

2013
Wellness Rewards
Guidelines



The Need For a Continued Wellness Rewards Program

Many Americans are in poor health today. The reason, for some, is an inability to access adequate health care, a nutritious diet, or both. For others, a decision to not exercise, eat right, and visit a doctor. Some acquire disease or mental illness, but resources to regulate or eliminate the problem are unavailable. Still others choose to ignore disease or opt to self-medicate with tobacco, alcohol, and drug abuse. There are many reasons and circumstances for the poor overall health of U.S. citizens. Look at the ripple effects of just one example (obesity) and one solution (exercise).

During the past 20 years there has been a dramatic increase in obesity in the United States and rates remain high. In 2010, no State had a prevalence of obesity less than 20% (Colorado was at 20% - 24%, twenty-four States were at 25% - 29%, and twelve States were in excess of 30%). Obesity is related to hundreds of thousands of preventable deaths each year and billions of dollars in health care costs. Obesity significantly contributes to high blood pressure, elevated levels of blood cholesterol, type 2 diabetes, congestive heart failure, heart disease, stroke, liver disease, gallbladder disease, gallstones, gout, sleep apnea, osteoarthritis, cancer (endometrial, breast, prostate, & colon), gynecological problems, and psychological disorders (depression, eating disorders, distorted body image, & low self-esteem).

Exercise reduces the risk of dying prematurely because exercise reduces the development of heart disease, diabetes, high blood pressure, colon cancer, depression, and anxiety. Simultaneously, exercise builds healthy bones, muscles, & joints while promoting psychological well-being.

In addition to acquiring and maintaining a healthy lifestyle, like regular exercise, preventative health care enables us to prevent or delay the onset of disease. Acquiring wellness – in mind, body, & spirit – requires good habits and prevention.

We Have Both Advantages and Challenges

As employees of the Denver Police Department, with stable employment and access to high quality preventative services, we have an advantage over many other Americans. This solid platform provides an opportunity to engage in exercise, eat healthy foods, and seek preventative health services. With these basic needs met, we are in a position to acquire information about our personal health and health care, leading us to healthy choices for lifelong wellness.

Currently Americans can expect to live 78 years (but with only 69 of these years spent in good health). In contrast, American police officers do not live as long. One study suggests the average age at death, for police officers, is 66 years. A recent study in Florida, comparing their general population to the law enforcement & corrections population, determined an officer's lifespan, on average, is reduced by 12 years. Other studies suggest many police officers die within five years of retirement.

Stress, Trauma, & Shift Work

So what is going on? Were we not hired specifically for our physical & mental fitness? Do we not continue to earn a decent wage, and have we not always been provided with health insurance? In the realms of mind, body, & spirit, compared to the general population, we should be thriving. The answers can be found in the degree and frequency of stress in police work, critical incidents exposing us to psychological trauma, and shift work.

Stress, alone, contributes to heart disease, weight gain, high blood cholesterol, diminished immune system, premature aging, and increased risk of cancer.

Unresolved psychological trauma adversely impacts our overall health and quality of life with flashbacks, disrupted sleep from dreams, emotional numbness, loss of enjoyment in day-to-day life, feelings of hopelessness, problems with memory and concentration, irritability, anger, relationship difficulties, and self-destructive behavior (i.e. alcohol abuse).

Shift work involves the hours we work (conflicting with the human circadian cycle) resulting in higher rates of illness. Shift work is exacerbated by overtime, court appearances, and child care responsibilities because these duties compete with sleep and inhibit regular exercise, proper diet, and family life.

A Self-Paced Solution

Because we have stable employment and access to health care, we can empower ourselves, as individuals, to seek preventative care, to embrace both physical and mental wellness. We must choose a path of healthy diet and lifestyle while avoiding tobacco and alcohol abuse.

The **2013 Wellness Rewards Program** offers time off incentives for engaging in healthy behaviors and activities that ultimately lead to improving your long term well being. Only qualifying activities performed between January 1, 2013 and December 31, 2013 will be eligible for time off incentives. Participating is as simple as engaging in healthy behavior, logging your activities with the **POWER** Program coordinator (Technician Danny Veith, Headquarters Room 502), and redeeming points for time off.

Using a point system, each healthy behavior has an assigned value. Participants accumulate points during the year, depending on the healthy behaviors and activities they engage in, and can earn in excess of 700 points (exchanging 250 points for one day off; 500 points for two days off).

There are many benefits to participating in this program. Over the long term, I hope you will develop new healthy habits that become part of your lifestyle and contribute to your overall well being.

Stay Safe, Be Well -

Technician Danny Veith – Police Officer Wellness & Employee Resources (**POWER**)



The Points

Points are tallied each quarter, and the total points accrued between January 1st and December 31st of each year can be applied towards a day off: 250+ total points is equivalent to one day off; 500+ total points is equivalent to two days off (maximum award of two days off each year). Points earned

from January of 2013 through December of 2013 will be added to your Comp Time Bank in February of 2014 (Commanders and above under Occasional Time Off). Earned points cannot be carried over to the following year. Days off are calculated as 8 hour days (Comp Time awarded as 8 hours straight time).

Quarters & Due Dates

1st Qtr is January 1st to March 31st -	Signed Tally Sheets are due by April 15th
2nd Qtr is April 1st to June 30th -	Signed Tally Sheets are due by July 15th
3rd Qtr is July 1st to September 30th -	Signed Tally Sheets are due by October 15th
4th Qtr is October 1st to December 31st -	Signed Tally Sheets are due by January 15th

At the end of each quarter, employees are responsible for completing a **signed** Tally Sheet (see Page 13). Attach documentation to the Tally Sheet.

The Tally Sheet and documentation may be scanned and emailed, or sent inter-department mail, to Technician Danny Veith (Room 502).

Personal, private medical information is not needed. A doctor's note, invoice for services, co-pay, insurance history,... will suffice.

Mandatory for 2013!

The **Annual Physical Exam** (page 6), and the **Online Health Assessment** (Page 9) are both mandatory activities in 2013.

To earn points this year, both of these activities must be completed between January 1st and December 31st!

The Online Health Assessment may be easier to complete **after** your Physical & Dental Exams.

Summary

Health can be defined as the state of complete physical, mental, and social well-being, and not merely the absence of disease or infirmity.

Wellness is more than just a lack of illness. It is a state of being in which the mind, body, and spirit are in balance and functioning in their optimal states. Wellness is not limited to a healthy diet and exercise; the mind, body, and spirit are integrated and inseparable.

The **2013 Wellness Rewards Program** is designed to encourage responsibility for one's own health, through preventative care and healthy activities. The more activities you participate in, outlined on the following page, the better your opportunities to thrive, to be healthy and well.

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Physical Exam: 50 Points ***(Mandatory in 2013)***

Even if you feel fine, and you are in good health, an annual physical exam with your doctor is very important. Consider the fact there are usually no signs or symptoms for hypertension, a heart murmur, high cholesterol, and many other diseases. An annual physical exam is necessary to detect potential threats to your health.

A thorough exam involves a review of your health during the past year; checking your vital signs (blood pressure, heart rate, respiration rate, & temperature); examination of your heart, lungs, head / neck, abdomen, skin, & extremities; and laboratory tests (blood count, blood sugar, chemistry panel, urinalysis, & lipid panel for cholesterol levels). Just as important, your doctor has an opportunity to get to know you as you discuss concerns, your overall health, weight, exercise regimen, use of tobacco or alcohol, and ideas to stay healthy during the upcoming year.

Remember to keep track of your vital signs and cholesterol levels for the on-line Health Risk Assessment with your insurance provider (Page 9).

See your own personal physician for your annual routine preventative care exam (per your current plan with United Health Care or Kaiser Permanente) and earn 50 Points.

Annual Mental Health Check: 50 Points

Seeing your doctor, dentist, and eye doctor each year is a choice, a preventative task and decision you make to stay healthy. Obtaining an immunization shot for tetanus, hepatitis B, and the flu is also a choice, an inoculation for toxins you may be exposed to during the course of your duties.

An annual mental health check is also a choice, and no one has to know about it. Whether or not you indicate it on a Tally Sheet, and earn 50 points, the annual mental health check provides an opportunity to review your health during the past year with a therapist. Reviewing concerns or issues in your personal and professional life creates a foundation for learning and growing, and to prepare for future exposure to trauma. Goals can be set for the upcoming year in areas such as stress management, diet, exercise, sleep, and relaxation.

Problem areas, such as relationship issues, alcohol abuse, interpersonal issues with peers or supervisors, difficulty sleeping, financial problems, etc can be identified and addressed. With the help of a therapist, strengths and techniques can be developed for improved health. Just as with your medical doctor, annual mental health checks will generate a relationship with your therapist, allowing you to benefit from preventative mental health, resiliency, and hardiness during your career.

See your own personal therapist (per your current plan with United Health Care or Kaiser Permanente), or a Psychologist at Nicoletti-Flater (OEA for CSA) and earn 50 Points.

Dental Preventative Exam / Cleaning: 25 - 50 Points

Earn points for up to two routine oral examinations and cleanings each year. No matter how diligent you are in your home dental care regimen, you should still get a dental exam and cleaning twice per year. Prevention and early detection are the key to avoiding tooth decay and gum disease. Regular dental cleanings are a crucial part of preventative dental care.

Early detection makes treatment easier, less expensive, and more effective. In your twice-yearly dental exam, your dentist should perform the following routine checks:

- Examine and assess gum health; test for gum disease
- Examine any existing tooth decay
- Take and analyze x-rays, which may reveal decay, tumors, cysts, and other problems
- Screen for the presence of oral cancer
- Verify the stability of any existing fillings or other restorations

See your personal dentist for your twice-yearly preventative exam and cleaning per your current plan to earn 25 Points per visit. Maximum 50 Points each year (2 visits).

Eye Exam: 25 Points

Routine eye exams are important, regardless of your age or your physical health. During a comprehensive eye exam, your eye doctor does more than just determine your prescription for eye glasses or contact lenses. He or she will also check your eyes for common eye diseases, assess how your eyes work together as a team and evaluate your eyes as an indicator of your overall health.

Earn 25 Points for completing an annual eye exam.

Colonoscopy: 25 Points

A colonoscopy helps find ulcers, colon polyps, tumors, and areas of inflammation or bleeding. During a colonoscopy, tissue samples can be collected (biopsy) and abnormal growths can be taken out. Colonoscopy can also be used as a screening test to check for cancer or precancerous growths in the colon or rectum (polyps). Doctors recommend routine testing for people age 50 and older who have a normal risk for colorectal cancer. People with a higher risk should be tested sooner. Talk to your doctor about when you should be tested.

Earn 25 Points for completing a colonoscopy.

Mammogram: 25 Points

A mammogram is a low-dose x-ray exam of the breasts to look for changes that are not normal. The results are recorded on x-ray film or directly into a computer for a doctor called a radiologist to examine. A mammogram allows the doctor to have a closer look for changes in breast tissue that cannot be felt during a breast exam. It is used for women who have no breast complaints and for women who have breast symptoms, such as a change in the shape or size of a breast, a lump, nipple discharge, or pain. Breast changes occur in almost all women. In fact, most of these changes are not cancer and are called “benign,” but only a doctor can know for sure. Breast changes can also occur monthly, due to your menstrual period. Women over 40 years and older should get a mammogram every 2 years. Talk to your doctor about when to start and how often you should have a mammogram.

Earn 25 Points for completing a mammogram.

Heart Scan: 25 Points

Document undergoing a 64-slice (multi-detector computed tomography) heart scan during the year for 25 Points. [An ultrasound of the carotid and or brachial arteries is not the same as a heart scan.](#)

As you may recall, the Denver Police Foundation, in cooperation with Porter Hospital, provided funding for a 64-slice CT heart scan to attain a calcium score. Every qualifying DPD officer was offered the heart scan, under the Healthy Heart Hero Program, by invitation between July of 2010 and October of 2012.

Now that every qualifying officer has had the opportunity to take advantage of the offer, it is unclear if the Denver Police Foundation will continue to fund this project (they are evaluating this option). In the meantime, Porter Adventist Hospital continues to provide \$200 heart scans for qualified Denver Police officers. “Qualified” means an active-duty officer that 1) has not had a heart scan during the last 5 years; 2) a male 35+ years of age, or female 45+ years of age; or 3) possesses a risk factor for heart disease (family history, hypertension, hyperlipidemia, diabetes, ...). Schedule a heart scan, advising Porter you are a DPD officer and will be paying with your own funds. Prior to your scheduled heart scan, please complete the health history and demographic forms which can be found at www.porterhospital.org/dpdheart.

Earn 25 Points for completing a 64-slice CT Heart Scan in 2013.

Sleep Study: 25 Points

About 42 million Americans have some form of sleep-disordered breathing (about 85% go untreated). The most common is obstructive sleep apnea (OSA) which affects nearly 1 in 5 adults. OSA sufferers are at a higher risk for heart disease, high blood pressure, type 2 diabetes, depression, and weight gain.

Earn 25 points when your primary care physician makes a referral to a sleep center and you complete a sleep lab.

Online Health Assessment: 25 Points (Mandatory in 2013)

This free, online assessment is completed with your health care provider (United Health Care, Kaiser Permanente, or Denver Health). The assessment is a health questionnaire about exercise, eating habits, preventative health behavior, etc. The information you provide on the assessment is accessible to you and your health insurance provider only - neither the City & County of Denver nor the Police Department will have access to your medical information. Recorded information, from your last physical exam, dental preventive exam, and or the health fair will assist you in completing the online assessment.

- UnitedHealthcare members [link here](#) for Online Assessment.
- Kaiser Permanente members [link here](#) for Online Assessment (on the DPD WEB, click “Health” along the left column and look for a step-by-step guide prepared by KP).
- Denver Health members [link here](#) for Online Assessment.

Earn 25 Points by completing the online assessment with your insurance provider; print out the “successfully completed the assessment...” page as proof.

Body Composition Assessment: 25 Points

Your bathroom scale and BMI charts fail to account for lean muscle; and skin fold measurements (using calipers to calculate body fat) can vary greatly.

The Bod Pod is an air displacement plethysmograph which uses whole body densitometry to determine body composition (fat and fat-free mass). It is based on the same principle as underwater weighing (the accepted gold standard for measuring body composition). The Bod Pod uses a patented air displacement technology to provide highly accurate results more quickly and easily than the dunk tank.

Ladies can bring any combination of form fitting swim wear, and or tight fitting bike shorts and sports bra. Men can bring swim trunks, but tight fitting shorts (such as Lycra bicycle / compression shorts) are preferred. It’s best not to exercise or eat within two hours of your appointment (drinking water is OK), and the entire process takes less than 15 minutes.

[Dr. Sandusky](#) (3520 W. 92nd Ave) is offering the Bod Pod Test to DPD employees for just \$25. You will be alone, in a private room, to conduct the Bod Pod Test by yourself. Call 303-426-5600 for an appointment (and tell her you are with DPD). You will receive a printout of your weight, percentage of lean mass, and percentage of body fat.

Hydrostatic Body Fat Testing (Hydro-Densitometry), also known as a “dunk test” (because underwater immersion takes place), is an acceptable alternative to the Bod Pod.

Earn 25 Points (once) with documentation of body composition assessed by an air or water displacement test in 2013 (we do not need your weight / fat percentage measures).

Tom O'Byrne Health Fair: 25 Points

The *Tom O'Byrne Health Fair* occurs in October of each year at the PPA. Employees receive "health bucks" that can be used towards immunizations, blood draws / test screens, and other services. This is a perfect opportunity to know your numbers, that is to compare measurements (waist, weight, blood pressure, heart rate,...) and numbers (Total Cholesterol, LDL, HDL, Glucose,...) with the measurements and numbers obtained earlier in the year during your physical exam. Have you made progress towards a better state of well being?

Earn 25 Points by attending and participating in at least one screening (health bucks provided at the health fair).

911 UTC (Fitness Challenge): 25 - 50 Points

Our annual Fitness Challenge - the *911 Ultimate Transformation Challenge* - is currently administered by iSatori Technologies. The Challenge is usually offered twice a year, and participants can earn 25 points per completion of every Challenge.

[iSatori's](#) goal is to assist fire fighters, law enforcement officers, and paramedics achieve their best physical shape. iSatori is not concerned about your gender, age, whether you are thin and want to gain a lean, muscular physique, or overweight and want to strip off unhealthy body fat; their goal is to help you transform your current condition to a level of peak performance. The first challenge (12 weeks in duration) begins in January, 2013. A subsequent Challenge can be 8 or 12 weeks in length and occurs later in the year.

Watch for announcements in the Daily Bulletin. iSatori does not require participants to use their products and services; iSatori staff is available, however, to answer your questions about diet and supplement use during the Challenge (1-866-688-7679). See also www.911utc.com

Earn 25 Points by completing iSatori's 911UTC (complete both the sign-up / weigh in / registration and the final weigh out).

Wellness Continuing Education: 15 Points

Officers and employees can accrue 15 Points for every 4-hours of attendance at a Wellness related training session or lecture. These courses are offered at the Police Academy, presenters provided by *Denver Wellness*, and outside resources such as Colorado POST, CRCPI, Kaiser Webinars, outside agencies, etc. As an example, an employee could attend four 1-hour Wellness lectures during the year to accrue 15 Points; attending an 8-hour CEP Class at the Academy (concerning Wellness) would be the equivalent of 30 Points.

Gym / Fitness Center Attendance: 25 - 100 Points

How frequently you should exercise is determined by several fitness and health factors such as age, health condition, and fitness-level. The fitter and healthier you are, and the more ambitious your performance goals, the more often you can workout. While two workouts per week (about 30 minutes in duration) will maintain basic fitness and health, three to five workouts a week are necessary to raise your fitness level and help you achieve goals. For instance, weight / resistance training should occur two to three times a week and cardiovascular / aerobic training four to five times a week.

For the purpose of *Wellness Rewards*, attending a gym / fitness center approximately 4 times a week per quarter (52 visits) accrues 25 Points.

Your workout can consist of any resistance or aerobic activity (or combination) for at least 30 minutes (not including time to stretch / warm up before your workout, and time to cool down at the end). A round of golf, a day hike, a day of skiing or snowboarding, etc can be substituted for that day's gym attendance.

Most gym / fitness centers can produce an attendance report based on your member ID card scans at each visit. Otherwise, employees will keep a log of their attendance at a District Station or home (see Page 14).

To earn 25 points per quarter, attach a Gym / Fitness Center Log or other documentation demonstrating a minimum of 52 sessions during the quarter.

Organized Events: 10 - 100 Points

Employees who enter and complete an organized athletic event can accrue at least 10 Points per event. In the past, as a gauge, these points have been awarded for completing these events:

Triathlon (750 M swim, 20K bike, 5K run)	25 points;
Triathlon (1.5K swim, 40K bike, 10K run)	75 points;
Triathlon (1.9K swim, 90K bike, 21K run)	100 points;
MS 150	50 points;
Marathon (26 miles)	25 points;
Elephant Rock 100 miles	50 points;
Elephant Rock 62 miles	25 points;
Elephant Rock 34 miles	15 points;
Elephant Rock 25 miles (fat tire)	15 points;
Elephant Rock 7 miles (family)	10 points;
Moonlight Classic	10 points;
10K Run	15 points;
5K Run	10 points;
Warrior Dash	25 points;
Fun Events (i.e. softball or hockey tournaments, etc)	15 points; (continued next page)

Organized Events: continued....

Muddy Buddy	15 points;
Tough Mudder	20 points;
Battle of the Badges & Hero Challenge	50 points;
America on the Move*	10 points;
Self Paced Physical Challenge*	10 points;
Health Plate (Nutrition Challenge)*	10 points.

- **CSA employees:** if you are interested in being eligible for a wellness credit on your pay-check in 2014, you must complete either the Stairwell Challenge or the Self Paced Challenge (if you did not participate in America on the Move last Fall) in addition to a Nutrition Challenge (Healthy Plate or Weight Watcher’s “At Work Program”). More information can be found by at -www.denvergov.org/denverwellness or by [clicking here](#).

Annual Physical Fitness Test: 150 - 300 Points

The Physical Fitness Test is based on the U.S. Army’s “APFT” (Army Physical Fitness Test). Participants must score a minimum of 50 Points in each of the three tests: Two Mile Run, Push-Ups, and Sit-Ups. If a participant fails to obtain at least 50 Points in one category, despite high scores in the other two, no points can be obtained for *Wellness Rewards*. A maximum of 100 Points can be obtained in each of the three tests; your total points attained in the APFT convert to the same *Wellness Rewards* points.

The Physical Fitness Test measures the number of Push-Ups completed in a two minute period, the number of Sit-Ups completed in a two minute period, and your time in a Two-Mile Run. The scores, from each of these events, are adjusted for gender and age. As an alternative to the two-mile run, a stationary bicycle is an alternative (6.2 miles at 2 kilograms of tension, time adjusted to age and gender). The stationary bicycle segment is “pass-fail,” meaning you can either earn 50 points (pass) or 0 points (fail).

Participants can take the test, at the Denver Police Academy, on the days listed below (one hour converted to ninety minutes of Comp Time can be attained for participating in each test). Participants can obtain Comp Time for participating in up to four tests between January 1st and December 31st. **Only the best total score, from one test session / day**, can be used to attain points (150 to 300) for the year in this *Wellness Rewards* program.

Information about the APFT and Male / Female Charts can be found [here](#) and the DPD WEB by clicking “Health” on the left column.

The Academy will host test dates each quarter, and two times for testing each day (1000 hours and 1400 hours). **Monday, March 4th** **Tuesday, June 11th**

Wednesday, August 28th

Thursday, December 5th

2013 Wellness Rewards Tally Sheet

Quarter -

- First (January 1st thru March 31st)
- Second (April 1st thru June 30th)
- Third (July 1st thru September 30th)
- Fourth (October 1st thru December 31st)

Name _____

Badge/ID# _____

Signature _____

Assignment _____

(My signature affirms all information reported is true and accurate)

Activities / Events Completed this Quarter -

<input type="checkbox"/> Physical Exam (Primary Care Physician) 50 pts
<input type="checkbox"/> Mental Health Check (Psychologist) 50 pts
<input type="checkbox"/> Dental Preventative Exam / Cleaning 25 pts
<input type="checkbox"/> Annual Eye Exam 25 pts
<input type="checkbox"/> Colonoscopy 25 pts
<input type="checkbox"/> Mammogram 25 pts
<input type="checkbox"/> Heart Scan (64-Slice CT for Calcium Score) 25 pts
<input type="checkbox"/> Sleep Study (Physician referral to Lab) 25 pts

<input type="checkbox"/> Online Assessment (through health care plan) 25 pts
<input type="checkbox"/> Body Composition Assessment (Bod Pod) 25 pts
<input type="checkbox"/> Tom O'Byrne Health Fair at PPA 25 pts
<input type="checkbox"/> iSatori 911 UTC (Completed this Quarter) 25 pts
<input type="checkbox"/> Wellness Continuing Education 15+ pts
<input type="checkbox"/> Gym / Fitness Center Attendance 25 pts
<input type="checkbox"/> Organized Event 10+ pts
<input type="checkbox"/> Army Physical Fitness Test 150 - 300 pts

Total Points _____

Check off list for documentation -

- Co-Pay Receipt / Doctors Note (or similar documentation) for physical exam, dental exam, procedure, test,...
- Gym / Fitness Center Attendance Log
- Denver Police Academy U.S. Army Fitness Test Score Sheet
- Certificate of Attendance / Documentation for Continuing Education related to Wellness (with total hours)
- Documentation regarding completion of **Denver Wellness** event (Stair Well Challenge, Healthy Plate,...)
- Photocopy of bib number, documentation of race results,... for Organized Event (list distance of event)

Signed Tally Sheets, and documentation, are due on the 15th of April, July, October, and January. Please scan or inter-department mail Tally Sheets and documentation to Technician Danny Veith (Rm 502 at HQ).

