



one **body** one **mind** one **you** one place

Wilco Benefits and Wellness Considerations for 2026

2026 Considerations

Add Fitness Option with One Pass Select

Will help with the following issues:

1. Offer benefit comparable to other municipalities
2. Help in recruitment and retention
3. Decrease musculoskeletal claims
4. Decrease medical claims (Diabetes, Cardiovascular, etc.)
5. Employees have been asking for this option for years
6. Removes barriers of access near places of home or work
7. Align with Strategic Plan: “Employer of Choice” and WILCO Pillars

Optum

One Pass Select[®]

A complete, fully integrated commercial fitness and well-being solution





























September 2024



A variety of membership options to fit lifestyle goals (non-subsidized subscriptions)

Category	Digital	Classic	Standard	Premium	Elite
Monthly member fee	\$10	\$34	\$69	\$109	\$159
Enrollment one-time member fee	\$10	\$29	\$29	\$29	\$29
Gym network size		12K+	14K+	16K+	20K+
Multi-location access		●	●	●	●
Digital classes	●	●	●	●	●
On-demand	●	●	●	●	●
Livestreaming	●	●	●	●	●
Workout builder	●	●	●	●	●
Grocery delivery		●	●	●	●
Family membership (10% discount)	●	●	●	●	●
Upgrade/downgrade monthly	●	●	●	●	●
Cancel within 30 days	●	●	●	●	●
Pay with sponsor rewards	●	●	●	●	●

One Pass Select network partner brands

Digital	Classic	Standard	Premium	Elite
				
				
				
				
				
				
				

Please visit www.OnePassSelect.com for the current network listing. Tier level is subject to change.

The One Pass Select experience

A comprehensive, responsive site that offers:

- Web (OnePassSelect.com)
- iOS/Android mobile app
- Enroll with One Pass Select
- Receive your member code
- Searchable fitness network directory
- Digital fitness solutions
- Healthy meal delivery and additional perks



Find a gym

Get active your way with a large network of gyms, fitness studios, and classes.

[Find a gym near you >](#)



Work out at home

Join live, online fitness classes and explore on-demand workouts that fit your schedule.



Keep your brain healthy

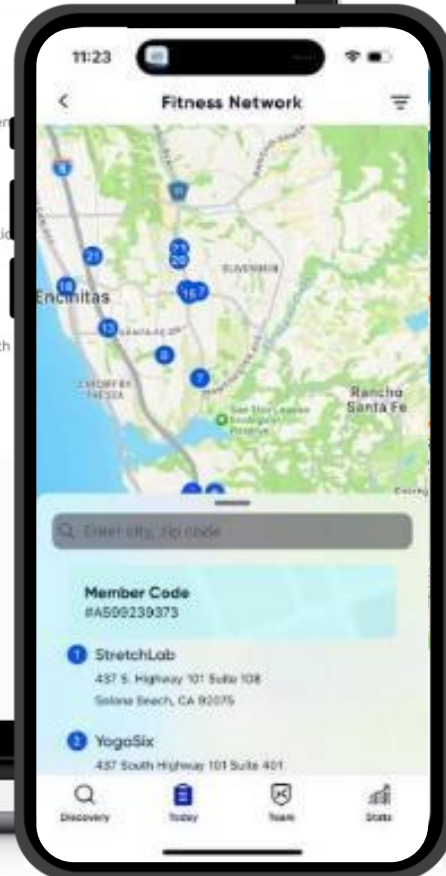
Try fun activities to help improve memory, attention, focus, and brain speed.



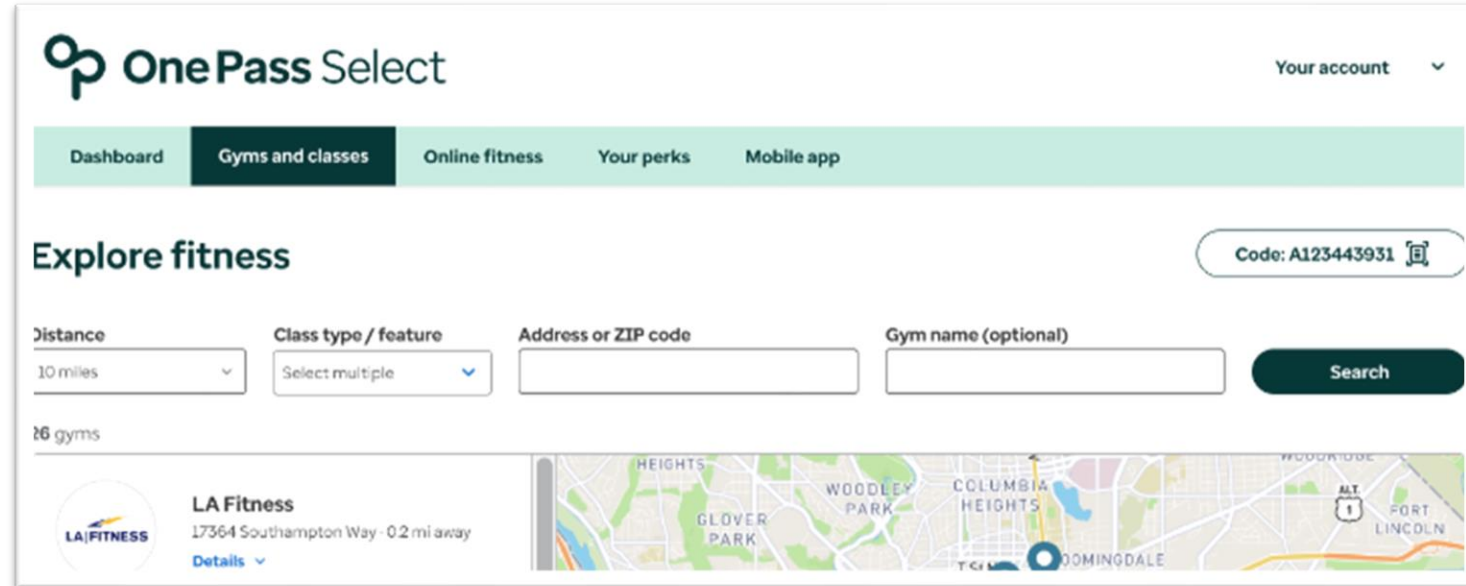
Get social

Attend social events and activities to connect with people with similar interests.

Some of our fitness partners



Fitness facility search



The screenshot shows the OnePass Select website interface. At the top left is the OnePass Select logo, and at the top right is a "Your account" dropdown menu. Below the logo is a navigation bar with tabs for "Dashboard", "Gyms and classes" (which is highlighted), "Online fitness", "Your perks", and "Mobile app". The main heading is "Explore fitness". To the right of this heading is a search code field containing "Code: A123443931" with a refresh icon. Below the heading are four search filters: "Distance" (set to "10 miles"), "Class type / feature" (set to "Select multiple"), "Address or ZIP code" (empty text input), and "Gym name (optional)" (empty text input). A dark green "Search" button is positioned to the right of these filters. Below the filters, it says "26 gyms". The first result is for "LA Fitness" at "17364 Southampton Way · 0.2 mi away", with a "Details" link. To the right of the text is a map showing the location of the gym in a neighborhood with labels like "GLOVER PARK", "WOODLEY PARK", "COLUMBIA HEIGHTS", and "DOMINGDALE".

Members can find participating locations by entering an address or ZIP code, and can be filtered by distance, class type and features



Available on both web and mobile

Subsidy value points

Client subsidy:
Digital tier only

.....

~2%

of their total population enroll
in One Pass Select

~80%

of the enrolled members
enrolled in the Digital Tier

Client subsidy:
Both digital and classic tiers

.....

~40%

of their total population enroll
in One Pass Select

~97%

of the enrolled members
enrolled in the Classic Tier

Clients who subsidize digital/classic tiers have **over 13% more monthly participants** (enrolled members who used the benefit) than clients who subsidize the digital tier.

But of those monthly participants, members with the **digital subsidy used the benefit nearly twice** as much throughout the month than members with the digital/classic subsidy.

Cost Options

Only Offering to Medical Covered Employees

- Employees on a wilco medical plan
- $1750 * 4.46 = \$7,805 * 12$
- $= \$93,660$

Offering to All Employees (recommended)

- All Full Time Employees (including projected added positions)
- $2191 * 4.46 = \$9,771.86 * 12$
- $= \$117,262.32$

2026 Considerations

Update Wellness Action Items

- Program has had same actions for several years with little to no change in health behaviors
- Employees often feel resentment and have a negative stigma
- Program feels stale and disconnected from employee needs and asks
- Changing program encourages engagement which includes active participation
- Inspire health changes through support and culture movement

Wellness Action Items Changes

Action: Offer employees **multiple paths** to qualify for wellness incentives by completing 3 of 6 choices instead of a one-size-fits all approach:

- Biometric screening
- Health coaching sessions
- Wilco health screenings
- SmartDollar points
- Wilco U participation
- Movement Points

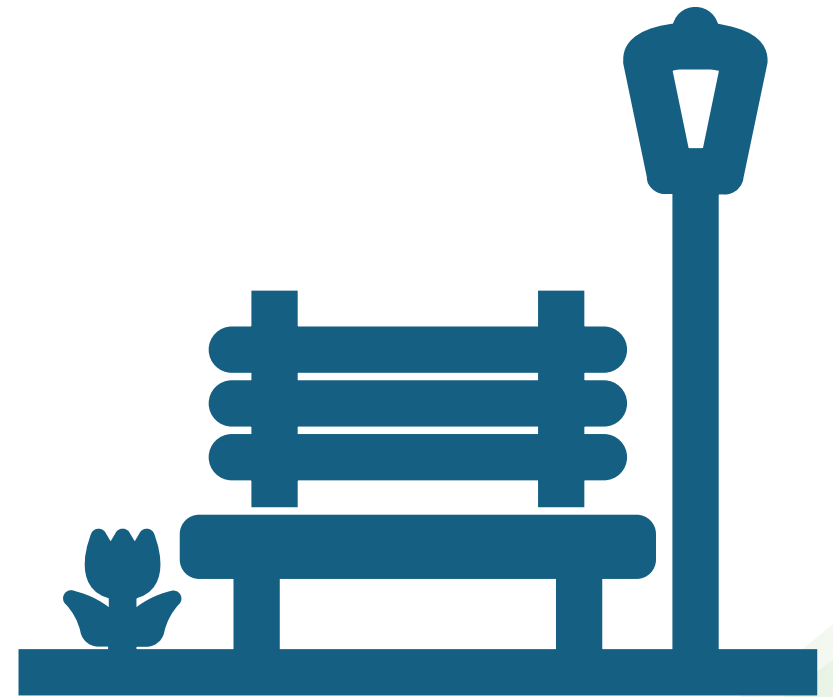
Build a culture that supports employees by listening to feedback received

Strategic Wellness Evolution Timeline

<u>Timeline</u>	<u>Legacy Phase</u>	<u>Strategic Shift</u>
2021	Surcharge model and language (penalty based); Established program foundation	Reframed as medical premium discounted rate
2023	Rigid 3-action model and compliance-focused participation	Expanded flexibility with point-based options to reduce resistance
2024–25	Limited engagement beyond insurance-incentive framing and compliance	Enhancing connection to other offerings to support employee in their health journey
2024–25	Limited emphasis on autonomy or perceived relevance	New model: 3 out of 6 action options with intentional connection to employee experience; support whole-person well-being
2024–25	Wellness viewed as separate from County culture; opportunity to build on leadership support and engagement to support Wilco culture	Enhancing integration with County offerings building connection to Wilco (not UHC) supports “employer of choice” strategic plan
2026	Updating model and communications to reflect culture of support and value	Stronger program credibility, enhanced trust and engagement, culture of well-being, and goal of long-term cost reduction

Parks Pass

- Optional for all employees to have access to an annual Wilco Parks Pass that the Parks department currently has in place
- The \$50 fee would be waived, taxable to the employee
- The employee would go to the Parks Department to get the pass
- Mirrors what other organizations are offering and aligns with Wilco Strategic Plan





Leadership in Wellness Excellence Award

- Recognizes Leadership and Wellness Leaders who exemplify a deep commitment to the health, well-being, and culture of Williamson County

Nominees for this award have:

- Demonstrated **visible support** for wellness initiatives within their department
 - Fostered an environment where employees feel **seen, supported, and empowered** to take care of their health
 - Integrated wellness into **daily practices, planning, or leadership decisions**
 - Encouraged engagement, **reduced stigma**, or bridged gaps between teams to support well-being
 - Served as an **example of balanced, intentional leadership**
-

Wellness Updates



Smart Dollar – 258 participants (13%); nearly \$40,000 reported financial turn around (debt eliminated/savings)



Over 30 upcoming open enrollment meetings

- Updating Communications –
- Making wellness feel relevant, supportive, and employee centered
- Aligning with values: care, accountability, and shared ownership
- Supports culture of well being
- Focused on increasing participation and engagement vs checking boxes



Sampling: Overall 466 responses

2025 Employee Benefit Survey Comments

“stop forcing people to use the insurance by threatening to charge them more because to be honest I get the point of it but there is a lot of factors that prevent someone from taking care of these requirements.”

you make us jump through hoops to make you feel better but do not actually do anything to encourage health and well-being

“Make it where each department can get out to participate in some of the wellness programs going on. Example: To participate in giving blood, doing the scans offered by Wilco by giving the different departments time to go without having to use PTO or holiday/sick time.”

“stop charging people the fee if they don't complete the task this is the only place i worked for that does this”

I'm generally okay with the wellness and benefits offered, but I have concerns about the tracking app and the requirement to upload my health information. Even though it's technically optional, if you choose not to participate, you end up paying more for healthcare. This setup feels coercive and compromises my privacy by forcing me to share personal data to avoid additional costs.

“Have rebates for physical health such as free gym memberships, or earning time off for working out during a set period of time etc”

“Monthly wellness activities or challenges with incentives for staff to participate and compete in.”

“continuing the resources that are already available and possibly add more incentive programs.”

“You could not make us pay for an extra discount on WILCO's behalf just so the county can save a dollar. The plan should not be conditional but you make it that way.”

I am somewhat satisfied. I do not think the county's wellness activities actually promote health but the coverage options for benefits are good.

Benefits are satisfactory. I have past experience with a wellness program where we were allotted 3 hours per week to add to our lunch for wellness activities such as going to the gym, taking a walk, mediating etc. which helped promote wellness and contribute to life/work balance.

Offer the options but have it be on the county's time mandated to all offices/departments regardless of who is running the office (elected official or not) not where I have to take my personal time to do it. I do not like using sick/vacation time to go see my doctor on a requirement of the health plan.

Have all leaders on the same page of the importance of employee wellbeing. The County employees have very stressful jobs and need a leader that balances this with also serving the public.

The Benefits Fair, if it could be a weeklong event in order for more participants to participate. or perhaps after 5pm or if we could close the offices in order to participate. wasn't able to attend due to others in the office having seniority and their requests were approved. we can't work on a skeleton crew and could close down.

As a department head, I would love to host the benefits team to come in-person and present information about wellness and benefits to my team.

Training for managers on how we could better support our employees' health and well-being. Most of us do not know or are limited with ideas.

I don't see how that can ever happen. Elected Officials make their own rules for their offices. No departments follow the same set of rules.

I don't feel that our director is supportive about our wellbeing. Maybe because they're not active people, they don't exercise at all, why should anyone else. Thanks for all that ya'll for though!

communication. Please be the advocate for the employees and share all benefits and wellness programs. Not all departments share this information.

Would like to see more in person meetings, as not everyone has time for team's meetings, nor do all departments allow time to participate in those.

i would say that leadership is not entirely engaged in the wellness program