HEALTHY COUNTY BOOT CAMP

Feb. 12-14, 2020 • Renaissance Austin Hotel

Blueprint for SUCCESS
Agenda

• Advantages

• Committee Make-up

• Possible Committee Tasks

• Pitfalls To Avoid

• Panel Questions
### Biggest Advantages

- **Ownership and buy-in by more employees and commissioners court**
- **Grass-roots rather than top-down, *Big-Brother* perception, especially with incentives**
- **More minds = better ideas, different perspectives, brainstorming power**
- **Communication/marketing tree**
Committee Make-up

• 3-5 members for small counties, 4-8 for mid-size, 6-12 for large counties

• A diverse group from different offices and departments, including Sheriff’s office, jail, court

• At least 1 member from non-courthouse locations

• Guidelines for selecting individuals:
  • Enthusiasm or interest
  • Natural leaders respected by peers
  • No expertise in wellness/fitness needed.
Committee Selection Process Options

- Send a committee interest survey to employees via Survey Monkey or other software
- Host a lunch meeting for all interested employees promoted with flyers and emails
- Ask Judge, court, elected officials or District Board members to nominate candidates
- Assure supervisors that employee’s new role on wellness committee will not distract from normal duties
Possible Committee Tasks

- Create a name, logo and mission statement for program
- Design and maintain county intranet page, Facebook or Instagram
- Review upcoming Healthy County events and challenges
- Establish wellness budget and include HC Employer Rewards
- Oversee use of wellness budget
Possible Committee Tasks (cont.)

• Coordinate with a health club for a fitness center discount or build your own gym onsite

• Schedule events like trainings, lunches, awards, health fairs, Airrosti onsite, or a local 5K run/walk

• Help members access and order Sonic Boom

• Coordinate with Agrilife Extension events and promotions

• Plan and schedule events, like Biggest Loser, Walk Across Texas or whatever you can dream up!
Pitfalls to Avoid

• Failing to get permission/blessing from your Court or Board

• Requiring too much time for meetings and projects from members

• Choosing members who are not interested or fail to attend meetings
Turnover and Retention

• Recruit some new members every 2-3 years in rotation, but avoid dismissing most helpful team members unless they want to rotate out.

• It’s normal to experience some attrition. Find out why some committee members are not showing up: duties, unsupportive manager, lost interest, forgetful?

• Keep meetings timely and on topic, send reminders, schedule same day each month or quarter.
Panel Questions

1. Why did you start a wellness committee?
Panel Questions

2. What have you found to be the benefits of forming a wellness committee?
Panel Questions

3. Biggest challenges/hurdles/pitfalls?
Panel Questions

4. Any other important considerations to add to our conversation?
Panel Questions

5. Advice for anyone thinking about forming a wellness committee?
Audience Questions?