

## COLUMBUS CONSOLIDATED GOVERNMENT EMPLOYEE PROGRAMS

### **Morale Boosting**

1. *Up & Motivated Conference* – full conference experience to boost morale and help employees gain the skills necessary for advancement. Vendors, prizes, meals and education tracks.
2. *Workplace Athlete Day* – two different competitions. One for field force employees and the other for white collar workers. Obstacle courses with points for correct procedure and safety. Physical therapists come and demonstrate proper techniques. Prizes are awarded.
3. *Leadership Development Program* – two-year program with college credits.
4. *Webinars* – on everything from healthy eating to computer programs. Those employees without personal computers can use computer stations set up in various departments
5. *Online safety training* – addition to crew safety talks, these provide additional training for all types of jobs. Includes NIMS certifications.
6. *Equipment Rodeos* – for field-force workers. Scores for safety and proper form. Enhances equipment skills while employees compete, have fun and win prizes.
7. *Gain support of local providers and businesses* – they can promote their services and provide prizes.
8. *Virtual conferences/meetings via Teams*
9. *Team support groups* – colleagues can band together to support those employees who have personal or work-related injuries. This is especially true in the era of COVID. Isolation can be a killer.
10. *Family safe driving course access* – All City drivers have to pass a nationally accredited safe driving course. We give access to family members so all drivers in the family can get insurance discounts.

### **Physical Health**

1. *Exercise equipment* – We have strategically placed equipment in office buildings and a gym set up in the Public Works building with rehabbed equipment.
2. *Telemedicine* – City workers traditionally preferred face-to-face doctor visits. The pandemic has increased utilization of telemedicine for minor injuries and illnesses.
3. *In-person and virtual fitness programs* – exercise, eating, warnings signs of health issues. Several of our medical providers have been willing to conduct these sessions.
4. *Employee Assistance Program* – We provide six free visits.

5. *Workers' Comp provider team approach* – We have weekly conference calls to discuss difficult cases and ways in which we can provide treatment and encouragement to return to full health.
6. *Work team support groups* – Work colleagues can make a lot of difference to injured workers who may not feel as valued and who need human contact that has been missing during the COVID pandemic. They can call, send cards, or do a host of other things to build up the morale of their co-workers, all of which helps in recovery and the reduction of Workers' Compensation expense.