

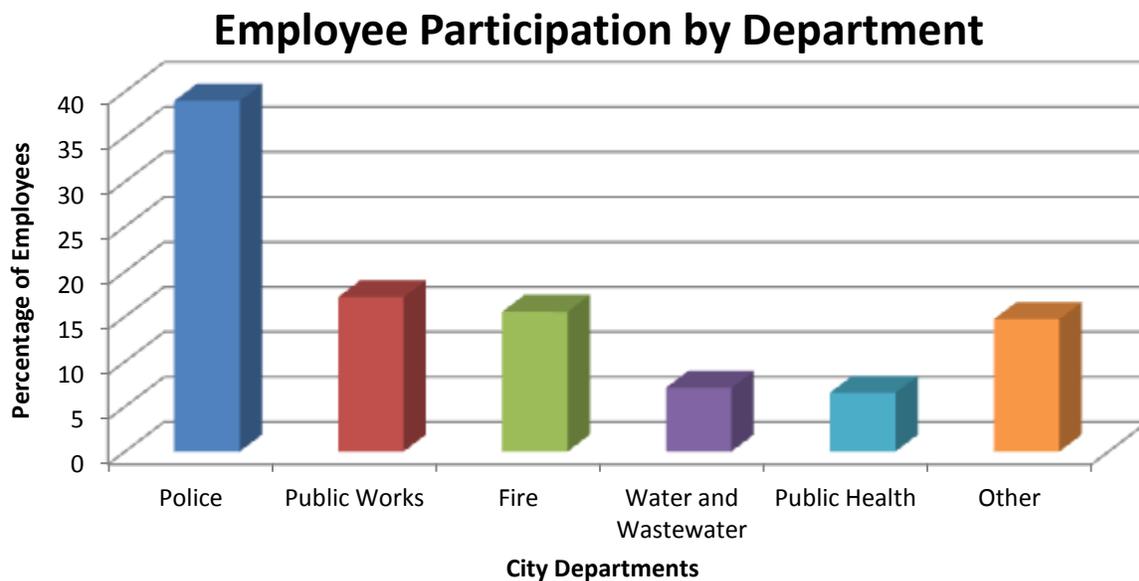
City of Racine Wellness Survey

Results Summary 2014

Gender	Number	Percentage
Male	235	64%
Female	131	35%
No Response	4	1%

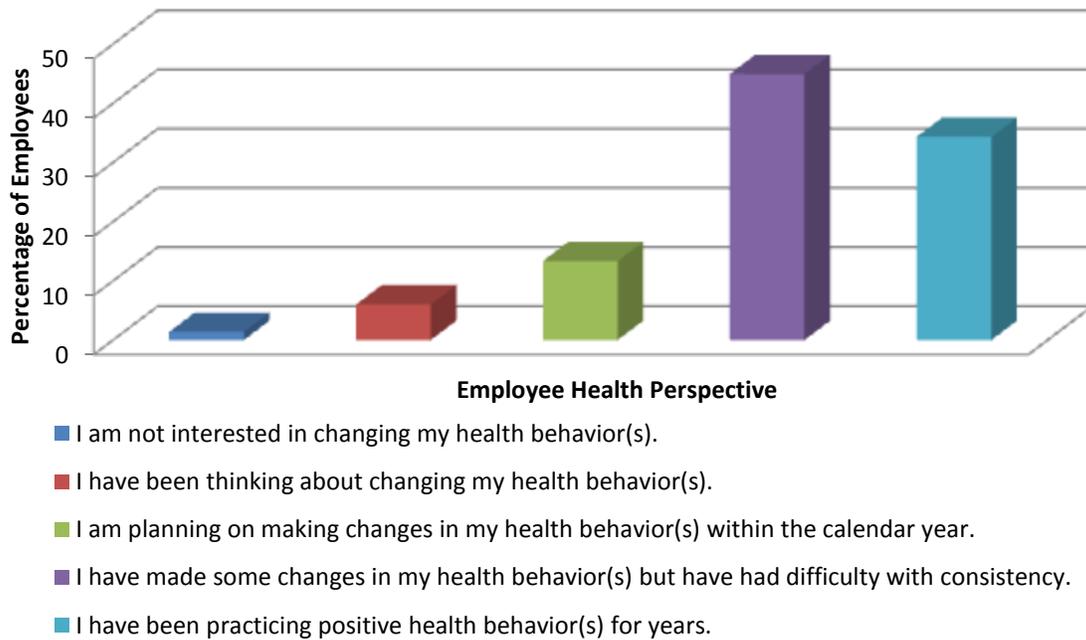
Age in years	Number	Percentage
<21	0	0%
21-30	35	9%
31-40	77	21%
41-50	152	41%
51-60	92	25%
60+	11	3%
No Response	3	1%

To understand employees' health needs and interests, a survey was conducted at the end of 2014 through the beginning of 2015 to assess the Wellness Program. The above table shows the gender and age distribution of survey respondents. Approximately 740 City of Racine employees had the opportunity to complete the questionnaire. Fifty percent (50%) completed the survey.



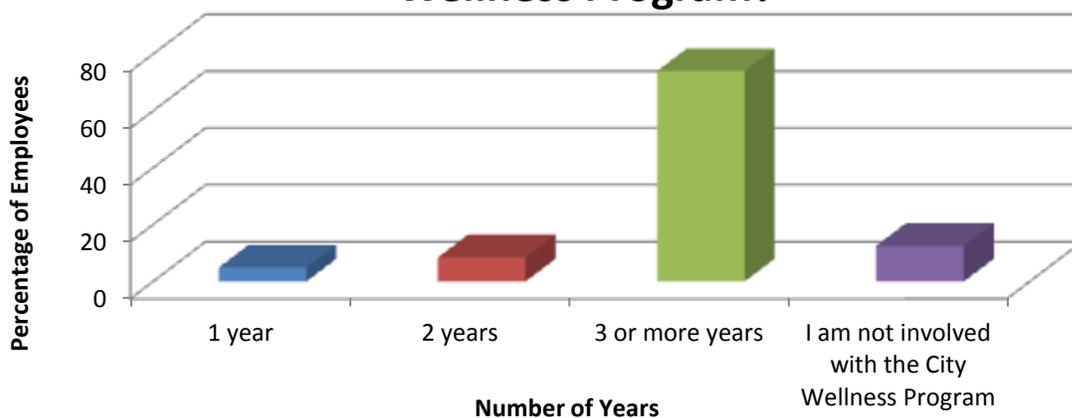
The above chart provides the distribution of employees who participated in the survey by department. The "Other" category includes personnel in the following departments: Library, City Clerk, Finance, Parks and Recreation, Assessor, Attorney, City Development, Information Systems, and Human Resources.

Which statement best represents your health perspective?



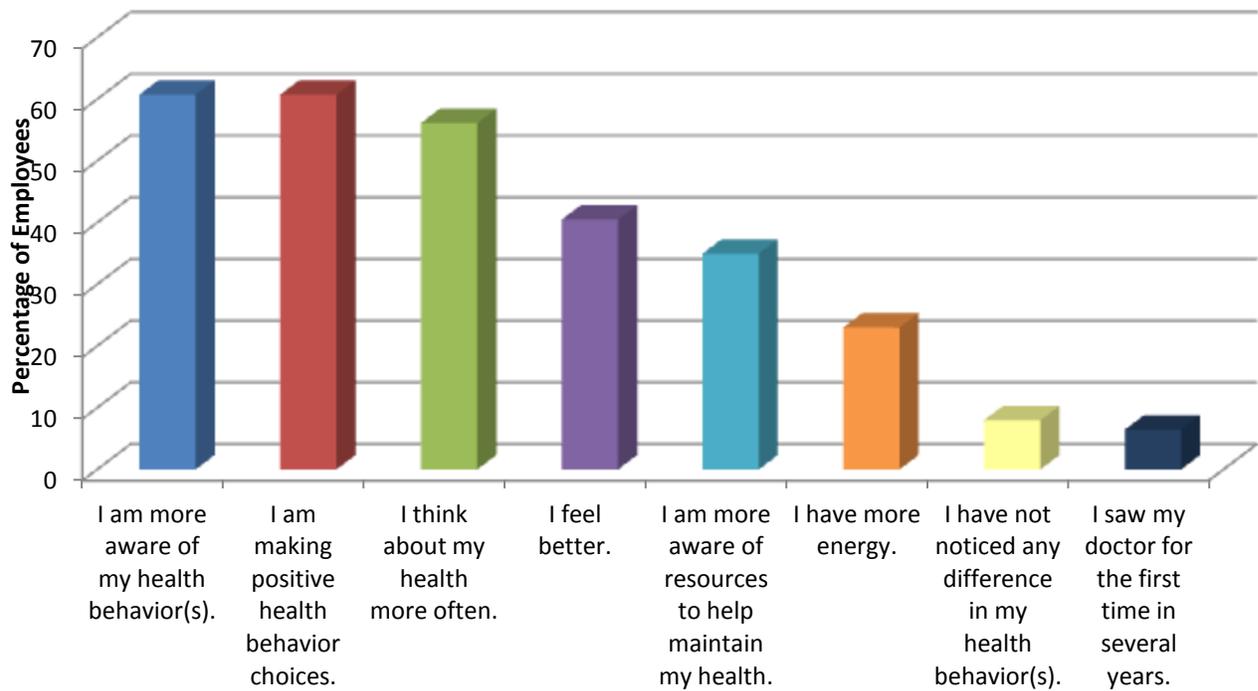
This chart shows the health perspectives of survey respondents. Forty-five percent (45%) of employees completing the questionnaire indicated that they have made some changes in their health behavior(s), but have had difficulty with consistency. Five respondents were not interested in changing their health behavior(s).

How many years have you been involved in the Wellness Program?



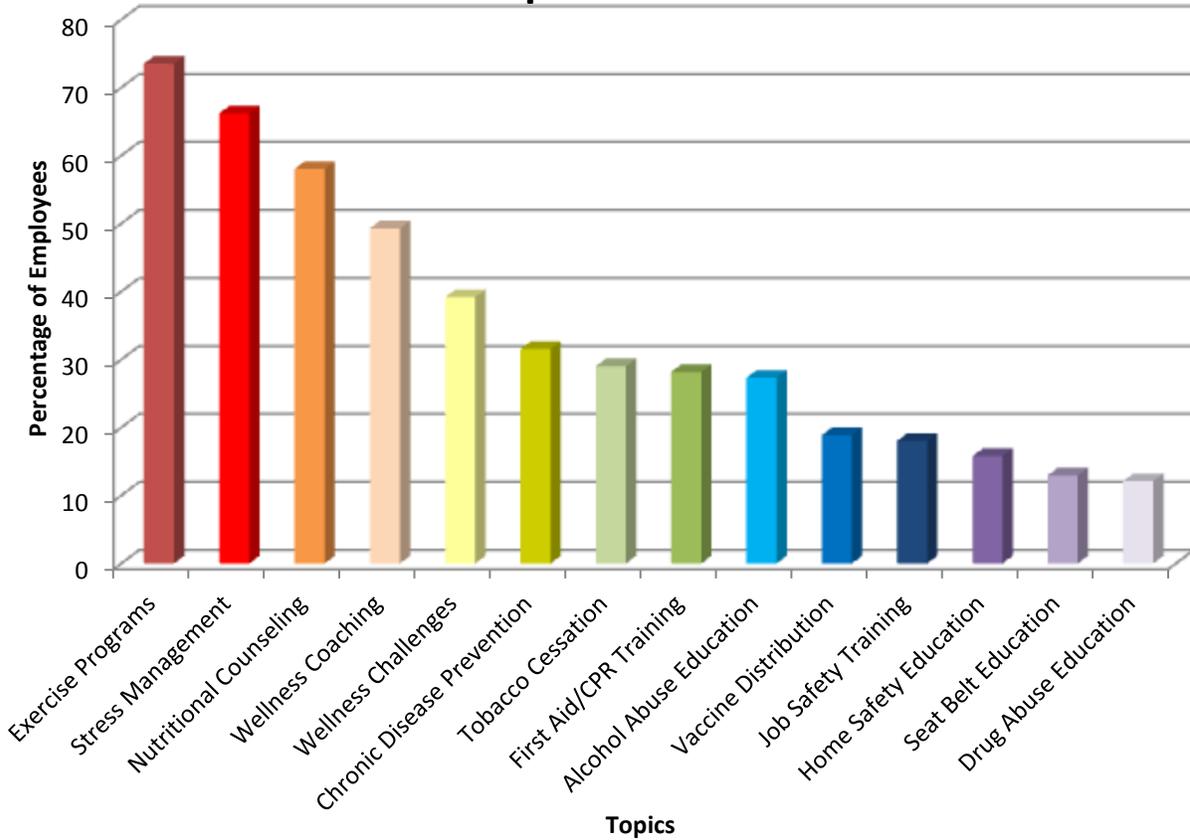
This graph depicts the number of years respondents have been involved with the City Wellness Program. Seventy-four percent (74%) of employees responding have been involved in the program for 3 or more years.

As a result of participating in the Wellness Program



Those employees that participate or have participated in the Wellness Program were asked to reflect on their experience and select all applicable statements. Most respondents indicated higher awareness of their health behavior(s) (61%), making more positive health behavior choices (61%), and thinking about their health more often (56%).

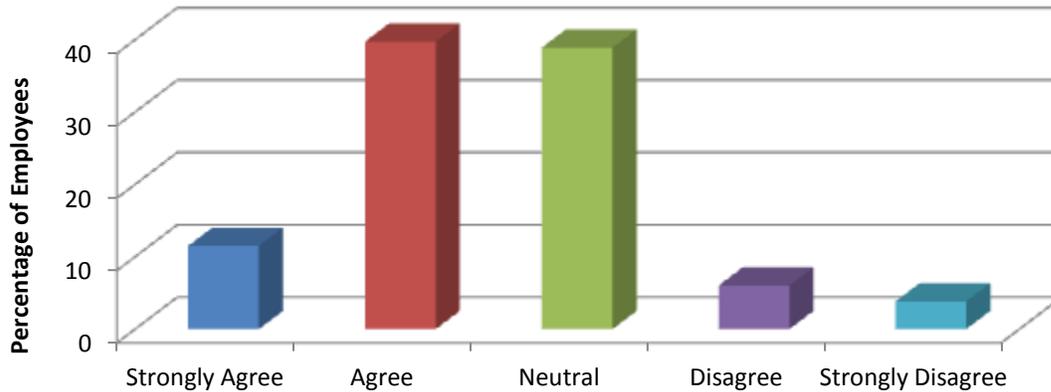
What topics do you believe could have a positive impact for City of Racine Employees and Spouses?



This chart presents potential topics respondents believed would be useful and have a positive impact on employees and spouses. Topics with the most interest from respondents include exercise programs (74%), stress management (66%), nutritional counseling (58%), wellness coaching (49%), and wellness challenges (39%).

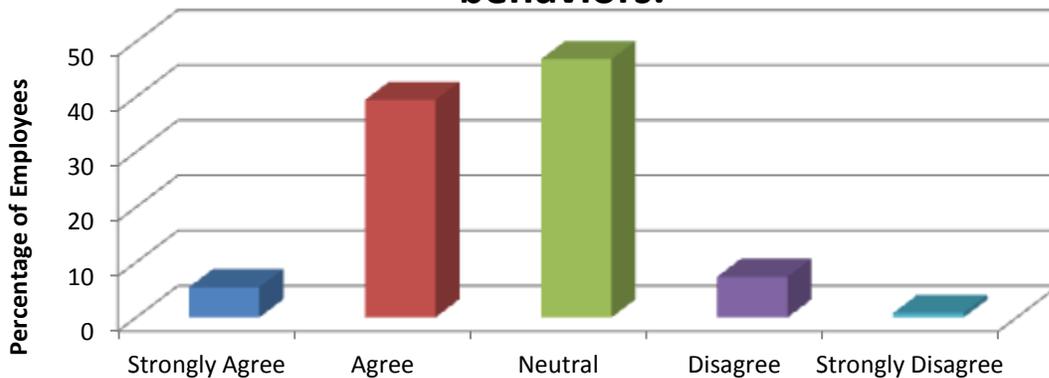
Eight items on the survey asked participants to respond to a statement about the workplace environment. Available responses included strongly agree, agree, neutral, disagree, and strongly disagree. Responses to each are presented below.

At work, my supervisor models healthy behaviors.



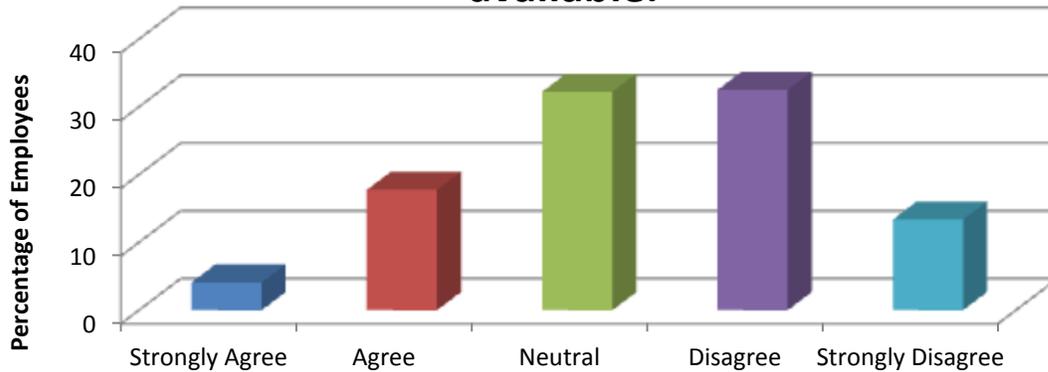
Fifty-one percent (51%) of respondents agreed or strongly agreed with the statement that their supervisor models healthy behaviors at work and thirty-nine percent (39%) had a neutral response.

At work, my coworkers model healthy behaviors.



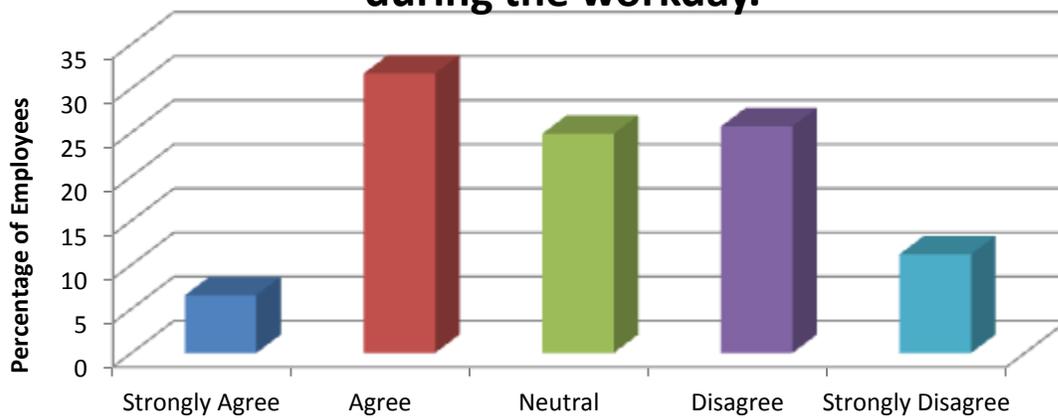
Forty-five percent (45%) of respondents agreed or strongly agreed with the statement that their coworkers model healthy behaviors at work and forty-seven percent (47%) had a neutral response.

At work, there are healthy food options available.



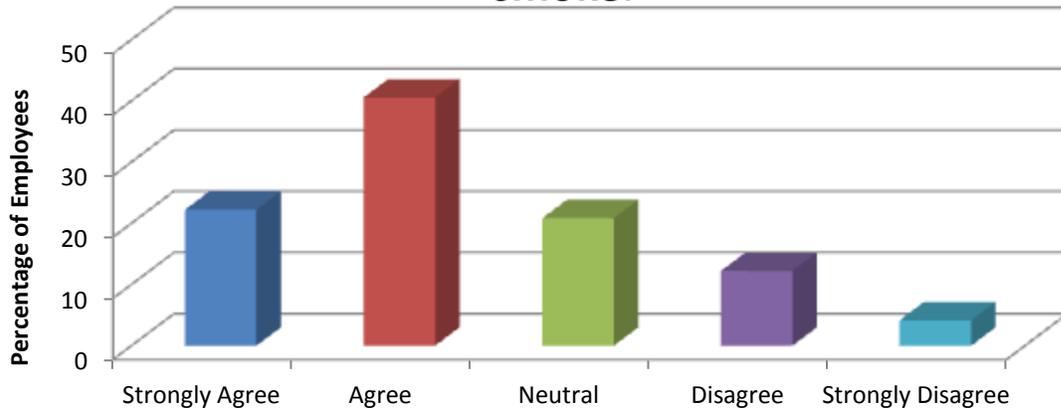
Forty-six percent (46%) of respondents disagreed or strongly disagreed with the statement that there are healthy food options available at work while twenty-two percent (22%) agreed or strongly agreed.

At work, it is normal for employees to exercise during the workday.



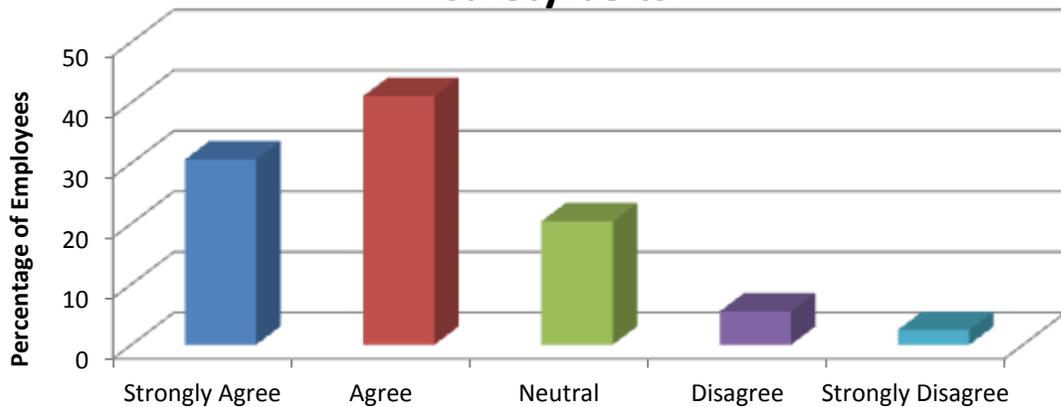
Thirty-eight percent (38%) of respondents agreed or strongly agreed with the statement that it is normal to exercise during the workday while thirty-seven percent (37%) disagreed or strongly disagreed.

At work, it is normal for employees not to smoke.



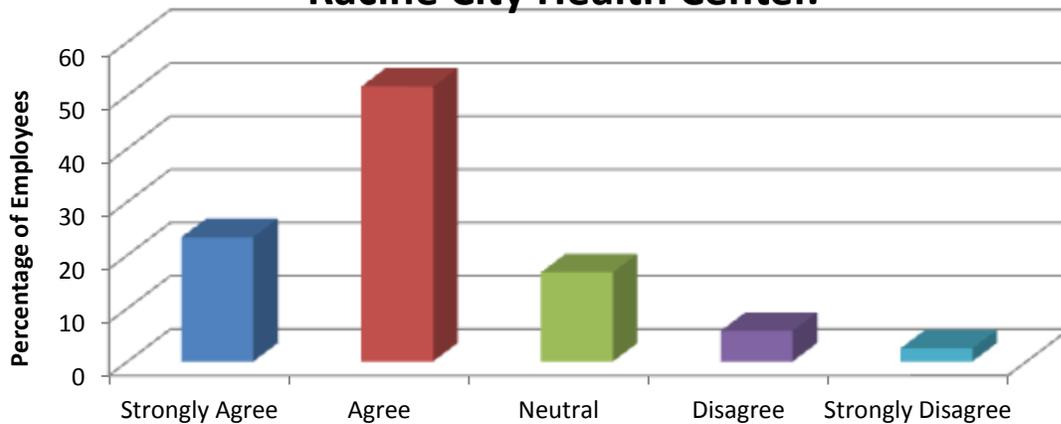
Sixty-three percent (63%) of respondents agreed or strongly agreed with the statement that it is normal for employees not to smoke and twenty-one percent (21%) had a neutral response.

At work, it is normal for employees to use safety belts.



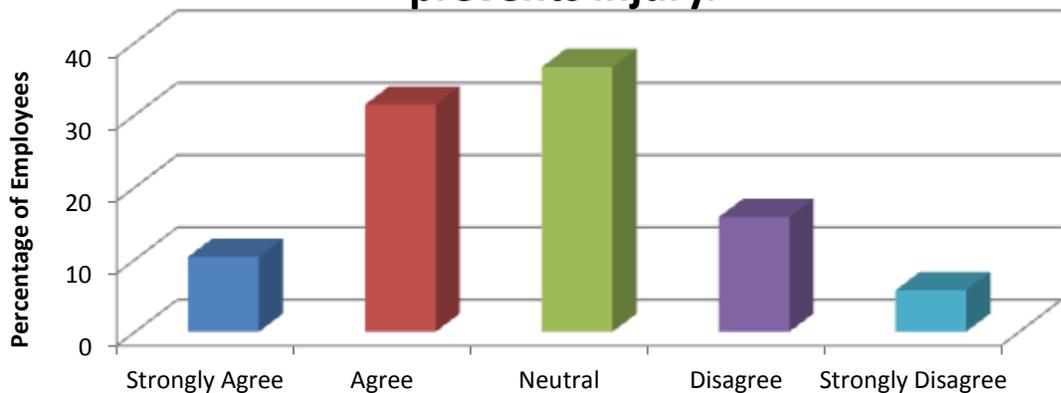
Seventy-two percent (72%) of respondents agreed or strongly agreed with the statement that it is normal for employees to use safety belts and twenty percent (20%) had a neutral response.

At work, employees are encouraged to use the Racine City Health Center.



Seventy-five percent (75%) of respondents agreed or strongly agreed with the statement that employees are encouraged to use the Racine City Health Center and seventeen percent (17%) had a neutral response.

At work, employees are provided training that prevents injury.



Forty-one percent (41%) of respondents agreed or strongly agreed with the statement that employees are provided training that prevents injury and thirty-seven percent (37%) had a neutral response.

Respondents were also asked for feedback regarding future City Wellness Programming. Suggestions included expanding programming to allow employees to take advantage of benefits even when not enrolled in the City Health Insurance, and to expand programming outside of City Hall to make it accessible to those operating out of other City buildings.

Respondents were also asked for suggestions to improve healthy behavior(s) in the workplace. Several employees requested the vending machines be stocked with a healthier selection, including sugar-free foods and juice options in place of soda. Others noted they would like to see encouragement to take allotted breaks and use them as exercise time.