

## State of Connecticut

### I. Vision and goals:

**Vision:** To improve the health and well-being of state employees - Connecticut's largest workforce - thereby increasing productivity and reducing absenteeism and overall health care costs.

**Goal 1:** Establish infrastructure for a State Employee Worksite Wellness Initiative, including assembly of the Connecticut Interdisciplinary Healthy Policy Team.

**Goal 2:** Design a coordinated data management and evaluation system that links chronic disease risk reduction program data to health care expenditures and human resource data.

**Goal 3:** Conduct formative research and develop resources to support statewide implementation of state employee worksite wellness initiative.

### II. Background information:

Connecticut's state employee worksite wellness initiative - ConnectiFIT was established by the Connecticut Department of Public Health (DPH) and the University of Connecticut and successfully piloted at DPH and the Department of Administrative Services. The program has provided disease risk reduction interventions for 1,200 of Connecticut's 92,500 employees. ConnectiFIT employs three complementary strategies to encourage sensible eating habits and moderate increases in physical activity: raise awareness of health risk and related behaviors, promote lifestyle change and create supportive environments. Programs include an interactive Web site, electronic newsletter, pedometer-assisted walking campaigns, healthy living seminars, point of decision prompts encouraging stair use and balanced meal and snack choices in the cafeteria, and a seasonal Farmers' Market.

### III. *Healthy States* action agenda (plan of work):

The Connecticut Interdisciplinary Health Policy Team (CIHPT) is divided among four subcommittees: Data Planning and Analysis, Data Collection and Implementation, Marketing and Program Expansion, and Policy Development. Each subcommittee has a specific role that include setting criteria for health indicator selection, selecting indicators, establishing data collection methodology, developing and piloting a health risk assessment, designing and implementing a multi-level marketing and public relations strategy, and development of a policy agenda.

### IV. Team membership: Connecticut Interdisciplinary Health Policy Advisory Team (CIHPAT)

**Office of the Governor** - Governor Rell has designated a liaison to bring action items from the CIHPAT to the Governor's attention, including the Team's employee wellness policy agenda.

**Office of the State Comptroller** - The Comptroller is responsible for the design, negotiation and administration of state employee health benefit plans. The Comptroller has agreed to provide access to pooled encounter, pharmacy and claims cost data and expertise to link this information with ConnectiFIT, BRFSS and human resources data for the development of a standardized health risk assessment.

**Office of Policy & Management (OPM)** - OPM has pledged its support of ConnectiFIT by playing a critical role in the development of a policy agenda to move this project forward for the Governor's consideration.

**Office of Health Care Access (OHCA)** - OHCA will provide valuable input into analyzing health care data and assist in the identification of health care indicators.

**CT Department of Administrative Services (DAS)** - DAS provides human resource services and management for all state agencies and has agreed to provide access to demographic and attendance data on all state employees.

**CT Department of Public Health (DPH)** - DPH will serve as lead agency in this initiative. DPH supports this initiative by allocating high-level program staff, epidemiological support, chronic disease funding, and access to all DPH pertinent data sources.

**Public Health Foundation of Connecticut, Inc. (PHF)** - PHF will provide expert guidance on strategic planning and development and marketing and promotion to complement this project.

**Eastern Connecticut State University (ECSU)** - University staff chair the Governor's Committee on Physical Fitness that has agreed to establish a Web-based, recognition program to award exemplary community and worksite wellness programs.

**University of Connecticut** - The University is a collaborative partner with DPH and serves as the primary contractor for ConnectiFIT.

**Yale University** - The Rudd Center is a public policy and applied research workgroup, established to improve diet, prevent obesity and reduce weight stigma. This group brings experience and expertise in identification of meaningful evaluation indicators and systems development to the Interdisciplinary Health Policy Advisory Team.

**Consultant for Facilitation and Collaborative Evaluation & Strategic Change** - The consultant has a PhD in Adult Learning and a Certificate in Organizational Change Management from Cornell University and will facilitate and participate on all committees and assist the Interdisciplinary Health Policy Advisory Team to incorporate activities into a comprehensive and sustainable improvement process.

#### *Contact:*

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