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## Jamestown Board of Public Utilities (BPU) Among the 2021 Healthiest 100 Workplace in America

*Springbuk-sponsored program includes Jamestown BPU on esteemed list of the top 100 people-centric companies taking proactive steps to support employee health and wellbeing.*

The Jamestown BPU was named No. 44 on the 2021 Healthiest 100 Workplaces in America by Healthiest Employers® list for their investment in the health and wellbeing of its employees. This award honors the organizations that are demonstrating care for their people by investing in health and well-being solutions and initiatives.

This is the third year in which the BPU has been named to the national list. The utility placed 46th in 2019 and 51<sup>st</sup> in 2020.

Scoring is based on each organization's Healthiest Employers Index — a metric based on six categories: Culture and Leadership Commitment, Foundational Components, Strategic Planning, Communications and Marketing, Programming and Interventions and Reporting and Analytics. More than 1,000 of America's top well-being programs were evaluated for this award.

The questionnaire, scoring and benchmarking were formed with the help of a national, non-biased group of representatives from the academic, medical, and wellness communities. The assessment is scored rubric style on a 1-100 scale, with each question totaling .25-3 points.

"The BPU established a Health and Wellness Program in 2013 involving interested employees from each area of the utility," notes General Manager David L. Leathers.

"Since then, our Team has developed programs that help our employees, spouses and retirees recognize the importance of maintaining a healthy lifestyle," continues Leathers. "We couldn't be more proud of our Health and Wellness employee team and our employees who participate in the programs."

"Aggregate reports indicate that these programs have resulted in improved general health of our participants, which is approximately 70 percent of our workforce here at the BPU," added Leathers.

Ross Snyder, BPU human resources director, notes that the innovative programs initiated by the Wellness Team not only keep participants engaged, but also help control the utility's medical costs.

"Our on-the-job attendance also has improved, with absenteeism down on a daily basis, due to enhanced employee health," says Snyder.



“We thank Team members Trent Lutes, Tammy Anderson, Martha Abers, Dan Currie, Jarret Devereaux, Todd Hoaglund, Diondra Lopez-Chapman, Cynthia McFadden, Kirk McDowell, Gloria Miranda, Jim Paterniti, Jake Prince and Becky Robbins,” states Snyder, who is a resource to the Team.

“I have been a member of the BPU’s Health & Wellness Team now since 2014 and the Team Leader since 2017, remarks Health and Wellness Leader Trenton Lutes. “Over the years I have watched our program continuously evolve to meet the needs of our employees, their spouses and even our retirees. This latest honor, being listed as one of the nation’s Healthiest 100 Employers, is a direct result of the time, effort and hard work of both our team members and our program participants. So, to everyone who has been involved in making our Wellness Program great, I say, ‘thank you,’ and here’s to many more years of improved health to all of you.”

The BPU’s program includes such aspects as biometric screening, lunch and learns on various topics of health, wellness corners, flu clinics and recipe exchanges. Central to the program is the earning of “wellness points” awarded for preventative medical appointments, vaccinations and wellness challenge participation. In the past, employees organized Wellness Fairs, a hiking club, Weight Watcher classes and carotid artery screening.

The BPU wellness program was named first in its size in Western New York through the Western New York Business first Healthiest Employer contests in 2018-2021. In 2018, Interactive Health’s 2018 Healthiest Companies in America included the BPU wellness program.

The BPU is a municipally-owned utility providing the electricity, water, wastewater, solid waste and district heating needs of the City of Jamestown; parts of the Towns of Busti, Ellicott, Kiantone and North Harmony; and portions of the Villages of Celoron, Falconer and Lakewood. Approximately 150 people work for the BPU.

“Healthiest Employers scores hit record highs in the past year, reflecting a deep level of care and empathy by business and benefits leaders who stand out in their support of their employees’ well-being,” said Haley Elmore, Healthiest Employers® Program Coordinator. “The effects of COVID-19 will likely affect business operations for many years to come and it is crucial that companies are considering the needs of their employees beyond the immediate crisis.”

Healthiest Employers® was founded over a decade ago by Springbuk to drive meaningful investment in employees’ health and wellbeing and to accelerate companies’ adoption of data-driven approaches to health initiatives and planning employee benefits.

Well-being is no longer a nice to have, it is a business imperative to hire and retain top talent,” said Rod Reason, CEO of Springbuk. “Businesses that are not investing in the health of their employees risk losing the talent needed to compete, or even survive.”

Springbuk is the preferred health intelligence platform for Healthiest Employers. This partnership brings clinical expertise, empowering us to move beyond recognition. With Springbuk, Healthiest Employers can help forward-thinking organizations to utilize more intelligent solutions for managing the health and well-being of their population.

Springbuk is a leading-edge health analytics intelligence platform that empowers employers and consultants to optimize their investments in population health. The innovative solution offers deep analytic insights, allows data-informed decision-making, and provides strategic direction to maximize return on employee benefit investments.

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