

Wellness Program Overview

Proposed 2022

Currently In Place



EAP

Real
Appeal

UHC

Symetra

Million
Mile Month

Biometric
Screening

Health
Survey

Where We Want To Be

- **Mission**

- To improve the well-being of Wilco employees, retirees, and their families through targeted health promotion initiatives, activities, and events that support healthy, active lifestyle changes for a more engaged workforce while achieving quality and affordable healthcare benefits.

- **Primary Goal**

The Wilco Wellness Program will strive to encourage Wilco employees, retirees, and their families to engage in wellness activities, programs and events and to empower them to take control of their own well-being in all areas. The program seeks to increase awareness of positive health behaviors, to motivate employees to voluntarily adopt healthier behaviors, and to provide a supportive environment with opportunities to foster positive lifestyle changes.

How We Get There

Add programming and combine with existing vendors and offerings to create a comprehensive wellness program that covers the following areas:



Wellness and Fitness Programs



Health Educational/Awareness Programs



Disease and Health Risk Detections Programs



Disease and Behavioral Monitoring Programs



Financial Health Programs



Community and Social Connectedness

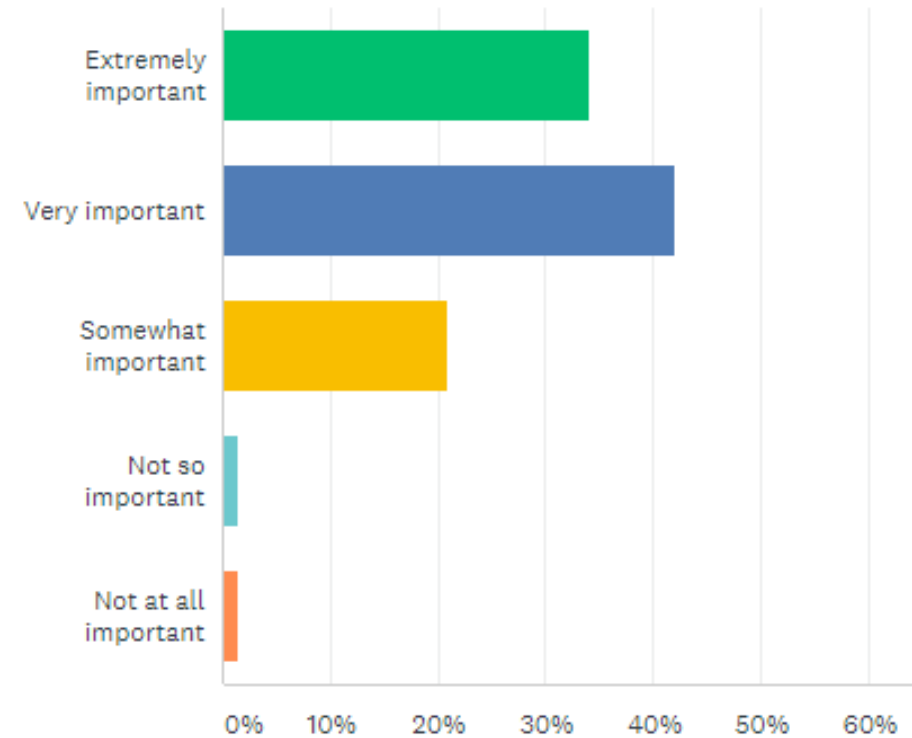


Mental and Emotional Health

Survey Says
97% believe it is Important

How important is employee wellness to you?

Answered: 834 Skipped: 1



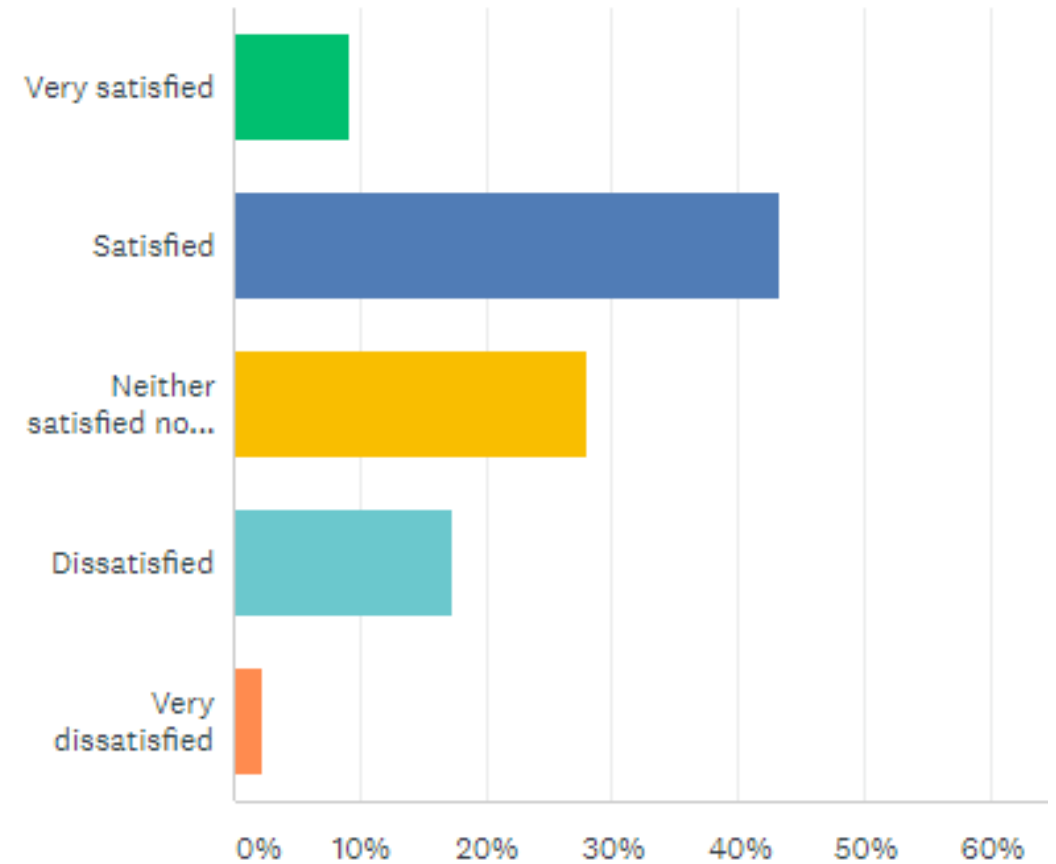
How would you rate your current health?

Answered: 834 Skipped: 1

Survey Says

43% Satisfied

28% Neither

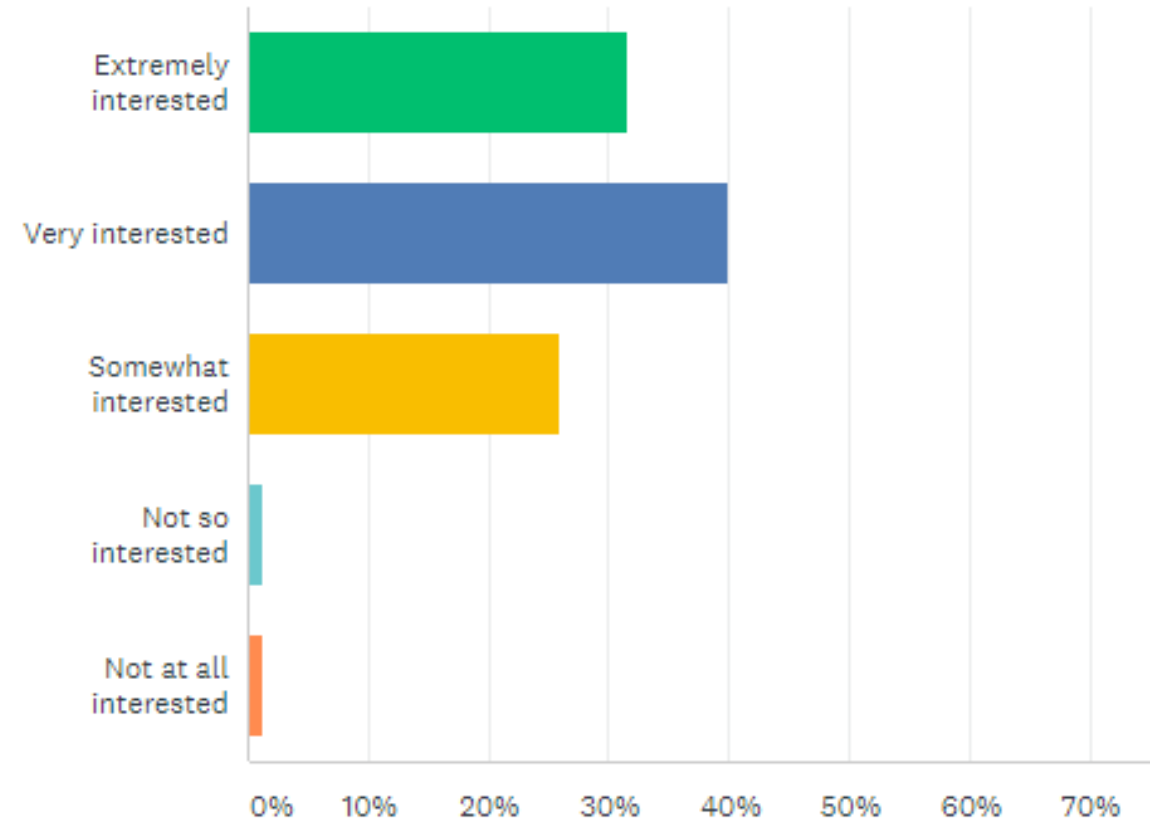


How interested are you in improving your health?

Answered: 834 Skipped: 1

Survey Says

97% are interested in improvement



Survey Says

Opportunities

589 Comments

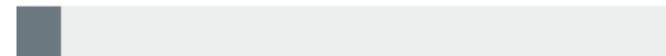
Company Culture



37.52%

221

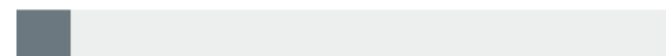
Cost



6.62%

39

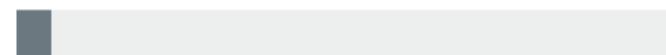
Family



8.15%

48

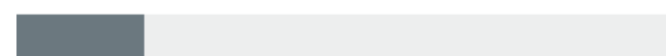
Health



5.26%

31

Motivation/Interest



19.35%

114

Time/Schedule



79.29%

467

Recommendations

Implement Virgin Pulse
into new program
design

- Changing system from punitive to incentivized through a point program tracked and recorded by Virgin Pulse system
- Virgin Pulse gives us the ability to use aggregate data to drive programming specifically related to the issues of our employees, Rally does not offer this and is not connected to employee needs.

Employee Feedback

- *"Rally seems like a relatively inconsequential exercise and everyone in my department is always scrambling to take care of that at the end of the year. Is there a way to do away with that? "*

Example: Point Recognition System

Item	Points	Incentive
Health Survey & Biometric Screening	Employee & Spouse must complete, no points given and this must be done to receive further levels	Level 1 - \$50 off premium
Incentive Engagement Quarterly Opportunities: Employee can reach Level 2 or 3 *only 1 level is awarded	Employee only earns points towards incentives, Spouse may earn points but will not be counted towards incentive points	Level 2 - \$100 off premium 200 points Level 3 - \$200 off premium 400 pts
Wellness Exam	200 pts	
Attend a Wellness Program (Fitness class, Seminar, Webinar, etc.)	10 pts per item	
Volunteer in Community	15 pts per item	
Complete a Wellness Challenge	15 pts per item	
Complete a Preventative Action (Flu shot, Covid shot, Age Specific, etc.)	25 pts per visit	

1150
POINTS

Home



Health



Benefits



Social



MY REWARDS



4534



Announcement · April 28, 2021

Welcome Williamson County

Welcome to your new well-being platform. As a community, we value everything you do at work, but we also value you as an individual. This platform will provide you with the tools to help you take the next step in your well-being journey. We look forward to you participating!

LET'S GO!

FRIENDS LEADERBOARD

Based on Total Steps for the Past 7 Days

1		Mandy H.	76,343
2		Paul H.	73,643
3		Michael Y.	65,834
7,000 STEPS A DAY PACER			49,000
4		Anna J.	39,698
5		Timothy B.	0
5		YOU!	Connect a Device

SEE THE FULL LEADERBOARD

FEATURED CHALLENGE

FOOD AROUND THE GLOBE

#2: TEXANS

181,982 STEPS

234
Days Left

CHECK IT OUT!


STEPS

MAY 07 - MAY 13



LOG STEPS


LAST 7 DAYS
34,237MOST ACTIVE DAY
Tue, May 11



4,534
STEPS

STATS


SELF-ENTERED STEPS
2,466 STEPS TO GO!



9

CARDS

9 CARDS TODAY



2

HEALTHY HABITS

TRACK 2 HABITS TODAY!

3
TOTAL

1


CHALLENGES

VIEW YOUR HEALTHY COMPETITION


LEVEL 1
1,150
POINTS

REWARDS


BOOST YOUR SCORE




Home




Health



Benefits



Social



Profile

Recommendations

Nicotine Users

Current Program	Recommendation for 2022
Total # of Nicotine Members = 2021 = 164	Align in Virgin Pulse, provide opportunity to earn additional points by quitting Nicotine Usage
Nicotine Surcharge applied during OE/NH Election	Nicotine Surcharge applied during OE/NH Election
Cost: \$325 per participant that completes the program	Cost: \$215.00 per participant, for unlimited year Optional to provide non-prescription cessation products cost \$58.00 per person, per month, recommended two months.
Reasonable Alternative Program: Offered one time a year through EAP. Six Week Online Program, & Counseling with Primary Care on effects of Nicotine Usage. Often delayed time of report from current enrollment vendor. Once member completes program, EAP notifies Wilco, Surcharge is removed for the remainder of the plan year.	Nicotine Testing added to Biometric Screening Program is offered through Virgin Pulse Program offers both online and Unlimited calls available Requirement of 4 calls to be completed that are staged out, speaks directly with Counselor

Recommendations

Cultural Shift

Well-Being Hours: EX 8-16 hours per fiscal year

- Does not roll over
- Must be scheduled with Supervisor
- Used for Wellness Programing (Webinar, activity, etc.)
- Is not paid out upon termination

Employee Feedback

- "due to work life balance and caring for children and a senior parent. free time is limited to the hours I am at work"
- "Hours, manager allowing to attend, and complexity."
- "additional time required on top of the daily 10 I invest in work."
- " I think encouraging participation is wonderful, but it really doesn't seem that our department would provide us the time needed on the job to be able to participate."

Recommendations

VIRGIN PULSE

- Health Screening and tracking
- Monthly Challenges
- Communications
- Events Management
- Real Time Reporting
- Points Program

BENEFIT FOCUS

- Main "House"
- Host created content
- Host information
- Communication
- Reporting
- Provide tie in with Benefits

Branding

In process

Wilco 1 ~ Welco 1 ~ (Other Suggestions)

- One body – fitness, medical, benefits, nutrition, etc.
- One mind – mental health resources
- One you – connections with others, volunteering, what makes YOU happy
- One place – all resources in one home

Employee Feedback

"Thank you for all you do. You do not have an easy job. I appreciate HR reaching out for feedback like this. I would encourage all feedback to be considered regardless of how different it may be than 'what was done in the past'. We will need to be open to different and innovative ideas to maintain and continue to attract a talented modern workforce."