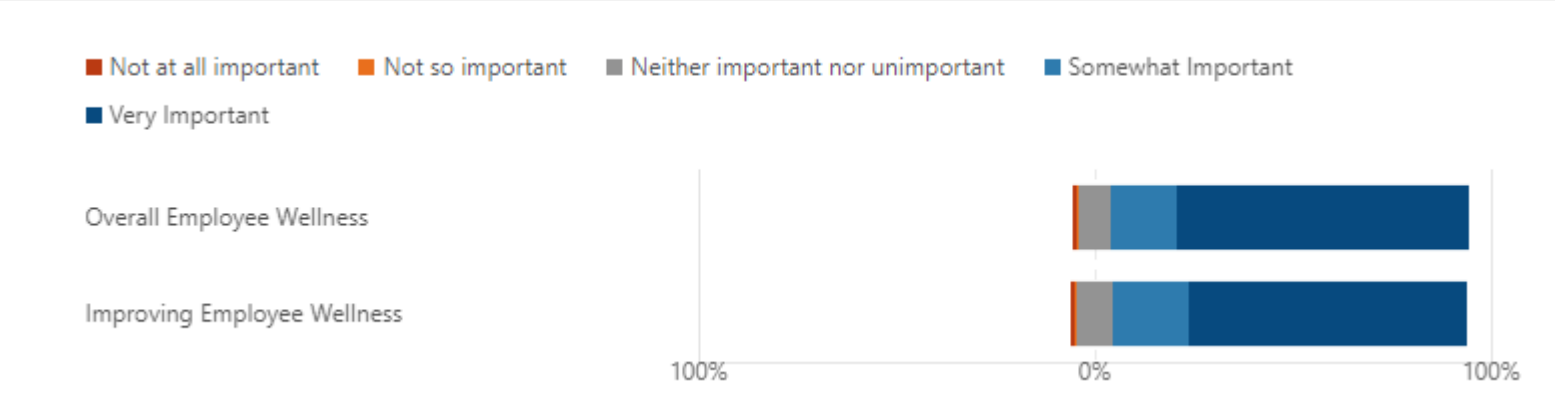


2022 WELLNESS SURVEY RESULTS

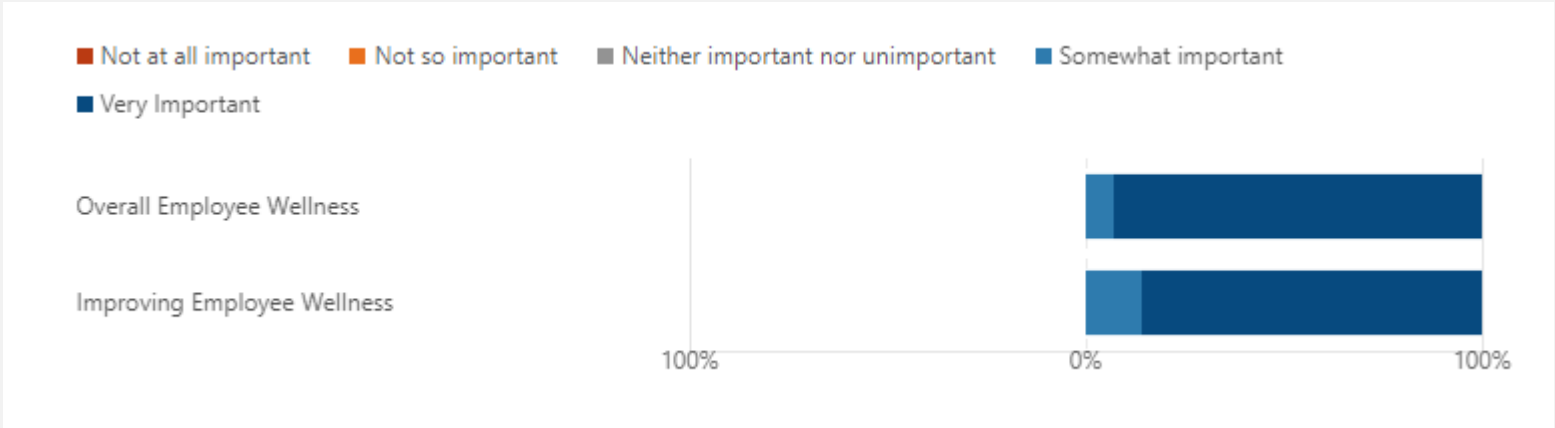
Angela Collins – Wellness Coordinator

OVERALL EMPLOYEE WELLNESS

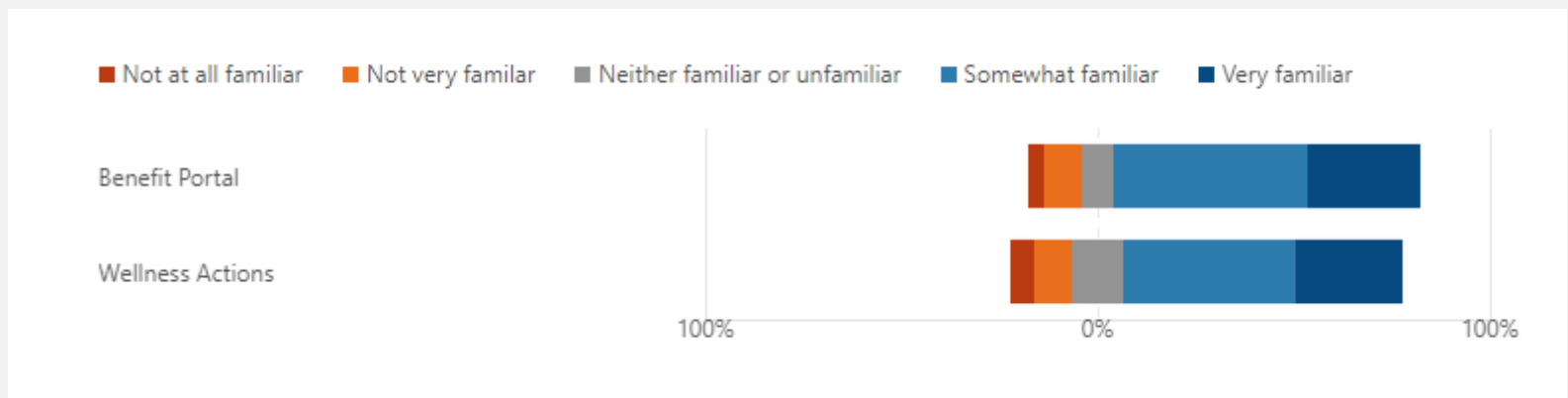
Employee Response: 198



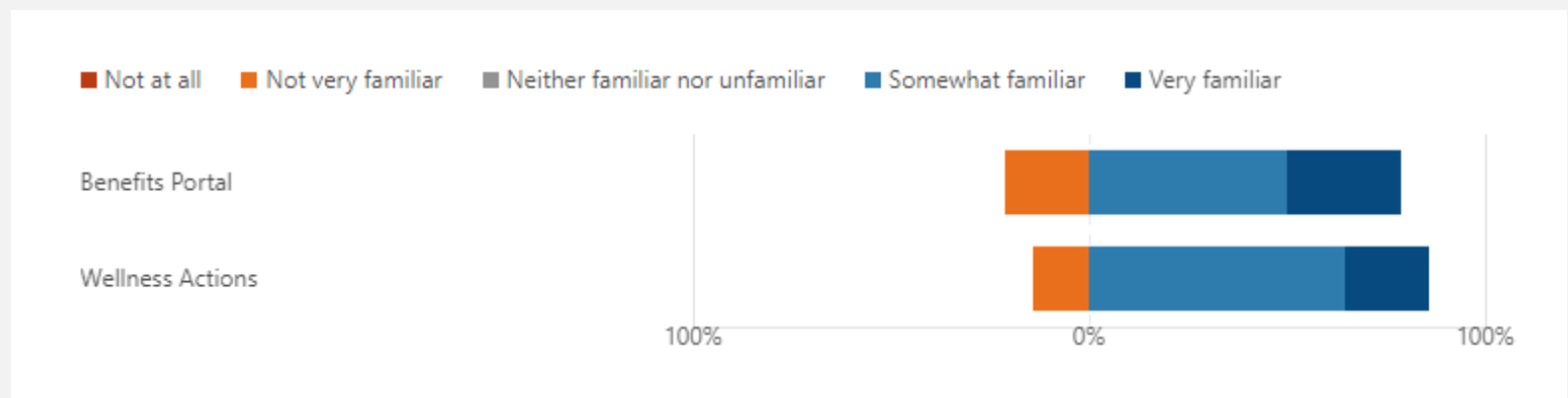
Leadership Response: 14



Employee

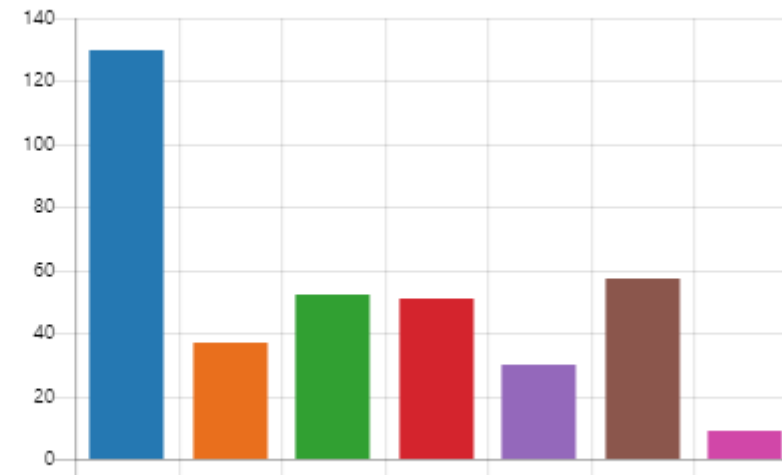


Leadership



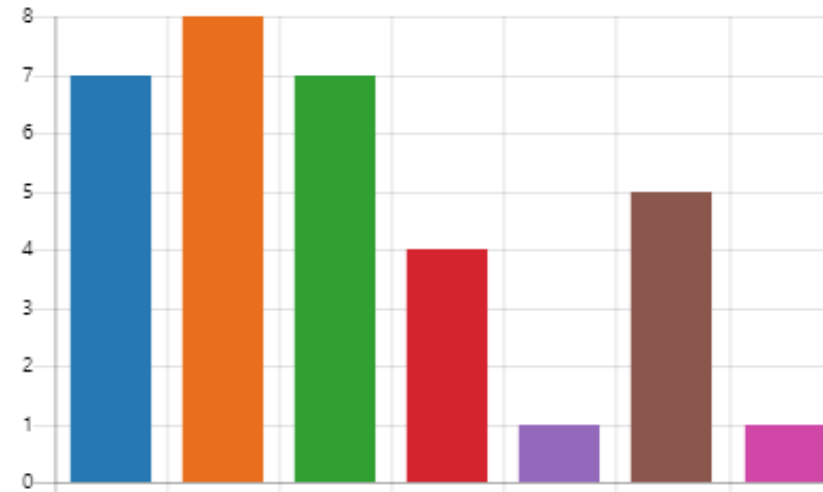
Employee

Email	130
Scheduled in-person trainings	37
Scheduled virtual trainings	52
Departmental meetings in-per...	51
Departmental meetings virtual	30
Video	57
Other	9



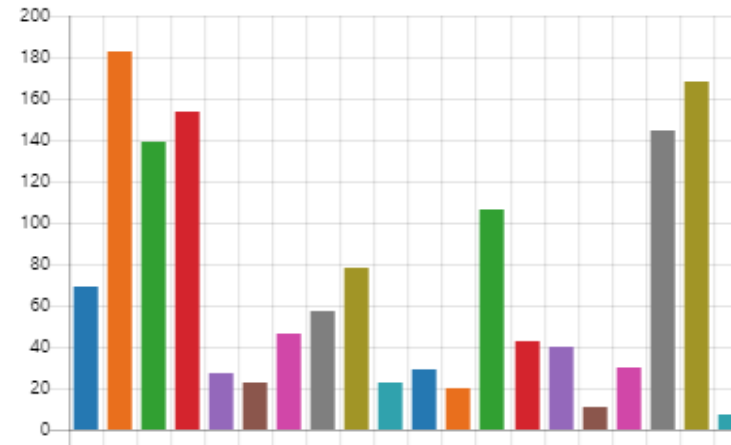
Leadership

Email	7
Scheduled trainings, in-person	8
Schedule trainings, virtual	7
Departmental meetings, in-pe...	4
Departmental meetings, virtual	1
Video	5
Other	1



1. Which Benefits that Wilco offers do you feel are most valuable? (Choose all that apply)

Employee Assistance Program...	69
Medical	183
Vision	139
Dental	154
Real Appeal free weight mana...	27
Pet Insurance	23
Critical Illness	46
Accident Insurance	57
Group Life Insurance/Voluntar...	78
Beneplace Discount Portal	23
Pre-paid legal	29
Identity Theft	20
Short/Long Term Disability	106
Gym Membership Discounts	43
Massage Therapy Coverage th...	40
Free Nicotine Cessation Progr...	11
Virgin Pulse Wellness platform	30
Retirement Programs	145
Paid time off (sick time, PTO, h...	168
Other	7



4. How have you utilized our new EAP Provider?

● Called	11
● Been to the website	26
● Looked at the EAP Benefit Por...	26
● None	144
● Other	9



TOP COMMENT THEMES

Employees

- Tied for first, both cost of insurance (including co-pays, plan rates, and wellness surcharges) and referrals
- Wages/COLA – several employees working multiple jobs to make ends meet
- PTO/Vacation time
- Confusion with insurance coverages and plans
- Incentives/Awards/Recognition (including wellness actions, OT, and short staffing)

Leadership

- Wages – losing employees or not being able to hire, employees working multiple jobs
- Short staffing- morale, work/life balance for employees, PTO
- Cost of insurance – employee taking out a loan to cover OOP expenses
- Getting employees to engage in their health and wellness, or learn about benefits (some due to heavy workload)

FUTURE OPPORTUNITIES

Discount to County Parks

Onsite Fitness
Space/Centralized Wellness
space/ Gym Membership

Financial Wellness Program

Wellness or Wellbeing
hours

Child Care subsidies

Re-Orientation for all
employees, giving a chance
to learn the benefits and
insurance offerings, also
allowing time with
departments to do this