



## Wellness Program FAQ

### **What is the Polk County Wellness Program?**

The overall vision is to create opportunities for healthy living choices for current and future Polk County employees and their families through virtual and in-person programs that lead to healthier, happier, and longer lives.

### **Is the program mandatory for all County employees to enroll into?**

No. This is a voluntary program offered to FTE, Permanent Part Time employees and their spouses.

### **If I enroll and agree to the EEOC notice, is my information shared?**

No. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the American Disability Act (ADA) of 1990, the Genetic Information Nondiscrimination Act (GINA) of 2008 and the Health Insurance Portability and Accountability Act (HIPAA), as applicable.

### **What are the benefits enrolling into the wellness program?**

Tailored to your personal journey to wellbeing, the wellness program offers cash incentives for obtaining a minimum of 500 points before the end of the program's fiscal year. An additional incentive will be awarded for employees that reach 1,000 points or more by the end of the program's fiscal year.

On top of incentives for completing various challenges, programs and/or activities, the wellness program also offers the following perks:

- a. On-site biometric screenings
- b. Cardiogram ultrasound and osteoporosis screenings
- c. NavigateYOU science-backed personality assessment (First of it's kind within an employee wellbeing solution program!)
- d. Total Health Survey that personalizes your program for your journey to wellbeing
- e. FREE Annual membership to Headspace
- f. 3 FREE one-on-one, hour-long sessions with a Registered Dietician
- g. At-home personal training reimbursement opportunity (i.e. Peloton membership, Tonal membership, PiYo, Phone apps, etc.)
- h. Event reimbursement opportunities (i.e. 5k, 10k, marathon, RAGBRAI, etc.)
- i. FREE one-on-one trainings including, but not limited to:
  - a. American Heart Association CPR AED and First Aid Training
  - b. Opioid Education Training
  - c. Mental Health First Aid Training
  - d. Mindspring Mental Health Alliance course trainings
  - e. QPR Gatekeeper Suicide Training
  - f. Let's Talk Diversity and Inclusion

### **Does the Wellness Program offer any Team building activities?**

YES! The Des Moines Corporate Games is an annual team building activity offered to all county employees to participate in the months of June and July. County employees will team up together and compete against other area organizations in a variety of games and skill such as:

- Sand Volleyball
- Trivia Night
- Pickleball
- Dodgeball
- Tug of War
- Fitness Walk
- Golf (4 person best shot)
- Kickball
- Bowling
- Disc golf
- Bags Tournament
- Track and Field
- Cycling, triathlon, duathlon events
- Meals from the Heartland Challenge, and much more!!!

### **What other challenges are offered through the Wellness Program?**

- March – May: Biggest Loser Challenge
  - Aggregating team percentage weight loss against other employee generated teams for a big incentive prize!
- November – January: Maintain, Don't Gain Challenge
  - Individual weight challenge to maintain your weight through the Thanksgiving, Christmas, and New Year Holidays for a big incentive prize!
- October: Healthiest State Walk
  - An statewide organized walk as part of the Healthiest State Initiative to keep Iowan's happy and healthy!

### **This sounds exiting! How do I enroll?**

Go to [www.polkcountywellness.com](http://www.polkcountywellness.com) to enroll > type in your County issued employee ID in the 'Unique ID' field > complete your profile questionnaire > Agree to Terms and Conditions and begin your own personal wellbeing journey!