

## WILLIAMSON COUNTY WELLNESS PROGRAM



### EMPLOYEE FEEDBACK SUMMARY

Prepared for Benefits Subcommittee Meeting October 7, 2010

#### Survey:

Approximately 405 employees responded to the online survey. Responders would be expected to be the employees who have the strongest feelings about the Wellness program, and in fact 81.9% of respondents stated that they try to get the maximum points possible. 9.9% of respondents stated they do not participate.

89.5% of respondents agree with the idea of giving non-smokers a discount on insurance premiums. There were a large number of comments requesting a similar discount for employees who maintain a normal body weight.

Only 55.3% of respondents were in favor of making rewards dependent on actually achieving certain health goals; they felt that this would unfairly penalize who suffer from conditions such as genetically elevated cholesterol, arthritic knees, etc.

Money is unquestionably the prime motivator for participation in the Wellness program. The program is widely considered a form of Christmas bonus.

#### Focus groups:

Fourteen employees randomly selected from several different departments attended meetings with HR staff and Dr. Stump. They were asked to bring opinions from their co-workers also. Financial reward was definitely the favorite part of the Wellness program, although most participants felt that being encouraged to have an annual exam was beneficial to their health, and a definite benefit of the program. Encouragement to exercise was also seen as a plus. Watching videos was widely disparaged as unproductive.

Discussion about premium discounts for non-smokers was lively. The non-smokers wanted a discount for themselves, but there was some concern that non-smoking discounts would lead to penalties for obesity or other health conditions. However there was another faction that wanted to penalize employees with poor exercise and/or nutrition habits.

Discussion about possible cotinine testing was also lively. Smokers and ex-smokers, already peeved about the campus wide smoking ban, felt that testing is an invasion of privacy. Many non-smokers, believing that some employees are dishonest about their smoking status, were actually enthusiastic about the possibility of random cotinine testing.

There was general support for facilitated weight-loss programs or "Biggest Loser" contests.