



# 2026 Benefits Committee Meeting

# Agenda



Wellness Action Engagement



2027 Nicotine Program



Specialty Program Information



Survey Results

# Wellness Action Engagement

## COMPLIANCE



90% of medically enrolled employees and spouses in Personify



1,967 forms x \$8 per form = \$15,736 cost for 81% compliance



3-year trend shows stable numbers in employees charged



85% only do the minimum requirements

## OUTCOMES

- ❖ Onsite clinics = early year completions (500 – 700)
- ❖ End of year spike in task completion
- ❖ Biometric metrics show little year over year changes
- ❖ Admin and operational cost offset the majority of revenue

# 1,967 Biometric Form Completions

Rewardable Actions Over Time



# Observed Challenges

PCP access make wellness exams harder to obtain

Harbor Health will no longer be a viable vendor for onsite screenings

Current compliance-based model is above benchmarks and at the ceiling

- ❖ Participation is only driven by requirements & deadlines, rather than behavior change or engagement in health
- ❖ Employees Feedback: the process is perceived as “check the box” or targeting rather than focused on their well being

# County Culture: Opportunities

Gap between leadership/ management/ front line engagement

Information is not flowing top down

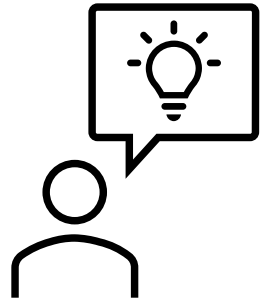
Information is not equally made available

Attempts are being made with the Wellness Leaders

Employee perception on program is low

Employees are stressed from work/life and disengaged

Inconsistencies in New Hire experiences create employee frustration with information



# Decision Point: Evolving the Program

Evolve the program to align with market constraints and employee needs:

- ❖ Offer multiple paths to qualify for the incentive by using programs we already pay for
- ❖ Engage employees through the year, not just one time “check box” activity
- ❖ Create the environment and culture of employee support

Employees may continue to choose options that they select to engage with:

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

## Remove the 'required' items:

Items are still available as options; this only removes this box as a 'requirement'.

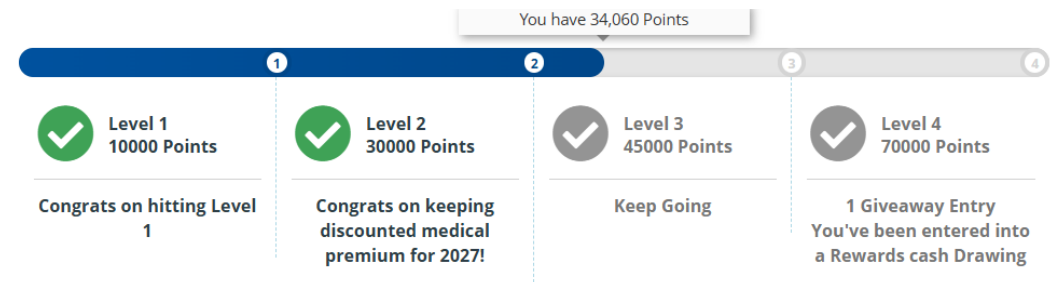
### Know Your Numbers

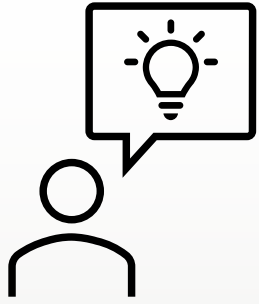
#### ACTIONS:

- ✓ [Completing the Health Check survey](#)  
10,000 Points
- ✓ [Complete Annual Wellness Exam](#)  
10,000 Points
- [Complete a Biometric Screening](#)  
10,000 Points

## Focus on engagement:

Employees will focus on points earned through engagement in the program. This opens choices on engaging in their health year-round, as well as simplifies the program.





# Additional Decision Point for 2027: Continue with convenience?

Personify can offer on-site screenings for biometrics as well as partner with Quest to offer education on results

This will eliminate the need for the Biometric Form to be uploaded reducing employee confusion

# Nicotine Program



# Nicotine Surcharges & Quit for Life

## SURCHARGE

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Self reported users remain relatively stable over 7 years

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Number of people charged remains stable over 7 years

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Avg 22% Alternative Program use over last 3 years

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Alt Program use only began with in house awareness campaigns

## QUIT FOR LIFE 2025

- ❖ 45 entered the alternative program
- ❖ 32 completed the alternative program (completion does not equal nicotine cessation)
- ❖ Same individuals are completing the program Year Over Year

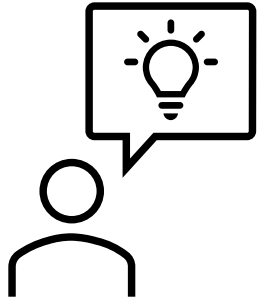
# Observed Challenges

Program completion over several years does not indicate individuals are stopping nicotine use

Individuals are only using the program to stop the charges and receiving the refund of surcharges applied

Increasing number of individuals who mistakenly say Yes which causes more money to be spent

- ❖ Administration of the program has increased
- ❖ Administration in the future becomes challenging with the move to WorkDay



# Decision Point: Nicotine Surcharge

## 2027 program update – remove surcharges

- ❖ Keeping the nicotine surcharge is unlikely to lead to future changes in the numbers of people quitting nicotine
- ❖ Keeping the surcharge will likely incur more administrative issues with the new Workday ERP
- ❖ Best practices indicate to support employee choice when they are ready to quit by having the cessation program available but not forced
- ❖ This saves money as only the people ready to quit use the program

# Specialty Program Information



Bexa Screening Room



DEXA Scan Van

# Dexa: Body Scan

❖ 347 scans overall

❖ 236 women / 111 men

## Average Body Fat %

Women at 40% - Men at 30%

## Visceral Fat

36% at high risk

20% at concerning levels

Associated with increased risk of heart disease, type 2 diabetes, and cancer

## Bone Density

23% at elevated risk for bone-related conditions

Provides early screening to prevent bone related conditions

## Lean Mass

23% below average for muscle mass

Muscle allows for better insulin sensitivity, better metabolic conditioning, and helps prevent injuries from falls

# Bexa Year in Review - 2025



## 2025 Exam Highlights

- 5 WILCO Locations Hosted Bexa On-site
- 400 Exams Available
- 258 Exams Completed
- 65% Available Exams Completed
- 123 2<sup>nd</sup> Annual Exams Completed (38%)
- 26 Total Findings among 21 members
  - 4 members referred

## Survey Response Summary (165)

- 37% had not had a mammogram in over a year
- 64% over the age of 40
- 36% under the age of 40
- 100% would have Bexa Breast Exam again
- 100% would recommend a Bexa Breast Exam to friends, family, and colleagues

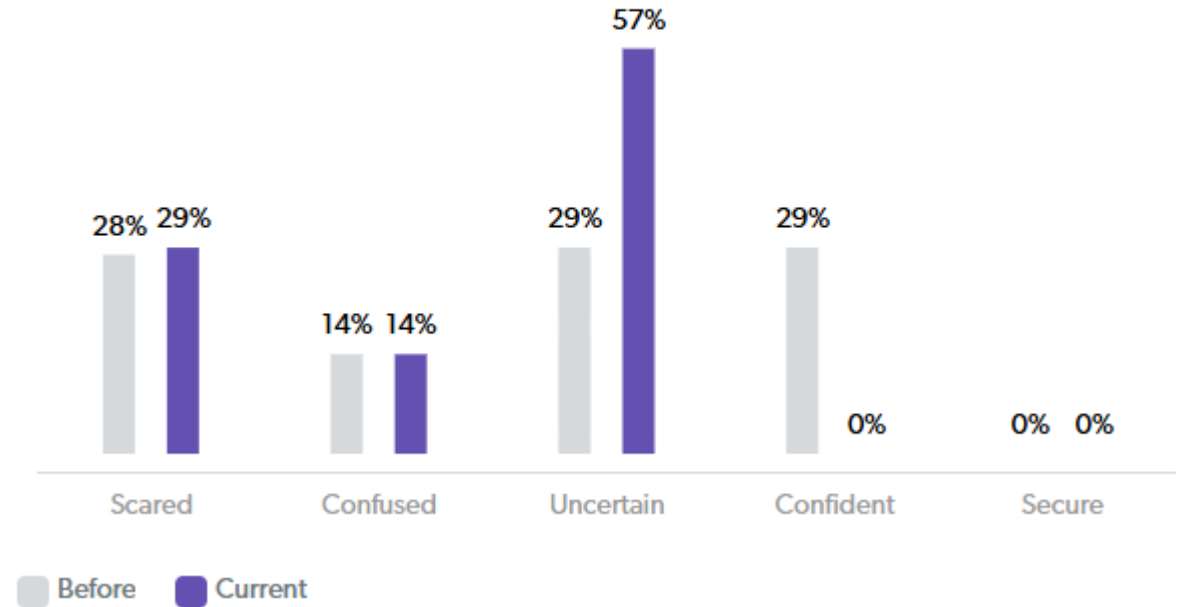
# Smart Dollar

 Participation

# 20%

of your employees  
have signed up for  
SmartDollar.

Q: What word best describes your feelings regarding your personal finances?



## Comment

I share this with my team during our Staff Meetings to encourage everyone to sign up for the service.

I feel this is a very organized program to help save money

its helping

So far we are set to pay of 1 debt every quarter while also being able to save money for emergencies and have a small amount of money budgeted for family activities.

# New 2026 Programs

## PARKS PASS

- ❖ 47 employees signed up in the 1<sup>st</sup> Quarter of 2026
- ❖ Employees concern on how to get pass during working hours
- ❖ Planning table at the Benefit Fair to help

## ONE PASS SELECT

- ❖ Just over 400 people enrolled in the first 3 months
- ❖ Initial employee feedback has been positive

# Survey Responses



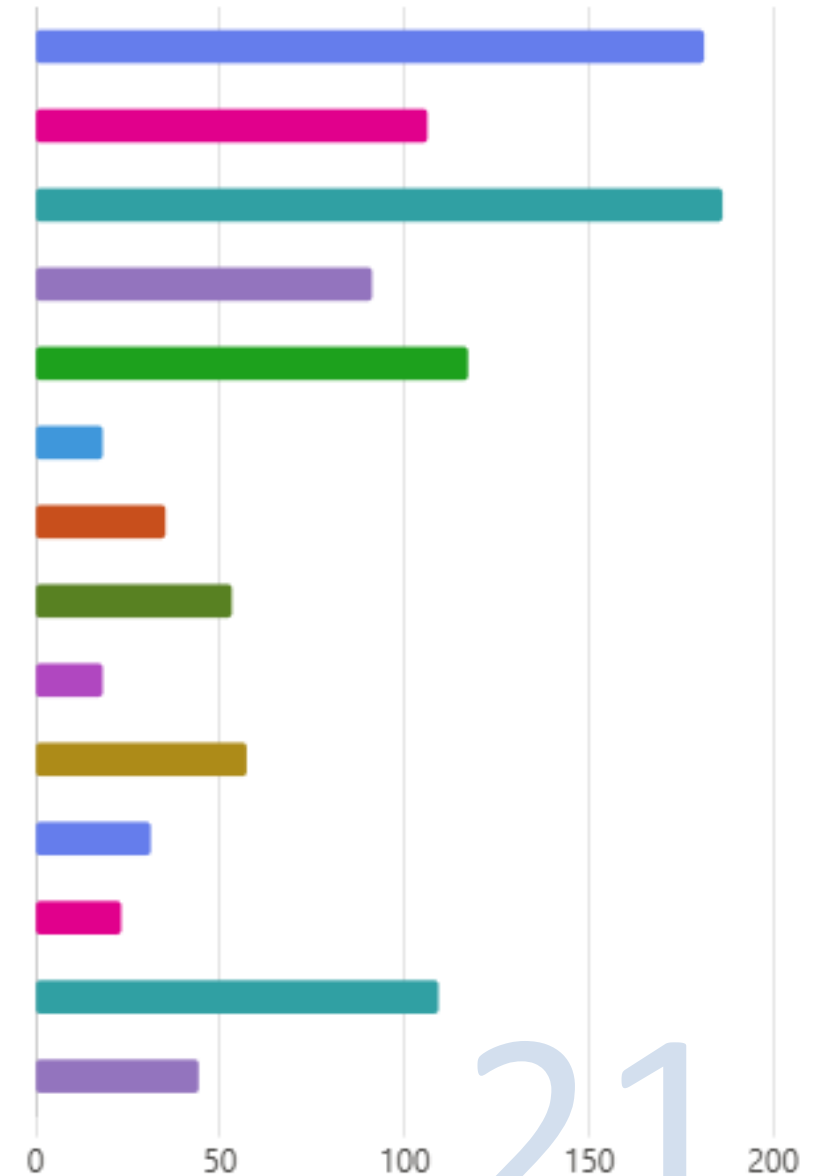
# Survey Information

- ❖ 483 responses overall (466 previous year)
- ❖ 40% believe we have improved over the last year
- ❖ Overall, barriers identified are cultural and structural
- ❖ Employees are asking for wellness to be included in the workday and for more in-person contact - (10% of open comments)

# Primary Barriers to Wellness & Benefits Participation

- Barriers are predominately structural: time, workload, and scheduling
- Employees indicate higher participation when support is built into the work day
- Interest-based barriers rank lowest

● Work schedule	181
● Staffing or workload	106
● No time during the workday	186
● I do not feel comfortable taking time during the workday to use these programs	91
● I would be more likely to participate if programs were supported during the...	117
● I do not feel comfortable using programs outside of work hours	18
● Location or transportation	35
● Hard to find information	53
● My department does not consistently share information about these programs	18
● The process is confusing or takes too long	57
● Programs do not feel relevant to my needs	31
● Not Interested in participating	23
● I do not feel I have any barriers to using these programs	109
● Other	44



## Open Comment Breakdown

<b>Theme</b>	<b>Count</b>	<b>%</b>
Time / Workload	100	24%
Gym / Fitness	60	15%
Cost / Insurance	57	14%
Communication	56	13%
Wellness Actions	26	6%

## Open Comment Breakdown

Theme	% of Comments	Primary Driver	Wellness Program Influence	Strategic Focus
Time / Workload	24%	Leadership practices, staffing & workload	⚠ Limited	Leadership Alignment
Fitness Access	15%	Job type, location, facilities	✗ Minimal	Advocate Only
Cost	14%	Healthcare market & system	✗ Minimal	Monitor / Plan
Communication	13%	Information overload & attention	✅ High	Priority Area
Wellness Actions	6%	Individual follow-through	🤝 Shared	Accountability



# Survey Comment Highlights: Reflecting the most reported barrier

- ❖ Wellness programs are only effective when the work environment itself supports health.
- ❖ The wellness team is doing a great job, unfortunately my workplace already makes it too difficult to balance a work/home life correctly so attempting to introduce any of the wellness options into my schedule are not feasible.
- ❖ Work just needs to be more understanding when staff has doctors' appointments and let them leave without getting questioned.
- ❖ Designated time to have a presentation on these benefits as time is not permitted during work hours.
- ❖ Need a wellness fair, so I can bring my spouse. This way we could knock out the 3 things that are required for the program.