

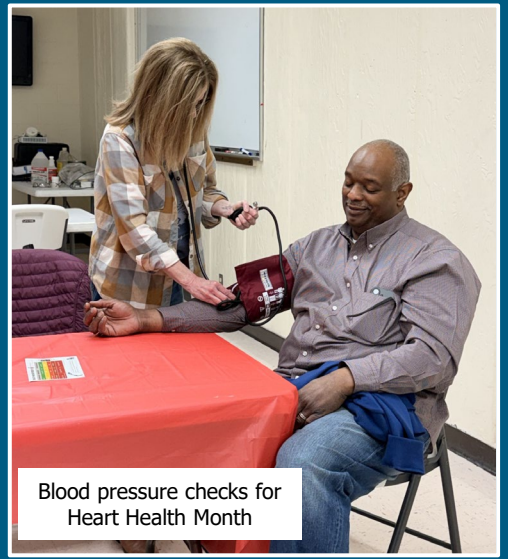
Worksite Wellness Update

City of Joplin | April 2026
Megan Saba



Health fair fun!


Walking Group


Blood pressure checks for Heart Health Month


Gym Grand Re-Opening

New and improved logo!

WELLNESS
WORKS

Our Wellness Program's History

The city first began taking healthier strides by creating the Insurance Employee Committee. The committee began working with Segal in effort to improve employee health and help contain healthcare costs.

To continue those efforts, the City was awarded the Local Public Health Agency Infrastructure grant to support and sustain the public health workforce. This grant led to the creation of the Wellness Coordinator position. The grant funding for this position will conclude at the end of FY2026.

The projected Wellness Coordinator job growth rate nationally is 28% from 2018-2028. Many cities and surrounding entities, such as Springfield, Columbia, Joplin Schools, and Freeman Hospital, maintain a Wellness Coordinator position.



Why Worksite Wellness Matters?



Employee wellness programs are more than perks, but an investment. Wellness initiatives can:

- decrease absenteeism
- improve morale
- lower long-term health costs

By promoting screenings and healthy lifestyle behaviors, the City of Joplin sets an example for the community and reinforces its commitment to public service and employee wellbeing.

Award Winning Program!

The city was awarded Bronze level in 2021. We achieved Gold level in 2024. Now pursuing the highest level, Platinum!

This state level award recognizes employers for their efforts for investing and creating a workplace environment that supports healthy behaviors.





Wellness Events 2024

45 events offered

283 total participants

A snapshot of these events include:

- Yoga
- Walking group
- Blood pressure checks
- Gym orientation
- Take Flight stair challenge
- COJ Bingo



Wellness Events 2025

46 events offered

309 total participants

A snapshot of these events include:

- Yoga
- "Speak your mind" challenge
- Blood pressure checks
- Gym grand re-opening
- Happiness challenge
- Park scavenger hunt

New additions to the Employee Fitness Center







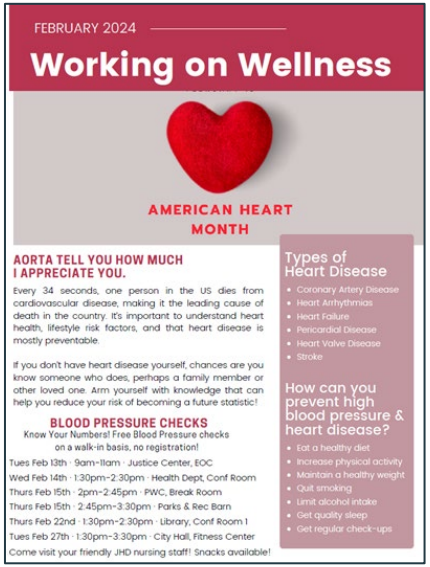


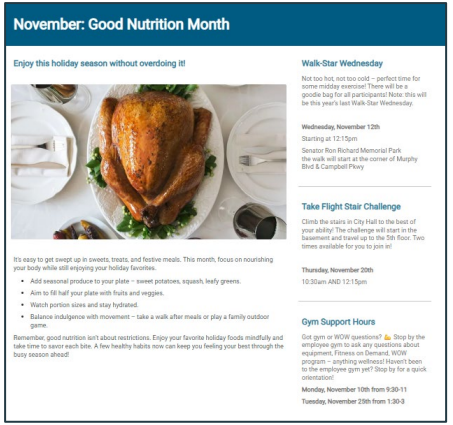
- Dumbbells 55-70lbs
- Sit-up bench
- Decline bench
- Rubber plates 25-45lbs
- Back extension bench
- 45lb Olympic Barbell + plate rack
- Two treadmills
- Elliptical
- Ping Pong table

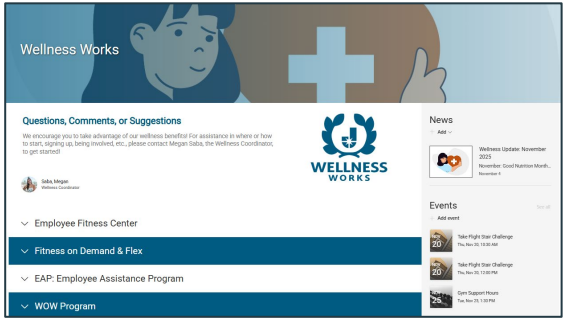
WOW Newsletter: then vs now

Previously, a stand-alone newsletter was designed and emailed to employees.

Now the wellness content is integrated into the employee intranet and City Staff Newsletter!







EAP Educational Topics 2024

Five Steps to Better Eating Habits (May)

Building a Culture of Kindness (June)

Healthy Habits (August)

Self-Care: Small Changes for Positive Results (October)

How to Manage your Finances (December)

Total Employee Attendance: 33

EAP Educational Topics 2025

Lose Weight Healthfully (April)

Communication: Beyond the Basics (June)

Doomscrolling (July)

How to Simplify Your Life (October)

How to Beat Fatigue & Sleep Better (December)

Total Employee Attendance: 56

Employee Health Fair 2025

47 Flu shots given

153 employees attended

25 health & wellness vendors





Vendor Review

The event was well attended. There was a nice variety of vendors represented.

Vendor Review

The employees were super nice. It was a great wellness event.

Health Assessment

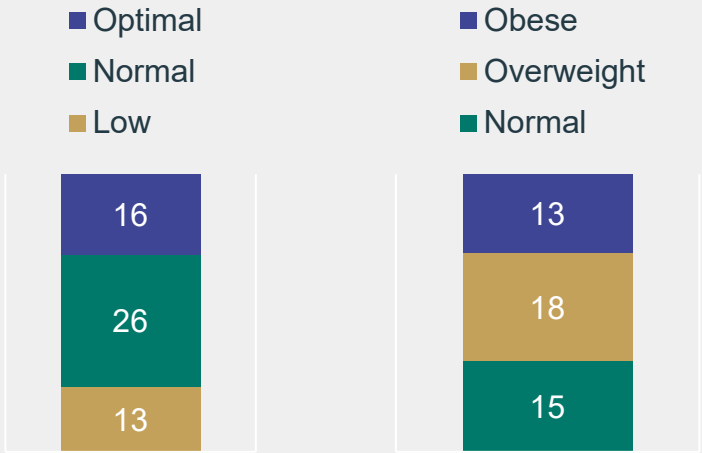
Lipid panel/blood cholesterol
Glucose
Blood pressure
Weight/body composition
Bone Density

2024: 49 participants

2025: 55 participants

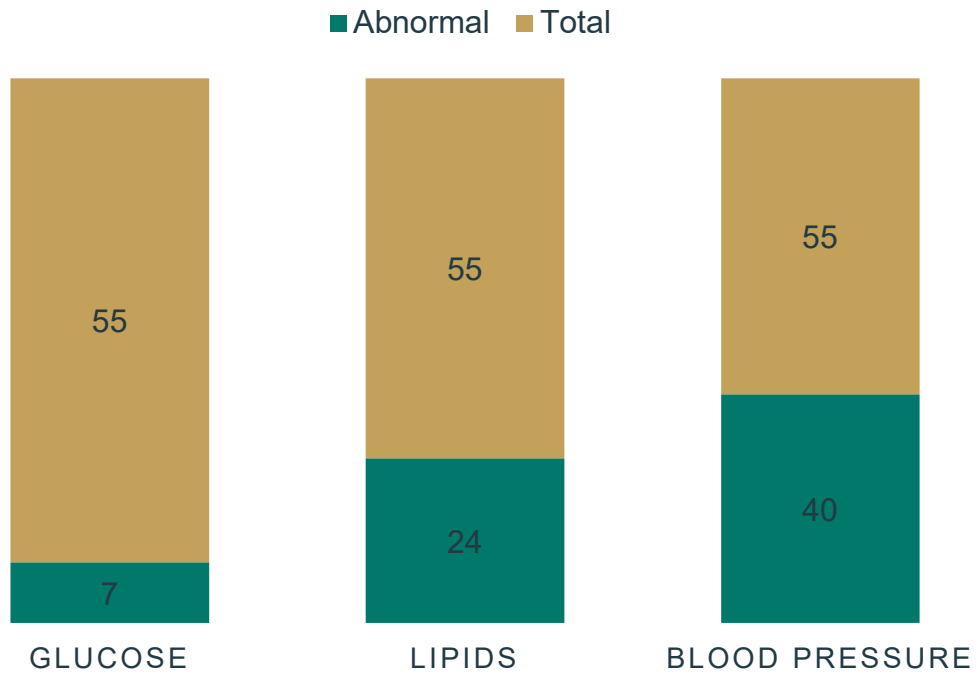






Health Fair Biometric Screening

The biometric screening is a health assessment that measures various physical and physiological parameters to determines an individual's overall health and risk of chronic disease.

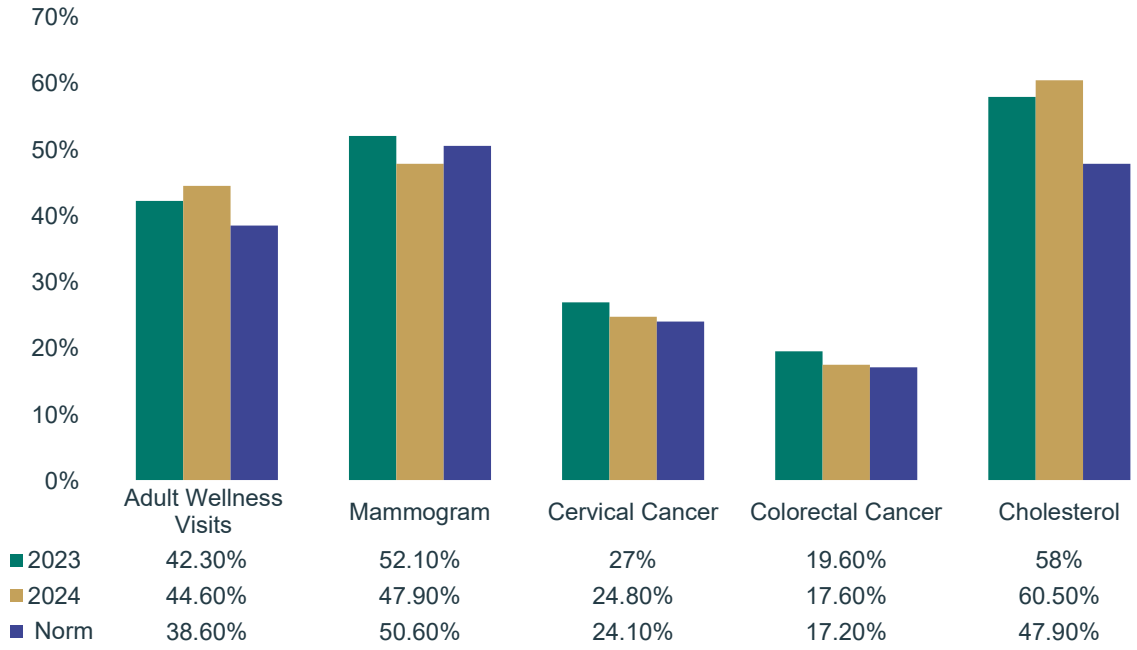


Preventive Screenings & Wellness Visits

Rates are favorable compared to "norm" – other UMR groups in the public administration industry.

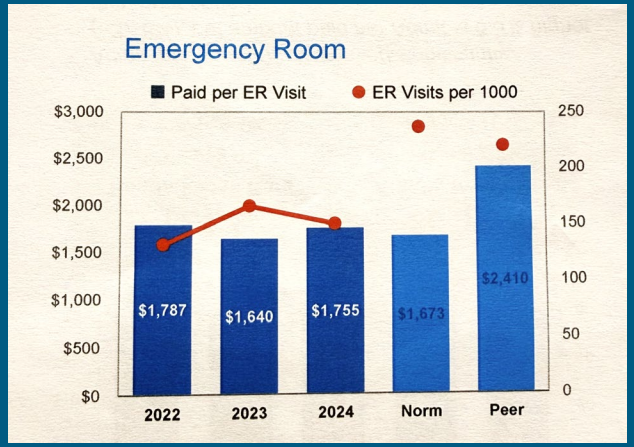
Recommended frequency of screenings my vary.

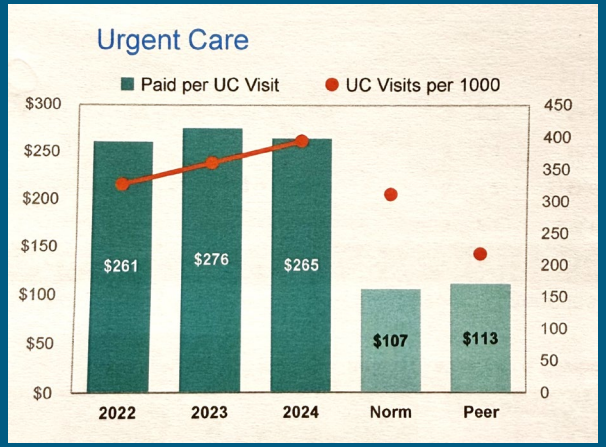
Total screenings do not include those performed onsite (health fair).

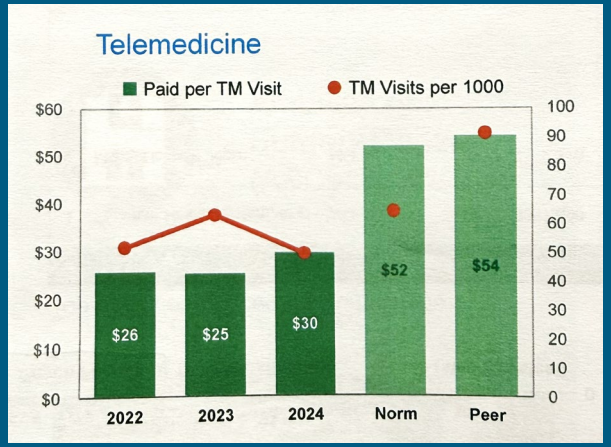


	Adult Wellness Visits	Mammogram	Cervical Cancer	Colorectal Cancer	Cholesterol
2023	42.30%	52.10%	27%	19.60%	58%
2024	44.60%	47.90%	24.80%	17.60%	60.50%
Norm	38.60%	50.60%	24.10%	17.20%	47.90%

On Demand Care

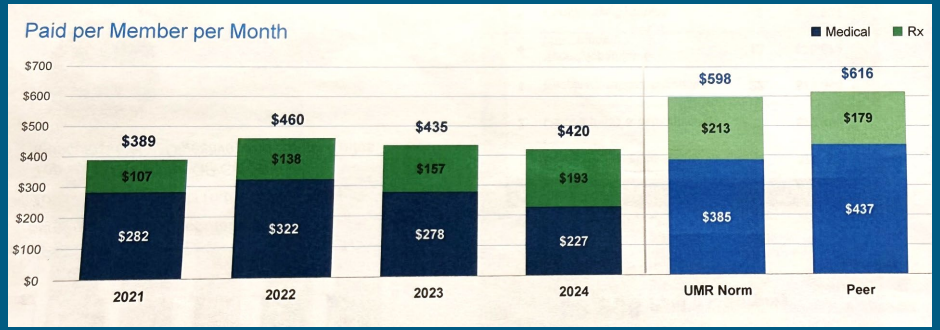


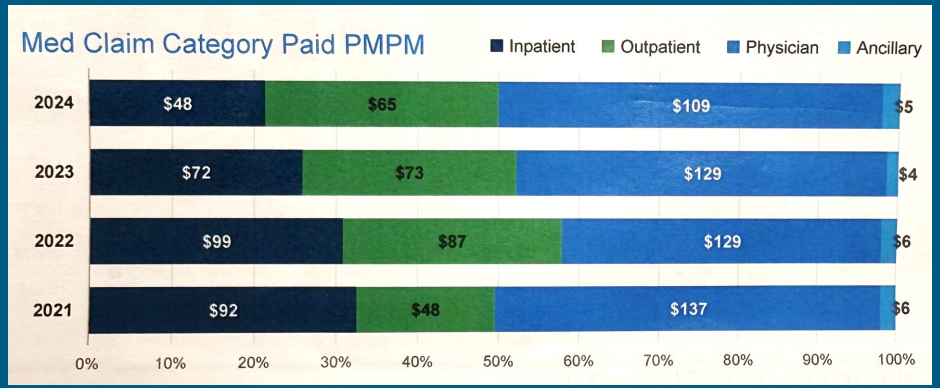




- ER utilization decreased by nearly 10%; amount paid per visit was higher than last year
- Urgent care visit rate increased by 10%; amount paid per visit decreased
- Telemedicine is being utilized mostly for mental/behavioral health
- Seeing a shift from ER usage to Urgent Care; Encourage Telemedicine to expand access to care

Cost & Care Trends





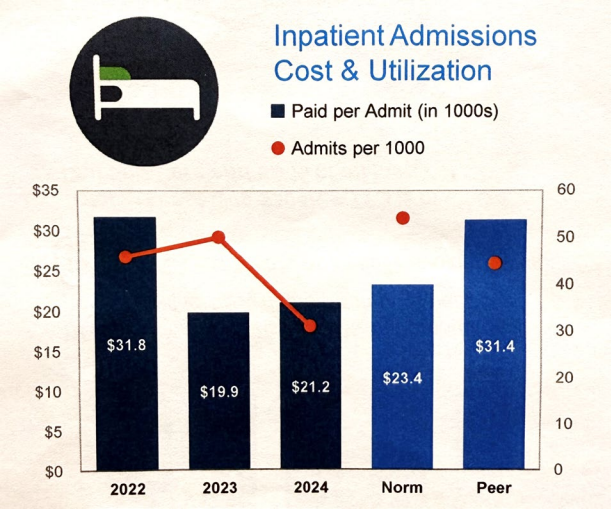
Decreased costs the last three years despite a membership increase.

50% of medical claims are categorized under “Physician” – preferred as it reflects employees are visiting with their PCP.

Top diagnostics categories:

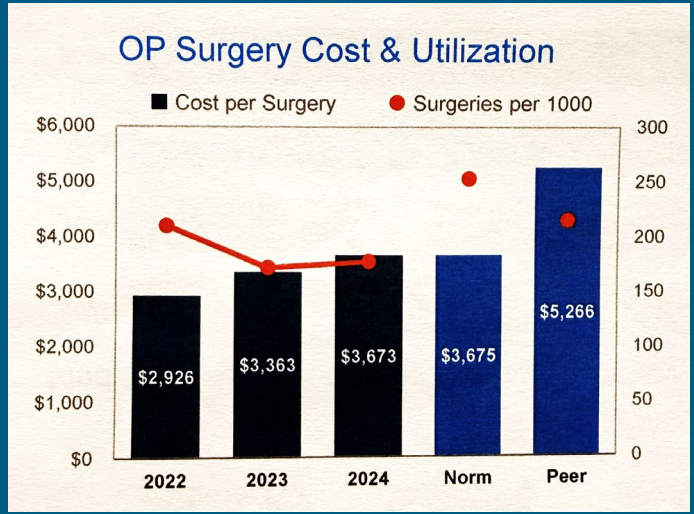
1. Musculoskeletal
2. Health Services
3. Digestive
4. Circulatory
5. Respiratory

Outpatient & Inpatient



Impatient admissions decreased by 38%, although there was an increase in rate paid per admission.

Average length of stay was 3.5 days for the 25 admitted members



Top outpatient diagnostic in both Hospitals and Ambulatory Surgery Centers: neoplasm-related encounters

Worksite Wellness

Key Initiatives

WELLNESS WORKS

- Increase employee engagement in wellness program to help improve the overall health of employees, and in return, help contain insurance costs.
  - Increase awareness of telehealth and importance of having a PCP
  - Wellness initiatives based on top cost drivers

Wellness Works Committee

Lynn Onstot – Marketing & Communications
Mark Morris – IT
Brian Lewis – Police
AJ Whistler – Finance
Alina Watkins – Parks & Recreation
Allison Scribner – Public Works/PWC
Carol Anderson – Police
Suzan Morang – Health
Sherry Murray – HR
Roschelle Forsythe – City Clerk
Megan Saba – Health
Stephanie West – Police
Lisa Brown – Library

Not Pictured:
Jeff Hadley – Planning & Development
Leigh Kelley – Fire
Ryan Talken – Health
Leslie Haase – Finance
Allison Zahner – Airport
Terry Cunningham – CVB



Thank you!

Questions?

