

DEPARTMENT OF THE ARMY
Corps of Engineers, Omaha District
215 North 17th Street
Omaha, NE 68102-4978

DM 600-1-1

CEMRO-HR-E

Memorandum
No. 600-1-1

20 November 1995

Personnel - General
HEALTH PROMOTION

1. Purpose. This memorandum establishes policies and procedures regarding health promotion programs.

2. Applicability. This memorandum is applicable to employees of the Omaha District.

3. References.

a. AR 600-63, Army Health Promotion.

b. FPM Letter 792-23, 25 June 1992, Employee Participation in Health and Fitness Activities.

4. Objective and Scope.

a. The goal of the Health Promotion Program is to promote organizational effectiveness. Objectives include enhancing the quality of life for Army civilian and military members, encouraging lifestyles to improve and protect physical, emotional and spiritual health, reducing absenteeism and other health related problems and strengthening the District's ability to recruit and retain qualified staff.

b. The Health Promotion Program encompasses a variety of activities designed to facilitate behavioral and environmental alterations to improve or protect health. The Health Promotion Program has two components:

(1) The Fit-to-Win Program which is administered through a contractor.

(2) The Public Health Center services that are available to employees in the Omaha metropolitan area in accordance with an interagency agreement between the Omaha District and the Public Health Service, Department of Health and Human Services.

c. Functionally, the components of the Health Promotion Program consist of activities in the following areas:

(1) antitobacco; (2) physical conditioning; (3) weight control; (4) nutrition; (5) stress management; and (6) alcohol and drug abuse prevention and control.

d. In addition, health promotion includes other related activities such as physical examinations, health risk appraisals, physical fitness facilities and initiatives to prevent health problems.

5. Fit-to-Win Program.

a. The program is directed by a Health Promotion Council established by the Commander. Program services are currently provided by individuals under contract with the Public Health Service, in coordination with the staff of the Human Resources Office, Employee/Labor Relations & Training Branch.

b. Participation in the program is limited to Omaha District employees, civilian and military.

c. The program includes the following:

(1) Individual health risk assessments (HRA) and exercise prescriptions.

(2) Participation in physical conditioning activities.

(3) Educational programs on smoking, nutrition, stress, weight control and other health related subjects.

(4) Limited excused absence for participation in physical conditioning activities.

(5) Partial reimbursement from the District for commercial health club membership fees.

d. Each employee must have a HRA performed before participating in Fit-to-Win activities. The HRA consists of an assessment of height, weight, heart rate and blood pressure, and a blood test to measure sugar and cholesterol levels. If the HRA indicates that medical clearance is required before an employee can be authorized to participate in the program, the employee will be referred to his or her personal physician to obtain the required clearance. The cost of an examination by a personal physician is the responsibility of the employee. After completion of the HRA (and medical clearance is obtained, if necessary), the employee will be given a report of test results and an individualized exercise prescription and may begin participation in the program.

e. Excused absence (i.e., use of official duty time) is subject to supervisory approval and can be granted for those physical conditioning activities that are sponsored or conducted by

District staff or representatives or that are in conjunction with commercial health club membership for which the employee is receiving partial reimbursement of fees. Excused absences are limited to a total of 24 hours, and no more than 3 hours per week, during a period of 8 consecutive weeks. Once excused absence has been used, the 8 week period has begun and cannot be interrupted and restarted again at a later time. This grant of excused absence is authorized only once in an employee's career.

f. The maximum reimbursement that an employee may receive for commercial health club membership is one-half the cost, not to exceed \$100 per year. Such reimbursement is subject to availability of funds and supervisory approval.

6. Public Health Center Services.

a. The Public Health Center located in Omaha in the Zorinsky Federal Building provides services to Federal employees whose official duty station is in the Omaha metropolitan area. The Center offers a variety of services to the general workforce, including influenza vaccinations, vision screening, blood pressure screening and education, diabetes testing, glaucoma screening, physician-ordered allergy injections, tetanus immunization booster injections and skin-test screening for tuberculosis.

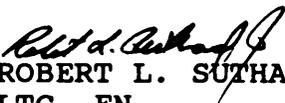
b. The Center offers a limited number of periodic health examinations each year. Such examinations are either a standard periodic health examination or a maxi-screen examination. The District's allocation is equal to approximately 10 percent of the Omaha-area workforce. The Center also offers a limited number of cancer screenings; mammograms for women and prostate-specific antigen blood tests for men.

(1) At approximately the beginning of each fiscal year the District is informed of its allocation of examinations and screenings, at which time an announcement will be issued to Omaha-area employees informing them that they may apply. The announcement will specify employee eligibility for applying and will specify the criteria for selecting eligible applicants.

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(2) Applicants will be informed as to selection or non-selection. Those selected will be contacted by the Public Health Center staff to arrange appointments.

FOR THE COMMANDER:


ROBERT L. SUTHARD, JR.
LTC, EN
Deputy Commander

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