

GEORGIA DEPARTMENT OF CORRECTIONS
Comprehensive Wellness Plan Details

Facilities, Regional Offices and Central Office are encouraged to offer the following wellness options to their employees:

Physical Health:

(Staff Physical Fitness)

1. Walk around the Perimeter with the Commissioner:

- a. Central Office: Hosted every Monday at 10:15a.m., following staff meeting. Staff to walk the Tift Walking Trail on campus.
- b. Facilities: Each time the Commissioner visits a facility.

2. Group Fitness Activities:

- a. Step related competitions for Regional & Central Office, or outside facility hours for Facilities staff.
 - i. Health apps/tracking devices (i.e. Fitbit, Apple, etc.) to join challenge groups or to count personal steps.
- b. Biggest Loser Challenges:
 - i. Facilities, Regional Offices and Central Office may provide every quarter and offer prizes.
- c. Exercise classes, i.e. yoga, meditation, self-defense.
 - i. Offered by local community.

3. Stairwell Use:

- a. Encourage employees to use the stairwell versus elevators.

4. Walk & Talk Meetings:

- a. Encourage employees to conduct.

5. Denmark Fitness Center (located at Central Office):

- a. Central Office employees are encouraged to utilize the fitness center on campus.

- b. Fitness center is open to staff 24/7.

6. Walking/Running:

- a. Central Office employees are encouraged to walk/run along Tift Walking Trail on campus.
 - i. Along with Tift Walking Trail painted rocks will be placed along the trail. If an employee finds them, they can claim them; however, employees are encouraged to replace them with their own painted rock.
- b. Regional Office and Facility staff are encouraged to walk around the facility.

7. Stretching - Tension Release:

- a. Provide information to employees on how to incorporate 5-10 minute stretching exercises each day.

8. Well-Being Programs: Available only if an employee has selected health insurance through the State Health Benefit Plan (SHBP).

a. Online Pathway:

- i. Employees can earn 120 SHBP Well-Being incentive points up to 2 times by completing the following challenges:
 - 1. Complete 60 to 90 Green Days. (offered three separate times)
 - a. Green Days are the health currency that [Sharecare](#) uses to measure your progress. Earning them contributes to a reduction in your RealAge, the benchmark for measuring your health with Sharecare.
 - b. Go to BeWellSHBP.com/green (or go through [Sharecare](#) app), go to “Achieve” and click on “Challenges”.
 - 2. Complete 5K Steps Challenge. (monthly steps challenges offered)
 - a. Sign up at BeWellSHBP.com/SmallSteps.
 - b. Take at least 5,000 steps per day to meet monthly goal. Track steps and enter them daily in your [Sharecare](#) account.

b. RealAge Test:

- i. Offered through BeWellSHBP.com, is a scientifically based assessment that shows a person's true age of the body they are living in. The tool is a confidential, 10-minute online questionnaire that assesses a person's eating and sleep habits, along with their family history, behaviors and existing conditions. Finding out your body's "actual" age arms a person with information on how their lifestyle choices help them stay younger. Employees who take this test can earn 120 SHBP Well-Being incentive points.

c. QuitNet:

- i. Confidential, voluntary, and free online or phone coaching to help employees' quit smoking.

(Family Physical Fitness & Nutrition and Diet)

1. Health in Motion:

- a. Available only if an employee has selected health insurance through the State Health Benefit Plan (SHBP). Offered through BeWellSHBP.com, it is an online interactive tool designed for children ages 10 to 18. It focuses on promoting healthy lifestyles and behaviors that are known to prevent obesity through physical activity, eating more fruits and vegetables, and reducing screen time.

Mental Health:

1. Staff Wellness Room:

- a. Facilities to include a room for staff to utilize during their breaks. Items to include in these rooms are weights, couches, tables, chairs, television, etc.

2. Employee Counseling: The Employee Assistance Program (EAP) includes counseling on aging, anger, anxiety, depression, drug or alcohol concerns, family problems, grief, parenting, relationships, stress, transition and change, and work place issues. The current vendor for EAP Services can be found at your local Human Resources.

3. Family Day for Staff:

- a. On a quarterly basis, facilities will schedule and plan family days for staff offsite from the facility.
 - ii. Family members will have the opportunity to sign up for a Family Support Group, which will be facilitated by non GDC family members.

Retention Schedule: This attachment shall be utilized per the SOP until revised or obsolete.

- b. On an annual basis, each Regional Office will schedule and plan family days for staff, away from the office.
 - c. On an annual basis, Central Office will schedule and plan a family day event for employees, away from the office.
4. **Telephonic Coaching Pathway:** Available only if an employee has selected health insurance through the State Health Benefit Plan (SHBP).
- a. Employees who engage in telephonic coaching can earn 60 SHBP Well-Being incentive points for one completed coaching call per calendar month. Employees can earn up to 60 points up to four times, for a maximum of 240 well-being points.
5. **Peer Mentor Group:** A team of 40 well-trained staff created to provide support, in a group or individual setting, for officers and agencies coping with stressful situation.
- a. Available at no cost, 24/7.
 - b. Incidents that an employee can receive assistance with include: line of duty death of an officer, suicide of an officer family member, multi-casualty incident/ disaster, significant event involving children, knowing the victim of an event, serious line of duty injury, law enforcement shooting incident, prolonged incident with loss, inmate on staff violence, etc.
6. **Suicide Prevention:** The Suicide Awareness and Prevention Program is provided through Corrections Human Resources Management team and Facilities Division. It focuses on suicide awareness and prevention for employees. If an employee feels or exhibits signs of suicide, they are advised to initiate the protocol and/or contact the Employee Assistance Program (EAP) at 1-833-276-0988 (24/7), visit www.EAPHelplink.com (password: Georgia), contact 911 in case of an emergency, or contact the National Suicide Prevention Lifeline (24/7) at 1-800-273-TALK (8255). If employees have any questions or concerns about the Suicide Awareness and Prevention Program, contact the Corrections Human Resources Management team at 478-992-5211 and asked to be directed to the EAP Coordinator.

Nutrition and Dietary Health:

1. Healthy Snack Options:

- a. Facilities, Regional Offices, and Central Office will provide healthy snack options in vending machines for staff.
- b. Staff Dining to provide healthy meal options for staff weekly or at least once a week.

- c. Quarterly nutritional information will be sent to all staff via email, GDConnect (GDC app), and will be listed on [Pinterest.com/gacorrections](https://www.pinterest.com/gacorrections) (GDC Pinterest page) by a licensed dietician.
2. **Healthy Meals:**
 - a. GDC will provide healthy meal options for staff on the GDConnect (GDC app) and [Pinterest.com/gacorrections](https://www.pinterest.com/gacorrections) (GDC Pinterest page).
 - b. GDC will send out a post via GDConnect about healthy meal options weekly.
3. **Healthy Snack of the Month Club:**
 - a. Employee can invest monthly to provide healthy snack options in their breakrooms (i.e. strawberries, apples, oranges, bananas, protein bars, smoothies, etc.).
 - b. Select a day each week to provide these items.
4. **Potluck Lunches:**
 - a. At the office, employees at Central Office, admin offices at facilities, and Regional offices, can bring in home-cooked meals to share with each other instead of eating fast food.
5. **Success Stories:**
 - a. Employees have the opportunity to submit their weight-loss success story the agency's monthly Impact Georgia magazine. Contact the Public Affairs Office at 478-992-5247 or PAO@gdc.ga.gov.

Financial Health:

1. **Financial Advisement:** GDC will offer employees financial counseling through a qualified vendor on statewide contract. GDC will schedule quarterly visits by financial advisors at Central Office, Regional Offices and/or will provide locations within local communities where employees can obtain financial advisement.
2. **Retirement Advisement:** GDC will offer employees retirement guidance through a qualified vendor on statewide contract. GDC will schedule quarterly visits at Central Office, Regional Offices and/or will provide locations within local communities where employees can obtain advisement on retirement plans.

Environmental Health:

1. **Workplace Cleanliness:**

- a. Facilities and Central Office to develop a plan for deep cleaning of offices, cubicles, conference rooms and conference areas every six (6) months. Deep cleans include floor waxing, carpet shampooing, dusting, and checking air filtration and inspections for mildew/mold. All must be documented.

2. Clean Air Campaign:

- a. Promote a smoke-free workplace.
- b. Identify smoking stations outside at least 25 yards away from entrances and exits.

Preventive Health:

1. Biometric Screenings:

- a. Facilities and Central Office will offer onsite biometric screenings for staff, who have selected health insurance through the State Health Benefit Plan (SHBP). In addition, employees can set up a biometric screening through their physician. Members and spouses who are covered through Anthem Blue Cross Blue Shield (Anthem) or UnitedHealthcare are eligible to receive 120 SHBP Well-Being incentive points.

2. Immunizations:

- a. Push information to employees about the importance of prevention. (i.e. flu, tuberculosis, hepatitis B, etc.)

3. Screenings:

- a. Push importance of screenings such as mammograms, prostate, skin, etc.

4. Dental Health:

- a. Provide communication in bathrooms regarding the importance of taking care of your oral health.
 - i. Visit dentist regularly.
 - ii. Provide statistics/information on what happens if you don't care for your teeth.
 - iii. Limit sugary snacks.

Redeem Well-Being Incentives:

Members and spouses who have coverage through Anthem Blue Cross Blue Shield (Anthem) or UnitedHealthcare can receive up to 480 SHBP Well-Being incentive points. These points can be redeemed by the following:

1. Redeem points for a \$150 Visa Reward card (when redeeming all 480 points earned in a calendar year).
2. Redeem points for a \$225 Walmart gift card. Card can only be used for pharmacy and vision (when redeeming all 480 points earned in a calendar year).
3. Redeem for 480 credits to apply toward eligible medical and pharmacy expenses. Members may redeem the points in 120 increments up to a maximum of 480.