



El Paso County Strategic Employee Health & Wellness Plan

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Introduction

Insurance premiums and health care costs continue to rise while employees and their families continue to face risks of developing chronic illnesses. By empowering employees to become healthier through

awareness, education, and participation in health programs, health care costs can significantly decrease due to changes in lifestyle habits. El Paso County Strategic Employee Health and Wellness Plan is a blueprint for improving the health of employees and their families, by focusing on preventative and proactive approaches that address critical health issues. In addition, the Strategic Employee Health and Wellness Plan can have significant benefits in the County's recruitment and retention efforts through increased employee job satisfaction.

Mission

To improve the health and wellbeing of El Paso County employees and their families through targeted disease fighting strategies, education, and activities that support healthy lifestyle changes creating a more productive and engaged workforce while achieving healthcare savings.

Vision

The basis of the plan aims to contribute to improving the population's health within El Paso County employees (and their families) by:

- Forging partnerships and developing strong relationships across different elements of the health sector (including for profit and not for profit organizations)
- Expanding the County's ability to effectively reach overlooked populations with extreme health concerns, seemingly healthy individuals, and everyone in between.
- Supporting and delivering best practice primary health care services, including health strategy activities
- Where possible, integrating emerging national development and strategies in preventative health care delivery
- Raise collective knowledge and awareness of emerging issues and trends in both local and regional health concerns
- Where possible, work with non-health related sectors by providing education to employees to promote health as a key priority.
- When possible, hold monthly department head/elected official meetings

Goals

The overarching goal is to increase the number of healthy El Paso County employees and their families at every stage of life through the active engagement in four broad strategic areas:

- **Build Healthy and Safe Environments:** Prevention of disease starts in the home and continues in the workplace and beyond. There are many ways to change, grow and increase a culture of health and wellness in the workplace.
- **Expand Quality Preventive Services in Both Clinical and Local Settings:** When employees and their families receive preventive care, such as immunizations, cancer screenings, education, programs, and activities to increase physical fitness, they have better health and lower health care costs.
- **Empower People to Make Healthy Choices:** Policies and programs can make healthy options the easy and affordable choice when employees and their families have access to actionable and easy-to-understand information and resources, they are empowered to make healthier choices.

- **Empower People to Achieve their Individual Health Goals:** The Employee Fitness and Wellness Center will provide educational and physical fitness opportunities to promote health and wellness and empower employees to achieve their individual goals.

Objectives

The objectives of the strategic health and wellness plan for El Paso County employees and their families is to:

- Provide preventative health expertise to El Paso County employees at local, accessible levels.
- Support the coordination of health service education focused on chronic and communicable diseases.
- Strengthen health promotion by improving connections at local and regional levels between primary healthcare, population health, and health promotion organizations.
- Raise awareness of community health issues in the mainstream preventative and health promotion sector.
- Ensure the most effective use of existing and new resources to improve health outcomes
- Control health care costs; improve employee mental health ; increase morale, productivity, efficiency and overall positive work-based culture with El Paso County employees (and their families).
- Measure outcomes and continue analyzing data to better tailor to the needs of El Paso County employees (and their families).
- Improve health outcomes through the availability and use of quality fitness equipment to include cardio equipment, strength training equipment, and group exercise classes.
- Create an environment that supports employees (and their families) in their health and wellness related goals.
- Raise awareness within the employee population by holding wellness ambassador, department head and elected official monthly meetings.

Framework for Action

The activities for the wellness plan fall under the following areas for action:

- 1) **Primary Preclusion:** addressing lifestyle risk factors (Lifestyle Biometrics)
- 2) **Primary Prevention:** based upon risk factors (Education and Empowerment)
- 3) **Primary Intervention:** Program implementation and action
- 4) **Health Information Management and Quality Improvement** (Full Circle, Reevaluation, Interpretation, Implementation)

Range of Strategies

STRATEGIES

- Plan a New Lifestyle and Nutrition Transformation Program
- Bi-Annual Health Risk Assessment
- Wellness Screenings
- Health Fairs
- Annual Healthy Wellness Visit (Medical, Dental, Vision)
- Nutrition Education
- Monthly Department Head and Elected Official meetings
- Wellness Educational Seminars
- Tobacco/Smoking Cessation
- Interdepartmental Wellness Challenges
- Wellness Ambassador Program
- Incentives based on targeted system
- Disease Management
- Third Party Wellness Portal
- Nurse Line
- Access to 3rd Party Fitness Centers
- Access to on-site health clinics
- Employee Assistance Program (EAP) Services
- Analyze, modify, and enhance strategies annually
- Fitness and Wellness Center
 - Education
 - Education Sessions
 - Lunch and Learns
 - Health Coaching
 - Planar Displays
 - Scheduled one on one meetings
 - Education Posters within center.
 - Physical Fitness
 - Running/Walking Track
 - Free Weights
 - Fitness Equipment
 - Group Exercise Class Events
 - Tracking
 - Reporting

Strategic Implementation

Access to Care

Action Steps:

1. Implement and evaluate attendance and appeal of the in-house clinic(s);
2. Establish a comprehensive employee-wide healthcare workforce data system;
3. Increase numbers and diversity, and improve distribution of the healthcare education; and
4. Promote expansion of innovative models of health care delivery as access points for all employees.

Prevention and Wellness

Action Steps:

1. Review and reassess accessibility to nutritious food sources in-house (vending, cafeteria, concessionaire);
2. Foster the development of strong communities and families to ensure employees live disease and injury free;
3. Ensure employees receive optimum preventive health services (Clinic);
4. Ensure employees are connected to the appropriate healthcare and public health services within our community;
5. Align partnerships around a long term coordinated approach toward preventive health services; and
6. Implement El Paso County Employee Healthy Lifestyle Incentive Program.

Collaboration and Building Relationships

Action Steps:

1. Regularly engage stakeholders to create collaborative solutions for health issues;
2. Transparency in decision-making;
3. Develop Exemplary Management Support; ensure that the management structure not only allows, but actively encourages their employees to participate; and
4. Continuously measure and report outcomes.
5. Regularly hold monthly Department Head and Elected Official meetings to engage and educate on wellness program/topics

Marketing and Communications

Action Steps:

1. Implement a stakeholder and customer marketing and communications plan (identity);
2. Implement an employee communication plan, identify how work units are connected and serve a common purpose (team);
3. Support and enhance employee ability to demonstrate collaborative behavior to build and sustain healthy professional relationships (character);
4. Develop a coordinated, consistent public health message (focus); and
5. Develop a County of El Paso Healthy Employee brand and implement consistently (image).

Continuous Assessment and Improvement

Continuous improvement is key to the success of any program. The full gamut of processes and strategies will be analyzed from implementation to processing to output. This will empower El Paso County to assess areas of opportunity as well as strengths. Furthermore, the data will be tracked and enable the organization to make educated decisions on future strategies and goals. Several of the measurable outcomes that will be utilized are medical claims cost, Health Biometric components (BMI, blood pressure, cholesterol levels) and absenteeism rate. The changes will be gradual and incremental as the organization fully adopts and embraces wellness.

In addition to continuous assessment and improvement, El Paso County will seek and utilize best practices and trends that align with the needs, mission, and vision. Allegiances and partnerships will be forged and nurtured with local and national healthcare organizations, hospitals, local government agencies, associations, and chapters, as well as County Governments to allow for information sharing and collaboration.

Conclusion

The cornerstone of the health and wellness of El Paso County employees and their families lies in behavior modification. The El Paso County wellness program is determined to empower employees and their families with the tools and resources to build lifelong healthy choices through awareness, education and incentives.

El Paso County Wellness Plan for 2024/25

By reviewing the range of strategies, the following categories were developed and designed to motivate and encourage employee participation in health-related activities. The Wellness Plan Year spans from November 1 through December 31 and is also referred to as the Plan Year in this document.

Eligibility Requirements

- Must be enrolled in the County's medical plan as the primary insured. Dependents over the age of 18 are eligible for the Well on Target initiatives only.
- Must be employed as an active employee at the time of payout.

Well on Target- Blue Points

Medical Plan Eligible

County medical plan members, including retirees, will have access to the **Well on Target** portal that empowers the adoption of a healthier lifestyle through wellness items not limited to health risk assessment(s), wellness education course(s), wellness challenge(s), cooking recipe(s), workout program(s) and educational article(s). Members will be able to earn points for the completion of their wellness activities (found on dashboard) and be able to redeem them for electronic gift cards.

Incentives

Incentive and Reward Strategies demonstrate the organizational commitment to promoting health and wellness to the El Paso County Employees (and their families) and are an excellent tool to motivate individuals to make behavior changes.

2025 **Well on Target** Incentives::

Name	Reward Credits
Completing the Health Assessment every six months	2,500
Completing a Self-management Program	1,000 points per quarter
Using the trackers to track your progress toward your goals	0 points, up to a maximum of 70 points per week
Enrolling in the Fitness Program	2,500 points
Adding weekly Fitness Program center visits to your routine	Up to 300 points each week
Completing Progress Check-ins	Up to 250 points per month

Connecting a compatible fitness device or app to the portal	2,675 points
Tracking progress using a synced fitness device or app	55 points per day

Point values below:

The screenshot shows a 'Redeem for a value' interface. At the top, it says 'YOU HAVE: 10000 Points'. Under 'Card Type', 'Digital Card' is selected, with a note: 'Digital Card will be delivered to you by email or sms'. Under 'Select Value', there are buttons for \$3 (526 Points), \$4 (702 Points), \$5 (877 Points), \$10 (1754 Points), \$25 (4386 Points), \$50 (8772 Points), and \$100 (17554 Points). At the bottom, there is a 'Custom Value (\$3-\$2000)' input field set to '0 Points' and a 'Proceed to checkout' button.

- Numerous incentives will be offered throughout the year at various wellness-based events. Incentives can include but are not limited to Apple Watches, Apple Air Pods, Bike & Helmet, Fitbits, embroidered jackets, duffle bags, yoga mats, and more.

**Incentives may be subject to taxes and/or fees*

Per IRS requirements, the total annualized value of received incentives cannot exceed the following for the different medical plan tiers: CDHP- \$3,133.00, and Base- \$3,450.00.

1. Wellness Screening, Health Assessment, and Physician Consultation

No Cost for actively enrolled employee
Limited to one wellness screening per plan year

Employee Only
Nov.1, 2024-Oct.31, 2025

- **Incentive:** Potential medical premium discount for plan year if approved by Commissioner's Court for completion of Wellness Screening, Health Assessment, and Physician Consultation

A screening is a general health check that can identify significant cardiovascular or nervous system problems. This health check provides several measures including cholesterol levels for full lipid panel, blood pressure, and Hemoglobin A1C. It also includes a measurement of height, weight, and body mass

index (BMI). Results from screenings (blood pressure, BMI, cholesterol, A1C) provide the employee's physician with critical information that will help assess current overall risk level for developing certain diseases and medical conditions, such as diabetes, heart disease, and asthma. Essentially, the exam serves as a warning signal, indicating when follow-up tests should be done or when a person's lifestyle and habits need to be addressed and/or changed. With a goal of early risk detection and intervention, wellness screening services help evaluate health and are geared toward encouraging healthy lifestyles.

What's included in each VirtualCheckup®?			VirtualCheckup® By Catapult Health
Values Measured <ul style="list-style-type: none"> Hemoglobin A1C Total Cholesterol High Density Lipids (HDL) Low Density Lipids (LDL) Triglycerides TC : HDL Ratio Blood Pressure Atherosclerotic Cardiovascular Disease Risk Score Framingham Risk Score Height and Weight Body Mass Index Abdominal Circumference 	Personal Health History <ul style="list-style-type: none"> Allergies Asthma Cancer Coronary Artery Disease Diabetes Heart Failure Hyperlipidemia Hypertension Kidney Disease Obstructive Sleep Apnea Stroke Musculoskeletal Pain 	Symptoms Captured <ul style="list-style-type: none"> Aches from Medication Reactions Bladder Infections Chest Pain Circulation Problems Foot Ulcers Gum Infections Pain While Walking Seizures Shortness of Breath Skin Infections Sleeping Problems Slow Healing Wounds Swelling of Hands or Legs 	Filled Prescription Import <ul style="list-style-type: none"> Adherence (Getting Refills as Scheduled) Compliance (Using Maintenance Meds as Prescribed) Effectiveness Review Potential Reactions among Multiple Meds Generic Options
Behavioral Health <ul style="list-style-type: none"> GAD-7 Anxiety Screening PHQ-9 Depression Screening Columbia Suicide Severity Risk Alcohol Abuse Tobacco Use Opioid Misuse 	Family Health History <ul style="list-style-type: none"> Diabetes Hypertension Hyperlipidemia Coronary Artery Disease Stroke, TIA Breast Cancer Colon Cancer Prostate Cancer 	Compliance Consultation <ul style="list-style-type: none"> Mammogram Pap Smear Colorectal Screening Lung Cancer Screening Vaccination Consultation (Influenza, Covid, Tdap, Shingles, Pneumonia, HepB, RSV) 	Gaps in Care Identified & Addressed <ul style="list-style-type: none"> Primary Care Provider Status Asthma Coronary Artery Disease Chronic Obstructive Pulmonary Disease Diabetes Heart Failure Hypertension
			Personal Action Plan + Referrals <ul style="list-style-type: none"> Clinical Action Plan Delivered Connect to Local PCP or Clinic Test Results Sent to Participant's PCP Follow-up with High-Risk Participants Handoff into Follow-up Programs

2. Educational (Training, Virtual and Physical Education Classes coordinated by the El Paso County)

No Cost for actively enrolled employee

Employee Only

Plan year 2025

- **Incentive:** County Training Hours Credit

Educational courses will be made available to include topics that emphasize preventive care not limited to diabetes, nutrition, weight management and mental health.

Online courses are also made available on a voluntary basis for those employees that are not able to attend live trainings including but not limited to:

3. Physical Fitness (Healthy Lifestyle Reimbursement Program)*

Plan year 2025

Employee Only

- **Incentive:** Up to \$100 reimbursement for 6 consecutive months
Participation or up to \$200 reimbursement for 12 consecutive months
in a supervised fitness activity at an
eligible facility in accordance with Healthy Lifestyle

Program

The Healthy Lifestyle Reimbursement Program offers an additional incentive to adopt and maintain an active lifestyle. In order to complete the physical fitness action item, employees must attend and participate in activities at eligible fitness facilities at least 12 times per calendar month for a total of 72 times during a consecutive 6 month period or 144 times for a 12 month period.

The basis of the plan aims to contribute to improving the employee's health by enrolling and participating in regular physical activity using large muscle groups, such as walking, running, or swimming, produces cardiovascular adaptations that increase exercise capacity, endurance, and skeletal muscle strength.

Habitual physical activity also prevents the development of coronary artery disease (CAD) and reduces symptoms in patients with established cardiovascular disease.

Consideration is given to individuals with disabilities, and/or circumstances that are subject to individual consideration, subject to eligibility on a case by case basis.

**Must submit a Healthy Lifestyle Reimbursement Program applications and be approved.*

4. Plan a Lifestyle and Nutrition Transformation Program

Employee Only

Employee must have two or more of the following chronic conditions such as Obesity, Hypertension, Hyperlipidemia or Diabetes Type II. Employee must be a participant of a County medical plan and be enrolled as a member of the Fitness and Wellness center at the time of enrollment.

To positively impact the lives of County employees, the Plan a Lifestyle and Nutrition Transformation Program (PLANT) is designed to provide eligible members access to nutrition coaching and fitness coaching to improve their quality of life and mitigate chronic conditions that impact the County's health plan. PLANT will be held annually during the Spring & Fall season to maximize the mitigation of chronic diseases.

- **Incentive:** Potential Raffle Prize for program graduates. Refer to incentive section of this document for list of items (subject to approval)
- **Incentive:** \$500 Electronic Gift Card for completion of program

Interdepartmental Wellness Challenges

To further promote wellness within the workplace, the County will move to encourage and incentivize wellness challenges that are designed and implemented by other departments within the county. Any individual may participate in a departmental wellness challenge, however, only those employees who are enrolled on a medical plan with the County may receive a prize or incentive provided by the County.

- **Incentive:** Potential Challenge Prizes for 1st, 2nd and 3rd Place, refer to incentive section of this document for list of items (subject to approval)

Wellness Ambassador Program

The Wellness Ambassador program was developed with the intention of having employees act as an extension of the wellness program within their departments. Wellness Ambassadors will provide a “boots on the ground” approach to promoting wellness initiatives and helping to ensure maximum outreach by encouraging fellow employees within their departments to lead healthier lifestyles and to participate in wellness program(s).

Health and wellness initiatives can increase employee health beyond the standard tests. When employees are educated about healthy living and their own risk factors. For El Paso County, this is not limited to reduced benefits costs but also reduces absenteeism, increased productivity and an overall more positive and healthier workplace. The principle and best practice apply this to perspectives of primary prevention, by looking at the correlations between risk factors and burdens of disease and proactive/preventative approaches.

Financial Wellness

The Financial Wellness section of the El Paso County Wellness Program is to provide informational downloads provided by the National Association of State Treasurers (NAST). This information is to provide employees resources that can improve their financial wellbeing that has a correlation to their overall wellness. The information is distributed through the county Admin Email’s and located on the Wellness Intranet page.

Fitness and Wellness Center

The Fitness and Wellness Center offers eligible members the opportunity to access equipment, and educational items to enhance their health and wellbeing. The goal of the center is to increase healthy lifestyle habits and improve quality of life.

Assigned Onsite Staff

Wellness Coordinator, Sr.
Wellness Coordinator

Eligibility Requirements

Use of the El Paso County’s Employee Fitness and Wellness Center is limited to:

- a) El Paso County Employees who are fulltime, part-time, or temporary active employees whether or not they are on the County’s Medical Plan.
- b) Non-County Employees who are authorized to use the County’s Employee Fitness and Wellness Center by the Commissioners Court through a Contract or Interlocal Agreement.

Access

El Paso County’s Fitness and Wellness Center will be accessible during the designated hours of operation. Members will gain access to the center through the use of access cards. These access cards are to be provided to eligible members by the El Paso County Wellness onsite staff. For replacement of access card, members are to notify the Wellness onsite staff and are responsible for replacement card fee of \$10 through the County Auditor’s office.

Hours of Operation

El Paso County’s Fitness and Wellness Center will be available to members from 6:45am to 6:00pm Monday through Friday. Should a member have access to the County Courthouse and have an active membership, the member may access the center 24/7. Equipment and amenities of the center will be

available to members during these hours of operation with optional equipment available to check out during times when onsite staff are present.

Fees:

- a) Members:
 - \$5.00 per calendar month

Payroll Deduction

Qualified participants' membership fees will be payroll deducted. The process of enrollment and approval will follow the current benefit schedule and procedure for payroll deduction.

Membership Agreement

Qualified participants will need to sign a Fitness and Wellness Center waiver and agreement prior to use.

Security

El Paso County Fitness and Wellness Center will be monitored and secured by on-site staff provided by the Sheriff's Office. Security will be available during the hours of operation from 6:45am to 6:00pm Monday through Friday.

Maintenance

Maintenance/housekeeping will be performed in collaboration with the Facilities Department. The Facilities department will maintain but is not limited to locker-room, bathrooms, floor, mirrors, and restroom cleanliness. These operations may be completed before, during, or after scheduled fitness center hours of operation.

Events

Staff will host education, physical activity, and recreational events throughout each calendar year. Events will be held by vendors, staff, and special guests.

Marketing/Communications

Staff understands marketing and communication is the foundation to building a healthy enrollment. Methods of marketing and communication will include but not limited to video advertisement, flyers, email marketing, text marketing, and more.

Tracking and Reporting

The Fitness and Wellness Center onsite staff will track and report necessary information to provide to the Risk Pool Board and Commissioners Court to include performance measurements at least annually.

Programs of the El Paso County Strategic Health and Wellness Plan are open to all employees currently enrolled and, in good standing in the health plan without regard to race, color, sex, disability, religion, age, or national origin.

El Paso County's Fitness and Wellness center is open to authorized individuals without regard to race, color, sex, disability, religion, age, or national origin.

If an employee is unable to participate in any of the health-related activities required to earn an incentive, the employee may be entitled to a reasonable accommodation or an alternative standard. Employees may request a

reasonable accommodation or an alternative standard by contacting the El Paso County Wellness Coordinator's at 915-273-3520.