

POUNDS Employee Recognition Program

PURPOSE:

The County's **P**ushing **O**neself **U**sing **N**utrition **D**iet and **S**elf-Motivation (**POUNDS**) employee program is designed to recognize and reward employees for wellness activities, specifically weight loss. This program is similar to TV's *Biggest Loser* and will reward employees with cash prizes for reducing their body weight during the 10-week contest period.

POUNDS is a monetary award and public acknowledgement program designed to encourage weight loss and wellness for County employees.

FUNDING:

1/3 of the funding for the **POUNDS** program will come from a \$20 participant fee assessed at the beginning of the program.

The remaining 2/3 match will come from the **GEM** fund.

EMPLOYEE ELIGIBILITY:

All permanent full-time and part-time employees and department heads of Collin County are eligible.

Per statutory restrictions, elected officials cannot receive additional compensation beyond what was included in the adopted and posted annual budget. However, elected officials can participate in the team category and their winnings will be divided equally among the eligible team members.

BACKGROUND:

The Memorial Hospital System reports that 70% of the workforce is overweight and even a 2% reduction in this number would result in annual insurance savings of \$600 million.

Research has shown that as weight increases, the risks for the following conditions also increase:

- Coronary heart disease
- Type 2 diabetes
- Cancers (endometrial, breast, and colon)
- Hypertension (high blood pressure)
- Dyslipidemia (for example, high total cholesterol or high levels of triglycerides)
- Stroke
- Liver and Gallbladder disease
- Sleep apnea and respiratory problems
- Osteoarthritis (a degeneration of cartilage and its underlying bone within a joint)
- Gynecological problems (abnormal menses, infertility)

AWARDS:

There are 3 categories of winners for each **POUNDS** contest; men, women and a 4-person team. A person may only participate in one category per each program cycle. The winner of each category will have the highest percentage of body weight lost during the program cycle.

The percentage of body weight lost is equal to:
$$\frac{\text{Starting Weight} - \text{Final Weight}}{\text{Starting Weight}}$$

The prize money will be split among the 3 categories based upon the number of participants in each category.

The first place winner in each category will receive 75% of the pool and the second place finisher will receive the remainder.

Winners will be recognized on *MyCollinCounty* and in the *Collin County Connection*.

PROCEDURES:

Each **POUNDS** contest cycle consists of a 10-week period with no more than 2 contest cycles occurring each budget year.

The winners will be responsible for any taxes due on their prizes.

The program rules, forms and procedures will be adopted and administered by the Collin County Health Department and published on *MyCollinCounty*.