run, administrative costs, introduction of a city cookbook, and various wellness activities in the community.

**2015 cost:** Based on survey returns, it is not expected that 100% of eligible employees will participate initially, but it is an important goal of the wellness committee to use strategies for increasing employee engagement in the plan. An incentive of \$50 per month (taxable) is proposed for the qualifying employee in the next consecutive year, provided that employee meets all plan requirements in the previous year. An employee would receive no incentive in the next year if he/she does not meet the previous year requirements. This means employees will receive no incentives in 2014, but potentially may receive 2015 incentives. If 100% of eligible employees participate in the previous year, the maximum plan cost could be as high as \$44,500, which represents 70 employees X \$50 month X 12 months = \$42,000 or \$600 per participating employee).

The balance of the total cost includes \$2,500 for continuing annual health fairs, the city-wide annual 5k city walk/run, administrative costs such as promotional, printing and other wellness activities.

**Administration recommendation:** Approve action memorandum 14-018.



## MEMORANDUM

TO: The Honorable Mayor and City Council Members  
FROM: The City of Palmer Wellness Committee  
Through City Manager Doug Griffin  
DATE: April 22, 2014  
RE: Wellness Plan Amendments

Thank you for your overall favorable comments on March 25 regarding the Wellness Plan for City employees. At that time, the Council requested information regarding the following items:

1. An amendment proposing that the program include a quarterly analysis
2. To provide a monetary incentive in October, November, and December 2014
3. To re-examine the list of resources to ensure its completeness
4. To further research grant opportunities

Informal discussion also included:

5. Staff time in both developing and maintaining the Plan
6. Details of specific components, including the cookbook and health fair

These requests are addressed below with proposed amendments, followed by supplemental information.

### **1. and 2. An amendment proposing that the plan include a quarterly analysis, and to provide a monetary incentive in October, November, December 2014**

Two alternative amendments are submitted for consideration. There is no specific advantage (or disadvantage) for the Finance Department as far as time or accounting necessary for a quarterly, bi-annual or annual Plan.

However, the Committee feels there is a slight disadvantage to employees with the quarterly plan, in that points must be accrued in a shorter timeframe, which may limit optimum participation of some employees, and does not make allowance for extraordinary life events, accidents and/or loss. For this reason, we have also included a six-month, or bi-annual option for your consideration. At the end of this memo, a revised points matrix is also included.

#### **1.A. PROPOSED AMENDMENT: The Wellness Plan is amended to incorporate a quarterly accounting system, both of points accrual and of incentive payout.**

*Under this amendment, the Finance Department will receive quarterly wellness plan point results from Human Resources on the Thursday prior to timecards submission at or near the*

*end of each quarter. For each pay-out quarter, Finance will include a monthly taxable \$50 payment in the wages of eligible employees having met the minimum Wellness Plan requirements for the prior quarter. The minimum requirement per quarter is 25 points, with the stipulation that by the end of each calendar year, qualifying employees must have met the mandatory medical and dental annual requirement (See Points Matrix).*

*The points accrual matrix will be adjusted to award 15 points instead of 25 points for the mandatory medical/dental activities, and the respective wording will be changed to reflect the time period adopted by this Council.*

**1.B. ALTERNATE PROPOSED AMENDMENT: The Wellness Plan is amended to incorporate a bi-annual accounting system, both of points accrual and of incentive payout.**

*Under this amendment, the Finance Department will receive bi-annual wellness plan point results from Human Resources on the Thursday prior to timecards submission at or near the end of each six months period nearest to the end of June and to the end of December. For each pay-out period, Finance will include a monthly taxable \$50 payment in the wages of eligible employees having met the minimum Wellness Plan requirements for the prior six months. The minimum requirement per each 6-month period is 50 points, with the stipulation that by the end of each calendar year, qualifying employees must have met the mandatory medical and dental annual requirement (See Points Matrix).*

*The points accrual matrix will be adjusted to award 15 points instead of 25 points for the mandatory medical/dental activities, and the respective wording will be changed to reflect the time period adopted by this Council.*

**3. To re-examine the list of resources to ensure its completeness**

The Committee is in strong agreement with Council comments regarding the potential for unintentional exclusion of local businesses, and proposes the following:

**3.A. PROPOSED AMENDMENT: The Wellness Plan will be amended to exclude both the Resources and Research lists in the Resource Appendix at the end of the Plan document.**

*NOTE: Once adopted, an ever expanding and inclusive in-house resources list will be maintained by Human Resources to assist interested Plan participants to make informed wellness choices. This resource will continue to grow and develop in order to provide employees the optimum array of wellness options, but will not be published.*

**4. To further research grant opportunities**

The Committee contacted an extensive list of possible organizations to determine the availability and eligibility of grant funds for the City of Palmer Wellness Plan. The proposed amendment is below, followed by research results from each organization.

**4.A. PROPOSED AMENDMENT: The Wellness Plan will be amended to include an annual search and application process for available grants for the Wellness Plan or for specific eligible components of the Wellness Plan.**

Grant options which have been explored may include, but are not limited to:

- Mat Su Regional Health Foundation  
*INFORMATION: Under the Tier 1 program, The City may apply for a Healthy Impact Grant from MSRHF of up to a maximum of \$25,000 to expand access to health and wellness care. The open period for grant applications has passed for 2014, but in 2015, project pitches and applications are due in December/January and again in April/June. This is the most likely wellness grant for the City to pursue.*
- State of Alaska Department of Health and Social Services  
*INFORMATION: No potential grant sources at this time.*
- State of Alaska Department of Community and Regional Affairs  
*INFORMATION: No potential grant sources at this time. A Community Initiative Matching Grant program is offered by the State DCRA, which offers limited funding for sobriety assistance, tobacco cessation, wellness, suicide prevention, environmental awareness, community pride, and life skills. However, it appears that the scope of this grant may be too narrow (and focused on individual recovery) for the City's purposes.*
- Providence Hospital  
*INFORMATION: No potential grant sources at this time. The Providence Alaska Foundation may be a stronger resource in areas of wellness training, on-site speakers and continuing education than as a grant source.*
- Rasmuson Foundation  
*INFORMATION: No potential grant sources at this time. The Rasmuson Foundation offers Tier 1 grants in several categories, none of which include wellness programs. Under their Capacity Building category, there is support for organizational and program development, but this is a new pilot program focused on capacity building primarily for leadership and organizational development, which does not at this point include wellness program development.*
- The Alaska Community Foundation  
*INFORMATION: No potential grant sources at this time, but future potential. The ACF offers community and leadership project grants with a preference for matching funds. This may be a potential source in the future as the Wellness Plan is further expanded to include activities in meeting wellness needs of the greater community.*
- Wal-Mart Corporate  
*INFORMATION: No potential grant sources at this time, in the sense that there is not seed money to start up a new program. In ensuing years, once the Wellness Plan has been established and is in effect, the City may be able to make application and request funds for specific components.*
- Wells Fargo Corporate Giving  
*INFORMATION: No potential grants at this time. Wells Fargo grants (\$250 – \$2,500) are given primarily for community development, education, human services and arts and culture. This program also does not provide start-up costs, but in the future, there is potential that the City may be able to apply and request funds for specific components.*
- Alaska Municipal League  
*INFORMATION: AML did not have any wellness or grant resources at this time. This may be a valuable resource to develop and connect communities in the future, however.*
- PEW Charitable Trusts  
*INFORMATION: No potential grants at this time, but with an eye to future financial planning the PEW Trusts may be a resource as the Wellness Plan is established and showing a positive ROI. For projects of proven value, PEW offers support to solve today's challenging problems in improving policy, informing the public and stimulating civic life.*

## 5. Staff time in both developing and maintaining the Plan

The Committee has researched individual and collective hours invested in the Wellness Plan Proposal to date. Total Committee hours over the past six months of all Committee members invested in research, collaboration and specific planning and writing of the Plan proposal is 282.25 hours, and the associated cost in employee wages is \$8,756.27. This time is incorporated into employee regular wages and time and has been allotted by each department head for this project.

Going forward, the anticipated allotment of staff hours for maintenance and development of the Plan will be an approximate total of up to **264 hours each year**, broken down as:

- Initial Plan rollout: Committee engagement with employee groups = 30 hours
- Records maintenance and financial reporting: An average of 3 hours per week for Human Resources in tracking and reporting = 156 total hours annually
- Ongoing Committee time: An average of 1 to 1-1/2 hour per week, spread throughout the year, which will be concentrated around the bi-annual meetings and 3 major wellness events/projects (See item #6 below) = Between 52 – 78 total hours annually

## 6. Specific Component Details, including Cookbook, Health Fair and 5k Walk Run

- *COOKBOOK: The Committee is gathering new and file photos and/or illustrations for the cookbook which show employees engaged in healthy activities, as opposed to sedentary activities. We will collect continuing photo opportunities for this purpose.*



- *HEALTH FAIR INFORMATION: Initial surveys of many local and area organizations show very strong interest and support in participating in a city employee health fair in October. Participation would include many forms of wellness and health testing, blood draws, mini-presentations and workshops, to just begin to name a few.*

*There is a desire among many of those surveyed to expand the health fair into an event also open to the public, and this Committee supports making it available to area residents also. Upon Plan approval, the scope of the health fair will begin to be developed.*

*It is estimated that the City will spend approximately \$1,000 for this event. October 23 has been reserved at the Depot for this purpose.*

- *5k WALK/RUN INFORMATION: The Committee has mapped out preliminary routes in and around the City for a summer run this year, and has contacted several running organizations in anticipation of an event in Palmer. A minimum charge will give participants many benefits and help offset race costs.*

In closing, this Committee has discussed at length the Council question regarding how to define success. While there are numerous quantifying factors, such as potential reduction in medical premium costs, increased numbers of employees engaged in activities, and individual wins in measurable physical improvements and goal achievement, there are also unknowns and circumstances that are simply not foreseeable.

In hundreds of case studies (reference the research list at the end of the proposal), we found that well-implemented wellness plans which are endorsed by leadership have seen highly effective rates of return on investment. A huge number of factors impact that return, however, such as employee engagement and commitment, leadership buy-in, and unforeseen catastrophic events, to just begin to name a few. It is also not possible to measure what illnesses or injuries may be avoided because of improved health, better nutrition and early detection.

This Committee cannot foresee what the success rates will be for the City. We can, however, pledge to work to our best ability to make this plan successful in Palmer. We urge and greatly appreciate your enthusiastic endorsement.

Thank you for your consideration.

## Points Matrix

Each participating employee in 2014 must accrue (25 points minimum per quarter) (or 50 points minimum per every six months) to qualify for the financial incentive in the following (quarter) (or six months). See specific parameters for each activity under options on the Streams page for that activity. All documentation will be confidential. Spouses of eligible employees are encouraged to participate in the inherent benefits of the City Wellness Plan, but are not eligible for financial incentives.

Stream 1 <b>Eklutna</b> HEALTH CHECKS		Stream 2 <b>Knik</b> PHYSICAL FITNESS		Stream 3 <b>Matanuska</b> NUTRITION		Stream 4 <b>Susitna</b> LIFE BALANCE	
<b>Activity A-1</b> Medical (free to employee) and Dental Check anytime during 2014	15 points <b>MANDATORY for incentives</b> (10 points for medical, 5 points for dental)	<b>Activity A-2</b> Corporate fitness membership 2x weekly - facility documentation of attendance. See Gym Options in Stream 2.	5 points per month	<b>Activity A-3</b> Attend Cooperative Extension (OR OTHER) Healthy lifestyle, agriculture or nutrition workshop in person (2 or more sessions)	5 points	<b>Activity A-4</b> Complete training or class from qualifying lists (documentation required from class sponsor), or complete online coursework in topics from list (self-reporting)	5 points for in-person attendance, 2 points for online
<b>Activity B-1</b> Other Medical Checks or Immunizations: Colon/rectal exam, Prostate exam, Mammogram, Vision correction, Flu shots, Body fat testing	2 points per testing activity	<b>Activity B-2</b> Special Training Goals and Achievement, with documentation (can include physician prescribed regimen)	5 points per month	<b>Activity B-3</b> Take online healthy lifestyle nutrition class from list or one pre-qualified through plan administrator	2 points	<b>Activity B-4</b> Participate in Community Wellness - i.e., Day of Caring or other civic-sponsored physical activity in service to the community	5 points
<b>Activity C-1</b> Attend Targeted Courses: Diabetes or Pre-Diabetes or Heart Healthy classes at Mat Su Regional Medical Center (MSRMC), Stroke prev. education or Cholesterol education	5 points per class	<b>Activity C-2</b> Other Organized Fitness Facility membership or participation activities (See list) with facility documentation of 2x weekly attendance	5 points per month	<b>Activity C-3</b> Attend Healthy Woman class at MSRMC	5 points	<b>Activity C-4</b> Select accountability partner to deal with a tough issue & meet weekly with them at least 3 times (self-reporting document)	2 points
<b>Activity D-1</b> Attend and actively participate in City Sponsored Health Fair or Financial Wellness Fair, with documentation	5 points for attending 2 points per testing activity	<b>Activity D-2</b> Personal Fitness Activities and Goals Achievement (self reporting form) - full participation for 30 days or as indicated	5 points	<b>Activity D-3</b> Join an organized nutrition group and document meeting or class attendance, or in a support group such as Weight Watchers, achieve specific nutrition or weight goal	5 points	<b>Activity D-4</b> Behavioral management (smoking cessation, parenting, marriage, anger, stress, self-reporting of activity for 30 days minimum)	10 points for successful completion
<b>Activity E-1</b> Health Record Tracking at online sites, i.e., healthvault.com, or similar	2 points	<b>Activity E-2</b> Participation in Annual Annual 5k Walk/Run (to be organized in-house)	5 points	<b>Activity E-3</b> Commit to changing a poor nutrition habit (i.e., eliminate soda, sugar, fat alcohol, etc. - for 30 days) with accountability partner & documentation	2 points	<b>Activity E-4</b> Receive professional qualified counseling for specific job-related issues.	5 points
		<b>Activity F-2</b> Hike, Run or Walk at least 2 times per month to Achieve a Specific Stated Goal	2 points (max) per month	<b>Activity F-3</b> Contribute 5 or more healthy recipe templates to 'In Balance', the City's Healthy Cookbook original edition in 2015 - 2016	5 points	<b>Activity F-4</b> Practice new quiet time relaxation exercises, prayer and/or meditation daily for at least 2 weeks	2 points per month (max)

As appropriate programs are developed, discovered and created, The Wellness Committee will regularly include new activities which further the stated goals of this Plan.

Self-reporting forms must be sincere and believable for a normal average person to accomplish. Employees will be held to a high standard of honor reporting. If there is a question as to the validity of the issue, the matter will be decided by Human Resources or the Wellness Committee. Majority decisions of the Committee are final.



City of Palmer

# Wellness Plan Proposal

Presentation to the  
Palmer City Council  
March 2014

Researched and Compiled by the City Wellness Committee





City of Palmer  
**Wellness Plan**

March 25, 2014

Dear City Council Members:

We are pleased to present a final draft for the City of Palmer Wellness Plan.

Thank you for the vision and the opportunity to research and present these findings. It is our collective hope that you will support the program and provide the authority to roll it out to employees.

This plan was created through personal research by individuals here at the City. We have drawn comparisons from other Alaskan municipalities, including Valdez and Juneau. It is designed from the ground up and tailored specifically for the City of Palmer, with our unique population and circumstances. Our wellness brand visual also depicts that local flavor, with graphics representative of Pioneer Peak and the multitude of river systems in our Valley.

Employee wellness works in driving down costs of health insurance, in creating a more positive work environment, in lower employee turnover, in personal benefits of better health to each individual, and in giving each employee the assurance that they are valued as individuals.\*

Research has also shown that a wellness program is only as successful as the support that is shown from leaders in an organization\*. Because of this, we believe that your stated approval and overt support is essential in the success of any wellness program for City employees. As top leaders in our City, if you vote to adopt this program and collectively believe in promoting wellness, City employees will engage in it. We respectfully ask your collective and individual support of this program and encouragement for employees to participate.

We are encouraged that this product will be a tool for employee engagement, given the timelines necessary for culture change. Thank you for your interest in the well-being of all employees here.

The Wellness Committee,

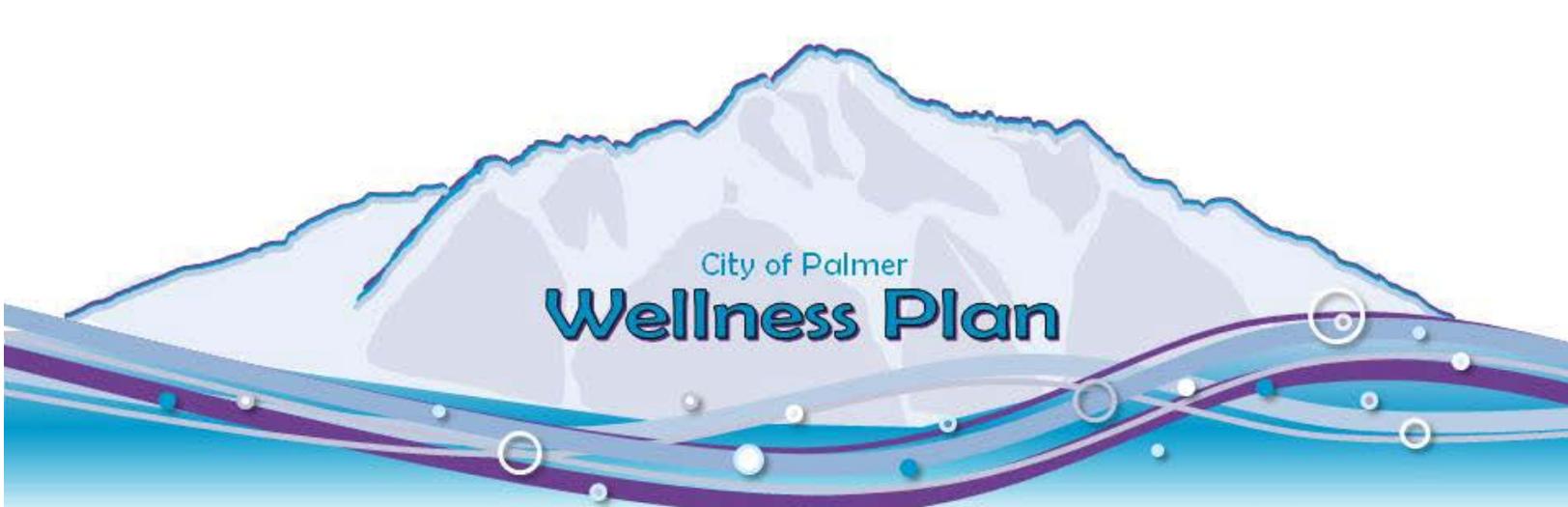
Marsha Bendle  
Janette Bower  
Sandra Garley  
Lance Ketterling

Sandra Peterson  
Ailis Vann  
Alice Williams

\* Statistics and research references are found in the Resources Index at the conclusion of this plan.

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The graphic features a stylized mountain range in shades of blue and purple at the top. Below the mountains, the text "City of Palmer" is written in a smaller font, and "Wellness Plan" is written in a larger, bold font. The bottom of the graphic consists of several wavy, overlapping lines in shades of blue and purple, with small white circles and dots scattered along them.

City of Palmer  
**Wellness Plan**

## **Goal 1:** Reduce Health Care Costs

- **SHORT TERM:** Reduce employee contributions
- **LONG TERM:** City to reduce cost of premiums

## **Goal 2:** Increase Employee Wellness

- **QUANTIFY:** Create Measurable Successes
- **VALUE:** Enhance Quality of Life

# Overview

The proposed Wellness Plan is composed of four (4) activity streams and a point-accrual system. It is based on the employee wellness program needs and interest survey distributed in November 2013. From employee responses, specific interests and needs are targeted and include health checks, fitness program, nutrition and life balance.

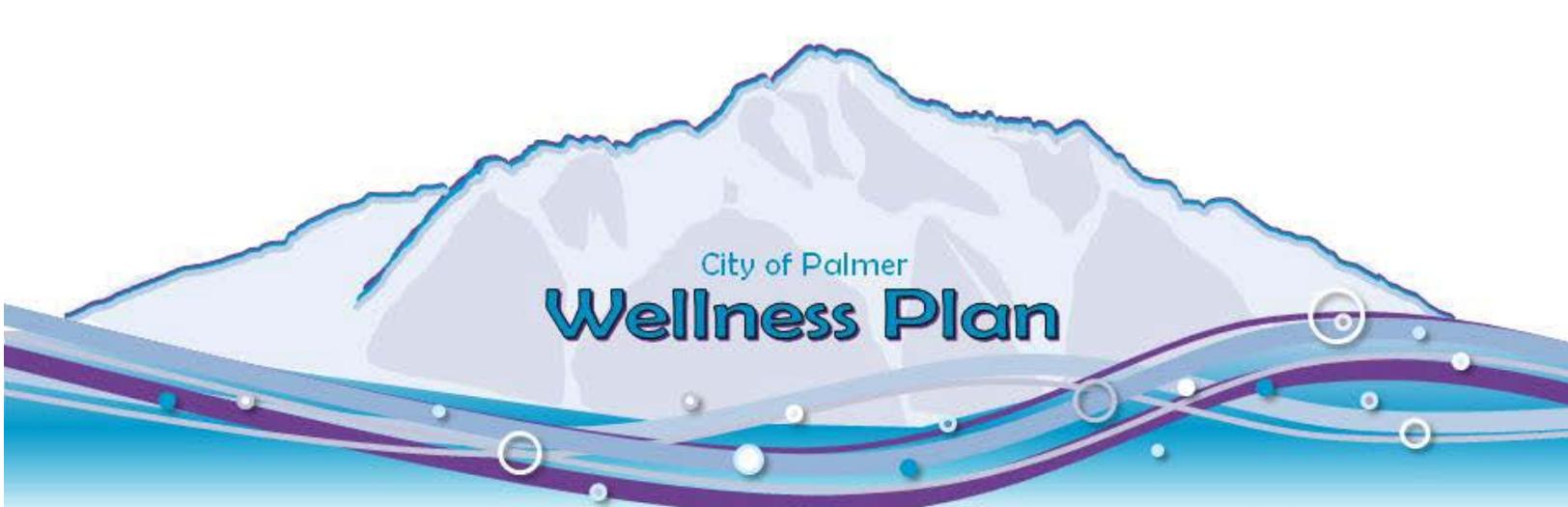
A point system is outlined in the matrix on page 28, which allows employees to meet minimum mandatory requirements for successful participation and to then complete their annual plan engagement by selecting activities of choice from the four streams to earn points which will qualify them in the next calendar year to earn financial and other incentives. An employee must accrue 100 points in the Wellness Plan during the current year to qualify for incentives in the following year. This means that if funds are available, each eligible employee meeting minimum requirements must participate in the Wellness Plan for the balance of 2014 in order to receive the incentive rewards in 2015.

The plan will be administered in-house through the human resources office, requiring that self-tracking, honor reporting and local infrastructure be utilized. It will be solely through the efforts of City employees in Palmer with no “canned” corporate sponsor or overseeing administration, which works to keep costs down.

Wellness activities for employees and spouses are specifically set out in the plan, and others will continue to be developed, including small incentives for some activities. Employees must successfully participate by meeting minimum requirements outlined in the plan in 2014 to become eligible for incentives in 2015. No monetary incentives will be paid in 2014.

Year One (2014) will include an on-site health fair open to employees and spouses. Several local organizations have expressed interest in participating to promote a healthy life style for employees. There will be a City-wide annual 5k city walk/run, the introduction of a City cookbook project, and various other wellness activities in the community. The 5k city walk/run is an opportunity for employees and Palmer residents to participate together in an event with the potential to draw area residents and visitors into Palmer on the day of the event, and would encourage employees, citizens, and visitors to walk/run in the city.

For Year Two (2015) and annually thereafter for eligible employees participating in the previous year, the City will provide incentives to qualifying employees, in the form of a \$50 per month payment for their health and fitness activity. Employees would not receive the \$50 monthly incentive unless they met established minimum requirements in the wellness plan during the previous year. Also included in the second and subsequent years are continuing health fairs, the city-wide annual 5k city walk/run, administrative costs such as promotional, printing and other wellness activities. Based on survey returns, it is not expected that 100% of eligible employees will participate initially, but it is an important goal of the wellness committee to use strategies for increasing employee engagement in the plan. The incentive would be received as a \$50 monthly payment to the qualifying employee directly, and is taxable as required by law.



City of Palmer  
**Wellness Plan**

## Implementation

Following City Council approval, the plan will be initiated as follows:

### I. Program Rollout

- 1) Two-weeks of familiarization, education and training
- 2) Hard copies of plan will be distributed to all eligible employees through the Wellness Committee
- 3) Electronic copies will be distributed from Human Resources to all eligible employees
- 4) Questions can be answered and individual tutorial assistance is available by appointment with Human Resources or with individual members of the Wellness Committee

### II. Program Components

- 1) Four (4) wellness topic streams, each offering a checklist of actions in each stream
- 2) Employees may select to complete actions items in each stream, with defined point awards
- 3) Points are assigned to each activity, and minimum levels must be achieved to receive points
- 4) Employees must participate in the defined minimum mandatory activity or activities of their choice to receive points for any stream activity.
- 5) Activities must be documented and submitted to human resources for stream points to be valid.
- 6) Documentation will include, but not be limited to:
  - a. written documentation from physicians or health practitioners
  - b. fitness facility documentation
  - c. written quantifiable participation in defined activities
  - d. self submission of defined activities through the Fitness/Activity Log

# Implementation *(Continued)*

## III. Program Incentives

Healthy employees benefit the City in many ways. Decreased time lost due to illness or injury, reduced health insurance costs, increased morale, and improved productivity are tangible benefits to be realized from increased employee wellness\*. Employee compensation as an incentive is a strategy through which the City can show that individual health is of value. Wellness Committee recommendations are below.

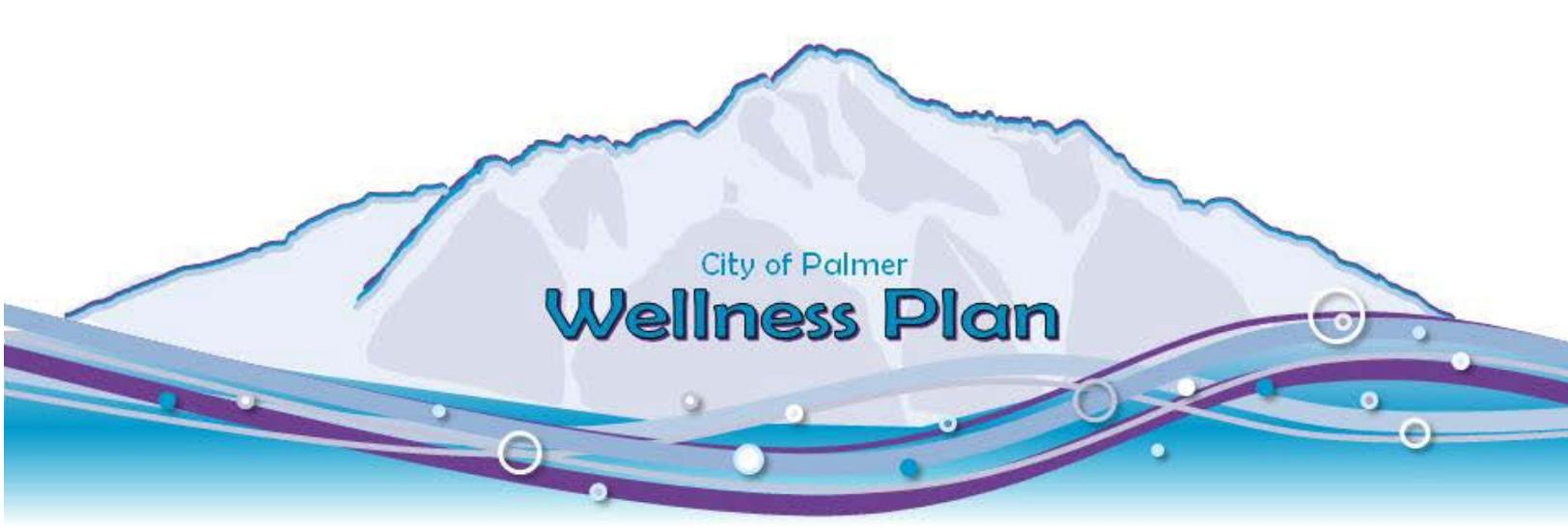
- 1) Financial Incentives may be offered when a plan participant meets the following three (3) minimum defined activities for participation in a calendar year.
  - a) Annual health assessment including blood draw, signed by attending physician
  - b) Annual dental appointment completed, signed by attending physician (waivers for specific physical conditions allowed here), and
  - c) Achievement of at least 100 points earned as specifically outlined in the Plan (see Points Matrix, p. 25) in the previous qualifying year
- 2) Primary financial incentives may include a taxable \$50 monthly payment to each qualifying employee, but only if an employee meets all minimum requirements of the wellness plan in the previous year. This means employees receive no incentives in 2014, but may potentially receive 2015 incentives. If 100% of eligible employees participate in 2014, the maximum cost could be as high as \$42,000, calculated at 70 employees X \$50 month X 12 months or \$600 per employee.
- 3) Non-financial smaller incentives (valued at \$5-\$20) for specific events may consist of:
  - a) Fitness-related promotional items (water bottles, workout gear, backpacks)
  - b) Healthy snacks
  - c) Gift or beverage cards (\$5-\$15)
  - d) Personal copy of the published City healthy foods cookbook
  - e) Event or challenge prizes (i.e., pedometers, coupons, massage discounts, etc.)

## V. Program Accountability

- 1) Employees must submit documentation as defined to Human Resources
- 2) All questionable or non-conforming documentation must be signed off by the employees' supervisor or department director, and must meet program criteria to receive point credit.
- 3) Fitness facility documentation consists of an official attendance report from the facility to the City.
- 4) The Wellness Committee will meet twice per year, and then as needed to address issues. Program components may be revised or improved as the program develops and grows.

## VI. Program Eligibility

The Wellness Plan is available to all regular full time City employees. Part time, seasonal, on-call and temporary employees may participate in program activities at their personal discretion, however are not eligible for incentives or awards. Eligible employee spouses are encouraged to participate for the inherent benefits of the City Wellness Plan, but are not eligible for financial incentives.



# City of Palmer Wellness Plan

\* See Resource Index for statistics and supporting research

## Implementation *(Continued)*

### VII. Program and Definition of Terms

#### THE STREAMS

Just as our local waterways underpin our geography and give identity in this Valley, these wellness ‘streams’ identify the ways and opportunities that City employees can improve personal health and enjoy the rewards of a wellness lifestyle.

#### Stream 1

##### **Eklutna** - HEALTH CHECKS

Employees may engage in activities impacting physical health assessments, testing and measurements.

#### Stream 2

##### **Knik** - PHYSICAL FITNESS

Employees may find multiple and diverse options for improving and maintaining a physical fitness and movement-based regimen.

#### Stream 3

##### **Matanuska** - NUTRITION

Employees may explore opportunities for education, hands-on activities and ways to improve the intake of foods that help make healthy bodies.

#### Stream 4

##### **Susitna** - LIFE BALANCE

Employees may put multiple aspects of health into perspective, with offerings in stress management, financial education, addiction reversal, relational skills, self-care and more.

# Stream 1

# Eklutna

## HEALTH CHECKS

Activities directly related to physical health testing and diagnoses, preventive screening and activities dealing with addictions and medically treatable issues, and establishing parameters for physical health improvement. This stream also includes training and education to manage and/or improve specific health issues.

### Stream 1 Options

*The Point Matrix on page 28 shows points awarded for each activity. See specific parameters below. To qualify for incentives, each participant must earn at least a total of 100 points minimum. All documentation will be confidential.*

#### Activity A-1 – Mandatory Appointments \*

This entire activity group (a and b) is mandatory in order to receive incentives from the Wellness Plan and is worth 25 points

- a. Doctor/Physician appointment with exam, to include blood panel
- b. Dental appointment with exam or procedure

*\* Exemptions will be determined by Human Resources on a strictly confidential basis.*

#### Activity B-1 – Optional Medical/Health Checks

Worth 2 points per documented testing or immunization activity

- a. Flu shots
- b. Colon/rectal exam
- c. Mammogram
- d. Prostate exam
- e. Vision exam
- f. Body fat testing

#### Activity C-1 – Targeted Classes

Worth 5 points per class for in-person attendance

- a. Attendance & participation in a Diabetes or Pre-Diabetes Class at Mat Su Regional Medical Center
- b. Attendance & participation in a Heart-Healthy Class at Mat Su Regional Medical Center

#### Activity D-1 – Health Fair Testing

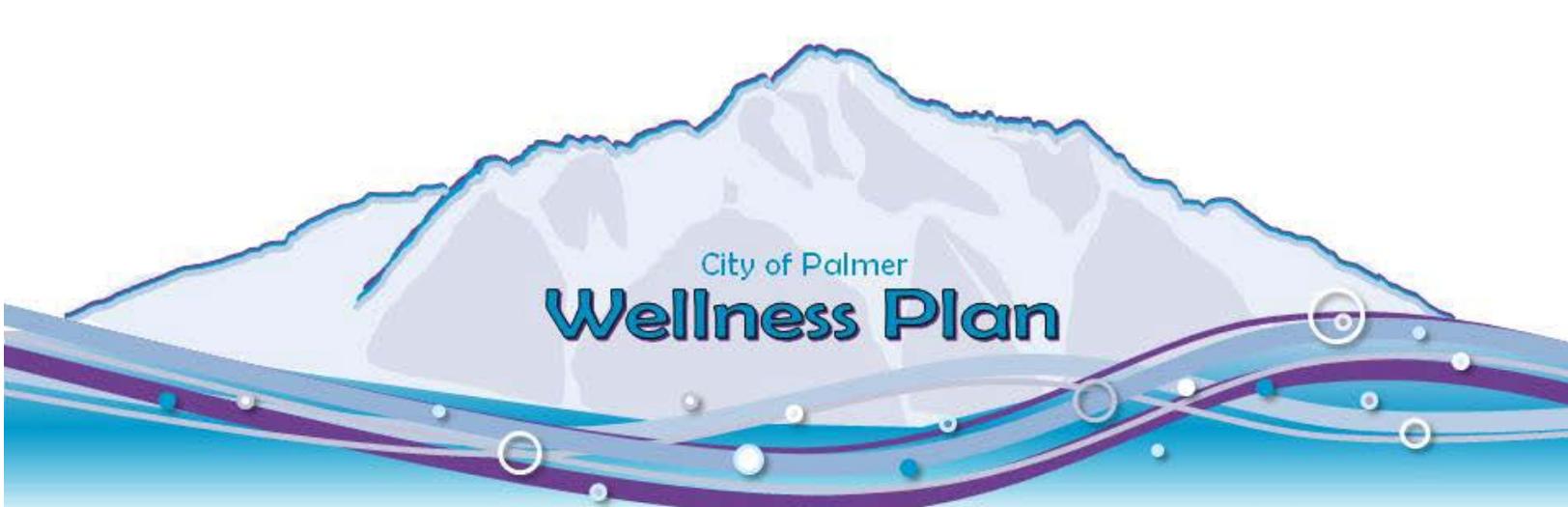
Worth 5 points for attendance, plus 2 points per testing activity

- a. Participation in a City-sponsored Health Fair
- b. Participation in documented testing activities at a City-sponsored Health Fair

#### Activity E-1 – Health Record Tracking

Worth 2 points, self-reported on form

- a. Document, organize and track personal health records and information at a choice of tracking websites, such as [www.healthvault.com](http://www.healthvault.com).



City of Palmer  
**Wellness Plan**

## Health Checks and Health Fair Resource Options

*(Information Current as of January 2014)*

### Alaska Health Fair, Inc.

Teresa Graham  
Worksite Program Director  
Office: 907-278-0234  
Fax: 907-258-1848  
ahfspec@gci.net  
www.alaskahealthfair.org

(Alternate option to locally/in-house coordinate Health Fair on-site)

### Classes

Diabetes Class  
Pre-Diabetes Class  
Heart Healthy Class  
Mat-Su Regional Medical Center, 2500 South Woodward Loop  
Palmer, AK 99645, 907-861-6000

### Health Tracking

- HealthVault – (FREE) [www.healthvault.com](http://www.healthvault.com)
- MINDBODYonline.com
- Health Tracker - [download.cnet.com](http://download.cnet.com) - *Health & Fitness Software*
- Daily Trackers | HealtheHuman [www.healthehuman.com/features/trackers](http://www.healthehuman.com/features/trackers)
- Health Trackers - [www.medhelp.org/land/health-trackers](http://www.medhelp.org/land/health-trackers)
- The Body Health Tracker - [www.bodyhealthtracker.com](http://www.bodyhealthtracker.com)

# Stream 2 Knik PHYSICAL FITNESS

## BACKGROUND INFORMATION:

The Center for Disease Control and Prevention (CDC) has determined that adults (ages 18-65) require both aerobic and muscle strengthening activity to realize “important health benefits.” The following activities meet that requirement:

1. 150 minutes (2.5 hours) of moderate intensity aerobic activity, i.e., brisk walking, OR 75 minutes (1.25 hours) of vigorous activity, i.e., jogging or running, OR an equivalent mixture of moderate and vigorous activity for the aerobic portion.
2. Muscle strengthening exercises on two or more days per week that work all major muscle groups (legs, hips, back, abdomen, chest, shoulders, and arms.)

It is not important to engage in these activities for *extended* periods at one time, but sessions of at least 10 minutes in duration are needed to realize health benefits. Increased levels of exercise increase the likelihood of greater benefits. CDC standards are reasonable for the City of Palmer to adopt for our corporate wellness program. Activities which satisfy these requirements include but are not limited to:

### AEROBICS

Running  
Walking  
Cycling  
Swimming  
Cross training  
Stair master  
Elliptical  
Martial arts

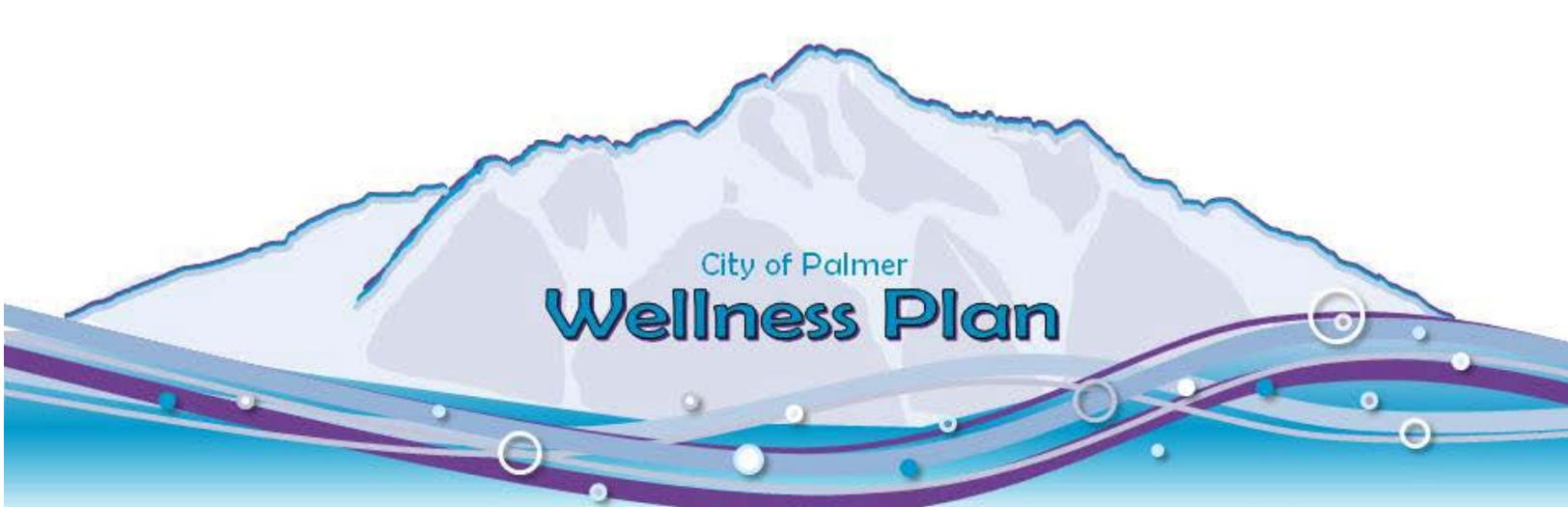
### Zumba

Aerobics  
Dance  
Rowing  
Jumping rope  
Cross country skiing

### RESISTANCE/STRENGTH TRAINING

Weight lifting  
Pilates  
Yoga  
Isometrics  
Circuit training  
Calisthenics  
Martial arts

The above lists are not all-inclusive. Other reasonable qualifying activities will be considered by the City for participation requirements. To facilitate these activities, employees may elect to join a gym or fitness facility. Other employees may choose not to join a gym and instead train on their own or in other groups. The City will remain open-minded and supportive regarding the methods an employee might choose for individual physical fitness.



City of Palmer  
**Wellness Plan**

## **Stream 2 Options**

*The Point Matrix on page 28 shows points awarded for each activity. See specific parameters below. To qualify for incentives, each participant must earn at least a total of 100 points minimum. All documentation will be confidential.*

### **Activity A-2 – Corporate fitness/gym membership**

Worth 5 points per month for documented attendance

- a. Attendance-only documented by facility
- b. Must attend 2 times weekly per month to receive credit for that month

### **Activity B-2 – Special Training Goals and Achievement**

Worth 5 points per month with documented activity

- a. Special training goals with documented achievement
- b. Physician-prescribed goal attainment with documentation
- c. May also utilize self-reporting form

### **Activity C-2 – Other Organized Fitness Facilities**

Worth 5 points per month for documented attendance

- a. Attendance-only documented by facility
- b. Must attend 2 times weekly per month to receive credit for that month

### **Activity D-2 – Personal Fitness Activities and Goals Achievement**

Worth 5 points for each 30-day achievement/activity, or as otherwise indicated)

- a. Utilize self-reporting form and Fitness Log
- b. Requires full participation for 30 days minimum
- c. Participate in other organized sports, such as Nordic Skiing, or other pre-qualified activity
- d. Use free or reduced rate facilities at the City to skate, walk, or play golf (min. of 3 times to qualify for points)

### **Activity E-2– Participation in Annual City 5k Walk/Run**

(or other City-organized competitive athletic activity)

Worth 5 points per month for registered participation and completed activity

- a. Utilize self-reporting form, plus Walk/Run registration

### **Activity F-2 – Hike, Run or Walk with others to Achieve a Personal Goal**

Worth 2 points (max) per month

- a. Utilize self-reporting form

## Local Gym Options

*(Information Current as of January 2014)*

### The Alaska Club. 1720 E. Parks Highway, Wasilla and 535 W. Evergreen Ave, Palmer:

- Silver Membership: (Palmer Only) \$71.00 per month for single. \$71.00 per month + \$10.00 per child for single parent. \$104.00 per month for Family. (2 adults - 2 children)
- Gold Membership: (Palmer, Wasilla, Anchorage) \$90.00 month for single. \$90.00 per month + \$10.00 per child for single parent. \$138.00 month for Family. (2 adults - 2 children)

No enrollment fee. First month is free. The City is a member of the Alaska Club Corporate Wellness program through membership in the Palmer Chamber of Commerce. With this membership, the City may also elect to provide a Fitness Party, a Fitness Challenge, a Fitness Seminar, or include Alaska Club personnel in a City Wellness Fair.

### AT&T Sports Center. 1507 N. Double B Street, Palmer:

The City pays a \$300.00 corporate fee which is renewed each year for \$100.00. City employees have three months to sign up with no enrollment fees. (Normal enrollment fees are \$120.00) After that normal monthly rates apply for each employee / family. Employees who do not enroll in the first three months pay a one-time \$50.00 enrollment fee and then normal monthly dues. Monthly dues are \$70.00 for individuals, \$85.00 per couple, or \$99.00 per family.

### Body Renew. 1325 E. Palmer Wasilla Highway, Wasilla:

Open enrollment. If 20-49 employees join, the cost would be \$29.00 per month for each person. If an employee and spouse join, it would cost \$58.00 per month. An employee, spouse and child would cost \$87.00. Body renew is open 24/7.

### Edge Fitness. 961 Enterprise Street, Wasilla:

- One class=\$13.00
- Five classes=\$60.00
- 10 Classes=\$110.00
- 20 Classes=\$200.00
- 30 classes in 30 days=\$135.00
- 60 classes in 60 days=\$240.00
- 90 classes in 90 days=\$315.00
- 20% discount for students and military

### Mat Su Crossfit. 7610 E. Buckboard Road, Palmer:

Unlimited = One month \$125.00 per month for individual + \$75.00 for each additional family member. Three months is \$345 per person and \$207.00 for each additional family member. Six months is \$630.00 per person and \$378.00 for each additional family member. Military, LE, and Fire Fighters get an additional 10% off. Inquiries are being made as to whether City employees would be eligible for savings on a corporate program.



City of Palmer  
**Wellness Plan**

## Other Organized Fitness Facility Options

*(Information Current as of January 2014)*

### Anjali Yoga Room 280 N. Main Street, Wasilla

- Offerings: Yoga classes 7 days/week
- Drop In (1 hr) \$12, (1.25 hr) \$13 (1.5 hour) \$15
- Yoga Money Cards - \$56 and \$130
- New to us Pass- \$25 (3 classes)

280 N Main Street, Wasilla, AK 99654  
(907) 373-9644

[www.anjaliyogaroom.com](http://www.anjaliyogaroom.com)

### Circling Path Tai Chi

Offerings: Guided Tai Chi classes

- 16 classes - \$175 (plus tax)
- 720 S Alaska Street, Palmer, AK 99645  
(907) 863-4650

### Midnight Sun Yoga Center, LLC

- Yoga, dance, private classes 7 days/week
- Drop In (1 hr) \$11 (1+ hr) \$14 (tax included)
- 10 Classes (1 hr) \$93 (1+ hr) \$114 (tax included)
- 5 Classes (1 hr) \$52 (1+ hr) \$62 (tax included)
- 4 Weeks Unlimited \$108 (tax included)
- Private lessons \$60/hour (tax included)

832 S Colony Way, Suite 2, Palmer, AK 99645,  
(907) 355-8889 [www.midnightsunyoga.com](http://www.midnightsunyoga.com)

### Perpetual Fitness

- Offerings: Women's defense coaching  
Wasilla, AK, (907) 373-7148  
[www.perpetualfit.net](http://www.perpetualfit.net)

### Alaska Center for the Martial Arts

845 N Randalls Way, Wasilla, AK 99654  
(907) 376-9966

### Alaska Jujutsu

12287 W. Arctic Avenue, Palmer, AK 99645  
(907) 746-6045

### Mat-Su Judo

650 Bogard Road (Wasilla Middle School),

- Judo classes for adults or children
  - Family rates
  - Month to month - \$40 ind/\$80 family per mo
  - 6 months - \$35 ind/\$70 family per month
  - 12 months - \$30 ind/\$60 family per month
- 650 Bogard Road (WMS), Wasilla, AK 99654  
(907) 354-2318

### Okamoto's

- Karate for Adults, Teens Programs
- Kids Karate Programs
- Women's Self Defense

4851 E. Blue Lupine Road, Wasilla, AK 99654  
(907) 376-0333

### Primal Martial Arts

281 E. Park Avenue, Wasilla, AK 99654  
(907) 357-5588

### Tanaka's Martial Arts Academy

248 E. Elmwood Ave. (ABC), Palmer, AK 99645  
(907) 745-1617

# Fitness/Activity Log – Self-Reporting

## City of Palmer Wellness Plan

Use this form to record and submit all activities toward points in the City Wellness Plan.

Employee Name \_\_\_\_\_

For the Month of \_\_\_\_\_ Date Submitted \_\_\_\_\_

Date/Location	Type of Activity (Workout, class, exam, etc.)	Duration	Muscle Groups Worked (if applicable)
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			
23			
24			
25			
26			
27			
28			
29			
30			
31			

Additional explanation of wellness activity (if needed): \_\_\_\_\_

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City of Palmer  
**Wellness Plan**

## Stream 3 **Matanuska** **NUTRITION**

### Stream 3 Options

*The Point Matrix on page 28 shows points awarded for each activity. See specific parameters below. To qualify for incentives, each participant must earn at least a total of 100 points minimum. All documentation will be confidential.*

#### **Activity A-3 – COOPERATIVE EXTENSION CLASSES or WORKSHOPS**

Worth 5 points per class for in-person attendance

- a. Attend Nutrition Class in person (2 or more sessions = 1 class)
- b. Attend a Gardening, Agriculture or Nutrition Conference from Mat-Su Coop. Extension Service

#### **Activity B-3 – ONLINE CLASSES**

Worth 2 points per class

- a. Take online healthy lifestyle nutrition class or webinar from resource list or one you have pre-qualified through Human Resources

#### **Activity C-3 – ORGANIZED MSRMC OR MEDICAL FACILITY CLASSES**

Worth 5 points per class for in-person attendance (Must attend 2 or more sessions)

- a. Attendance & participation in a Healthy Woman Class at Mat Su Regional Medical Center

#### **Activity D-3 – JOIN A NUTRITION GROUP**

Worth 5 points per class for in-person attendance (2 or more sessions = 1 class)

- a. Join Weight Watchers at Mat-Su Regional Medical Center (Thursdays 7 a.m.)
- b. Join/document attendance in a support group to achieve a specific food or weight goal
- c. Join another organized nutrition group and document meeting or class attendance

## Stream 3 Options

### Matanuska NUTRITION *(Continued)*

#### Activity E-3 – ACCOUNTABILITY PARTNERING

Worth 2 points per class or completed regimen (requires self-reporting documentation)

- a. With a partner, document specific steps and successfully achieve a nutrition goal for at least 30 days (ie., create weekly eating plans, set restaurant eating goals, track or journal diet, significantly change poor eating habits, eliminate soda, sugar, unhealthy fats, alcohol, etc.)
- b. Teach a good nutrition topic to at least three (3) others from the workplace (i.e., cooking with fish/wild game, healthy ethnic meal planning and cooking techniques, incorporating regional foods)
- c. Develop organizational recommendations on food choices for corporate meetings
- d. Develop and model nutrition plans for others to follow

#### Activity F-3 – COOKBOOK PARTICIPATION

Worth 5 points

- a. Contribute 5 or more healthy recipes in provided templates to 'In Balance', the City's Wellness Lifestyle Cookbook (original edition or subsequent updates)
- b. Write an inspiring healthy food testimonial to be included in the Cookbook (details available – see point of contact in resource list)

## Available Resources and Classes for Nutrition-Related Topics

ALPHABETICAL ORDER *(Information Current as of January 2014)*

#### Choose Food Wisely, LLC

Offerings: Holistic health coaching  
642 S Alaska Street  
Palmer, AK 99645  
www.akbmsf.com

#### City of Palmer Cookbook

Point of Contact: Sandra Peterson  
(907) 761-1317  
speterson@palmerak.org

#### Grow Palmer

Jan Newman  
jan.k.newman@gmail.com

#### Mat-Su/Copper River District Cooperative Extension Service

809 S Chugach St, Palmer, AK 99645  
(907) 745-3360  
Hours: Tuesday 8:00 am – 4:30 pm  
Annual Conference & Class Schedules online  
at: [www.uaf.edu/ces/districts/matsu](http://www.uaf.edu/ces/districts/matsu)

#### Megan Danz, ND

Offerings: Naturopathic Medicine,  
women's health  
808 S Bailey Street  
Palmer, AK 99645  
(888) 326-6906  
www.drmegandanz.com

#### Weight Watchers

(group discount available)  
Mat-Su Regional Medical Center  
Contact Denise Christopher  
2500 S. Woodworth Loop  
Palmer, AK 99645  
Tel: 907-861-6606  
Fax: 907-861-6821

CITY COOKBOOK SAMPLE DRAFT



# In Balance

raw food cleanse overnight diet  
day Diet Nutrisystem Sonoma Diet  
Acid-Alkaline Pritikin Diet Seven-  
power macrobiotic diet Mayo Clinic Diet  
zone diet salad diet anti-aging protein  
negative-calorie low-glycemic diet  
lactose-intolerant organic low calorie  
body oatmeal diet super cleanse  
Cambridge grapefruit diet Daniel Perle  
Weight Loss Semi-vegetarian Crash diet  
instinctive nutrition holistic Beverly Hills  
Jerusalem Diet Juice fasts diabetic whole  
carb locally grown low carb pescetarian  
energy-boosting fat-loss south beach anti-cancer  
blood sugar weight watchers fatigue diet body-life  
liquids diet Asian diet low-starch lacto-vegetarian  
green diet fatigue diet high protein superfood  
Calorie restriction belly fat low-sodium family fit  
swap calorie counter whole foods  
vegetarian eat-to-live anti-inflammatory  
tree detox fat-burning biggest loser  
allergy-free Atrius raw food garden  
Paleo organic vegan heart-healthy

## A Healthy Look at Cooking for Every Season

Created by and for the Employees  
of the City of Palmer  
Palmer, Alaska



**SALADS**  
**Four-Bean Salad**

Anita Cagle, Palmer Police

(you can use any combination of beans)

- 1 can black beans
- 1 can wax beans
- 1 can green beans
- 1 can kidney beans
- 1 small bell pepper (green), chopped small
- 1 small bell pepper (yellow or red), chopped small
- 4 lg stalks celery, chopped small
- ½ purple or sweet onion sliced thin

**Dressing:**

- ½ c sugar
- ½ c red wine GARLIC flavored vinegar
- ½ c oil (I use olive oil)
- ¼ tsp granulated garlic powder
- ¼ tsp salt
- 1/8 tsp red onion powder
- 1 ½ c parsley flakes

Mix together and allow at least 1 hour to marinate.

*“Quote from submitter about the recipe—why is it healthy, who likes it, where did it come from, or other recollections about the dish.”*  
 Name

*Special Notes, substitutions, extra ingredients. Calories, nutritional content and comments about the recipe go here (Candara 7 pt. italic bold)*



# In Balance

A New Healthy Look at Cooking for Every Season

CITY COOKBOOK SAMPLE DRAFT

## Table of Contents

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<hr/>	
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Please note:  
these  
muffins are  
not overly  
sweet. I often  
serve them  
with honey  
- Janette  
(Pictured  
with Dram-  
boule at his  
first Friday  
Fling outing

## BREADS

### Applesauce Oat Muffins

Janette Bower, City Clerk

Number of Servings: 12-14 muffins

- 1 ½ cups flour (1 use Prairie Gold, or Spelt, and/or Kamut)
- ½ cup soy flour
- ¾ cup rolled oats
- ½ cup sucanat
- 1 tbsp. baking powder
- 1 ¼ tsp. cinnamon
- ½ tsp. nutmeg
- ½ tsp. sea salt
- 2 eggs (1 use egg replacer)
- ¼ cup canola oil
- ½ cup applesauce (all nuts - no sugar added)
- 1 cup soy milk
- ½ cup raisins (optional)

Preheat oven to 400°. Blend together all dry ingredients in a large mixing bowl. Combine all liquid ingredients in separate bowl. Gradually add liquid ingredients to dry ingredients. Blend slowly until ingredients are thoroughly mixed. DO NOT OVERMIX. Fill paper lined muffin tins with batter, three quarters full. Bake at 400° for 13 to 15 minutes. Remove from oven and cool.



*Special Notes, substitutions, extra ingredients. Calories, nutritional content and comments about the recipe go here (Candara 7, pt. italic bold)*



## DESSERTS

### Zucchini Cobbler Bars

Sandra Peterson, City Hall  
Makes 15 bars



- 5 c. peeled and cored zucchini
- 1/2 c. fresh lemon juice
- 2/3 c. sugar
- 1 tsp. cinnamon
- 1/2 tsp. nutmeg
- 2-1/2 c. organic all-purpose flour (if using whole grain flour, use 1/4c. less)
- 1 c. sugar
- 1 tsp. cinnamon
- 1 c. cold butter, cut in small cubes

In a medium saucepan, stir together zucchini and lemon juice. Cook over medium-high heat for up to 10 minutes, until the zucchini is soft. Stir in 1/2 c. sugar, 1 tsp. cinnamon, and nutmeg; cook an additional minute, then remove from heat.

In a bowl, stir together the flour, remaining sugar and cinnamon. Using a pastry cutter or a fork, cut the butter into the flour mixture until the texture of coarse crumbs.

Mix 3/4 c. crumb mixture into the zucchini mixture. Press half of the remaining crumb mixture into the bottom of a 9 x 12" greased or sprayed pan. Pour the zucchini mixture on top of the crust, then sprinkle the remaining crumb mixture on top.

Bake at 375F. for 35-40 minutes, or until golden brown on top. Let cool before slicing.

"July and August are big garden zucchinis months... Here's a yummy and different way to use these versatile, and giant, Valley veggies."  
- Sandra

CITY COOKBOOK SAMPLE DRAFT

Fun photo of some employees eating—perhaps at a picnic, in a local setting...

Or a four photos of employees eating during each of the four seasons...

CITY COOKBOOK SAMPLE DRAFT



“Quote from submitter about the recipe—why is it healthy, why did it come from, or other recollections about the dish.” - Name

**MEATS & MAIN DISHES**

**Recipe Title Here (Blue Highway**

**LInocut 16pt. bold)**

*Name of Submitter (Candara 7 pt. italic)*

Prep time (opt.) (Candara 7 pt.)

Number of Servings:

Ingredients: (Candara 10 pt.)

Directions:

CITY COOKBOOK SAMPLE DRAFT

This collection of healthy recipes was gathered by and created for the employees of the City of Palmer, home of some of the world's best cooks!

Leading a healthy lifestyle is important to all of us and we hope you will enjoy some of these nutritious and delicious local recipes, too!

More words of encouragement, how the recipes were a collaborative effort, and a few factoids about our little city.

Special thanks to  
.....  
.....  
.....  
.....

*Special Notes, substitutions, extra ingredients. Calories, nutritional content and comments about the recipe go here (Candara 7 pt. italic bold)*



# Stream 4

# Susitna

## LIFE BALANCE

### Stream 4 Options

*The Point Matrix on page 28 shows points awarded for each activity. See specific parameters below. To qualify for incentives, each participant must earn at least a total of 100 points minimum. All documentation will be confidential.*

It is appropriate that, in addition to the Susitna River waterway, Mt. Susitna is the "Sleeping Lady", a lasting icon of peace and well-being here in the Mat-Su Valley. This stream encompasses mental well-being, stress management and addresses sources of stress in our lives. Included are Focused Wellness Education, Financial Wellness, Community Service Projects, Stress Management, Smoking Cessation and Addiction Management & Lifetime Learning

#### Activity A-4 – FINANCES

Worth 5 points for in-person attendance; 2 points for online class completion

- a. Complete training or class in person from qualifying lists (documentation required from sponsor)
- b. Complete online or webinar training or class from vendor on resource lists (successful completion documentation required)

#### Activity B-4 – COMMUNITY INVOLVEMENT OR WELLNESS ACTIVITIES

Worth 5 points

- a. Participate in scheduled United Way Day of Caring physical activity to help others
- b. Participate in and support competitive adult league soccer, hockey, baseball, softball or football through organized competitions

#### Activity C-4 – ACCOUNTABILITY PARTNERING FOR TOUGH ISSUES

Worth 2 points for documentation of at least three meetings

- a. Select an accountability partner to meet with in order to deal with a tough personal health or behavioral issue, meeting together regularly at least three times (use self-reporting document)

#### Activity D-4 BEHAVIORAL MANAGEMENT

Worth 10 points for successful completion of all scheduled sessions

- a. Participate in focused professional sessions for depression, substance abuse, managing chronic pain, parenting skills, marriage maintenance, controlling anger, weight management, smoking cessation, job stress management, or a specific self help program as pre-qualified by Human Resources.

#### Activity E-4 – PROFESSIONAL COUNSELING

Worth 5 points for documented session attendance

- a. Schedule and meet with a qualified professional counselor for job-stress management and related work issues.
- b. Schedule and meet with a qualified professional counselor for behavioral change
- c. Attend group behavioral management meetings, workshops or presentations

#### Activity F-4 – CALMING EXERCISES

Worth 2 points per month (maximum)

- a. Practice quieting the body and mind through relaxation techniques, exercises, prayer and/or meditation daily for at least two weeks. Utilize self-reporting form

## Available Resources for Life Balance Topics

ALPHABETICAL ORDER (Current as of January 2014; List is preliminary and not exclusive; other resources are being searched)

### Alaska Center for Acupuncture

642 S Alaska St #208, Palmer, AK 99645, [www.alaskaacupuncture.com](http://www.alaskaacupuncture.com),  
907-745-8688

### Anjali Yoga Room

280 N Main Street, Wasilla, AK 99654, (907) 373-9644, [www.anjaliyogaroom.com](http://www.anjaliyogaroom.com)

### Body in Balance Physical Therapy

Palmer, Alaska 99645, [bodyinbalance.com](http://bodyinbalance.com), 907-746-0722,

### Circling Path Tai Chi

720 S. Alaska Street, Palmer, AK 99645, 907-863-4650

### White Feather Wellness & Yoga

1621 S. Oat St. Wasilla, AK 99654, 907-854-6168

### Joanie Kirk, ND

209 W. Cedar Ave., Palmer, Alaska 99645

### Massage Therapists

Palmer, Alaska 99645

### Meditate Alaska

642 S Alaska Street, Palmer, AK 99645, (907) 745-6535, [www.meditatealaska.com](http://www.meditatealaska.com)

### Megan Danz, ND

Naturopathic Medicine, 808 S Bailey St, Palmer, AK 99645, (888) 326-6906  
[www.drmechandanz.com](http://www.drmechandanz.com)

### Midnight Sun Yoga Center LLC

Yoga, dance, classes, 832 S Colony Way, Suite 2, Palmer, AK 99645, (907) 355-8889,  
[www.midnightsunyoga.com](http://www.midnightsunyoga.com)

### Olive Tree Counseling

7331 E. Palmer-Wasilla Highway, Palmer, AK 907-745-6557

### Soaring Crane

Amy Chadwick, ND, 209 W. Cedar Ave., Palmer, Alaska 99645, [www.soaringcraneclinic.com](http://www.soaringcraneclinic.com)  
United Way Mat-Su



City of Palmer  
**Wellness Plan**

## Local Financial Classes/Seminars Available to City Employees

### FINANCIAL WELLNESS CLASSES Offered free to City of Palmer Employees

*(Most classes are offered to small groups, but individual counseling is available.  
With 6 or more individuals, the City can request an on-site training workshop)*

One of the biggest stressors of our lives is our money. Finances, budgeting, behaviors and stretching our dollars to meet the demands are a huge cause of stress in all aspects of our lives. Results of financial stress can manifest themselves in poor health, poor attitudes, failed relationships and other detriments to our overall well-being. The City of Palmer recognizes that employee wellness requires opportunities to reduce stress in all areas of our lives. The following classes, seminars and workshops are being offered to employees free of charge to help understand your options as you plan for your future and move toward your goals. Please consider participating in one or more opportunity.

TOPIC	COURSE CONTENT
<b>Advanced Estate Planning</b> <i>(Alaska USA FCU)</i>	<ul style="list-style-type: none"> <li>• Discussion of parallel tax systems; providing for multiple generations; protecting a family business for future generations; charitable giving techniques; shielding assets from creditors</li> </ul>
<b>Annuities and Retirement</b> <i>(Edward Jones Seminars)</i>	<ul style="list-style-type: none"> <li>• Basics of annuities</li> <li>• How they work with other retirement savings to help provide retirement income</li> </ul>
<b>Benefits Workshop/Seminar</b> <i>(Wells Fargo)</i>	<ul style="list-style-type: none"> <li>• Synopsis of services, including loans; mortgage, auto, personal</li> <li>• Health savings accounts; IRAs</li> <li>• CD Savings, home equity and identity theft protection</li> </ul>
<b>Budgeting and Money Management</b> <i>(KeyBank)</i>	<ul style="list-style-type: none"> <li>• Access and Organize your money</li> <li>• Set your financial sights</li> <li>• Count your dollars and keep it safe</li> </ul>
<b>Budgeting Basics</b> <i>(Mat Valley FCU)</i>	<ul style="list-style-type: none"> <li>• What is a budget, parts and pieces</li> <li>• Attitudes and habits regarding budgeting</li> <li>• Budget strategies and budget therapy</li> </ul>
<b>Budget Blueprint</b> <i>(Alaska USA FCU)</i>	<ul style="list-style-type: none"> <li>• Creating and living by a budget</li> <li>• The role of savings, checking and credit in the budgeting process</li> <li>• How to buy a car and how to qualify for a mortgage</li> </ul>
<b>Coffee Talk –Monthly Review</b> <i>(Edward Jones Seminars)</i>	<ul style="list-style-type: none"> <li>• Relevant financial topics are covered each month in downtown Palmer</li> <li>• Free, but requires RSVP</li> </ul>
<b>College: Getting There from</b>	<ul style="list-style-type: none"> <li>• Make a college education a reality for your kids or grandkids</li> <li>• Establish a college savings goal</li> </ul>

<b>Here</b> <i>(Edward Jones Seminars)</i>	<ul style="list-style-type: none"> <li>• Strategies for reaching goals</li> <li>• 529 college savings plans</li> </ul>
<b>College Planning</b> <i>(Alaska USA FCU)</i>	<ul style="list-style-type: none"> <li>• Estimating the need; determining funding sources; tax advantaged savings vehicles; funding the need during the college years</li> </ul>
<b>Debt Class</b> <i>(Mat Valley FCU)</i>	<ul style="list-style-type: none"> <li>• Learning how to avoid debt</li> <li>• How to deal with debt and find financial freedom</li> </ul>
<b>Defining Your Legacy: An Estate Considerations Workshop for Women</b> <i>(Edward Jones Seminars)</i>	<ul style="list-style-type: none"> <li>• The meaning of legacy – what you pass on to future generations in values and in valuables</li> <li>• Hear from women with very different circumstances and different thoughts about their legacies</li> <li>• An estate planning attorney is available</li> </ul>
<b>Entrepreneurial Equation</b> <i>(Edward Jones Seminars)</i>	<ul style="list-style-type: none"> <li>• Make the most of your business with the right tools and a solid strategy</li> <li>• Ideas for using banking, retirement and Insurance tools</li> <li>• Build and protect your business</li> <li>• Short and Long-term goals</li> </ul>
<b>Estate Planning Basics</b> <i>(Alaska USA FCU)</i>	<ul style="list-style-type: none"> <li>• Planning for incapacity</li> <li>• Health care issues</li> <li>• Property management issues</li> <li>• Planning for death: Wills &amp; probate; taxation systems; lifetime gifting; trusts; insurance</li> </ul>
<b>Financial Planning Basics</b> <i>(Alaska USA FCU)</i>	<ul style="list-style-type: none"> <li>• Setting goals &amp; budgeting</li> <li>• Emergency fund</li> <li>• Insurance issues</li> <li>• Using credit</li> <li>• Investing; tax planning; saving for college</li> </ul>
<b>Financial Reality Fair</b> <i>(Mat Valley FCU)</i>	<ul style="list-style-type: none"> <li>• A fun and interactive way for young people and adults to learn about managing personal finances</li> <li>• Includes professional mentors</li> <li>• Making wise decisions and staying on a budget</li> </ul>
<b>Financial Workshop</b> <i>(Edward Jones Seminars)</i>	<ul style="list-style-type: none"> <li>• Understanding investment concepts to suit your needs</li> <li>• Financial topics discussed in classroom setting</li> <li>• Understand tools and strategies to reach your goals</li> </ul>
<b>Finding Balance in Your Budget</b> <i>(Edward Jones Seminars)</i>	<ul style="list-style-type: none"> <li>• Preparation and knowing where to start</li> <li>• How to set up a budget</li> <li>• Understanding loans and borrowing</li> <li>• Managing credit and debt</li> </ul>
<b>Focus on Fixed Income</b> <i>(Edward Jones Seminars)</i>	<ul style="list-style-type: none"> <li>• Explore fixed-income investments</li> <li>• Foundations of a well-balanced portfolio</li> <li>• Basics of bonds, laddering</li> <li>• Fixed income as part of your strategy</li> </ul>
<b>Foundations of Investing</b> <i>(Edward Jones Seminars)</i>	<ul style="list-style-type: none"> <li>• Key features of bonds, stocks and mutual funds</li> <li>• Importance of proper asset allocation</li> </ul>
<b>Getting/Keeping Good Credit</b> <i>(KeyBank)</i>	<ul style="list-style-type: none"> <li>• How to take charge of your money</li> <li>• Being credit smart</li> <li>• Keeping your credit safe</li> </ul>
<b>Raising a Money-Smart Child</b>	<ul style="list-style-type: none"> <li>• For parents &amp; grandparents</li> <li>• Tools and techniques to talk with children about money</li> </ul>

City of Palmer  
**Wellness Plan**

<p><i>(Edward Jones Seminars)</i></p> <p><b>Investment Basics</b>  <i>(Alaska USA FCU)</i></p>	<ul style="list-style-type: none"> <li>• Setting goals</li> <li>• Defining your risk profile</li> <li>• The impact of compounding</li> <li>• Types of investment vehicles (stocks, bonds, mutual funds, exchange traded funds, etc.)</li> <li>• The role of a financial professional</li> </ul>
<p><b>Investment Perspective for Community Organizations</b>  <i>(Edward Jones Seminars)</i></p>	<ul style="list-style-type: none"> <li>• Timely market topics</li> <li>• Potential investment strategies</li> </ul>
<p><b>Making Sense of Retirement</b>  <i>(Edward Jones Seminars)</i></p>	<ul style="list-style-type: none"> <li>• Making informed decisions about retirement</li> <li>• Five basic questions to prepare for retirement</li> <li>• Savings options to use now</li> <li>• How time impacts your retirement goals</li> </ul>
<p><b>Outlook and Opportunities</b>  <i>(Edward Jones Seminars)</i></p>	<ul style="list-style-type: none"> <li>• Current market conditions</li> <li>• How political, economic and cultural forces affect you as an investor</li> </ul>
<p><b>Planning for Long Term Care</b>  <i>(Alaska USA FCU)</i></p>	<ul style="list-style-type: none"> <li>• Estimating who will need long term care</li> <li>• Methods of paying for long term care</li> <li>• Estimating the total cost of long term care</li> <li>• The role of Social Security, Medicare and Medicaid in long term care</li> </ul>
<p><b>Preparing Your Estate Plan</b>  <i>(Edward Jones Seminars)</i></p>	<ul style="list-style-type: none"> <li>• Where will your assets go?</li> <li>• Basic steps of estate planning</li> <li>• Function of a will</li> <li>• Different types of trusts</li> <li>• Estate planning attorney available</li> </ul>
<p><b>Protecting What's Important (Your Family)</b>  <i>(Edward Jones Seminars)</i></p>	<ul style="list-style-type: none"> <li>• Review the three most common types of insurance</li> <li>• Health insurance</li> <li>• Disability Insurance</li> <li>• Life insurance</li> <li>• How to choose what's right for your family</li> </ul>
<p><b>Put Your Retirement Plan to Work 457(b)</b>  <i>(Edward Jones Seminars)</i></p>	<ul style="list-style-type: none"> <li>• Use your employer-sponsored plan to build retirement savings</li> <li>• Other tax-advantaged ways to save</li> </ul>
<p><b>Retirement Basics</b>  <i>(Alaska USA FCU)</i></p>	<ul style="list-style-type: none"> <li>• Setting your goals, understanding the numbers</li> <li>• Tax advantaged retirement vehicles; annuities; investment considerations; mitigating risk</li> </ul>
<p><b>Retirement Has Changed.</b></p>	<ul style="list-style-type: none"> <li>• Are you on track with your retirement goals?</li> </ul>

<b>What's Your Next Move?</b> <i>(Edward Jones Seminars)</i>	<ul style="list-style-type: none"> <li>• Will you have to work a little longer?</li> <li>• How to take inventory of your current assets</li> <li>• Determine how much income you may need during retirement</li> <li>• Structuring retirement plan distributions to meet personal needs</li> </ul>
<b>Retirement Income Planning</b> <i>(Alaska USA FCU)</i>	<ul style="list-style-type: none"> <li>• Defining what retirement means to you</li> <li>• Impact of early retirement or delaying retirement</li> <li>• Defining your retirement income goal</li> <li>• Potential sources of retirement income</li> <li>• Planning for the unexpected</li> </ul>
<b>Roth IRAs: Retirement Can Be Less Taxing</b> <i>(Edward Jones Seminars)</i>	<ul style="list-style-type: none"> <li>• The differences between traditional and Roth IRAs.</li> <li>• Greater flexibility to meet retirement income needs</li> <li>• Does converting from traditional to ROTH work for you?</li> </ul>
<b>Rules of the Road for Investing</b> <i>(Edward Jones Seminars)</i>	<ul style="list-style-type: none"> <li>• How to move toward your financial goals</li> <li>• Learn fundamental concepts of investing</li> <li>• Potential strategies to help build wealth</li> </ul>
<b>Smart Choices in Retirement</b> <i>(Edward Jones Seminars)</i>	<ul style="list-style-type: none"> <li>• Want to maintain your current standard of living, or improve it in retirement?</li> <li>• 10 principles to help in achieving a steady income and make your retirement money last</li> </ul>
<b>Smart Start to Mutual Funds</b> <i>(Edward Jones Seminars)</i>	<ul style="list-style-type: none"> <li>• Starting with the basics</li> <li>• A discussion on basics of mutual funds</li> </ul>
<b>Social Security Basics</b> <i>(Alaska USA FCU)</i>	<ul style="list-style-type: none"> <li>• When to take Social Security</li> <li>• How benefits are calculated</li> <li>• Impact of working while drawing SS</li> <li>• Taxation of benefits</li> <li>• Spousal benefits / Survivor benefits</li> <li>• Income strategies for married couples</li> </ul>
<b>Take Stock in the Market</b> <i>(Edward Jones Seminars)</i>	<ul style="list-style-type: none"> <li>• Explores stock market basics in simple terms</li> <li>• Basic market structure</li> <li>• Three principles for success in stock investing</li> </ul>
<b>Tax-Free Investing: Not What You Make, What You Keep</b> <i>(Edward Jones Seminars)</i>	<ul style="list-style-type: none"> <li>• Look at investments which can deliver tax-free income</li> <li>• How to possibly stay in a lower tax bracket</li> </ul>
<b>Women's Guide to Money Matters</b> <i>(Edward Jones Seminars)</i>	<ul style="list-style-type: none"> <li>• Bring your mother, sister, daughter, friends</li> <li>• A woman's point of view</li> <li>• Paying for a child's education</li> <li>• Preparing for and living in retirement</li> <li>• What to do now to address your financial goals</li> <li>• Create a strategy for the future</li> </ul>
<b>Women and Money</b> <i>(Alaska USA FCU)</i>	<ul style="list-style-type: none"> <li>• Importance of investing</li> <li>• Challenges women face when investing</li> <li>• Taking charge of your financial future</li> <li>• Protecting your income and assets</li> <li>• Creating an estate plan</li> </ul>

## Points Matrix

Each participating employee in 2014 must accrue an annual points minimum of 100 points to qualify for the financial incentive in the following year (2015). See specific parameters for each activity under options on the Streams page for that activity. All documentation will be confidential. Spouses of eligible employees are encouraged to participate in the inherent benefits of the City Wellness Plan, but are not eligible for financial incentives.

Stream 1 <b>Eklutna</b> HEALTH CHECKS		Stream 2 <b>Knik</b> PHYSICAL FITNESS		Stream 3 <b>Matanuska</b> NUTRITION		Stream 4 <b>Susitna</b> LIFE BALANCE	
<b>Activity A-1</b> Medical and Dental Check anytime during 2014	25 points MANDATORY for incentives	<b>Activity A-2</b> Corporate fitness membership 2x weekly - facility documentation of attendance. See Gym Options in Stream 2.	5 points per month	<b>Activity A-3</b> Attend Cooperative Extension (OR OTHER) Healthy lifestyle, agriculture or nutrition workshop in person (2 or more sessions)	5 points	<b>Activity A-4</b> Complete training or class from qualifying lists (documentation required from class sponsor), or complete online coursework in topics from list (self-reporting)	5 points for in-person attendance, 2 points for online
<b>Activity B-1</b> Other Medical Checks or Immunizations: Colon/rectal exam, Prostate exam, Mammogram, Vision correction, Flu shots, Body fat testing	2 points per testing activity	<b>Activity B-2</b> Special Training Goals and Achievement, with documentation (can include physician prescribed regimen)	5 points per month	<b>Activity B-3</b> Take online healthy lifestyle nutrition class from list or one pre-qualified through plan administrator	2 points	<b>Activity B-4</b> Participate in Community Wellness - i.e., Day of Caring or other civic-sponsored physical activity in service to the community	5 points
<b>Activity C-1</b> Attend Targeted Courses: Diabetes or Pre-Diabetes or Heart Healthy classes at Mat Su Regional Medical Center (MSRMC), Stroke prev. education or Cholesterol education	5 points per class	<b>Activity C-2</b> Other Organized Fitness Facility membership or participation activities (See list) with facility documentation of 2x weekly attendance	5 points per month	<b>Activity C-3</b> Attend Healthy Woman class at MSRMC	5 points	<b>Activity C-4</b> Select accountability partner to deal with a tough issue & meet weekly with them at least 3 times (self-reporting document)	2 points
<b>Activity D-1</b> Attend and actively participate in City Sponsored Health Fair or Financial Wellness Fair, with documentation	5 points for attending 2 points per testing activity	<b>Activity D-2</b> Personal Fitness Activities and Goals Achievement (self reporting form) - full participation for 30 days or as indicated	5 points	<b>Activity D-3</b> Join an organized nutrition group and document meeting or class attendance, or in a support group such as Weight Watchers, achieve specific nutrition or weight goal	5 points	<b>Activity D-4</b> Behavioral management (smoking cessation, parenting, marriage, anger, stress, self-reporting for 30 days (min))	10 points for successful completion
<b>Activity E-1</b> Health Record Tracking at online sites, i.e., healthvault.com, or similar	2 points	<b>Activity E-2</b> Participation in Annual Annual 5k Walk/Run (to be organized in-house)	5 points	<b>Activity G-3</b> Commit to changing a poor nutrition habit (i.e., eliminate soda, sugar, fat alcohol, etc. - for 30 days) with accountability partner & documentation	2 points	<b>Activity E-4</b> Receive professional qualified counseling for specific job-related issues.	5 points
		<b>Activity F-2</b> Hike, Run or Walk at least 2 times per month to Achieve a Specific Stated Goal	2 points (max) per month	<b>Activity F-3</b> Contribute 5 or more healthy recipe templates to 'In Balance', the City's Healthy Cookbook original edition or updates	5 points	<b>Activity F-4</b> Practice new quiet time relaxation exercises, prayer and/or meditation daily for at least 2 weeks	2 points per month (max)

NOTE: Self-reporting forms must be sincere and believable for a normal average person to accomplish. Employees will be held to a high standard of honor reporting. If there is a question as to the validity of the issue, the matter will be decided by the program administrator or the Wellness Committee. Decisions by a majority of the Committee are final.



## Commitment to Wellness Contract

I \_\_\_\_\_ am committed to taking personal responsibility for my health and well-being. I am making a commitment to myself and my loved ones to make positive changes in my life by achieving goals that are specific, measurable, achievable, realistic and timely (SMART goals)

I understand that I must complete the following minimum requirements to qualify for possible incentives through the City of Palmer Wellness Plan:

- Earn 100 points per year minimum, with activities selected from Wellness Plan Streams
  - Doctor/Physician appointment with exam, to include blood panel
  - Dental appointment with exam or procedure
- \* Necessary accommodations for exemptions will be determined by the program administrator on a strictly confidential basis.*

I understand that before participating in a wellness program, I should consult with a physician to determine the level of involvement that is appropriate for my specific health concerns.

Signature \_\_\_\_\_ Date \_\_\_\_\_

Employee Department \_\_\_\_\_

# Resource Appendix

## Wellness Plan Resources (Alphabetical):

- Alaska Center for Acupuncture, workshops, 642 S Alaska St #208, Palmer, AK 99645, [www.alaskaacupuncture.com](http://www.alaskaacupuncture.com), 907-745-8688
- Alaska Center for the Martial Arts, 845 N Randalls Way, Wasilla, AK 99654, (907) 376-9966
- The Alaska Club, 1720 E. Parks Highway, Wasilla and 535 W. Evergreen Ave, Palmer
- Alaska Family Service s, Inc., 1825 S. Chugach Street, Palmer, Alaska 99645, 907-373-4080
- Alaska Health Fair, Inc., Teresa Graham, 907-278-0234, [www.alaskahealthfair.org](http://www.alaskahealthfair.org)
- Alaska Jujutsu , 12287 W. Arctic Avenue, Palmer, AK 99645, (907) 746-6045
- Alaska USA FCU , 901 W Evergreen Ave, Palmer, AK 99645, 907-745-4317 <https://www.alaskausa.org>
- Alaska Vocational & Counseling, 8201 N. Michaelson Street, Palmer, Alaska 99645 907-745-5066
- Anjali Yoga Room, 280 N Main Street, Wasilla, AK 99654, (907) 373-9644, [www.anjaliyogaroom.com](http://www.anjaliyogaroom.com)
- AT&T Sports Center. 1507 N. Double B Street, Palmer
- Backcountry Bike and Ski, Palmer, Alaska 99645, 746-5018
- Body in Balance Physical Therapy, 907-746-0722, Palmer, Alaska 99645, [bodyinbalance.com](http://bodyinbalance.com)
- Body Renew, 1325 E. Palmer Wasilla Highway, Wasilla
- Chiropractors (Arctic Chiropractic, Arctic Chiropractic East Mat, Bionic Chiropractic, Palmer Chiropractic)
- Circling Path Tai Chi, 720 S. Alaska Street, Palmer, AK 99645, 907-863-4650
- Choose Food Wisely, LLC, Holistic health, 642 S Alaska Street, Palmer, AK 99645, [www.akbmsf.com](http://www.akbmsf.com)
- Cooperative Extension Service (UAF/Mat-Su), Mat-Su Copper River District Office, 809 S Chugach, Ste 2, Palmer, AK 99645, 907-745-3360
- Edge Fitness, 961 Enterprise Street, Wasilla
- Edward Jones, (907) 746-1175, 642 S Alaska St Suite 108, Palmer, AK 99645
- Excel Physical Therapy, 809 S. Chugach St., Suite 1, Palmer, Alaska 99645, 907-746-4373
- Grow Palmer, Jan Newman, (907) 232-5016
- Health Instructor, White Feather Wellness & Yoga. 1621 S. Oat St. Wasilla, AK 99654 907-854-6168
- HealthVault, [www.healthvault.com](http://www.healthvault.com)
- Joanie Kirk, ND, 209 W. Cedar Ave., Palmer, Alaska 99645
- KeyBank, 1150 S Colony Way Ste 7, Palmer · (907) 745-6100
- Massage Therapists, Palmer, Alaska 99645
- Mat Su Crossfit, 7610 E. Buckboard Road, Palmer
- Mat-Su Judo, 650 Bogard Road (Wasilla Middle School), Wasilla, AK 99654, (907) 354-2318
- Mat-Su Regional Medical Center, 2500 South Woodworth Loop, Palmer, AK 99645, 907-861-6000
- Mat-Su Trails Council, 495-4919
- Meditate Alaska, 642 S Alaska Street, Palmer, AK 99645, (907) 745-6535, [www.meditatealaska.com](http://www.meditatealaska.com)
- Megan Danz, ND, Naturopathic Medicine, 808 S Bailey St, Palmer, AK 99645, (888) 326-6906 [www.drmegandanz.com](http://www.drmegandanz.com)
- Midnight Sun Yoga Center, LLC, Yoga, dance, classes, 832 S Colony Way, Suite 2, Palmer, AK 99645, (907) 355-8889, [www.midnightsunyoga.com](http://www.midnightsunyoga.com)
- Okamoto's, 4851 E. Blue Lupine Road, Wasilla, AK 99654, (907) 376-0333
- Olive Tree Counseling, 7331 E. Palmer-Wasilla Highway, Palmer, AK 907-745-6557
- Perpetual Fitness, self defense, coaching, Wasilla, AK, (907) 373-7148, [www.perpetualfit.net](http://www.perpetualfit.net)
- Primal Martial Arts, 281 E. Park Avenue, Wasilla, AK 99654, (907) 357-5588
- Soaring Crane, Amy Chadwick, ND, 209 W. Cedar Ave., Palmer, Alaska 99645, [www.soaringcraneclinic.com](http://www.soaringcraneclinic.com)
- Tanaka's Martial Arts Academy, 248 E. Elmwood Ave. (ABC), Palmer, AK 99645, (907) 745-1617
- United Way of Mat-Su, P.O. Box 872485, 124 W., Swanson Ave., Wasilla, AK 99654 907-373-5807
- Wells Fargo

## Resource Appendix *(Continued)*

### Research Papers:

1. Boston College Center for Work & Family, *Met Life Wellness Study*, © 2011 METLIFE, INC.
2. Centers for Disease Control and Prevention, *Workplace health programs can increase productivity, and Employee Health Concern: Obesity*, October 23, 2013, [www.cdc.gov/workplacehealthpromotion/businesscase/benefits](http://www.cdc.gov/workplacehealthpromotion/businesscase/benefits)
4. Towers Watson/National Business Group on Health, *2013/2014 Staying@Work Report*, U.S. Executive Summary c2013
5. Towers Watson/National Business Group on Health, *2011/2012 Staying@Work Report*, Pathway to Health and Productivity U.S. Executive Summary c2011
6. Hewitt Associates LLC, *Wellness and Beyond: Employers Examine Ways to Improve Employee Health and Productivity and Reduce Costs*, August 2008
7. Baicker, Katherine, David Cutler, and Zirui Song, 2010, Workplace Wellness Programs Can Generate Savings, *Health Affairs* 29 (2): 304-311
8. Texas State PA Applied Research Projects, Stephanie L Garcia, *An Assessment of Wellness Programs Among Municipalities Within the Austin-San Antonio Corridor*, Texas State University Public Administration Program, eCommons@Texas State University, 2001
9. Claire M. Long, University of North Carolina at Chapel Hill, *Getting Better All the Time: The Status of Wellness Programs in North Carolina's Municipalities*, 2012, 35 pages
10. E. Thomas Garman, Jinhee Kim, Constance Y. Kratzer, Bruce H. Brunson<sup>4</sup> and So-hyun Joo, *Workplace Financial Education Improves Personal Financial Wellness*, 5; ©1999, Association for Financial Counseling and Planning Education.
11. Securian Financial Group, Inc., *Financial Wellness: Tuning in to the total health model*, White Paper ©2010
12. SO-hyun Joo, E. Thomas Garman, *Personal Financial Wellness May be Missing Factor in Understanding & Reducing Worker Absenteeism*
13. theHRDirector.com, *Poor health cuts productivity by half*, [www.thehrdirector.com/business-news/health-and-wellbeing](http://www.thehrdirector.com/business-news/health-and-wellbeing), 2/19/2014,
14. American Psychological Association, *Boosting Morale*, Amy Novotny, December 2010, Vol 41, No. 11, page 32