

2024 – 2025 Wellness Program

Our Purpose

Nationally and locally, people are affected more than ever by additional stress, poor lifestyle habits, and just being too busy to focus on taking care of their health. Employees engaged in healthy lifestyle activities generally deal with stress better, are more focused at work, and overall more healthy. Given the research and the desire to improve the health of our employees, we are excited to enhance our wellness program.

The 2024 - 2025 Wellness Program aims to preserve high-quality benefits and support employees to optimize their performance by achieving their best health. Reaching healthy goals is a very individual process and this program allows everyone to succeed. Participation is 100% voluntary, however, employees who engage with the wellness program will also receive a premium advantage on their health insurance and earn rebates offered through PEHP, our medical insurance carrier.

Wellness Areas

While physical exercise is an intrinsic piece of our health, Lehi City knows there is more to the big picture than physical exercise alone. To assist our employees with their long-term welfare, we have adopted the following six areas of well-being.

CAREER - Creating a healthy and supportive work environment. Obtaining personal fulfillment from our jobs or chosen career fields, while maintaining balance in our lives, and having opportunities to learn and grow.

COMMUNITY - The sense of belonging to, and engagement with those around us in the areas where we live and work. Giving back to society. The ability and responsibility to make a personal positive impact on the environment in our homes or communities.

EMOTIONAL - Understanding ourselves and our feelings while being able to cope with the challenges of life in a healthy manner. The psychological and emotional outlook that people hold concerning their lives.

FINANCIAL - Managing your income and economic life in an effective way for your personal needs. Having a balance of the physical, mental, and spiritual aspects in our dealings with money. Understanding limits on our incomes and living within our means by keeping expenses in check.

PHYSICAL - Maintaining a healthy quality of life allows enough physical and mental energy to be productive throughout the day. Recognizing our behaviors, good or bad, can significantly impact our overall health and wellness.

SOCIAL - Building strong, healthy relationships with family, friends, and coworkers. Developing the ability to relate to and connect with others worldwide.

Annual Points

Between May 1, 2024 - April 30, 2025, a total of 15 points will need to be earned for an employee to qualify for the premium incentive during the next plan year July 2025 – June 2026.

There are 9 possible activities or achievements you can complete to earn your 3 REQUIRED points. Which leaves 12 points to be earned throughout the 6 Wellness areas. Once at 15 points total, you'll be eligible for the premium incentive!

Incentive to Earn Additional Points

There are additional incentives for overachievers. Employees who earn more than the 15 needed wellness points (for the premium incentive) will be rewarded with 2 AwardCo points (per additional wellness point). AwardCo points can then be redeemed through the AwardCo website on anything the employee wants. Look at this example if you were to earn 36 total points this year. Points are typically transferred to employees in June of the closing fiscal year.

Example:

36 points earned
15 points put toward 'purchasing' the premium incentive
36 - 15 = 21 points remaining
21 points x 2 = 42 AwardCo Points
42 AwardCo points = \$42 for you to spend!!

{Examples of Activities within each Wellness Area}

Required Points (Any **three** of these **MUST** be completed as part of your 15 overall points to qualify for the premium reduction)

- ___ /2 ** Reduce your weight by 10% (starting and ending weight verified by your primary care provider)
- ___ /2 ** Reduce your BMI by ONE point (starting and ending BMI verified by your primary care provider)
- ___ /1 * Complete an annual checkup with your primary care physician/practitioner
- ___ /1 * Complete a PEHP biometric screening

Emotional _____ Point(s) earned

- ___ /2 **Keep a Journal for 3 months focused on your mental/emotional health and growth
- ___ /2 **Take a break from all social media (60 straight days)
- ___ /2 **Keep a gratitude journal (60 straight days)
- ___ /2 **Read/Listen to a book about mental/emotional health _____
- ___ /1 *Attend/listen to mental health, mindfulness webinar _____

Community _____ Point(s) earned

- ___ /2 **Read/Listen to a book about a Community Activist or Organizer
- ___ /2 **Serve on a Community Board (PTA, HOA, etc.)
- ___ /2 **Donate 5 requested items to a local program or safe house (homeless or women's shelter)
- ___ /2 **Volunteer at Tabitha's Way (minimum of 2 hours)
- ___ /1 *Research city trails and take three (3) 1 mile walks or runs on these trails
- ___ /1 *Participate in a Beautify Lehi project or a separate community service project

Physical _____ Point(s) earned

- ___ /3 ***Participate in the Lehi IronMan triathlon
- ___ /3 ***Participate in a Sprint Triathlon (other than Lehi IronMan) _____
- ___ /3 ***Set an Activity GOAL and track your experiences in a Journal or App for 3 months
- ___ /2 **Take a hike of 5+ miles roundtrip with an elevation change of at least 500 ft
- ___ /2 **Participate in an organized Bike Race (>30 miles) _____
- ___ /1 *Get your annual Flu Shot (Scheduled for Monday, October 7, 2024)
- ___ /1 *Dental Exam (ONE point maximum can be earned per wellness year)

Social _____ Point(s) earned

- ___ /2 **Volunteer at an animal shelter or humane society or a local animal shelter
- ___ /2 **Volunteer to coach for a Youth Recreation team
- ___ /1 *Attend another department staff meeting _____
- ___ /1 *Attend an annual city employee gathering (Mayor's BBQ/Holiday Event)
- ___ /1 *Participate in the Annual Fox Hollow Golf Event

Career _____ Point(s) earned

- ___ /2 **Read/Listen to a book related to your career _____
- ___ /2 **Plan and lead a team-building exercise with your co-workers
- ___ /1 *Attend employee Health Fair (September)
- ___ /1 *Attend Open Enrollment Fair (May)

Financial _____ Point(s) earned

- ___ /2 **Read/Listen to a book about improving your finances
- ___ /2 **Create or Update a Will or Trust
- ___ /2 **Set up or add to a personal emergency fund and save \$1000 in this fund
- ___ /1 *Attend a financial planning workshop (minimum of 1 hour)
- ___ /1 *Schedule an individual appointment with a financial counselor

Subtotal 'Required' Points _____ Subtotal Emotional Points _____

Subtotal Community Points _____ Subtotal Financial Points _____

Subtotal Career Points _____ Subtotal Social Points _____

Subtotal Physical Points _____ **Grand Total of Points (All Categories)** _____ /15

SAMPLE