

## Wellness Program Overview

The more than 300 County employees are presented with a booklet that has a variety of activities which are assigned various point values. The County of Finney County (KS) has decided that three of the activities are mandatory. These mandatory activities are biometric assessment, health risk assessment, and preventative physician visit, which are valued at 25 points each. The County of Finney County has decided that the goal point total, per participant, is 150. Once they reach that goal they will have a monetary incentive given on the final pay period of the year. If the participant has a spouse that participates, they too, must obtain 150 points. Of their combined 300 points, they may not get less than 150 for each participant to be rewarded the monetary incentive. In other words, there cannot be a 125/175 ratio, for a combined 300 points. If that were the case, only one would receive a monetary incentive.

Most activities are provided as an in-house activity, but there are some activities which are completed outside of the County's sponsorship. For example, the YMCA will host a "Corporate Challenge" and Kansas State University Extension hosts "Walk Kansas." These are recognized activities and are given allotted points for participating. Along with that, a person may participate in a 5K and be able to obtain points toward their incentive program.

St. Catherine Hospital is the agent for which the program operates under. They have purchased a wellness software called "Motivation" ([www.bsdiweb.com](http://www.bsdiweb.com)) to use and utilize during this program. They also provide the Wellness Coordinator and other benefits because of teaming up.

As the program has a Wellness Coordinator, he helps to educate, encourage, navigate patients' referrals and manage the program. The County has hired a Nurse Practitioner, of which, the Wellness Coordinator works hand-in-hand with to provide the greatest of health benefits. The Wellness Coordinator also provides many materials for the employees, such as monthly newsletters, text messages, Facebook messages, contests, monthly Lunch and Learn workshops, and he is present at many of the department meetings. He is a liaison between St. Catherine Hospital and the County of Finney County; this allows for smooth transitions for appointments, follow-up, navigations, and problem resolutions.

The Wellness Coordinator also helps to assist with any issues with the Motivation website and monitors how people are doing in their quest to obtain 150 points. He will double check to see if those participating have met their goals when they are completely finished with their points, of which they have until the end of October to complete.

Once all points are met and determined the employee will be eligible for their monetary incentive at the end of the calendar year.

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