

Mike Pettit
Assistant County Executive Officer

Kaye Mand
County Chief Financial Officer

Shawn Atin
Assistant County Executive Officer/
Human Resources Director
Labor Relations

October 22, 2019

Board of Supervisors
County of Ventura
800 South Victoria Avenue
Ventura, California 93009

Subject: Receive and File a Presentation of the County of Ventura Wellness Program's Bi-Annual Report

Recommendation

It is recommended that your Board receive and file an oral presentation of the County's Wellness Program's bi-annual report of activities and competitions that took place from February through August of 2019.

Discussion

The County Executive Office – Human Resources Department is pleased to present to your Board a report of the various Wellness Program (VC-WELL) events that occurred during the first half of the 2019 calendar year.

VC-Well is a well-defined and robust program which is aligned with the County Strategic Plan. In Focus Area #2 of the County's Strategic Plan, your Board recognizes that "a healthy workforce contributes to happy and productive employees that are better able to serve the community." Strategic Goal 4 of Focus Area #2 requires us to: "Champion and invest in workplace policies, programs, and practices that promote the overall health and well-being of all County employees." VC-WELL is funded directly by employees through their Flexible Benefits Program contributions.

VC-WELL's newest program offering in 2019 was a cash incentive program. Employees who participated and completed various wellness activities earned points linked to specified cash awards. Our objective is to increase program engagement from our employees so we can have a positive impact on their health and well-being, and have a positive impact on our health care costs.

As a follow-up to last year's Agency/Department Physical Activity Challenge for the coveted "Golden Sneaker Award," VC-WELL held the 3rd annual competition from June 17, 2019, to July 28, 2019. This competition used Wellness's WELLtrek Walker

Tracker software platform that included a virtual dashboard so participants could see how they and their Agency/Department were performing throughout the competition. The competition is intended to promote physical activity and camaraderie within each agency, while highlighting the County's commitment to a culture of health and well-being. We continue to show increased engagement with this challenge as year three had 228 more participants than last year's event, an 18 percent increase. Countywide, there were 1,525 participants who walked a total of 256,273,787 steps, a 3.4 percent increase from last year's steps total.

The following agencies crossed the finish line with the highest step/activity average, and are each being awarded a Golden Sneaker Trophy. These trophies will rotate to winning agencies in future competitions. In 2019, the agency size categories were adjusted to make the number of agencies within each category approximately the same, thereby making the competition balanced and fair.

New for 2019, a trophy for highest percent participation of an agency's workforce will be awarded. Also new is a runner-up agency award for each category.

- Small Department (1-60 employees): **Treasurer/Tax Collector** – cumulative aggregate average of 394,088 steps.
 - Runner Up - **Air Pollution Control**
- Medium Department (61-180 employees): **Public Defender** - cumulative aggregate average of 412,180 steps - *Repeat winner from last year.*
 - Runner Up – **CEO**
- Large Department (180+ employees): **Fire Protection** - cumulative aggregate average of 310,346 steps - *Repeat winner from last year.*
 - Runner Up - **GSA**
- Highest Participation: **VC Employees' Retirement Association** – 53.3 percent of agency workforce – *New award for 2019.*

In February, VC-WELL organized and held the first annual County of Ventura Employee Bowling Tournament. The tournament had a total of 100 participants across 25 teams who each bowled 3 games. The following awards were given out and are being recognized:

- Team Champion: **Why Nots** – 2112 pins
- Best Male Bowler: **David Valenzuela** – 606 pins
- Best Female Bowler: **Julie Stuart** – 526 pins

In August, VC-WELL held a Team Challenge using the WELLtrek platform. The challenge had a total of 1,406 participants on 324 teams who walked a total of 159,883,504 steps. The top three teams being recognized:

- 1st Place Team: **Pre Amble** – 28,224 daily step/activity average
- 2nd Place Team: **Not Fast or Furious** – 17,769 daily step/activity average
- 3rd Place Team: **Fast and Furious** – 13,449 daily step/activity average

From February through August, VC-WELL also held its first ever "Million Step March" using the WELLtrek platform to encourage employees to be more active. A total of 595 employees completed the challenge. Given this activity was such a significant challenge, the first 200 participants who completed the March were awarded a polo shirt signifying their accomplishments. Some of those employees are here today with their shirts to be recognized for this awesome accomplishment!

VC-WELL will continually strive to offer innovative and fun activities to engage our workforce to be physically active and lead healthy lifestyles.

This letter has been reviewed by the County Executive Office, County Counsel, and the Auditor-Controller's Office.

Respectfully,



SHAWN ATIN
Assistant County Executive Officer / Human Resources Director



 MICHAEL POWERS
County Executive Officer

c: Jeffery Burgh, Auditor-Controller
Leroy Smith, County Counsel
Mike Pettit, Assistant County Executive Officer