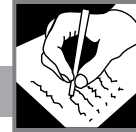


## Personnel & Risk Management



### PRM-11

#### Wellness program based on employee needs

To ensure that its wellness program meets the needs of its employees, the city of Kansas City, Missouri (442,000), bases its programs on the results of health risk assessments of its employees. Each year, employees are offered incentives to complete a survey describing their weight, blood pressure, and other indications of health. The first survey identified body-mass index, stress, and safety belt use as the top health risks, and allergies, back pain, and arthritis as the most common health conditions. As a result, the city decided to offer on-site health education seminars, on-site health screenings, walking clubs, weight management programs, self-care programs, and nutrition and physical activity programs. When the city decided to build a new fitness center, it surveyed employees about their preferences. The results of this survey were used to select equipment, determine hours of operation, and design programs and services.

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