

It's time for a change!

A NEW BEGINNING FOR KING COUNTY'S EMPLOYEE HEALTH & WELL-BEING PROGRAM



"[Healthy Incentives] is accessible for most people, but I wonder about the people who fall through the cracks who don't work at a computer or who don't work downtown."

King County is overhauling the Healthy Incentives program based on what we heard from employees. A new Employee Health & Well-Being program will start in early 2018. What will the upcoming changes mean for 2018 and your out-of-pocket medical expenses for 2019 health benefits? Thanks to the collaborative effort between labor partners and King County, **KING COUNTY EMPLOYEES* WILL HAVE GOLD LEVEL BENEFITS IN 2019.**

* Applies to non-represented employees and members of KCPOG, ATU, and unions that have formally signed the 2017-2018 JLMIC benefits agreement.



We envision a future program that better supports all aspects of well-being

100% of KING COUNTY DEPARTMENTS + SEPARATELY ELECTED OFFICES PROVIDED EMPLOYEE INPUT

First step: REACHING OUT AND LISTENING

We asked for your opinions about how King County could better support your health and well-being – and you told us!

Discussion Groups

In the summer of 2017, we held discussion groups with employees from diverse work groups, backgrounds, job types and worksites. We particularly wanted to hear from employees who felt left out or untouched by the current program.

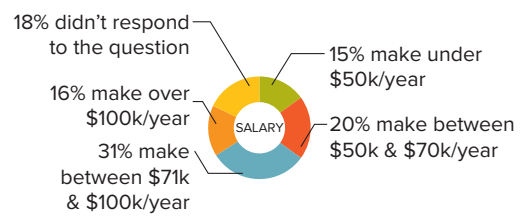
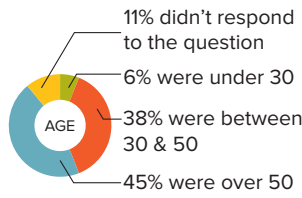
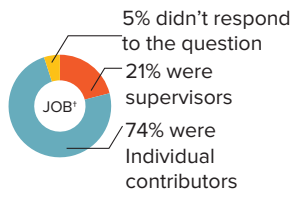
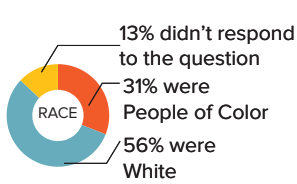
Surveys

All employees were invited to participate in a survey, which included questions similar to those asked during the discussion groups. Both a digital and a paper survey were created and administered.

"Everyone is at different places in their health journey; include an option to build their own program so that it's culturally relevant."



DEMOGRAPHICS of DISCUSSION GROUPS and SURVEY PARTICIPANTS



* Survey only

Step two: IDENTIFYING COMMON THEMES BASED ON EMPLOYEE FEEDBACK

THEME 01 It's time to change the Healthy Incentives program. You told us that the program was well-intended, but has grown stale and is out of step with your goals. We will use this information to create a new, voluntary employee health and well-being program that is simpler to use with a focus on what interests you.

You said **one size doesn't fit all**. Our workforce is diverse in many ways—the type of work we do, shifts we work, our interests, our health, and our demographics. We need a fresh approach with more options that is more responsive to our differences.

THEME 02

THEME 03 You told us about the barriers you face in being healthy at work. There's much more we can do together to **build a real culture of health and well-being** here at King County, tapping in to leaders and champions at all levels of the organization.

Employees want the **tools and resources to help create positive change** in many areas of their lives. Working together, we can create a program that focuses on the "whole" you.

THEME 04

"Would like to see more leadership modeling what this looks like and creating a culture where taking care of your body and mind is expected"

Next steps: THE PATH FORWARD

We believe that the new program will only work if employees are engaged on an ongoing basis. Stay tuned for opportunities to get involved in shaping the new program over the next several months. And, visit our website to learn about the current programs that will continue into 2018.

Thank you to:

- Employees – over 2,400 of you took the time to share your honest perspectives on how King County can better support you.
- Labor partners – for continuing to be active in innovating employee health and well-being, and assuring that the voice of your members guides the way.
- County leadership – for your guidance and help with recruiting and logistics.

Learn more about the new Employee Health & Well-Being program by:

- going to <https://kingcounty.gov/healthy-incentives>
- checking out our blog for regular updates at <https://kchealthyincentives.wordpress.com/>
- emailing your questions, ideas, or feedback to HealthyIncentives@kingcounty.gov

Key milestones: NEW PROGRAM DEVELOPMENT

