



Health and Wellness Inventory

Goals of Health and Wellness Sub Committee

- ▶ Develop summary of how health and wellness of our residents and employees are currently addressed through our programs and policies
- ▶ Identify unmet needs and overlapping services
- ▶ List out possible solutions

Team Members: Mayor Alex Roman, Deputy Mayor Christine McGrath, Township Manager Joe D'Arco, Director of Administration and Economic Development Steve Neale, and Executive Assistant Kristine Gould

Health and Wellness Inventory and Assessment

Conducted an inventory of all health and wellness programs across the Township.

Physical Health includes residents and employees' fitness, nutrition, chronic disease prevention, cancer prevention, safety/injury prevention, immunization promotion, environmental safety.

Mental Health includes residents and employees' emotional, psychological, and social well-being. It includes programs to assist residents with prevention and treatment of depression, anxiety, social isolation, trauma, substance use disorders, serious mental illnesses, and suicide.

Inventory

- ▶ Verona Police Department
- ▶ Verona Community Services (includes Recreation and Health Department)
- ▶ Verona Public Schools
- ▶ Verona Public Library
- ▶ Verona Municipal Alliance Committee (VMAC)
- ▶ County of Essex

What health programs do our residents and employees have access to?

▶ Physical Health

- ▶ Recreation programs - extensive recreation programs offered for children, adults, and seniors
- ▶ Verona Public Schools - fitness curriculum and high school sports
- ▶ Verona Public Library - fitness classes and seminars for both adults, seniors and children
- ▶ Health Department - flu/vaccination clinics, health screenings, health education, environmental screenings
- ▶ Employee Medical Plan and Employee Assistance Program

What mental health programs do our residents and employees have access to?

▶ Mental Health

- ▶ VMAC Programming (seminars, peer leadership, family night, esteem building)
- ▶ Verona Public School support for students (counseling, crisis management, resources, and parent seminars)
- ▶ Verona Public Library offers classes and seminars for both adult and children. In addition, the reading collection contains resource materials.
- ▶ Verona Police put residents in touch with County resources when experiencing a crisis, support for police officers
- ▶ Verona Recreation (Senior club activities and seminars for seniors)

County Health Assessment: Verona Data

- ▶ 5% of Verona residents completed the survey (543)
- ▶ Top issues identified were mental health issues, cancer, and aging
- ▶ Poor health habits were identified as a lack of exercise, poor eating habits, and alcohol abuse
- ▶ Poor health habits identified as impacting community wellbeing are lack of exercise, poor eating habits, and angry behavior and violence

- ▶ The entire report can be found here: <https://essexcountynj.org/wp-content/uploads/2022/07/Essex-County-Health-Assessment-Final-Report.pdf>

NJ Department of Health: 2022 Healthy Community Planning Report

- ▶ Areas that pop out for concern for Verona
 - ▶ Air quality - both cancer and non cancer risks
 - ▶ Water quality - issues with PFOA
 - ▶ Age of housing - lead based paint
- ▶ Fully report can be found here: <https://www.nj.gov/health/hcpnj/county-reports/essex-county.shtml>

Medical Claim Data For Employee And Retiree Medical Plan

- ▶ Medical claim data points to opportunities to support employees, retirees, and their covered dependents in the following areas:
 - ▶ Back pain
 - ▶ Weight loss
 - ▶ Cholesterol
 - ▶ Blood pressure

Gaps and Opportunities

- ▶ Programming for Residents: Working age adult/parents programming and participation, teen health & wellness programs, more programming on reducing anxiety, children's mental health support if not in Verona Public Schools, programs to support barriers to exercising and healthy eating
- ▶ Crisis protocol - how to direct residents to resources in a consistent way, risk of homelessness (esp. mother/child), seniors who are not hospitalized but are at risk for poor outcomes, mental health crisis with financial barriers
- ▶ Employee Wellness - disease management program/healthy lifestyles program for staff (e.g. smoking cessation), are wellness programs reaching spouses
- ▶ Facility enhancement - basketball, pickleball, bocce
- ▶ Promotion - No good repository of programs and offerings to residents, map of recreation facilities, and resources available

Recommendations

▶ Immediate

- ▶ Wellness program for employee health plan (Administration)
- ▶ Crisis management protocol development (Administration, Verona Police, Verona Community Services)
- ▶ New resident handbook redesign (Administration, all departments)
- ▶ Recreation Advisory Committee - new program ideas and development for teens, working age adults (Recreation)
- ▶ Lead paint law implementation (Administration)
- ▶ Employee Assistance Plan promotion to employees and spouses (Administration)
- ▶ PFOA remediation (Administration)
- ▶ Wellness programming (Montclair Health)

Recommendations

▶ Medium term

- ▶ Mayor's Wellness Campaign for programming around mental health and good physical health - need additional staff resources
- ▶ Development of ideas to reduce air pollution and make community more walkable and bikeable community (e.g. bicycle routes and safe streets) (Multiple departments, Planning Board, and volunteer committees)
- ▶ Review of recreation facilities for renovation and expansion (Administration)
- ▶ Review strategies to reduce community drug and alcohol use (with Verona Public Schools and Verona Police Department)
- ▶ Education on lead-based paint risks for households in older homes (Montclair Health)

▶ Long term

- ▶ Social worker support for crisis management