



SUBMISSION FORM

All submission forms must include the following information. Separate submission forms must be turned in for each eligible program. **Deadline: July 1, 2024.** Please include this submission form with the electronic entry. If you do not receive an email confirming receipt of your entry within 3 days of submission, please contact [Gage Harter](#).

PROGRAM INFORMATION

County: County of Henrico

Program Title: Expansion of "Whole Health" to include Cancer and Cardiovascular Screenings

Program Category: Health & Human Services

CONTACT INFORMATION

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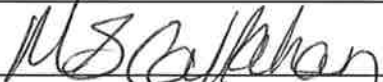
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Title: Deputy County Manager for Community Affairs

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Program Overview

The Cancer and Cardiovascular Screening program, is a pioneering initiative in Virginia developed in collaboration with Hampton Roads Ultrasound, providing complimentary screenings for active employees, retirees, and family members of the Henrico County Division of Fire (DOF). This program is designed to emphasize early detection in high-risk areas as identified through renowned organizations as American Cancer Society and National Cancer Institute. The program identifies potential cancer and cardiovascular abnormalities, addressing firefighters' elevated health risks. Free screenings eliminate financial barriers, ensuring universal access and fostering holistic health within the workforce.

The DOF's Fire/Exposure Reporting and Computer Aided Dispatch program along with initiatives like Cancer and Cardiovascular Screening work collectively to prevent and identify health issues early. The program also extends its benefits to retirees, fostering a comprehensive approach to the wellbeing of all members of the fire service community.

In conjunction with this, the DOF introduces Functional Movement Screening, enhancing flexibility and injury prevention. This initiative, conducted at firehouses across the county, is integral to our "Whole Health" approach, which promotes an active lifestyle for employees. Recognizing the vital role of family to the overall health and wellbeing of employees, screenings also extend to retirees and their families, complementing a robust health strategy.

DOF's vestments in injury prevention through functional Movement screening and early detection of Cancer and Cardiovascular disease showcases its commitment to an intentional and holistic strategy to improve employee health and well-being. The collaboration involves the Division of Fire, Hampton Roads Ultrasound, Henrico County Employee Health, and the International

Association of Fire Fighters (IAFF) Local 1568. The combined initiatives underscore the collective commitment of multiple stakeholders to comprehensively enhance the overall health and well-being of Division of Fire members through accessible and proactive health initiatives.

Problem/Challenge/Situation Faced by Locality

According to the National Institute for Occupational Safety and Health (NIOSH), Firefighters face a 9% higher risk of being diagnosed with cancer and a 14% higher risk of dying from cancer than the general U.S. population. This alarming disparity led to the development of the Cancer and Cardiovascular Screening program, a crucial response to the heightened health risks in the fire service. The county is committed to prioritizing the well-being of its workforce, including retirees, recognizing the delayed onset of health issues. The program addresses barriers to access, eliminating knowledge gaps and financial constraints, ensuring vital health services are accessible. Despite challenges posed by the COVID-19 pandemic, the program remains resilient, demonstrating the County of Henrico's dedication to firefighters' health. Additionally, concerns about injury and physical limitation are addressed through a functional movement screening, enhancing strength, coordination, and flexibility. Nearly 1/3 of the workforce has completed these evaluations, promoting physical longevity and active engagement in preventive initiatives. While seemingly disparate, the Cancer and Cardiovascular Screening and Functional Movement Screening shares a common goal: comprehensive health solutions. The DOF exemplifies its commitment to employee wellbeing by investing in early detection and injury prevention.

The cancer and cardiovascular screenings serve as not just a standalone program but a vital component in a larger and more inclusive network of support for our employees, who we task with vital and often mentally and physically taxing work. This network seeks to complement our robust mental health support services and our unique and proactive health and fitness initiatives.

How Program Fulfilled Awards Criteria

In the pursuit of continuous improvement, the Henrico County DOF has offered an innovative solution to overall physical and mental health awareness in prioritizing safety and wellness. This model can easily be echoed in other communities by investing in injury prevention through functional Movement screening and early detection of Cancer and Cardiovascular disease. The DOF showcases its commitment to an intentional and holistic strategy to improve employee health and well-being. The combined initiatives underscore the collective commitment of multiple stakeholders to comprehensively enhance the overall health and well-being of DOF’s members through accessible and proactive health initiatives.

In addition to our resource partnerships, DOF has the support and commitment of Henrico County’s Management and Board of Supervisors. This is evident through various initiatives, aligns with the DOF's dedication to personnel well-being. Among these initiatives, the Cancer and Cardiovascular Screening program stands out in addressing the significant threat of cancer to firefighters' health and safety. Recognizing the heightened cancer risk among firefighters, the DOF collaborated with Henrico County Purchasing Department to identify a vendor offering ultrasound testing for early cancer and cardiovascular abnormalities detection. Hampton Roads Ultrasound, a Small, Women- and Minority-Owned (SWaM) business based in Virginia, was chosen for its capacity to provide confidential and high-quality screenings.

How Program Was Carried Out

The screenings began April 12th of 2023, and the initial series of tests ran through July 12th. The screenings are comprehensive and evaluate various aspects, including carotid circulation, abdominal aorta, heart and valve function, abdominal organs, bladder, testicles, and pelvic contents.

Hampton Roads Ultrasound's screenings aim to detect tumors and cardiovascular disease in their early stages, enhancing the chances of successful treatment. The program is particularly crucial as cancer accounts for a significant portion of firefighter deaths, and sudden cardiac events contribute to about 50% of duty-related deaths among firefighters. The Code of Virginia and recent legislative updates recognize the occupational hazards firefighters face, presuming certain conditions as duty-related after completing a specified service period. The addition of Thyroid and Bladder cancers to the list of presumptive cancers further emphasizes the need for proactive health measures.

While at-a-glance, these programs - cancer and Cardiovascular screening and the Functional Movement screening - may not seem connected, they share a common throughline. DOF has sought to provide comprehensive and multifaceted solutions to the developing health challenges faced by our workforce. The programs, run jointly out of our Health and Safety section, provide preventative and whole-body care options to prevent long-term injury and illness. These programs bolster our already rich complement of mental and physical health resources available to our employees.

Financing and Staffing

The DOF, and IAFF Local Chapter 1568 presented the need for cancer screening to county officials, resulting in funding appropriation in the FY23 budget. The program's budget is \$89,100 annually. This agreement between The County of Henrico and HRU covers the cost of all procedures and diagnostics for active employees and provides standardized rates for retirees and family members of employees. The county incurs the cost of the appointment and subsequent follow-up diagnostic analysis. Employees attending the appointment do not receive service bill or provide any payment-related information.

Given the daily fixed-rate payment structure, the Division of Fire strategically selected days to make the service available. Leveraging relationships with both IAFF Local 1568 and our internal partners in Strategic Communications, we aimed to achieve maximal attendees per day of services offered. This approach ensured minimal unfilled appointments and maximized the program's reach.

Program Results

Hampton Roads Ultrasound successfully conducted comprehensive cancer and cardiovascular health screenings for 219 employees from Henrico County and the Virginia Department of Fire Services between April 12 and July 12, 2023. These screenings, integral to the Cancer and Cardiovascular Screening program, provided valuable insights into the participants' health profiles.

The diverse participant pool included individuals of varying ages, ethnicities, and genders, representing a cross-section of the workforce. Experience levels ranged widely, with 67 individuals reporting 25 years or more of service, 48 reporting 20-25 years, 57 reporting 15-20 years, 24 reporting 10-15 years, 12 reporting 5-10 years, 8 reporting less than 5 years, and 3 not reporting years of service. The average age of each screened Henrico Department of Fire employee was 45.6.

The screening program ensured all participants underwent a series of exams designed to detect abnormal tissue, masses, cysts, and blockages in vessels. Cancer screenings evaluated the liver, thyroid, gallbladder, bladder, kidneys, and spleen. It's important to note that findings of a solid mass did not automatically constitute a cancer diagnosis; further investigation was necessary for confirmation.

Cardiovascular screenings were equally comprehensive, evaluating the heart's ejection fraction, carotid circulation, aorta size, and blood flow through vessels. This detailed examination provided insights into participants' current heart function and overall circulatory health, revealing potential harmful blockages in arteries, potential clotting issues and supplying blood to the brain. Data were cross-referenced with participants' medical history, symptoms, and family history for a holistic understanding of their cardiovascular health. While not all data can be shared due to health privacy concerns, it is relieving to note that multiple individuals detected some of these diseases early and are actively seeking treatment. Although a cancer or cardiovascular disease diagnosis is daunting, this program offers the potential for early detection, leading to better long-term results and a clear roadmap for a treatment plan guided by data and professional diagnostics.

The success of the screenings underscores the program's impact in promoting proactive health management within the fire service community. By providing accessible and comprehensive screenings, the initiative contributes to the well-being of individuals who dedicate themselves to public safety. The collaborative effort between Hampton Roads Ultrasound and the Henrico County DOF exemplifies the commitment to prioritizing employee health and underscores the importance of early detection in mitigating the impact of serious health conditions.

The Cancer and Cardiovascular Screening program, through the diligent efforts of Hampton Roads Ultrasound, has not only conducted a significant number of screenings but has also made strides in ensuring our diverse workforce receives essential health insights. The commitment to addressing socioeconomic disparities, the comprehensive nature of the screenings, and the collaboration with strategic partners all contribute to the success of this initiative. The program stands as a model for promoting health equity, emphasizing the value of early detection, and fostering a culture of well-being within the firefighting community.

Brief Summary

In conclusion, the Cancer and Cardiovascular Screening program exemplifies the DOF's commitment to the safety and health of its personnel. Collaborative efforts with county officials, vendors like Hampton Roads Ultrasound, and the IAFF Local Chapter 1568 showcase a dedication to addressing the unique health challenges faced by firefighters. The program aligns with legislative recognition of occupational hazards and serves as a model for other departments, contributing to the broader goal of promoting the wellbeing of firefighters and ensuring their continued service to the community. The cancer and cardiovascular screening initiative fits into our broader whole health model by incorporating vital and urgently needed preventative care screenings into our doctrine and practice of taking care of our employees' physical, mental, and work life health and wellbeing. the Henrico County Division of Fire strongly believes that if we take care of our employees, they will take care of the residents, and the residents will take care of us. In keeping with that promise, this initiative provides potentially lifesaving information to our workforce so they can make the best possible choices for their health of themselves and their family.